



Sexual & Reproductive Health and Rights for All

We envisage a world where all people are able to make their own sexual and reproductive choices, free from discrimination, coercion and violence.

Rutgers

Table of contents

	Introduction & Outlook	5
2	Advocacy	7
3	International programmes, research and resource mobilisation	11
3.1	International research	16
3.2	Resources mobilisation 2015	19
4	Interventions, capacity building and Research in the Netherlands	21
4.1	National Programmes	21
4.2	Interventions in National Programmes	21
4.3	Research in National Programmes	24
5	Report of the Supervisory Board	27
5.1	Appointment new Executive Director	27
5.2	Supervision and decisions	27
5.3	Profile Supervisory Board	28
5.4	Compilation Supervisory Board	28
5.5	Governance	29
6	Human Resources	33
7	Brand & Corporate Communication	35
8	Finance	39
8.1	Income	39
8.2	Expenditure	40
8.3	Net result	41
8.4	Annual Financial Statements 2015	43
9	List financial donors	67
10	Independent Auditor's Report	68
11	Budget 2016	69
12	List of publications	71



Rutgers had a very successful year with many highlights. We invite you to learn about our results and challenges in this Annual Report of 2015.

1

Introduction & Outlook

We envisage a world where all people are able to make their own sexual and reproductive choices, free from discrimination, coercion and violence.

2015 was a crucial year: Dianda Veldman left her post as executive director. Most large programmes came to an end; the Uganda Office was launched and the organisation chose a new strong name and logo: Rutgers. The organisation was highly successful in attracting new funding for international work. We are now the lead and work together in three alliances. All in all, the organisation acquired a portfolio of programmes worth €100 million for the next five years from the Ministry of Foreign Affairs. This is a fantastic basis to build on.

The challenges we face remain huge: 220 million women and girls do not have access to contraceptives. In 80 countries homosexuality is illegal - in some countries the penalty is death. The world is facing several humanitarian crises which result in many people leaving their home countries to look for a safer place. Refugees face sexual health challenges - lack of access to services and information and sexual violence. In the Netherlands 200,000 young people become sexually active each year and need information and access to services. Four out of every 10 women and one out of every 10 men in the Netherlands have experienced physical sexual violence. The economist published an article stating that investments in SRHR have proven to be the second best value for money in development - after trade agreements.

We need to scale up our response. And invest in showing the impact of our work. Therefore research should be a key component of our work. We also need to diversify our funding as we are mainly dependent on Dutch funding.

First of all there were three major changes in our organisation:

- We opened a new office in Uganda and moved to new offices in Utrecht.
- We also changed our company name to 'Rutgers' and we launched a new corporate design.
- A major change for Rutgers was having to say goodbye to its former executive director, Dianda Veldman, at the end of August 2015.

In March we celebrated the 10-year anniversary of the Week of Spring Fever working together with many enthusiastic primary schools and the support of the Municipal Health Services. This event did not remain unnoticed abroad: our approach to starting sexuality education at an early age was the reason for a lively debate in the United States. And this year we also launched a new guideline for special schools on sexuality education together with CED. We welcomed over 200 teachers of special schools at a the symposium entitled 'Resilient!' ['Weerbaar!'].

In our international work, CSE is given profound attention in several programmes. The World Starts with Me and the Whole School Approach were important parts of our work abroad.

Gender and gender transformative thinking is becoming more and more important as part of our work in preventing sexual abuse. We target not only the general public, but also specific vulnerable groups.

For example in the Netherlands we developed a tailor-made counselling programme, Girls Talk Plus, for girls with a learning disability. The girls involved and the professionals that guide them have enthusiastically welcomed this new evidence-based programme developed together with MEE. More attention is needed for these kinds of vulnerable groups. For this reason we also started research among them regarding teen pregnancy in a wider cooperation with Fiom and Soa Aids Nederland. For boys we worked on Beat the Macho, a successful local and social media campaign involving and inviting boys and their environment to think about their gender roles and to break through gender stereotypes.

In the international field, the programme Prevention Plus was awarded to us, a five year programme with Sonke and MenEngage as a follow up programme to MenCare+ to work on a gender-just society, free of gender-based violence.

In an alliance with three southern networks and three Dutch NGOs, Rutgers submitted a proposal for the Advocacy and Policy Influencing Fund of the Ministry of Foreign Affairs (dialogue and dissent) in order to be able to build capacity for lobby and advocacy and to increase advocacy for sexual and

In 2016 our new strategy will be finalised. This is based on the strategy developed by the International Planned Parenthood Federation of which we are a proud member. Their strategy focusses on four key areas:

- 100 governments respect, protect and fulfil sexual and reproductive and gender equality.
- 1 billion people to exercise their sexual and reproductive health and rights freely.
- 2 billion quality integrated sexual and reproductive health services delivered.
- A high performing, accountable and united Federation.

