

**Responses to the list of issues and questions, Netherlands -
CEDAW/C/NLD/Q/4/Add.1**

Annexes

Note: These annexes are made available to Experts in the language in which they were received by the Secretariat.

Annex 1: List of policy actions

1 Work, care and income

A B W L N lead others

Labour market participation

Women re-entering the job market

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| 1 | <i>Temporary child care scheme for women re-entering job market via ESF</i> | | | W | | SZW | |
| | Explanation of implementation: In the Child Care Act that came into effect in 2005, women re-entering the job market without benefits are identified as a specific target group. This means that if these women are in an educational programme (following CWI recommendations), they are entitled to financing from the municipality in the amount of the employer's contribution. Women with a benefit re-entering the job market are also a target group in the Child Care Act. | | | | | | |
| 2 | <i>Include aim of increasing labour market participation by women in control of poverty trap</i> | B | W | | | SZW | FIN |
| | Explanation of implementation: The re-entry trap is one of the performance indicators that Social Affairs and Employment includes in the budget annually in the context of the operational objective of activating income development. The introduction of the combination tax credits in 2001 and the subsequent increases, as well as the introduction of the directed combination tax credit, are focused in particular on the workforce participation of the partners of breadwinners. | | | | | | |
| 3 | <i>Identify and intensify work provision policy for women re-entering the job market who are not entitled to benefits</i> | | | L | | SZW | Arbvo |
| | Explanation of implementation: Arrangements have been made with the Central Organization for Work and Income (CWI) for the period of 2002-2005 on specific policy for women re-entering the job market, and these arrangements have been set out in a covenant. These arrangements comprise on the one hand the recognition/acknowledgement of women re-entering the job market at intake, in order to specifically mediate and register the re-enterer in the desired profession, and on the other, the development of instruments (including workshops) to give women re-entering the job market a view of their options on the job market. | | | | | | |
| 4 | <i>Improve labour market opportunities for women re-entering the job market through research, information, pilot projects and experiments as part of EQUAL</i> | | | L | | SZW | |
| | Explanation of implementation: In the period from 2001-May 2005, a variety of projects for women re-entering the job market were conducted. The final report and results are in preparation. Individual projects are busily mainstreaming the results and are being supported in this by the National Thematic Networks. For the 2nd round, new proposals for women re-entering the job market were submitted: the performance of the approved projects began in September 2005. | | | | | | |
| 5 | <i>Agreements in Autumn Review on general training incentive with specific attention to women re-entering the job market among others</i> | | | | N | SZW, OCW | Social partners |
| | Explanation of implementation: Not achieved, although the fiscal education deduction also applies to women re-entering the job market. | | | | | | |
| 6 | <i>Make knowledge, skills and experience gained by women re-entering the job market outside the formal educational system, by means of EVC processes</i> | A | | | | EZ | SZW, OCW |

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| | <p>Explanation of implementation: <i>Kenniscentrum EVC</i> (Validation of Prior Learning Knowledge Centre) has been founded to gather and disseminate knowledge and experience relating to EVC. It is being used on a sector-by-sector basis (e.g. the care sector) and this includes women re-entering the job market. Dissemination and implementation on a wide scale has yet to happen. For 2005, the <i>Kenniscentrum EVC</i> was given the assignment of embedding and activating EVC in a number of sectors and developing a quality framework. In the coming years, the project management <i>Learn and Work</i> will focus on increasing EVC's accessibility for the individual.</p> | | | | | | |
| Ethnic minority women | | | | | | | |
| 7 | <p><i>Increase labour market and social participation of ethnic minority women through research and policy development</i></p> <p>Explanation of implementation: This remains a policy priority. The Department for the Co-ordination of Emancipation Policy (DCE) has conducted the following studies in recent years: 2003: SCP: Emancipation in Relay, 2004/2005: Ethnic minority women Social Atlas, ongoing. Based on Emancipation in Relay, the emancipation and integration action plan has been launched. Ends toward the end of 2006.</p> | | | L | | SZW | V&I |
| 8 | <p><i>Promote labour market and social participation ethnic minority women by installing a Commission for Labour Market Participation of Ethnic Minority Women</i></p> <p>Explanation of implementation: In July 2003, the ministers of Social Affairs and Employment and Immigration and Integration instituted the PaVEM Committee (Commission on the Participation of Ethnic Minority Women) at the cabinet's recommendations. The goal of the PaVEM Committee is to support municipalities in their attempts to involve Ethnic minority women in society more. Participation agendas were concluded with 29 large municipalities. The monitoring of the participation agendas accompany the monitoring of the emancipation and integration action plan. The PaVEM committee ceased its operations as per 1 July 2005. On 24 June 2005, the Lower House of Parliament received a cabinet response on the embedding of the PaVEM legacy.</p> | | | L | | SZW | V&I |
| 9 | <p><i>Measures for personalised service for ethnic minority women in social integration programmes</i></p> <p>Explanation of implementation: The national government is responsible for facilitating the municipalities' ability to deliver custom work. It provides the municipalities with the instruments to do so. The municipalities themselves are responsible for the engagement of resources for the benefit of the Ethnic minority women target group. They know what the needs are. The introduction of the integration exam <u>outside of the Netherlands</u> is slated for early 2006. The component Knowledge of the Dutch Society gives extensive attention to Article 1 of the Constitution and the consequences arising therefrom, partly based on the equality of man and woman. The exam component Knowledge of the Dutch Society also explicitly refers to the fact that domestic violence, honour revenge and genital mutilation are not accepted in the Netherlands, and that engaging in such activities is an offence under criminal law.</p> | | | L | | V&I | SZW |
| Investing in the quality of labour | | | | | | | |
| 10 | <p><i>Research into causes of relatively high intake of women claiming dissability benefit.</i></p> | A | | | | SZW | |

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| | <p>Explanation of implementation: The research referred to in the Multi-Year Policy Plan on Emancipation has been completed. The first study, the literature study of the ability of men and women to cope with long-term illness and corresponding inability to work, was presented to the Lower House of Parliament on 8 March 2001. The study <i>Geen kwestie van motivatie maar van situatie</i> was sent to the Lower House on 26 November 2002.</p> <p>At that time the Minister took the position that further academic research would not be worthwhile. The researchers of that study shared this opinion. The Minister indicated that he expected that the proposed new disability system would contribute to reducing women's higher risk of disability, because the new system put more emphasis on reintegration efforts on the part of the employer and the employee.</p> <p>On 2 October 2003, the Minister sent his Action Plan on Women and Disability to the Lower House. This plan extensively examines the increased risk of disability of women and outlines measures for reducing this risk. As an annex to this plan, a brochure was released with tips for employers on how to achieve lower absenteeism due to illness and reduced disability. The higher risk of disability in women has, incidentally, declined in recent years: in 2003, women had a 50% higher risk of disability than men, while in 2001 women's risk was 80% higher.</p> | | | | | | |
| 11 | <p><i>Encourage businesses to invest in quality of work (for women) through good practices and relevant sectoral information</i></p> | A | | | | SZW | |
| 12 | <p>Explanation of implementation: Collection of best practices of companies that have invested in the quality of the work of women with low educational levels. Study has been completed.</p> <p><i>Develop quality of work 'checklist', particularly for low-skilled women, to assist CWIs and temporary employment agencies in advising employers</i></p> | A | | | | SZW | |
| 13 | <p>Explanation of implementation: Checklist has been developed by TNO Arbeid. There were no further follow-up actions.</p> <p><i>Feasibility study into creation of corporate consulting service on improving quality of work (for women) in lowest level jobs</i></p> | | | N | | SZW | |
| | <p>Explanation of implementation: Not achieved.</p> | | | | | | |
| | Female enterprise | | | | | | |
| 14 | <p><i>Promote female enterprise through monitoring, organisation of networking activities and innovative initiatives</i></p> <p>Explanation of implementation:</p> <ul style="list-style-type: none"> - LNV is the initiator of the ESF-EQUAL project: Business networks by women for a vital rural area. Starting/restarting a business in a rural area is not easy; networks are not tailored to broad and innovative female business in rural areas. - In November 2004, the State Secretary of Economic Affairs organized a Business Mission of businesswomen and female executives to London. Alongside the traditional 'matchmaking,' there was a great deal of extra attention to networking. - On 14 April 2005, Economic Affairs, together with the Federation of Businesswomen, organized a conference on the 'emotion economy.' The joint conference was a direct follow-up to the business mission of businesswomen to London (November 2004). The target group of the conference was businesswomen and female executives from the business sector. - The Ministry of Economic Affairs has regular contact with the ZZVN | B | | | | EZ, SZW | LNV |

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| | <p>(Black Business Woman in the Netherlands). The ZZVN is also a member of the Federation of Businesswomen. A number of members of the ZZVN also accompanied the business mission to London. In addition, a number of members are also on the <i>Nieuw Ondernemerschap</i> (New Entrepreneurship) advisory board.</p> <p>– The new monitor <i>Nieuw Ondernemerschap</i> (2004) conducted the first explicit study of businesswomen of ethnic origin. Partly as a result of the monitor <i>Nieuw Ondernemerschap</i>, the New Entrepreneurship Action Plan was drafted, in which special attention is also given to businesswomen of ethnic origin.</p> | | | | | | | |
| 15 | <p><i>Cabinet position on regulations for pregnant (co-) entrepreneurs and those who have recently given birth</i></p> <p>Explanation of implementation: The Discontinuation of Access to Disability Insurance for Independents Act Insurance Act (<i>Wet einde toegang verzekering WAZ</i>) ends the public system for pregnancy and maternity benefits to independent businesswomen (as set out in the Work and Care Act) effective 1 August 2004.</p> | A | | | | | SZW | FIN, EZ |
| Fiscal policy | | | | | | | | |
| 16 | <p><i>New review of tax system (including GIA)</i></p> <p>Explanation of implementation: The survey in question is the Survey of taxation and premiums made in the context of the 2001 revision of the tax system. The survey details the following themes: 'labour market and poverty trap,' 'income politics,' 'internationalization' and 'broadening, shifting and streamlining basis.'</p> | A | | | | | FIN | SZW |
| Pay differentials and segregation | | | | | | | | |
| 17 | <p><i>Monitoring pay differentials between men and women and development of gender neutrality test for job valuation systems</i></p> <p>Explanation of implementation: The gender-neutral job valuation system test has been developed and distributed among job valuation system holders. Monitoring takes place every two years.</p> | A | | L | | | SZW | |
| 18 | <p><i>Cabinet position on equal pay based on advisory reports</i></p> <p>Explanation of implementation: Recommendations on equal treatment have been requested from the Labour Foundation, the Council for Public Sector Personnel Policy and the Commission. See also policy action 140.</p> | | | L | | | SZW | |
| Economic independence and partnership | | | | | | | | |
| 19 | <p><i>Information campaign aimed at young people (1990 generation, including via internet)</i></p> <p>Explanation of implementation: In 2002, under the Emancipation Subsidy Life Course and the young generation Theme Subsidy, 10 projects were subsidized. The goal of the projects was to promote young people to actively think about potential consequences on the rest of their life course of the choices that they make now (weighing 'now' against 'later'). In half of the projects, communication with young people was primarily via internet.</p> | A | | | | | SZW | VWS, BZK |
| Matrimonial property law | | | | | | | | |
| 20 | <p><i>Changes in basic matrimonial property regime (including GIA)</i></p> <p>Explanation of implementation:</p> | | | L | | | JUS | |

In 2001, an GIA (*Gender Impact Assessment*) was published on the proposed changes to the law of marital property. The essence of the study was the question of whether the general community of property between spouses or partners should remain the basic system. The most important conclusion is that the choice for maintaining the community of property as statutory basic system is also a defensible one from the perspective of women's equality. This system does justice to the partner who performs the most care activities and (partly because of this) contributes less income from work to the community. The report leads to the conclusion that the formulation of the law of marital property is actually gender-neutral, but that the official equality of the partners in the administration of the marital property (the administration system) does not entail any material equality. Specifically, the partner performing primarily care tasks cannot make an equal claim to the community of property. The contribution to the community of property is dominated by the paid labour perspective, and the fact that unpaid care activities contribute to the partners' earning capacity is not taken into account. This GIA was worked into a legislative proposal for amending the statutory community of property. This legislative proposal, submitted to the Lower House of Parliament in 2003, is currently pending before the Lower House of Parliament.

