

wemen

Dutch Gender Platform



woman = man
LGB = hetero
young = old
black = white
national = international

Annual Report
2018

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1. Management report

This is the annual report and annual accounts of the association WO=MEN¹ Dutch Gender Platform for 2018.

2017 was primarily a transitional year. In 2018 we were able to build again. To build a healthy organisation with a professional team based on strength. To build up financial security. To continue to develop our strategic view with our members. To build a project organisation with a robust set-up. To build on results in order to reduce unequal (power) structures between women and men². To build on the coordinating role of Sustainable Development Goal 5 to **'Achieve gender equality and empower all women and girls'**. 2018 was a year in which we actively intensified our cooperation with parties at national level.

In strategic sessions with our members we have revised Theory of Change. We regard **'Sustainable support, financial, political and social, for gender equality and women's rights'** as a condition and a basis for being able to work on the two main themes:

- = Women, men and other gender identities have equal rights in and influence over sustainable economic development.
- = Women, men and other gender identities in (post-)conflict have equal rights in and influence over peace processes and the prevention of conflict.

We have energetically undertaken the following platform activities: **exert influence over policy in the Netherlands and worldwide, monitor policy, share knowledge, combine forces and connect and mobilise people**. We conducted discussions, lobbied members of the Lower House of the Dutch Parliament and political parties, organised meetings, advised Dutch representatives at the UN Security Council, spoke at conferences, were the critical voice regarding the international corporate social responsibility (ICSR) sectoral covenants, UN Security Council resolution 1325, integration of women in peace missions, negative consequences of (financial) anti-terrorism measures, etc.

Last year we achieved a number of excellent results. The main themes are:

- = In autumn 2018 WO=MEN was appointed SDG 5 coordinator.
- = Partly thanks to lobbying by WO=MEN and its members, gender equality and women's rights are a core theme in the policy document of Minister Kaag.
- = During the 16 Days of Activism Against Gender Based Violence Campaign Kirsten van den Hul (PvdA) and Dilan Yeşilgöz (VVD) launched the Gender Multi-Party Initiative.
- = In the run-up to the EP elections we provided input for the various political party programmes.
- = As a result of strong lobbying by WO=MEN, among others, a representative of civil society participated in the Dutch government delegation to the UN session of the Commission on the Status of Women.
- = We provided input into the UN Security Council task force of the Ministry of Foreign Affairs for successful renewal of the UNAMA mandate; with Women, Peace and Security high on the agenda. In addition, during the other debates, the Dutch representatives ensured that Women, Peace and Security remained on the agenda of the UN Security Council.
- = Together with the Human Security Collective, we took an important step with the launch of a shadow report on the impact of financial anti-terrorism measures by Dutch donors and banks on

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.

² Regardless of sexual orientation and gender identity and expression and sex characteristics (SOGIESC)

Dutch organisations which are working on women's rights and gender equality throughout the world.

- = We are a critical but constructive stakeholder of the ICSR covenant process and generate more attention for women's rights and gender equality.
- = We provided input into the UN Working Group on Business and Human Rights. The input is being considered for the specific guidelines which the Working Group is currently drawing up and which will be published in July 2019.

I am very pleased that we can once again look forward, with confidence, to a better financial future. By introducing efficient project administration, adopting various measures and through the savings that have been implemented, we have succeeded in substantially reducing the negative capital that had built up prior to 2016. We assume that by the end of 2019 we shall no longer be looking at negative capital and that we shall be able to go on to build up a continuity reserve. It is also good that our auditor has more and more confidence in the continuity of the organisation and has issued an unqualified opinion. We are very pleased to be able to close this year with a nice, positive result of € 28,242.

These positive results strengthen our confidence that WO=MEN with all its members is seen as a network for gender issues and SDG5; a network which is defined by solidarity, openness, transparency, professionalism and empowerment.

Edith van der Spruit
Director WO=MEN, Dutch Gender Platform,

The Hague, 19 February 2019

2. Supervisory Board Annual Report

2018 was a very good year for WO=MEN and the Supervisory Board is satisfied with and grateful for the careful and constructive way in which the organisation's objectives have been fulfilled and implemented, both in the Netherlands and abroad.

A great compliment for Edith van der Spruit and her staff is certainly in order. Thanks to their great efforts, the finances of WO=MEN present a very positive 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.

2018 was marked by further professionalisation of the office, and the organisation around WO=MEN, under the leadership of director/manager Edith van der Spruit. The Supervisory Board believes that the director/manager has carried out her work correctly and professionally within the framework set out in this respect and at this point would like to express its gratitude for this.

It was also a year in which new long-term cooperation agreements were reached with various stakeholders, including the Ministry of Foreign Affairs and the Ministry of Education, Culture and Science. It is particularly nice that the proposal submitted for continuing and extending the cooperation has resulted in new cooperation agreements for 4 years. This cooperation fits into the strategy and gives shape to the multiannual plan which was approved in 2017 by the members of WO=MEN. Further strategic alliances, including the chair of SDG5, have been designed and will continue to contribute to strengthening of the objectives of WO=MEN: gender equality and women's rights.

The Supervisory Board takes the view that the available financial resources have been handled prudently, resulting in a significant reduction in negative equity capital. The Board therefore is confident of the continuity of the organisation. In addition to supervision of a cautious financial policy, the Board has also monitored compliance with relevant laws and regulations, in consultation with the director.

The Supervisory Board met four times in 2018 in order to implement its task as supervisory body. The emphasis was on supervision of policy, strict financial discipline and stabilisation and professionalisation of the office. In addition, the Board has implemented its task as employer of the director.

In 2018 two members of the Supervisory Board stepped down in accordance with the schedule. They have not been replaced because, in the Board's view, a small structure is sufficient for the Supervisory Board. In view of the background of the Board's members, it is found that there is the required expertise which is necessary for carrying out the various roles. Apart from that, the Supervisory Board believes it is desirable for the Board to have a more diverse background.





From this position, the Supervisory Board expresses its thanks for all the work undertaken by the board and staff of WO=MEN to (pursue and) achieve the objectives of WO=MEN, both on public platforms and behind closed doors. 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 is looking to 2019 with confidence and interest.

As of 31 December 2018 the Supervisory Board was made up of the following people:

- = Elise Kant, chair
- = Elisa de Groot
- = Jeanine Kok
- = Filip Zoetewij

Elise Kant
Chair, Supervisory Board of WO=MEN, Dutch Gender Platform

The Hague, February 2019

3. What is the objective of WO=MEN, Dutch Gender Network?

This is the annual report and annual accounts for 2018 of WO=MEN, Dutch Gender Platform. WO=MEN is the largest gender platform in the Netherlands and is unique in its kind in Europe. WO=MEN works in the Netherlands and worldwide for equal power structures between women and men, regardless of sexual orientation and gender identity and expression and sex characteristics.

The composition of WO=MEN is unique: about 50 organisations and 136 professionals have committed themselves to WO=MEN: development and peace organisations, women’s and gender rights organisations, diaspora, trade unions, police, journalists, knowledge institutions, academics, military, entrepreneurs, students and opinion makers. Together we champion a fair world where gender equality and the rights of women and girls are respected and where there is room for sustainable development. In doing so, we contribute to the Sustainable Development Goals 2030: no-one should be left behind because of poverty or inequality.

3.1 The strength of WO=MEN

WO=MEN is better informed because of our wide cooperation. As a network we are better able to influence decision-making than ‘stand-alone’ organisations, and more effective. For twelve years we have been committed to a strong and independent gender policy as part of Dutch foreign policy. In doing so, we focus on the themes of Sustainable Support for Gender Equality & Women’s Rights, Sustainable Economic Development and Gender, Peace & Security.

Over the last few years we have also been asking for the necessary focus on gender mainstreaming in domestic policy areas. We regard the Sustainable Development Goals 2030 (SDGs) as an important overarching framework. There is progress at national and international level with governments, firms and civil society accepting responsibility for the coherence and implementation of (gender) policy. SDG5 calls on everyone to achieve gender equality and to empower all women and girls; necessary as a ‘stand-alone’ objective but also as part of all SDGs. The problems, inequality and infringement of rights must be tackled in all policy areas.

3.2 How does WO=MEN work?

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

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



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



VROUWEN MOTOR VAN ONTWIKKELING



MAKE GENDER EQUALITY AND WOMEN’S RIGHTS A PRIORITY IN OUR (INTER)NATIONAL POLICY!
FOR EVERYONE & WORLDWIDE REGARDLESS OF SEX,

WO=MEN
DUTCH GENDER PLATFORM
WOMEN

GENDER IDENTITY, SEXUAL PREFERENCE, AGE, BACKGROUND, RELIGION, ETHNICITY OR POLITICAL PREFERENCE	DRIVING DEVELOPMENT
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The interventions by WO=MEN and its members stem from the roles and tasks of WO=MEN. We are lobbyist and consultant, a network, the watchdog and activist and 'linking pin'.

- = **Lobbying & 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 bring them into contact with each other and with relevant activists, organisations, academics or companies.
- = **Watchdog:** Pointing out gender inequality and infringement of women's rights. Pointing out the closing civic space. Monitoring of (development and implementation of) laws and policy. Exposing unequal power structures, stereotyping, gaps and inconsistency in policy.
- = **Gathering & sharing knowledge:** Making research and policy advice available. Making social and political trends visible. 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.

