

Appendix 2 – Availability of gender expertise within the Ministries

Ministry of the Interior and Kingdom Relations

In the coming period, the Gender Commission that has been set up in the Ministry of the Interior and Kingdom Relations aims to be actively working on sharing expertise and raising awareness of the subjects of gender and diversity through:

- creating a network of experts inside and outside the Ministry;
- organising meetings and workshops for policy employees on subjects related to gender and diversity;
- the mutual exchange of policy documents;
- jointly writing one or more articles or letters to the editor about gender and diversity for publication in newspapers and other publications.

In addition, the Ministry of the Interior and Kingdom Relations will work on promoting expertise through the establishment of an information site on the Intranet, to realise a basic awareness of gender mainstreaming. On International Women's Day a brochure was published entitled 'The power of the difference', which aims to play an agenda-setting role inside and outside the Ministry. A workshop will also be organised in conjunction with the Knowledge Centre for emancipation, diversity and family (E-quality). The subject of the workshop is still being decided in consultation with the Ministry of Interior and Kingdom Relations Gender Commission.

Ministry of Foreign Affairs

At present, knowledge and expertise about women's rights and the influence of the unequal position of girls and women in a number of areas are distributed insufficiently broadly in the organisation. The Ministry is aiming to change this situation. The aspect of gender will be dealt with more comprehensively in regular training and education, in order to broaden knowledge and expertise. In the new practice-oriented training approach of the Ministry, a lot of attention will be paid to the practical support of employees in defining the objectives in the area of emancipation in the integrated foreign policy. The department involved with emancipation in policy will function in such a way that it can advise a range of dossier holders on realising the political and administrative ambitions. In this capacity the department will function as a centre for expertise on emancipation matters across the Ministry of Foreign Affairs.

Ministry of Economic Affairs

Gender expertise is available with the Secretary General as portfolio holder, with the Ministry-wide gender mainstreaming network and with the General Economic Politics department as the coordinating directorate. If required, specific expertise will be externally hired. For instance, in April this year E-Quality organised a workshop on the possibilities for applying *gender mainstreaming*.

Ministry of Finance

Knowledge of this area is available and where necessary external expertise will be used. This is assessed per individual case. Policy departments have specific knowledge of substantive dossiers that touch on emancipation issues.

Ministry of Justice

Internal: the course 'The Power of the Difference' is included in the training programme. This course provides specifically for the development of knowledge in respect of gender mainstreaming and its application in policy formulation. In addition, plans are being developed to include an emancipation and gender component in existing courses (such as the introductory course, Reporting with policy or Policy expertise I) at the Ministry's recently initiated Policy Academy. This will immediately familiarise new employees with gender mainstreaming, its importance in their daily activities and the *tools* to implement this in their daily work.

External: so far we have been giving shape to generating knowledge of gender mainstreaming in general, utilising the expertise of E-quality in particular. For instance, they conducted a speed assessment with respect to the honour-related violence dossier and are providing support in the creation of the Intranet site. In 2007/2008 E-quality will provide support in promoting gender expertise in the area of domestic violence, among other things.

In their policy development the policy departments rely on a large number of external sources and advisors, such as Amnesty International and the official reports of the Ministry of Foreign Affairs on the foreign nationals policy, police and interest groups in the prostitution policy, etc. Newsletters and websites of the Ministry of Education, Culture and Science, Clara Wichmann, the IIAV (*International Information Centre and Archive for the Women's Movement*) and others also provide a lot of information. The IIAV is also subsidised by the Ministry of Justice.

Ministry of Agriculture, Nature and Food Quality (LNV)

Clarification: We distinguish between internal and external expertise.

Internal: how is gender expertise among our own employees promoted?

(e.g. training, courses etc.)

External: how and with respect to which themes are external expertise and experts involved in the policy process? (e.g. the deployment of NGOs, research institutes etc.)

