



**Convention on the Elimination  
of All Forms of Discrimination  
against Women**

Distr.: General

27 October 2006

Original: English

---

**Committee on the Elimination of Discrimination  
against Women**

Thirty-seventh session  
15 January – 2 February 2007

**Responses to the list of issues and questions for consideration of the  
fourth periodic report of the Netherlands**

## **Answers to the written questions from the CEDAW Committee to the Dutch government**

### *General*

The Committee has requested details about concrete results of the measures documented by the Netherlands in its progress report and has asked for the information to be disaggregated by ethnicity. This information cannot always be provided, however, as it is not common practice for all ministries to keep ethnicity-based records.

### **Answer to question 1**

#### **Multiyear Equal Treatment Policy Plan (2000)**

The Multiyear Equal Treatment Policy Plan outlines goals to be achieved by 2010. Its main objective is “to create conditions for a diverse society in which everyone, regardless of gender and in interaction with other principles of social organisation such as ethnic identity, age, marital status, disability and sexual orientation, has the opportunity to create an independent existence for themselves, a society in which both women and men can enjoy equal rights, opportunities, freedoms and social and other responsibilities”.

The Multiyear Equal Treatment Policy Plan 2000 outlines the following goals:

*1. Work, care and income:* to encourage women’s economic independence by means of participation in the labour force as the essence of equal treatment policy. In concrete terms, government policy is aimed at achieving the following targets by 2010:

- net labour market participation of 65% by women;
- the proportion of economically independent women in excess of 60%;
- the share of women in total income from employment in excess of 35%;
- the contribution of men to care responsibilities to reach at least 40%.

*2. Combining paid work and family responsibilities:* to stimulate the completion of the equality process by creating favourable economic, cultural and social conditions. These conditions should facilitate flexible options.

*3. Power and decision-making:* society should grow towards the equal representation of men and women in influential positions. To achieve this, it should be made easier for women to obtain such positions and to further their careers, as well as creating conditions that help women not to abandon the struggle.

*4. Women’s rights:* achieving women’s rights is still the central component of equal treatment policy. To achieve this goal, efforts will be stepped up to prevent and counter violence against women.

*5. The knowledge society:* to highlight the opportunities that a knowledge society creates for diversity, for strengthening women’s position in society and for more equal social relations through initiatives undertaken by the government itself in these areas.

In translating these goals into concrete measures and activities, the aforementioned three-level approach was not used. The evaluation was carried out in 2005 as planned and

resulted in the Multiyear Equal Treatment Policy Plan 2006-2010, which was submitted to the House of Representatives towards the end of 2005. This plan formulates concrete activities and indicators for the same goals between now and 2010. In the evaluation of what was achieved up to 2005, a distinction has been made, where possible, between legislation, concrete improvements and more cultural aspects.

### **Evaluation of the Multiyear Equal Treatment Policy Plan 2000**

Work, care and income and combining paid work and family responsibilities

#### *Reform of the law*

During the 2000-2005 period, legislation was enacted to make it easier to combine work and care tasks, and thus increase women's economic independence. The Work and Care Act provides for maternity leave, paternity leave, adoption leave, paid and unpaid parental leave, care leave and emergency leave. The Working Hours (Adjustment) Act also came into effect during this period. It allows employees to either reduce or increase their working hours. The Childcare Act safeguards the quality and regulates the funding of childcare. In principle, employers, employees and the government share the responsibility for paying for it. The life-course savings scheme, which came into force in 2006, offers employees the option to save for a period of unpaid leave. Parents who take their statutory parental leave and participate in the life-course savings scheme are eligible for tax relief.

#### *Improvement of actual position of women*

Measures that have been introduced to facilitate a good work/family life balance have proved successful in many areas. Examples include schemes for children aged 12 and under, and schemes geared towards more flexible working hours, working at home and support services for informal carers.

Power and decision-making

#### *Reform of the law*

The Constitution has been amended to allow replacements for elected representatives on maternity leave.

#### *Improvement of actual position of women*

During the 2000-2005 period, the focus was on putting the issue of female representation on the business agenda, providing incentives and facilitating key actors. Various ambassador networks of top managers have been active in the business sector, and at senior management level the sector has taken part in projects initiated by the government to encourage the promotion of women to more senior positions. In addition, there has been public investment in monitoring and benchmarking. In the private sector, leading organisations have devoted more attention to the obstacles women may face in pursuing a career. Promoting upward mobility for women is in line with diversity management and, most recently, with life-course policy, particularly in large companies. Ethnic minority businesswomen are the subject of specific, targeted measures. A 'glass ceiling index' has been developed to enable companies and institutions to compare themselves, both quantitatively and qualitatively, with other organisations in their own sector. The index shows how 'thick' the glass ceiling in their company is, what the specific problems are and how they can be remedied.

Women's rights

#### *Reform of the law*

A bill allowing temporary restraining orders (*huisverbod*) to be issued against perpetrators of domestic violence to prevent them from entering their own homes will be sent to the Council of State early in 2006, and an implementation procedure is in preparation.

*Improvement of actual position of women*

Violence against women has become a serious focus of attention in legislation and policy. There is now a network of regional domestic violence advice and support centres. Municipalities, judicial authorities, the police and the healthcare sector all have personnel working specifically in this area. Partly due to the lack of cohesion between existing incident registration systems and the lack of a national survey, the impact of the policy cannot be assessed as yet. The theme has been the focus of regional PR campaigns, and a national campaign is being considered. National support for municipalities and professionals is provided by expertise centres.

*The knowledge society*

In 2000, no explicit relationship had yet been established between the knowledge society and equal treatment, though it was clear that ICT could help achieve the goals of policy. Since the same still applies, the new Multiyear Equal Treatment Policy Plan 2006-2010 does not deal separately with this subject either. It does, however, address certain elements of it.

See Appendix 1 for a summary of the evaluation.

**Answer to question 2**

The tasks, structures and specific priorities relating to gender mainstreaming are described below for each ministry.

Ministry of Social Affairs and Employment

The Consultation Group on Equal Rights, an internal committee of the Ministry of Social Affairs and Employment, compiles equal rights and gender mainstreaming action plans each year.

There are various tools to help civil servants promote gender mainstreaming. They include:

- the conformity test;
- the Gender Impact Assessment (GIA);
- the gender mainstreaming manual;
- a book on gender linguistics and a periodic equal rights monitor

The conformity test, which verifies gender mainstreaming, is used to improve the preparation and formulation of policy and legislation. It includes a module on the Gender Impact Assessment (GIA). New civil servants are required to attend a course on the conformity test.

Information on gender, age and ethnicity are systematically gathered to help civil servants use monitoring tools to analyse gender-based issues.

Gender impact assessments have also been carried out on the life-course savings scheme, the supplementary pension scheme and the new incapacity benefits act.

Ministry of Foreign Affairs

The multi-year equal treatment policy plan of the Ministry of Foreign Affairs has three cross-cutting goals:

**1. Gender and poverty mainstreaming in the macroeconomic policies of developing countries:**

*Results:*

Gender is a cross-cutting theme in development cooperation policy. Gender equality is about securing human rights and empowerment for women and girls, and is therefore an important goal in its own right. As a way of achieving and sustaining development, it is also vital for attaining the Millennium Development Goals. In addition to mainstreaming gender in cooperation frameworks with other donors, including gender in sector-wide approaches and stimulating gender budgeting, the ministry supports specific activities to combat violence against women and to promote empowerment and the rights of women, for example by affording them access to land, natural resources and political and reproductive rights. Within the context of bilateral cooperation, there has been a growing focus on enhancing the role and position of women and women's organisations in the Poverty Reduction Strategy Papers (PRSPs). Gender equality is also on the agenda of the revitalised PRSP Expert Group. In assessing the effects of PRSPs and government budgets on disadvantaged groups, including women, attention is given to the development of gender-sensitive diagnostic tools such as gender budgeting. This has intensified the focus on gender and poverty in conjunction with macroeconomic developments. Aspects of programmes and national interventions have been evaluated for their impact on gender equality. Theme experts play a crucial role in persuading donor governments to integrate gender into national development plans and new forms of aid. Efforts must now be made to integrate gender into the track records and Performance Assistance Frameworks of developing countries.

**2. Promoting the reproductive rights of female refugees***Results:*

Sexual and reproductive health and rights (SRHR) have long been part of the Dutch development agenda. The Netherlands is the main donor to UNFPA, the UN agency with a specific mandate in this field. In recent years, SRHR and the implementation of the Cairo Programme of Action have become key priorities in Dutch development cooperation policy. During the Dutch EU Presidency and preparations for the 2005 Millennium Summit, the Netherlands systematically and successfully broadened international support for SRHR-related challenges. Dialogue with UN agencies such as UNFPA has been intensified both at headquarter and country level. UNHCR's policies on reproductive health and rights for refugees have been closely monitored. The Netherlands has also given earmarked support to help UN and other agencies cater for reproductive health in emergency situations. Examples at country level include support for programmes in Darfur, Afghanistan and Sri Lanka. A variety of checklists, such as the Minimum Initial Service Package (MISP), have been developed. The Ministry has cofinanced videos on female genital mutilation which have been used to raise awareness in the Netherlands, Mali and Somalia. Finally, the Netherlands supports a number of key international NGOs working on SRHR. Dutch civil society organisations working in the field of development cooperation are being encouraged to focus on gender and SRHR issues.

**3. Gender mainstreaming in the OSCE programme***Results:*

Security Council Resolution 1325 has significantly increased the focus on gender in the context of peace and security. Areas of special concern include human rights, women's rights and measures to end violence against women. The gender-based activities of the Organisation for Security and Cooperation in Europe (OSCE) are carried out mainly by the Office for Democratic Institutions and Human Rights (ODIHR). ODIHR's activities are based on the Action Plan for Gender Issues, adopted by the OSCE in June 1999. This plan promotes equal treatment and equal opportunities within the organisation itself, including

in the recruitment, selection and appointment of staff to (senior) positions, and in a range of activities in the field. A key role is played by the ODIHR Gender Unit, for which the Ministry of Foreign Affairs has provided funding.

These three goals make no distinction according to ethnicity or race.

#### Ministry of Defence

The Ministries of Foreign Affairs and of Defence are jointly responsible for implementing UN Security Council Resolution 1325. In a joint progress report to Parliament in April 2003, the Ministry of Defence indicated a desire to tighten certain aspects of policy. A project-based approach was chosen as a way of converting policy goals into practice. This resulted in the launch of the Genderforce project, which was cofinanced by the European Social Fund. The four project goals and current status of the corresponding subsidiary projects are as follows:

#### **I. Anchoring gender in training and instruction**

This subsidiary project aims to promote a greater understanding of gender-based aspects among senior NCOs and officers. Gender aspects must be included in practical, short job-related training courses at various stages throughout a military career. They must also be anchored in existing basic and leadership training programmes. Courses will focus on trafficking in women, prostitution and the abuse and rape of women and girls. Training will be given both prior to and during active service.

