



Annual Report 2019

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1 Management Report

This is the annual report and annual accounts of the association WO=MEN¹ Dutch Gender Platform for 2019.

2019 was an extraordinary year. A year on the way towards major changes. Changes in staff and a new Director/General Manager. New members of the Supervisory Board. Preparations for a year of major celebrations in 2020. In 2020 we are celebrating Beijing+25, 20 years of Women Peace & Security agenda, 5 years of SDGs and 40 years of CEDAW. In short, much to celebrate, and also many reasons to stay focused. We must ensure that we make progress towards fair and equal opportunities and rights for everyone and contribute to worldwide gender equality.

¹ WO=MEN Dutch Gender Platform, with its registered office at Korte Poten 9b, The Hague, registered at the Chamber of Commerce in The Hague under file number 27293385

As so beautifully expressed in the pilgrim's poem by Antonio Machado, Traveller, there is no path.²

*Traveller, your footprints are
the path and nothing more;
Traveller, there is no path;
The path is made by walking.
By walking the path is made
And when you look back,
You will see a road
Never to be trodden again.
Traveller, there is no path;
Only a ship's wake across the sea*

We make that path with each other, a path along which WO=MEN monitors policy, shares knowledge, combines forces and connects & mobilises people. We have conducted discussions, lobbied members of the Tweede Kamer (House of Representatives, lower house of the Dutch Parliament) and political parties, organised meetings, spoken at conferences, produced publications on gender and commerce, provided the critical voice regarding International CSR sector agreements, UN Security Council resolution 1325, integration of women in peace missions, negative impact of (financial) anti-terrorism measures, etc. In this way we ensure that a 'path is made by walking'.

Last year we achieved a number of excellent results along this path:

- = We helped to ensure that the input of women's rights and gender equality activists is taken into consideration in the development of subsidy channels and the SDG 5 Fund. As a result of shrinking scope for financing of women's rights and gender equality organisations worldwide, they are now getting the opportunity for direct financing.
- = We have helped to get increased and extended funding for Women, Peace and Security programmes, up from 16 million to 50 million. This enables women activists to obtain direct funding so that they can continue to be involved in the peace processes in their country and their communities.
- = We have helped to get the voice of civil society heard in the negotiations during the CSW 63, with one result being to strengthen the 'human rights-based approach'. Because of the enormous backlash from traditional states the voice of civil society is important in honouring the rights of the Beijing declaration.
- = We have helped to establish a robust basis for the development of NAPIV with an explicit national dimension or pillar.
- = Together with various partners, we produced publications on Gender en IMVO [Gender and ICSR] and Gender en Handel [Gender and Commerce]. These publications help to establish awareness of gender and to

² Original text:

Caminante, son tus huellas, el camino
y nada más; Caminante, no hay cami-
no, se hace camino al andar. Al andar
se hace el camino, y al volver la vista
atrás, se ve la senda que nunca, se ha
de volver a pisar.
Caminante no hay camino sino este-
llas en la ma.

incorporate it firmly in our trade policy.

- = We have focused on innovative SDG5 awareness instruments with the SDG 5 experience room and the @ SDG5 Gender Fact game in order to provide experience of what gender equality means in everyday practice.
- = We have trained young female activists and politicians in Morocco as part of the International Gender Multi-Party Initiative to play an active part in local and national politics.
- = In our communications we are increasingly highlighting the underlying mechanisms of exclusion and power. We have contributed to good articles in various newspapers and magazines and on television. With the communications team of the Women's Rights Caucus in New York, we helped to initiate a Twitterstorm under the hashtag #FeministVision during the CSW 63. We were trending with this for some time in the United States.

We had forecast a result of € 9,014 and now see that this is fully in line with the actual result of € 9,464. It is encouraging to see that all members of staff now recognise the benefits of this and are cooperating enthusiastically. It is very good to see that efficient project administration and management of time and costs are working. It is also good to see that our auditors are now confident of the continuity of the organisation and that a continuity paragraph is not necessary. I am very pleased that we are once again on the right path to a better financial future. This year we still have a small negative equity before we can build up a positive reserve.

These positive results strengthen our confidence that WO=MEN and all its members are making their own path and leaving behind their footprints; a path which is defined by solidarity, openness, equality, professionalism and empowerment.

Edith van der Spruit

Director WO=MEN, Dutch Gender Platform, up to 15 January 2020

Laila Ait Baali

Director WO=MEN, Dutch Gender Platform, from 15 January 2020

The Hague, 27 February 2020



2 Supervisory Board Annual Report

2019 was a good year for WO=MEN. The Supervisory Board (RvT) is satisfied with and grateful for the careful and constructive way in which the organisation's objectives have been interpreted and implemented, both in the Netherlands and elsewhere.

For the Supervisory Board 2019 was dominated above all by staff changes. After Edith van der Spruit's announcement that she intended to retire in 2020, the Supervisory Board started a process to appoint a new director/general manager, with Laila Ait Baali proving to be that person. At the same time, the composition of the Supervisory Board itself changed greatly with the appointment of three new members following the scheduled resignation of three members.

Because of the change, self-evaluation of the Supervisory Board will take place in 2020. The Supervisory Board considers that the available financial resources have been handled prudently, which has resulted in a significant fall in the negative equity capital. The Supervisory Board is therefore confident of the continuity of the association. As well as supervision of prudent financial policy, the Supervisory Board has monitored compliance with relevant laws and regulations, in consultation with the director.

The Supervisory Board met four times in 2019 in order to implement its task as supervisory body. The emphasis was on implementation of policy, financial stabilisation and professionalisation of the office. In addition, the Board carried out its task as employer of the director and in the recruitment of a new director, who took up the appointment in January 2020.

A great compliment to Edith van der Spruit and her staff is certainly in order. Thanks to their great efforts the finances of WO=MEN present a favourable and stable picture, the organisation is balanced and settled and the interests of WO=MEN are continuously promoted enthusiastically among and with all stakeholders concerned. From this

position, the Supervisory Board would like to express its thanks for all work undertaken by the board and staff of WO=MEN; for (pursuing and) achieving the objectives of WO=MEN, undertaken both on public platforms and behind closed doors. We also want to express our thanks to members for the active contribution to activities and cooperation. The long-term cooperation agreements with the Ministry of Foreign Affairs and the Ministry of Education, Culture and Science and the presidency of SDG5 help to consolidate the objectives of WO=MEN: gender equality and women's rights.

The Supervisory Board also expresses its confidence in the continuity of WO=MEN and in the further stabilisation and financial health of the organisation. The Supervisory Board looks forward to 2020 with confidence and interest.

As of 31 December 2019, the Supervisory Board is made up of the following people:

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

Elise Kant

Chair, Supervisory Board of WO=MEN, Dutch Gender Platform The Hague, 27 February 2020

3 Gender equality is a right, not a luxury

WO=MEN is the largest gender platform in the Netherlands and is unique of its kind in Europe. The ultimate goal of WO=MEN is for gender equality to be completely normal in 2030; not a luxury but a right, in peace time and during conflict. Unequal power relations between people – for example, based on sex, race, class, disability and age – should not lead to unequal treatment anywhere. Women and men³ have equal rights and opportunities and are equally represented in politics, authorities and businesses. Women in conflict zones are heard, properly protected and have a seat at the table in peace negotiations. Women and men share paid work and unpaid care duties equally. Sexual and reproductive health and rights are for everyone.

In this 2019 annual report, we set out the results. We see how these results contribute to our long-term goal: worldwide gender equality and respect for women's rights.

³ Regardless of sexual orientation and gender identity and expression and sex characteristics (SOGIESC)

WO=MEN monitors policy, shares knowledge, combines forces and brings together and mobilises people. We work on social transformation in order to achieve equal power relations between women and men regardless of sexual orientation and gender identity. WO=MEN focuses on the following subjects:

Sustainable support for gender equality and women's rights

Gender equality and the rights of women and girls are under pressure throughout the world. Therefore, we support activists, movements and organisations in order to gain more control in social, political and financial areas. We argue for the related financial resources to be released.

Gender, Peace and Security

The position and security requirements of women, men and gender non-conforming people are not equal in (post-) conflict situations. We argue that everyone should be properly represented and protected and be able to contribute to conflict prevention, peace processes and reconstruction.

Gender and Sustainable Economy

Women and gender non-conforming people are often exploited, discriminated against and disadvantaged when it comes to work, income, enterprise.

We are working for an economy which is sustainable and gender-just.

At the end of 2018 we adjusted our Theory of Change (ToC) on the basis of social and political developments. In this ToC the theme 'Sustainable support, financial, political and social, for gender equality and women's rights' is a condition and basis for being able to do the work. In 2019 we reassessed the ToC when drawing up the annual plan (see annex 1).

WO=MEN and Sustainable Development Goal 5

Gender equality and empowerment of women and girls (SDG 5) is one of the 17 sustainable development goals (SDGs) of the United Nations. In addition, gender equality is something that must be incorporated in all SDGs. WO=MEN coordinates Dutch implementation of this development goal in national and international policy. We are a member of SDG Netherlands. In the SDG alliance consultations, we regularly discuss the progress of the SDGs and the established route

Ank Bijleveld, Minister of Defence:

'Only 4% of the blue helmets are women; whereas we know that our information position is better and we can do more when units are mixed. Therefore, the percentage of women must be increased! We strengthen each other.'

map with the other SDG coordinators. In addition, we, like SDG Netherlands and six umbrella organisations, called on the government in an open letter to include SDGs in the growth agenda. The composition of the WO=MEN platform is unique: development and peace organisations, women's and gender rights organisations, diaspora organisations, trade unions,

politicians, journalists, knowledge institutions, academics, members of the armed forces, entrepreneurs, students and opinion makers are affiliated to us. In 2005 the Netherlands was lagging well behind in implementing the agreements which had been reached during the World Conference on Women in Beijing. Increasing concern motivated a group of Dutch organisations and individuals to combine forces in the temporary platform 'Beijing +10, Time for Action'. When WO=MEN was set up on 2 November 2006, there was barely any consideration of gender in the development cooperation budget. Since then we have expanded into a network of 60 institutional and 128 individual members.

WO=MEN network

Thanks to our members, partners and secretariat we have continuous insight into (changing) social and political power relations. Together with and through them we get under the skin of civil society. For individual organisations it is often difficult to achieve both system and structural changes. That can be done by combining all power and knowledge and working together. We also have a wide knowledge of and undertake exchanges with the worldwide international gender equality and women's rights movement. We regard the Sustainable Development Goals 2030 as an important overarching framework.

Ingrid van Engelshoven, Minister of Education, Culture and Science:

'A broad international coalition wants to make a number of retrograde steps regarding gender equality, women's rights and LGBTI. I am very concerned about this. We must be very vigilant.'

Where WO=MEN is contributing:

- = Large development and peace organisations are embedding gender structurally in their programmes.
- = Gender mainstreaming (SDG 5) is embedded in domestic policy areas.
- = Fair-trade organisations are incorporating gender in their campaigns.
- = Diaspora and migrant organisations are supported in their fight against violation of women's rights.
- = Women's rights organisations are supported in their international movement building.
- = Men's movements are and remain part of the worldwide gender equality movement.
- = The rights of men, women and gender non-conforming people are equally represented in (post-)conflict situations in order to prevent new conflicts and to cooperate on reconstruction.

We shall achieve worldwide gender equality and respect for women's rights by fighting against ingrained gender roles, racism, exclusion and power imbalances. Together with our partners and members we are calling for constant attention to the impact of gender equality on conflict and security, economic development, climate and the environment. We are also struggling against the worldwide shrinking space for gender equality and women's rights activists. System change is required in order to achieve gender equality; a system change in which we reinforce people, civil society, governments, parliaments, politicians, business, trade unions and educational/ knowledge institutions so that gender equality and women's rights are normal. A network which, in its partnerships and activities, focuses on women, men, girls, boys, black, white, poor, rich, LGBTI, hetero, with disabilities, without disabilities, low-skilled, highly skilled. This has to be done together.

Sigrid Kaag, Minister for Foreign Trade and Development Cooperation:

'We can give the space to societies to transform. Gender equality is one of the critical keys: we are not a sector, we are 50% of the population.'

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

WO=MEN undertakes:

- = Lobby & Advocacy: Setting the agenda for, informing, advising and influencing society, ministries, institutions and politics.
- = Connecting & Strengthening: The network where connecting and strengthening our members and strategic partners is central. We put them in contact with each other and with relevant activists, organisations, politicians, academics or businesses.
- = Watchdog: Pointing out gender inequality and infringement of women's rights. Pointing out the closing civil space. Monitoring of (development and implementation of) laws and policy. Exposing unequal power structures, stereotyping, gaps and inconsistency in policies.
- = Gathering & sharing knowledge: Making research and policy advice available. Revealing social and political trends. Making the lessons learned and good examples from the field accessible. Translating knowledge, research and experience of members into advice for relevant ministries and/or the Dutch Parliament.