3.3 Theory of Change

In 2018 we adapted our ToC on the basis of social and political developments. In this ToC '**Sustainable support, financial, political and social, for gender equality and women's rights**' is a condition and a basis for carrying out our work. The themes on which WO=MEN is working are:

- = Women, men and other gender identities have equal rights in and influence over sustainable economic development.
- = Women, men and other gender identities in (post-)conflict have equal rights in and influence over peace processes and the prevention of conflict.

This ToC was discussed with our members at three strategy meetings and adopted at the General Meeting of Members in December 2018.

4. What did WO=MEN achieve in 2018?

SDG 5 coordinator

In autumn 2018 WO=MEN was **appointed SDG 5 coordinator**. As SDG 5 coordinator we can work with other stakeholders, politicians, government, business, civil society, schools, universities and individuals on gender equality and the empowerment of women and girls. SDG 5 is a means to our end: we strengthen people, organisations, firms and educational institutions to create fertile ground for gender equality and women's rights. WO=MEN is responsible for coordination in close cooperation with WOMEN Inc.

In order to give visibility to this coordinating role, we have conducted research and have developed an '**SDG5 installation**' with the social design agency Bureau Buitengewone Zaken. This is a physical mobile pop-up installation in which the public get to hear discussions making them aware of gender norms. One fact is central in each discussion. For example, it is pointed out that women take on twice as many care responsibilities as men and that a man only gets 5 days of paternity leave. Since the beginning of 2019 we have visited festivals, events and other public attractions with this installation.

As SDG5 coordinator we have also organised events such as the Workshop on Gender Equality in the Workplace with WOMEN Inc. during the SDG Action Day of the SDG Charter. WO=MEN also attended the World Forum for Democracy in Strasbourg on the subject of '*Gender Equality: Whose Battle is it*'. We reported this three-day conference on Twitter and Facebook. In addition, we organise workshops at various firms in order to increase awareness of gender equality.

Regular work of WO=MEN

In 2018 we worked on the **four outcomes** identified in our Multiannual Plan for 2018-2022:

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

These outcomes contribute to the **necessary system change for achieving gender equality and respect for women's rights worldwide**, where women and men, girls and boys and other gender identities, but also (religious) leaders, government, business and civil society all work for gender equality and women's rights.

The high points which contributed to the achievement of the outcomes are set out below for each medium-term objective ('theme').

4.1. Sustainable support, financial, political and social, for gender equality and women's rights

4.1.1. National

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

The Rutte III cabinet was sworn in on 26 October 2017. From that moment WO=MEN and its members have lobbied for a **transformative and inclusive gender policy**. With success! Partly thanks to the lobbying by WO=MEN and its members, **gender equality and women's rights are a core theme in the policy document of Minister Kaag** for Foreign Trade and Development Cooperation: **'Investing in perspective'**.

Lobbying focused both on the parliamentary committees (Foreign Affairs and Foreign Trade and Development Cooperation) and on the Ministry of Foreign Affairs. For example, we held discussions with VVD, SP, PvdA, D66, GroenLinks and CDA, which contributed to various preparatory motions for the adopted policy documents in 2018, such as the motions by members [Van den Hul and Bouali](#), [Kuik](#) and [Van den Hul](#).

The motion for a cohesive gender policy has been adopted by Minister Kaag. However, the commitment to a cohesive gender policy did not stop at the adopted motion. During a discussion with Minister Kaag and via written input into the policy documents, the members of WO=MEN also advocated a coherent and transformative gender policy. Specifically, we called for awareness for sustainable trade, peace and security and for the shrinking space for civil society organisations from a gender perspective.

Also in 2018, we focussed on **specific tools to promote women's rights and gender equality**. During the 16 Days of Activism Against Gender Based Violence Campaign, Kirsten van den Hul (PvdA) and Dilan Yeşilgöz (VVD) launched **the Gender Multi-Party Initiative**. WO=MEN provides the secretariat. For the first time, the Emancipation spokespersons have been involved in the GMPI to reinforce the link nationally and internationally.

With the Gender Multi-Party Initiative, political attention is once again being turned to women's rights and gender equality. In addition, the members of the Lower House of the Dutch Parliament have a specific tool for promoting women's rights and gender equality and combating infringements of women's rights.

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

In 2018 we concentrated extensively 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 subsidy channels**.

Women's rights organisations are the driving force behind gender equality. The IOB [Department for International Research and Policy Evaluation] also emphasises the crucial role of women's rights organisations in the evaluation report on the MDG3 fund. According to the IOB *"women's organisations, large and small, continue to play an important role because of their good knowledge of local matters. As well as their role in influencing policy and advocacy, they fill gaps in government responsibilities and service provision in areas such as violence against women. However, the sustainability of these organisations is a problem. They deserve longer-term support which focuses more on strengthening the institutional capacity instead of regarding them as implementing organisations."*³

³IOB evaluation of the MDG3 fund: Investing in equality 2008-2011: <https://www.iob-evaluatie.nl/publicaties/evaluaties/2015/04/01/401---iob-evaluation-of-the-mdg3-fund-%E2%80%93-investing-in-equality-2008-2011>

At the same time, women's rights organisations are fearful for their continued existence because of shrinking political space or the negative effects of anti-terrorism measures. An important barrier is also the reduction in financial resources: many women's rights organisations are de facto cut off from direct financing by criteria of the Netherlands and other European countries.

In 2018 we held **various discussions with members of the Lower House and the Ministry of Foreign Affairs** on the importance of an intricate global network of women's rights and gender equality organisations; so that they can continue to provide a counterbalance as a strong watchdog and a progressive agent for change. Lower House Member Van den Hul drew up [a motion](#) on this. This motion has been stopped in order to give the Minister more time to consider the case studies together with women's rights and gender equality organisations. Rewarding discussions were held on that basis with policy officials and WO=MEN members on direct access to follow-up of FLOWII and Samenspraak en Tegenspraak [Dialogue and Dissent].

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

In 2018 WO=MEN and its members also focused on the European elections which will be held in 2019. In the run-up to the EP elections **we provided input into the various political parties' programmes**. We also held **discussions with PES, Party of European Socialists**. In addition, an expert meeting was organised during the European Development Days with EP members concerning the importance of sustainable financing of women's rights and gender equality. In this way we contributed to **access by women's rights and gender equality organisations to the European Parliament**.



External communication & PR

We have been tweeting regularly in cooperation with the programme manager Laila Ait Baali with the aim of influencing policy. There is much interaction with members of parliament. In this way the communications officer has been closely involved in the event around the launch of the Gender Multi-Party Initiative, a press report was sent and we attracted the attention of the Dutch Press Agency ANP.



Gender Multi-Party Launch
48 hours

4.1.2 International

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

In 2018 WO=MEN, in cooperation with Atria and the UN Women's Convention Network, provided **the process coordination on civil society for the international emancipation policy**. In this way we ensure that the Netherlands can fulfil its commitments and monitoring obligations regarding CEDAW. The UN Women's Convention Network produces shadow report(s) and together we provide a critical 'counter' voice from civil society. Last year we coordinated the input from civil society for the annual session of **the UN Commission on the Status of Women** in New York. Together with Atria we brought the areas of concern of civil society to the attention of the government delegation in New York.

In addition, WO=MEN is linked to the Count me in Consortium (CMI!). This feminist consortium is formed by CREA, Just Associates (JASS), AWID, Urgent Action Fund and MamaCash in *the lead*. As a strategic partner WO=MEN advises and strengthens the consortium on, among other things, sustainable funding of women's rights organisations and binding human rights obligations for firms, both nationally and internationally. WO=MEN is actively looking for opportunities to shape lobbying resulting from the strategic partnership. We do this on the subjects of human rights and businesses and investment policy, particularly in the raw materials sector.

A number of high points in 2018 were:

- = For the first time, a **representative from civil society** was part of the Dutch government's delegation to the UN session of the Commission on the Status of Women. WO=MEN contributed significantly to establishing this representation. In view of the subject for 2018, *'Empowering rural women and girls'*, Barbara van Paasen from Action Aid was chosen from the 3 nominated candidates.
- = We organised four **inspirational meetings** for and with Dutch civil society and the Dutch government delegation concerning the national and international emancipation and gender equality agenda.
- = Starting from the Alliantie Samen Werkt Het! ['Together it works' Alliance], WO=MEN organised in New York a **learning event with European partners**: *'The division of work and care in a European perspective: What works and what can be improved?'*

- = WO=MEN compiled and formulated a set of recommendations for the Dutch government with respect to the CSW. We also provided **input on the shadow report** concerning the Istanbul convention.
- = In February 2018 WO=MEN attended the **EU NGO consultation meeting** in Brussels so as to be able to indicate and have an impact on the sphere of influence at EU level as well.
- = We raised political awareness for the importance of direct access to funding for women's rights organisations.
- = WO=MEN took part in the gender lens internet consultation by the United Nations Working Group on Business and Human Rights and argued there for international binding rules for businesses and *gender due diligence*.



External communication and PR

Information was provided via email and WhatsApp before, during and after the CSW. We gave regular updates on developments from both the formal negotiating process and the parallel process of side-events. WO=MEN provided an overview of side-events which were organised by Dutch participants and distributed notices (flyers) via mailings. We also tweeted and retweeted with Atria during the CSW and we kept [a blog](#).