#### **II. Gender aspects of peacekeeping operations**

Gender must be given a bigger role when reviewing the overall goal of deployments. This means weighing up the effects of deployment on women in the peacekeeping units and in the countries affected, involving women in peacebuilding and reconstruction programmes and protecting women and girls against acts of war and sexual violence.

#### **III. Gender in documents and briefings**

Gender must be included and/or addressed more specifically in various documents, such as the peace operations handbook, operational instructions and evaluations. The practical experience that has been gained must be incorporated into the training and instruction of military personnel.

#### **IV. Encouraging a gender balance within the defence organisation**

To increase the proportion of women taking part in peacekeeping operations, the ministry is working on ways to encourage a more satisfactory gender balance in its personnel complement. A rise in the overall number of women will also boost the proportion of women taking part in peace operations.

Finally, the ministry is making substantial efforts to improve communication and disseminate knowledge on gender-based issues. It held a 'Gender Day' on 22 March 2006, and at the request of external stakeholders, presentations were given as part of the Genderforce initiative, to explain how the ministry plans to implement the recommendations contained in Resolution 1325.

#### Ministry of Agriculture, Nature and Food Quality

The 1999-2002 equal treatment action plan of the Ministry of Agriculture, Nature and Food Quality contains five targets:

1. increase the proportion of women on committees and other executive bodies;
2. implement three Gender Impact Assessments a year on key ministry themes;
3. increase the number of women in rural and agricultural areas attending training courses and information/awareness-raising programmes;

- 
4. link the results of the Commission on Work-Life Balance and on Rural Regeneration;
  5. join the Opportunity in Work campaign.
1. The ministry is taking steps to recruit more women to its executive bodies and committees. Now that the ministry is taking more account of society at large, these bodies are beginning to attract more women, a development that the ministry itself is working towards. When the Consumer Platform was established, for example, over half the names on the draft participants' list were those of women. This progress led to the target being withdrawn after 2004.
  2. The ministry has carried out Gender Impact Assessments on some of its secondary themes. Unfortunately, the relevant gender data on rural areas was not available for the primary themes. The ministry therefore asked the Social and Cultural Planning Office (SCP) to fill this gap when it issued its report on the changing face of rural areas in the Netherlands. The report was published in January 2006 under the title *Thuis op het platteland* (At home in the country).
  3. Five per cent of the ministry's annual training and information budget is spent on gender mainstreaming. The latest project, *Vrouwen aan de slag* (Getting women into work), was completed in 2003. The focus of policy has now switched to helping existing and potential female entrepreneurs in rural areas to launch business initiatives.
  4. The ministry has been actively helping rural populations to achieve a better work-life balance. In 2003 and 2004, it carried out a large-scale international project, 'New Neighbours', the results of which are posted on the website [www.groenkennisnet.nl/new-neighbours](http://www.groenkennisnet.nl/new-neighbours).
  5. The ministry was a member of the Opportunity in Work campaign, but cancelled its membership when the Personnel and Organisation Department adopted its gender-based goals and strategy.

The ministry has a coordinating director for gender equality and a coordinator for equal rights and diversity (29 hours a week). Gender mainstreaming is an accepted part of the ministry's working method, but is not yet strongly embedded. The advantages and disadvantages of gender mainstreaming are now being studied.

#### **Ministry of Education, Culture and Science**

Gender mainstreaming is anchored in the Ministry of Education, Culture and Science in the form of a policy agenda (*Kristal van Kansen*), which was updated in 2001 (*Actuele Emancipatie Agenda 2001-2002*). During the period covered by *Kristal van Kansen* (1998-2002), the ministry allocated funding for equal rights to the various departments, in line with its policy goals. Additional policy is also being formulated in the following areas to meet the ministry's equal rights targets:

- increasing the proportion of women and girls, including those from ethnic minorities, taking science and technology subjects at school, or studying them at university;
- reversing the shortage of female head teachers;
- increasing the proportion of women from ethnic minorities engaged in research and development;
- improving equal treatment and the safety of girls in education;
- increasing cultural diversity.

Special measures have been taken to encourage the development of community schools, a concept that has taken off enormously with the help of the ministry. From 1 January 2007, parents with children at primary school will be able to use these facilities to arrange pre-school and after-school childcare between 7.30 and 18.30 hours. This will provide day-long childcare for parents who want it.

#### **Ministry of Transport, Public Works and Water Management**

Following one or two limited initiatives a few years ago, gender mainstreaming is now a relevant and self-evident part of traffic and transport policy at the Ministry of Transport, Public Works and Water Management, as is a focus on specific target groups such as the elderly, children and people combining work and care. This is set out in the Policy Document on Mobility (2006).

In 2004, local authorities in the Netherlands agreed to include gender aspects in their Provincial and Regional Transport Plans. In 2006, the Minister of Transport, Public Works and Water Management again asked them to address the issue.

Much is already known about the gender equality effects of certain issues, and appropriate measures have been taken based on available data. Figures suggesting that some women avoid using public transport have resulted in extra measures to improve safety. For example, cameras have been installed on bicycle sheds at stations. In other areas, such as traffic safety, gender and ethnicity have not prompted any extra measures.

Relatively little is known about the growing number of ethnic minority women road users. Future studies on road use will therefore give specific attention to this group. A study of gender aspects can also increase understanding of this group in preparation for the introduction of the congestion charge.

Gender mainstreaming is the responsibility of a policy group within the Directorate-General for Passenger Transport.

#### **Ministry of Housing, Spatial Planning and the Environment**

In recent years, the Ministry of Housing, Spatial Planning and the Environment has made specific efforts to achieve a balanced personnel complement and to encourage the promotion of women to senior posts. In 2006, it further intensified measures to mainstream gender policy.

The ministry gives special attention to vulnerable and priority target groups, and to formulating appropriate policy. Taking steps to improve the quality of life in disadvantaged neighbourhoods is one example. Many factors influence policy in this area and its development, in addition to gender: for example, education, income, age and ethnicity. The ministry sees gender as just one aspect of diversity, and therefore refers to 'diversity mainstreaming' rather than gender mainstreaming. Due to the nature of the issues involved, equal rights and/or diversity tend to be an explicit part of ministry policy.

The ministry recently held a workshop on gender and environment policy. This led to the creation of an account construction for women's organisations by the Directorate-General for the Environment. The ministry is now considering extending this to the rest of the organisation. It will also be considering additional measures that may be needed to anchor diversity mainstreaming within the ministry as a whole.

The ministry will take as much account as it can of vulnerable groups, including women, when it formulates environmental standards to protect human health. An analysis of gender aspects has been carried out for the new Environment Agenda. Its findings will be incorporated into the aforementioned environmental standards.

The ministry drew up a work programme for 2006 in response to the interim report of the equal opportunities policy review committee (VCE).

This approach to diversity policy is new to the ministry, which is learning how to apply diversity management and make gender a visible part of its diversity strategy.

Finally, the ministry is taking steps to make policymakers more aware of the impact of policy on different social groups, such as women, by encouraging them to go on internships and working visits that are linked to their policy portfolios.

#### Ministry of Justice

The Ministry of Justice has formulated a number of goals as part of a gender-based strategy. These goals, which are listed below, were also announced by the Minister of Justice and the Minister for Immigration and Integration in their response to the interim report of the equal opportunities policy review committee.

- responsibility for coordinating the ministry's gender mainstreaming policy will lie with the Office of the Secretary-General. This will enable policy to be centrally managed;
- the ministry will find ways to include gender mainstreaming in regular training so that it becomes an automatic part of policymaking. A separate course has also been devised (*The power of difference*);
- the ministry's Research and Documentation Centre will consider ways to include more gender impact assessments in its policy appraisals;
- an internal and external forum is being set up on the ministry's existing website, to provide information on its gender mainstreaming policy;
- a regular newsletter will be published;
- the ministry organises a range of internal and external events each year on Women's Day;
- it awards various subsidies to fund gender mainstreaming activities;
- a Gender Impact Assessment (GIA) has been carried out of proposed changes to the basic matrimonial property regime; a review of honour-related violence will be fast-tracked.

#### Ministry of Finance

The Ministry of Finance addresses gender issues in its overall policy and in its personnel policy, using existing policy review instruments and the memorandum *From Policy Budgets to Policy Accountability* (VBTB).

The coordination of gender mainstreaming policy is centralised and there is one equal rights portfolio holder, the Deputy Secretary-General.

The ministry has helped to implement a pilot gender budget analysis (GBA) on tax reviews. However, it concluded that this instrument was not significantly better than the VBTB, which measures the efficiency and effectiveness of proposed measures, including their likely gender impact. Preparations for the 2001 Tax Plan, for example, looked at ways to promote a better male/female balance in the workplace and encourage a better combination of work and childcare through fiscal instruments. They also considered to what extent improvements in childcare could help to ease the marginal pressure on the partner with the lower earnings (usually the woman).

The specific gender aspects of tax legislation are addressed in the explanatory memoranda to the relevant Bills.

#### Ministry of Economic Affairs

- The coordination of gender mainstreaming within the Ministry of Economic Affairs is the responsibility of the Deputy Secretary-General. The Interministerial Network on Gender Mainstreaming monitors the application of gender mainstreaming by the ministry.
- The ministry uses gender mainstreaming:
  1. to encourage entrepreneurship among women, including those of ethnic origin;
  2. to encourage the promotion of women to senior positions in business and industry.

1. *Entrepreneurship among women, including those of ethnic origin*

The government is committed to creating new business opportunities. In June 2005, it unveiled the New Business Action Plan to improve scope for enterprise by removing obstacles to the launch of new businesses. The action plan includes specific measures to help new businesses established by women. Networks and role models are essential for successful female entrepreneurship, especially for women from ethnic minorities. There are still very few networks of ethnic entrepreneurs. The government therefore wishes to raise their profile and encourage more businesses to join them. Networks and role models are also important for female entrepreneurs in general. Networking is a major feature of the Trade Mission for Female Entrepreneurs, which is now in its third year. This year's mission will be held in Spain.

2. *Promoting women to senior positions*

The government supports the Ambassadors' Network, which promotes the upward mobility of women. The closing conference of the Fourth Ambassadors Network (Glass Ceiling) will be held this year. In 2002, the ministry itself switched from a selection-based to a more development-based promotion policy, through the introduction of careers paths and a careers development strategy for potential managers. This approach removes obstacles to the upward mobility of women. Women are also being encouraged to take part in interministerial development programmes to prepare them for senior management positions, and the ministry is looking for suitable female candidates to fill certain posts, including from outside the organisation. The number of women in posts equivalent to scale 14 and higher has risen from eight in 1999 to 40 in January 2006.