Rutgers will decide what added value it can bring to these areas - and other potential areas.

reproductive health and rights after 2015. In February 2015 we learned that 'Right Here, Right Now', a five-year programme, had been awarded to us.

The department of International Programmes has also been very successful with three new extensive programmes. Apart from the above mentioned Prevention Plus, we also acquired Get Up Speak Out (GUSO), which is a follow-up to the UFR and ASK programmes. GUSO aims at the empowerment of all young people, especially young women and girls, in realising their SRHR. Finally we acquired Yes I Do, a follow up of the child marriage programme that expired in 2015. The country offices in Pakistan, Indonesia and Uganda will be involved in most of the new programmes.

Our biggest asset is our highly motivated and professional staff - in the Netherlands, Pakistan, Indonesia and Uganda. We will need to further develop strategies which help us to maintain this highly skilled professional staff base, and also renew it depending on the needs of our work.

Our second biggest asset is our partnerships: The Ministries of Foreign Affairs and Health are key - but so are others. We will evaluate our relationship with the National Postcode Lottery. We will invest in new donors. And we will deliver all of our work through partnerships - a wide range of in-country, international and Dutch partners. We cherish working in partnerships and will build on our lessons learned to strengthen the partnerships we are building for the upcoming years.

Together we can really make a difference.

April 2016

Ton Coenen
Executive director

Andrée van Es
Chair Supervisory Board

2 Advocacy

Domestic policies

New alliances have been built with WOMEN Inc and the Bernard van Leer Foundation dealing with modern parenthood and engaging men in the care for young children. Media-advocacy, in which working with media and doing advocacy strengthen one another, was also used to put intimacy and sexuality of elderly people on the agenda. Together with ten health-care organisations, a short document was prepared, and contacts with media and parliamentarians were sought, resulting in parliamentary questions, media attention and acknowledgement of the issue from the Ministry of Health, Welfare and Sports. Rutgers is currently following up with the Ministry.

In relation to sexual abuse, important steps forward have been taken: the Ministry of Security and Justice promised to work on sexting; lifelong registration is hindering the court referral to the Mandatory Educational Programme for juvenile sex offenders - an issue recognized now by MPs; conversations started on developing an educational programme for boys with a mental disability. Finally sexual health of refugees has been addressed in Parliament.

Dutch Overseas Development Aid (ODA)

Since 2013, ODA has decreased substantially. Further erosion of the ODA budget was caused by funding the costs for asylum seekers' first year admission and national measures on climate change from this budget, diluting the definition of ODA. Rutgers supported the successful Partos campaign to increase the ODA budget, and have other Ministries chip in to the cost for refugees.

In coordination with the SRHR Alliance, a variety of advocacy efforts was undertaken directed at MPs. We succeeded in keeping SRHR on the agenda and safeguard SRHR budgets. Almost all MPs with foreign trade and development cooperation in their portfolio mentioned SRHR as a topic that needs to remain a priority. Total expenditure of the Dutch government on SRHR and HIV/Aids amounted to € 415 m in 2014 and to € 386 m in 2015. The budget for 2016 is set at € 416 m.

Europe

Active monitoring and follow-up towards the Ministry of Foreign Affairs, the Permanent Representation in Brussels and Dutch Members of the European Parliament took place, especially related to the EU Council Conclusions on Gender and Development, and the Gender Action Plan (GAP 2016-2020). Joint advocacy with European partners resulted in language improvements, but could not prevent that the GAP became a Joint Staff Working Document instead of an official Communication. The strong reference on SRHR included in the Council Conclusions has allowed the EU to work on and speak unified and strongly about SRHR in its foreign policy.

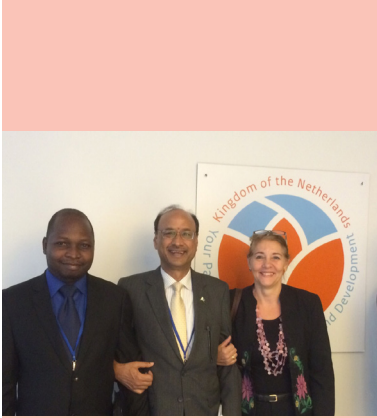
Rutgers was active as vice-chair of EuroNGOs, including preparations for the annual conference, in which Rutgers moderated a panel with UN agencies, and a workshop on Financing for Development. After the maximum term of 4 years, Rutgers handed over its vice-chairmanship.

