

Annex: Summary Emancipation Monitor 2002¹

1 Introduction

Is the emancipation process heading in the right direction? The Emancipatiemonitor 2002 examines the progress of the emancipation process in the Netherlands, including the relationship with government policies. Six areas are examined: education; employment, care and income; combining work and care; political and social decision-making; violence against women; and the information society.

There follows a summary of the developments in the emancipation process in these areas. The overview is confined to the main lines and most important findings. The breakdown into various categories of men and women commonly used in the book has largely been left out of account in this summary.

2 Development and current state of the emancipation process

2.1 Education

Educational careers

- Boys and girls follow different educational careers. Male pupils for example are in the majority in pre-vocational education (vbo)/learning support (lwoo), while in junior general secondary education (mavo), senior general secondary education (havo) and pre-university education (vwo) female pupils are in the majority.
- Women more commonly complete full-time education with a qualification than men.
- Within higher professional education (hbo) and university education (wo) women graduate more quickly than men and have a higher success rate.
- Although women nowadays somewhat more frequently select subjects and directions that used to be largely a preserve of men, the differences in the choices made by the two sexes remain substantial.
- Research conducted in 2001 indicates that the labour market prospects for typical girls' education courses are good for the coming years. The same applies to typical boys' education courses. It does however need to be borne in mind that the current economic situation is less optimistic than it was during the research period. Girls' education courses also offer better prospects in the longer term, since the demand for the caring professions – in contrast to many technical professions – is not greatly dependent on the economic situation.

Level of education of the population

- The level of education of women is rising more rapidly than that of men. Among the total population aged 15 and over, however, men still have a higher-level of education. In 2001 33% of males had completed senior secondary vocational (mbo) education (compared with 29% of females) and 23% higher professional (hbo)/- university (wo) education (compared with 19% of the women).
- The working population is better educated than the total population aged 15-64. This applies more to women than to men.

Learning at a higher age

- The share of women in adult general secondary education (vavo) is greater than that of

¹ The text of the summary has been taken from W. Portegijs, A. Boelens, S. Keuzenkamp, *Emancipation monitor 2002*, The Hague, 2002, pp. 241-251.

men, but the difference in participation between women and men has narrowed over the past ten years.

- The share of women in part-time higher professional education (hbo) and part-time university education (wo) is also higher than that of men.
- By contrast female employees less frequently take vocational training courses than male employees. This difference widened in the course of the 1990s.

Preparation of young people for multiple future prospects

- Girls and young women continue to devote more time to housework than boys and young men. The amount of time in question has however declined, but the same applies to boys up to the age of 18. The amount of time being spent on household tasks by young men (aged 18-25) is rising.
- The time that girls (aged under 18) spend on education has increased in recent decades. The same applies to boys, but girls spend more time on education.
- Most pupils would like a division of tasks in the future in which both partners perform paid employment, but girls want this significantly less often than boys.
- Most pupils consider that both partners should be responsible for bringing up and caring for children.
- Cooking and housework are aspects of the division of tasks where the preference for equal sharing is the least pronounced. Nearly half the boys, as well as over a third of girls, consider that the work should be performed by the woman.

2.2 Paid an unpaid work

Labour force participation

- The labour force participation rate of women is continuing to rise. In 2001 33% of all women aged 15-64 had a job of 12 hours a week or more. The participation rate of women is however still substantially lower than that of men (77% in 2001).
- The increase in the labour force participation of women has taken place in all age groups. This is now the highest among 25-34-year-old women (72%, compared with 91% for men in this age group) and the lowest among 55-64-year-old women (20% compared with 48% among men).
- The differences in labour force participation between men and women are narrowest among the highly educated. In 2001, 84% of female university graduates were in work, compared with 90% of male university graduates.
- In 2001 over half the women with a partner and children aged under six and 37% of women without a partner but with children were in work. In both cases this represents a doubling in relation to 1990.
- The labour force participation of non-western immigrant women and men has risen in recent years. The level of participation among Turkish and especially Moroccan women, however, remains low (33% and 26% respectively in 2001). Among women the labour force participation rate is highest among the Surinamese (59% compared with 55% among indigenous Dutch persons and 48% among Antilleans/Arubans).
The second generation of non-western immigrants does much better in the labour market than the first generation.
- The share of women working part-time continues to increase. In 2001 70% of women had a job of less than 35 hours a week (compared with 60% in 1990). Among working men this applied to 17%, two percentage points more than in 1990. Part-time jobs are more common among less well educated women.

Sex segregation in the labour market

- The share of women in flexible employment has fallen and is now virtually equal to that among men. Women are more frequently casual or supply workers, while men are more often temporary employees. The share of women among the self-employed has risen slightly in recent years (to 32% in 2001).
- The share of women has risen in virtually all industries, but the distribution of men and women remains fairly skewed. Nearly half the women work in healthcare, welfare work or trade. Of the men nearly half work in industry, trade or business services.
- The share of women in the skilled trades, service professions and professional occupations has increased; 41%, 40% and 34% of people in these occupational levels are female.
- If we examine the various types of occupations, it is evident that the share of women has risen in virtually all cases. This applies to both professions in which many women were already employed and those with a low share of women.
- Occupational segregation appears to have increased over the years.