Internal

- Specific gender expertise is available in the policy departments for Agriculture, Countryside, Nature, Regional Affairs, Knowledge and in the staff departments of the Administrative Council Bureau and Human Resources.
- The Ministry of Agriculture, Nature and Food Quality is investigating the possibilities of adding gender and diversity modules to the introduction programmes for new functionaries at the Ministry, the Starting with Policy training course and the Management Development programme.

External

- The Ministry of Agriculture, Nature and Food Quality has a so-called preferred supplier relationship with the Agricultural Research Services Foundation, with which research institutes like the Wageningen University and Research Centre, the Agricultural Economic Institute and Alterra are associated. Policy-supporting studies are being conducted by order of the Ministry, including in the area of female entrepreneurship, employment and the position of women in agriculture. One point for attention is a certain level of gender blindness among researchers.

The possibilities of focusing on gender and diversity aspects in the research direction and programming of socio-scientific studies are being investigated.

- By order of the Ministry of Agriculture, Nature and Food Quality, the Social and Cultural Planning Office is conducting a research programme entitled 'Social Status of the Countryside'. The purpose of the programme is to arrive at a monitor of the social developments in the countryside, making it possible to recognise at an early stage whether and to what extent the living situation of inhabitants is coming under pressure. Gender issues are a point for attention.
- For themes like sustainability and gender, specific external gender expertise is deployed.
- The Regional Affairs department facilitates women networks in the north and east of the Netherlands. Findings from these networks are reported and distributed within the Ministry of Agriculture, Nature and Food Quality.
- The Ministry also utilises the knowledge available from traditional rural women's organisations, the Woman and Business Commission of the Dutch Confederation of Agriculture and Horticulture and the Business Women Federation.
- The national centre for emancipation, family and diversity, E-Quality, has limited expertise in the Ministry's domains of food, nature, countryside and agriculture.

Availability of internal gender expertise in the Ministry of Education, Culture and Science (OCW)

Every department in the Ministry of Education, Culture and Science has an emancipation contact person. The emancipation contact persons within the Ministry meet once a month. In addition to the exchange of information, there is also coordination about emancipation dossiers which transcend policy. The aforementioned information and coordination also contribute, to an important extent, to increasing the expertise of policy employees.

As a result of the interim reports in which the Emancipation Review Commission recommended that more should be invested in emancipation expertise, the government has decided that each Ministry can use a number of consultancy hours from the E-Quality knowledge centre in the process of gender mainstreaming.

The Ministry of Education, Culture and Science has used these consultancy hours for the promotion of expertise among Ministry employees as follows:

- The development of a module by the E-Quality knowledge centre for the training course 'Writing memos and advisories', which is offered to Ministry of Education, Culture and Science policy employees. The purpose of this course is to show the participants that (subconscious) stereotypical images may be reflected in language use.
- The Ministry of Education, Culture and Science has an integrated procedure for policy preparation, the 'OCW policy guide'. Working according to the principle of gender mainstreaming will be documented in this policy guide.

Ministry of Social Affairs and Employment

In conjunction with E-Quality, a master class on gender mainstreaming will be organised.

The purpose of the master class is to refresh/reinforce the knowledge and commitment at the top, to transfer knowledge about gender mainstreaming and to increase the understanding of gender aspects in the Ministry's own policy dossiers (giving tangible substance). The desired result of the master class is to improve the quality of the policy (higher yield) by applying gender mainstreaming, and to obtain an understanding of what the organisation needs in order to apply and anchor gender mainstreaming.

Participants in this master class are the Secretary General, the Directors of Industrial Relations (AV), Employment Market (AM), Legislation, Administrative and Legal Affairs (WBJA), Work and Social Assistance (W&B), Occupational Health and Safety (ARBO), Social Security (SV), and Policy Enforcement (UB) and 1 policy employee per department (for instance the employee who participates in the DOE).