International

2015 was a crucial year wherein Rutgers took part in the **intergovernmental negotiations for the post-2015 development agenda**. Together with the international SRHR Platform, Rutgers contributed to and read several CSO statements during the negotiations. We worked closely with the Dutch Ministry of Foreign Affairs to ensure that relevant targets would not be watered down or removed from the agenda. The 2030 Agenda on Sustainable Development which includes 17 Sustainable Development Goals and 169 targets, was adopted by all UN member states in September 2015. The new Agenda includes key targets related to sexual and reproductive health and reproductive rights as well as a stand-alone gender goal. As follow up, Rutgers in collaboration with the Countdown 2015 Europe consortium provided input in global and



After a media campaign, launch of the State of the World Fathers Report, and extensive contacts with parliamentarians and Minister of Social Affairs, paternity leave was extended from 2 to 5 days. Obviously, this is still far too little, and the campaign will continue in 2016.



national (Dutch) consultations on the indicator framework for Agenda 2030. Key indicators were included in the latest report of the IAEG which will need to be approved in 2016.

Rutgers took part in the **48th session of the Commission on Population and Development (CPD)**. The CPD linked sustainable development with the post-2015 agenda and took place during a key period of negotiations on the new development framework. Rutgers was member in the official Dutch governmental delegation. Despite constructive efforts and successful collaboration with country delegations, the Commission failed to agree to a negotiated outcome document. This can be ascribed to geopolitical reasons, the working methods of the chair and strong disagreement on SRHR, gender equality and human rights issues. In the fall of 2015, Rutgers engaged in the consultation process on the new **methods of work of the CPD**, which will be negotiated during CPD49 (2016).

Rutgers formulated inputs to the revision of the **Global Strategy on Women, Children's and Adolescents' Health** and participated in the online consultation on the **Global Financing Facility (GFF)**. These inputs contributed to a strong call to embed an SRHR focus in the Global Strategy and the GFF. While results are mixed looking at the final document, there are ample entry-points for follow-up at national level to ensure SRHR is included in the national implementation plans.

G77 project

Rutgers worked closely with partners in Africa, Asia and the MENA region to support their capacity in engaging in key international processes such as the CPD and the negotiations on the post-2015 development agenda. In February and March 2015, two workshops for respectively Asia/MENA and Africa were organized resulting in country advocacy plans. Throughout the year, all partners received constant process updates including advocacy messages and suggestions for follow up. Partners from 11 countries were supported to participate in the CPD; four of them became part of their national government delegation. Rutgers supported the two regions to develop, submit and read regional oral statements during the CPD that were endorsed by 69 (Africa) and 44 (Asia/MENA) CSOs from their own region. Most partners organized or engaged in national consultations on the CPD (before and after), and the post-2015 development agenda negotiations.



UAFC: Universal Access to Female Condoms Joint Programme

Rutgers is co-founder of the Universal Access to Female Condoms Joint Programme (UAFC) with i+solutions, Oxfam Novib, and the Netherlands Ministry of Foreign Affairs. Rutgers has been implementing the Advocacy, Linking & Learning, and Communications component since 2009; 2015 marked the final year of implementation of phase II (2012 - 2015) focusing on consolidating advocacy efforts and materials produced, and to continue facilitating sustainable female condom advocacy at international and in-country level.

In terms of tools and materials, the UAFC Brochure, website and social media were renewed, Happy User stories were collected, an animation video on the Business Case for female condoms was produced and disseminated in 4 languages, and a renewed online version of the female condom advocacy toolkit was published. Advocacy efforts towards donors and large implementing organizations continued as well as active participation in international meetings. In-country technical assistance was provided to partners in Cameroon and Nigeria, where ownership from relevant line-ministries was ensured and female condoms included in key policies and strategies. Rutgers continued to steer the International Advocacy Platform for Female Condoms, including a face-to-face meeting in Durban.



The fourth Global Female Condom Day was co-organized with 5 Platform members, with activities documented in more than 24 countries, including in the Netherlands (in collaboration with dance4life and the Female Health Company). The highlight of the year was the Global Female Condom Conference in Durban (1-3 December) where more than 250 people from governments, private sector, civil society and media gathered to present their female condom work and discussing to take female condoms to the next level. Rutgers organized a successful advocacy track, impressive media coverage, and a Call to Action with pledges from government representatives, USAID, IPPF, Pathfinder International, several manufacturers and civil society organizations, and produced video reports.

The UAFC programme was evaluated positively. Rutgers commissioned the production of an end-line stakeholder mapping, to serve as reference and to guide future female condom advocacy, as besides UAFC's many successes, a lot of work remains to be done before female condoms and other essential RH supplies are available to all. Sustained donor funding for female condom procurement, programming and in-country advocacy is still lacking, and more organisations (global and in-country level) need to be equipped and capacitated to start and/or continue to support female condoms. The International Advocacy Platform has grown and is well-established, serving as the linking pin between global and in-country advocates and providing neutral space for joint female condom advocacy. Therefore, international and in-country advocacy for female condoms, with the International Advocacy Platform at the core, forms the basis for our proposal to Amplify Change submitted early 2016.