Unemployment and employment disability

- Unemployment fell during the period 1994-2001, but remained nearly twice as high among women as among men.
- The number of employment disability benefits per 100 employed persons fell during the period 1993-1996 before rising again afterwards, to return to the 1993 level in 1999. From 1998 onwards the proportion of women unfit for work in relation to working women was greater than for men. In 2001, there were 15.1 women drawing disability benefit for every 100 employed women, compared with 13.1 men for every 100 employed men.

Distribution of unpaid work

- As regards the time devoted to unpaid work, men and women have narrowed the gap in recent decades. Women have begun to devote less time to unpaid work and men more. Women continue however to devote considerably more time to unpaid work than men (35.5 and 20 hours a week respectively).
- In order to provide an indication of domestic independence among men and women it has been established what percentage spend at least a quarter of an hour a week on four out of five essential types of household work. In 2000 this proves to apply to nine in ten women and five out of ten men.

Combination of employment and care

- The proportion of women continuing to work after the birth of the first child has increased. In the 1990s over 70% of working women continued to work after the birth of the first child, although in many cases working fewer hours than before.
- Approximately half the women who stop working after the birth of their child/-children go back to work as the child/children grows/grow older.

Facilities for the combination of employment and care

- In 1999 17.4% of children aged 0-3 made use of child-care (compared with 6.1% in 1990). Of the 4-12-year-olds 2.9% made use of out-of-school care (0.2% in 1990).
- The use of a child-minder (at home or elsewhere) is the most common form of child care. Some 600,000 children aged 0-12 go regularly (i.e. at least once a week) to a child-minder and nearly half a million children are regularly looked after at home by a child-minder.
- Staying on after school is a common phenomenon. One-third of children regularly stay on at primary school.
- Children who are looked after spend an average of 12 hours in child-care a week. In 50%

of these cases they spend less than 8 hours a week in child care. In the case of pre-school children 10% are in child-care for more than 30 hours a week.

- In 2001 24% of employees with an entitlement to parental leave made use of the scheme. Women continue to do so more frequently than men (44% and 12% respectively).
- The number of collective labour agreements (CAOs) with leave schemes increased between 1998 and 2000. Many of these agreements have now been laid down in law with the coming into force of the Work and Care Act.
- The number of CAOs with schemes for child care has not increased. Fewer CAOs have been concluded with schemes for returners to the labour market.

Attitudes

- Most people – women somewhat more frequently than men – do not consider it undesirable for women with school-age children to work outside the home. This applies much less to employment outside the home by mothers of pre-school children.
- A substantial proportion (approximately 60%) of the population does not agree with the proposition that it is good for babies to spend a certain number of days a week in a child day-care centre. Views differ when it comes to toddlers; in that case only a third of people agree with a comparable proposition.

2.3 Daily routine

Task-combiners

- The number of men and women spending at least 12 hours a week in paid employment and 12 hours on household tasks and care (referred to here as taskcombiners) has increased in recent decades. In 1975 14% of men and women aged 20-64 were task-combiners; in 2000 this applied to 39% of women and 29% of men.
- 58% of the task-combining women and 48% of the task-combining men felt harassed on one or more days during the week. It should however be noted that non-task-combiners too feel harassed on one or more days during the week (44% of women and 38% of men).
- The willingness to work more hours under the present conditions is not particularly great. Working women with children aged under 12 want on average to work two hours more than they do at present. Of those not now working outside the home over half wish to keep things that way (for the time being).
- The most important precondition for women with children aged under 12 to work (or work longer hours) is the ability to take time off if a child or relative falls ill (cited by 42% of the respondents) and that they can gear their working hours to their private lives (cited by 40%). A third of the women want to work longer hours but have not yet found a job of the desired length.

Opening hours and school times

- The opening hours of public facilities generally coincide with office hours. Access to such facilities is therefore often difficult for working men and women. Medical or dental care is virtually unavailable in non-urgent cases outside office hours. Local government offices and banks are also seldom open outside office hours.
- Only a small number of child-care facilities offer flexible care, although it is also unclear how much demand there is for care outside office hours.
- School times do not coincide with the working hours of working parents. In many cases there are differences in the school times of younger and older children: only three in ten schools have the same starting and finishing times for all age-groups and in many cases households have to cope with periods of free time, scheduled or otherwise. In the month

of April, for example, a third of the households had to deal with one or more scheduled mornings or afternoons off and a quarter with unexpectedly free periods of the school-day (because teachers were ill).

- Many parents bring their children to and from school. Hardly any toddlers go to school by themselves, and just a quarter of six-year-olds and seven-year-olds. Thereafter the number of children going to school by themselves increases rapidly, but even among eight- and nine-year-olds four in ten are still brought to school.

Working hours management

- The ability to shift working hours makes it easier to combine employment and care. In 2000 38% of working women and 47% of working men were in a position to do so.
- Only a few are allowed to work from home. Just two in ten women with children aged under 12 say that they are given consent to do so.

Support for household and care tasks

- Dishwashers and microwaves save time. In 2000 over half the task-combiners had a dishwasher and 87% a microwave. Tumble-driers are also common in households with task-combiners (73%), but possession of a tumble-drier turns out to increase the amount of time spent on laundry tasks.
- Men and women with someone in need of care in their environment on average devote some 18 hours a week to informal care.