**MAAK GENDERGELIJKHEID
EN VROUWENRECHTEN
PRIORITEIT IN ONS
(INTER)NATIONALE BELEID!**



VOOR IEDEREEN & WERELDWIJD ONGEACHT SEKSE, GENDER
IDENTITEIT, SEKSUELE VOORKEUR, LEEFTIJD, ACHTERGROND,
RELIGIE, ETHNICITEIT OF POLITIEKE VOORKEUR

1325 / **DUTCH
NAP
PARTNERSHIP**



4 The 2019 results for WO=MEN

The work undertaken by WO=MEN focuses on long-term transformation, but also on everyday developments. This is a continual challenge. It is also a challenge to measure social transformation. Therefore, we are always on the look-out for effective methods for monitoring, reporting and communicating our activities and results. In order to achieve our goals WO=MEN uses four types of outcomes. These outcomes result directly from the roles of WO=MEN: network, watchdog & activist, lobbyist and knowledge centre.

- = National and international standards, laws, policy and implementation for gender equality and women's rights are inclusive and sustainable.
- = Individuals and groups have an inclusive and positive image of gender equality and women's rights.
- = A strong and active civil society plays a crucial role in the transformation of (power) structures in the field of gender equality.
- = Public and private institutions promote, facilitate and respect equal participation and women's rights.

In 2019 WO=MEN for the first time used Outcome Harvesting to monitor its results as objectively as possible. Outcome Harvesting is suitable for complex situations in which it is almost impossible to know precisely beforehand what you are going to achieve. We have gathered evidence ("harvests") of what has changed ("outcomes"). We then reason backwards as to how we have contributed to those changes. We use this both to learn as an organisation and platform and to report effectively (accountability). The 'harvests' which have contributed significantly to the achievement of the outcomes is set out below for each theme.

We regard 'sustainable support, financial, political and social, for gender equality and women's rights' as a condition and basis for being able to do the work. The shrinking space for women's rights and gender equality organisations and activists is visible and tangible everywhere. In this respect we are focusing on the following national and international outcomes.

4.1.1 Nationaal

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

In 2019 WO=MEN also focused on knowledge sharing with members of the House of Representatives from the Foreign Trade and Development Cooperation and the Foreign Affairs committees. With more knowledge and specific tools, contributions are being made to inclusive laws and standards.

Lobbying targeted the House committees (Foreign Trade & Development Cooperation and Foreign Affairs) as well as the Ministry of Foreign Affairs. For example, we held discussions and made an important contribution to the presentation of various motions and actual questions from the VVD, SP, PvdA, D66, GroenLinks and CDA parties. An example of the motion which was accepted is [Motion of Members Van den Hul and Diks regarding clarification of the cabinet-wide gender strategy](#).

We have again focused specific tools for promoting women's rights and gender equality (SDG5). As part of 100 years of women's suffrage the chairs of the Gender Meer Partijen Initiatief [Gender Multi-Party Initiative] (GMPI) Kirsten van den Hul (PvdA) and the new joint chair Zohair El Yassini (VVD) had a successful meeting on 5 December 2019. Author/historian Paul van der Steen gave an introduction on Forgotten Women of the last 100 years. It was a meeting with specific suggestions for improving political participation by women. In spite of this success, WO=MEN, which provided the secretariat, spent considerable time in order to maintain the engagement of the two chairs. It appeared that continuous attention is required if the House is to promote gender equality. In 2020 WO=MEN, together with the chairs, will evaluate the





In addition to our input into the national GMPI, over the last year we have worked for the International Gender Multi-Party Initiative. We have trained young women, activists and politicians in Morocco in lobbying, leadership and negotiating skills in order to be able to participate fully in local and national politics. This is made possible partly through financing from the international branch of D66.

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

Although the 2019 annual plan did not include any specific activities, we have contributed substantially to increasing knowledge about harmful social and cultural standards regarding gender equality and women's rights.



On 9 March 2019 the newspaper de Volkskrant published the article 'After a hundred years of the right to vote, women are making the difference in the polling booth' about women and politics. WO=MEN's contribution was given a prominent place in the newspaper. The publication by de Volkskrant on 21 March 2019 regarding the work of WO=MEN in relation to female human rights activists was a personal portrait: A resentful, fearful and militant attitude to life is not an option for Laila Ait Baali. On 15 September 2019 WO=MEN moderated the Prince's Festival, which revolved around 100 years of women's suffrage. Also on 17 September 2019 we took part in a panel about feminism. The meeting was organised by De Bovengrondse, a platform for entry feminism. In 2019 WO=MEN was stronger and more visible as an expert organisation with clear-cut statements.



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

In 2019 we focused substantially on direct financing for women's rights and gender equality organisations. Central to this was the meaningful involvement of women's rights activists in the development of channels for subsidies.

Laila Ait Baali:

'In part thanks to lobbying by WO=MEN, women's networks throughout the world have direct access to Power of Women Funds. As a result, they can set up programmes independently and be in control of their own finances.'

Women's rights organisations are the driving force behind gender equality. International Research and Policy Evaluation (IOB) also stresses the crucial role of women's rights organisations in the evaluation report on the MDG3 fund. According to IOB "women's organisations, big and small, continue to play an important role because of their good knowledge of local questions. In addition to their role in influencing policy and advocacy, they fill in gaps in government responsibility and services in areas such as violence against women. But the sustainability of these organisations is a problem. They deserve longer-term support, which focuses more on strengthening institutional capacity instead of their being regarded as implementing organisations."⁴

At the same time, women's organisations fear for their continued existence as a result of the shrinking political space or fragmentation of gender policy

as shown by the 2017 OESO-DAC Peer Review.⁵

A major barrier is also the reduction in financial resources. Many women's organisations are cut off from direct financing by criteria in Dutch and other European states.

In 2019 various discussions took place with our own members, members of the House of Representatives and officials from the Ministry of Foreign Affairs concerning the importance of direct access to funding for women's rights and gender equality organisations. Direct access to funding is crucial for a vibrant, diverse and close-knit network of women's rights and gender equality organisations. This is also important for achieving the goals of SDG 5; so that everyone can continue to fulfil their role as a progressive player for change and as watchdog.

In January 2019 members of WO=MEN reached agreement on the principles of direct access to funding for women's rights and gender equality organisations. These principles were then published by WO=MEN in a position paper and sent to the Ministry of Foreign Affairs. Reaching agreement with such a wide diversity of members is a result in itself. These principles formed the basis for constructive discussions with officials of the Ministry of Foreign Affairs. WO=MEN and the Ministry of Foreign Affairs organised and facilitated three rounds of consultations with civil society organisations.

On 20 August 2019 the Ministry of Foreign Affairs, in a letter to Parliament, announced the name of a new funding framework for strengthening women and girls: 'SDG 5' fund.

The name of the fund was proposed by WO=MEN and its members. The fund covers the follow-up of Flow2, WPS, Leading from the South fund and SRHR.

⁴ IOB evaluation of the MDG 3 fund: [Investing in equality 2008-2011](#)

⁵ OECD Development Co-operation Peer Reviews: The Netherlands 2017

In the same letter the Ministry of Foreign Affairs announced that the new funding framework for strengthening civil society, women's rights and gender equality are intersecting themes.

Through the many reports on social media, discussions with our members, members of the House of Representatives and administrators and by drawing up position papers, we have made a substantial contribution to the meaningful involvement of women's rights and gender equality activists in the development of subsidy channels.

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

The elections for the European Parliament were held in 2019. On 13 May 2019 WO=MEN, together with ViceVersa, organised the Great Europe Debate. The specific focus was on women's rights and gender equality. All candidates for the European Parliament who had been invited by WO=MEN took part. Ultimately, Samira Rafaela was the only one of the candidates taking part who was actually elected to the EP.

On 3 October 2019 Samira Rafaela exchanged ideas with members of WO=MEN. Suggestions were made for embedding women's rights, gender equality and SDG 5 goals more firmly in European policy.

Besides the attention on social media, this represented a good start to our contribution to access for women's rights and gender equality organisations to members of the European Parliament.

4.1.2 International

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

Commission on the Status of Women 63 (CSW)

In 2019 WO=MEN, in collaboration with Atria and the UN Women's Convention Network [Netwerk VN-Vrouwenverdrag], undertook civil society process coordination for the international emancipation policy. In this way, we ensured that the Netherlands can fulfil its commitments and monitoring obligations for the CEDAW Convention. The Netwerk VN-Vrouwenverdrag produces shadow report(s) and together we provide a critical 'dissenting' voice from civil society.

Also in 2019 we coordinated the contribution from civil society for the annual meeting of the UN Commission on the Status of Women in New York. It has since been laid down that each year an ngo representative from civil society will form part of the Dutch government delegation to the UN meeting. In this important year in the run-up to the celebration of Beijing+25 in 2020, the progress of the negotiating process has been very difficult. There was strong opposition to and delaying of the process particularly by Russia, the Vatican, Arab countries and the US. This year the Americans went with the intention of damaging the process and put forward very conservative views; subjects relating to SRHR, abortion and sexual orientation and gender identity. The atmosphere, both inside and outside the negotiations, was grim. Ultimately we are pleased that, because of a procedural error, opinions regarding, among others, the family, SRHR and CSE remained in the



final Agreed Conclusions CSW63. It is worrying that this year the chair, the Kenyan Koki Muli Grignon, is being threatened. She has received hundreds of messages on her private telephone, in which she was accused of being partisan and pro-abortion.

Opposition movements, such as the alt-right pro-family organisations C-FAM, Women of the World and CitizenGo, have organised themselves strongly. They have received a great deal of money from conservative states and individuals. CitizenGo once again launched a bus tour this year with an anti-abortion theme.

In spite of strong opposition, the important benefits of the CSW are:

- = The 'human rightsbased approach' has been strengthened, with 35 references to human rights. The inclusive term 'women and girls' is used consistently in the text.
- = The final text shows that the Netherlands lobbied for a strong wording on the redistribution of housework and care tasks. There are calls, for example, for accessible and affordable child care and for maternal, paternal and parental leave.
- = The terms gender and gender equality still appear regularly in the text. This should be seen as a gain as this year the US adopted the extreme position that gender should be removed from the text.
- = Linked to this is the fact that genderbased violence is mentioned and not just violence against women and girls. The section on violence states that gender-related violence is both a cause and a consequence of gender inequality and is a human rights violation. A separate section is devoted to sexual harassment, and it is important that gender-related violence often takes place on public transport and in public areas. Governments are responsible for combating this. FGM, harmful practices and early child and forced marriage are dealt with in three sections (and recognised as forms of violence).

- = The section on climate is very strong and is also called the Paris Agreement. The section emphasises that women and girls are disproportionately affected by climate change. Member States are called on to apply a gender perspective when developing measures to counter climate change.
- = The sections on water and sanitation have been strengthened. Focus on menstrual hygiene and the burden on women and girls to take care of water provision.
- = The role of women, women's organisations and organisations led by boys/girls in decision-making processes is recognised, and the right to vote and to be elected.

WO=MEN, as process coordinator, has made a considerable contribution with Atria to the provision of information via email and WhatsApp – before, during and after the CSW. We provided updates regularly on developments in both the formal negotiating process and the parallel process of side-events. We provided an overview of side-events organised by Dutch participants and distributed notices (flyers) via mailings. We also tweeted and re-tweeted with Atria during the CSW. Together with the communications team from the Women right Caucus, on Tuesday the 12th we launched a Twitterstorm under the hashtag #FeministVision. We were trending with this for some time in the United States.

After the end of the CSW we contributed and provided input for various pieces in the newspaper de Volkskrant on the CSW: 'Unholy alliance' of US, Vatican and Muslim countries challenges sexual rights', 'Minister after end of UN women's summit: 'I am very concerned about this bizarre conservative coalition', 'Conservative offensive against sexual rights at UN Women's summit fails'. Margriet van der Zouw, CSW process coordinator, was the guest on 5 uur Live, reporting on the CSW. The UN women's representative



Clarice Gargard also mentioned WO=MEN in a column on Joop.BNN.VARA. As a result of the events during CSW63 and the major setback on progressive rights and SDG 5 goals, we contributed to an article on the growing anti-abortion movement for the Dutch weekly news magazine, de Groene Amsterdammer, in summer 2019.

WO=MEN, together with the government delegation, wrote a statement for the Regional Review Meeting UNECE in Geneva. A substantial part of our narrative on the pushback, female human rights defenders, SRHR, diversity and inclusion was included.

COUNT ME IN!

In addition, WO=MEN is affiliated to the Count Me In Consortium (CMI!). Within this feminist consortium we work together with CREA, Just Associates (JASS), AWID, Urgent Action Fund and with MamaCash as coordinator. As a strategic lobby partner WO=MEN advises and strengthens the consortium on, among other things, sustainable funding of women's rights organisations and binding human rights organisations for businesses, both national and international. WO=MEN is actively seeking opportunities to shape policy development arising from the strategic partnership.