### **Ministry of the Interior and Kingdom Relations**

**The 2007 policy agenda of the Ministry of the Interior and Kingdom Relations includes a section on gender mainstreaming. It highlights three themes: safety, promoting women to decision-making roles (senior civil servants, public administration and policymaking) and obtaining a better male/female balance in the public sector (police, fire service, government).**

In addition to a fulltime coordinator on gender mainstreaming, the ministry has also appointed contacts within each Directorate-General. It is taking steps to boost gender expertise by encouraging directors to exchange good practices and by training policy officers.

### Ministry of Health, Welfare and Sport

The main objectives of the Ministry of Health, Welfare and Sport in the context of the 2006-2010 multi-year equal treatment policy plan are to prevent and combat violence against women and to eradicate female genital mutilation. Attention is also being given to sexuality and to preventing violence against young people.

Equal opportunities policy review committee (VCE)

The equal opportunities policy review committee (VCE) was established in 2004. It evaluates and promotes the progress of gender mainstreaming within central government. At the end of 2005, the committee issued its first interim report, *Dat moet echt beter* (Room for improvement). In it, the committee concludes that many ministries lack the infrastructure to properly highlight the gender aspects of policy or to integrate them into overall policy. According to the VCE, while there have been good and promising initiatives, they have not yet been fully anchored. The committee will publish its final report at the beginning of 2007.

### **Answer to question 3**

The report covers decisions relating to employment law under the Equal Treatment Act that have been handed down by the courts in recent years. On 1 May 2004, the Equal Treatment in Employment (Age Discrimination) Act came into force. Since then, there has been a rise in the number of cases brought to court.

The report sought to highlight judgments based on the grounds on which discrimination is prohibited, such as gender, nationality, religion or belief, sexual orientation, civil status, political affiliation, working hours, age, disability, fulltime/temporary contract status. These grounds are frequently combined, for example, gender (female) combined with working hours (part-time employment) or gender (female) combined with a fixed or temporary employment contract.

One example of a point of law that has been addressed by the courts in recent years is the question of maternity leave. Women working in the education sector are entitled to paid maternity leave, in common with other working women. The issue in question was whether, if maternity leave coincided with the statutory closure of schools in the summer, a pregnant woman was entitled to extra leave. The Supreme Court ruled that the absence of a scheme for holiday compensation during maternity leave did not mean that female teachers who take maternity leave are less entitled to holiday leave than their male counterparts. This is due to the fact that the underlying regulation is gender-neutral: male and female teachers have an equal right to paid holiday leave during statutory school holidays. Female teachers are in any case also entitled to the statutorily agreed holiday, which amounts to 20 days each calendar year.

Another point of law that was frequently raised was whether a specific exclusion in the collective labour agreement (CAO) for part-time workers amounted to unfair discrimination against women, given that more women are employed in part-time jobs. A number of cases also dealt with the issue of equal pay for equal work.

The courts' decisions can be viewed online at [www.rechtspraak.nl](http://www.rechtspraak.nl). Since there is no separate list of cases involving women and discrimination, it is not possible to summarise their content. The number of cases heard at each level of jurisdiction can be given, however (see table 1 appendix 2).

### **Answer to question 4**

Equal treatment legislation will be more transparent and accessible following the introduction of the Integrated Equal Treatment Act. The new Act will combine the four main laws governing equal treatment: the Equal Treatment (Men and Women) Act, the Equal Treatment in Employment (Age Discrimination) Act, the Equal Treatment of Disabled and Chronically Ill People Act and the Equal Treatment Act. The Integrated Equal Treatment Bill has been presented to the Council of State, but has not yet been submitted to Parliament.

### Article 13 project

The 'Article 13 project' was implemented in 2002-2004 by the Ministry of Social Affairs and Employment. Its aim was to get the principle of equal treatment fully accepted and upheld in the workplace. The project covered all forms of discrimination cited in Article 13 of the EC Treaty. It initially concentrated on smaller employers and works councils, but was widened in 2004 to include larger enterprises.

The project involved compiling training material on equal treatment for works councils, writing numerous articles for trade journals, working with MKB-Nederland (an organisation representing small and medium-sized enterprises – SMEs) and the Servicepunt Arbeidsmarkt MKB (which supports SMEs) via a website and articles in *Wisselwerk* magazine, including equal treatment aspects in the SME advisors' quickscan (a company appraisal based on turnover, personnel policy, operational management and other aspects), and getting MKB to include equal treatment in their employment law courses for employers, managers and personnel officers working in small and medium-sized enterprises.

It is difficult to quantify the overall effects of the Article 13 project, although some of its results are discussed below. For example, MKB trainers are now fully aware that they must address equal treatment aspects in the courses they give to employers. MKB advisors have included questions on equal treatment in the quickscan, and they also raise the issue during company visits.

Two projects have been launched to give equal treatment legislation a higher profile. The publicity campaign 'Discrimination? Call now!' was launched on 29 June 2004. It encouraged victims of discrimination and anyone with concerns about suspected discrimination to call a national telephone helpline (0900- 2 354 354) or visit the corresponding website ([www.belgijk.nl](http://www.belgijk.nl)) for advice and information. The helpline puts callers in touch with a network of organisations specialising in equal treatment and non-discrimination issues. These anti-discrimination agencies work together to provide an adequate problem-solving service and to exchange relevant expertise. They make sure telephone lines are manned and provide information and help where necessary. They can also refer callers to national agencies and to the Equal Treatment Commission (CGB). On 1 December 2004, the campaign 'Discrimination? Not against me!' succeeded the 'Call now!' campaign. The new campaign is being implemented by a number of organisations, among them the National Bureau against Racial Discrimination, and is targeted mainly at those at risk of discrimination and unfair treatment. The campaign tells them how to minimise the impact of discrimination on their work and how to cope with both deliberate and unintentional discrimination. It also discusses ways to improve discriminatory environments. A brochure containing practical advice on how to deal with discrimination has been published, together with a reader advising organisations on how to tackle the problem.

### Equal Treatment Network

In 2003, the Ministry of Social Affairs and Employment set up the Equal Treatment Network, which brings together organisations actively committed to fighting discrimination (social partners, ministries, NGOs and centres of expertise). These stakeholders meet twice a year to exchange information on equal treatment and non-discrimination. The network also publishes a biannual newsletter.

In 1999-2002, the Ministries of Social Affairs and Employment, Justice and the Interior and Kingdom Relations studied the feasibility and desirability of opening an information centre on women's rights to provide information on equal treatment in general and on the CEDAW Convention in particular. In 2002, however, the proposal was abandoned due to the fact that its projected costs were much higher than initially estimated and because it was felt that the centre would have only a limited added value. Much of the information it would have provided was in any case available on government and NGO websites (e.g. [www.emancipatieweb.nl](http://www.emancipatieweb.nl), [www.emancipatie.nl](http://www.emancipatie.nl)). Moreover, substantial grants had already been awarded to further publicise the UN Convention during that period.

**Answer to question 5**

The evaluation of the Equal Treatment Act was formally adopted by Parliament on 1 November 2005. The evaluation gives the Equal Treatment Commission a less restrictive mandate, allowing it to carry out studies on its own initiative. Previously, it could only perform studies of this kind in individual sectors. However, sector-wide studies are so labour-intensive that they were rarely carried out. The new mandate also allows the Commission to carry out studies in certain types of enterprise.

A large volume of information has been requested on the Equal Treatment Commission. Not all of this information is available. The figures shown in table 2, appendix 2, are taken from the Equal Treatment Commission's annual report.

The Commission's annual report for 2005 states that 60% of the 584 complaints it received that year were from men, and 40% were from women. A higher proportion of men submitted complaints relating to discrimination on grounds of age (142 men, 50 women), disability or chronic illness (36 men, 28 women) and race (51 men, 24 women). However, more women submitted complaints relating to discrimination on grounds of gender (79 women compared with 23 men) and religious beliefs (18 women compared with seven men). A gender analysis of the individual requests for a decision from the Commission is shown in table 3, appendix 2.

The Equal Treatment Commission issued a total of 245 decisions in 2005. It upheld 129 complaints and added specific recommendations to 16. The Commission also made a specific recommendation in nine cases where the complaint was not upheld.

The Commission has not yet used its powers to ask the courts for a binding decision.

**Answer to question 6** *(part of this answer also applies to question 18 – decision-making)*

Article 4 paragraph 1 of the Committee's General Recommendation formulates targets to increase the number of women in management and decision-making positions. These targets are supported in general terms by activities such as the Ambassadors' Network (senior managers from the public and private sector who are committed to the upward mobility of women) and by special projects to empower women in decision-making. More specifically, a number of ministries are taking steps to increase the number of women in management positions. This involves recognising and mobilising female talent, setting agendas and generating commitment among senior and middle managers, raising awareness of possible gender bias in recruitment and selection, facilitating part-time work at more senior levels and changing the organisational culture.

An integrated approach to diversity management in central government is now being developed. It will involve formulating objectives and measures to obtain a more balanced spread of gender, ethnicity and age throughout the organisation. Promoting more women to senior posts is part of this integrated approach.

**Answer to question 7**

Implementing the plan of action (joint project of the Minister of Social Affairs and Employment and the Minister for Immigration and Integration)

The plan of action, which runs until the end of 2006, targets vulnerable and disadvantaged women from ethnic minorities who have previously had little or no contact with the wider community. These women have little or no formal education, no economic independence (because they are unemployed or poorly paid), limited command of Dutch and few contacts with Dutch people.

In 2004 and 2005, cooperation agreements were signed with the Netherlands' 30 largest municipalities (the 'G30'), in close consultation with the Committee for Ethnic Minority Women's Participation (PaVEM), in an effort to reach out to this group and actively encourage their social participation.

Central to the plan of action were measures to strengthen local policy and funding to improve the social lives of ethnic minority women and girls at risk of social exclusion. Various instruments were developed and pilot projects launched. The Ministries of Social Affairs and Employment and of Justice instructed the participating municipalities to involve the target group in planning and implementing the initiatives described below. The process began with the Participation Toolkit, an instrument which helped municipalities to analyse the target group and formulate and adapt their policies accordingly.

This was followed by a detailed study on the position of women from ethnic minorities, to provide a better understanding of the target group. The study, which covered many different themes, was carried out among the country's largest minority groups. Its results were published in the Social Atlas.

The government published campaign material and set up a website, both of which could be used by municipalities to encourage women to become involved in local activities.

Another instrument was the national pool of community liaison officers, who were trained to discuss a range of 'taboo' subjects (male-female interaction, the safety of women, 'loverboys' – youths who try to lure girls into prostitution, honour killings) which can be used to facilitate dialogue at local level between ethnic minority women and between them and ethnic minority men.

Pilot projects have also been launched to help develop project methods. These include 'buddy' projects in education, sports and vocational training to promote the reintegration of ethnic minority women into the labour market.

Successful women from ethnic backgrounds are also used as role models. Ten local participation ('P') teams have already been established, in emulation of the national participation team. They consist of women from ethnic minorities who advise local authorities and act as a bridge between target groups and policymakers. The plan of action has set aside funding to boost the expertise of these advisors.