4.2 Gender, Peace & Security

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

2018 was the year when the **Netherlands was the president of the UN Security Council**. Activities were organised subsequently both with the Gender, Peace & Security Working Group and also with the signatories of the National Action Plan 1325. The objective was, among other things, to keep the Women, Peace & Security agenda high on the list of priorities of the Netherlands and, in this way, on the agenda of the UN Security Council. At the same time, we wanted to provide the Netherlands Permanent Representation in New York and at the home base in The Hague with up-to-date information from our women, men and young people on the ground.

Therefore, with the working group and with input from the NAP country groups, we wrote seven **position papers** with input for the mandate renewals of UNAMA, UNMISS, UNSMIL, UNAMI, the verification mission in Colombia and the Open Debate on Sexual Violence in Conflict. We also coordinated closely with our international partners so that the worldwide civil society input was streamlined as much as possible. During the year we were in close contact with the Ministry of Foreign Affairs task force which formulated the Dutch opinions on these missions. With success! The Netherlands was at the heart of a very **successful mandate renewal** of UNAMA, with Women, Peace and Security high on the agenda. During other debates as well, the Dutch representation ensured that Women, Peace and Security remained on the agenda of the UN Security Council.

Another high point in 2018 was the working group's **input on the Integrated Foreign Affairs and Security Strategy and the policy document on Investing in Perspective**. With our input we contributed to solid *commitments* by the cabinet on an inclusive and integrated approach to peace and security issues in Dutch foreign and security policy.



Also in 2018 we took an important step with the **start of a shadow report on the impact of financial anti-terrorism measures** by Dutch donors and banks on Dutch organisations working on women's rights and gender equality worldwide. This shadow report is an initiative by the Gender, Peace & Security working group and is being carried out by WO=MEN together with Human Security Collective (HSC). HSC is an authority in this field. The aim of the shadow report is to identify the negative impact with which organisations have to deal. In 2019 we want to discuss with donors and banks how this negative impact can be remedied or reduced.

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

Another important step that we took in 2018 was to give substance to the **involvement of diaspora in development cooperation**. For a long time we have been raising the importance of these organisations in development programmes with our diaspora members. The fact is, diaspora have an important bridging function to fulfil in the stability and reconstruction of their country of origin. Our input helped to get [a PvdA motion on this](#) adopted. In addition, together with various members we provided input for Lower House member Kirsten van den Hul during a round-table discussion on methods for meaningful involvement of diaspora in development cooperation.

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

We also provided input for the Defence white paper via **position papers and as a guest speaker during a hearing in the Lower House of the Dutch Parliament**. Although the Defence white paper appears gender-neutral, effective steps are being taken internally with a Defence Implementation Plan about UNSCR 1325. To this end, the working group provided input via **expert sessions with Defence staff**. These discussions also formed the basis for exchanging knowledge and experience between civil society and Defence. In this way it contributed to greater mutual understanding. At the invitation of the journal for the defence personnel union, Trivizier, we wrote **an opinion piece: [Defensie: Kijk wat meer in de spiegel](#)** [*Defence: Look more closely in the mirror*].

4.2.1 National Action Plan 1325

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

The new NAP 1325 staff member Karin de Jonge started in summer 2018. As a result, from that time we were able to invest once more in launching and strengthening the eight country groups which are part of the NAP. A number of high points from the country groups:

- = In February Cordaid, as chair of the Libya country group, organised with the support of WO=MEN a **meeting between Libyan women's rights activists and members of the Lower House of the Dutch Parliament**. This provided input for members of the Lower House concerning Dutch aid to missions in Libya.
- = In July CARE and Oxfam Novib, with the support of WO=MEN, organised via a video conference a joint **coordination meeting with partner organisations in Sana'a**, in the presence of the ambassador to Yemen, Irma van Dueren. In the course of this, the women from Yemen made it clear what their priorities are with regard to Dutch support for 1325. For both the embassy and the NAP partners these priorities contribute to the follow-up steps regarding international aid for inclusive peace and security in Yemen.
- = In October the Colombia country group organised a thematic **meeting with a representative of *Ruta Pacifica*** and stakeholders from government and civil society in the Netherlands. This meeting also provided input for the follow-up steps for aid to women peace activists in Colombia.

In addition to the aid to country groups, we organised **three events for and with NAP signatories** with the Ministry of Foreign Affairs. In June and October we organised the regular NAP1325 Signatory Bi-annual Meetings; with attention to, among other things, the Netherlands' focus on Women, Peace & Security in the UN Security Council, but also to tackling sexual and gender-related violence in conflict and the involvement of women in *track one* peace processes.

In addition, in October we organised a **two-day Learning Event** with the Ministry of Foreign Affairs and the Dutch and local consortium members in the eight focus countries. The central theme was

the exchange of lessons learned from the individual programmes and the sharing of methods and strategies, such as support for female leadership in a conflict or post-conflict situation. During a public Signatory Event all local partners were able to present and explain their projects personally to a wide public (Ministry of Foreign Affairs and interested parties from civil society) via poster presentations.

Also in 2018 we took new steps to arrive at M&E for the general NAP. At the beginning of 2018 WO=MEN and the Ministry of Foreign Affairs decided to have a **mid-term review** carried out by an external consultant. WO=MEN wrote a **guidance Terms of Reference for the consultant** with input from all NAP civil society signatories. After the consultant had been taken on, WO=MEN actively supported the planning and implementation of the external mid-term review of NAP III. We set to work on the recommendations of the report in 2019. In addition, WO=MEN set up an **informal mapping of activities and outputs** of NAP III in the second half of 2018. This mapping provides an insight into the broad commitment of NAP civil society signatories to 1325 outside the programmes financed by NAP III itself.

External communication and PR

We also organised the necessary activities in the field of external communication. During the NAP 1325 III Learning Event and the Signatory Event of 9-11 October 2018 we coordinated news and messages for Twitter, Facebook and the website with the Ministry of Foreign Affairs. The various partners of the NAP and their activities regarding Women, Peace & Security were covered by means of a video and a press release, among other things.

4.3 Sustainable economic development

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

With the publication of the policy document of Minister Kaag '*Investing in Perspective*' women's rights and gender equality were placed at the heart of trade and DC policy. SDG5, gender equality and women's rights are embedded as a target in all parts of foreign trade & DC policy. For the Sustainable Economic Development (SED) working group, this aspiration of Minister Kaag acted as a catalyst to give gender equality a full place in the economic foreign policy of the Dutch government.

The SED working group consists of about 40 individual and institutional members of the WO=MEN-network. The working group convened 6 times in 2018 for a working group meeting. Hivos chaired the SED working group and provided additional financial support for the working group. We organised a further 4 knowledge sessions and distributed information on the work of the working group and members' activities via social media and the website. There was **constant monitoring of parliamentary trade and development policy** (such as DGGF, ICSR sector covenants). This was incorporated in monthly SED newsletters for members.

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

As a trading nation, the Netherlands does business internationally and many firms operate with a range of worldwide trading chains. The agreement is that firms ensure that things proceed properly in those chains: without exploitation, for reasonable standard pay, with no environmental damage and no child labour. The policy of the Dutch government regarding corporate social responsibility was largely still gender-blind at the beginning of 2018. Since then gender has come much more to the fore for the Dutch government and business. As a result of **the organisation of knowledge sessions for officials and for corporate organisations, lobbying among politicians** – which resulted

in a number of relevant motions – there is the need to apply a gender lens in policy regarding corporate social responsibility. WO=MEN is a discussion partner as regards implementation and development of this. An important development of its policy is provided by **the sectoral covenants** which are being negotiated between government, business, NGOs, trade unions and knowledge institutions. The covenants, some of which are still being negotiated, are not binding and enforceable. Firms decide themselves whether to participate in negotiations. In 2018 the SED working group was **a critical but constructive stakeholder in the covenant process**. The covenants in which WO=MEN was involved now devote more attention to women’s rights and gender equality. Also in 2018, WO=MEN provided input for the gender lens consultations of the UN Working Group on Business and Human Rights. The input is taken into account for the specific guidelines which the Working Group is currently drawing up and will publish in 2019. In our work on a renewed NL National Action Plan (NAP) for Human Rights and Business, we shall argue for these guidelines on gender to be incorporated. Minister Kaag has already promised to be receptive to this.

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

In mid-2018 the working group decided to focus on Dutch trade policy. Important instruments and initiatives within current trade and investment policy, including the action plan on policy coherence, are still largely gender blind. In addition, too little attention is paid to gender equality among multilateral institutions and funds in which the Netherlands invests. Our efforts have resulted in additional attention among officials and politicians for gender equality in the Dutch government’s trade policy. In the EU the Netherlands is an advocate of gender chapters in trade agreements. We have had a number of discussions on this with the relevant departments of the Foreign Affairs Ministry (DG BEB, IMH). In 2018 the Ministry’s efforts in trade policy concentrated mainly on the organisation of a conference in Geneva. This was done together with the World Trade Organisation (WTO) and the World Bank and took place at the beginning of December. Minister Kaag gave a fiery opening speech, in which, in addition to female entrepreneurship, she paid attention to the lack of representation of women’s groups. She also called for the negative consequences of trade policy to be addressed more effectively. Before the conference, WO=MEN, together with members and the international Gender and Trade Coalition expressed concerns in an open letter to the minister concerning the absence of civic consultation and (southern) *civil society* representation at the conference. This subject was addressed by various speakers, including Minister Kaag, during the conference.