Care responsibility

Modernisation of organisation of work and care

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| 21 | <p><i>More flexible working(hours) patterns in relation to life course perspective on the agenda for Autumn Review</i></p> <p>Explanation of implementation: The Autumn Review 2003 and the Spring and Autumn Review 2004 included extensive negotiations on the structure of the life course scheme to be introduced. This is expressed in the Adjustment of the Tax Treatment of Early Retirement/Prepension Schemes Act and the introduction of the life course scheme. The life course scheme (an individual savings scheme) makes it easier to finance periods of unpaid leave, and thereby better coordinate work and other responsibilities over the course of the career.</p> | A | W | | SZW | Social partners |
| 22 | <p><i>Develop proposals aimed at employability of men and women who temporarily stop work or work for fewer hours per week in connection with care responsibilities, in co-operation with the 'social partners'</i></p> <p>Explanation of implementation: Not achieved.</p> | | | N | SZW | Social partners |
| 23 | <p><i>Experiments aimed at modernising the organisation of labour (large and small companies) to improve opportunities to combine work and care (also as part of EQUAL if possible)</i></p> <p>Explanation of implementation: Various experiments in this area were conducted in the Work/Life Balance projects. There were experiments involving telecommuting, flexible working hours, contracts within school hours, new scheduling forms and 'duo jobs.' Based on the results of the cooperation between the LNV and Social Affairs and Employment in the area of work/life balance in rural areas, new initiatives arose to work jointly on social infrastructure issues.</p> | A | | | SZW | LNV |
| 24 | <p><i>Monitoring and evaluation of Working Hours Act and Working Hours (Adjustment) Act of use by men and women</i></p> <p>Explanation of implementation: The Working Hours Act was evaluated in 2001, after which the cabinet presented a cabinet position to the Lower House of Parliament. The Working Hours (Adjustment) Act was evaluated in 2004. The cabinet's conclusion is that the act is adequate and there is no reason for a legislative amendment. The</p> | A | | L | SZW | |

degree to which women and men can adjust their working hours to suit their needs (whether reducing or increasing working hours) will be tracked in the (CBS) labour and care monitor starting in 2005.

Strengthening social care infrastructure

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| 25 | <i>Cabinet position on long-term leave</i> | | W | L | | SZW | |
| <p>Explanation of implementation: The legislative proposal for the introduction of a right to unpaid long-term leave of 6 times the work week per year for the care of a child, partner or parent with a life-threatening illness was adopted by the Lower House of Parliament on 14 December 2002. On 26 April 2005 it was rubber-stamped by the senate. The act will enter into force on a date to be determined by Royal Decree.</p> | | | | | | | |
| 26 | <i>Cabinet vision on social care infrastructure in light of the increasing labour market participation and the ageing</i> | | | | N | VWS | SZW, LNV |
| <p>Explanation of implementation: Not achieved.</p> | | | | | | | |
| Perceptions and revaluation of care | | | | | | | |
| 27 | <i>Working conference on modernization of social contract in relation to care</i> | A | | | | SZW | SCP, NGR |
| <p>Explanation of implementation: In 2002, the work conference <i>Anders denken over zekerheid</i> was held. The Minister of Social Affairs and Employment sent a report of the same name authored by the Leijnse think tank to the Lower House of Parliament. Following on from this report, in 2004 the economics journal <i>ESB</i> published a theme issue on the Life Course Policy. The goal of the work conference and the think tank was to put care on the agenda as a modern 'social risk' in the social discussion of a new social security system (the reform agenda). This subject will be further elaborated in 2005 in the follow-up to the Social Affairs and Employment memorandum <i>Nieuwe Accenten in Werk en Inkomen</i> ('New Accents in Work and Income').</p> | | | | | | | |
| 28 | <i>Research into integration of unpaid work in social and economic policymaking</i> | A | | | | SZW | SCP, CBS |
| <p>Explanation of implementation: In 2001, the Ministry of Social Affairs and Employment organized a working conference with academics from abroad on the question of how unpaid labour is incorporated into socio-economic policy preparations in other countries. In 2002, Social Affairs and Employment organized a concluding national working conference presenting the results of the research of the SCP, CBS and CPB. The Minister of Social Affairs and Employment sent the findings to the Lower House in March 2002. The SCP did a study of the availability of information on unpaid labour. The SCP also developed a method for integrating unpaid labour into policy preparations. This is set out in the report <i>Onbetaald arbeid op het spoor</i> (SCP, January 2002). The CBS released several publications concerning unpaid labour. The CPB made a further analysis of the 'free time' variable in the MIMIC model. The CPB includes unpaid labour in the proposed revision of the MIMIC model. Based on the SCP action plan, Social Affairs and Employment has included the consequences of policy intentions on the distribution of unpaid labour as a standard point of attention in Social Affairs and Employment's review.</p> | | | | | | | |
| 29 | <i>EQUAL projects aimed at increasing men's responsibility for care</i> | A | | | | SZW | |
| <p>Explanation of implementation: The <i>Men taking the lead</i> projects have ended. On 24 September 2004, the survey report <i>Working fathers. Caring Men</i> was sent to the Lower House of Parliament. On 8 March 2005, the evaluation of the <i>Who does What</i> campaign</p> | | | | | | | |

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| | was sent to the Lower House of Parliament. | | | | | | | | |
| 30 | <i>Multi-year publicity campaign on work and personal life, including focus on men and care</i> | A | | | | | | SZW | |
| | Explanation of implementation: A communications campaign under the Work and Care Act was launched. This campaign consisted of television commercials, advertisements, a web site, radio commercials and brochures and was directed towards men and women. There was no further implementation based on this campaign. Tracking studies showed that the campaign had little effect. This is in part due to the fact that the campaign was very strongly focused on behavioural change and ran for only two years. No specific information on the effects among men are available. The tracking study used at the time did not distinguish by gender. The journal <i>Toptijd</i> arose from the campaign, with its affiliated web site www.toptijd.nu . This magazine has been published once per year for three years now. | | | | | | | | |
| 31 | <i>Closing manifestation of Work & Care Debate on the distribution and organization of care in the 21st Century</i> | A | | | | | | VWS | SZW |
| | Explanation of implementation: In 2001, in cooperation with <i>De Rode Hoed</i> in Amsterdam, the Ministry of Public Health, Welfare and Sport organized a public debate. | | | | | | | | |

Combining work and care

Single parents on social assistance

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| 32 | <i>Promoting outflow of single parents from national assistance through personalised service and continuous approach, adequate child care and leave, and modified obligation to actively seek employment</i> | | | W | | | | SZW | municipalities |
| | Explanation of implementation: With the introduction of the Work and Social Assistance Act, municipalities have adequate flexibility in order to offer the required specially designed approach to single parents. The Child Care Act also takes into account the <u>specific position of single parents coming off of social assistance.</u> | | | | | | | | |
| 33 | <i>Cabinet plans to increase opportunities to train while on social assistance</i> | | | W | | | | SZW | municipalities |
| | Explanation of implementation: The Work and Social Assistance Act offers municipalities an expanded option to pursue job market-relevant education on social assistance. | | | | | | | | |

Alimony and combining work and care

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| 34 | <i>Research into influence of alimony on decisions of single parents on social assistance to participate in the labour market</i> | | | | L | | | SZW | |
| | Explanation of implementation: The final report of the alimony policy working group was released in 2001. The results of that study and the exchanges on those results in the Lower House of Parliament led to the institution of the interdepartmental policy study (IBO) on alimony policy. This produced a legislative proposal that is currently being discussed in the Lower House. | | | | | | | | |

Child Care

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| 35 | <i>Expanding capacity and improving supervision of quality of child care</i> | A | | W | L | | | SZW | |
| | Explanation of implementation: The Expansion of Child Care and Out-of-School Care (RKB) doubled the capacity of child care places between 1998 (93,800 places) and 2003 (over 185,000 places). At the end of April 2004, the availability further increased to | | | | | | | | |

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| | 206,700. Within the Strengthening of supervision on the quality of child care project review frameworks, GGD NL developed a review framework for the supervision under the Child Care Act and the Quality of Child Care Act Policy Rules (Government Gazette 2004, 222) GGD inspectors were also intensively trained in the application of the review frameworks. | | | | | | |
| 36 | <i>Preparation of Basic Childcare Provision Act</i> Explanation of implementation: The Child Care Act of 9 July 2004 (Government Gazette 455) came into effect as per 30 October 2004; parents who submitted an application prior to 1 December 2004 received the tax authorities' matching contribution to the costs in January 2005. | A | W | | | SZW | FIN |
| 37 | <i>Setting up Network Agency to solve bottlenecks in staffing and accommodation for child care, in connection with capacity expansion</i> Explanation of implementation: In the years 2000 through 2003, the network agency for the expansion of child care assisted in resolving the problem areas that arose in the expansion of child care capacity, in close consultation with interested parties in the child care field. | A | | | | SZW | |
| 38 | <i>Study of Collective Labour Agreements on childcare, in order to compare sectoral performance, in consultation with social partners</i> Explanation of implementation: Each year, there is a study of Collective Labour Agreements comparing the number of arrangements made on child care. See also policy action 35. | | | L | | SZW | |
| 39 | <i>Improved access to childcare for low-income groups, through improved design of exceptional expenses allowance and parental contributions</i> Explanation of implementation: The Child Care Act regulates an income-based compensation by the government for the costs of the use of child care. This means the act makes child care financially accessible to persons with low incomes. The extraordinary expenses deduction is cancelled with the introduction of the Child Care Act. | A | W | | | SZW | FIN |
| 40 | <i>Research into bottlenecks in after-school care, in preparation of Basic Childcare Provision Act</i> Explanation of implementation: In 2001, at the commission of the Ministry of Public Health, Welfare and Sport, Regioplan conducted the study 'Professionalization of in-school care in primary school.' One of the things this study revealed was that the responsibility for in-school care was not clearly established (see also policy action 41). The study was, in part, the basis for the State Secretary of Public Health, Welfare and Sport's policy letter on in-school care. The study also showed that one of the problem areas was the lack of expertise of the care staff. Since 2002, subsidy schemes for the training of the care staff have appeared. Research by <i>Research voor Beleid</i> from October 2004 shows that these schemes have been successful. Since then, over 14,000 care staff (mostly women) have been trained by the schemes and the quality of the in-school care in schools has improved, the study says. | A | | | | SZW | OCW |
| 41 | <i>Cabinet position on inclusion of after-school care in Basic Childcare Provision Act</i> Explanation of implementation: After school care is not included in the Child Care Act. Many schools are already involved in providing in-school (lunchtime) care. This was, in part, the reason for the decision to shift the policy responsibility for in-school care to the Minister of Education, Culture and Science and the implementation | A | | | | OCW | SZW |

responsibility with the school boards effective 8 January 2006. A legislative proposal is in preparation. A legislative amendment is also being made to the Primary School Act.