The position and security requirements of women, men and gender non-conforming people are not equal in (post-)conflict situations. We advocate that everyone should be properly represented and protected and be able to contribute to conflict prevention, peace processes and reconstruction. In this, we focus on the following outcomes.

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

A crucial part of the work of WO=MEN in 2019 was to lay the basis for a new robust strategic framework for implementation of the Gender (Women), Peace and Security agenda in and by the Netherlands. A framework in which all relevant ministries and (civil society) organisations implement structurally the international Women, Peace and Security agenda in their own organisation, policy and programmes and are prepared to be held accountable for that. Among the outcomes of this was the following:

A solid basis for the development of NAP-IV has been laid

In winter 2018/2019 the Ministry of Foreign Affairs (BZ) published a Mid-Term Review (MTR) of the NAP 1325 III. The Ministry coordinates the Dutch National Action Plan (NAP 1325). This MTR was implemented by an external consultant. Based on the outcomes of the MTR, the Ministry emphasised in April 2019 during a two-year NAP Signatory Event that

NAP-IV must have a strategic framework. In addition, a funding mechanism is also required for WPS work and support for society from government and civil society signatories. The Ministry also stressed that the NAP must be given an explicit national dimension or pillar. This is a major change compared to the previous NAPs.

With the extension of NAP-III in November 2019 49 civil society organisations, 4 ministries and the National Police committed to reporting on their WPS work which is related to the NAP III outcomes. This is an important development because up to now there were no reports on progress. In particular, the commitments of the Ministries of Justice and Security, Defence, Education, Culture and Science and the National Police are a major gain and a change compared to other NAPs. In addition, the commitment to report annually is crucial for further development of a robust M&E framework for NAP IV. These organisations have also made a commitment on joint development of NAP-IV.

Contribution of WO=MEN

In the absence of a regular MEL mechanism for the full NAP, WO=MEN asked the Ministry of Foreign Affairs in 2018 to have an MTR carried out by an external consultant. The objective of that MTR was to be able to examine the current efforts of signatories (government and CSOs) to implement the NAP-III and to get recommendations for a subsequent NAP. WO=MEN wrote the first draft Terms of Reference jointly with and after consulting CSO Signatories. After appointment of the consultant, WO=MEN provided support in the planning, execution and monitoring of the external MTR.

WO=MEN made an important contribution to this. The external MTR is the first monitoring exercise of NAP III. The recommendations are extremely important for development of NAP IV. With the robust commitments of all ministries concerned and of the National Police, the NAP can become a more effective management tool for implementation of the WPS agenda by the government. The NAP community has also committed itself to reporting individual WPS activities to each other. This strengthens mutual transparency and provides an insight into joint progress towards the NAP goals.

In addition, WO=MEN together with its Gender, Peace & Security working group has continually raised the gaps in implementation of the WPS agenda in domestic and foreign policy. We do that in bilateral discussions, with position papers and consultation sessions. WO=MEN also advised on organisation of a repledge for signatories in which they commit to reporting. In consultation with various signatories, WO=MEN drew up the format of the pledge for signatories.

Anne-Floor Dekker

‘Thanks to a substantial increase in the Women, Peace and Security fund of the Ministry of Foreign Affairs, civil society organisations in more than 14 countries can continue to strive for peace and security.’

Outcome 3: Een sterk en actief maatschappelijk middenveld speelt een cruciale rol in de transformatie van (machts-) relaties op het gebied van gendergelijkheid

For the Gender, Peace & Security lobby group of WO=MEN, a large part of 2019 revolved around the new funding framework for strengthening civil society. An important part of this was a new fund for programmes on Women, Peace and Security. Among the outcomes of this was the following:

Increased and extended funding for Women, Peace and Security programmes by the Ministry of Foreign Trade and Development Cooperation. In June 2019 the Ministry of Foreign Trade and Development Cooperation (BHOS) published a strategic framework for strengthening civil society. In connection with this, it was announced that a fund of 40 million would be made available for Women, Peace & Security for 5 years (2021-2025). A substantial difference compared to previous fund periods, in which the WPS budget was only 16 million every 4 years. It was also announced that gender equality and women’s rights is an intersecting theme in another major fund which finances peace and security programmes. Finally, in September

2019 the BHOS confirmed that, for the 8 consortia working on NAP III, applications could be made for additional funding to bridge the funding gap between December 2019 and January 2021. The additional financing for this contributes a total of €3.75 million.

The contribution of WO=MEN

In spring 2019 the Gender, Peace & Security lobby group drew up a position paper with recommendations to BHOS for a new funding framework for WPS. This also concerned the need to increase the WPS budget. The recommendations resulted in part from the findings of the 2019 NAP-III Mid Term Review, recommendations by signatories of the Dutch National Action Plan 1325–III and members of the WO=MEN Gender, Peace and Security working group. In addition, WO=MEN, together with and on behalf of the Ministry, facilitated consultation sessions with NAP signatories and GPS members in order to provide input regarding the new WPS fund.

When it emerged that existing consortia would face a financial burden in connection with the WPS funding which was to end in 2019, and new WPS funding would only be available from 2021, WO=MEN drew up an inventory of the necessary additional funding for the consortia at the request of its members. On the basis of that, in July 2019 WO=MEN drew up an urgent letter to BHOS explaining to the Ministry what the consequences of such a funding gap would be for safeguarding of expertise, established infrastructure and continuity of activities. Although the Ministry of Foreign Affairs had indicated in the first instance in June 2019 that it could not release any additional funding, in September 2019 BHOS announced the required bridging fund for NAP consortia.

The final outcome is that more financing is now available for civil society organisations working on WPS, both via WPS stand-alone programmes

and via the mainstreaming of WPS in conventional programmes. For the 8 consortia, programme continuity is now guaranteed for 2020. They no longer have to face the dismantling of their infrastructure, local partnerships and relations.

Outcome 4: Public and private institutions promote and respect equal participation and women's rights

Active monitoring of the House of Representatives regarding implementation of the WPS agenda

In 2019 the WO=MEN Gender, Peace & Security working group launched active monitoring of the House regarding implementation of the Gender, Peace and Security agenda, including the Defence Action Plan 1325 (DAP 1325). One of the results of this was submission of a motion by Salima Belhaj (D66) in June 2019. This motion is based on the input by WO=MEN for implementation of stricter monitoring of DAP 1325. The motion was broadly carried and accepted.

Contribution by WO=MEN

WO=MEN provided the input for that motion and, in the run-up to it, gathered questions about the inadequate implementation of DAP 1325 for Parliament. The questions were adopted by the Defence Committee and resulted in a debate with State Secretary Visser and Minister Bijleveld, and ultimately in the adopted motion of Member Belhaj.

As a result of WO=MEN's contribution, it became clear to the Ministry of Defence that DAP 1325 is attracting the attention of the House. This led to more rapid implementation of activities and the first meeting of the internal DAP 1325 management committee. They will have to report on their activities to the House in 2020.

We have drawn attention to all events concerning Gender, Peace & Security and NAP1325 in the Netherlands and abroad on social media. For example, at the end of October we covered the Open Debate on Women, Peace and Security live in New York. Relevant general discussions in the House were also covered.

In March 2019, in cooperation with WO=MEN, the piece Vrouwenrechten Uitgekleed [Women's rights plundered] focusing on women peace activists appeared in the Heldinnen [Heroines] supplement of the newspaper Trouw. The study Protecting Us By Tying Our Hands on the impact of financial anti-terrorism measures on women's and gender equality organisations was reported in De Veiligheidsdiplomaat Zomereditie [Security Diplomat, Summer Edition], a Ministry of Foreign Affairs publication. WO=MEN carried out that study together with Human Security Collective. June 2019 also saw publication of an interview with WO=MEN and an article about NAP1325 in Gender en Duurzame Vrede [Gender and Sustainable Peace], a publication of Platvorm Vrouwen & Duurzame Vrede [Women and Sustainable Peace Platform]. Since October 2019 interviews have appeared in de Groene Amsterdammer under the heading 'Vrouwen in oorlog' [Women in war] with women peace activists in Sudan, Colombia and Yemen, among other countries; a result of cooperation by WO=MEN with journalist Greta Riemersma.



WO=MEN, Dutch Gender Platform

@genderplatform • 29 okt. 2019

In a few minutes the Open Debate on Women, Peace and Security #WPS #UNSCR1325 will start. From the Netherlands our #GPS colleague @AnneFloorDekker and our member @annekwakkenbos from @Cordaid will report. Follow the entire debate live here: webtv.un.org/live-now/watch...



4 11

With this theme we are working for an economy which is sustainable and gender-just. Women and gender nonconforming people are often exploited, discriminated against and disadvantaged when it comes to work, income and enterprise.

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

The standard wording of investment agreements is the starting position of the Netherlands in negotiations on investment agreements with third countries. The fact that women's rights and gender equality (SDG 5) are included in the standard wording indicates that these subjects are in fact important Dutch priorities. Foreign investors and businesses have in the past used ISDS (Investor-to-State-Dispute-Settlement) in order to challenge the implementation of national laws and regulations in the field of the environment, public health and human rights in the recipient states. In order to give arbitration panels explicit guidance, it is important for gender equality and women's rights to be named explicitly in investment agreements.

The fifth session of the open-ended intergovernmental working group on transnational corporations and other business enterprises with respect to human rights took place from 14 to 18 October 2019. A number of our members have been particularly active on the subject of the Binding Treaty. As a network we have mainly adopted our supportive and facilitating role

on this matter. We have facilitated contact between the Ministry and active members on this subject. On 6 May 2019 a discussion took place with the DDE [Sustainable Economic Development Department] regarding the Dutch input in the negotiations in October. In addition, we provided substantive support for a number of members with the organisation – during the negotiations – of a side-event focusing on gender.

Sander Hehanussa:

'In 2019, in part because of WO=MEN a motion was adopted in the Lower House providing for greater emphasis on women's rights and gender equality in negotiations with other countries on investment agreements.'



On 13 March 2019 a motion by Members Bouali and Van den Hul of the House of Representatives was adopted regarding the inclusion of women's rights in negotiations about investment agreements. In the motion the government was asked to raise women's rights and gender equality explicitly in negotiations with third countries in connection with investment treaties and to emphasise women's rights in the standard wording of investment agreements. Partly as a result of WO=MEN's input, this motion was passed. In addition, we have extensively used social media channels to generate awareness.

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

With the hashtag #hetklimaatvaniedereen, on 27 September 2019 we supported the Climate Strike together with more than 50 organisations and we called for climate action; a call which appeared on every website and social media channel of, among others, Both Ends, Mama Cash, Hivos and Oxfam Novib.

Op 4 October 2019 the third edition of the Political Catwalk was held in the CIRCL in Amsterdam. Young people between 15 and 26 designed outfits for politicians on the theme of 100 years of women's suffrage. WO=MEN established contacts with politicians for the Political Catwalk. In addition, during the Political Catwalk WO=MEN gave a masterclass on gender equality and business, and WO=MEN wrote an article in the magazine on women and girls in the clothing industry.

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

This year we have taken a number of steps to establish a strong and active network in the field of gender equality. In particular, this took the form



of the publication of background articles about our issues within the Gender and Sustainable Economy working group, with the aim of establishing a shared and sustained gender vision of trade and investment policy and International Corporate Social Responsibility. Over the year we approached members to get their cooperation on these documents, and subsequently two have been published. In March 2019, together with Hivos and ActionAid, we issued the publication on gender and ICSR. In November 2019 together with WIDE+, ActionAid and Both ENDS, we issued the publication on gender and trade. The document on private sector instruments and gender will follow in 2020. These publications provide a guideline for further interventions by WO=MEN and the network. With these publications we are able to work more effectively, because we have already drawn up a framework view with participation by members.