---

Twenty municipalities will receive subsidies to implement local projects based on the aforementioned instruments and pilot projects.

It has not proved necessary to specify ‘certain requirements’ since the municipalities have already taken positive steps to actively integrate women from ethnic minorities into the wider community.

The Ministry of Social Affairs and Employment monitors both the plan of action on equal rights and integration and the administrative agreements between the municipalities and PaVEM (participation agendas). Monitoring, which is carried out three times a year, takes the form of a detailed questionnaire in which municipalities are asked to provide qualitative and quantitative data.

The aim of the plan of action is to encourage 20,000 women from ethnic minorities to take part in social participation activities in the period up to and including 2006. Provisional monitoring data suggests that this target will be met.

In 2003, 77% of those joining social and cultural integration programmes for established immigrants were women.

### **Answer to question 8**

Yes, Parliament has approved this policy document.

Preliminary comment: the Netherlands has opted to treat policy on domestic violence as general policy and not as a gender-specific or ethnicity-specific issue. Furthermore, free legal aid is available to everyone receiving below a specific income, including victims of domestic violence.

Measures relating to the implementation of “Private Violence – a Public Matter”.

#### *1. Programme for municipalities*

Since 2003, the Association of Netherlands Municipalities (VNG) has been implementing a huge programme, subsidised by the Ministry of Justice, aimed at encouraging municipalities to adopt a consistent approach to domestic violence and providing them with tools to enable them to fulfil a coordinating role. The programme is due to run until the end of 2007.

#### *2. Groups that need special attention: children and the elderly*

In order to make *children* who have witnessed domestic violence more readily accessible to professional help, agreements have been concluded between all interested parties, such as the police and youth care institutions in a number of police regions and/or youth care regions. The agreements outline the steps to be followed when children are witnesses to domestic violence. More and more regions wish to follow this example. In 2006, measures set out in these agreements will be analysed so that best practices and practical guidelines can be identified.

Abuse of the *elderly* is relatively under-publicised, but it does occur. Disbelief, unfamiliarity, dependency, shame and fear often accompany this type of abuse. In 2005 guidelines<sup>1</sup> were published containing useful lessons for setting up and organising projects to prevent and combat abuse of the elderly. A campaign was launched in April 2006, subsidised by the Ministry of Health, Welfare and Sport. Its aim is to set up contact points

---

<sup>1</sup> ‘Je ziet het pas als je het geloof – Preventie en bestrijding van ouderenmishandeling’ (You only see it once you believe it – Preventing and Combating Abuse of the Elderly), Netherlands Institute for Care and Welfare (NIZW), November 2005

providing information on abuse of the elderly in every municipality in the Netherlands. The campaign is due to end in late 2007.

*3. Publicity campaigns*

In 2004 the Ministry of Justice and the Ministry of Health, Welfare and Sport put together tool kits<sup>2</sup> and distributed them to municipal authorities to encourage them to carry out local and/or regional publicity campaigns. A nationwide publicity campaign on domestic violence will be launched in March 2007.

*4. Legislation: restraining orders for perpetrators of domestic violence*

The government is working on separate legislation to enable enforcement of a ten-day restraining order for perpetrators of domestic violence in situations where there is an acute threat to victims and/or any children. The people involved will receive professional help during the ten days the restraining order is in force. The legislative and implementation process is currently under way. (binding)

*5. Official guidelines from the Board of Procurators General*

In 2003 the Board of Procurators General issued official guidelines for the Public Prosecution Service, the police and the probation and after-care service, which clearly indicate that domestic violence is unacceptable. The guidelines deal with matters such as apprehending suspects, official reports, interrogation of suspects and pre-trial assistance from the probation service. The guidelines were evaluated in 2005 and it was found that the Public Prosecution Service was implementing them well. (binding)

*6. Local and regional working partnerships that form binding agreements and develop an air-tight plan*

In recent years dozens of municipalities and regions have formed working partnerships to combat domestic violence. The 2003 report<sup>3</sup> on the effects of measures to tackle domestic violence shows that 32 out of the 37 municipalities surveyed have formed working partnerships. The survey was repeated in 2005; the results will be published at the end of 2006.

*7. Local advice and support centres*

The State Secretary for Health, Welfare and Sport has introduced an incentive scheme for regional domestic violence advice and support centres. The 35 municipalities responsible for women's shelters have now set up or expanded these centres, where victims, perpetrators and others can receive advice or support on the steps required to stop violence in the home.

*8. Women's shelters*

Since women's shelters increasingly take in women and children who have serious and complex problems, the government has allocated extra money to expand their capacity. The Ministry of Health, Welfare and Sport is funding a plan to improve accessibility, which will continue to run in 2007.

*9. Offender treatment programmes*

---

<sup>2</sup> The tool kits consist of CDs offering practical information on how to organise a local or regional publicity campaign on domestic violence.

<sup>3</sup> 'Inventarisatie stand van zaken aanpak huiselijk geweld 2003' (Effects of measures to tackle domestic violence), L. van Lier, December 2003.

A report on best practices and effective lines of approach for voluntary help for perpetrators has been drawn up and will be disseminated; a basic course on helping perpetrators will also be introduced in 2006.

#### *10. National support programme for domestic violence*

TransAct, the national expertise centre for domestic and sexual violence, is responsible for a national programme that provides support to all parties dealing with domestic violence. To this end, it has a website ([www.huiselijkgeweld.nl](http://www.huiselijkgeweld.nl)) and publishes a quarterly magazine on the subject. TransAct also organises national network meetings on domestic violence, sets up databases, collects examples of best practices and ensures that these are as widely disseminated as possible.

#### *11. Registration by the police*

The police have set up a special registration procedure for domestic violence; it has been calculated that over 57,000 reports of domestic crime are entered into the police database each year. It is a known fact that only about 12% of all cases of domestic violence are reported to the police. This means that an estimated 500,000 domestic violence incidents take place each year. The registration figures show that in nearly 40% of the cases reported, the victims have gone on to make an official complaint to the police. The registration only makes a distinction between sex and age (children/elderly).

#### *12. Local Index of Domestic Violence*

Five Women's Safety Index pilot schemes were carried out in different locations in 2004. The Minister of Social Affairs and Employment presented the final report, the Local Domestic Violence Index, to the House of Representatives in July 2005. This Local Index incorporates a tried-and-tested question module into a suitable local or regional population survey. Data is collected on the nature, scale and seriousness of the violence, as well as on the age, education, income and ethnicity of the respondents. The results show that victims of domestic violence are mainly adult women, girls and boys. A remarkably high number of young people claim to have been victims of domestic violence. In most of the locations surveyed, about a quarter of the total number of victims was aged 30 and under. Non-western ethnic minorities are confronted with domestic violence proportionally more than ethnic Dutch people.

#### *13. Population survey: domestic violence*

The Dutch government already has some idea of the incidence of domestic violence, because it is reported by citizens. The government would also like to find out about the extent of unreported domestic violence. It is a well-known fact that a survey on a sensitive subject like domestic violence must be conducted with great care so as to ensure reliable results. According to a feasibility study, a national survey is advisable and feasible, provided specific methodological conditions are met, such as optimum prevention of under-reporting. The possibility of conducting a national survey that meets these conditions will be explored.

#### *14. Analysis of attention devoted to sexual and domestic violence in professional training*

The attention devoted to sexual and domestic violence in youth healthcare and youth care training courses (for occupational groups that work with parents, carers and/or children up to the age of 12) is to be analysed in 2006. This will indicate whether this subject does in fact receive sufficient attention and how improvements might be introduced.

#### *15. Equal treatment projects against violence*

In 2006 the Ministry of Social Affairs and Employment subsidised 19 projects aimed at preventing and combating violence against women. This includes sexual, honour-related and domestic violence, but also female genital mutilation. €1.5 million has been set aside for these projects. Forty-nine applications were submitted in 2006, compared to just 19 in 2005. The number of projects relating to honour-related violence, in particular, has increased substantially. There are also five projects on domestic violence, e.g. an initiative to devise preventive therapy for potential and existing perpetrators and a project encouraging open discussion of taboo subjects such as abortion, incest and domestic violence within the Moroccan community.

#### **Answer to question 9**

The Labour Inspectorate has carried out additional checks in the sectors mentioned. It is also required to monitor compliance with the Working Conditions Act and, if necessary, issue instructions to employers. Its aim is to prevent undesirable situations arising in the workplace and to ensure that any that do occur are resolved. Each regional office of the Labour Inspectorate has an inspector who acts as a confidential advisor and deals with any complaints by employees. The Labour Inspectorate can impose a fine on any employer contravening the Working Conditions Act. The fine is explicitly intended as an incentive to do better. Employers may only be fined if they break the law. These additional checks serve as publicity so that women know their rights, where they can complain and what the consequences of their complaints will be.

The bill implementing Directive 2002/73/EC in the Equal Treatment (Men and Women) Act and the Dutch Civil Code is currently before the Senate. Once enacted, it will strengthen the position of employees complaining about sexual harassment at work, making it easier for them to speak to their employer about any unpleasant situations that arise. Employers must protect employees from sexual harassment.

#### **Answer to question 10**

Preliminary comment: free legal aid is available to everyone below a specific income level, including victims of domestic violence.

The previous report mentioned an action plan to encourage open discussion of domestic violence among ethnic minority communities.

#### **Further information/progress**

2004 saw the start of a programme called '*Praten doet geen pijn*' ('Talking doesn't hurt'), under which ethnic minority and civil society organisations embarked on ten specific projects aimed at encouraging open discussion on domestic violence among various ethnic minority groups. The projects, which involved holding meetings to develop and test various methods, resulted in a methods handbook in 2005. This has been issued to mainstream organisations that come into contact with ethnic minority victims and perpetrators of domestic violence. The programme is now at an end. A number of organisations are continuing their activities with support from municipalities or private funds.

#### **An effective approach to violence against ethnic minority women calls for an understanding of domestic violence in ethnic minority communities**

A pilot project, which involves keeping records of ethnic origin, is under way in two police regions (South Holland/South and Twente). This may answer the question of whether keeping a record of ethnic origin is useful, in the sense that it may lead to a more targeted approach to domestic violence by the police working alongside other professionals. The results of this initiative are expected in spring 2007.

#### **Protection through aliens policy**

Women with dependent's residence status who are the victim of domestic violence can obtain a permanent residence permit sooner, so that their rights of residence are no longer dependent on their spouse. A total of 206 decisions in this type of case have been recorded since July 2005. In the majority – 183 cases – the women were granted permanent residence permits.

### **Honour-related violence**

The Ministry of Justice embarked on a series of specific practical initiatives in 2004 with the aim of increasing understanding about the nature and scale of honour-related violence and improving approaches to it. A pilot scheme, under the command of The Hague district police, got under way in 2004 in two police regions. One element of the scheme was to set up a nation-wide system to deal with cases of honour-related violence. The helpdesk also provided police officers and professionals in other disciplines with better information, and tools were developed to ensure better reporting. The final report was published in May 2006. Twenty cases of honour-related violence have also been studied to examine how the investigation progressed, levels of cooperation between the various bodies involved and the way in which the perpetrators were tracked down and prosecuted. To strengthen this approach, a working definition of honour-related violence has been formulated.