Dutch business is given an increasingly stronger position in the DC policy of the Dutch government. In 2018 WO=MEN committed itself particularly to the exchange of knowledge on this subject. For example, we organised a **knowledge session place on business tools in relation to *female decent work and female entrepreneurship***. There were various speakers such as Louise Anten (Taskforce voor Vrouwenrechten en Gendergelijkheid [Women’s rights and gender equality taskforce]), Sophieke Kappers (KUBITA) and Edith van der Spruit (WO=MEN). It emerged from the various contributions that business tools also benefit *female entrepreneurs* and *female decent work* but also that they can and must be much better. In various discussions with the ministry and with the Netherlands Enterprise Agency (RVO) WO=MEN advocated a more intensive approach to preventing the negative consequences of private sector policy for women.

4.4 Alliantie Samen werkt het! [‘Together it works’ Alliance]

The aim of the Alliantie Samen werkt het! is that, by 2022, women and men should take advantage of the opportunities to combine paid work and unpaid care. This relates in particular to 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! objective how WO=MEN contributed to this in 2018.

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

WO=MEN contribution to the Alliance:

WO=MEN creates awareness among the Dutch public by drawing attention to SDG5 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 SDG5-installation (see chapter 4) is now targeted at other festivals and fairs. The aim of this physical installation is to make visitors aware of the various 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. All visitors at the events belong to the target group and, in particular, low-skilled women and/or women with low income. The installation is currently being developed. From March 2019 the installation will be at events and we shall be able to say more about the results by means of impact measurement.

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

WO=MEN contribution:

- = **Organisation of a side event during CSW62** (Commission on the Status of Women) in New York. The theme of the event which we organized on behalf of the alliance was **'The division of work and care in a European perspective: What works and what can be improved?'** The aim of this event was to exchange knowledge and experiences from other European countries relating to the division of work and care. Stakeholders were Dutch and European policy-makers and other people attending the CSW62. A major benefit was the mutual exchange of best practices between representatives of European countries. The result was a multitude of new insights. In 2019 WO=MEN organised a CSW event in the Netherlands to bring the recommendations of the CSW63 in the field of *social protection* to the attention of interested stakeholders of the Alliance.
- = **Presentation on 'Route to gender equality in the workplace'** in cooperation with Women Inc. at the SDG Action Day of SDG Charter. The aim of this activity was to create awareness among employers to promote SDG 5 and gender equality within their own policies and in the workplace. The stakeholders were both employers and employees. To this end, we adapted a practical *toolkit* to the requirements of firms and offered it as an awareness-raising tool and in order to set to work proactively on gender equality. In 2019 the digital version will become available in 2019 in order to respond to employers' questions.
- = WO=MEN provides the **link between ILO (International Labour Organization) conventions and Dutch policy** for the Alliance. In 2018 WO=MEN promoted ratification of the new ILO convention on *'Ending Violence and Harassment in the World of Work.'* This ILO convention focuses on the security of informal workers, such as carers and cleaners in the home. Thus, WO=MEN was a panel member during the GBV @Work event organised by the FNV [Dutch Trade Union Confederation] on 25 November 2018 to raise awareness for this ILO convention. In addition, we prepared a paper to make government, employers and civil society aware of the need to ratify this ILO convention. Stakeholders are Dutch politicians and civil society. Ratification of this convention runs until July 2019; hence these activities will be extended until that time. Because the Alliance's focus has since been refined, we are also targeting this activity at the employment rights and conditions of lower-skilled women who work at home. In relation to this,

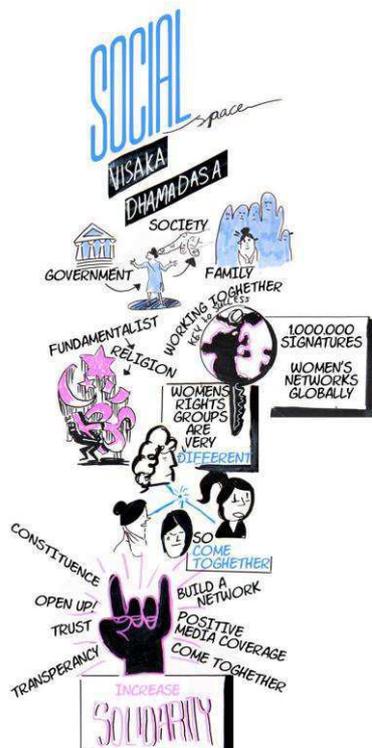
a new (lobbying) activity has been developed for 2019; ratification of ILO 189 'Domestic workers convention'. This activity is ongoing, or until the Dutch government has ratified ILO 189.

5. How is WO=MEN organised?

5.1 Members and General Meeting of Members

The WO=MEN network has 136 individual members and 50 institutional organisations (Annex 2). Our members are crucial and defining for the choice of strategies and (sub-)themes. Consequently, since 2018 the contact management/fundraising function has been set up within the secretariat. The purpose of this function is to strengthen contacts with existing members and to attract new members. In 2018 we held various discussions with existing institutional and individual members. In addition, we established contacts with potential members. This led to the addition of a number of individual and institutional members, including Rainforest Alliance and Free Press Unlimited⁴, to the WO=MEN network.

Members of WO=MEN collaborate across functions in working groups, sub-networks, ad hoc coalitions, during conferences, for specific issues or ad hoc campaigns on topical themes. The various working groups regularly coordinate on the strategic agenda. Two General Meetings of Members (ALV) were held in 2018. In spring the board rendered account for the 2017 annual report and annual accounts. In the autumn the General Meeting adopted the 2019 budget and activity plans.



The General Meeting is also the place for joint consideration of the direction and priorities of

⁴ The Free Press Unlimited membership took effect from January 2019.

WO=MEN; to point out gaps, start new initiatives and alert colleagues to interesting subjects and developments. Consequently, we often organise sessions on the substance around the general meetings. In 2018 we discussed:

- = **Women Human Rights Defenders: Fighting the Closing Space!** with contributions from Women Right Defenders from Sri Lanka and Colombia, among others. You can read the report [here](#).



- = **Towards a feminist government!** with contributions from the Swedish ambassador regarding the situation in Sweden and a researcher from Iceland on the difference in emancipation policy between the Netherlands and Iceland. Writer Julia Wouters spoke about the participation and representation of women in Dutch politics. You can see the video report [here](#).



WO=MEN members are also closely involved in the thematic working groups:

- = Sustainable support / Political coordination;
- = Sustainable Economic Development and climate;
- = Gender, Peace & Security.

Each year the working groups draw up plans on subjects on which they want to focus within the relevant theme. Each working group is coordinated and supported by a member of the secretariat. The aim is to have a working group chaired by a member (on a rotating basis), although that is not always possible, for example because of insufficient capacity among members.

5.2 Communication

5.2.1 Social media

Since 25 June 2018 we have had a new communication officer, Jantien Kingma. Partly as a result of this extra input, the number of Twitter followers has risen steeply over the recent period. At the end of 2015 we had 2700 Twitter followers. At the end of 2018 we had about 4450 followers. More than 400 followers have been added since mid-June 2018. There is also more interaction than at the beginning. In November we took part in the World Forum for Democracy in Strasbourg. That was our top month on Twitter. We tweeted 57 times and our profile was visited 3,732 times. Our tweets were reproduced 142,001 times, and in one month we added 100 new followers. By way of comparison: in June we tweeted slightly less (41 times), but our page was visited 1,605 times and we added 45 new followers. The tweets themselves are often reproduced and retweeted. For example, in November we got on average 10 retweets a day, in July 2018 this figure had still been 2 retweets a day.

On Facebook we had more than 1500 likes at the end of 2015, at the end of 2018 there were 2880. We grew on Instagram as well. At the end of 2018 we had some 450 followers. On Instagram we are also growing steadily and we now have more than 500 followers. Simone Vuurpijl does our Instagram content and has ensured that this medium has a WO=MEN image.

Video

In 2018 we also focused more on video. For example, we made a video of the NAP1325 Learning Event. A video was also made of our General Meeting of Members, with short interviews with the Swedish ambassador Annika Markovic, writer Julia Wouters and the Icelandic researcher Ásta Berglind Willemsdóttir-Verheul.

In the media

In 2018 we published opinion pieces in Volkskrant and the Defence trade union journal Trivizier, among others. Read the articles here: [Overheid moet gendergelijkheid centraal stellen](#) [*Government must focus on gender equality*] and [Defensie: Kijk wat meer in de spiegel](#). The tweet about the first piece was shared 16 times and got a special mention from Nevin Ozutuk, GroenLinks member of the Lower House of the Dutch Parliament. On Twitter we reached 8000 people with it. De Volkskrant itself has 690,000 readers of the paper and a range of 2.3 million solely digital readers per month via the web and app. We also appeared in the magazine One World with an advertisement about SDG5. One World has a print run of 13,000 and reaches 39,000 readers. Trivizier's print run is 23,000.