Leave regulations

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| 42 | <i>Fiscal incentive measure for parental leave</i> | A | WL | SZW | FIN |
| <p>Explanation of implementation: The stimulus measure for paid parental leave came into effect as per 1 January 2001. With the introduction of the life course savings scheme (expected as per 1 January 2006), a general taxation supporting financial scheme for long-term unpaid leave, the tax stimulus measure for paid parental leave will be cancelled, because it is being replaced by the life course savings scheme. See also policy action 21.</p> | | | | | |
| The social system from the life course perspective | | | | | |
| 43 | <i>Research into the effect of the design of the socialsecurity and pension system on the labour market participation of (low-skilled) women and the division of work and care between men and women.</i> | A | | SZW | |
| <p>Explanation of implementation: The question of the degree to which it pays for women with low educational levels to go back onto the job market and work (or to keep working earlier in the life course when expecting) was investigated in the study <i>Ik ga niet betalen om te werken</i> ('I'm not going to pay to work') (Nyfer, 2001). Alongside the poverty trap, the 're-enterer's trap' was also considered in the income policy. The specified question was analysed across the board in the section on <i>Social Assistance System and working of the Life Course Survey</i> (2002). This analyses various policy options, including financing sources for periods of unpaid leave. This ultimately resulted in the Life Course Savings Scheme. See also policy action 44.</p> | | | | | |
| 44 | <i>Cabinet position on 'life cycle resistant' social system</i> | A | | SZW | |
| <p>Explanation of implementation: In 2002, the cabinet sent the Life Course Survey to the Lower House. Partly based on the Schimmel/Bussemaker motion, this survey was expanded and contains, alongside the area Social System and work, the areas Education, Living and Care, and Health. See also policy action 43.</p> | | | | | |

2 Daily routine

A B W L N Lead Others

Time

Improved coordination of times

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| 45 | <i>Committee for Daytime Facilities for Parents and Children: improved coordination and acceleration of policy on provision of childcare, education and free time</i> | | L | OCW | SZW, EZ, VWS, BZK |
| <p>Explanation of implementation: The Committee for Daytime Facilities released final recommendations in 2002. A cooperation structure guide for municipalities has been produced. In addition, sub-studies were performed in 2002 on themes such as combination jobs, operation and cooperation.</p> | | | | | |
| 46 | <i>Time infrastructure monitor: insight into time bottlenecks in society</i> | | L | SZW | EZ, SME |
| <p>Explanation of implementation: In 2001, the Social and Cultural Planning Bureau (SCP) did a preliminary study of the opening hours in the Netherlands and coordination (or lack</p> | | | | | |

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| | <p>thereof) of those hours with areas such as working hours. The results of this study were the prelude to a Time infrastructure monitor. They were also included in the survey <i>Visin on Times</i> from the end of 2002, in which the various governmental agencies and social partners outlined the first contours of a 'time policy.'</p> <p>At present, the SCP is working on the time accounting survey, which will chart out problems in combining labour and care. A supplement to that survey will be conducted of time accounting among ethnic groups.</p> | | | | | |
| 47 | <p><i>Action plan coordination of Time</i></p> <p>Explanation of implementation: Results of the SCP's study of time (and time coordination) were used for the survey <i>Vision on Times</i> from the end of 2002, in which the various governmental agencies and social partners outline the first contours of a 'time policy.'</p> <p>To translate the insights into policy, the Time of Society platform was set up. Participants in the platform include employer organizations, trade unions, academics and departments. In addition, local time initiatives have been used to work on time-related problems. Good examples and methodologies were exchanged at the Time conference, in which 400 interested parties participated in April 2005.</p> | | L | SZW | EZ, social partners | |
| 48 | <p><i>More flexible and longer opening times for child care facilities</i></p> <p>Explanation of implementation: With the Child Care Act, parents make the choice of what child centre or child-minding agency they wish to use. Via on-demand financing, the instrument gives parents the means to take the solution to their child care needs into their own hands. This way, parents can determine the price/quality ratio themselves and child care providers can better respond to the desires of parents, including desires relating to flexibilization and opening hours.</p> | | L | SZW | | |
| 49 | <p><i>Balance of working and private life and working hours management: compile and circulate information on good practices</i></p> <p>Explanation of implementation: Flexible working hours and life course-conscious personnel policy are a central theme in the Daily routine projects in the 2nd (2002-2004) and 3rd (2004-2006) rounds. Results from the 2nd round are being actively distributed and implemented, with a particular focus on employers.</p> <p>The issue of flexible working hours was raised previously in various pilot projects in the ESF-EQUAL project 'Mixed' (particularly those relating to work/living and part-time diagnosis). It is a structural part of the part-time diagnosis instrument that became available after closure.</p> <p>All members of the three ambassador networks (financed by the ministries of Social Affairs and Employment and Economic Affairs, and supported by Opportunity) based their positions on the premise of increasing the flexibility of working hours.</p> <p>Via channels such as the ambassador networks and Mixed, as well as the Opportunity network, best practices have been collected and distributed. These activities contributed to setting the agenda for the theme in companies and institutions.</p> | | L | SZW | EZ, social partners, Opportunity in business | |
| 50 | <p><i>Promote cultural change in companies for improved balance of working and private life</i></p> <p>Explanation of implementation: Within the theme of flexible working hours and life course-conscious personnel policy (Daily routine projects in the 2nd (2002-2004) and 3rd (2004-2006) rounds), cultural change is a central focus. Results from the 2nd round with specific bearing on cultural change (e.g. in technical sectors) are being actively distributed and implemented, with a particular focus on</p> | | L | SZW | EZ, social partners, Opportunity in business | |

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| | employers. Cultural change on the company level was one of the sub-tracks in the ESF-EQUAL project 'Mixed.' This means that a variety of instruments focused on cultural change have been developed and tested in pilot companies. The findings are set out in the 'Mixed management – handbook for m/f diversity.' Changes in organizational culture are also an important area of attention for the successive ambassador networks and for member companies of <i>Opportunity in Business</i> . Companies have experimented in various areas, including diversity training for middle management and work/private life projects. | | | | | | |
| 51 | <i>Develop accessibility scenario, coordinate policy with other ministries concerned, implementation guide</i> Explanation of implementation: In 2000, State Secretary Verstand presented the report 'Accessibility scenario: survey of extra option for task combiners' to the Lower House of Parliament, partly on behalf of the cabinet members from Economic Affairs, VROM (Housing, Spatial Planning and the Environment) and Public Works and Water Management. The results of the report were involved in Daily routine projects in areas such as telecommuting, increasing flexibility and spreading of working hours, and in the drafting of zoning plans. | | | L | SZW | EZ, V&W, VROM | |
| 52 | <i>Develop pilot projects for accessibility scenario, teleworking</i> Explanation of implementation: Experiments with telecommuting were conducted with temporary staffing agencies, publishers, public utility companies and in the small and medium-sized business sector. A project for Turkish and Moroccan women showed that telecommuting is a good stepping stone towards working outside of the home. TNO as developed a calculation model to calculate the effects of telecommuting on accessibility. The results of the calculation model are included in the <i>Domotion</i> report 'Telecommuting and accessibility: Effects of telecommuting on accessibility in the Amsterdam region.' Details on the use of the calculation model are included in a user guide. | A | | | SZW | EZ, V&W, VROM | |
| 53 | <i>Include accessibility scenario in talks with 'social partners'</i> Explanation of implementation: This subject is not put on the agenda as a separate subject, in consultation with the social partners. | | | N | SZW | social partners | |
| 54 | <i>Action plan for application of accessibility scenario</i> Explanation of implementation: The Daily routine Incentive Scheme took further shape in the development of the accessibility scenario, in a number of experiments on telecommuting. | | | N | SZW | social partners, EZ, V&W, FIN, VROM, SZW | |

Space

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| Spatial planning in a new society | | | | | | | |
| 55 | <i>Include needs of groups that combine tasks in development of Fifth Policy Document on Spatial Planning, including through GIA</i> Explanation of implementation: The 5th Spatial Planning Policy Document was reviewed with a Gender impact assessment. One result of this was the bundling policy in the Spatial Policy Document (§ 2.3.2). Bundling of urbanisation and economic activities, so that work, care tasks and recreation can be better combined. The implementation local and must be tailored individually to each location. | | B | | | VROM | SZW |
| 56 | <i>Develop spatial, physical and economic conditions for care intersections on basis of extended research</i> | | B | | | VROM | SZW, EZ, VWS, |

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| 57 | <p><i>Develop partnering model for integration of 'daily routine functions' at care intersections</i></p> <p>Explanation of implementation: There was no broad investigation of spatial, physical and economic conditions for care interfaces. These aspects were addressed in projects in rural areas, for example, combining facilities in rural areas. The care interfaces were considered in policy development.</p> | A | | | SZW | VROM |
| 58 | <p><i>Develop financing/operation model (PPP construction) for co-operation between public and private partners in care intersections</i></p> <p>Explanation of implementation: The model was developed by the TU Delft and is based on the premise that interested parties are brought together at an early stage. value-takers (users) , value-givers (producers, suppliers) and leads (directors, the government). On 27 March 2002, a Partnering Conference was held on the subject of the facilities on the Zuidas. In July 2002, the report 'Partnering Model, for the development of facilities in new urban areas' was published, including a description of the model and the results of the conference. In addition, an informative web site (www.partneringmodel.nl) went online in December 2002. A number of municipalities received subsidies for application of the instruments developed in this regard. The emphasis here was on implementation.</p> | | | N | SZW | EZ, FIN, VWS, OCW, VROM |
| 59 | <p><i>Include multiple functions for daily routine and care intersections in zoning plans, including new care intersection planning category</i></p> <p>Explanation of implementation: In various projects (Daily routine incentive scheme and ESF3 daily routine) focusing on the improvement of the facilities level and bringing about multicultural accommodations, experience was gained in public-private cooperation.</p> | A | | | IPO, VNG | VROM |
| 60 | <p><i>Daily routine assessment criteria for zoning plans</i></p> <p>Explanation of implementation: Various initiatives and projects initiated from the Daily routine area endeavoured to introduce modern planning concepts. Development of care interfaces and multifunctional use of buildings was raised as an issue. For this development, concrete plans were also developed, such as daily routine checklists for planners that can be used in reviewing zoning plans.</p> | A B | | | VROM | VNG, IPO |
| 61 | <p><i>New map of the Netherlands for task combining functions</i></p> <p>Explanation of implementation: The result of the Daily routine incentive scheme is that at a number of provinces and municipalities, wishes and interests of task combiners are increasingly involved in spatial planning (Zuid-Holland, Alkmaar, Amsterdam, Rotterdam, Enschede, Heerhugowaard). Daily routine checklists have been developed that can be used in evaluating spatial plans. Under the VROM steering philosophy, zoning plans are no longer reviewed. The provinces and municipalities must take care of this.</p> | | | N | VROM | SZW |
| 62 | <p><i>Develop models for multifunctional premises and combine developments in a policy, including through publications with inspiring examples</i></p> <p>Explanation of implementation: A number of publications have been released. These are:</p> | A | | | OCW | VWS, VROM, SZW |

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| | <p><i>Guide for multifunctional accommodations</i> (January 2002): Creating multifunctional accommodations is a long-term process that demands a structured and transparent approach. The municipality plays a key role in this approach. By virtue of its position as coordinating local government, it must direct complex processes involving multiple parties. The guide describes the various phases of the process to follow to arrive at multifunctional accommodations.</p> <p><i>Multifunctional accommodations business plan</i> (December 2003): Any party considering a community school in multifunctional accommodations must decide whether this type of building is feasible and affordable. This volume gives a step-by-step account of each question the deciding party must answer.</p> <p><i>Day packages in the Community School</i> (January 2005): This publication describes 5 experiments in day packages in 5 community schools. A day package is a cohesive and contiguous offer of education, care and recreational facilities, in this case for children from 0–12 years. This book includes assistance for the planning of the day package, so that something new can be created by drawing on existing offerings.</p> <p><i>De Vensterschool deelt</i> (March 2005): An impression of 8 years of experience with the Vensterschool, Groningen (on CD-ROM). <i>De Vensterschool deelt</i> compiles the knowledge of the development and maintenance of community schools on one CD-ROM.</p> | | | | | | |
| 63 | <p><i>Include multifunctional premises in the development of the 5th Policy Document on Spatial Planning and the Architecture Policy Document</i></p> <p>Explanation of implementation: See policy action 55.</p> | A | | | | VROM | VWS, SZW, OCW |
| 64 | <p><i>Include attention to building costs for child care facilities and care intersections in land management of new residential estates in cabinet position on land policy</i></p> <p>Explanation of implementation: A decision has been made to not include the costs of child care and the like in land use. These are not costs relating to the acquisition of the land or making the land construction-ready. For this type of use, a social land price may be used (but this is up to the municipality).</p> | | | N | | VROM | SZW, VWS |
| 65 | <p><i>Include costs for daily routine facilities in older districts (including acquisition and management of flexible-use premises) in renovated management</i></p> <p>Explanation of implementation: See policy action 55.</p> | | | N | | IPO, VNG | VROM, VWS, SZW |
| 66 | <p><i>Adjust housing stock for combined tasks, small-scale enterprise, the 'extended home' (promote 'own client' position)</i></p> <p>Explanation of implementation: In recent years, encouragement of 'own clientship' has taken off. This happens in part via the residential construction arrangements, which state that municipalities get subsidies for construction in 'own clientship.'</p> | B | | | | VROM | |
| 67 | <p><i>Include daily routine in municipal and provincial executive programmes</i></p> <p>Explanation of implementation: Various provinces and municipalities include daily routine policy objectives in the council working programmes or their elaboration (municipalities such as Alkmaar, Amersfoort, Deventer, Groningen; provinces such as Zuid-Holland, Noord-Brabant, Noord-Holland, Drenthe, Overijssel, Groningen).</p> | A | | | | SZW | VNG, IPO |
| 68 | <p><i>Help desk to support municipal and provincial authorities with modern planning concepts</i></p> <p>Explanation of implementation: Support municipalities/provinces in (virtual knowledge centre) 'modern</p> | | | L | | VROM, SZW | IPO, VNG |