2.4 Income

Income differences between men and women

- The average income of women with a separate income was slightly more than half (53%) of the average income of men in 2001.
- The difference in income between men and women was reduced in the 1990s. There are two reasons for this: more women have a job and the average income of women with a job has grown slightly in relation to that of men.
- Women are over-represented in the lowest income-groups. Of all people in the lowest income decile seven out of ten are women. In the second income decile three-quarters are women.

Women and poverty

- Between 1995 and 2000 the percentage on low incomes fell, among both single householders and one-parent families and both men and women. Since women account for a high proportion of one-parent families and single-householders they have benefited more from this trend than men.
- In 2000 nearly 4% of the population formed part of a household that had had to get by on a low income for four years or more. Of these people 62% were women. This is due in particular to the unfavourable income situation of many older women on a small pension.
- Single-householder non-western immigrant mothers come off the worst as far as their income is concerned. Nearly 58% of them are on a low income and 48% have already been in that position for at least four years.
- Poverty is undergoing feminisation. Among all households on a low income the proportion of households with a woman as the main or sole earner is rising. In 1999 a woman was the main or sole earner in 53% of households on a low income.

Pay

- On average the hourly pay of women was 78% of that of men in 2000. The differences between men and women have narrowed since 1990; in that year the hourly pay of women was 73% of that of men.
- Part of the pay differences may be attributed to differences in background characteristics between the sexes, such as age, level of education and economic sector. If these are adjusted for there remains a statistically unexplained pay differential of 7%. That difference between men and women has not narrowed since 1996.

Economic independence

- Under emancipation policy people are designated as economically independent if they earn 70% of the net minimum wage (from employment/self-employment), i.e. the national assistance level for a single-householder. In 2000, 38% of women aged 15-65 were economically independent (compared with 69% of men). In the 1990s the figure rose among women by 13 percentage points (and among men by five percentage points).
- Among women the share of the economically independent is highest among singlehouseholders (50%) and lowest among the women forming part of a couple with three or more children (28%). 38% of single mothers are economically independent. Among men the proportion of economically independent persons is highest among those in a couple with under-age children.
- In this monitor a measure has also been constructed for financial independence. In this regard the income need not just be derived from employment/self-employment but may also be income from insurance related to past employment (such as unemployment benefit and pensions). Furthermore the limit has been equated not with the national assistance limit, which is laid down for policy purposes, but the low-income limit. Of women aged 25-65, 42% may be regarded as financially independent in these terms, compared with 86% of men.

Attitudes

- Three-quarters the population (women more commonly than men) consider that having a separate income increases the independence in a relationship and half consider that it is better for the balance in a relationship if men and women each have separate incomes.
- If the amount earned by a woman is just enough to cover the cost of child-care, 37% of women and 46% of men consider that the woman might as well stay at home and look after the children herself.

2.5. Political and social decision-making

Women in management

- Women remain underrepresented in management positions, but their share has risen substantially in recent years. In 2001 26% of the managers in service professions and professional occupations were women (compared with 14% in 1994). The share of women in management functions continues however to lag behind their share in all service professions and professional occupations (38%).
- Healthcare and welfare work have the highest proportion of female managers (54%). The private sector and, within that, industry and construction, has the smallest share (13% and 5% respectively).

Women at the top of the private sector

- In 2001 just 1.9% of the members of the boards of management of the 100 largest

companies in the Netherlands were women and just 7.4% of the supervisory board members.

- The share of women in top positions in the private sector has risen in recent years. In 2001 1.8% of the members of the boards of management of the 500 largest companies were female (1999: 1%) and 5.5% of supervisory board members (1999: 4.4%).

Women in decision-making positions in civil society

- As in 2000, the non-profit organisations in the health and welfare sector emerge the most favourably when it comes to the representation of women at senior levels: 30% of the members of governing and supervisory boards are female.
- The socio-economic sector emerges the least favourably. Here just 4% of the senior positions are held down by a woman (11% of the members of supervisory boards and 16% of the members of governing boards).
- The share of female head-teachers has risen in recent years, but remains comparatively low: 17% of primary school heads are female and 10% of secondary school heads. University education emerges the least well; 5% of the members of university governing bodies are female and 6% of the professors.
- Civil society has a large number of organisations in which volunteers are active. In 2001 43% of the population aged 18 and over performed voluntary work. A little over 40% were engaged solely or additionally in administrative activities. The proportion of women performing administrative voluntary work is lower than the proportion of female volunteers in all areas of voluntary work.

Politics and public administration

- The proportionate number of women in political positions has on average been rising steadily for some time. More recently, however, the figure has levelled out or even begun to fall. The number of women elected to the Lower House has fallen proportionately since 1998, the new administration has just five women (including one minister) and in the municipal councils the proportion of women has held steady for some time (at 22%).
- The share of female burgomasters has been rising steadily (19% in 2001).
- The senior echelons of the civil service are largely occupied by men. There is just one female secretary-general and only one in ten directors-general are women.

Attitudes

- Some 40% of the population consider that women generally have too little influence over decision-making on important matters.
- 47% of men and 35% of women agree with the proposition that women should have the same chances as men nowadays to reach top positions. 41% of men disagree with the proposition and 54% of women.