Network

The communication network of WO=MEN is growing. We now participate in the IS/OS Communicatie group, an initiative of the Ministry of Foreign Affairs; but also in the network club with ActionAid and Dokters van de Wereld. We are also part of the communication working group of the Alliantie Samen

werkt het! with WOMEN Inc., Movisie, Nederlandse Vrouwenraad [Dutch Women's Council] and Bureau Clara Wichmann. Finally, we are also members of Proeftuin: samen leren en werken aan constructieve communicatie over ontwikkelingsamenwerking [*Forum: learning together and working on constructive communication about development cooperation*], a Partos initiative.

5.3 WO=MEN organisation

At the end of 2018 the WO=MEN secretariat consisted of 7.8 FTE, including director-general manager. At the end of 2018 the team consisted of a controller, four programme content managers, a communication and marketing officer, a project support worker on NAP1325, a contact manager and fundraiser and the secretarial support. After approval of the Multi-Annual Plan for 2018-2022 by the Ministry of Foreign Affairs, WO=MEN set to work energetically on bringing the unit up to strength. Roos van Os has been appointed as programme manager on Sustainable Economic Development. The communication and marketing position has been strengthened with Jantien Kingma. Karin de Jonge has been appointed to support the extensive GPS and NAP 1325 portfolio. In this way our team is back up to strength with experienced, senior positions ensuring the quality of the secretariat.

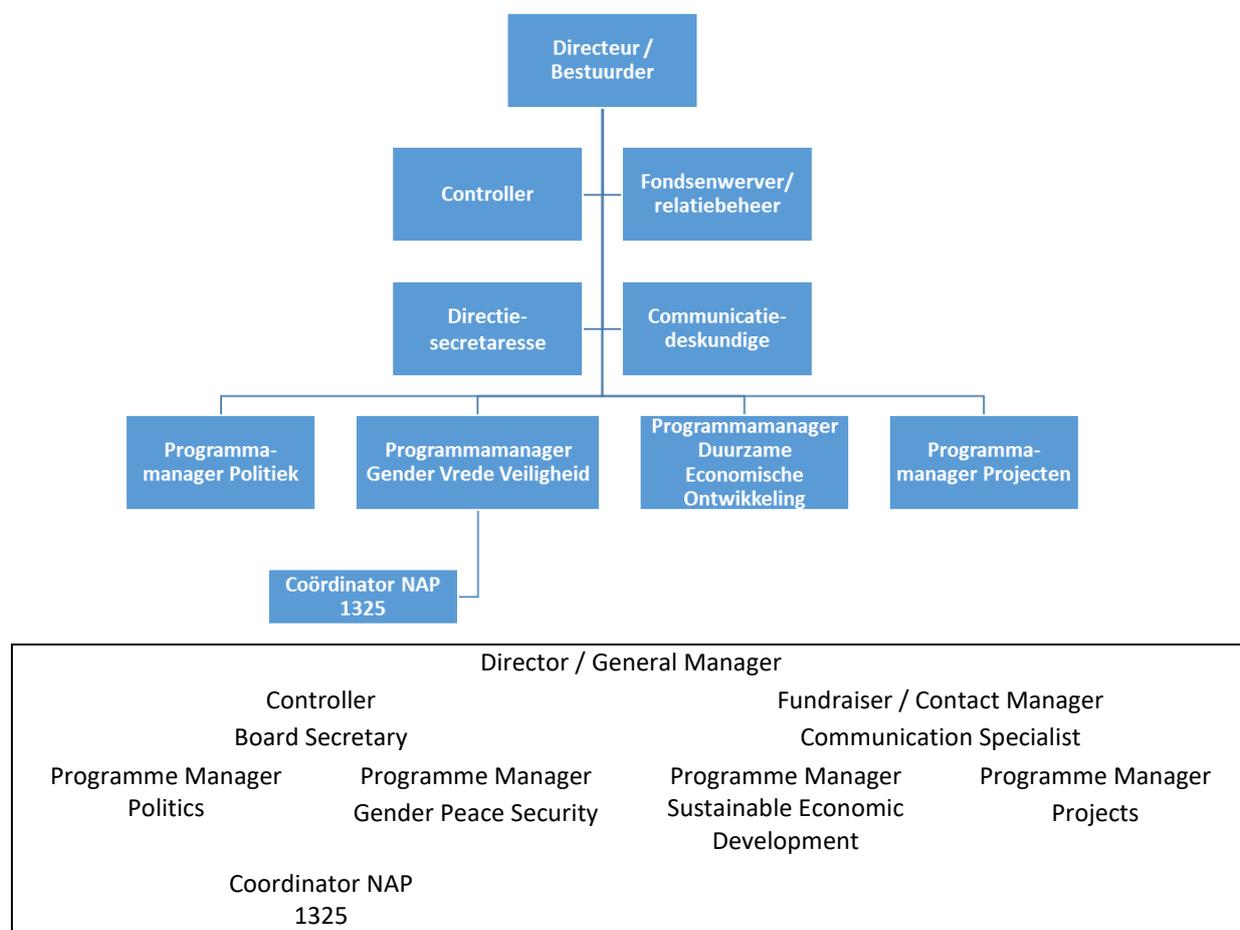
2017 was a transitional year for WO=MEN with big budget cuts to reverse a deficit incurred in the years before 2016. This year we have again been successful in substantially reducing the negative capital further. As a result of various programmes, funding of a new multi-annual plan by the Ministry of Foreign Affairs and the recruitment of new staff, we can once again look to the future with confidence. The negative capital is being reduced further to give a healthy capital.

At the beginning of 2017 the Supervisory Board decided to introduce the Social Work collective agreement. All employment contracts have been brought into line with this collective agreement. The posts are established and assessed on the basis of the 'Good Causes' job classification, to complement the job structure in the relevant collective agreement. All performance reviews have taken place. The unequal grading at the time of recruitment of staff has been brought into line with comparable posts within the organisation.

The introduction of the Social Work collective agreement ensured:

- = Clarity of employer and employee rights and obligations
- = Market-based assessment of all jobs
- = Equal pay for equal jobs

The structure of the organisation at the end of 2018 was as follows:



At the end of 2018 the office consisted of 10 employees:

Director/ general manager:	Edith van der Spruit		20 hours
Programme managers:	Laila Ait Baali	Political coordinator	36 hours
	Anne Floor Dekker	GPS/ NAP1325	36 hours
	Margriet van der Zouw	CSW/ASWH	36 hours
	Roos van Os	SED	32 hours
Project worker	Karin de Jonge	NAP 1325	16 hours
Senior Fundraiser	Carina Bos	Funding/contacts	16 hours
Marketing and communication	Jantien Kingma		32 hours
Controller	Yvette Keen-Middendorp		24 hours
Board secretary/com	Ans Lavèn		32 hours

WO=MEN works with a number of volunteers every year. In 2018 there were two volunteers working in various areas. Marieke de Vries has been hired temporarily to carry out tasks of Margriet van der Zouw.

5.4 Joint Action Plan on Integrity

WO=MEN is a member of Partos, the sector organisation for Good Causes, aid and development organisations in the Netherlands. Boundary-crossing behaviour and abuse of power are unacceptable. In order to be able to ensure that we are doing the utmost to prevent such behaviour,

in 2018 WO=MEN worked with the sector on a comprehensive action plan. In this way we want to improve the prevention, reporting and handling of complaints and abuses, as well as responsibility within organisations. We have identified how we can adapt and add to existing working methods. The changes in the Code of Conduct (2018 version) and the Partos 9001 were introduced as part of the additional attention to integrity in 'good cause' organisations. The Partos Code of Conduct is mandatory for members. 2019 is a transitional period.

Partos asks members to show in their 2019 annual report what action they are taking with regard to integrity. WO=MEN has adopted the following measures:

- = Publication of the Partos code of conduct
- = Adaptation of the complaints mechanism
- = Appointment of a person of trust
- = Drawing up of a code of conduct tailored to WO=MEN

5.5 Protection of personal data

WO=MEN has worked hard on complying with the requirements of the GDPR. We have taken a course. All requirements of the GDPR have been met by means of an extensive step-by-step plan. A procedure has been introduced which is used regularly to check whether we still fulfil the GDPR requirements. All members of staff have been given comprehensive information on the working of the GDPR and the requirements which everyone must meet.

5.6 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 this annual report and accounts.

Ministry of Foreign Affairs

- It was stated in the evaluation by the Ministry of Foreign Affairs in 2017 that there has been no clear line in the presentation of the annual plans and annual accounts over the different years. At the start of the new multi-annual plan in 2018 we translated our multi-annual indicators into annual activities in three thematic activity plans.
- In accordance with the decision, we are reporting to the Ministry of Foreign Affairs (BUZA) in IATI.
- In addition, we are sending 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, Culture and Science (OCW), we delivered a 2-page document to the Ministry in November 2018. This has already been approved.
- The activities of WO=MEN in this project for 2018 have been carried out according to plan, with small differences in the budget. This difference is related to the hours spent and a lower, subsequently calculated rate. Money not spent is carried forward to 2019.

Count Me In!

- We report on CMI in IATI. In addition, we provide audited financial statements.

Alliantie Samen Werkt Het!