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| | planning concepts': taken up by VROM in space forum/knowledge guide (www.vrom.nl/ruimteforum and kenniswijzer@minvrom.nl). | | | | | |
| 69 | <i>Virtual information centre on modern planning concept</i> Explanation of implementation: See policy action 68. | | | L | VROM | SZW, IPO, VNG |
| 70 | <i>Develop future scenarios for daily routine</i> Explanation of implementation: The city of Groningen's <i>Times</i> project (Daily routine ESF-3) develops future scenarios for the city. The future scenarios outline better accessibility and availability of facilities, in part for task-combiners. | A | | | SZW | VROM |
| 71 | <i>Innovative(model) designs for modern spatial planning</i> Explanation of implementation: Innovative designs/examples with Daily routine as an explicit basis are bundled into a booklet. These designs have been developed in various projects throughout the country. These examples were also presented in a travelling exhibition that could be seen in polytechnic universities, the Ministry of VROM and in conferences. | A | | | VROM | |
| 72 | <i>Vision pool for exchange of experiences with modern planning concepts for professional groups concerned</i> Explanation of implementation: The vision pool for exchange of experiences between relevant professional groups is handled by VROM in 'Hoogstad consultations' and government designer consultations. | | | L | VROM | SZW, V&W, professions |
| 73 | <i>Commission development of teaching modules and tools for modern planning concepts for (higher) professional training courses and professional groups</i> Explanation of implementation: Innovative designs in spatial planning with Daily routine as an explicit basis were presented in a travelling exhibit. In supplement, workshops on this were organized with the provinces of Zuid-Holland and Gelderland, Capelle a/d IJssel and the Breda Polytechnical College, among others. In the province of Zuid-Holland, in the context of the project Spatial conditions for task combiners, a teaching module was developed and courses given to spatial planning officials in the municipalities and province. | | | N | VROM | SZW, OCW |

Access

Accessibility facilities

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| 74 | <i>Develop integrated regulation for access to daily routines facilities</i> Explanation of implementation: This proposal was taken up in local-level projects. | | | | N | SZW | VROM, VWS, OCW, BZK, EZ, FIN |
| 75 | <i>Special attention to ethnic minority groups that combine tasks</i> Explanation of implementation: In the Daily Routine Encouragement Programme, approximately 20 experiments emphasised black, migrant and refugee communities. This led to greater awareness and accessibility of child care, contracts for informal caregivers with a home care organization, methods for channelling to the labour market with a great deal of attention to the work/care problem areas, telecommuting for Turkish and Moroccan women and ethnic mothers as contact parent in the school. In experiments for small-scale independent business, extra attention was given to independent business. Expert meetings with various target groups were held on 'the Effects of | A | | | | SZW | V&I |

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| | Culture,' 'Diversity in daily routine,' 'Child care in sports' and 'Time.' In addition, a number of publications became available, such as <i>Bouwen aan samenwerking</i> , an inventory of 15 examples of multifunctional school buildings) and <i>International good practices in Europe and the US</i> . Results of projects and good examples showcased in the journal <i>Wereldtijd</i> . E-quality plays a role in interpreting and presenting results from other projects to their base. | | | | | | |
| 76 | <i>Expert meetin on daily routin from a multicultural perspective followed by conference</i> | A | | | | SZW | |
| | Explanation of implementation: Expert meetings with various target groups were held on 'the Effects of Culture,' 'Diversity in daily routine,' 'Child care in sports' and 'Time.' | | | | | | |
| 77 | <i>Additional incentive for combining tasks in ethnic minority groups, if necessary</i> | A | | | | SZW | VWS, EZ, V&I |
| | Explanation of implementation: For submitting project applications in the Daily routine subsidy round, task combination among ethnic minorities is identified as a specific area of attention. | | | | | | |
| 78 | <i>Determine minimum facility level required in rural areas</i> | A | | | | LNV | SZW, VWS |
| | Explanation of implementation: Publication Task Combiners in Rural Area released in 2002 by Verwey-Jonker Institute. With a subsidy from the Ministry of Social Affairs and Employment, the Netherlands Institute for Care and Welfare (NIZW) studied the need for and availability of facilities for combining work and care in rural areas and the gap between the minimum required and current level of facilities. | | | | | | |
| 79 | <i>Identify areas with most urgent needs for facilities level</i> | | | | N | LNV | SZW, VWS |
| | Explanation of implementation: With a subsidy from the Ministry of Social Affairs and Employment, the Netherlands Institute for Care and Welfare (NIZW) studied the need for and availability of facilities for combining work and care in rural areas and the gap between the minimum required and current level of facilities. | | | | | | |
| 80 | <i>Incentive programme for combination of work and care in rural areas</i> | | | L | | LNV | SZW, V&W, VWS, VNG, IPO, LTO, NAJK |
| | Explanation of implementation: An incentive measure for rural areas has been developed with the Ministry of Agriculture, Nature and Food Quality. This measure will be developed more fully in 2005. The temporary Social Infrastructure Incentive Impulse is intended to promote new, inspiring initiatives on the organization and financing of social services and facilities, and to make knowledge on these services/facilities accessible. | | | | | | |

Personal services

Personal services and care enterprise

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| 81 | <i>Survey of personal services provision as new sector</i> | | | L | | SZW | EZ, FIN |
| | Explanation of implementation: Following from the study <i>Personal Services</i> (referred to in the Multi-Year Policy Plan), the cabinet has devoted a Market Effects, Deregulation and Legislative Quality procedure to this subject. See also policy action 83. | | | | | | |
| 82 | <i>Development of conditions to make personal service provision a fully-fledged sector</i> | | | L | | EZ/SZW | VWS, FIN, EZ, Soc. partners. |
| | Explanation of implementation: | | | | | | |

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| | This action point has been developed in two MDW (marketing, deregulation, legislative quality) processes and the subsequent cabinet positions. See also policy action 83. | | | | | | | |
| 83 | <i>MDW (marketing, deregulation, legislative quality) project on personal service provision</i> Explanation of implementation: In 2001, the MDW report <i>Vijf vliegen in één klap; naar één markt voor persoonlijke diensten</i> ('Five birds with one stone: towards a market for personal services') was released. In 2003, the MDW report <i>Vraag en aanbod in de persoonlijke dienstverlening; marktontwikkelingen, belemmeringen en oplossingen</i> was released. Following from both MDW reports, a cabinet position was released. In 2004, the SEOR survey <i>De markt voor persoonlijke dienstverlening</i> was sent to the Lower House of Parliament. In 2004 the file was linked to the proposed elimination of the Cleaning Services (Private Persons) Scheme. On 18 May 2005, the cabinet response 'Market for personal services,' together with a CPB analysis, was sent to the Lower House of Parliament. | | | L | | EZ | SZW, FIN | |
| 84 | <i>Development and stimulation of models for care enterprise</i> Explanation of implementation: Within the Daily routine projects, the theme of care business was twice the explicit subject of projects, namely in the 1st and 3rd (currently still ongoing) rounds. In the first round, a franchise model for child care was 'retooled' for application in the home care sector. This model, Thuiszorg Amsterdam, is currently operational, and is being duplicated in other parts of the country. In the 3rd round, other models for care business are being developed. At the conclusion of the round, the successful models will be disseminated and, where possible, implemented. | | | L | | SZW | VWS, EZ, MKB, trade org. | |
| 85 | <i>Start pilot projects for small-scale care enterprise as part of EQUAL programme</i> Explanation of implementation: Within the 'business' foundation of EQUAL, forms of care business have been developed, with an emphasis on promoting entrepreneurship for underprivileged groups; the sector in which the entrepreneurship was developed was derived. A number of projects in the first round did focus on care-related services. | A | | | | SZW | | |
| 86 | <i>Stimulate franchise model in small-scale care enterprise</i> Explanation of implementation: See policy action 84. | | | L | | SZW, VWS | SME, FIN trade.org., EZ | |
| 87 | <i>Solving bottlenecks and if necessary, amending legislation on the development of personal service/care enterprise</i> Explanation of implementation: See policy action 83. | | | L | | SZW, EZ | VWS, FIN | |
| Follow up | | | | | | | | |
| Daily routine policy based on results of incentive scheme | | | | | | | | |
| 88 | <i>Memorandum on interim results of daily routine experiments</i> Explanation of implementation: The memorandum appeared in January 2002. The conference was held at the Kurhaus and was attended by over 600 people, generating a great deal of publicity. | A | | | | SZW | | |
| 89 | <i>Inter-authority, Interdepartmental Working Group on embedding daily routine in new and existing policy</i> | B | | | | SZW | V&W, FIN, VWS, EZ, | |

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| | <p>Explanation of implementation: Within Social Affairs and Employment, considerable efforts have been made to embed the results of the Daily routine projects in existing and new policy. A portion of the results is incorporated into the new Child Care Act. In addition, there is the interdepartmental 'Jong Operation' in which the theme 'day packages and combination,' from the Daily routine projects, is a key subject. This type of consultation is also happening relating to subjects such as personal services (Economic Affairs), opening hours of stores and facilities (Economic Affairs) and informal care-givers (Public Health, Welfare and Sport). No general interdepartmental working group has been put together.</p> | | | | | | OCW, VROM, LNV,BZK, VNG, IPO |
| 90 | <p><i>Start of ESF programme Local Social Capital</i></p> <p>Explanation of implementation: In the framework of the European Union's Community Framework Strategy for Equality between Men and Women 2001-2005, the trans-national project 'Daily routines, from local practice to national policy' was conducted in 2002 and 2003. The Ministry of Social Affairs and Employment's Department for the Coordination of Emancipation Policy coordinated this European project. With organizations in Italy, France and Finland, the study examined local and national policy and practice relating to combining work and private life. The project lasted 18 months. Activities were: comparison between policy and practice; study trips to participating countries; a publication on policy and best practices and a European closing conference in January 2004.</p> | | | L | | SZW | |
| 91 | <p><i>Daily routine experiments monitor</i></p> <p>Explanation of implementation: Regioplan monitored the results of the experiments and projects at all times. Most significant results: Of the 140 experiments, nine were discontinued prematurely. On the basis of the overall success benchmark created for this study, 40 of the 140 experiments can be called 'very successful' and 52 'successful.' The remaining 48 were less successful. The experiments were conducted throughout the Netherlands, with relatively more being conducted in the <i>Randstad</i> (4 major cities/suburban area) than the rest of the country. The overwhelming majority of experiments were focused on task combiners, but approximately half of the experiments considered policy makers and professionals as target groups (whether or not in addition to task combiners). During the course of the project, politicians and policy-makers expressed interest in more than three-fourths of the experiments. The experiments also received attention in various media. In only 15% of the experiments did project leaders indicate that they received no media attention.</p> | A | | | | SZW | |
| 92 | <p><i>Description of 'good practices' (daily routine experiments)</i></p> <p>Explanation of implementation: The best practices from the Daily routines Experiments are described in: <i>Oplossingen Dagindeling</i>, pamphlet series (March 2003), Ministry of Social Affairs and Employment/Department for the Coordination of Emancipation policy/PBD, and in <i>Dagindeling in Actie. Resultaten and producten of 27 projects ESF-3</i> (April 2005).</p> | A | | | | SZW | |
| 93 | <p><i>Expert meetings, kick-off conference for fourth tranche experiments, and Daily routine Ideas Day</i></p> <p>Explanation of implementation: In the past five years, there have been focus group meetings held three times per year for exchanging information on the projects and to give the experts a forum for making presentations. In addition, the conferences <i>Dagindeling Halverwege</i> and <i>Dagindeling op Tournee</i> (at the end of the incentive measure) were held, the latter consisting of mini-conferences on location (along with a central meeting). In April 2005, the <i>Tijdconferentie</i> was held as</p> | A | | | | SZW | |