2.6 Violence against women

The incidence of violence

- Various sources indicate that violence against women remains prevalent in Dutch society. The figures do not however allow it to be stated with any certainty as to whether the extent of such violence has changed.
- In 2000 nearly 2,900 official police reports were drawn up of indecent assault, nearly 1,650 of rape and over 2,500 of other sexual offences. The number of official reports of abuse is substantially higher (over 44,000), but it is not known how often this concerned the abuse of women.

- According to victim surveys 2% of women aged 15 and over were the victim of a sexual offence in 2001. This percentage has remained virtually unchanged over the past ten years, which could mean that no change has taken place in the incidence of sexual offences. The term “sexual offence” needs to be interpreted broadly: in the vast majority of cases this concerned “annoying or hurtful behaviour”.
- Figures from research specifically concerned with violence against women indicate that such violence is much more common than revealed by the police statistics and victim surveys.
- In 2001 over 32,000 women (some with children) reported to women’s shelters, over 5,000 more than a year before.
- The majority of women’s-shelter clients are the victim of one kind of violence or another. This applies to 94% of the clients of Blijf van m’n lijf houses (women’s refugees) and a little under 60% of the clients of fion houses (for unmarried mothers) and other women’s shelters.

Attitudes

- Men and women tend to have differing views on “types of sexual behaviour”. Thus 33% of men agree with the statement “if a man is in a permanent relationship or is married he has a right to sex” (18% of women agree with this). Similarly 47% of men consider that women are nowadays over-inclined to interpret men’s behaviour as sexual intimidation (compared with 34% of women).
- 17% of men and 12% of women consider that both parties will be at fault in the event of abuse. 80% of men and 93% of women consider that the man should leave the house if he abuses the woman.

Prevention of violence and improvement of help for victims

- In 1999 four in every ten employers had not taken any measures to prevent, cope with or provide after-care for sexual intimidation.
- At the beginning of 2001 the majority of the regional police forces did not have any protocol or structured approach for dealing with domestic violence.
- A little under two-thirds of municipal mental healthcare institutions (ggz) have a quality policy aimed specifically at the provision of help in cases of sexual violence.
- The Health Inspectorate and the care administration offices consider the provision of proper assistance after sexual violence to be important but in practice exercise little if any supervision in this area.

2.7 The information society

Attitudes and skills with respect to ICT

- The sexes differ in the extent to which they endorse the proposition that computers are useful. This is mainly a generational difference: older people more frequently consider the usefulness of computers to be exaggerated.
- Boys and men rate themselves more highly in all sorts of computer applications than girls and women. It is not however certain whether this is in fact the case.

ICT² use

- There is barely any difference in the number of hours spent at the computer by boys and girls of primary school age. There is however a (modest) difference in the purposes for

² ICT = Information, Communication Technology

which they use the computer: girls use it more frequently for word-processing, revision, preparing assignments and e-mailing, while boys do more surfing on the Internet.

- In secondary education the average number of hours of computer-use outside school time is greater among boys than among girls (16 compared with 10 hours a week). The difference in usage patterns is much the same as that among younger children, except for the fact that girls now surf the Internet equally as frequently as boys and that boys use the computer more for word-processing.
- Women make significantly less use of the computer and the Internet than men.

Women in ICT

- The proportion of women taking ict training courses at higher professional education (hbo) and university level is low. The proportion of women among ict students has moreover fallen in recent years.
- Only 10% of those employed in ict are women. In occupations outside ict men also work more frequently with computers than women.
- There is a comparatively high level of full-time employment in ict, but even so women more often work part-time in this area than men (41% and 8% respectively).

3 In conclusion

In response to the question as to whether the emancipation process is heading in the right direction it may be said that in many respects this is indeed the case. No major breaks in the trend have been observed and developments are slowly but surely going down the desired path.

The most important emancipation goals are compared against the figures in the epilogue. Here the attention has focused in particular on goals for which concrete targets have been formulated. Special consideration has also been given to the progress made in the field of employment, care and income. In this regard it was noted that although the intended enlargement of labour force participation and economic independence among women is in prospect there are also reasons for doubt. That is partly related to the current slowdown in economic growth. It is however also open to question whether women in fact wish to work as much as government policy assumes.

In any case it is clear that continuing with and expanding the policies aimed at facilitating the combination of employment will be required for that goal to be achieved.

Statistics

General

Visits (regular or occasional) paid by native Dutch friends or neighbours (in percentage)

	Turks	Moroccans	Surinamese	Antilleans	Molluccans
Men					
Visit	61.6	65.4	81.6	83.9	74.2
No visit	38.4	34.6	18.4	16.1	25.8
Women					
Visit	62.7	62.9	79.6	78.6	79.9
No visit	37.3	37.1	20.4	21.4	20.1

Source: ISEO/SCP (SPVA '02, weighted), ISEO (Mol2000)

More contact with the native Dutch than with one's own ethnic group (in percentage)

	Turks	Moroccans	Surinamese	Antilleans	Molluccans
Men					
More ethnic group	51.1	41.1	26.2	19.9	33.6
Same	37.9	46.6	44.7	35.4	52.6
More native Dutch	11.0	12.0	29.1	44.8	13.9
Women					
More ethnic group	51.7	38.8	30.9	21.6	31.5
Same	37.6	47.6	46.8	38.9	54.2
More native Dutch	10.7	13.6	22.4	39.5	14.3

*At the SVPA, this question is only put to respondents who answered the previous question: "Do you socialise with (white) Dutch people" with sometimes or often. Among Molluccans, this question was put to all the respondents ("In your free time do you socialise more with Molluccans than with the Dutch (*belandas*)?")