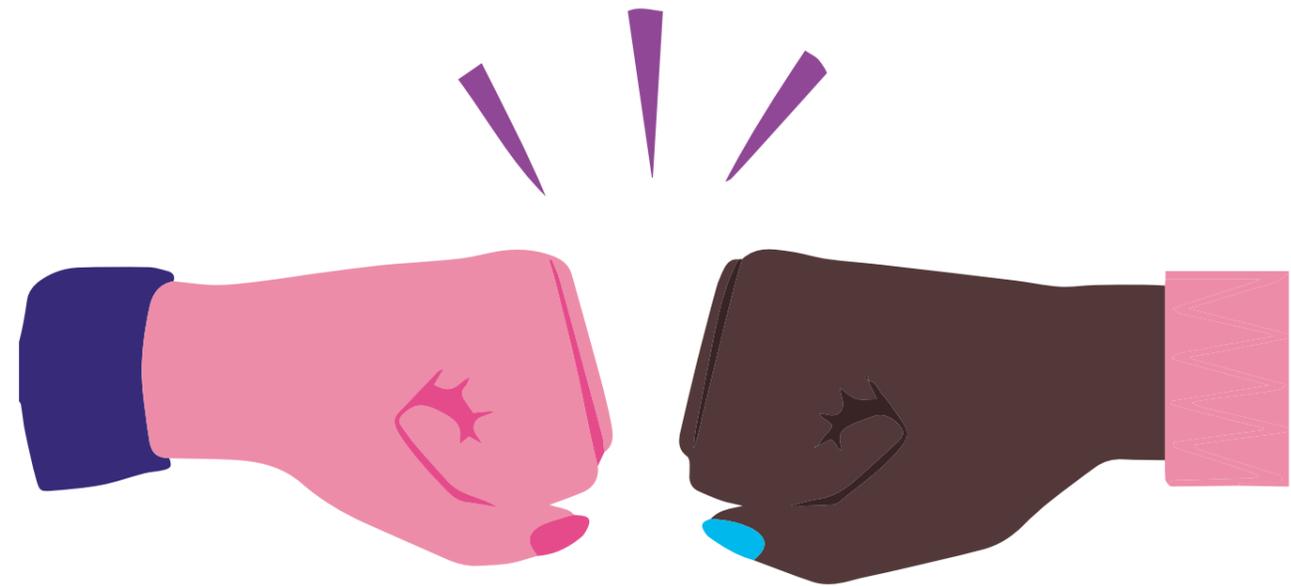
The article 'Time for Minister Kaag actually to implement the ambitions and make women's rights central' appeared in March on the BNNVARA website. This was a collaboration between WO=MEN, ActionAid and Hivos, in response to the publication Women & work worldwide and what the Dutch Government and firms have to do about it.

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

On 19 November 2019 the Ministry of Foreign Affairs organised a broad stakeholder meeting as part of the project 'ICSR measures in perspective'. This project started to evaluate the current ICSR policy. Businesses, civil society organisations, knowledge institutions and other parties concerned with the policy for International Corporate Social Responsibility met in Utrecht for this purpose. During that meeting an ESE adviser from ABN Amro spoke about the importance of gender-disaggregated data. That statement is included in the report of the meeting.

Before that meeting WO=MEN had attended the stakeholder meeting of the ICSR covenant concerning the banking sector on 23 September and we put a question on the use of Gender Dimensions of the Guiding Principles on Business and Human Rights in the due diligence of banks. As a result WO=MEN came into contact with ABN Amro and an appointment was made to speak further. During that appointment on 11 November – a week before the Foreign Affairs stakeholder meeting – WO=MEN stressed the importance of gender-disaggregated data in discussions with the same ESE adviser and the head of the department for the environment & social risk advice and monitoring.

Without gender-disaggregated data it is impossible to form a gender-sensitive policy: certain additional risks for women will remain invisible and gender inequality will increase further. It is extremely important for a large bank such as ABN Amro to be aware of the possibilities of gender-disaggregated data, so that it can be taken into account when agreements are concluded with firms.



The aim of Alliantie Samen werkt het! [‘Together it works’ Alliance] is for women and men to make use of the opportunities to combine paid work and unpaid care in 2022. This particularly concerns women in financially vulnerable positions. The focus is on improving individual, social and institutional opportunities in the medium term. Below we show for each ASWH! goal how WO-MEN contributed to this in 2019. Our role in the ASWH! alliance is that of an expert in international lobbying and the significance of this for the national situation.

Society: Dutch people have a positive image of equal distribution of work and care between women and men, boosted by the media

Contribution of WO=MEN:

- = WO=MEN creates awareness among the Dutch public by focusing attention on SDG 5 at festivals and fairs. In the original project application, this was to happen during the Global Citizen Festival 2018. This festival was not allocated to the Netherlands. The SDG 5 installation is now set out at other festivals and fairs. The aim of this physical installation is to make visitors aware of the different roles, gender roles and stereotyping of women and men.
- = In addition, the installation helps to raise awareness of individual ideas on gender equality in the context of the distribution of work/care. In the installation, visitors get a glimpse into the head of a man and a woman,

by means of various stories. Briefly, the stories concern a multi-tasking mother, co-parenting, single parenthood, a man who gives his wife pocket money, a divorced couple who have divided everything 50/50 and a man who does nothing but work. All visitors to the events are part of the target group and, in particular, low-skilled women and women on low income. Since March 2019 the installation has been at the Vrouw! Beurs [Women! Fair], the Beauty Trade Fair, the Libelle Zomerweek [Summer Week] and the Night of the UN.

- = A total of 191 people have visited the installation and 82% of the visitors completed a survey about it. Of the 191 visitors, 70 people did not recognise themselves in the stories. The main reason for this was that the visitor did not have any children or they had left home a long time ago. There was more recognition in the stories about women (82 identified) than in the men’s stories (65 identified). This can be explained



partly by the fact that the visitors were predominantly women. You could tick more than one story, and so some visitors recognised themselves in two or even three stories. The story with which the visitors most identified was the one of the mother who multi-tasks and does a great deal. Many visitors found the story of the man who was divorced and divided everything 50/50 with his ex to be a good example. 82 visitors said that they were a lot to a bit affected by the installation, in particular the fact that you heard information about other families and many facts about equality was an eye-opener for the visitors.

- = In addition an SDG 5 Gender Fact Game was launched. Through questions and answers this game reveals the difference between women and men with the aim of increasing awareness about gender equality. For example, there are questions about domestic violence, paternal leave, informal care and child care. This game was played with employers at the SDG Action Day in the KIT Royal Tropical Institute, at a local meeting about Amstelveen heroines and with lecturers from the Avans University of Applied Sciences. It is interesting that young people up to the age of 25, like men, think at the start of the game that men and women are fairly equal. At the end of the game they are shocked at the extent of the difference between women and men. Women over the age of 25 know that there is a difference between men and women but are surprised at the extent of the inequality.
- = With De Grootste Onderneming van Nederland [The Biggest Company in the Netherlands] we are campaigning with the Alliance for the 9 million men and women who selflessly do unpaid work every day as parent, caregiver or volunteer, without the obvious protection and appreciation that goes with paid work. The goal is greater appreciation for unpaid work. A website was launched with associated press and news reports; we appeared with this in the newspaper Trouw with an open letter to Rutte, and our radio commercial could be heard on NPO Radio 2. This



campaign also attracted attention on social media. In October 2019 the website had 21,711 unique page views, with an average of 01.49 being spent on the website. The video was watched 57,167 times and the letter was signed by 2,448 people. The general online reach was 980,000 in October and 1.5 million offline. [The biggest company in the Netherlands stands up for its 9 million unpaid workers]

- = With the joint communications working group of the Alliantie, reactions are given online to current questions relating to equal distribution of work/care. For example, on 1 July 2019 a news report was written about the new ILO Convention on violence and harassment in the workplace. On 17 December 2019 there was a joint response to the Gender Gap

Report 2018. We share these reports mainly with the Nederlandse Vrouwenraad [Dutch Women's Council] (2,517 Twitter followers), WOMEN Inc. (17,400 Twitter followers) and Bureau Clara Wichmann (1,187 Twitter followers).

Instituities: Government, employers' and employees' organisations and welfare/self-help organisations actively facilitate, stimulate and implement a care-friendly policy to create a level and fair playing field for men and women with respect to combining work and care.

WO=MEN's contribution:

- = In 2019 WO=MEN organized a CSW debriefing with various stakeholders about the recommendations of CSW63 in the field of social protection.
- = In 2018, in cooperation with Women Inc., a presentation on the 'Route to gender equality in the workplace' was given at the SDG Action Day of the SDG Charter. The aim of this action was to create awareness among employers by means of an offline, practical tool to promote SDG 5 and gender equality in their own policy and at the workplace. The stakeholders were both employers and employees. In the first instance the digital version was to be available in 2019 as an awareness tool for employers and to address gender equality proactively. Because of a delay in developing the questionnaires, this will be postponed to 2020. This year this version will be used actively to promote gender equality among employers.
- = For Alliantie, WO=MEN provides the link between ILO (International Labour Organization) conventions and Netherlands policy. WO=MEN contributed to the adoption of the new ILO Convention on 'Ending Violence and Harassment in the World of Work' by the ILO in Geneva and signing of the convention by the Netherlands. This ILO Convention is aimed at the safety of informal workers, such as caregivers and



cleaners in the home. In November 2018 WO=MEN was a panel member during the Gender Based Violence @ Work event of the FNV (Dutch Trade Union Confederation), and WO=MEN prepared a paper drawing attention to the convention. In 2019 a conscious decision was taken not to write our own paper again, but to share and support the publication of FNV and CNV (National Federation of Christian Trade Unions). On 17 May WO=MEN also wrote a letter to the Standing Committee on Social Affairs and Employment, in which WO=MEN asked the Committee to urge the government to support the ILO Convention 190. On 4 June WO=MEN was present during the presentation of a petition concerning ILO 190 to the Standing Committee on Social Affairs and Employment. WO=MEN and the CNV, among others, were present in Geneva to follow the negotiations and was in contact there with the Ministry of Social Affairs and Employment concerning the ratification process. The signal given by the ILO with this convention is important for countries and businesses throughout the world to start to tackle violence and harassment in the workplace. It is now up to the countries themselves, including the Netherlands, to ratify it and to transpose the rules in the convention into national laws and regulations. In times of setbacks with regard to women's rights, this is an important positive note from the United Nations. WO=MEN is maintaining contact with the FNV and CNV federations on this process on behalf of Alliantie.

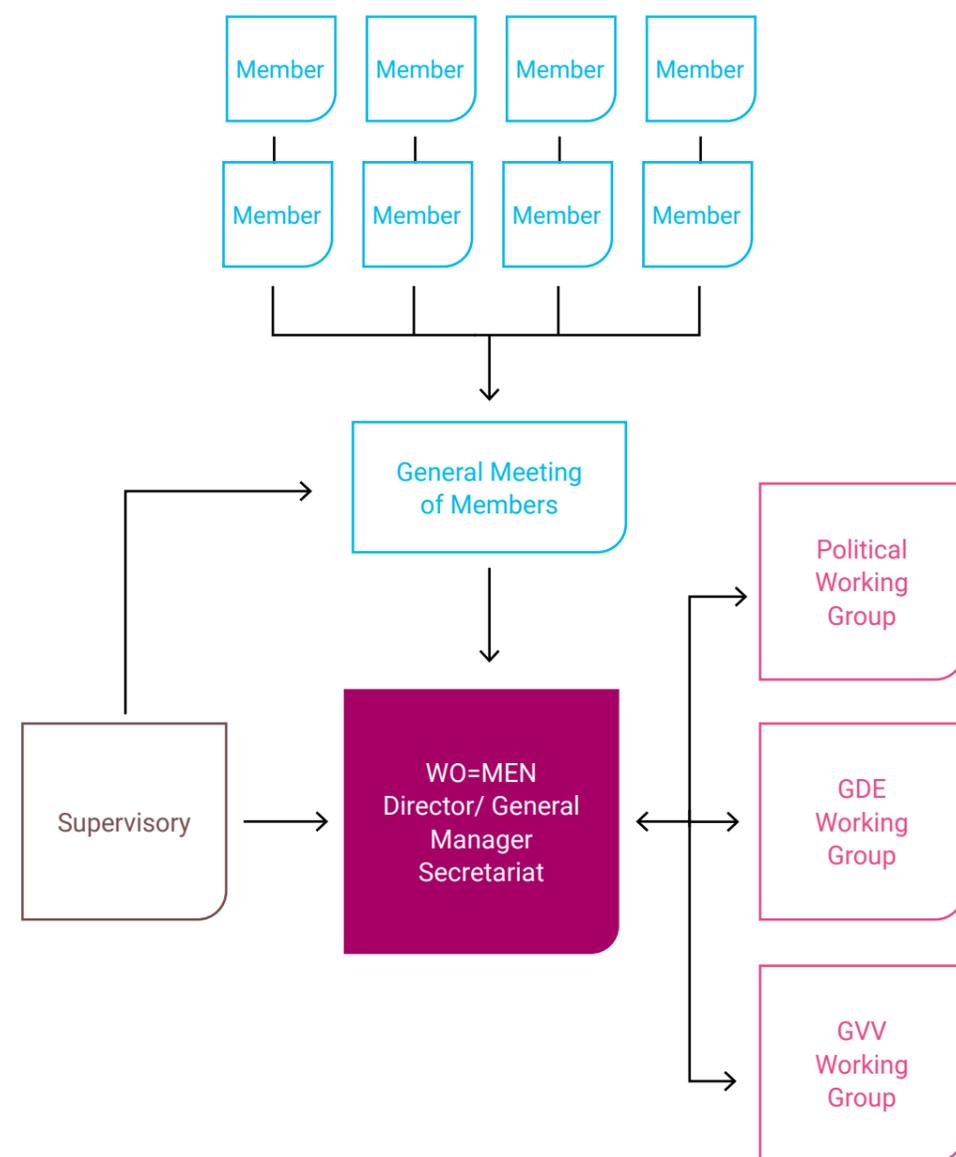


5 Organisation

WO=MEN keeps its organisation as small and functional as possible. Consequently, WO=MEN works together with its members on all issues. We respond to the requirements and wishes of the members, collaborating partners and donors, the changes in society and politics. In total there are 10 permanent employees, including the director manager.