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| | a reference point for the Daily routine ESF-3 projects. | | | | | | |
| 94 | <i>Evaluation/final recommendations on DailyRoutine Incentive Scheme</i> | A | | | | SZW | |
| | Explanation of implementation: The Incentive Measure mobilized many people; interesting products were developed, and it put the combination of work and care on various political and policy agendas. There was a great deal of success with mainstreaming, and many of the projects were continued without subsidy. On the down side, many results were insufficiently clear, so that they cannot be used by others, and the mainstreaming process is far from complete. Turning the results into structural practices will require further efforts. Although some might have expected more from the Incentive Measure, it can be concluded that it did contribute in many ways to improving the options for combining work and care. | | | | | | |
| 95 | <i>Proposals for daily routine research programme, including need for daily routine arrangements and care infrastructure.</i> | A | | | | SZW | SCP, CBS |
| | Explanation of implementation: Research has been conducted into times in the health care sector (NIVEL); facilities in rural areas (NIZW); personal services (Regioplan; SEOR), time arrangement (SCP); international best practices (NIZW). | | | | | | |
| 96 | <i>Multi-year communications campaign on daily routine</i> | | | L | | SZW | |
| | Explanation of implementation: The communications campaign took shape in several ways including the TV segments with <i>de Agenda</i> and three times in the publication <i>Toptijd</i> , which reached 900,000 readers. | | | | | | |

3 Power and decision making

A B W L N Lead Others

Politics and Public Administration

Election lists and election system

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| 97 | <i>Guide (on the Internet and elsewhere) for recruitment and selection of female and ethnic minority candidates at each election</i> | A | | | | BZK | SZW |
| | Explanation of implementation: With regard to lists of candidates and the election system is a guideline for the recruitment of politicians, published on the website www.vernieuwingsimpuls.nl . This guideline provides assistance in recruiting people for political positions in municipalities using a step-by-step plan. Special attention is paid to the recruitment of female and ethnic minority politicians in order to achieve more diversity of the politicians and a better representativeness of the population. Specific attention is paid to the training and education for political positions. A diverse composition according to gender, age and ethnicity is important. The composition and diversity of the lists of candidates for elections is a responsibility of the political parties themselves. These and other matters are regularly discussed with the political parties themselves. | | | | | | |
| 98 | <i>Seek opportunities for women and ethnic minorities to win seats (GIA) in development of new election system</i> | | | | N | BZK | SZW |
| | Explanation of implementation: Now that the cabinet has decided to withdraw the bill for a new election system, the demand for an emancipation impact statement is no longer an issue. Within the framework of the study of a new election system, Prof. Pippa Norris (USA) will write about the relationship between election systems and the position of women and minorities for the purpose of a congress to be organized | | | | | | |

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| | in the second half of 2005. By order of the Ministry of Foreign Affairs, the IPP has developed projects about the intended reorganization of the election system in this cabinet period. Discussions and articles have described the consequences of the participation of woman and of minorities of changing the election system into a district system. | | | | | | |
| Politics and care | | | | | | | |
| 99 | <i>Facilities for combining work and care for local and provincial politicians</i> Explanation of implementation: Recently a constitutional amendment was effected which provides for the election of the members of the Lower House and the Senate of the States General, the Provincial Council and the Municipal Councils in relation to the temporary replacement of their members in the event of pregnancy, maternity or illness. This amendment enables a replacement system for people's representatives. The implementing legislation is currently being prepared. The motive of the proposed replacement system is to enable women to make full use of their right to stand for election. This is an improvement of the position of women in public administration. Temporary replacement means that the member concerned becomes a member of the representative body again following the replacement term, by operation of law. In this way, these women do not have to rely on voluntary arrangements. A second motive concerns the health aspect. By introducing the option to have oneself temporarily replaced in the event of pregnancy and maternity as well as in the event of illness, it is prevented that people's representatives may feel forced to continue to work at the expense of their health or the health of their baby. After temporary replacement due to illness one becomes a member of the representative body again by operation of law as well. This is a way to show respect for the person who exercises an office. | | | W | | BZK | SZW |
| 100 | <i>Evaluate facilities and take any supplementary measures</i> Explanation of implementation: See policy action 99. | | | W | | BZK | |
| 101 | <i>Proposed constitutional amendment for pregnancy and maternity leave for politicians</i> Explanation of implementation: See policy action 99. | A | | | | BZK | SZW |
| Diversity in politics | | | | | | | |
| 102 | <i>Consultation with the party chairpersons</i> Explanation of implementation: The Minister of the Interior (BZK) periodically consults with the party chairpersons about several issues with regard to public administration. The representation of women (and later ethnic minorities as well) and what the parties do for these groups, have been on the agenda. | | | L | | BZK | political parties |
| 103 | <i>Consultative platform for political party training institutes</i> Explanation of implementation: In 2001 a consultation platform of the training institutes was established around diversity. Several actions have been initiated, including the development of a diversity audit on politics. Until 2004, the IPP facilitated the network <i>Veelzijdigheid in de Politiek</i> (VIP); this network consisted of women from emancipation agencies, training institutes of political parties and women's organizations. During the meetings of the VIP, the people attending informed each other about training for local and administrative participation and about activities around elections. | | | L | | Political parties | BZK IPP |
| 104 | <i>Breeding ground for ethnic minority women: monitoring system and new</i> | A | | | | BZK | Political |

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| | <i>initiatives</i> | | | | | | parties, VNG, IPP |
| | <p>Explanation of implementation: The 'Breeding Pond' project of the Multicultural Institute for Political Participation (MIPP) provided courses to ethnic minority women with a (local) political ambition. A follow-up system was developed, to monitor the career of the former students. The first monitoring showed that the 'Breeding Pond' has made an important contribution to the political participation of the women attending the course. This course reached a group of motivated ethnic minority women who had not been involved in politics before. The 'Breeding Pond' has also contributed to the preparation of women for a political position and to actually being involved in politics.</p> <p>As a result of the subsidy tasks of the central government and the rethinking of the expenses during the Balkenende I and II cabinets, the subsidies for activities that no longer meet the policy priorities of the Ministry of the Interior and Kingdom Relations have been abolished. Within this framework the subsidy to the Multicultural Institute for Political Participation has been withdrawn.</p> | | | | | | |
| 105 | <i>Breeding grounds for young talent and elderly persons interested in politics</i> | | | | N | Political parties | BZK, SZW, VNG, IPP, e- agencies, universities polytechs, Toplink |
| | <p>Explanation of implementation: Not carried out.</p> | | | | | | |
| Political culture | | | | | | | |
| 106 | <i>'Dualism and local democracy' innovation scheme</i> | A | | | | BZK | SZW, VNG, IPP |
| | <p>Explanation of implementation: Local experiments have been financed within the framework of the 'renewal impulse'. The issues are change and diversity of the local political culture.</p> | | | | | | |
| 107 | <i>Monitoring political innovations for female participation</i> | | | | L | BZK | SZW, VNG, IPP |
| | <p>Explanation of implementation: This is included in the evaluation of the renewal impulse. See also policy action 106. The issues are change and diversity of the local political culture.</p> | | | | | | |
| 108 | <i>Training institutes consultative platform: development and implementation of instruments</i> | A | | | | political parties | BZK, SZW, IPP |
| | <p>Explanation of implementation: In 2001 a consultation platform of the training institutes was established around diversity. Several actions have been initiated, including the development of a diversity audit on politics.</p> | | | | | | |
| 109 | <i>Information for social movements on instruments</i> | A | | | | IPP | BZK, SZW, IPP |
| | <p>Explanation of implementation: The (autonomous) IPP has developed several publications and instruments focused on diversity and political renewal. See also policy action 103.</p> | | | | | | |
| European and international politics | | | | | | | |
| 110 | <i>Campaigns relating to elections and meetings</i> | | | | L | BZK | SZW, BUZA, political parties |
| | <p>Explanation of implementation: The focus on the position of women is part of campaigns for Euro elections (campaigns of the political parties). The result is that the percentage of women in the European Parliament is currently 44%. Again and again attention is demanded for the participation of women in European politics.</p> <p>During the installation of the new European Commission, special attention was paid to the representation of women. At present, 7 of the 25 Commissioners are women (28%) – which is a minor increase compared to the Prodi Commission.</p> | | | | | | |

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| 111 | <i>Breeding grounds for women interested in European and international politics</i> | A | | | | | BZK, BUZA | SZW, political parties |
| <p>Explanation of implementation: The IPP implemented a multi-year project in Slovakia and Turkey; the aim of this project is to promote the political participation of women. See also policy action 104.</p> | | | | | | | | |
| Local politics | | | | | | | | |
| 112 | <i>Monitor outflow of women and develop measures</i> | | | L | | | BZK | SZW |
| <p>Explanation of implementation:</p> <ul style="list-style-type: none"> • A study has been undertaken (ordered by BZK and DCE) into the extent of and the reason for the early retirement of women from municipal councils and provincial states. Women appear to retire prematurely more often than they perceive slightly more negative cultural aspects. More importantly, however, are time pressure and combination problems, both in early retiring women and men. In the age group up to 45 years of age this is a decisive argument. The results of this monitoring have been included in two reports, published by the SGBO. • The attractiveness of being a member of the provincial states or the municipal council has also been studied. The study of the motives of local politicians to retire was focused on gaining a more detailed insight. For that purpose surveys have been conducted among retired council members into their main reasons to retire. These surveys show that the combination of work and care is mentioned by local politicians as a motive to retire. • The Ministry of the Interior and Kingdom Relations periodically compiles a progress report entitled '<i>Vrouwen in politiek en openbaar bestuur</i>'. This report includes, without being limited to, the target figures for the number of women in politics and public administration. The report also contains figures revealing the development of the contribution of women to politics and public administration in several fields. | | | | | | | | |
| 113 | <i>Training institutes consultative platform: recruit local political talent</i> | | | L | | | political parties | BZK, SZW, IPP, national platform local pol. parties |
| <p>Explanation of implementation: In 2001 a consultation platform of the training institutes was established around diversity. Several actions have been initiated, including the development of a diversity audit on politics. Practices with regard to the local recruitment of (potential) candidates in the build-up to the municipal council elections 2002 have also been exchanged.</p> | | | | | | | | |
| 114 | <i>Develop programmes on diversity in the local (political) middle management</i> | A | | | | | IPP | BZK, SZW, pol. parties |
| <p>Explanation of implementation:</p> <ul style="list-style-type: none"> • The (autonomous) IPP has developed several publications and instruments focused on diversity, political renewal and supporting volunteer organizations. Developing the diversity of programmes in the local (political) midfield: in cooperation with the municipality of Amsterdam and its urban district councils, the IPP has carried out a four-year project with the aim to promote the political and administrative participation of migrants. The project was carried out from 1 October 2000 through 1 October 2004. Products: basis and advanced courses on political and administrative participation, newsletters, discussion meetings and helpdesk. More than half of the participations were women. The book '<i>De wereld in huis, allochtonen in Amsterdamse raden en besturen</i>' describes this project. • In 2004, the IPP carried out a study for the municipality of Utrecht, on the political participation of migrants and the need to organize courses in the municipality in order to promote this participation. • With support from the Ministry of Justice, the IPP is currently carrying out the project <i>Vinden en Binden</i> in four towns. The project includes training | | | | | | | | |