Source: ISEO/SCP (SPVA '02, weighted), ISEO (Mol2000)

Average age of women on giving birth to their first child in EU countries

	1990	1995	1999	2000
Belgium	26.4	-	-	-
Denmark	26.4	27.4	27.7	-
Germany	26.6	27.5	28.0	-
Greece	25.5	26.6	27.3	-
Spain	26.8	28.4	29.0	-
France	27.0	28.1	28.7	-
Ireland	26.6	27.3	27.6	27.8
Italy	26.9	28.0	28.6	-
Luxembourg	26.5	27.9	28.3	28.4
The Netherlands	27.6	28.4	28.7	28.6
Austria	25.0	25.6	26.3	26.4
Portugal	24.9	25.8	26.4	26.4
Finland	26.5	27.2	27.4	27.4
Sweden	26.3	27.2	27.9	27.9
United Kingdom	27.3	28.3	28.9	29.1

Source: CBS (Eurostat Data Shop)

Registered domestic partnerships / Marriage

	1998	1999	2000	2001	2002
Registered domestic partnerships					
Between two men	1686 (36%)	894 (27%)	815 (28%)	285 (8%)	358 (4%)
Between two women	1324 (29%)	863 (26%)	785 (27%)	245 (7%)	382 (5%)
Between man and woman	1616 (35%)	1500 (46%)	1322 (45%)	2847 (84%)	7581 (91%)
Between two men	-	-	-	1339 (2%)	935 (1%)
Between two women	-	-	-	1075 (1%)	903 (1%)
Between man and woman	89656 (100%)	89428 (100%)	88074 (100%)	79677 (97%)	83970 (98%)

Source: CBS, population trends 2003, p. 76

Education

Education level^f of the population 15-64 year olds (according to ethnic background and age)

	primary	mavo	vbo	Havo/vwo	mbo	hbo	wo	Total (x1000)
Women								
Total	15	11	15	7	31	15	5	5332
Dutch	12	11	16	7	33	16	5	4324
Ethnic minority	27	11	11	8	23	13	6	1007
Men								
Total	13	8	15	7	33	15	9	5469
Dutch	11	7	15	6	36	16	8	4443
Ethnic minority	25	9	14	9	22	13	9	1025

Source: CBS (survey population), 2001.

Command and use of Dutch language among women per ethnic group, age and generation, 2002 (in averages)*

	Command of Dutch language				Use of Dutch language			
	Turks	Moroccans	Surinamese	Antilleans	Turks	Moroccans	Surinamese	Antilleans
Age								
15-24	3.9	4.6	4.9	4.6	2.9	3.5	4.6	3.8
25-39	3.1	3.8	4.8	4.5	3.0	3.3	4.8	4.0
40 and older	1.9	2.3	4.5	4.4	2.2	2.4	4.7	3.7
Generation								
2 nd generation	4.7	4.9	4.8	4.8	3.9	3.9	4.9	4.7
1 st generation	4.7	4.9	4.8	4.8	3.9	3.9	4.9	4.7
	2.5	3.1	4.6	4.4	2.6	2.9	4.7	3.7
Generation								
2 nd generation	4.7	4.9	4.8	4.9	3.9	3.9	4.9	4.7
In-between-generation	3.5	4.4	4.8	4.7	3.1	3.6	4.9	4.2
Marriage migrants	2.0	-	-	-	2.3	-	-	-
1 st generation after 1980	2.2	2.7	4.6	4.2	2.6	2.5	4.5	3.4
1 st generation before and in 1980	1.8	2.2	4.4	4.7	2.0	2.4	4.7	4.5

*Both scales go from 1 (low) to 5 (high); - = too few cases.

Source: ISEO/SCP (SPVA '02, weighted)

³ mavo = lower general intermediate education, vbo = initial professional education, havo = higher general intermediate education, vwo = pre-university education, mbo = intermediate professional education, hbo = higher professional education, wo = university

**Participation in intermediate school exams 2001/2002 classed by origin and gender
(in percents of the relevant age group*)**

	vbo		mavo		havo/vwo ⁴	
	passed	failed	passed	failed	passed	failed
Turks						
boys	37	6	20	5	10	4
girls	38	4	24	7	12	3
total	37	5	22	6	11	4
Moroccans						
boys	36	4	19	3	12	2
girls	41	3	22	3	12	2
total	40	3	21	3	12	2
Surinamese						
boys	34	3	21	2	13	4
girls	35	3	27	4	19	6
total	35	3	22	3	16	5
Antilleans						
boys	31	4	16	1	15	2
girls	34	3	24	3	22	4
total	32	3	20	2	19	3
Miscellaneous non-westerners						
boys	18	2	14	2	11	2
girls	18	1	17	2	19	4
total	18	2	15	2	16	3
Native Dutch						
boys	26	1	25	1	30	2
girls	21	0	28	1	38	3
total	24	1	26	1	33	3

* For vbo and mavo the number of 16 year olds; for havo the number of 17 year olds, for vwo the number of 18 year olds.