We aim for diversity in our team in order to reflect our character as a gender platform. That means visible features such as sex, age and ethnicity as well as less visible features such as desires, needs, ability to cope with stress, illness or disability, competences, work styles and sexual preference.

Organisation of WO=MEN



Staff

In 2019 Roos van Os went to work at the municipality of Amsterdam. She was replaced by Sander Hehanussa. He is working with Annabel Wildschut on the subject of Gender and Sustainable Economy.

Carina Bos also indicated that she was stopping working at WO=MEN. In 2019 Marieke de Vries and Halla Al Mansouri were brought in as extra support and to cover the vacancy left by Carina Bos. Every year WO=MEN works with a number of volunteers. This year Jellina Keulen and Lotte den Hertog have worked as volunteers for the secretariat. Jan Reynders is a volunteer representing our organisation in various external meetings.

In 2019 a performance review was held with all employees, in which expectations and results achieved were discussed. The new KPIs to be achieved for 2020 were drawn up as a result of these reviews. The reviews also cover any courses and training which are necessary for personal growth and work.

With any vacancy that opens up, we endeavour to achieve more diversity in our workforce.

GDE = Gender and Sustainable Economy

GVV = Gender, Peace and Security

As of 31 December 2019 WO=MEN comprises the following members of staff:

Director/general manager	Edith van der Spruit		20 hours
Programme managers	Laila Ait Baali	Political coordinator/ CMI!	36 hours
	Anne Floor Dekker	GPS/ NAP1325	36 hours
	Margriet van der Zouw	CSW/ international	36 hours
	Sander Hehanussa	GSE/ ASWH /CMI!	32 hours
Project leader	Karin de Jonge	NAP 1325	16 hours
Project worker	Annabel Wildschut	GSE	20 hours
Marketing and communication	Jantien Kingma		36 hours
Controller	Yvette Keen-Middendorp		24 hours
Board Secretary	Ans Lavèn		32 hours

Members & Partners

Our members are essential. WO=MEN operates in various structures: permanent working groups, programmes with strategic partners and special alliances. Together with our members we decide how and with whom we exert our influence. Our members sit on subject working groups: political coordination, gender and sustainable economy, and gender, peace, security.

We have concluded strategic partnerships. WO=MEN aims to be diverse and inclusive, not only as an employer but also as a network. We are actively looking for members and strategic partners who provide different perspectives. When entering into partnerships we strive for complementarity. These partnerships are important for us, in order to ensure that we do not do

the same thing as organisations in the Netherlands and to coordinate who does what. For example, within the Alliantie Samen werkt het! we work with partners, with WOMEN Inc as coordinator, Bureau Clara Wichmann, Movisie and The Dutch Women’s Council, organisations which focus primarily on the Netherlands. Our contribution consists in linking with the international context. In addition, as subcontractor we are involved as lobby partner in the Count Me In! consortium, with Mama Cash as coordinator and AWID, CREA, Just Associates (JASS) and Urgent Action Fund. We are coordinator of the collaboration with Atria and the NVR for the civil society process coordination for international emancipation policy particularly regarding the CSW and CEDAW process. We cooperate on a regular basis with the Breed Mensenrechtenoverleg [Broad Human Rights Consultation] (BMO), COC, CONCORD, European Women’s Lobby, Global Network of Women Peacebuilders, UN Women’s Convention Network, NGO Working Group, Emancipator, PARTOS and WI.

Supervisory Board

Our Supervisory Board monitors the policy of the director/general manager, implementation of that policy, and general affairs within the association. The Board advises the director/general manager and assists in developing new focus areas for WO=MEN. The chair and members of the Board are selected for relevant background and profession.

During the General Meeting of Members in April three members stood down, with great thanks for their work: Jeanine Kok, Filip Zoetewij and Elisa de Groot. On the recommendation of the Supervisory Board, the Meeting approved the appointment of the following four new members: Janine Meins, Blanca Méndez, Heleen Schrooyen and Nathalie Veenman. Unfortunately, Janine Meins had to withdraw as a member later in the year because of her new job with one of the members of WO=MEN.



General Meeting of Members

Two General Members' Meetings were held in 2019. In spring, the management board submitted the annual report and annual accounts for 2018. In addition, the Meeting appointed 3 new members of the Supervisory Board. The Meeting thanked the members who had stood down for their work for WO=MEN and wished the new members much success. In autumn the Members' Meeting adopted the annual plan and budget for 2020.

As well as formal subjects, the Members' Meeting is also the place to reflect together on the direction and priorities of WO=MEN, to point out gaps, start new initiatives and to point out interesting subjects and developments to colleagues. During the Members' Meetings in 2019 we organised two substantive sessions:

Are you concerned about the shrinking political and financial space for women's rights and gender-equality organisations?

Hinke Nauta, Manager of the Gender Equality and Women's Rights Task Force of the Ministry of Foreign Affairs, gave an introduction on 'Shrinking political and financial space' for gender and women's organisations and the way in which the Ministry wants to mobilise the new funds for this.

Focus areas for widening the political and financial space are:

- = Use a clear message based on SDG5 which is urgent and communicate this through:
 - = Story telling
 - = Examples, projects etc.
 - = Role models
 - = Mainstream media
- = Work on the basis of values such as solidarity and equality.

In order to implement the focus areas of the April General Members' Meeting, in December we looked in more detail at everything that binds and divides us. After almost 25 years of the Beijing Conference on Women, we listed what has been achieved, but also what is still at stake.

Inclusivity does not just happen.

At a time of increasing 'hate speech' by political leaders such as Trump, Orban and Bolsonaro and troubling developments in our own country it is important that we continue speak out. Speak out against a Nashville declaration, speak up for safe abortion and against the increasing pro-life protests at abortion clinics. Although the Netherlands has been a strong advocate for the Beijing agenda in international forums over the last twenty-five years, we are seeing the 'anti-gender' movement becoming ever bigger, more organised and more vocal. A strong women's rights and gender equality movement is crucial for achieving equal rights and opportunities. Worldwide there is a great deal happening, and we are seeing new forms of activism; from climate truants close to home to the young protesters in Hong Kong; from Emma Gonzales, who is fighting against gun violence in the US, to Alaa Salah, who, in her white robe on a car, spoke and sang to demonstrators in Sudan, and Jacinda Ardern, who, after the attack in New Zealand, said that she stood for 'diversity, kindness, compassion, home for those who share our values and a refuge for those who need it'. A different language and activism connecting people on the basis of values. We have focused on what unites the movement in all its diversity. We have also felt the usual friction points. It required courage to speak out and note that the other person did not agree with you. It required courage to continue listening through one's own resistance. It required courage to adopt new opinions together. It may hurt, it may challenge conventions, but often that friction is necessary if you want to change something with each other.

Spoken words by Jemairo Scoop & Kyra Louise

**'We came a long way,
but is a long way enough?'**

The main friction points prompted by our speakers were, briefly:

- = The polarising effect of social media on the feminist movement(s). Because of social media, everyone is an activist and is pro- or anti-women's rights and gender equality. (Jamila Aanzi)
- = (Lack of) solidarity between the various feminist movements in the Netherlands, in Europe and worldwide. Friction points of the second feminist wave versus migrant and refugee women's rights movements, religious feminists versus secularists. (Keklic Yucel)
- = Rights for sex workers and full legalisation of sex work versus criminalisation of sex work as a solution to human trafficking and forced prostitution. (Nadia van der Linde)
- = LGBTIQAPC+ rights and the unease of the traditional women's movement regarding the emancipation of transwomen and transmen, and also regarding gender non-conforming people. (Joyce Hamilton)

Over the coming year WO=MEN will organise in-depth sessions on the various friction points.

Through our communication we expose the underlying mechanisms of exclusion and power. We have raised awareness of the impact of conflict, climate and the environment and trade. We fight against the shrinking space for gender equality and women's rights activists. When we communicate in writing, we try to do that through clear, short sentences. We want to make the reader part of our mission and to hand her the tools to make a contribution.

We do this by:

- = sharing speeches by Members of the House of Representatives and from the Ministries of Foreign Affairs, Foreign Trade and Development Cooperation, Defence and Economic Affairs and Education, Culture and Science, showing that they give political support to women's rights activists and endorse the importance of women's rights and gender equality.
- = responding to draft policies and laws. For example, we wrote a response to the policy document on The Prospect for Investment by Minister Kaag and a response to the Foreign Trade and Development Cooperation policy document.
- = being present on social media (Twitter, Facebook, LinkedIn, Instagram) and during events by WO=MEN and its members in the Netherlands and abroad.
- = reporting on women in armed conflict situations in Gender en Duurzame Vrede [Gender and Sustainable Peace] in the news magazine de Groene Amsterdammer, on the CSW in de Volkskrant and on women's rights within international business on the Dutch broadcasting association BNNVARA.
- = appearing as speaker on the magazine programme Koffietijd, at the Rode Hoed debating centre and during the Prince's Festival.
- = sharing relevant information (articles on the website and on social media) about sustainable, political and financial support for gender equality and women's rights, climate agreements, trade and conflict.

Role in public debate 2019 – Press

Medium	Datum	Titel	Link
Trouw	08-03-2019	Women's rights plundered	https://wo-men.nl/kb-bestanden/1581515022.pdf
JOOP BNN VARA	12-03-2019	Opinion: Time for Minister Kaag actually to implement the ambitions and make women's rights central	https://joop.bnnvara.nl/opinies/tijd-dat-minister-kaag-ambities-echt-uitvoert-en-vrouwenrechten-centraal-stelt
De Volkskrant	09-03-2019	After a hundred years of the right to vote, women are making the difference in the polling booth	https://www.volkskrant.nl/nieuws-achtergrond/na-honderd-jaar-kiesrecht-maken-vrouwen-het-verschil-in-het-stemhokje~b9f6128a/
De Volkskrant	21-03-2019	A resentful, fearful and militant attitude to life is not an option for Laila Ait Baali	https://www.volkskrant.nl/columns-opinie/een-boze-bange-en-geharnaste-levenshouding-is-voor-laila-ait-baali-geen-optie~b21f082c/
De Volkskrant	22-03-2019	'Unholy alliance' of US, Vatican and Muslim countries challenges sexual rights	https://www.volkskrant.nl/nieuws-achtergrond/onheilige-alliantie-van-vs-vaticaan-en-moslimlanden-trekt-bij-de-verenigde-naties-ten-strijde-tegen-seksuele-rechten~b8e54a9a/
De Volkskrant	24-03-2019	Conservative offensive at UN Women's summit against sexual rights fails	https://www.volkskrant.nl/nieuws-achtergrond/conservatief-offensief-op-vn-vrouwentop-tegen-seksuele-rechten-mislukt~bcac6acf/
De Volkskrant	24-03-2019	Minister after end of UN women's summit: 'I am very concerned about bizarre conservative coalition'	https://www.volkskrant.nl/nieuws-achtergrond/minister-na-afloop-vn-vrouwentop-ik-maak-me-grote-zorgen-over-die-wonderlijke-conservatieve-coalitie~b653e278/
Koffietijd / 5 Uur Live	27-03-2019	Margriet van der Zouw on the UN women's summit	https://www.koffietijd.nl/Margriet-over-de-VN-Vrouwentop
Vrij Links	27-03-2019	Laila Ait Baali: 'Women's rights are not negotiable'	https://www.vrij-links.nl/artikelen/interview/laila-ait-baali-vrouwenrechten-zijn-niet-onderhandelbaar/
Gender en duurzame vrede	06-2019	Resolution 1325 on women, peace and security	https://wo-men.nl/bestanden/kennisbank/2019-06-Gender-en-duurzame-vrede-Nummer-2-2019-Veiligheid-bevechten20190808125250.pdf
De Veiligheidsdiplomaat Zomereditie, Ministerie van Buitenlandse Zaken	26-07-2019	Counter terrorism and civil society, an important balance	https://magazines.rijksoverheid.nl/bz/veiligheidsdiplomaat/2019/07/08

Wordt Vervolgd – Amnesty International	26-07-2019	Political lobbyist Laila Ait Baali: 'You're for women's rights, aren't you? Why the headscarf then?'	https://www.amnesty.nl/wordt-vervolgd/jij-bent-toch-van-de-vrouwenrechten-waarom-dan-die-hoofddoek
De Groene Amsterdammer	09-10-2019	'Without gender equality, this conflict will never end'	https://www.groene.nl/artikel/zonder-gendergelijkheid-houdt-dit-conflict-nooit-op
De Groene Amsterdammer	16-10-2019	Evangelisation of the African womb	https://wo-men.nl/idm-bericht/de-evangelisatie-van-de-afrikaanse-baarmoeder
Gender Focal Point, Special Tribunal for Lebanon	09-12-2019	International day for the elimination of violence against women	https://wo-men.nl/bestanden/Nieuws/20191129-Special%20Tribunal%20for%20Lebanin-IDEVAW.pdf

Role in Public Debate 2019 – A selection of the events

Organisator	Datum	Titel	Link
Vrije Hogeschool	21-02-2019	Dwarslopers Evening WO=MEN	https://www.vrijehogeschool.nl/evenement/dwarslopers-avond-women/
Stichting Prinsjesfestival	15-09-2019	PrinsjesFilm [film screening]	https://www.prinsjesfestival.nl/evenementen-overzicht/
De Bovengrondse	17-09-2019	The Beauty Salon #6: Work it! A crash course in empowerment	https://rodehoed.nl/programma/de-schoonheidssalon-6-work-it/

In 2019 we carried out a customer satisfaction survey among our members. In general people are satisfied, and we score a 7 or 8. The members are members for various reasons, and that is reflected in participation in the various activities. Some want more activities and others have no need for them. In answer to the question of why WO=MEN is important, it was said almost unanimously that WO=MEN is a strong network and the only one of its kind in the Netherlands.