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| | <p>for political parties, with courses in political participation for migrants on several levels. The focus is on participation of ethnic minority women.</p> <ul style="list-style-type: none"> The IPP published the book <i>Vinden en Vasthouden</i>. This book is intended for political parties drawing up their list of candidates for local elections. The focus is on including women and ethnic minorities in these lists. The book is also intended for organizations wanting these groups represented in their boards. | | | | | | | |
| 115 | <p><i>Offer diversity programmes and training for women to local (political) middle management</i></p> <p>Explanation of implementation: See policy action 114.</p> | A | | | | | IPP, e-agencies | BZK, SZW |
| Senior public administration postis | | | | | | | | |
| 116 | <p><i>'Women in senior public administration posts' EQUAL project</i></p> <p>Explanation of implementation: Within the framework of a pilot, several government organizations have participated in the ESF-Equal project 'Mixed': the Ministry of Foreign Affairs, the Tax Authorities and the municipalities of Rotterdam and Amsterdam.</p> | A | | | | | BZK, SZW | dep., provinces, water boards, municipalities, IPO, VNG, Toplink |
| Business sector | | | | | | | | |
| Senior positions in private and non-profit sectors | | | | | | | | |
| 117 | <p><i>Develop benchmark to monitor developments</i></p> <p>Explanation of implementation: A benchmark has been developed (www.glazenplafondindex.nl) that companies and institutions can use to compare their quantitative performance with that of others in their branch. The benchmark is extended with a qualitative dimension (employment conditions, combination of work and care, recruitment, selection, career policy, cultural aspects).</p> | A | | | | | EZ | SZW, SCP/CBS, OIB, trade and industry |
| 118 | <p><i>Government-private sector exchange programmes</i></p> <p>Explanation of implementation: Both within the framework of the subsequent ambassador networks and within the framework of the ESF-Equal programme Mixed there has been an exchange between both the government and trade and industry of knowledge and experience with policies aimed at the moving on of women to senior positions.</p> | A | | | | | BZK, EZ | SZW, Toplink, OIB, trade and industry |
| 119 | <p><i>Making value added diversity visible (economical and process terms)</i></p> <p>Explanation of implementation: Within the framework of the subsequent <i>glass ceiling</i> ambassador networks case studies and studies have been carried out in order to make this additional value visible (eg a study by the VU for TPG, a study by the RUG for the NAM). Large-scale systematic scientific research has not taken place (yet).</p> | A | | | | | SZW | |
| 120 | <p><i>Further development of instruments by government and specialist organizations</i></p> <p>Explanation of implementation: Developing, testing and distributing instruments focused on the moving on of women was the core of the ESF-Equal project Mixed carried out by DCE from 2002 to 2005, in cooperation with expert organizations.</p> | A | | | | | SZW | OIB, Toplink |
| 121 | <p><i>Talks with employers' organisations and trade unions</i></p> <p>Explanation of implementation: Not realised.</p> | | | | | N | SZW, EZ | BZK |
| 122 | <p><i>Communication plan</i></p> | A | | | | | SZW | |

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| | <p>Explanation of implementation: During 'Mixed' a communication plan was implemented, which was focused on the 500 largest companies and institutions in The Netherlands. The main themes were the moving on of women to senior positions and diversity at higher levels and for the instruments that can be used to support this.</p> | | | | | | |
| 123 | <p><i>Campaign for part-time work in senior positions</i></p> <p>Explanation of implementation: In 2002 consultations took place within SZW about a campaign around the legal right to adjustment of working hours. Attention would be paid to part-time work in senior positions. The Equal project 'Mixed' was also implemented as a pilot to promote part-time work in senior positions and a digital part-time diagnosis instrument was developed for companies and their employees.</p> | A | | | | SZW | EZ |
| 124 | <p><i>Pioneers' network</i></p> <p>Explanation of implementation: Over the past three years, SZW/DCE and Economic Affairs have financed 'Glass ceiling ambassador networks', with the aim to put the theme of the moving on of women to senior positions on the agenda in companies and institutions. A group of 15-20 prominent people from trade and industry and from labour organizations in government and non-profit tackle this theme in and outside their own companies. Each member formulates at least three personal action points that should be realized within a year and that are focused on their own company, their own branch or sector or agenda-setting in general. Besides, the networks jointly seek publicity with their activities.</p> | | | L | | SZW, EZ | Trade and industry |
| Middle management | | | | | | | |
| 125 | <p><i>Refine benchmark: also focus on middle management</i></p> <p>Explanation of implementation: The glass ceiling index measures the difference between the proportion of women in a labour organization as a whole, the proportion of women in middle management and the proportion of women in senior positions. This makes transparent where the moving of women to senior positions stops; this is often in middle management. If so, recommendations are given to make better use of this potential in middle management for access to senior positions.</p> | A | | | | SZW | EZ, SCP / CBS, OIB |
| 126 | <p><i>Support projects for promotion to middle management</i></p> <p>Explanation of implementation: The ESF-Equal project Mixed concerned the moving of women to senior positions. Middle management is the main potential.</p> | A | | | | SZW, EZ | Equal, OIB |
| 127 | <p><i>Support projects for promotion of ethnic minority women</i></p> <p>Explanation of implementation: Several parts of the ESF-Equal project Mixed were focused on the opportunities of ethnic minority women to move to senior positions. In several Mixed pilots ethnic minority women were represented. One of the Mixed pilots was exclusively intended for ethnic minority women.</p> | A | | | | SZW, EZ | Equal, OIB |
| 128 | <p><i>'Women in Men's Jobs' Taskforce</i></p> <p>Explanation of implementation: In 2004-2005 the project <i>Vrouw/man in beroep</i> was implemented, within the framework of a partnership between SZW/DCE and several departments (Economic Affairs, Defence, Foreign Affairs, Education, Culture and Science) and expert organizations. A booklet was compiled containing examples of good practice, in order to persuade more girls and women to opt for the technical segments of labour and education (<i>'Een barst in het glas'</i>), a collection of essays about the (economical) additional value of breaking down the walls</p> | | | L | | EZ, SZW | SZW, OCW, Def, BUZA, VWS, etc. |

between 'typical male and female careers' will soon be published
 As a follow-up to this project, DCE/SZW, in cooperation with Education, Culture and Science and expert organizations (VHTO, VanDoorneHuiskes, Stichting Toekomst der Techniek and Equivalent) have submitted an Equal request second tranche: the *Glass Wall*. Economic Affairs is involved in this project through a sounding board group. In July 2005 the Agentschap SZW granted the request. The implementation of the project started in July 2005 and will be completed in December 2007. Budget: € 2.5 million. Transnational cooperation will take place with similar projects in Germany and Northern Ireland.

Development of instruments

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| 129 | <p><i>Make selection and self-selection mechanisms in corporate culture visible in promotion to senior positions</i></p> <p>Explanation of implementation: Within the framework of the ESF-Equal project 'Mixed' instruments have been developed that influence several factors that are relevant to the moving of women to senior positions. Selection and self selection mechanisms are among these factors. Culture diagnoses, the management-development paths, the mentoring programmes and the toolkit equal opportunities through Investors in People have paid attention to this. This was documented in the Mixed publications '<i>Sleutels voor succes – Hoe organisaties de deur naar de top kunnen openen voor vrouwen</i>'. This topic is also discussed in '<i>Mixed management – Handboek diversiteit m/v</i>' and in the equal opportunities toolkit. Both publications have been read by many HR managers.</p> | A | | | | SZW | |
| 130 | <p><i>Organise better coaching for company managers</i></p> <p>Explanation of implementation: Coaching and mentoring from a gender- and/or diversity perspective was the subject of the Mixed instruments 'coaching and mentoring', 'coaching in the culture' and 'coaching for ethnic minority women'. Apart from coaching activities for (ethnic minority) female employees activities have also taken place aimed at making managers aware of this perspective within their organizations. The findings have been documented in Mixed management. An international expert meeting has taken place about this theme, which has led to the publication of 'Coaching and mentoring – A tool for equal opportunities'. Apart from this, many ambassador companies use the 'cross mentoring' instrument for organizational changes for the purpose of promoting equal opportunities. This does not only imply that older managers act as mentor of talented women, but that there also is a mutual learning relationship.</p> | A | | | | SZW | OIB, trade and industry |
| 131 | <p><i>Diversity management in job requirements for senior managers</i></p> <p>Explanation of implementation: Several companies that participated in Mixed or in ambassador networks experiment with this. This theme also plays a part in the exchange of good practices. The guiding role of government in this respect is very limited.</p> | | | L | | SZW | Trade and industry |
| 132 | <p><i>Diversity management in management training</i></p> <p>Explanation of implementation: Some institutes start paying attention to this. "Mixed management" has also been distributed among training institutes. Schouten and Nelissen has purchased a lot of copies, with the aim to use it within the framework of manager training.</p> | | | L | | OCW | the training institutes |
| 133 | <p><i>Diversity management chairs (possibly temporary special chairs)</i></p> <p>Explanation of implementation: Not realised.</p> | | | | N | SZW | University, polytech |

The government as an employer

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| 134 | <p><i>Targets and action plans in every government institution, annual interdepartmental talks</i></p> <p>Explanation of implementation: The study '<i>Genderbewust personeelsbeleid bij de overheid</i>' (2003) focused on the role of the central government and the local authorities. The figures provided by the ministries have been published on the website of SZW. Whether these target figures will be met depends on the ministries concerned. Half of the ministries and local authorities appear to pay attention to the moving of women to senior positions, but any embedding in regular HR policy is seldom found. A benchmark glass ceiling for the government will be developed with the aim to give the policy an extra boost. Moreover, BZK will pay attention to the position of women in central government within the framework of its diversity policy. In the Equal project MIXED eight government organizations participated in several pilots (two ministries, three municipalities and three other government institutions). Several Directors General (DGs) and Secretaries General (SGs) have participated in one of the ambassador networks and, within that framework, have undertaken actions focused on their own Ministry.</p> | A | | L | BZK | dep., provinces, water boards, municipalities, IPO, VNG |
| 135 | <p><i>Diversity management in job requirements for senior managers</i></p> <p>Explanation of implementation: These requirements are indirectly included more and more frequently by emphasizing the competence environment-focused leadership. Within the framework of the further detailing of the Action plan on diversity in 2006 this issue will be further elaborated.</p> | | | L | BZK, SZW | All ministries |
| 136 | <p><i>Diversity management in the training of senior managers</i></p> <p>Explanation of implementation: The Senior Civil Service (ABD) is currently trying to establish how diversity can be incorporated into the Candidates Programme, a training course for young (trainee) directors in the central government.</p> | | | L | BZK | OCW, departments |
| 137 | <p><i>Support for VNG and IPO projects on promotion of women tot senior service posts</i></p> <p>Explanation of implementation: Not realised.</p> | | | N | BZK | VNG, IPO |
| 138 | <p><i>ABD office and other government agencies to focus on the share of women in senior positions as part of the cooperation survey</i></p> <p>Explanation of implementation: As the Employment of Minorities (Promotion) Act no longer exists, ethnic diversity will be a priority. In 2006 a more integral action plan on government and diversity will be developed, in which concrete activities with regard to other diversity groups will be described, such as women in senior positions. The Senior Civil Service (ABD) (in) formally cooperates with other government organizations such as the Association of Netherlands Municipalities (VNG) to broaden their opportunities for 'gender conscious' recruitment and selection. Over the past five years, the network of the ABD has further developed. The intention is to recruit people (men and women) from outside the central government to fill 10 to 15% of the vacant positions.</p> | A | | | BZK | VNG, IPO |

4 Human rights

A B W L N lead others

Equal treatment and non-discrimination

Deepening of instruments

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| 139 | <p><i>Apply protection level of Article 13 of EC Treaty to existing Directives on gender grounds: development of Directives based on Articles 13 and 141 by European Commission</i></p> <p>Explanation of implementation: The amended Second Directive (2002/73/EC): the bill was sent to the State Council for advice; this concerns a clear implementation of the directive. An implementation proposal is being drawn up for the directive 2004/113/EC (goods and services). This process is lead by BZK.</p> | | | L | | SZW | BZK, JUS, VWS |
| 140 | <p><i>Implementation of the action plan on equal pay</i></p> <p>Explanation of implementation: The Labour Foundation, the Council for Public Sector Personnel Policy and the Equal Treatment Commission. Subjects: - the way in which employers can be encouraged to use the available instruments in the field of equal pay; - the way in which equal pay can be included in the negotiations between CAO (collective bargaining agreement) parties - how an Equal Pay Force can be established and what their authority should be.</p> | | | L | | SZW | |
| 141 | <p><i>Start up and establish information centre and communication plan on equal treatment</i></p> <p>Explanation of implementation: This information centre will only have limited added value. The information is currently provided to the members of the public through government websites and websites of social organizations (for example the Emancipatieweb, 'emancipation.nl'). Over the past two years considerable sums were spent on providing further information about the UN Women's Convention. Considering the above considerations the cabinet has decided not to establish such information centre.</p> | | | | N | SZW | JUS, BZK, VWS |
| 142 | <p><i>Experiments aimed at combating discrimination and promoting equal treatment in the labour market, as part of EQUAL</i></p> <p>Explanation of implementation: No subsidy has been awarded for the second tranche of Equal; the first tranche has almost been completed. Subsidy has been awarded to the Companies Care project: a project on codes of conduct and to the COC for the project Enabling security for gay and lesbian teachers.</p> | A | | | | SZW | BZK, JUS, VWS |
| Implementation of the UN Women's Convention | | | | | | | |
| 143 | <p><i>Ratification optional protocol in UN Women's Convention</i></p> <p>Explanation of implementation: In August 2002 the optional protocol to the UN Women's Convention came into effect in The Netherlands, the Netherlands Antilles and Aruba. The protocol provides in an individual right of complaint for women who think their rights have been violated. After they have exhausted the national remedies, they can submit a complaint to the Committee to the UN Women's Convention.</p> | | | W | | SZW | Nation- wide |
| 144 | <p><i>Signing and ratification of protocol no. 12 to the European Treaty on the Protection of Human Rights and Fundamental Freedoms</i></p> | A | | | | BZ | JUS, BZK, SZW |