- The report by ASWH to WOMEN Inc. as coordinator of this alliance coincides with this

annual report and annual accounts.

- In addition, we provide a detailed financial report.

HIVOS

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

6. What are the prospects for the continuity of WO=MEN?

6.1 Main differences in income in 2018

The budget for 2018 had included a result of € 10,014. We have been able to increase this to € 28,242. The differences in income and charges compared to the budget are:

	Amounts in €	
Subsidies	-70,700	In 2018 lower than estimated as a result of: <ul style="list-style-type: none"> Adjusted distribution between the 3 partners OCW/CSW -€ 6,500 OCW/CSW subsidy carried forward to 2019 -€ 7,200 BUZA subsidy carried forward to 2019 -€ 57,000
Programmes	-62,900	In 2018 lower than estimated as a result of: <ul style="list-style-type: none"> Gelijk = Anders programme in consultation with BUZA not implemented - € 25,000 Unspent Alliantie Samen Werkt Het contributions are carried forward to 2019 - € 37,900
Membership contributions	+ 14,605	Budgeted membership contributions were underestimated
Other revenue	+ 1,520	Relates to additionally charged activities and adjustments for previous years.
INCOME	-117,475	
Staff costs	+ 73,340	Lower costs than estimated as a result of: <ul style="list-style-type: none"> 3 new staff members were included in the budget for 12 months, but the new members of staff were only employed from July. As of 1 September the director works 20 hours a week, previously 36 hours. The budget was based on the assumption of 1 FTE for the whole year.
Organisational costs	+ 19,428	The general organisational costs incl. other staff costs are lower than estimated as a result of efficient control of costs. The main differences are: <ul style="list-style-type: none"> Higher accommodation costs (- € 6,620) than estimated as a result of use of additional office space. Lower unforeseen organisational costs (+ € 11,385) than estimated, particularly as a result of lower than expected costs for implementation of a new financial system (Exact online). Recognised unforeseen costs relate to the costs of an audit opinion in respect of the accountability to the OCW regarding 2016-2017. No costs for bad and doubtful debts (+ € 5,000).
Project costs	+ 41,934	Project costs are lower than estimated as a result of: <ul style="list-style-type: none"> Lower costs (+ € 8,908) for the website/media. Construction of the new website has not yet been completed, part of the costs (approx. € 10,000) falls into 2019. Higher costs (- € 14,686) as a result of cooperation with external specialists, including for the UNGP Gender Lens, inventory of gender in ICSR covenants, drafting of a recommendation on the subject of direct access to funding for women's rights and

		gender equality organisation and shadow report for Human Security Collective. <ul style="list-style-type: none"> • Lower costs than estimated for events (+ € 53,215), including as a result of cancellation of an event for Gelijk=Anders, lower costs for events within the alliances. • Subsidies/contributions not spent are carried forward to 2019 and are recognised on the balance sheet as received in advance. This income is being spent in 2019 in consultation with the donor.
Other charges	+ 1,000	No other charges
EXPENDITURE	+ 135,702	
Difference	+ 18,227	2018 result is € 28,242, estimate was € 10,014

6.2 Continuity

The positive result for 2018 of € 28,242 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 2018. Fortunately, the association's continuation is guaranteed by means of committed subsidy and project funds for the next few years. In order to achieve sound equity capital, over the next few years we shall target a positive result and formation of a continuity reserve.

6.3 Fundraising

To ensure that WO=MEN does not become dependent on two large donors, we are focusing on the acquisition of new funds. A fundraising plan was drawn up in 2017 for this purpose. In 2018 this resulted in, among other things:

- = Recruitment of new institutional and individual members (see 5.1 for the result)
- = Application to the Postcode Lottery
- = Lobbying and network training for the Nuffic Orange Knowledge programme.

7. Follow-up to 2017 audit report

The 2017 audit report included the following recommendations:

- Setting up of project accounting records to keep track of staff costs and hours;
- Stricter demarcation of the payment process;
- Introduction of a digital time registration package, if necessary linked to the project accounting records;
- Further automation and expansion of reports with a profit and loss statement at project level.

Improvement of the accounting system and internal checks is an ongoing process within WO=MEN. In 2018 WO=MEN took the following actions to improve the accounting system and the associated control measures:

- In 2018 WO=MEN introduced a new financial system (Exact online). This financial system covers project accounting as well as financial accounting.
- Costs and hours worked are now determined accurately for each project.
- There is segregation of duties between the input of hours and costs by the controller and employees and authorisation of these by the director.
- Each month, on the basis of information from the financial system the controller compiles reports regarding achievement of the budget, the results for each project and a liquidity forecast.
- The payment process has been defined more strictly by adjustment of powers in the Triodos banking module. Payments can only be input by the controller and can only be sent by the director. Payments up to € 1,000 can also be sent by the controller.

8. Annual financial statements

8.1 Balance sheet

BALANCE SHEET AT 31 DECEMBER 2018 (after appropriation of the result)

(in euros)

ASSETS	31-12-2018	31-12-2017
Fixed assets		
Tangible fixed assets	5,096	5,458
	-----	-----
	5,096	5,458
Current assets		
Accounts receivable	2,381	375
Other accounts receivable and accrued income	3,287	99,554
	-----	-----
	5,668	99,929
Liquid assets	291,997	187,552
	-----	-----
	302,761	292,939
	=====	=====

LIABILITIES	31-12-2018	31-12-2017
Equity capital		
Reserves		
Other reserves	-15,228	-43,470
	-----	-----
	-15,228	-43,470
 Short-term debts		
Trade creditors	7,525	6,738
Tax and social security charges/contributions	32,682	30,008
Other payables and accrued liabilities	277,782	299,663
	-----	-----
	317,989	336,409
	-----	-----
	302,761	292,939
	=====	=====

8.2 Income and expenditure account

INCOME AND EXPENDITURE ACCOUNT FOR 2018

(in euros)

INCOME	budget 2018	result 2018	result 2017
Subsidies	473,984	403,284	335,000
Programmes	266,600	203,700	159,825
Members' contributions	101,500	116,105	116,269
Other income	5,000	6,520	2,879
	-----	-----	-----
Total income	847,084	729,609	613,973
	=====	=====	=====
 EXPENDITURE			
Staff costs	545,000	471,660	411,308
Organisational costs	147,500	128,072	126,761
Project costs	143,570	101,635	41,156
Other expenditure	1,000	0	-643
	-----	-----	-----
Total expenditure	837,070	701,367	578,582
	=====	=====	=====
 Total operating result	 10,014	 28,242	 35,391
	=====	=====	=====
 <u>Appropriation:</u>			
General reserve	10,014	28,242	35,391
	-----	-----	-----
 Result after appropriation	 0	 0	 0
	=====	=====	=====

8.3 Financial reporting principles

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 possible 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*] and – in accordance with the simplification provided in the Guidelines for annual reporting – is incorporated in the annual accounts as defined contribution plan. This means that the contributions due over the financial year are recognised as costs.

The risks which are not covered by insurance (in particular, price indexation) are not shown in a provision included in the balance sheet. Information on any deficits and the consequences thereof for pension contributions in future years is not available.

Pensions are placed with the Pensioenfonds Zorg en Welzijn pension fund. At 31 December 2018 the cover ratio is 97.5% (31 December 2017: 101.1%, 31 December 2016: 90.1%).

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 is allocated to the accounting period to which they relate.

Continuity paragraph

A positive result of € 10,014 was forecast in the 2018 budget. We have been able to increase this to achieve a positive result of € 28,242. The positive result will be used to reduce the negative equity capital. As a result, the equity capital of the association at 31 December 2018 is € -15,228. 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 2018 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.

8.4 Notes to the balance sheet at 31 December 2018

FIXED ASSETS

(in euros)

Other property, plant and equipment

Position at 1 January 2018	
Acquisition value	27,383
Cumulative depreciation	-21,925

Book value at 1 January 2018	5,458
Investments during 2018	2,070
Depreciation 2018	-2,432

Balance changes	-362
Position at 31 December 2018	
Acquisition value	29,453
Cumulative depreciation	-24,357

Book value at 31 December 2018	5,096
Depreciation rate	20%

CURRENT ASSETS

	31-12-2018	31-12-2017
<u>Trade accounts receivable</u>		
Trade accounts receivable	2,381	375
Bad and doubtful debts	0	0
	-----	-----
	2,381	375
	=====	=====
 <u>Other receivables and prepayments and accrued income</u>		
Ministry of Education, Culture and Science subsidy receivable (programme 2016-2017)	0	26,000
Ministry of Foreign Affairs subsidy receivable (programme 2013-2017)	0	54,000
Hivos receivable (programme 2016-2017)	0	8.000
Invoices paid in advance	3,287	7,120
Amounts receivable	0	4,434
	-----	-----
	3,287	99,554
	=====	=====
 <u>Liquid assets</u>		
Cash in hand	194	193
Triodos	291,803	187,359
	-----	-----
	291,997	187,552
	=====	=====

CURRENT LIABILITIES

	31-12-2018	31-12-2017
Equity capital		
<u>Other reserves</u>		
Balances at 1 January	-43,470	-78,861
Appropriation of the result	28,242	35,391
	-----	-----
Balance at 31 December	-15,228	-43,470
	=====	=====
Short-term debts		
<u>Debts to suppliers</u>		
Trade creditors	7,525	6,738
	=====	=====
<u>Tax and social security charges</u>		
Income tax and social security contributions	32,682	30,008
	-----	-----
	32,682	30,008
	=====	=====
<u>Other payables and accrued liabilities</u>		
Min. of Foreign Affairs Gelijk=Anders subsidy received in advance	0	24,995
Min. of Foreign Affairs subsidy received in advance	57,000	0
Count Me In subsidy received in advance	0	100,000
Min. of Education, Culture and Science subsidy received in advance	127,001	119,802
Alliantie Samen Werkt Het! subsidy received in advance	37,900	0
Pension contributions	0	10,914
Reserve for holidays	7,911	5,850
Reserve for career budget	7,829	2,139
Auditing costs to be paid	15,368	13,098
Invoices receivable	24,773	22,865
	-----	-----
	277,782	299,663
	=====	=====

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 from 1 October 2018 the rent is € 1,959.73 per month. At the same time, there is a lease for the copier used. This contract was extended on 13 February 2018 for a maximum period of 32 months (€ 198.40 excl. VAT per month).