On the basis of the outcome of these initiatives, various measures were introduced from May 2005 on, aimed at reinforcing prevention, increasing victim safety and improving cooperation between relevant operational services. Reporting is one aspect. The number of emergency places in women's shelters is being expanded, with the aim of offering effective support in acute cases. Women's shelters are currently working to improve intake and other administrative procedures in cases involving honour-related violence. The Immigration and Naturalisation Service (IND) has designated liaison officers to ensure that victims and professionals in women's shelters and the police can be informed more effectively and quickly about the various options open to them and about the procedures to be followed. Cooperation between the police, women's shelters and the Public Prosecution Service is protocol-based.

Funds have been made available (in the form of grants) to ethnic minority organisations and civil society organisations for the purpose of preventing honour-related violence.

### **Genital mutilation**

The government wants to put a stop to the genital mutilation of girls, which is why the Health Council (RVZ) was asked in 2004 to investigate ways of combating female genital mutilation. The RVZ issued its recommendations in 2005, many of which were accepted by the government. They include a tighter reporting procedure, a preventive role for youth healthcare services, targeted public information activities, a system for actively identifying problems at an early stage and greater attention to professional development.

### **Answer to question 11**

The Ministry of Health, Welfare and Sport is funding a plan to improve access to shelters, which will continue to run in 2007. The government has also allocated extra money to expand the capacity of women's shelters. The Ministry's role here is to encourage initiatives. The women's shelters are funded by means of a grant to municipalities. It is their responsibility to apply specific criteria in allocating funds.

Generally speaking, an alien is eligible – without being subject to additional conditions – for an independent residence permit after having held a dependent's residence permit for three years on the basis of a marital or other relationship. If the relationship is terminated

within this three-year period, an independent residence permit may be granted, for example if the break-up is due to domestic violence. Aliens (male or female) who have recourse to this policy must submit an official report of the incident or a statement concerning the prosecution proceedings. The report or statement must be accompanied by a declaration by a doctor or a special counsellor. There are no additional conditions.

**Answer to question 12**

Please refer to the fourth report of the National Rapporteur on Trafficking in Human Beings for the latest figures. The fifth report is due out in the autumn of 2006.

Victims of trafficking in women are cared for in ordinary women's shelters, which receive special funds for this purpose from the Ministry of Justice. Other types of support available to victims of violent offences are also open to victims of trafficking, e.g. subsidised legal aid.

The possibility of permanent residence status for victims of trafficking under the B9 procedure is to be extended.

See Appendix 2, Table 4, for reports of suspected victims by the police.

**Answer to question 13**

Between 2003 and 2005 there were 430 applications for B9 residence permits. Applicants must have already reported that they have been the victim of trafficking. This residence status gives entitlement to support, education, employment, medical, legal and social assistance and health insurance. The services provided are commensurate with residence status. In principle, illegal aliens are not eligible for any services. Data concerning registration of victims of trafficking are given in the fourth report of the National Rapporteur on Trafficking in Human Beings.

**Answer to question 14**

*Current situation*

Most of the activities have been completed on schedule, though some have been extended. In any case, a growing number of municipalities are requiring the escort sector to be licensed, which is expected to increase transparency and reduce the chance of any abuse of the system.

Furthermore, the voluntary agreement with the daily newspapers concerning erotic advertisements has come into effect, whereby advertisers are asked to state their licence or VAT identification number and postcode in their advertisement. Potential customers will then know whether they are dealing with a licensed business that is regularly checked to ensure it is hygienic and lawful. It is also clear to the agencies responsible for supervision which business is behind an advertisement and where it is established. This makes administrative supervision easier.

One initiative that is helping the investigation and prosecution of traffickers is *M*, a confidential hotline for passing on information about crime anonymously. This campaign was launched on 12 January 2006 and has substantially increased the number of tip-offs received. The tip-offs have already led to several criminal investigations.

*Foreign Nationals (Employment) Act*

Under Article 3 of the Decree implementing the Foreign Nationals (Employment) Act, it is not permitted to grant a work permit for work involving the performance of sexual acts (Parliamentary Papers II, 1998/99, 25437). This means that aliens who come from

countries to which the free movement of workers does not apply may not be employed in the sexual services industry in the Netherlands. There are plans to amend the legislation.

#### *Exit programmes for prostitutes*

Government-subsidised programmes have been developed to remove the obstacles that prostitutes may face trying to leave the profession. These have been brought to the attention of the municipalities, which are responsible for local prostitution policy under the present system. According to an evaluation carried out this year, the reports of which have still to be published, prostitutes who want to usually succeed in leaving the profession.

#### *Evaluation*

The evaluation also showed, although compliance with social regulations is poor, that there are no serious abuses in the licensed ('legal') part of the sector in the areas of labour relations and working conditions.

#### **Answer to question 15**

To combat stereotyping, the focus in *Education, Culture and Science* policy is now shifting towards influencing the perception that girls and women have of science subjects and courses. The following activities have been undertaken:

- projects in primary, secondary and higher education: the aim is to improve students' and teachers' familiarity with and skills in science and technology;
- the 'Glass Wall' project: development of tools and procedures to encourage girls and women to choose male-dominated study programmes and professions;
- technology and computer use by girls;
- encouraging girls and women to study science and technology;
- encouraging the promotion of women to senior positions in the arts sector;
- 'ATANA' project: an initiative that involves actively recruiting people with a bicultural background as board members, committee members and advisors for the arts sector;
- Gender Impact Assessment of the 2001-2004 Policy Document on Culture: this report represents a baseline measurement of the position of women in the arts sector. The intention is to carry out a multi-year follow-up assessment;
- encouraging wide-ranging perceptions and diversity in the media;
- promoting efforts to increase the number of women in management posts in schools and ensuring better employment opportunities for ethnic minorities in education.

#### **Answer to question 16**

Senior general secondary education (HAVO) and pre-university education (VWO) in the Netherlands have four subject combinations, two of which are weighted towards science subjects: science and technology and science and health. See Appendix 2, Table 5, for the statistics. Note that the percentages given in the table are approximate. Students can also opt for a mix of the four standard subject combinations. For obvious reasons it is not possible to extract statistics on the sciences in this case. These statistics are monitored by the Ministry of Education, Culture and Science for inclusion in 'Education, Culture and Science in the Netherlands: Facts and Figures', which is published annually.

As far as the gender ratio for participation in technical and non-technical courses in higher education is concerned, only data per sector and for a few teacher training courses are available. See Appendix 2, Table 6, for the figures.

### **Monitoring**

The government monitors the gender ratio for participation in technical and non-technical courses in higher education by collecting quantitative data. See Appendix 2, Table 7, for statistics on the number of female university students.

With regard to the participation of ethnic minorities in higher education: in addition to the collection of quantitative data, qualitative research is conducted on dropout rates and procedures within educational institutions, and policy systematically focuses on mentor and coaching projects. See Appendix 2, Table 8, for figures on the intake of ethnic minority students per sector of higher professional and university education.

### **Answer to question 17**

See Appendix 2, Table 9, for a breakdown of the salary structure per job category by gender at the end of 1999, 2003 and 2005; see also Appendix 2 for the number of professors and senior lecturers at the end of 1999, 2003 and 2005.

### **Answer to question 18**

The government states in its Multiyear Equal Treatment Policy Plan that the proportion of women in political posts must have risen to at least 45% by 2010. This aim has been communicated to the national political parties. Political parties enjoy autonomy in drawing up their list of candidates. Progress reports indicate the gender ratio among national, regional and local elected representatives and government officials. In line with general recruitment issues, attention is devoted to recruiting women and making it easier to combine council work and other activities. In consultation with the political parties, best practices are being developed for diversity-oriented recruitment. With this aim in mind, the Minister is gathering information from the political parties about the methods they use in putting together a list of candidates. Following the example of the statutory regulation on the temporary replacement of elected representatives on maternity leave, work is now progressing on a similar scheme for aldermen and members of the provincial executive.

Proposals and policy amendments in the context of government reform and possible new proposals to amend the electoral system are screened for their potential impact on diversity. One example is the study of the impact that holding elections for the office of mayor will have on the male-female ratio among mayors.

The government has a direct role in appointments to advisory councils and committees. The Advisory Bodies Framework Act includes the objective of proportional participation by women in advisory bodies. To achieve this aim, ministries will have to evaluate proposed appointments in advance. Efforts will also be made to ensure that the search for women for these positions becomes an item on ministerial agendas. See Appendix 2, Table 10, for a summary of the number of women in public administration and political posts. For an overview of the number of women judges and women in the Public Prosecution Service, please refer to Appendix 2, Table 11 and Figure 1.

There are no special programmes to increase the number of women in the judiciary, since the male-female ratio is already nearly proportional.

---

**Answer to question 19**

The previous report mentioned that civil and administrative proceedings had been brought against the State with regard to the Calvinist Party (SGP). The District Court in The Hague gave judgment in the civil proceedings on 7 September 2005, declaring that the State was in contravention of Article 7, paragraphs a and c, of the CEDAW Convention and was thus acting unlawfully towards the Clara Wichmann Institute et. al. and the persons whose interests they were protecting. In view of the contravention of Article 7 of the Convention, the District Court also ordered the State to refrain from applying Section 2 of the Political Parties (Funding) Act to any applications for funding from the SGP submitted as of the day on which notice of the judgment was served until women were eligible for admission to membership of that party on the same footing as men. The part of the judgment concerning funding was immediately enforceable. The State lodged an appeal against this judgment with the Court of Appeal, submitting its statement of grounds for appeal on 27 April 2006. The decision is not expected before the end of 2007. However, the State has acted on the immediately enforceable part of the judgment by turning down a new funding application submitted by the SGP. In the judicial review proceedings under administrative law, which had been suspended until after the civil judgment, the plaintiffs' claim was declared to be inadmissible. The final point worth mentioning is that the SGP revised its standpoint on women in 2006. Women can now become ordinary members of the party, but executive posts are still reserved for men.

**Answer to question 20**

The impact of the new grant scheme has not yet been evaluated. An external evaluation may be carried out in 2007. Not all institutional funding has been abolished. A decision has been made to fund two institutions, E-Quality and the IIAV. E-Quality is the knowledge and expertise centre for gender equality in a multicultural society. IIAV is the International Information Centre and Archives for the Women's Movement. The new grants scheme (from 2004) makes it possible to support long-term projects. The women's organisations that apply for grants from this scheme are forced to focus on output and results. The advantage is that projects may run for up to three years and that frameworks are fixed for a longer period of time. This gives new organisations an opportunity to present themselves, develop over a span of three years and achieve results. There are currently 128 projects under way. Their reach and effectiveness is not yet known.