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| | <p>Explanation of implementation: - Protocol no. 12 EVRM was ratified for the Kingdom on 28/07/2004. - Protocol UN Women's Convention was ratified for the Kingdom on 22/05/2004.</p> | | | | | | | | |
| 145 | <p><i>Expansion of discrimination grounds in ILO Treaty 111</i></p> <p>Explanation of implementation: The extension of the discrimination grounds under this treaty turned out to be not feasible.</p> | | | | | N | SZW | | |
| 146 | <p><i>The second national report relating to the UN Women's Convention on gender sensitivity of human rights policy, aliens policy, newcomer policy, integration policy and remigration policy</i></p> <p>Explanation of implementation: In 2003 the general part and the thematic part of the 2nd national report on the Women's Convention was published. The thematic part was drawn up by the Advisory Committee for immigration and discusses the UN Women's Convention in relation to the position of female immigrants in the Dutch immigration policy and immigration law. The Cabinet's response to both reports was sent to the Lower House in December 2005. The 4th International Implementation Report was sent to the Committee on the Elimination of all Forms of Discrimination against Women (Cedaw) in January 2005.</p> | A | | | | | SZW | BZ, JUS, V&I | |
| Unseen distinctions | | | | | | | | | |
| 147 | <p><i>Fifth in-depth study in relation to the UN Women's Convention on unseen distinctions in the organization of paid work and unpaid care</i></p> <p>Explanation of implementation: In 2004 the report <i>Towards a Different Law. The meaning of article 5a UN Women's Convention</i>, was presented to both Chambers of the States General. Upon the ratification of the UN Women's Convention in 1991 the government decided to have comprehensive studies carried out of the meaning of this convention for our country. This report is the fifth in the series.</p> | A | | | | | SZW | VWS | |
| Social benefits of an emancipated society | | | | | | | | | |
| 148 | <p><i>Multidisciplinary study of economic and social benefits of an emancipated society</i></p> <p>Explanation of implementation: The CPB was asked to analyze the macro-economical profits of an increase in labour participation of women to 65% in 2010. This analysis was focused on identifying the factors that impede an optimal level of labour participation that is in accordance with the preferences of individuals. The CPB memorandum 'Women's Participation in the Labour Market' was presented to the Lower House on 5 October 2002.</p> | A | | | | | SZW | | |
| Combating violence | | | | | | | | | |
| Preventing and combating violence against women | | | | | | | | | |
| 149 | <p><i>Cabinet response to in-depth study on prevention and combating violence against women</i></p> <p>Explanation of implementation: The fourth comprehensive study of the meaning of the UN Women's Convention in the Dutch legal order, the <i>prevention and combating of violence against women</i> has given the combat and banishment of violence against women a new impulse. 'Violence behind the front door' has received new attention, particularly as a result of the project on domestic violence of the</p> | A | | | | | SZW | JUS, VWS, BZK, BZ, OCW | |

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| | Ministry of Justice. In conjunction with the attention for trafficking in human beings (partly as a result of the appointment of the National Rapporteur on Trafficking in Human Beings) and for the reinforcement of the role of women and of gender expertise in conflict situations and the solution of these conflict situation (following the United Nations and the European Council) this has lead to more emphasis on the security of women both in and outside their house. The policy priority includes the combating and banishment of violence against women, and the exchange between Dutch and international emancipation policy. | | | | | | |
| 150 | <i>Action plan on prevention and combating violence against women and girls</i> Explanation of implementation: <ul style="list-style-type: none"> In response to the study <i>Het voorkomen en bestrijden van geweld tegen vrouwen</i> and the advice <i>Geweld tegen vrouwen</i> of the Adviesraad International Vraagstukken (AIV) the memorandum <i>Een veilig land waar vrouwen willen wonen (A safe country where women want to live)</i> (SoZa-03-004) was sent to the Lower House. The memorandum includes the policy framework, the points of departure, the recent government activities, The general policy conclusions, and (in terms of positions) the way in which further improvement of the policy will be initiated based on the of the emancipation policy. In response to motion 28 600-XV, no. 100, submitted by Lower House member Hirsi Ali c.s. about the development of an action plan '<i>Huiselijk geweld en geweld tegen vrouwen</i>' the Minister of SZW sent the House a memorandum in December 2003. | A | | | | SZW | VWS, BZK, BZ, OCW |
| 151 | <i>Possibility of subsidies for projects on perceptions and violence against women</i> Explanation of implementation: Within the framework of the emancipation-support subsidy scheme 1998, the theme for 2001 is ' <i>Beeldvorming en voorkomen en bestrijden van geweld tegen vrouwen en meisjes</i> '. This theme is focused on embedding and implementing 'good practices' (structurally). Cooperation between organizations eq. facilities should be the central issue. Seven projects have been subsidized for an amount of €278,322.33. In 2004, 17 applications for a subsidy were awarded for the amount of € 2.22 million. In 2005, 12 project applications were awarded, for a total amount of €1.2 million. | A | | | | SZW | |
| Domestic violence | | | | | | | |
| 152 | <i>Interdepartmental steering group for the co-ordination of policy on prevention and combating domestic violence, which will prepare measures in relation to increased maximum prison terms, treatment of offenders, provision of information by police and Public Prosecutor's Office, aid for victims and relationship between stalking by ex-partners and domestic violence</i> Explanation of implementation: In April 2002, the policy document <i>Privé Geweld - Publieke Zaak (Private Violence - Public Matter)</i> was sent to the Lower House. The document includes more than 50 concrete measures and intentions designed to achieve a structural improvement of the approach to dealing with domestic violence. These measures and intentions will now be realized. For that purpose, an interdepartmental programme was started, in which the VNG and several dozens of national organizations participate. The programme will be competed towards the end of 2007. The Lower House will be informed in progress notices. The most recent progress notice was sent to the Lower House on 6 December 2004. In 2005 the approach to domestic violence will be evaluated again. | A | | L | | JUS | VWS, BZK, SZW, BZ, OCW |
| 153 | <i>National study of domestic violence among the ethnic minority population</i> | A | | L | | JUS | |

Explanation of implementation:
 In October 2002 the study report "Domestic violence among Surinams, Antillians and Arubans, Moroccans and Turks in the Netherlands" was published. It showed that domestic violence occurs on a disturbing scale within minority groups, but much less than within the native population. Minority organizations assumed that this is related to the fact that domestic violence is a difficult subject, among ethnic minorities as well. Invited by the minister for V&I and the minister of Justice, minorities organizations established the platform 'Praten doet geen Pijn' in 2003 and 2004, under the direction of TransAct. The organizations jointly developed an action plan aimed at making it easier to discuss domestic violence within the own group. The methods used have been described in a handbook for professional groups dealing with the prevention of domestic violence. The application of these methods makes them better equipped to support ethnic minority groups.

Genital mutilation

154 *Initiatives and integration of policy to prevent and combat genital mutilation*

Explanation of implementation:
 The special *Commissie Bestrijding Vrouwelijke Genitale Verminking* presented its *Beleidsadvies Bestrijding Vrouwelijke Genitale Verminking* to the Minister of VWS on 23 March 2005. The Ministry sent the advice to the Lower House (source). The government position was sent to the Lower House on 26 August.

155 *Support for work of the UN Special Rapporteur on violence against women and the UN Special Rapporteur on traditional customs*

Explanation of implementation:

- The Netherlands support the special rapporteur on violence against women through a powerful lobby for the resolution annually submitted by Canada to the human rights commission about violence against women, that extends and defines the rapporteur's mandate.
- The Netherlands support the special rapporteur regarding traditional customs by supporting the resolution submitted by the sub-commission on the promotion and protection of human rights. The resolution was recently adopted by the human rights commission and the Ecosoc again; the rapporteur's mandate was extended with a period of three years.
- The Netherlands support the work of the special rapporteurs by means of financing from the bureau of the High Commissioner for Human Rights, which has the task to support the special rapporteurs. This is achieved by providing staff and logistics support. The Netherlands finances the OHCHR with 3 million Euro annually (unarmarked).

Trafficking in women

156 *Implementation of The Hague Declaration: publication of annual report by national rapporteur on human trafficking, promote appointment of rapporteurs in other countries and exchange reports, and promotion of appointment of European rapporteur on trafficking in women*

Explanation of implementation:
 The National Reporter on Trafficking in Humans has already submitted three reports (2002, 2003 and 2004). Partly based on the recommendations contained in the third report (2004), the cabinet presented a National Action Plan on Trafficking in Humans towards the end of 2004.
 On every possible occasion, The Netherlands promotes the appointment of rapporteurs trafficking in humans in other countries. According to The Netherlands, a network of rapporteurs in Europe is a condition for the appointment of a European rapporteur.

157 *Negotiation and if possible, signature and ratification of International Treaty on Combating Organised Crime, including protocol on combating human*

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| | <i>trafficking and sexual exploitation of children</i> | | | | | |
| | <p>Explanation of implementation: The United Nations Convention against transnational organized crime was ratified on 26 May 2004 and came into effect in The Netherlands on 25 June 2004. The ratification and coming into effect of the Protocol in The Netherlands of the Protocol for the combat against trafficking in humans and sexual exploitation of children, will take place in the course of 2005. The Implementation of international regulations for the combat against people smuggling and trafficking in humans came into effect on 1 January 2005.</p> | | | | | |
| 158 | <i>Participation in working group on Equal Opportunities Commission of the Council of Europe to survey risks of ict for international trafficking in women</i> | A | | | | SZW Other member states of the EC |
| | <p>Explanation of implementation: Resulted in a final report presented in 2003.</p> | | | | | |
| 159 | <i>Encourage co-operation between the Equal Opportunities Commission of the Council of Europe, the UN High Commissioner for Human Rights, the OSCE and the IOM in order to realise a regional action plan for the Human Trafficking Task Force under the stability pact for South East Europe</i> | A | | | | SZW BZ, international organizations referred to |
| | <p>Explanation of implementation: Included in the Action Plan OSCE 2003.</p> | | | | | |

International policy

International developments

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| 160 | <i>Introduce insights, experiences and good practices from national emancipation policy in international fora such as the UN, EU, ILO, OECD and the Council of Europe and translate international agreements in national policy.</i> | | | L | | SZW BZ and other ministries |
| | <p>Explanation of implementation: Where possible, good practices are included in international forums, such as the High Level group on gender mainstreaming, ministerial conferences, international meetings, etcetera. Is a current activity. International directives, regulations, etcetera, often lead to national policy.</p> | | | | | |
| 161 | <i>Co-ordinated follow-up to testing of the implementation of agreements reached by the UN Commissions for the environment, human rights, population and development, emancipation policy and social development, and integration van women's rights in the policy of the relevant UN Commissions.</i> | | | L | | BZ, VROM, V&W, VWS, SZW |
| | <p>Explanation of implementation: The Permanent Representations in Geneva and New York follow up agreements made in UN Commissions, for example by reviewing the appointment of special rapporteurs and working groups as well as by reviewing their respective tasks.</p> | | | | | |
| 162 | <i>Integration of women's rights in the policy of international bodies</i> | | | L | | BZ Nation wide |
| | <p>Explanation of implementation: In The Netherlands, women's rights are consequentially integrated into resolutions on various themes (e.g. racism, MR-activists, torture, etc.), as in national resolutions and in policy dialogues with UN organizations and the European Commission.</p> | | | | | |
| 163 | <i>Establish five-year working programme of the CSW for accelerated implementation of the Platform for Action</i> | | | L | | SZW BZ |
| | <p>Explanation of implementation: A more intensive cooperation between CSW and CHR as a result of a statement made by the Chairman of the MRC during the CSW (new). Vice versa, the CHR discusses an agenda item on the situation of women. Resolutions on, for</p> | | | | | |