Ministry of Defence

Genderforce

The main objective of the Gender action plan is to achieve a better gender balance within the Ministry of Defence. In this way Defence wants to improve the quality of the organisation, which is especially important for the success of operations in mission areas. The Ministry believes that the establishment of peace can only be achieved with a contribution of women and men in the operational country. To be able to reach both sexes it is necessary that the teams in the operations are of mixed composition and that gender knowledge and gender awareness is present in these teams. The Ministry feels that a mixed team composition is also important for units and Defence sections that are not involved directly in the operations. There are numerous studies and reports that show that mixed organisations with a good diversity perform better. The quality of the organisation therefore benefits from the implementation of a gender policy. Realising a better gender balance is important, but not enough. Attention must also be paid to the culture of the organisation, increasing gender awareness, increasing knowledge on the subject of gender and gender mainstreaming. For this reason the Ministry of Defence started the Genderforce project in 2005. Genderforce is a three-year project that is subsidised by the European Social Fund and finishes on 31 December 2007.

The project has 4 sub-projects:

1. Gender in training;
2. Gender in peace operations;
3. Gender mainstreaming (anchoring Gender through inclusion in policy documents, planning, evaluations and other operational elements);
4. Gender balance (including the realisation of the Gender action plan).

All sub-projects have been defined into objectives, project plans and activities. The final report is currently being formulated.

Ad. 1 Gender in training

In the space of one year *indicate exactly when or keep general*, all initial and career training courses have been reviewed and analysed for the attention the courses give to learning objectives and programmes associated with Gender. The courses themselves have been closely involved.

Programmes and lesson modules have now been developed for all courses, which means that Gender and working in a mixed organisation becomes an integrated part of the training. Approx. 400 instructors have been trained to teach these programmes and play a role in improving the culture of the education and the interaction during the courses (and the associated living environment and leisure pursuits).

Ad. 2 Gender in peace operations

- There is a designation regarding gender for the benefit of operations, which has made gender a permanent aspect in the core of the operations;
- There is a gender checklist with stakeholders which has been introduced in the Operations department and which has made gender a permanent point for attention in the planning, realisation and evaluation of operations;
- The understanding that the deployment of women in operations has considerable added value for the effect of the operations has been increased. For this purpose expert meetings and workshops were organised and attention was also paid to this subject in various publications;
- The knowledge about the importance of Gender in operations has been increased considerably through studies, research, meetings and workshops;
- This focus on the subject matter was partly realised by the Women, Peace and Conflict Taskforce that was established in 2004 to promote the implementation of UN resolution 1325 in the Netherlands. The Ministry of Defence actively participated in this Taskforce. The Taskforce has now concluded its activities and a National 1325 Action Plan has been formulated. The Ministry once again made a major contribution to this plan. The National Action Plan was presented and adopted on 4 December 2007 and will be implemented in the coming period;
- There is specific attention for gender aspects in missions, including in the training course for Peace missions which is taken by every soldier who is going on a mission. As a result of the Gender force project, the subject is also an important point for attention in the activities in the context of Civil Military Cooperation (CIMIC), realised by the NATO CIMIC Centre of Excellence. A start has been made on investment in expertise about gender during peace operations.

Ad 3 and 4 Improving culture, increasing support and reinforcing gender awareness

To achieve results it has proven necessary to convince people of the need for a gender policy and the opportunities of contributing to and benefiting from such a policy. In addition the organisational culture will have to change if men and women are to feel at home in it, if everyone's qualities and competencies are to be optimally utilised and if everyone wants to be able to develop to their full capacity.

In this context we can list the following actions:

- A Gender communication plan was formulated and realised. Part of this plan, among other things, was to create and distribute a newsletter. In the past 3 years this newsletter was published four times with a circulation of 6000. Articles that are directly or indirectly associated with the gender policy appeared in all Defence magazines;
- There have been many large and small meetings on the subject of gender. Both in 2006 and in 2007 Ministry-wide gender focus days were organised, with a total of nearly 600 participants;

- The Defence sections themselves organised localised meetings on the subject of gender; in total nearly 25 such meetings were organised in 2006 and 2007, reaching approx. 2000 people. The objective of these meetings is always to start an internal process when it comes to generating gender awareness within the Ministry of Defence;
- The Gender in Education project in particular contributes to an improvement of the culture. All newcomers to Defence are involved in this project;
- There is renewed focus on how to interact with each other, desired conduct, and the prevention of discrimination and sexual intimidation.