Our members' wishes which were cited regularly:

- = Association with the worldwide women's movement
- = Knowledge and inspiration sessions
- = Skype sessions
- = Less emphasis on budgets and more on content
- = More and less CSW

In 2020 we took these wishes into account when carrying out our work.

'We are stronger together and WO=MEN is good at bringing us together for gender equality. I hope therefore that WO=MEN will continue to invest in a diverse and inclusive network, which also includes grassroots organisations.'

WO=MEN is a member of Partos, the sector organisation for Goede Doelen [Good Causes], aid and development organisations in the Netherlands. Transgressive behaviour and abuse of power are unacceptable. We do our utmost to prevent such behaviour. In 2018 WO=MEN cooperated with the sector on a comprehensive action plan. The aim was to improve prevention, reporting and action with regard to complaints and abuses, and also accountability within organisations. As a member of Partos, we endorse the amended Code of Conduct (2019 version).

As agreed, WO=MEN adopted the following measures in 2019:

- = Publication of the Partos code of conduct
- = Amendment of the complaints mechanism
- = Creation of a trusted person
- = Drawing up of a code of conduct tailored to WO=MEN

The Partos Code of Conduct has been tailored to WO=MEN and published on our website. This 'WO=MEN Code of Conduct' (including Protocol on unwanted conduct with associated complaints mechanism) has been signed by all staff. New members of staff sign the Code when they take up employment. WO=MEN employees reaffirm this Code in a two-year cycle. We have continuous monitoring and regularly discuss issues of integrity in our organisation during team meetings and working group consultations.

The trusted person from the Supervisory Board is Heleen Schrooyen, and from the staff side Ans Lavèn.

Protection of personal data

On the basis of a checklist framed by the GDPR, WO=MEN checks the requirements of the GDPR twice a year. Members of staff are regularly reminded of the working of the GDPR and the corresponding requirements.

Reporting

The most important report by WO=MEN is our annual report and accounts, which are adopted by the General Meeting of Members. In addition, we draw up detailed reports for the projects. The broad outlines of these reports are included in the annual report and accounts.

Ministry of Foreign Affairs

- = In addition to a multi-year plan, each year we provide an annual plan including a budget, together with an outline of the annual planned activities in three thematic activity plans.
- = Then, in accordance with the decision, we report to the Ministry in IATI.
- = In addition, we send detailed reports giving activities undertaken and financial results.

Civil society process coordination for the international emancipation policy (OCW/CSW)

- = In accordance with the tender with the Ministry of Education, Science and Culture (OCW), we delivered a 2-page document to the Ministry in November 2019. This has already been approved.
- = The activities of WO=MEN in this project for 2019 have been carried out according to plan.

Count Me In!

- = We report on CMI in IATI. In addition, we provide audited financial statements.
- = Money not spent is carried forward to 2020.

Alliantie Samen werkt het!

- = The report by ASWH to WOMEN Inc. as coordinator of this alliance coincides with this annual report and accounts.
- = In addition, we provide a detailed financial report.
- = Money not spent is carried forward to 2020.

HIVOS

- = The report to HIVOS coincides with this annual report and accounts.
- = In addition, we provide a detailed financial report.



6

**What are the prospects
for the continuity of
WO=MEN?**

The budget for 2019 had included a result of € 9,014. This is in line with the actual result for 2019 of € 9,464. This is the result of effective project administration and control of time and costs. The differences in income and expenditure compared to the budget are as follows:

	Budget ⁶ 2019	Budget 2019 incl. 2018 contributions	Actual figure 2019	Notes
Members' contributions	102.500	102.500	131.775	Higher members' contributions than budgeted because of new members
Donors	467.484	531.684	519.067	Actual figure lower than estimated because contributions deferred to 2020.
Programmes	241.600	279.563	236.053	Actual figure lower than estimated because contributions deferred to 2020.
Other Revenue	10.000	10.000	29.565	Higher revenue relates mainly to running of workshops, training courses, review activities, donations.
INCOME	821.584	923.747	916.460	
Staff costs	545.000	567.054	563.594	Staff costs are in line with the budget
Organisational costs incl. other staff costs	140.000	180.000	183.084	Organisational costs are higher than estimated, particularly higher 'other staff costs': higher commuting costs and costs of hiring temporary support.
Project costs	126.570	166.679	160.318	Actual outlay on project costs is in line with the budget.
Other expenditure	1.000	1.000	-	
EXPENSES	812.570	914.733	906.996	
RESULT	9.014	9.014	9.464	

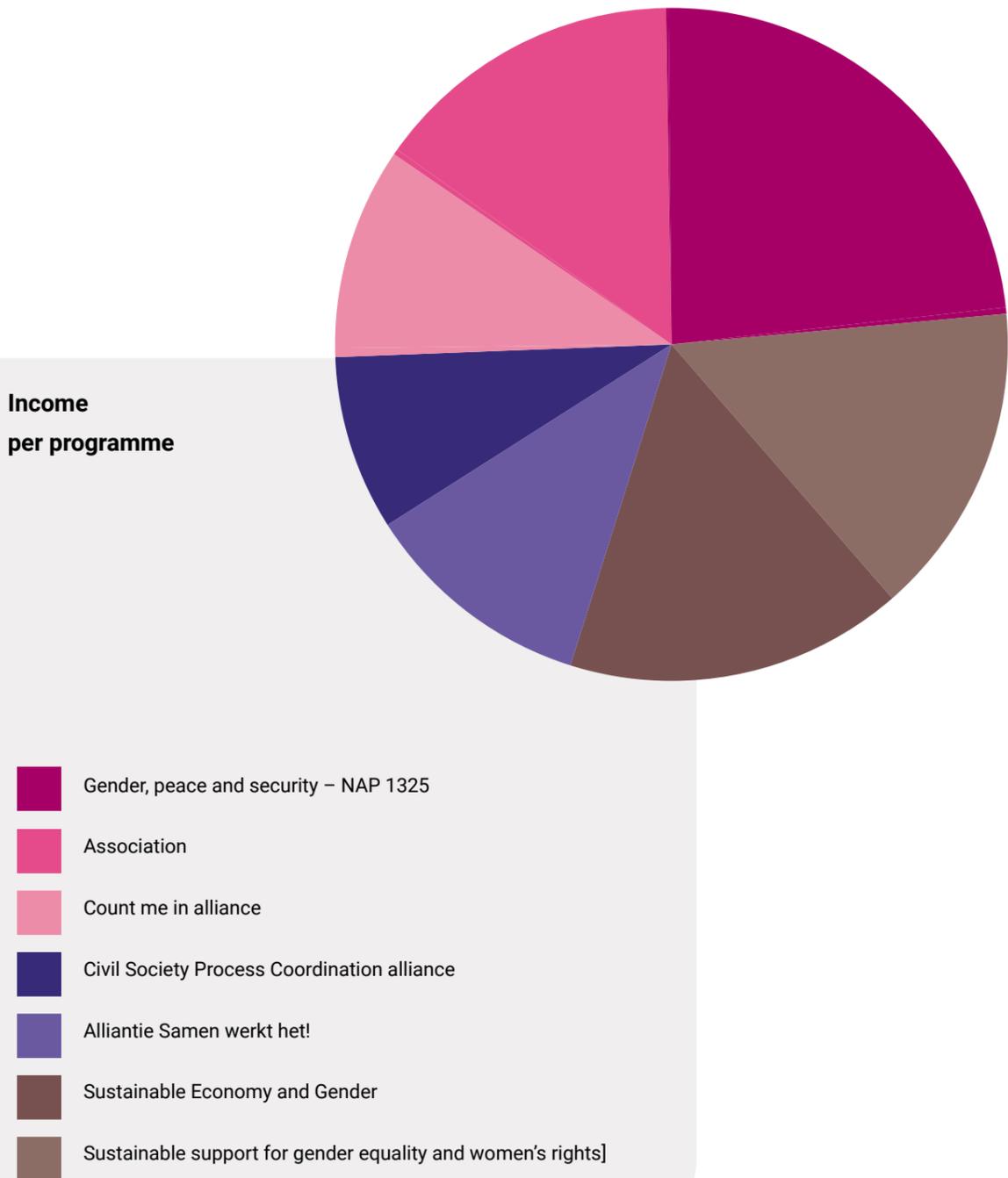
⁶ This relates to the budget approved by the General Members' Meeting, excluding deferred contributions from 2018.

The positive result for 2019 of € 9,464 is being used to reduce the negative equity capital. As a result of losses for 2016, equity capital was still negative at the end of 2019. Fortunately, the association's continuation is guaranteed by promised subsidies and project funds for the next few years. In order to achieve sound equity capital, over the next few years we shall focus on a positive result and formation of a continuity reserve.

To ensure that WO=MEN does not become dependent on two large donors, we are focusing continuously on the recruitment of new individual and institutional members and acquisition of new funds. A fund-raising plan was drawn up for this in 2017, and in 2018 and 2019 WO=MEN submitted an application to the Postcode Lottery. The application was rejected both times. We are continuing to focus on achieving a broader basis for our funding.

In the 2018 auditor's report the Auditor stated that all recommendations in the 2017 auditor's report had been acted on. The Auditor pointed to the importance of sufficiently visible internal control in the case of payments by the controller. The controller is authorised to make payments up to € 1,000. Improvement of the administrative organisation, internal controls and the quality of internal and external reports is an ongoing process within WO=MEN.

Income per programme



7

Annual Financial Statements

Balance sheet at 31 December 2019 (after appropriation of the result)

(in euros)

ASSETS	31-12-2019	31-12-2018
Fixed assets		
<hr/>		
Tangible fixed assets	5.387	5.096
Current assets		
<hr/>		
Accounts receivable	10.000	2.381
Other accounts receivable and accruals	43.234	3.287
	53.234	5.668
<hr/>		
Liquid assets	372.439	291.997
	431.060	302.761

LIABILITIES	31-12-2019	31-12-2018
Equity capital		
Other reserves	-5.765	-15.228
	-5.765	-15.228
Short-term debts		
Trade creditors	38.670	7.525
Tax and social security charges / contributions	36.351	32.682
Other payables and accrued liabilities	361.804	277.782
	436.825	317.989
	431.060	302.761

Income and expenditure account for 2019

(in euros)

INCOME	budget ⁷	result	result
	2019	2019	2018
Subsidies	467.484	519.067	403.284
Programmes	241.600	236.053	203.700
Members' contribution	102.500	131.775	116.105
Other income	10.000	29.565	6.520
Total income	821.584	916.460	729.609
EXPENDITURE			
Staff costs	545.000	563.594	471.660
Organisational costs	140.000	183.084	128.072
Project costs	126.570	160.318	101.635
Other expenditure	1.000	0	0
Total expenditure	812.570	906.996	701.367
Total operating result	9.014	9.464	28.242
Appropriation:			
Other reserves	9.014	9.494	28.242
Result after appropriation	0	0	0

⁷ This relates to the budget approved by the Members' Meeting, excluding deferred contributions from 2018.

General

- = 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 817222728.
- = The financial statements have been drawn up in accordance with the provisions of RJ 640. Unless otherwise stated, revenue and costs are allocated to the period to which they relate. Liabilities and potential losses originating before the end of the reporting year are taken into account if they became known before the annual accounts were prepared.