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| | example, violence against women and women trafficking. | | | | | | | | |
| 164 | <i>Establish five-year working programme of the CSW for accelerated implementation of the Platform for Action</i> | | | | L | | | SZW | BZ, UN member states |
| | Explanation of implementation: The 2001-2006 work programme is being implemented. The activities involved should lead to an accelerated implementation of the Beijing <i>Platform for Action</i> . | | | | | | | | |
| 165 | <i>Negotiations 46th session of the UN Commission on the Status of Women about the role of women in combating poverty and the gender perspective upon the protection of the environment and limiting the consequences of natural disasters.</i> | A | | | | | | SZW | BZ, UN member states |
| | Explanation of implementation: The negotiations have been completed and conclusions described. | | | | | | | | |
| Peace and security | | | | | | | | | |
| 166 | <i>Study on reinforcement of the role of women and gender expertise in prevention and solution of conflicts and post-conflict situations (humanitarian peace missions, international courts, including the future International Criminal Court, research committees and treaty committees)</i> | | B | | | | | SZW | BZ, Def |
| | Explanation of implementation: From September 2001 through mid 2002, the Clingendael Institute studied the role of women in conflict prevention, conflict solution and post-war reconstruction. The report was sent to the Lower House on 5 July 2002. The accompanying letter announces the establishment of a Taskforce on Women, Security and Conflict. This Taskforce was invested on 12 November 2003. The Taskforce submits an annual work plan (for 3 years); those for 2004 and 2005 have already been sent to the Lower House. Apart from this, a letter to the Lower House containing the policy document " <i>Stand van zaken mbt de uitvoering van de aanbevelingen van Veiligheidsraad resolutie 1325 Vrouwen Vrede veiligheid door het Ministerie van Buitenlandse Zaken en het Ministerie van Defensie</i> " was submitted on 26 March 2003. | | | | | | | | |
| 167 | <i>Active contribution to preparing the forum on Equal Opportunities Commission, Council of Europe, on the role of women in pre- and post-conflict situations</i> | A | | | | | | SZW | RvE member states |
| | Explanation of implementation: The Netherlands chaired the forum. A ministerial conference of the European Council was held in Macedonia, in January 2002. The Dutch chairmanship of the EU used the conclusions drawn at this conference at the conference on Women, Security and Conflict. | | | | | | | | |
| Decision-making | | | | | | | | | |
| 168 | <i>Install international sub-commission on 'Water and Gender' and organise informal Ministerial conference</i> | A | | | | | | SZW | V&W, BZ |
| | Explanation of implementation: Een international subcommission has not been realised. However, an international expert conference was held in 2000 on 'Sustainable change and water in an international gender perspective', to detail part of the Beijing <i>Platform for Action</i> . This conference was attended by 90 international experts from African, Asian and European countries and from several relevant sectors. The conclusions and recommendations of this conference have been discussed at the Second World Water Forum and at the Ministerial Conference on water at The Hague in March 2000. They have also been used for the preparation of the Special Session of the General Assembly of the United Nations in June | | | | | | | | |

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| | 2000 in New York, where the <i>Platform for Action</i> was evaluated. The subject was also on the agenda of the World Summit on Sustainable Development in Johannesburg in 2002 (Millennium Development Goals) and a theme day on water and gender was organized during the Third World Water Forum in Japan in 2003, in which The Netherlands participated actively. | | | | | | | |
| Sexual and reproductive rights | | | | | | | | |
| 169 | <i>Conference on 'From teenage mother to career pill' and research aimed at recommendations for follow-up policy on sexual and reproductive rights</i> | | | | L | | SZW | VWS |
| | Explanation of implementation: The Ministry of VWS commissioned a study of the backgrounds of teenage pregnancies. Policy will be adapted based on this study, e.g. with regard to education at school. Sexual education for, for example, ethnic minorities has been included in several learning materials and special projects (e.g. www.allochtonenanticconceptie.nl). | | | | | | | |
| 170 | <i>Publication of AIV advisory report and development, in legally binding or other instruments, of the sexual, reproductive and health rights of women and girls, including further prohibition of discrimination on the grounds of sexual preference, in UN and European negotiations on the basis of the AIV's recommendations</i> | | | | L | | BZ, SZW | JUS, VWS |
| | Explanation of implementation: The Netherlands is an active advocate of SRGR in general and of women and younger people in particular. This is reflected in the speeches/interventions in for example the Commission on Population and Development, the Commission on the Status of Women and the filing/supporting of relevant resolutions at the General Assembly of the UN and the UN human rights commission. The Netherlands is also the main donor of UNFPA (the UN fund engaged in this theme) and will continue basis for this. In 2004 new conclusions of the EU Council were adopted at the initiative of The Netherlands; as a result, the new member states will also actively commit themselves to efforts for SRGR. Where this is possible on the international level (for example in the aforementioned forums), The Netherlands also demands attention for discrimination based on sexual preference. The Netherlands has for example supported the Brazilian attempts to file a resolution on human rights and sexual inclination. The resolution, however, turned out to be unfeasible. The Netherlands will continue its commitment to place the theme of sexual inclination on the agenda of the Human rights commission. | | | | | | | |
| Socially accountable entrepreneurship | | | | | | | | |
| 171 | <i>Socially accountable entrepreneurship within the framework of EQUAL</i> | | | | L | | SZW | EZ |
| | Explanation of implementation: The EQUAL scheme has four pillars. Each pillar consists of two themes; the two themes for the pillar 'Entrepreneurship' are: <ul style="list-style-type: none"> • Creating opportunities to set up business • Boosting social economy Projects include: promoting entrepreneurship, in particular for people who face difficulties in accessing the labour market, we encourage socially responsible business practices by supporting local partnerships and businesses in their society-focused activities, reinforcing the tertiary sector including volunteer work, healthcare, social service and environment and improvement of the quality of jobs. See also policy action 172. | | | | | | | |
| European developments and Equal | | | | | | | | |
| 172 | <i>Negotiation and implementation of a community action programme to support</i> | | | | L | | SZW | EU- |

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| | <i>an integrated strategy for equality between men and women</i> | | | | | | member states |
| | <p>Explanation of implementation: The Community initiative EQUAL was set up to prevent and combat labour market related discrimination and inequality. Innovative initiatives with regard to the four pillars of the European employment strategy can be co-financed using EQUAL resources. These pillars are: Employability, Entrepreneurship, Adaptability and Equal Opportunities for women and men. The theme asylum seekers was added later. Projects work together with at least one transnational European partner, based on an innovative approach. The ultimate objective of EQUAL is to embed the reviewed renewals in regular policy, mainstreaming. EQUAL consists of two tranches. The first tranche ended in May 2005; the second tranche projects will commence on 1 July 2005. The final results of the first tranche will be published in the autumn of 2005, in the form of five final reports and a summary containing lessons and recommendations. These will also be presented to the Lower House.</p> <p>The promotion of activities based on equality between women and men (gender mainstreaming) is an integral part of all four pillars and the theme Asylum seekers. The interim evaluation 2004 shows that gender mainstreaming is still not widely known concept. In order to increase the knowledge about and the basis for gender mainstreaming, project requesters in the second tranche, National Thematic Networks and consultants from the Agentschap SZW will be informed about gender mainstreaming and trained in looking at projects from this angle.</p> | | | | | | |
| 173 | <i>Implementation of the four themes of the EQUAL programme (employability, enterprise, adaptability and equal opportunities for men and women) in accordance with the two tracks of emancipation policy</i> | | | L | | SZW | EZ, VWS, OCW, BZ |
| | <p>Explanation of implementation: See policy action 172.</p> | | | | | | |

5 Knowledge society

A B W L N lead others

Knowledge society

Teleworking and telelearning

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| 174 | <i>Additional incentives for teleworking and tele-learning, in EQUAL, and elsewhere</i> | | | | L | | SZW | |
| | <p>Explanation of implementation: Within the framework of the programme Daily Routine ESF-3 a number of projects (in the 2nd (2002-2004) and 3rd (2004-2006) round) is focused on the implementation of teleworking, both in large companies and in medium-sized companies. In this context, the costs and benefits and cultural aspects in relation to the management of teleworking are discussed. The results of the 2nd round will be distributed actively, to employers in particular.</p> | | | | | | | |

Gender effects in ict-experiments (Knowledge area)

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| 175 | <i>Agreements on monitoring and research into gender dimensions in recently-launched and new ICT experiments and initiatives, including attention to access scenarios in the Knowledge area project</i> | | | | | N | SZW | |
| | <p>Explanation of implementation: Not realised.</p> | | | | | | | |

National knowledge society network

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| 176 | <i>Development of a national network structured in the form of knowledge circles</i> | | | | | N | SZW | VWS, |
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| | <i>relevant to emancipation objectives with the aid of ICT, nationally and internationally.</i> | | | | | | |
| | Explanation of implementation: See policy action 177. | | | | | | |
| 181 | <i>Surveying the risks of ICT use for trafficking in women and other human rights abuses, through active participation in a working group formed specifically for this purpose.</i> | A | | | | SZW | BZK, JUS |
| | Explanation of implementation: See policy action 158. | | | | | | |
| Gender differences in computer education | | | | | | | |
| 182 | <i>Measures and actions relating to the action plan on gender differences in computer education in primary and secondary schools</i> | A | | | | OCW | |
| | Explanation of implementation: In 1999 and 2002 the SCO-Kohnstamm Institute studied, by order of the Ministry of Education, Culture and Science, if the use of itc in school leads to (further) differences between students. Both studies, however, did not reveal any indications that confirmed these assumptions. There is therefore no reason to develop any further policy initiatives in this field. With the development of the relationship between the Ministry and schools, the responsibility for the implementation of the theme emancipation and 'gender mainstreaming' is becoming more and more the responsibility of the schools. In order to make schools more responsible for this issue, the Kennisnet foundation was asked to develop a diversity plan for teachers who need information and tools on how to deal with differences between students. This has been online as from 1 October 2002. | | | | | | |
| Strengthening the position of women in ict | | | | | | | |
| 183 | <i>In the 'Balance of Men and Women in ICT' project, measures are being developed to increase the participation of girls and women in ICT courses and companies.</i> | A | | | | EZ | OCW |
| | Explanation of implementation: <ul style="list-style-type: none"> Both in intermediate and in higher vocational education (mbo and hbo) several routes have been developed and implemented with special attention for the participation of women and many activities have been undertaken (articles, internet/knowledge bank Axis, conferences). Setbacks included the ict crisis and the bankruptcy of a training institute. Experiences influence, among others, ESF-Equal-projects. Within the framework of the taskforce Risseeuw, a taskforce seeking for solutions for the huge shortage of ict staff, ten projects were approved in 2000 which were focused on a powerful cooperation between education and trade and industry. Geared towards specific groups (ethnic minorities, asylum seekers and women) several education and/or training paths have been developed as from the mbo level and up to and including the university level. One of these was focused on women trained for the ict market. The school in question was the <i>Vrouwenvakschool</i> in Utrecht, with Ordina and later Pink Roccade as the 'godfather'. | | | | | | |
| 184 | <i>Trans-national innovation projects to be set up within the EU, as part of EQUAL</i> | | | L | | SZW | OCW, EZ |
| | Explanation of implementation: See policy action 172. | | | | | | |

- A Completed
- B Included in policy development
- W Provided for in legislation or regulation
- L In progress
- N Not realised

List of abbreviations used to list the policy actions

- AZ Prime Minister's Office
- BuZa Ministry of Foreign Affairs
- BZK Ministry of the Interior and Kingdom Relations
- CBS Central Statistical Office
- Def Ministry of Defense
- EZ Ministry of Economic Affairs
- Fin Ministry of Finance
- IPO Association of Provincial Authorities
- IPP Institute for Public Affairs and Politics
- Jus Ministry of Justice
- LNV Ministry of Agriculture, Nature Management and Food Quality
- LTO Agricultural and Market gardening Organisations
- NAJK Netherlands Agricultural Youths Contact
- NGR Netherlands Family Council
- OCW Ministry of Education, Culture and Science
- SCP Social and Cultural Planning Bureau
- SME Small and Medium sized enterprises
- SZW Ministry of Social Affairs and Employment
- V&W Ministry of Transport, Public Works and Water Management
- VNG Association of Netherlands Municipal Authorities
- VROM Ministry of Housing, Spatial Planning and the Environment
- VWS Ministry of Public Health, Welfare and Sport