Liquid assets

A bank guarantee to the amount of € 6,754 was provided with respect to the lease agreement. This amount is not at the free disposal of the Association.

8.5 Notes to the statement of income and expenditure for 2018

(In euros)

INCOME	budget 2018	result 2018	result 2017
Subsidies			
Min of Foreign Affairs (2013-2017)	0	0	270,000
Min of Educ., Culture & Sci./CSW (2016-2017)	0	0	65,000
Min of Foreign Affairs (2018-2021)	400,000	343,000	0
Min of Educ., Culture & Sci./CSW (2018-2021)	73,984	60,284	0
	-----	-----	-----
	473,984	403,284	335,000
	=====	=====	=====
Programmes			
Count Me In (2016-2020)	100,000	100,000	100,000
Peace and Security	0	0	2,125
NAP Events	0	0	5,200
Women's March	0	0	12,500
Samen werkt het! (2018-2022)	101,600	63,700	0
Sustainable Economic Development (2018-2019) ⁵	40,000	40,000	40,000
Gelijk = Anders	25,000	0	0
	-----	-----	-----
	266,600	203,700	159,825
	=====	=====	=====
Members' contributions			
<u>Institutional members</u>			
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

⁵ The project grant of €40,000 from HIVOS includes the contribution.

Plan Nederland	10,000	10,000	10,000
Rutgers WPF	10,000	10,000	10,000
Other institutional members	5,000	20,642	20,013
<u>Individual members</u>	6,500	5,463	6,256
	-----	-----	-----
	101,500	116,105	116,269
	=====	=====	=====

Other income

Provision of services	5000	6,520	2,879
	-----	-----	-----
	5000	6,520	2,879
	=====	=====	=====

Expenditure	budget 2018	result 2018	result 2017
Staff costs			
Wages and salaries		373,487	341,601
Social security charges		64,890	58,096
Pension contribution		33,283	31,301
	-----	-----	-----
	545,000	471,660	411,308
	=====	=====	=====

Average number of employees

During 2018 there were on average 6.8 FTEs working at the association (2017: 6.7 FTE). As of 31 December 2018 WO=MEN employs 10 members of staff (7.8 FTE).

Statement pursuant to the Standards for Remuneration Act

The general director is Ms Edith van der Spruit. Ms van der Spruit was employed from 1 January up to and including 31 December 2018 (to 30 August 2018 1 FTE, from 1 September 2018 0.56 FTE)

	2018	2017
Salary incl. holiday pay	65,885	71,351

Organisational costs	budget 2018	result 2018	result 2017
Other staff costs ⁶	32,000	33,225	21,969
Depreciation costs of inventory	3,000	2,432	3,106
Accommodation costs	25,000	31,620	30,808
Administrative costs	8,000	9,018	9,713
Auditing costs	15,000	11,798	12,685
Administration	3,000	1,445	2,087
Consultancy costs	3,000	2,269	1,730
Communication	5,000	4,288	4,651
Recruitment of third parties/volunteers	5,000	1,339	3,712
Insurance	2,000	1,334	11,774
Office costs	6,500	4,067	867
ICT	20,000	19,688	18,668
Other operating costs	0	1,934	1,946
Unforeseen costs	15,000	3,615	0

⁶ From 2018 health insurance and commuting costs are entered in the accounts under other staff costs. The comparative figures for 2017 have not been adjusted.

Change in bad and doubtful debts	5,000	0	-410
	-----	-----	-----
	147,500	128,072	126,761
	=====	=====	=====

Remuneration of the board

Administrative costs cover remuneration for the Supervisory Board of € 4,800. The members of the Supervisory Board receive € 250.00 per meeting, the chair receives € 325.00.

Project costs	budget	result	Result
	2018	2018	2017
Room hire and catering	8,000	6,921	
Travel and accommodation costs	14,000	17,829	
Recruitment of third parties	5,000	19,686	
Representation	2,000	567	
Digital mailing costs	2,000	2,105	
Printed matter	2,000	1,874	
Auditing costs	3,570	3,570	
Website/media	15,000	6,092	
Events	67,000	13,784	
Communications	25,000	24,892	
Other project costs	0	4,315	
	-----	-----	-----
	143,570	101,635	41,156 ⁷
	=====	=====	=====

⁷ Because of the change in the organisation of the financial administration in 2018 there are no comparable figures for 2017 and only the total costs are included.

Income and expenditure per project in 2018

The revenue and costs per project/programme in 2018 are as follows:

(In euros)	Ministry of Foreign Affairs (2018-2021)	Ministry of Education, Culture and Science (2018-2021)	Count me In – Mama Cash (2016-2020)	Samen Werkt Het! – Women Inc. (2018-2022)	Sustainable Economic Development – HIVOS (2018-2019)
Received	400,000	73,984	100,000	101,600	40,000
Change in distribution		- 6,500			
		67,484			
Staff costs incl. loading for general organisational costs	284,216	53,272	94,792	61,080	18,800
Project costs	58,701	6,954	4,849	2,557	10,628
Contribution					10,000
Total expenditure	342,917	60,226	99,641	63,637	39,428
Carry-forward to 2019/ amounts received in advance on the balance sheet	-57,000	-7,200	0	-37,900	0
Result	83	58	359	63	572

Unspent subsidies/contributions are carried forward to 2019 and are spent in consultation with the donor.

Ministry of Foreign Affairs

	Impact 1 Lobby	Impact 2 SED	Impact 3 GPS-NAP	Total
Outcome				
1. International and national standards	59,888	15,600	36,624	112,112
2. Individuals and groups	7,760	6,480		14,240
3. Civil society	25,160	11,920	66,544	103,624
4. Political & private institutions	6,240	12,760	35,240	54,240
	99,048	46,760	138,408	284,216
Research and development SDG5 installation	7,560	7,560	15,129	30,249
Other project costs	11,104	4,342	13,007	28,452
Total costs	117,712	58,662	166,544	342,917

Ministry of Education, Culture and Science

	Hours	Rate	Costs
1. Organisation of CS events subject-wide	46.8	80	3,744
2. Organisation of CS events for CSW	44	80	3,520
3. Formulation of recommendations for CSW	68	80	5,440
4. Coordination and lobbying prior to and during CSW	264.5	80	21,160
5. Day-to-day lobbying NY	29	80	2,320
6. Coordination with international CSO	101.5	80	8,120
7. Consultancy for Educ., Culture & Science side event	5	80	400
8. PR and social media	29.6	80	2,368
9. Support for UN Women's Representative	16	80	1,280

11. Writing of shadow reports	12	80	960
13. CSW debriefing	16.5	80	1,320
14. Reporting	33	80	2,640
	665.9		53,272
Project costs			6,954
Total costs			60,226

Count Me In

	Hours	Rate	Costs
800 Coordination	25.2	80	2,016
860 Strengthening & implementing CEDAW & GRs	118.2	80	9,456
880 Lobby on direct access to fundmech. for WRO	524	80	41,920
890 Strengthening & impl. gender & women's rights - OESO	272.5	80	21,720
900 Impact Dutch investment policy on marginalised women	246	80	19,680
	1184.9		94,792
Project costs			4,849
Total costs			99,641

Samen Werkt Het!

	Hours	Rate	Costs
1. Civil society level: Global Citizen Festival	16.2	80	1,296
2. Civil society level: advocacy/setting the agenda	225.5	80	18,040
3. Inst. level: organisation CSW side event	101	80	8,080
4. Inst. level: organisation GBV event 2018	70.30	80	5,624
5. Inst. level: advocacy & platform / network function	350.5	80	28,040
	763.5		61,080
Project costs			2,557
Total costs			63,637

HIVOS

	Hours	Rate	Costs
SED working group, lobbying working group and knowledge sessions	120	80	9,600
Lobbying general	115	80	9,200
Project costs (UNGP Gender Lens, gender inventory in ICSR covenants)			10,628
Membership			10,000
Total costs			39,428

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: other staff costs and general costs
- Actual hours spent are charged on the basis of a post-imputed rate.
- The hourly rate for staff costs incl. loading for general organisational costs is € 80 in 2018.
- The loading for general organisational costs incl. other staff costs is 21%.
- Project costs: direct costs incurred for the purpose of the programme.
- Hours and costs not expended are carried forward to 2019 in consultation with the donor.