Ministry of Transport, Public Works and Water Management (V&W)

Personnel policy

Gender expertise is present in the Finance, Management & Control/Human Resources Management Organisation department. For management functions and higher there is expertise in the Mo-unit, in the same department.

On 7 June 2007, the symposium entitled 'Break the glass' took place. At its conclusion 10 action points were formulated. Three of these action points relate to increasing the internal expertise of employees. They are:

1. Managers must be trained so that emotions are given a place in the organisation;
2. Women have to make sure they are seen!
3. Take the bull by the horns and remind each other!

Emancipation and policy

The Ministry of Transport, Public Works and Water Management will continue to use external gender expertise and will continue the discussions with the Ministry's Knowledge Institute on Mobility (KiM) and the Traffic Research Centre on this subject. The Ministry will also (continue to) stress the importance of including gender in studies to KiM and the Transport Research Centre. This promotes gender expertise among the relevant dossier holders.

Examples:

- In recent years there has been a lot of research in this area and a lot is known about the effects of emancipation. In 2001 the effects of emancipation were mapped out especially for the NVVP (*National Transport Plan*) and in 2003 quantitative data on traffic and transport policy in relation to the emancipation objectives was once again collected. The Netherlands Mobility Study (MON) and the Time-use Survey (TBO) by the Social and Cultural Planning Office, which is conducted every five years, looked at male/female differences in time-use and mobility.
- The subject of mobility in relation to care is highlighted separately in 'Trends in mobility' (Transport Research Centre, October 2006), and received special attention in the 'Daily Timetable' workshop that the Ministry of Transport, Public Works and Water Management organised at the end of 2006.
- Recently the Ministry conducted a study into the mobility behaviour of ethnic minorities. With regard to women from ethnic minorities a number of issues could be observed, including:
 - They travel less frequently (spend more time at home)
 - They are less likely to have a car or driving licence
 - They do not cycle as often

Ministry of Housing, Spatial Planning and the Environment (VROM)

Within the Ministry of Housing, Spatial Planning and the Environment, the expertise in the area of diversity is limited and not broadly distributed, with the exception of Housing, Communities and Integration. The network organisation that is to be set up in the department also serves to stimulate the increase and deepening of knowledge in this area.

Other measures are:

- At Director level the activities in this area will be intensified by means of raising awareness of the importance of diversity and emancipation in relation to policy and communication with citizens. In this context there will be a focus on the diversity and emancipation effects of policy and international personnel policy.
- The programme 'Policy with citizens' and the programme on communication with citizens (in development) will be involved in the policy. During the meetings it will be considered, in concrete terms, how diversity and emancipation play a role in achieving our policy objectives (see under d).
- In a varied format a diversity evaluation and/or specific gender quick scan will also be applied to the dossier, depending on the methods and development status.
- The efforts in the contacts with women organisations and non-government organisations of recent years will be continued. In the context of reinforcing diversity and emancipation it will be investigated which organisations are relevant in view of the subjects to be selected. If further research proves desirable, the appropriate research institutes will be engaged.
- Finally, we will participate in the Inter-Ministry Contact Meeting on Emancipation, during which knowledge exchange will take place, among other things.

The effects of the aforementioned activities will be measured, and in the case of a positive evaluation they will be repeated or expanded annually. To this effect a 'zero measurement' will first be taken with a yearly 'calibration'.

The library and the VERA Intranet site will be given a diversity 'section' in which background information will be made available.

Programme Ministry of Youth and Family

Employees of the Ministry of Youth and Family use the facilities of the department in which they are based. It is being assessed whether, with regard to the specific themes in the area of youth and family, there is an additional need for the promotion of expertise in the area of gender mainstreaming.