Source: CBS (Statline)

Paid an unpaid work

Working population classified according to gender and professional level (15-64 year)

	Women (x 1.000)			Men (x 1.000)			Women's partic. (in %)		
	1992	1995	2001	1992	1995	2001	1992	1995	2001
Working population	2,105	2,249	2,848	3,781	3,814	4,215	36	37	40
Elementary professions	150	170	211	190	230	269	44	42	44
Lower professions	620	582	687	1,000	928	1,000	38	39	41
Intermediate professions	779	869	1,136	1,478	1,498	1,616	34	37	41
Higher professions	365	400	582	698	702	865	34	36	40
Academic professions	95	115	205	316	320	396	23	26	34
Managers in higher and academic professions	14	15	43	83	94	125	14	14	26

Source: CBS (survey on the professional population), 2001

⁴ vbo = initial professional education, mavo = lower general intermediate education, havo = higher general intermediate education, vwo = pre-university education

Participation of women in the working population aged 15-64 classified according to profession (in percentage)

		1990	1995	2001
Highest representation of women				
29	(para)medical lower professions	86	87	90
49	(para)medical intermediate professions	85	85	87
69	(para)medical higher professions	76	77	78
37	lower professions in care	75	79	77
31	administrative, commercial and suchlike lower professions	75	74	73
77	higher professions in care	65	70	73
56	behaviour and society intermediate professions	51	60	72
57	intermediate professions in care and suchlike	70	70	70
25	lower professions in mathematics and physics	40	49	67
Lowest representation of women				
46	intermediate technical professions	3	3	5
68	higher professions in transport	6	9	7
28	lower professions in transport	4	4	9
66	higher technical professions	5	6	9
26	lower technical professions	11	10	10
33	lower professions in security	4	9	13
40	intermediate professions (without further details)	7	23	13
64	higher professions in agriculture	10	14	15
86	technical academic professions	5	8	15
78	managers and suchlike higher professions	8	11	16

Source: CBS (Survey on professional population)

Net participation of women and men (aged 15-64) in the labour force with partner classified according to age of youngest child and educational level (in percentage)

	elementary	mavo/vbo	havo/vwo/mbo	hbo	wo
1997					
Women					
youngest child 0-5 years	18	30	48	65	75
youngest child 6-11 years	23	33	46	63	71
youngest child 12-17 years	29	38	55	65	82
Men					
youngest child 0-5 years	73	90	96	96	96
youngest child 6-11 years	76	91	95	96	96
youngest child 12-17 years	70	91	93	95	95
2001					
Women					
youngest child 0-5 years	19	38	58	74	77
youngest child 6-11 years	24	41	60	70	•
youngest child 12-17 years	24	35	59	74	•
Men					
youngest child 0-5 years	68	91	96	96	96
youngest child 6-11 years	49	74	93	96	96
youngest child 12-17 years	37	54	82	91	95

• = There are insufficient precise details (estimated at less than 30,000 persons).

Source: CBS (Survey on professional population)

Intellectual levels of workers aged between 15 and 64, classified according to ethnic background, gender, age and migration background, 2002 (in percentage)

	Turks		Moroccans		Surinamese		Antilleans		Molluccans	
	M	F	M	F	M	F	M	F	M	F
Elementary	27	29	26	22	14	12	12	10	12	23
Lower	41	39	37	43	35	37	31	36	44	45
Intermediate	24	24	28	27	31	33	35	30	35	27
Higher/Uni	9	9	9	8	20	17	22	24	9	#
Women:										
Aged 15-24										
Elementary		14		16		15		9		#
Lower		56		55		55		64		60
Intermediate		24		27		25		21		#
Higher/Uni		#		#		#		#		#
Aged 25-39										
Elementary		34		23		10		10		#
Lower		31		29		35		26		44
Intermediate		26		30		36		30		37
Higher/Uni		9		18		19		34		#
Aged 40-64										
Elementary		42		45		15		12		32
Lower		29		44		32		32		38
Intermediate		#		#		33		35		24
Higher/Uni		#		#		20		21		#
Women:										
1 st Generation										
Elementary		38		31		14		13		
Lower		35		37		37		34		
Intermediate		20		23		33		33		
Higher/Uni		7		9		16		21		
2 nd Generation										
Elementary		11		11		8		5		
Lower		48		50		36		39		
Intermediate		31		31		33		25		
Higher/Uni		11		9		25		31		
N (=100%)										
	677	318	584	269	550	512	390	316		

* Details on Molluccans 2000 #n too scant

Source: ISEO/SCP (SPVA '02, weighted), ISEO (Mol2000)

The preferred future division of paid work and work in the home (in the case that there are offspring) among school children, classified according to country of origin and gender, 2001 (in percentage)

	only working	both working	partner working	only doing work in the home	both doing work in the home	partner doing work in the home
Woman	5	74	21	27	67	6
The Netherlands	4	73	23	26	67	7
Surinam/The Antilles	7		10	21	76	3
Turkey	14	65	22	44	46	10
Morocco	14	78	8	39	59	2
Elsewhere	7	77	16	26	68	6
Men	40	56	4	6	42	52
The Netherlands	40	56	4	5	41	55
Surinam/The Antilles	38		5	7	49	44
Turkey	56	34	9	16	39	45
Morocco	33	57	11	16	44	40
Elsewhere	43	53	4	5	51	44