Principles for valuation of assets and liabilities

- = Tangible fixed assets
The tangible fixed assets are valued at cost price with deduction of 5-year straight-line depreciation.
- = Accounts receivable
Accounts receivable are included at nominal value, where necessary with deduction of a provision for the risk of 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 [care and social welfare pension fund]. The contributions due over the financial year are recognised as costs. Where contributions due to the pension fund have not yet been paid, these are included in the balance sheet as liabilities. The cover ratio of the pension fund at 31 December 2019 is 99.2% (31 December 2018: 97.5%, 31 December 2017: 101.1%).

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

Principles for determination of the result

- = General
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.
- = Continuity paragraph
A positive result of € 9,014 was forecast in the 2019 budget. This is in line with the result achieved, € 9,464. The positive result will be used to reduce the negative equity capital. As a result, the equity capital of the association at 31 December 2019 is € -5,764. The continued existence

of the association depends on the willingness of donors to provide subsidies and the implementation of measures to improve the result over the coming years. In the light of the 2019 annual accounts, the anticipated future positive results and the presumption that donors and members are prepared to continue to support the association financially, principles for valuation and determination of the result have been based on continuity of the association.

VASTE ACTIVA

FIXED ASSETS

2019

Other property, plant and equipment

Position at 1 January 2019

29.453

Acquisition value

-24.357

Cumulative depreciation

5.096

Book value at 1 January 2019

Investments during 2019

2.905

Depreciation 2019

-2.614

Balance changes

291

Position at 31 December 2019

Acquisition value

33.971

Cumulative depreciation

-28.584

Book value at 31 December 2019

5.387

Depreciation rate

20%

CURRENT ASSETS	31-12-2019	31-12-2018
Trade accounts receivable		
Trade accounts receivable	10.000	2.381
	10.000	2.381
Other receivables and accruals		
Invoices received in advance	40.234	3.287
To be invoiced	3.000	0
	43.234	3.287
Liquid assets		
Cash in hand	194	194
Triodos	372.245	291.803
	372.439	291.997

CURRENT LIABILITIES	31-12-2019	31-12-2018
Equity capital		
Other reserves		
Balances at 1 January	-15.228	-43.470
Appropriation of the result	9.464	28.242
Balance at 31 December	-5.764	-15.228
Short-term debts		
Trade creditors	38.670	7.525
Tax and social security charges		
Income tax and social security contributions	36.351	32.682
Other payables and accrued liabilities		
Pension contributions to be paid	524	0
Reserve for holidays	11.524	7.911
Reserve for career budget	5.888	7.829
Auditing costs to be paid	15.367	15.368
Invoices receivable	17.200	24.773
Min. of Foreign Affairs subsidy received in advance	11.955	57.000
Min. of Education, Culture and Science subsidy received in advance	136.918	127.001
Alliantie Samen werkt het! subsidy received in advance	39.284	37.900
Count Me In! subsidy received in advance	103.146	0
Members' contributions received in advance	20.000	0
	361.804	277.782

Off-balance sheet obligations

Lease agreement

The lease for Korte Poten 9b has been concluded up to and including 15 October 2022. As of 1 March 2018 WO=MEN has been renting the whole floor, and as of 31 December 2019 the rent is € 2,010.10 per month. At the same time, there is a lease for the copier currently in use. This contract was extended from 16 September 2019 for a period of 60 months (€ 200.07 excl. VAT per month).

Liquid assets

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.

INCOME	budget	result	result
(in euros)	2019	2019	2018
Subsidies			
Min. of Foreign Affairs (2018-2021)	400.000	445.046	343.000
Min. of Education, Culture and Science / CSW (2018-2021)	67.484	74.021	60.284
	467.484	519.067	403.284
Programmes			
Count Me In! (2016-2020)	100.000	91.854	100.000
Alliantie Samen werkt het! (2018-2022)	101.600	104.199	63.700
Gender & Duurzame Economie [Gender & Sustainable Economy] (2018-2019) ⁸	40.000	40.000	40.000
	241.600	236.053	203.700

⁸ The project grant of €40,000 from HIVOS includes the contribution.

Members' contributions	budget	result	result
Institutional members	2019	2019	2018
Amref Flying Doctors	10.000	10.000	10.000
CARE	10.000	10.000	10.000
Cordaid	20.000	20.000	20.000
ICCO	10.000	10.000	10.000
Oxfam Novib	10.000	10.000	10.000
Pax	10.000	10.000	10.000
Plan Nederland	10.000	10.000	10.000
Rutgers WPF	10.000	10.000	10.000
Rainforest Alliance	0	10.000	0
Other institutional members	7.000	26.621	20.642
Individual members	5.500	5.154	5.463
	102.500	131.775	116.105
Other income			
Provision of services (training courses and workshops)	10.000	29.565	6.520

Expenditure	budget	result	result
Staff costs	2019	2019	2018
Wages and salaries	545.000	451.229	373.487
Social security contributions		77.932	64.890
Pension contribution		34.433	33.283
	545.000	563.594	471.660

Average number of employees

During 2019 there were on average 8.1 FTEs working at the association (2018: 6.8 FTE). As of 31 December 2019 WO=MEN employs 11 members of staff (8.9 FTE).

Statement of director's remuneration pursuant to Dutch Accounting Standards Board Guideline, RJ 640 section 413

The general director is Edith van der Spruit. Ms van der Spruit was employed from 1 January up to and including 31 December 2019 (0.56 FTE).

	2019	2018
Salary incl. Holiday pay and pension charges	€ 54.018	€ 71.869

Organisational costs	budget		result	
	2019		2019	2018
Other staff costs	22.000		78.734	33.225
Depreciation costs of inventory	3.000		2.614	2.432
Accommodation costs	32.000		28.147	31.620
Administrative costs	8.000		6.904	9.018
Auditing costs	15.000		12.618	11.798
Administration	3.000		1.888	1.445
Consultancy costs	3.000		3.630	2.269
Communication	5.000		3.330	4.288
Hiring of third parties/volunteers	3.000		920	1.339
Insurance	5.000		1.620	1.334
Office costs	4.000		4.895	4.067
ICT	20.000		24.570	19.688
Other operating costs	2.000		1.258	1.934
Unforeseen costs	15.000		11.956	3.615
	140.000		183.084	128.072

Remuneration of the board

Administrative costs cover remuneration of the Supervisory Board of € 5,700. The members of the Supervisory Board receive € 250.00 per meeting, and the chair receives € 325.00.

Project costs	budget	result	result
	2019	2019	2018
Room hire and catering	8.000	6.014	6.921
Travel and accommodation costs	15.000	17.908	17.829
Hiring of third parties	7.000	23.327	19.686
Representation	2.000	424	567
Digital mailing costs	2.000	1.645	2.105
Printed matter & promotional material	2.000	3.977	1.874
Auditing costs	3.570	3.025	3.570
Website/media	12.000	31.412	6.092
Events	50.000	49.567	13.784
Communications	25.000	18.946	24.892
Other project costs	0	4.073	4.315
	126.570	160.318	101.635

Income and expenditure per project in 2019

The revenue and costs per project/programme in 2019 were as follows:

(In euros)	Ministry of Foreign Affairs (2018-2021)	Ministry of Education, Culture & Science (2018-2021)	Count Me In! – Mama Cash (2016-2020)	Alliantie Samen Werkt Het! – Women Inc. (2018-2022)	Sustainable Economic Development – HIVOS (2018-2019)
Contribution 2018	57.000	7.200		37.963	
Contributions 2019	400.000	73.984	100.000	105.520	40.000
Change in allocation		- 6.500			
Total contribution	457.000	73.737	100.000	143.483	40.000
Carry-forward to 2020/received in advance on the balance sheet	-11.955	284	-8.146	-39.284	0
Contributions 2019 profit and loss account	445.045	74.021	91.854	104.199	40.000
Staff costs incl. loading for general organisational costs	363.417	63.085	88.787	91.098	28.403
Project costs	81.629	10.936	3.067	13.101	1.837
Contribution					10.000
Total expenditure	445.045	74.021	91.854	104.199	40.240

Unspent subsidies/contributions are carried forward to 2020 and are spent in consultation with the donor.

Ministerie van Buitenlandse Zaken

Outcome	Impact 1 Lobby	Impact 2 GDE	Impact 3 GVV-NAP	Total
1. International and national standards	31.357	30.562	47.755	172.388
2. Individuals and groups		17.667		17.667
3. Civil Society	25.222	15.500	96.835	137.557
4. Political & private institutions	22.798	21.984	35.901	80.683
5. SDG5 coordination	17.837			17.838
	97.214	85.712	180.491	363.417
Project costs	32.546	23.558	25.525	81.629
Total costs	129.759	109.270	206.016	445.045

Ministry of Education, Culture & Science / CSW

(In euros)	Hours	Rate	Costs
1. Organisation of CS events subject-wide	72	75,74	5.453
2. Organisation of CS events for CSW	17	75,74	1.288
3. Formulation of recommendations for CSW	20	75,74	1.515
4. Coordination and lobbying prior to and during CSW	271	75,74	20.526
5. Day-to-day lobbying NY	38	75,74	2.878
6. Coordination with international CSO	56	75,74	4.241
8. PR and social media	128	75,74	9.695
9. Support for UN Women's Representative	14	75,74	1.060
13. CSW debriefing	55	75,74	4.166
14. Reporting	24,9	75,74	1.886
15. Activities in connection with Beijing +25	137	75,24	10.377
	832,9		63.085
Project costs			10.936
Total costs			74.021

Count Me In!

(In euros)	Hours	Rate	Costs
800 Coordination	177	75,74	13.406
880 Lobby on direct access to fundmech. for WRO	624,75	75,74	47.319
890 Strengthening & impl. gender & women's rights - OESO	140,75	75,74	10.661
900 Impact Dutch investment policy on marginalised women	229,75	75,74	17.401
	1172,25		88.787
Project costs			3.067
Total costs			91.854

Alliantie Samen werkt het!

(In euros)	Hours	Rate	Costs
1. Civil society level: Global Citizen Festival	258,5	75,74	19.479
2. Civil society level: advocacy/setting the agenda	247,5	74,74	18.746
3. Inst. level: organisation of CSW side event	136,25	75,74	10.320
4. Inst. level: organisation of GBV event 2018	11	75,74	833
5. Inst. level: advocacy & platform / network function	549,5	75,74	41.620
	1202,75		91.098
Project costs			13.101
Total costs			104.199

HIVOS

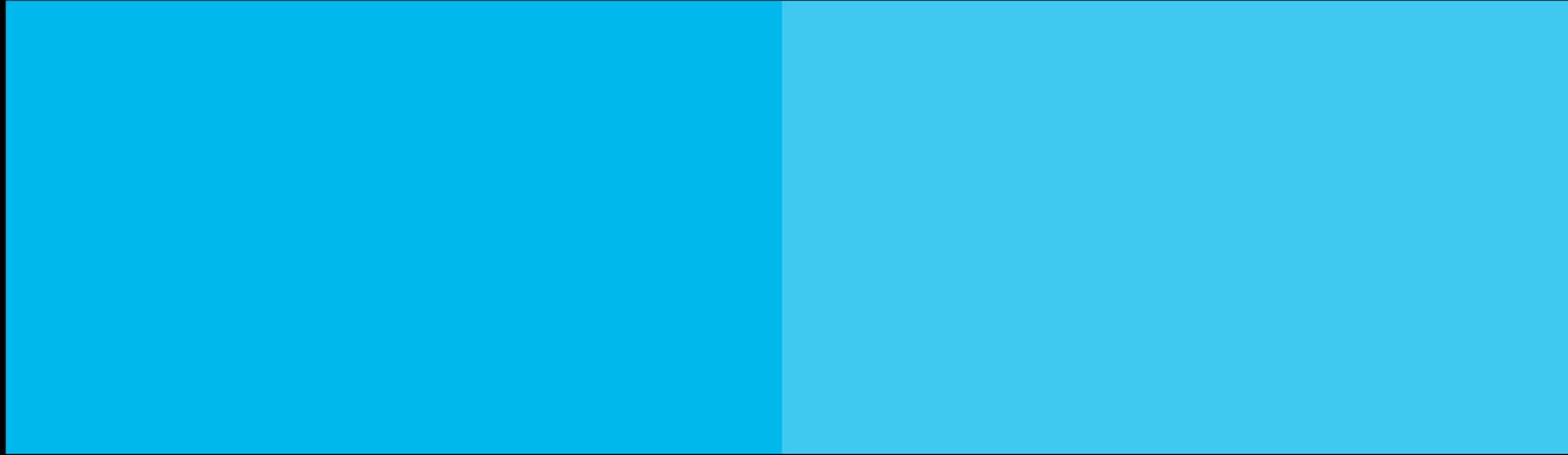
(In euros)