**Answer to question 21**

With regard to the question about monitoring the Equal Treatment (Temporary and Permanent Contracts) Act, it should be noted that the Ministry of Social Affairs and Employment regularly commissions studies on distinctions between conditions of employment for employees with temporary and permanent contracts. Studies conducted in 2006 reveal that employees with a temporary contract are regularly excluded from enjoying certain rights laid down in the sectoral or company-level collective agreement. Not every kind of distinction is prohibited, however; only those for which there is no objective justification.

There are no known instances of legal proceedings involving women with a temporary contract. In 2003, 2004 and 2005 the Equal Treatment Commission decided in one, five and nine cases respectively on a matter concerning a distinction made on the grounds of the temporary or permanent nature of the contract of employment.

The Commission's decisions spanned several subjects. In 2004 they mainly related to the exclusion of employees with a temporary contract from the pension scheme. In 2005 there

were three decisions on the extent to which temporary personnel may be excluded from a redundancy plan and other supplementary measures in the event of reorganisations.

A survey by the Labour Inspectorate on the position of employees on the labour market in 2002 reveals the following picture regarding permanent and temporary contracts.

In October 2002, 79% of employees in the business sector had a permanent contract, 11% a temporary contract, 4% a permanent flexible contract, 3% a temporary flexible contract, 1% were agency staff with a permanent contract and 3% were agency staff with a temporary contract. Employees with a flexible contract are understood to mean standby workers, seasonal workers, holiday workers and home workers.

The majority of employees with a permanent contract are men (59%). The gender ratio of employees with temporary contracts is about even (48% men and 52% women).

Employees with flexible contracts tend to be female (73% of employees with permanent flexible contracts and 61% of employees with temporary flexible contracts are women).

Employees with a temporary contract tend to be from ethnic minorities. This applies to both regular and flexible contracts. In nearly all age groups, employees with a temporary contract are more likely to be of ethnic minority origin than employees with a permanent contract.

### **Answer to question 22**

The text that follows contains information on the results of efforts to remove obstacles impeding ethnic minority women from entering paid employment, as described in:

1a. The policy document Labour Market Policy for Ethnic Minorities, Plan of Action 2000-2003

1b. The Employment of Minorities (Promotion) Act

1c. The Ethnic Minority Grants Programme (SPAG)

2. Information about new policy initiatives for ethnic minority women

*1a. Labour Market Policy for Ethnic Minorities, Plan of Action 2000-2003*

The objective set in the Plan of Action, i.e. to halve the difference in unemployment rates between ethnically Dutch people and ethnic minorities by 2002, has been achieved.

Unemployment among ethnic minorities fell from 16% to 10% during that period. General labour market policies formed (and continue to form) the basis of all efforts aimed at increasing employment and combating unemployment among this group. Specific policies were also pursued during this period via the Employment of Minorities (Promotion) Act and the activities of the Ethnic Minorities and Labour Market Task Force and through policies aimed at combating discrimination and promoting equal treatment. There have also been efforts to seek results-oriented partnerships with employers, for example in the form of voluntary agreements. This arrangement has created tens of thousands of jobs for ethnic minorities in small and medium-sized businesses.

The Plan of Action also announced initiatives specifically for ethnic minority women, the main one being a study analysing the opportunities for the target group to enter employment and the obstacles standing in their way, and the creation of an advisory committee. This Committee (the Committee for the Participation of Women from Ethnic Minorities in the Labour Market, AVEM) made a number of recommendations in 2002 to improve the labour market status of women from ethnic minority groups, including expansion of childcare provision, recognition of prior learning, training for intermediaries

(e.g. Centres for Work and Income (CWIs) and temporary employment agencies) and incentives for employers to employ ethnic minority women and help them further their career, etc. The recommendations largely endorsed current government policy; they also prompted several new initiatives.

In response to one of the recommendations of the AVEM Committee advocating more local control over initiatives for women from ethnic minority groups, the government set up a national task force in 2003 (the Committee for the Participation of Women from Ethnic Minorities, PAVEM) comprising influential figures (including former politicians and Princess Máxima), which worked until July 2005 stimulating efforts to improve the position (social and otherwise) of ethnic minority women. Some of the concrete results achieved by PAVEM include: agreements with 27 large municipalities on incentives for the target group in the areas of language, work and social dialogue, a National Action Plan to eliminate language deficiencies among ethnic minority women, a university chair, the creation of local networks of ethnic minority women that would continue to grow after PAVEM had been disbanded and successful reintegration methods, etc.

*1b. Employment of Minorities (Promotion) Act*

The Employment of Minorities (Promotion) Act, which was in effect from 1998 to 2004, offered employers temporary incentives to develop policy aimed at recruiting ethnic minorities. Employers were required by law to submit a report each year about how many members of ethnic minorities they employed and about the measures they were taking to increase the number. The obligations arising from the Act have now ceased to exist, but the government continues to stimulate diversity policy. As one of the alternatives to the Act, the Diversity and Policy Expertise Centre was set up at the end of 2004 to stimulate employment of ethnic minorities, women and older people. The aim of this Centre is to make employers aware of the added value of diversity in their personnel policy.

*1c. SPAG*

The Ethnic Minority Grants Programme (SPAG), targeted at unemployed young people from ethnic minority groups, was available in a number of municipalities during the 1994-2004 period with the financial support of the Ministry of Social Affairs and Employment. The aim of this programme was to develop a project-based approach to increase the take-up of regular labour market instruments by this target group. Any successful methods developed would then be passed on to mainstream institutions so that they would be in a better position to reach these young people and activate them. This is what happened.

Broadly speaking, it can be concluded that the SPAG scheme has been a success, in the sense that successful methods have been developed, which have already benefited many participants (nearly 6,000 of them). One characteristic of the methods employed is an integrated, intensive, personal approach, both to the recruitment and intake of new participants and to support and guidance of existing participants. Efforts to help this target group find work often entail solving all kinds of problems in other areas through practical support from the programme organisers or recourse to youth care or youth services programmes. In most of the projects the methods used made it possible to reach a difficult target group, often with multiple problems, and offer a solution of some kind. In terms of the number of participants going on to take up employment or training, the SPAG

programme was relatively less successful. Although more than 2,200 participants have since found a job, a training course or another programme, two-thirds of the projects did not meet their targets.

## *2. Information about new policy initiatives for ethnic minority women*

General employment policies still underpin efforts to improve the labour market status of women from ethnic minority groups. There are also specific initiatives under way, thanks to the legacy of the PAVEM Committee. Moreover, the Social Cohesion Initiative, which the government launched early in 2005 to improve the social climate and strengthen social bonding, has given rise to projects aimed at women.

As follow-up to the PAVEM Committee, the Ministry of Social Affairs and Employment has set up a body that plays a leading role in translating the agreements that have been made on work into results: the Ethnic Minority Women and Employment Coordination Group. The Coordination Group uses as its guiding principle the agreements that the PAVEM Committee made with municipalities, employers and implementing bodies on the subject of work. These stakeholders are all represented within the Group.

A national network of and for ethnic minority women, which was initiated by the PAVEM Committee, will be continued under the auspices of the PaFemme Foundation. This organisation undertakes initiatives to stimulate the participation of ethnic minority women. For further initiatives, please refer to the answer to question 7.

### **Answer to question 23**

In recent years the Labour Inspectorate has surveyed pay differentials in the public and private sectors (see Appendix 2, Table 12). Where an 'n' is shown after the year, this means that a survey has been revised with respect to the previous one. As we can see in the Table, the pay differential has scarcely decreased, or only very slowly. Some years occur twice because the survey method has changed over the years (indicated by (n)). This makes direct comparison between these years difficult. For this reason there is also a column with (n) so that the percentages can be compared.

The latest amendment to the Unemployment Insurance Act tightened up the eligibility requirement. Since this was a technical amendment, the consequences for the gender ratio in the Act were not considered. Section 13.10 of the explanatory memorandum to the Work and Income (Capacity for Work) Act examines the position of women. On the occasion of the last major revision of the Work and Social Assistance Act, this issue was not examined separately. It was, however, discussed in the section on simplifying recourse to social assistance, and in the appendices. In the explanatory memorandum to the bill facilitating compliance with the Minimum Wage and Minimum Holiday Allowance Act, which went before the House of Representatives at the end of August, attention was likewise devoted to the position of women.

### **Answer to question 24**

#### *Poverty*

Past assessments of social protection policies have concluded that these systems should activate clients more. Enabling people to find paid work makes it possible for them to escape poverty. The reforms to social assistance schemes have led to less benefit dependency, including among female clients.

The financial position of the elderly on a minimum income is relatively better than that of people under the age of 65 on a minimum income. The level of benefits is higher. Older people are significantly less often faced with problems such as debt. Elderly migrants and refugee women also have full access to minimum income provision.

### *Pensions*

Women are increasingly acquiring supplementary pension entitlements on top of the statutory old age pension. There are no differences in the conditions governing payment of the statutory old age pension, while the statutory retirement age for men and women is the same (65).

The number of women participating in supplementary pension schemes is still rising. This is due to several factors:

- 1 increasing employment among women. The employment rate among women has risen by over a third (from 39% to about 60%) since 1990;
- 2 the general policies of the government and the social partners are aimed at reducing the number of employees who do not belong to a supplementary pension scheme;
- 3 the prohibition of any discrimination between full-time and part-time employees.

Besides the increasing number of women in supplementary pension schemes, men and women are also treated equally. The Netherlands is one of the few EU Member States that makes equal pension payments for men and women a statutory requirement for:

- all pension systems, irrespective of the difference in life expectancy between women and men. In other words, not only in defined benefit schemes but also in defined contribution schemes;
- all the options available in a pension scheme.

There are two possible methods for achieving equal pension payments for men and women under defined contribution plans: a gender-specific employer's contribution and gender-neutral rates. The first method means that for women an extra employer's contribution is calculated for their pension, and for men a possible extra employer's contribution for the surviving partner's pension. This employer's contribution has to be determined on the basis of the contributions and mortality rates applicable at that time. The second method involves pension payments for men and women being equalised at retirement age, despite the fact that, based on the different life expectancy for men and women, they would not be able to buy the same pension with the same capital sum. This method requires gender-neutral rates.

### **Answer to question 25**

The following comments can be made with regard to the position of self-employed women during pregnancy. Entitlement to benefit under the Invalidity Insurance (Self-employed Persons) Act ended on 1 August 2004. Until that date self-employed women and other women treated as such were entitled to claim maternity benefit. Since 1 August 2004 the persons concerned have been able to opt for private insurance to cover this risk.

### **Answer to question 26a**

Yes. The number of ethnic minority women taking part in breast and cervical cancer screenings is below the average. The same is true for women in cities and women with a low socioeconomic status (the two overlap to some extent). Generally speaking, an effort is made to stress the importance of screening by tailoring public information to the needs

of women of ethnic minority origin (translation into Turkish, Arabic and Papiamentu, simpler language).