Source: Nibud/SCP (Survey on School Children 2001) weighted results

Child-care facilities in the Netherlands (measuring begun on 31 December)

	1990	1992	1994	1996	1998	1999
Capacity per 100 children						
child-care facilities for 0-3 year-olds ^c	3.4	5.1	6.7	7.2	8.2	8.7
after-school care (4-12 year olds)	0.2	0.5	0.7	0.8	1.3	1.7
Use per 100 children						
child-care facilities for 0-3 year-olds ^c	6.1	8.4	10.4	13.4	15.6	17.4
after-school care (4-12 year olds)	0.3	0.6	0.9	1.5	2.2	2.9
Children in day-care (participants)						
full day-care	38.4	56.7	83.0	100.8	117.2	133.7
half day-care	2.5	3.6	4.2	4.1	3.9	3.5
company crèches ^a	4.6	4.6	5.1	•	•	•
after school care	5.0	10.5	15.2	25.2	39.0	52.3
host parent care ^b	2.4	9.3	12.2	15.8	21.7	23.6
Contribution in costs made by involved parties (in percentage)						
government	58	52	41	36	33	29
parents/employees	26	25	21	21	19	19
companies	14	21	36	40	45	49
total turnover (= 100%) (x mil euro)						
	127	272	398	461	589	703

a From 1996 included under full day-care. b Statistics about host parents in 1990 are based on estimates. c Day-care centres, company crèches and host parents. • No available details. Source: CBS (Children Centres Statistics)

Number of hours/days a week that children (0 - 12) make use of day-care, 2001 (in percentage)

hours per week	play school	day care	host parent	after school care	lunch care	baby-sitter elsewhere	baby-sitter home	total
1-18	87	12	40	72	99	66	71	54
9-16	11	35	31	24	0	21	19	22
> 17	3	54	29	4	0	12	10	24

Source: CBS (POLS)

Daily routine

Male / Female roles: compared on the level of item

(averages, 1 = the least tendency towards emancipation, 5 = the greatest tendency towards emancipation)

	Turks	Moroccans	Surinamese	Antilleans	Molluccans
Men should decide when it comes to big purchases					
Men	3.4	3.3	3.7	3.9	3.7
Women	3.6	3.7	3.9	4.0	4.0
A woman is the best person to be responsible for housekeeping					
Men	2.5	2.4	2.7	2.9	2.6
Women	2.6	2.5	2.8	2.9	2.6
Education is more important for boys					
Men	4.1	4.1	4.2	4.3	4.1
Women	4.3	4.4	4.4	4.4	4.1
A woman should give up work when she has children					
Men	3.0	2.9	3.5	3.6	3.3
Women	3.3	3.3	3.7	3.8	3.4

Source: ISEO/SCP (SPVA '02, weighted), ISEO (Mol2000)

Preferences^a of partners^b and of mothers of young children (with partner) concerning participation on the labour market (in percentage)^c

Desired situation	Men	Women	Mothers of children 0-12 yrs
Single earner, only the man has a job	2	7	22
Single earner, only the woman has a job	2	6	1
One-and-a-half earners, the man works fulltime ^d and the woman part-time ^d	11	2	42
One-and-a-half earners, the woman works fulltime ^d and the man part-time ^d	14	4	0
Half / half earners (both partners work part-time)	29	59	32
Double earners (both partners work fulltime)	39	4	1
No earners (both partners do not have paid work)	5	19	2

a The question was: "What if you and your partner could determine together how many hours per week each of you could have paid work. How many hours would you have paid work? How many hours would you like your partner to have paid work?"

b not counting pensioners, early retirement

c The data of the partners were collected in 1999, the data of the mothers were collected in 2002.

d A fulltime job is considered to be more than 32 hours per week, a part-time job it is equal to or less than 32 hours per week.

Source: Emancipation monitor 2002, p 119

Income

Average hourly wage^a classified according to terms of employment and gender (in euros)

	Women				Men			
	fulltime	part-time	flexi	total	fulltime	part-time	flexi	total
1990	8.85	8.92	6.58	8.68	12.19	9.83	7.12	11.91
1997	11.98	12.15	8.12	11.69	15.55	13.96	8.53	15.11
1998	12.59	12.64	8.47	12.23	16.21	14.42	8.99	15.76
2000	13.65	13.66	9.11	13.30	17.45	15.64	9.63	16.98

a Gross hourly wage excluding bonuses.

Source: CBS (Survey on employment and wages)

Women's average hourly wage^a as a percentage of men's average hourly wage [Gender Pay Gap]

	1995	1996	1997	1998	1999	2000	2001	2002
Total	77	77	78	79	79	79	81	81
15-24 years	93	94	95	96	95	97	97	99
25-54 years	80	80	81	81	81	81	83	84
55-64 years	72	72	73	74	73	75	76	76
Profit sector	72	73	73	74	74	74	76	77
Civil service (including subsidized sector)	79	79	80	81	81	81	81	82

a: Gross hourly wage excluding bonuses.

Source: CBS (Wage Structure Research survey 1995-2002).