9. Other information

9.1 Appropriation according to the articles of association

In anticipation of a decision of the General Meeting of Members, the positive result for 2018, at € 28,242, is added to the other reserves. The result has already been incorporated into the financial statements for 2018.

9.2 Auditor's opinion



INDEPENDENT AUDITOR'S REPORT

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

A. Report on the audit of the financial statements 2018 included in the annual report

Our opinion

We have audited the financial statements of WO=MEN Dutch Gender Platform, based 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 2018, and of its result for 2018 in accordance with Dutch Accounting Standards Board Guideline 640 for not-for-profit organisations, which is applicable in the Netherlands.

The financial statements comprise:

- 4 the balance sheet as at 31 December 2018;
- 5 the statement of income and expenses for 2018; and
- 6 the notes comprising a summary of the accounting policies and other explanatory information.

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. Report 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:

- the management report;
- the report of the Supervisory Board;
- the objectives achieved and outstanding objectives; and
- the other information.

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.

Management is responsible for the preparation of the other information in accordance with the Dutch Standard 720.



C. Description of responsibilities regarding the financial statements

Responsibilities of management for the financial statements

The board is responsible for the preparation and fair presentation of the financial statements in accordance with the Guideline for annual reporting 640 'Not-for-profit organisations of the Dutch Accounting Standards Board. Furthermore, the board is responsible for such internal control as the board 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 organizations 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 organization or to cease operations, or has no realistic alternative but to do so.

The board should disclose events and circumstances that may cast significant doubt on the organizations ability to continue as a going concern in the financial statements.

Our responsibilities for the audit of the financial statements

Our objective is to plan and perform the audit engagement in a manner that allows us to obtain sufficient and appropriate 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 on the effectiveness of the organizations internal control;
- evaluating 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 organizations 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 financial 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 those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant findings in internal control that we identify during our audit.

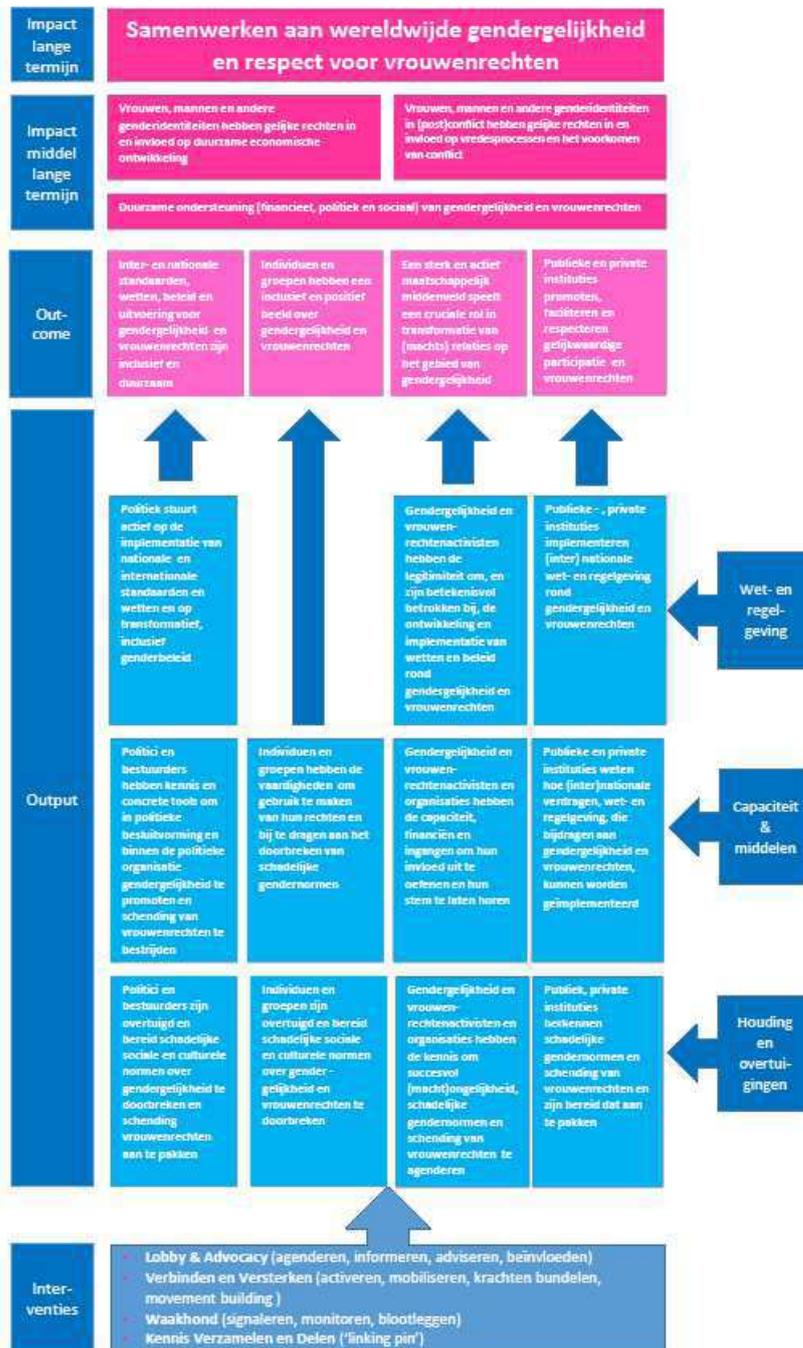
Nieuwerkerk aan den IJssel, 14 March 2019

Vigilate Accountants B.V.

Ruud Kuiper RA

Annex 1 Theory of Change

WO=MEN Theory of Change



Long-term impact	Cooperation in worldwide gender equality and respect for women's rights				
Medium-term impact	Women, men and other gender identities have equal rights in and influence on sustainable economic development	Women, men and other gender identities in [post-]conflict have equal rights in and influence on peace processes and the prevention of conflict			
	Sustainable support (financial, political and social) for gender equality and women's rights				
Outcome	International and national 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 transformation of (power) structures in the field of gender equality	Public and private institutions promote, facilitate and respect equal participation and women's rights	
Output	↑	↑	↑	↑	
	Politics actively pursues implementation of national and international standards and laws and a transformative, inclusive gender policy	↑	Gender equality and women's rights activists have the legitimacy for, and are involved in the development and implementation of laws and policy regarding gender identity and women's rights	Public, private institutions implement (inter)national laws and regulations regarding gender equality and women's rights	Laws and regulations
	Politicians and managers have knowledge and specific tools to promote gender equality in political decision-making and within the political organisation and to combat infringement of women's rights	Individuals and groups have the skills to exercise their rights and to help to break through harmful gender norms	Gender equality and women's rights activists and organisations have the capacity, finances and inputs to exercise their influence and to have their voices heard	Public and private institutions know how (inter)national agreements, laws and regulations which contribute to gender equality and women's rights can be implemented	Capacity and resources
	Politicians and managers are confident and prepared to break through harmful social and cultural norms regarding gender equality and to tackle infringement of women's rights	Individuals and groups are confident and prepared to break through harmful social and cultural norms regarding gender equality	Gender equality and women's rights activists and organisations have the knowledge to succeed in getting (power) inequality, harmful gender norms and infringement of women's rights on the agenda	Public, private institutions recognise harmful gender norms and infringement of women's rights and are prepared to tackle that	Attitude and convictions
Interventions	↑				
	<ul style="list-style-type: none"> • Lobbying and advocacy (setting the agenda, informing, advising and influencing) • Combining and strengthening (activating, mobilising, joining forces, movement building) • Watchdog (pointing out, monitoring, exposing) • Gathering and sharing information ('linking pin') 				

Annex 2 Members

At the end of 2018 there are 136 individual members.

Institutional (Current situation 31 December 2018)

ActionAid	Rights4change
Amref Flying Doctors	Rutgers
Bevraag	Schone Kleren Campagne
Both Ends	Simavi
Briljante Ondernemster	Stichting CENDDOW (Centre for Diasporas Development Work)
CARE	Stichting IWEE
Choice for youth & sexuality	Stichting Mukomeze
CNV Internationaal	Stichting Sundjata
Cordaid	Stichting Vrouwenorganisatie Nederland Darfur (VOND)
Defence for Children	Stichting Wadi
Defensie Vrouwen Netwerk	Storybureau WYS
Fem4All	Support Trust for African Development (STAD)
Free a Girl	Tosangana
Global Network of Women's Shelters	Unie van Soroptimistclubs
HIVOS	Vereniging Prisma
Hollaback! Nederland	Victory for Equality
ICCO	White Ribbon NL
IMPACT - Center against human trafficking and sexual violence in conflict	Women Engage for a Common Future (WECF)
Karama	Women on Waves
Koerdische Vrouwen Stichting Helin	Women's Initiatives Network
Koninklijk Instituut voor de Tropen (KIT)	Women's International League for Peace and Freedom Dutch Section (WILPF NL)
Light for the World	WomenWin
MamaCash	YWCA Nederland
MUCOP	
Multicultural Women's Peacemakers Network (MWPN)	
Oxfam Novib	
Palestine Link	
PAX (previously IKV Pax Christi)	
PBI Nederland	
Plan Nederland	