In terms of participation rates, the difference between women of Dutch and ethnic minority origin is greatest in the case of cervical cancer screening. Various projects are currently under way aimed at increasing the number of ethnic minority women availing themselves of this service.

**Answer to question 26b**

The impact of terminating reimbursement of the cost of contraceptives is not significant at the present time. In 2004, 64.5% of women in the 20-29 age bracket used the contraceptive pill, compared with 64.3% in 2005. The equivalent figures for women in the 30-39 age bracket were 31.6% and 34.7% respectively. This represents an increase. Use of the contraceptive pill in the 40-49 age bracket fell from 23.0% to 20.3%. Use of other contraceptives is increasing in the Netherlands. This might be explained by the fact that some alternatives are cheaper. In conclusion, use of contraceptives has not decreased. There is no evaluation available that indicates any difference between ethnically Dutch women and women from ethnic and racial minorities.

**Answer to question 27**

*HIV/AIDS*

Since 2001 the number of women affected by HIV/AIDS, as compared to men, has been as follows:

- 85% of HIV infections (women) are the result of sexual contact (Appendix 2, Table 13). The number of women diagnosed HIV-positive each year is decreasing (Appendix 2, Figure 2).

Various prevention programmes are available in the Netherlands, targeting the general public or specific groups. One of these groups is immigrants. This particular programme includes prevention projects targeting various immigrant groups, with special attention for women.

*Smoking*

The percentage of women smokers increased in the late 1960s and early 1970s (42%), but has been falling since 1975 (40%). In 2005, 24% of the female Dutch population aged 15 and over smoked (source: annual reports of the Foundation for Public Health and Smoking (STIVORO), which commissions the market research institute TNS NIPO to conduct research on smoking among the Dutch population). The consequences of smoking, for instance in the form of lung cancer, only manifest themselves after many years. This explains why there has been a discernible increase in the incidence of lung cancer among women in recent years. Anti-smoking policy comprises a mixture of policy instruments: legislation and regulations, price policy, public information, helping people give up smoking and enforcement. STIVORO provides information and practical help to quit smoking. Pregnant women form a separate target group for STIVORO's activities. As far as possible, women are specifically targeted in all other information and support activities.

*Drug addiction*

What are the comparative figures of male and female drug addicts and what measures have been taken targeted specifically at women?

Cannabis users in the general population: 4.3% male, 1.8% female

Cannabis addicts undergoing treatment: 75% male, 25% female

Cocaine users in the general population: 0.4% for both men and women

---

Cocaine addicts undergoing treatment: 82% male, 18% female

Opiate users in the general population (heroin): 0.5% (most of them men)

Opiate addicts undergoing treatment: 80% male, 20% female.

Most clinics have special wings for women. In outpatient facilities, special therapy groups are available for women (e.g. helping them to deal with past sexual abuse). A few addiction treatment centres offer women the option of being admitted with their children.

**The Government of Aruba's answers to questions put by the pre-session working group of the CEDAW (Convention on the Elimination of All Forms of Discrimination against Women) committee in response to the fourth periodic report of the Netherlands (Aruba)**

**General**

1. Yes, the report was adopted by the Aruban government in December 2004.

**Gender policy**

2. The Bureau of Women's Affairs (BVA) is part of the Social Affairs Department. At the time of writing it has one member of staff. The intention is to set up a human rights coordination centre within the Social Affairs Department. The BVA employee will work for the new centre, thereby increasing the number of employees. The Director of the Social Affairs Department has decision-making authority, not the BVA.

Each year the BVA arranges awareness-raising activities in celebration of International Women's Day. It also provides individual assistance, in some cases by referring clients. However, as mentioned in previous reports, we have to contend with limited resources and a lack of investment in the national machinery. There are also certain difficulties associated with conducting research in this policy area. This means that, despite all efforts, implementation of an integrated gender policy is not on course.

**Ratification**

3. The ratification of these conventions is in the concluding stages. It is expected that instruments of acceptance will be presented to the United Nations in September or October 2006.

**Violence against women, trafficking and prostitution**

4. At the beginning of 2003 the Aruban police force (KPA) established a Domestic Violence Committee. It was charged with studying the nature and scale of the problem, defining domestic violence and putting forward suggestions for a police action plan.

The definition of domestic violence, as used in the Domestic Violence Committee draft report (translated from the Dutch), reads as follows: *'all forms of violence directed against an individual by someone from within the domestic circle of that individual. Violence must take place, or have taken place, within the home, and the victim's personal integrity must be, or must have been, violated.'* The draft report explains that the Aruban Criminal Code does not recognise domestic violence as a specific offence. However a number of offences specified in the Criminal Code are relevant here, such as assault, negligently causing death or bodily harm, and serious offences against public decency.

A number of modules of the 18-month-long basic police training, which forms part of the force's new training programme, focus on domestic violence. The force has not yet been able to train qualified police officers in how to deal with domestic violence. However in 2004-2006 every member of the force received training in communication skills and integrity.

The National Public Prosecutor's Office does not distinguish between domestic violence and other forms of violence in its records. Both offences are simply registered as assault or assault with a weapon.

5. As yet the National Public Prosecutor's Office has not brought any human trafficking cases.

People smuggling became a punishable offence in May 2006 and has now been incorporated in the Criminal Code.

It should also be mentioned that the Minister of Justice has recently set up a Committee to conduct a thorough revision of the Aruban Criminal Code and Code of Criminal Procedure. All existing criminal provisions are being tested against the convention requirements applying to Aruba. It is expected that a draft version will be presented to the government in the first half of 2007.

The investigation into urban prostitution has not yet taken place, due to a lack of specialised police staff.

The Aruban police force is currently in the process of acquiring a new operational processing system. Discussions are now in their final stage. This system will allow trafficking in women and children, pornography and similar offences to be more efficiently registered and analysed. It will also allow other forms of data processing and analysis to be optimised.

### **Participation in political and public life**

6. No relevant activities are currently taking place.

### **Education**

7. In all curricula, from nursery level up to secondary vocational education, we are striving to prevent stereotyping and to encourage emancipatory education. Boys and girls both follow classes on these subjects. In primary schools they are grouped under 'movicion y salud' (movement and health), in general secondary education under 'social studies' and in secondary vocational education under 'personal and social education'. Aruba has developed its own teaching material for each of these courses so that the content ties in as closely as possible with both the Aruban context and the pupils' perception of their environment.

8. In 2000 an inventory was drawn up of the number of school-age children not attending school. In total, 515 children aged from 4 to 16 were registered, and 41 young people aged from 17 to 18.

The project on innovation in nursery and primary education was charged with structurally tackling the problem of children missing school. This led to three memoranda being drawn up, the first for children aged from 4 to 12, the second for 14 to 16 year-olds, and the third for 16 to 18 year-olds. The memoranda were approved by government. As regards implementation, priority was given to the 4-12 age group.

Children whose first language is not Dutch and who are aged from 8 to 13 can follow a bridging programme, the PRISMA method, for one school year. The programme is followed in special departments affiliated with ordinary primary schools, the intention being that children go on the following school year to join an ordinary class suited to their age and ability. In order to participate in this scheme one or both of the child's parents or carers must have a valid residence permit and the child must have been resident in Aruba on or before 1 December 2000.

A bridging programme for children aged from 14 to 18 started in the 2002-2003 school year. It includes courses in Dutch, Papiamentu, arithmetic/mathematics, social orientation and, more recently, personal education and tutoring.

As of 1 September 2004 106 pupils had followed the bridging programme for primary school pupils, 89 that for secondary school pupils. Fifty-seven girls and 49 boys followed the primary school bridging programme; 48 girls and 41 boys followed that for secondary school pupils.

The draft ordinance on school attendance has not yet come into force.

## **Employment**

9. Equal pay for public servants is guaranteed by law. Within the private sector there is a law (1989 GT 26) that guarantees an equal minimum wage for both sexes. There may be discrepancies in the private sector regarding wage, other than minimum wage. According to the Central Bureau for Statistics other factors have to be taken into account, such as differences in the level of education, hours worked and experience. The Department of Labour and Research needs to examine this question further.

In 2004 a reintegration project was launched by the Social Affairs Department, with the support of the Labour and Research Department. The project, which runs for several months at a time, organises workshops and mediates with employers with the intention of helping benefit claimants to find work. Most of the participants (about 90%) are female. The project ran in 2005 and 2006, and will also be running in 2007.

### **Female migrants**

10. In August 2004 the Central Bureau of Statistics published the results of a migration survey conducted in May-July 2003. According to the study, which looks at migration trends for the period 1993-2003, the proportion of highly educated migrants is greater among those from developed countries. More than 70% of all male migrants and about 64% of female migrants from developed countries fall within the higher ISCED categories (UNESCO's International Standard Classification of Education). It is also interesting to see that migrants coming to work in Aruba from developed countries – male and female alike – mostly end up in higher skilled jobs.

On the whole, migrants from developing countries have a much lower level of education. Nevertheless, more than 30% of men and about 27% of women from developing countries are highly educated. Out of a total of 725 migrants aged 20 and above who came to Aruba, 183 – one in four – were highly educated migrants from a developing country. However, the majority of highly educated migrants from developing countries still end up in lower-level jobs.<sup>4</sup> This can be explained by the fact that in Aruba unskilled labourers' salaries are still significantly higher than salaries for much higher-level occupations in some surrounding countries.

### **Health**

11. Biology is taught in primary schools. A number of schools also provide sex education lessons. As part of the new curriculum, both the physical and reproductive aspects of sex education will be covered, in line with an innovative pre-school and primary-school-based project.

Secondary school sex education lessons cover the biology of reproduction. Aspects such as personal responsibility, behaviour and attitude are covered at length in personal education lessons.

The Aruban Department of Public Health conducted a health survey in November 2001.<sup>5</sup> It found that 85.4% of the women interviewed perceived their state of health to be good or very good. Approximately 7% perceived their state of health to be fair, 5.5% sometimes good and sometimes bad and 1.1% bad. The women interviewed did not consider themselves to be any less healthy than they were at the time of the previous health survey

---

<sup>4</sup> 'Highly educated' refers to those who have been educated to secondary vocational (MBO) level or higher.

<sup>5</sup> Department of Public Health, Epidemiology and Research Division, *Gezondheidsonderzoek Aruba 2001*.



**HIV/AIDS**

In the period 1987 to December 2005, a total of 435 HIV cases were reported to the Department of Public Health. 153 (35%) of these patients were female. The average number of new infections per year is 25.