Political and social decision-making

Women in Senior positions

	Reality in 2000	Reality in 2002	Target for 2010
Cabinet	31%	21%	50%
House of Representatives	36%	35%	50%
Senate	28%	28%	50%
European Parliament	36%	36%	50%
Provincial Councils	31%	28%	50%
Municipal Councils	23%	23%	45%
Queen's Commissioners	8%	0%	30%
Mayors	17%	19%	40%
Water Authority Executives	9%	11%	30%
Council of State, General Chamber of Audit	16-22%	20-25%	40-45%
External advisory bodies Judiciary	38%	41%	50%
Senior police force positions, Interdepartmental Commissions, Independent Administrative Bodies	4-10%	6-10%	20-30%
Senior civil servants (from Scale >15)	9%	11%	30%
Senior private sector posts (Top 100, Managing and Supervisory Boards)	4%	5%	20%
Senior posts in non-profit sector: care and welfare (Managing and Supervisory Boards)	25%	31%	45%
Senior posts in non-profit sector: other (Managing and Supervisory Boards)	13%	16%	35%

Source: Emancipation Monitor 2002, Vereniging Vrouwenbelangen, Ministry of the Interior and Kingdom Relations, 2001.

Proportion of female managers by sector and by branch of employment

Sector	Branch of employment	% women	% women with higher education	% female managers
Profit	Agriculture and fisheries	27	13	17
	Manufacturing and construction	17	16	5
	Commercial services	38	26	17
Non-profit	Non-commercial services	61	53	37
	Education	54	55	28
	Health care and social services	79	64	54
	Culture and other services	53	44	38
Government	Public administration	37	36	23

source: K. Zandvliet, Women in higher functions, development benchmark, Den Haag, 2003.

Violence against women

Births from girls 15-19 year from ethnic background, 1999-2002 (per 1000 girls)

	1999	2000	2001	2002
Total	6.8	7.4	7.8	7.6
Native	3.6	4.1	4.2	4.4
Ethnic minority (western)	8.7	10.0	10.6	9.7
Ethnic minority (non-western)	24.3	24.2	25.6	22.9
<i>of which:</i>				
Turkey 1 st generation	73.9	64.8	60.1	45.8
Turkey 2 nd generation	11.2	10.5	9.6	9.5
Morocco 1 st generation	35.6	42.8	33.1	33.2
Morocco 2 nd generation	6.1	7.8	8.9	6.5
Surinam 1 st generation	24.6	24.3	30.2	30.1
Surinam 2 nd generation	17.8	17.0	19.1	15.9
Netherlands Antilles/ Aruba 1 st generation	46.2	54.3	53.0	43.4
Netherlands Antilles / Aruba 2 nd generation	15.5	15.9	16.8	13.5
Other, 1 st generation	39.4	37.9	46.0	43.0
Other, 2 nd generation	6.4	5.9	6.4	5.7

Source: CBS, population trends, 1st quarter 2004, p 16

Origin^a of admitted clients in provisions of women shelter, 2001 (in percentage)

	Women's refugees	Unmarried mothers / women shelter	Guided women shelter
Native	38.6	39	42.3
Surinam	7.1	8.9	10.5
Morocco	15	13.3	10.3
Turkey	10.6	6.9	7.1
Antilles/ Aruba	3	4.8	8.8
Indonesia	1	1.2	0.8
Other ethnic minority (target group) ^b	17.7	19.5	16.2
Ethnic minority (not targetgroup) ^b	6.2	5.5	3.9
Unknown	0.8	0.9	0
total	100	100	100

a native country of client and (one of both) parents b distinction has been made on basis of average income per head of population.

Source: Emancipation monitor 2002, p 211

The number of cases of abuse and sexual crimes dealt with by the police, 1980-2000

	abuse	sexual intimidation	rape	indecent assault	other sexual crimes
1980	13,700	4,200	800	1,800	1,400
1985	17,614	4,571	1,213	2,075	1,550
1990	22,466	4,334	1,331	2,231	1,893
1995	28,057	2,529	1,470	2,485	*
2000	44,129	2,454	1,648	2,896	2,535
Cross-examined suspects					
Men					
1995	14,219	658	889	704	633
2000	22,656	899	838	902	1,338
Women					
1995	1,100	12	33	8	53
2000	2,027	15	13	10	29
Boys					
1995	2,320	46	138	308	107
2000	4,163	88	161	500	209
Girls					
1995	479	1	6	14	11
2000	919	1	4	7	7
Total					
1995	18,118	717	1,066	1,034	804
2000	29,765	1,003	1,016	1,419	1,583

*Confidential details of other sexual crimes in 1995 are unavailable.

source: CBS (Police Statistics)

The knowledge society

IT use (average number of hours per week) of women and men according to age, 2001

	18-44 years		45-64 years	
	women	men	women	men
Computer use	10	19	6	12
Internet use	3	5	1	3

Source: CBS/SCP (pilot research IT use, 2001)

IT use of girls and boys according to application possibilities, 2001 (% weekly use)

	Primary education (5 th grade)		Secondary education	
	Girls	Boys	Girls	Boys
Practice teaching material	15	12	10	6
Make a drawing	26	20	3	4
Collect material for i.e. presentation, paper	16	13	15	13
Write a letter or a story (word processing)	28	15	20	26
Write a paper	15	11	-	-
Write and read e-mail	29	25	49	42
Surf at the internet	33	40	48	49
Chat	22	23	32	30
Make a website	5	7	3	11
to program	6	11	3	14

Source: Emancipationmonitor 2002, p. 224