	Hours	Rate	Costs
GSE working group, lobbying working group and knowledge sessions	275	75,74	20.829
Lobbying, general	100	75,74	7.574
Contribution to papers			1.837
Membership			10.000
Total costs			40.240

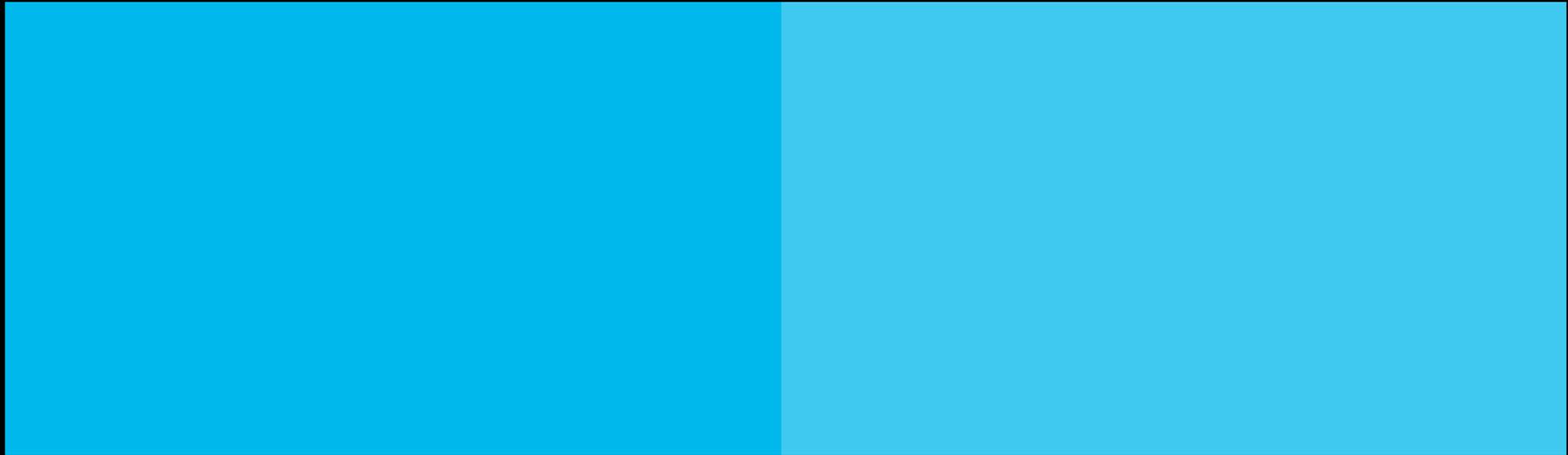
We apply the following basic assumptions for allocating costs to projects:

- = Staff costs: paid salary costs, social security charges and pension contributions.
- = General organisational costs, incl. hire of temporary assistance: other staff costs and general organisational costs.
- = Actual hours spent are charged on the basis of actual costs
- = The hourly rate for staff costs incl. loading for general organisational costs is € 75.74 in 2019.
- = The hourly rate for 2019 at € 75.74 is lower than in 2018 (€ 80) because of higher productivity and relatively lower staff costs and organisational costs.
- = The loading for other staff costs is 10.5% and for organisational costs 14%.
- = Project costs: direct costs which are incurred for the purpose of the programme.
- = Hours and costs not expended are carried forward to 2020 in consultation with the donor.





8 Other information



In anticipation of a decision of the General Meeting of Members, the positive result for 2019, at € 9,464, is added to the other reserves. The result has already been incorporated into the financial statements for 2019.



AUDIT REPORT OF THE INDEPENDENT AUDITOR

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

A. Report on the audit of the financial statements 2019 included in the annual report

Our opinion

We have audited the 2019 annual accounts of WO=MEN Dutch Gender Platform in The Hague.

In our opinion, the accompanying financial statements give a true and fair view of the financial position of WO=MEN Dutch Gender Platform as at 31 December 2019 and of its result for 2019 in accordance with the 'RJ-Richtlijn 640 Organisaties zonder winststreven' (Guideline for annual reporting 640 'Not-for-profit organisations' of the Dutch Accountant Standards Board).

The annual statements comprise:

- = the balance sheet at 31 December 2019;
- = the profit and loss account for 2019; and
- = the notes comprising of a summary of the accounting policies and other explanatory information.

The basis for our opinion

We conducted our audit in accordance with Dutch law, including the Dutch Standards on Auditing. Our responsibilities under those standards are further described in the 'Our responsibilities for the audit of the financial statements' section of our report.

We are independent of WO=MEN Dutch Gender Platform in accordance with the Verordening inzake de onafhankelijkheid van accountants bij assurance-opdrachten (ViO, Code of Ethics for Professional Accountants, a regulation with respect to independence) and other relevant independence regulations in the Netherlands. Furthermore we have complied with the Verordening gedrags- en beroepsregels accountants (VGBA, Dutch Code of Ethics).

We believe the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion

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

In addition to the financial statements and our auditor's report thereon, the annual report contains other information that consists of:

- = Management report;
- = Annual report of the Supervisory Board;
- = A substantive report.

Based on the following procedures performed, we conclude that the other information is consistent with the financial statements and does not contain material misstatements.

We have read the other information. Based on our knowledge and understanding obtained through our audit of the financial statements or otherwise, we have considered whether the other information contains material misstatements.

By performing these procedures, we comply with the requirements of the Dutch Standard 720. The scope of the procedures performed is substantially less than the scope of those performed in our audit of the financial statements.

The board is responsible for the preparation of the other information.

C. Description of responsibilities regarding the financial statements

Responsibilities of the board for the annual accounts

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the 'RJ-Richtlijn 640 Organisaties zonder winststreven' (Guideline for annual reporting 640 'Not-for-profit organisations' of the Dutch Accounting Standards Board). Furthermore, management is responsible for such internal control as management determines is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

As part of the preparation of the financial statements, management is responsible for assessing the company's ability to continue as a going concern. Based on the financial reporting framework mentioned, management should prepare the financial statements using the going concern basis of accounting, unless management either intends to liquidate the company or to cease operations, or has no realistic alternative but to do so. Management should disclose events and circumstances that may cast significant doubt on the company's ability to continue as a going concern in the financial statements.

Our responsibilities for auditing of the financial statement

Our objective is to plan and perform the audit engagement in a manner that allows us to obtain sufficient and appropriate audit information audit evidence for our opinion.

Our audit has been performed with a high, but not absolute, level of assurance, which means we may not detect all material errors and fraud during our audit.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. The materiality affects the nature, timing and extent of our audit procedures and the evaluation of the effect of identified misstatements on our opinion.

We have exercised professional judgement and have maintained professional scepticism throughout the audit, in accordance with Dutch Standards on Auditing, ethical requirements and independence requirements. Our audit included among others:

- ▬ identifying and assessing the risks of material misstatement of the financial statements, whether due to fraud or error, designing and performing audit procedures responsive to those risks, and obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- ▬ obtaining an understanding of internal control relevant to the audit

in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion of the effectiveness of the entity's internal control;

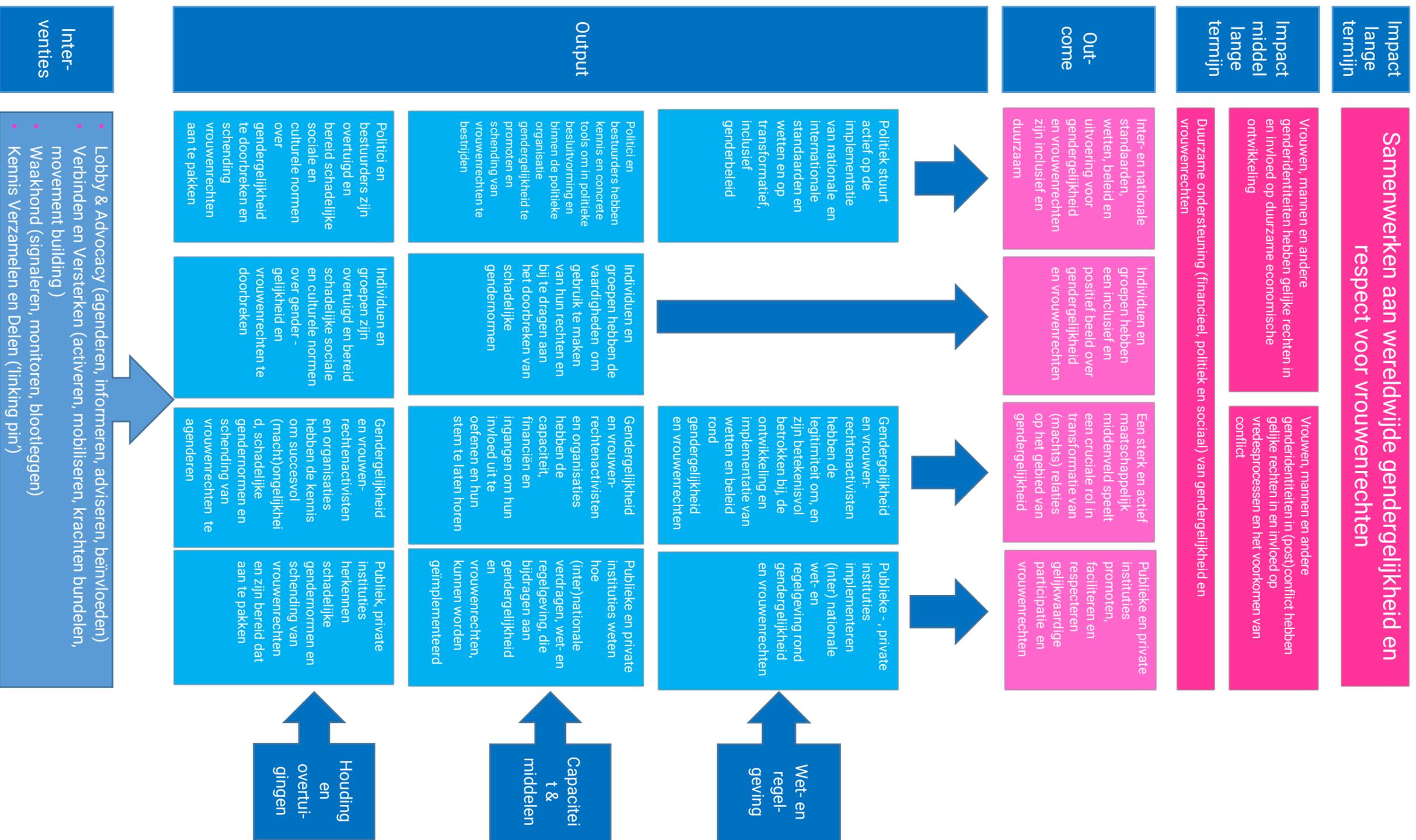
- = evaluation the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management;
- = concluding on the appropriateness of management's use of the going concern basis of accounting, and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause a company to cease to continue as a going concern;
- = evaluating the overall presentation, structure and content of the annual statements, including the disclosures; and
- = evaluating whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Supervisory Board, amongst other matters, the planned scope and timing of the audit and significant findings, including any significant findings in the internal control that we identify during our audit.

Nieuwerkerk aan den IJssel, 10 March 2020

Vigilate Accountants B.V.

Ruud Kuiper RA



As at 31 December 2019 WO=MEN has 128 individual members and the following institutional members:

ActionAid
Action for Resilience and Empowerment (ARE)
Amref Flying Doctors
Both Ends
Briljante Ondernemster
CARE
CENDDOW (Centre for Diasporas Development Work)
Center for Civil Society and Democracy (CCSDE)
CHOICE for youth & sexuality
CNV Internationaal
Cordaid
Defence for Children
Defensie Vrouwen Netwerk
Fairspace (Hollaback! Nederland)
Free Press Unlimited
Global Network of Women's Shelters
HIVOS
ICCO
IMPACT - Center against human trafficking and sexual violence
in conflict
IUCN Nederlands Comite
IWPR The Netherlands
Karama
Koerdische Vrouwen Stichting Helin

Koninklijk Instituut voor de Tropen (KIT)
Light for the World
MamaCash
Mensen met een missie
Mercy Corps Nederland
Mukomeze
MUCOP
MWPN (Multicultural Women's Peacemakers Network)
Oxfam Novib
Palestine Link
Partos
PAX
PBI Nederland
Plan Nederland
Prisma
Rainforest Alliance
Rutgers
Schone Kleren Campagne
Storybureau WYS
Support Trust for African Development (STAD)
Tear
Tosangana
Umoja ni Nguvu
Unie van Soroptimistclubs

Victory for Equality
Vrouwenorganisatie Nederland Darfur (VOND)
Wadi
WIDE+
White Ribbon NL
Women Engage for a Common Future (WECF)
Women Initiatives Network (WIN)
Women's International League for Peace and Freedom Dutch
Section (WILPF NL)
Woven on Waves
Women Win
YWCA Nederland