**Appendix 2: tables****Table 1, question 3**

Year Organisation	2002	2003	2004	2005
District Courts	26	17	33	46
Courts of Appeal	3	6	13	17
Supreme Court	6	5	10	8

**Table 2, question 5: rulings by the Equal Treatment Commission by grounds for discrimination**

	1999	2000	2001	2002	2003	2004	2005
Gender	42	51	70	101	86	88	53
Race/Nationality	40	63	69	63	45	59	37
Religion	12	7	13	18	15	26	17
Sexual orientation	7	5	4	1	6	4	2
Marital status	6	8	4	10	7	10	11
Political convictions	6	0	0	0	1	0	1
Philosophical convictions	5	0	0	0	2	0	2
Working hours	11	11	11	32	18	23	22
Permanent/temporary					1	5	9
Disability						22	36
Age						21	100
<b>Total</b>	<b>118</b>	<b>145</b>	<b>171</b>	<b>228</b>	<b>178</b>	<b>259</b>	<b>290</b>

**Table 3, question 5: individual applications for a ruling, by gender**

	2002	2003	2004	2005
<b>Women</b>	134	103	182	235
<b>Men</b>	127	89	170	380

**Table 4, question 12: police reports of probable victims of trafficking (Source: STV 2001, 2002, 2003)**

Year	Number of reports
2003	153
2002	193
2001	135

**Table 5, question 16**

VWO*	2001		2002		2003		2004		2005	
Total % Science & Technology	14		14		13		12		12	
Science & Technology	B:26	G: 4	B:25	G: 4	B:24	G: 4	B:22	G: 4	B:21	G: 3
total % Science & Health	32		33		35		37		37	
Science & Health	B: 18	G: 27	B: 20	G: 29	B: 20	G: 30	B: 21	G: 31	B: 22	G: 31
<b>HAVO**</b>										
Total % Science & Technology	11		11		10		10		9	
Science & Technology	B: 24	G: 2	B: 22	G: 1	B: 21	G: 1	B: 19	G: 1	B: 18	G: 1
Total % Science & Health	16		16		17		17		18	
Science & Health	B: 16	G: 17	B: 17	G: 17	B: 17	G: 17	B: 18	G: 18	B: 18	G: 18

\*VWO: pre-university education

\*\*HAVO: senior general secondary education

**Table 6, question 16: women in higher professional education**

<b>Percentage of women</b>					
Education	primary school teacher training	86.4%	86.3%	85.3%	84.5%
	secondary school teacher training	49.9%	49.5%	49.1%	48.6%
	special education teacher training	72.6%	75.1%	76.8%	79.5%
	teacher training for university graduates, secondary school subjects	50.6%	50.0%	49.1%	49.8%
	teacher training, art subjects	76.8%	76.6%	76.9%	77.1%
Agriculture	n/a (agriculture and natural environment)	40.3%	40.4%	40.8%	40.7%
Engineering and technology	n/a (engineering and technology)	14.5%	14.1%	13.7%	13.4%
Health	n/a (health care)	80.7%	80.3%	79.5%	78.9%
Economics	n/a (economics)	43.6%	43.6%	43.3%	43.3%
Behaviour & Society	n/a (behaviour and society)	79.0%	78.3%	77.7%	76.9%
	educational management training	83.1%	81.7%	81.5%	81.3%
Language & Culture	n/a (language and culture)	77.4%	81.9%	79.4%	82.6%
	advanced architecture courses	21.1%	21.0%	22.6%	20.3%
	advanced art courses	52.2%	53.3%	52.4%	51.3%
	courses in general arts	55.1%	55.6%	55.5%	55.6%
Total		52.2%	52.2%	52.1%	52.0%

**Table 7, question 16**

<b>Female students in university education</b>					
Percentage of women					
CROHO* sector					
Education	54.2%	57.4%	55.6%	53.3%	56.0%
Agriculture	49.1%	49.1%	49.1%	50.1%	51.0%
Science	31.3%	31.5%	31.7%	32.3%	32.7%
Engineering and technology	18.4%	18.4%	18.0%	17.8%	17.3%
Health	62.5%	64.0%	64.7%	64.9%	65.4%
Economics	29.1%	29.4%	29.4%	29.2%	29.2%
Law	55.4%	56.1%	55.8%	56.2%	56.5%
Behaviour and Society	69.6%	70.1%	69.6%	69.1%	69.0%
Language and Culture	64.3%	64.0%	63.2%	62.8%	62.5%
Total	48.6%	49.3%	49.4%	49.7%	49.9%

\*Central Register of Higher Education Study Programmes

**Table 8, question 16**

<b>Intake of ethnic minority students in higher professional education by sector (in percentages)</b>					
	'00/'01	'01/'02	'02/'03	'03/'04	'04/'05
Agriculture	4.28	3.78	4.12	3.69	3.46
Engineering and technology	14.18	13.80	15.23	14.94	12.88
Health	8.87	8.30	9.25	9.65	8.24
Economics	16.63	17.13	19.72	20.14	18.45
Behaviour and Society	15.26	17.00	19.11	17.34	14.27
Language and Culture	10.96	11.06	11.10	9.84	8.17
Education	10.46	9.90	11.52	11.37	8.80
TOTAL	13.70	13.90	15.58	15.35	13.44

<b>Intake of ethnic minority students in university education by sector (in percentages)</b>					
	'00/'01	'01/'02	'02/'03	'03/'04	'04/'05
Agriculture	6.00	8.38	3.08	4.51	4.24
Science	17.42	16.39	18.05	15.15	13.74
Engineering and technology	12.73	12.53	12.57	13.38	10.53
Health	16.40	16.05	16.39	17.29	15.85
Economics	15.82	17.64	16.84	18.03	15.02
Law	20.44	21.85	22.99	22.70	22.66
Behaviour and Society	14.09	13.89	13.58	15.20	12.83
Language and Culture	14.63	14.47	14.88	14.04	12.65
TOTAL	15.48	15.86	15.68	16.07	14.17

**Table 9, question 17**

**Salary level per job category – men and women in fulltime equivalents in 1999, 2003 and 2005 (PROF= Professor, SL= Senior lecturer)**

	Pay scale	1999			2003			2005		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
PROF	<= 14	0	1	1	8	0	8	9	3	12
	15-16	1167	119	1286	1132	159	1291	1094	178	1273
	17+	1035	19	1054	856	26	882	900	40	939
	Various	80	5	85	110	10	120	14	0	14
PROF Total		2282	144	2426	2105	196	2301	2017	221	2238
SL	<=12	11	0	11	5	3	8	12	2	14
	13-14	2134	202	2336	1822	307	2129	1690	319	2009
	15-16	26	0	26	49	2	51	42	3	46
	17+	2	0	2	1		1	2		2
	Various	51	6	58	0		0	0		0
SL Total		2224	208	2433	1878	311	2189	1746	325	2071

*Total number of professors and senior lecturers in fulltime equivalents in 1999, 2003 and 2005*

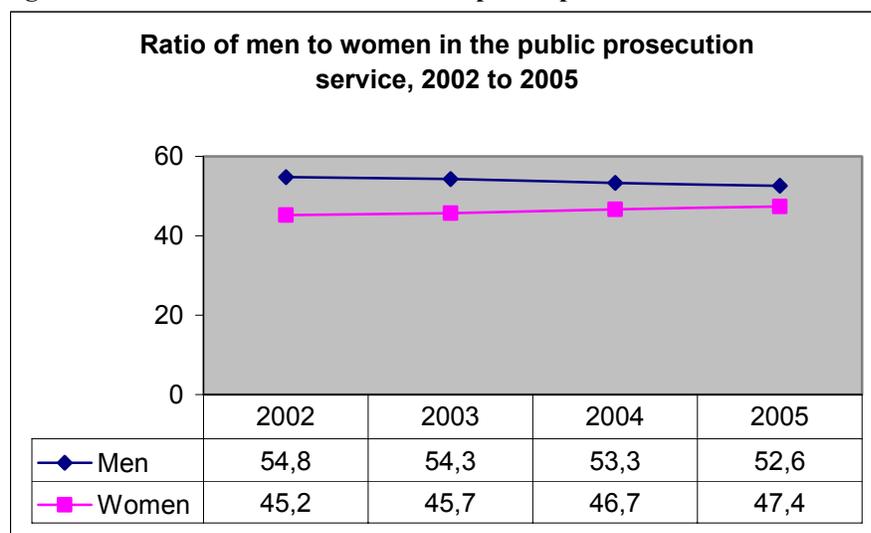
	1999			2003			2005		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
PROF	2282	144	2426	2105	196	2301	2017	221	2238
SL	2224	208	2433	1878	311	2189	1746	325	2071

**Table 10, question 18: percentage of women holding public office or political positions**

	1990	1994	1998	2002	2003	2006
European Parliament (NL)	28	32	31	35	44	
Senate	24	27	23	28	33	33
House of Representatives	26	31	36	29	39	39
Provincial Councils	25	25	31	30	29	28
Municipal Councils	22	22	22	23	23	26
Ministers	21	29	25	7	33	33
State secretaries	20	42	38	29	50	43
Aldermen	16	18	18	17	16	17
Queen's Commissioners	0	8	8	0	8	8
Mayor	7	12	15	19	18	20

**Table 11, question 18: percentage of women in the judiciary**

2002	45.0%
2003	46.1%
2004	46.5%
2005	47.4%

**Figure 1: ratio of men to women in the public prosecution service****Table 12, question 23: differences in remuneration in private sector and government**

Differences in remuneration in private sector	Raw data				corrected				
	1998	2000	2000(n)	2002	1998	2000	2000(n)	2002	2002(n)
Men/women	23%	20%	23%	22%	7%	7%	5%	7%	7%
Ethnic minority/ethnic Dutch	22%	19%	21%	19%	3%	3%	4%	4%	4%
Fulltime/small parttime job	-	-	45%	42%	-	4%	11%	7%	5%
fulltime/large parttime job	-	-	23%	22%	-	4%	5%	6%	5%

Differences in remuneration in government	Raw data				corrected				
	1998	2000	2000(n)	2002	1998	2000	2000(n)	2002	2002(n)
Men/women	15%	15%	15%	14%	4%	3%	3%	3%	3%
Fulltime/small parttime job	-	11%	11%	10%	-	1%	-1%	1%	1%
Fulltime/large parttime job	-	5%	7%	6%	-	1%	0%	-1%	0%

**Table 13, question 27: number of HIV cases by gender and transmission risk group**

Transmission risk group	Male (%)	Female (%)	Total (%)
MSM	5556 (68%)	0 (0%)	5556 (52%)
Heterosexual contact	1415 (17%)	2050 (85%)	3465 (33%)
Injecting drug users	410 (5%)	153 (6%)	563 (5%)
Blood (products)	97 (1%)	42 (2%)	139 (1%)
Mother to child	44 (0.5%)	42 (2%)	86 (0.8%)
Needlestick injury	16 (0.2%)	6 (0.2%)	22 (0.2%)
Other/not known	677 (8%)	111 (5%)	788 (7%)
<b>Total</b>	<b>8215</b>	<b>2404</b>	<b>10619</b>

**Figure 2, question 2: number of HIV cases by year of HIV diagnosis and gender and MSM**