Right Here Right Now (RHRN)

The RHRN proposal of the partnership between Rutgers (as lead agency), the Asian-Pacific Resource & Research Centre for Women (ARROW), CHOICE for Youth and Sexuality (CHOICE), dance4life, Hivos, the International Planned Parenthood Federation Africa Region (IPPFAR), Latin American and Caribbean Women's Health Network (LACWHN) was approved in January 2015. It addresses the limited protection and respect and the hindered fulfilment of young people's SRHR in 10 countries in Africa, Asia and Latin America and in one sub region, the Caribbean. The aim is to build capacity for lobby and advocacy. It runs from 2016 to 2020. A Programme Document was developed in dialogue with the Ministry of Foreign Affairs and submitted in July 2015. In November, the Partnership Agreement with the Ministry was signed. After July, Rutgers invested in programmatic arrangements resulting in an organizational structure and governance model for the Partnership and a plan of action on the first implementation phase in each country.



MenCare+

The MenCare+ programme had a successful last year, with one of the advocacy highlights the launch of the State of the World Fathers report and the campaign on Parental Leave in the Netherlands. Rutgers as member of the global MenCare+ team visited CSW59, gave an oral statement together with the MenEngage Global alliance, and organized a parallel event on the programme. The message on engaging men and boys in SRHR programmes was shared via the CEDAW shadow reporting on the Netherlands, advocacy briefings for the Dutch Parliament and in preparation for CSW60.

As follow up of the MenCare+ programme, the Prevention+ proposal was developed and awarded. It has a strong international advocacy component for engaging men and boys in Gender Based Violence prevention, and includes advocacy in four countries (Rwanda, Uganda, Indonesia and Pakistan) and the MENA region.

UFBR and ASK

In general the advocacy strategies developed, were adjusted and at times extended and above all implemented. Some examples:

- In Tanzania, the re-entry guideline of young mothers in schools was approved by the management of the Ministry of Education and Vocational Training, but still waiting to be signed by the Minister. The last capacity building activity was a combined advocacy photovoice workshop, which resulted in a booklet to be used for continued advocacy.
- Concrete agreement has been reached between the National University and the UBR Alliance in Bangladesh about involvement in the development of materials for the new curriculum and in the curriculum review process.
- In Malawi, School Management Committees of several schools have allocated part of their School Improvement Grants to refresher training on Life Skills: 60 schools in Dedza district, 11 in Mangochi district and 3 schools in Chikhwawa district. The District Education Managers support these decisions and included trainings in their District Implementation Plans.
- The Kenyan Alliance has been successful in positively influencing the new National Adolescent Sexual and Reproductive Health (ASRH) policy and will support the Ministry of Health in its rollout. It is also working with the Ministry of Education, Science and Technology to disseminate its 2013 Education Sector Policy on HIV and AIDS.
- In Pakistan, the Bureau of Curriculum issued a new letter of recommendation that LSBE should be included in the provincial curriculum. This formed the basis for very concrete follow-up meetings: a refresher workshop for content reviewers and master trainers was held and will be followed by support to textbook writers of the Balochistan Textbook Board.
- Currently, all the schools where the UFBR programme works in Uganda have created a timeslot when the whole school is involved in sexuality education, and many have also reserved some budget to support the subject. The district authorities, who have become strong advocates themselves, actively encourage health facilities to offer youth friendly services, schools to offer sexuality education and schools and clinics to join hands.

3 International programmes, research and resource mobilisation

Introduction

The international Programme Department had a busy and successful year 2015. A number of major programmes, such as UFBR (unite For Body Rights), ASK (Access, Services and Knowledge) and MenCare+, were concluded or about to be concluded in the early part of 2016 as per the set expiry dates. Simultaneously a lot of efforts have been invested in the acquisition of new programmes, some of which are a continuation of ongoing programmes. In total at the end of 2015 the International Programmes department had some 10 programmes in operation and prepared initiation of some four large and an equal number of smaller programmes, all expected to start in the first half of 2016. Below we will provide an overview of the most prominent programmes in 2015.

Unite for Body Rights Programme (UFBR) and Access, Services and Knowledge (ASK)

Both programmes implemented by the SRHR Alliance

As the UFBR and ASK programmes are quite complementary and multiple-reinforcing and are managed through the same organisational structure under the same leadership (Rutgers) they will be presented jointly. In its role as lead agency in these programmes Rutgers assumed responsibility for the overall programme performance. However, both actions and results are associated with major efforts by alliances in the Netherlands and the UK and their counterparts in eleven countries in Africa and Asia.

Introduction

The SRHR Alliance, initially consisting of five NGOs, AMREF Flying Doctors, CHOICE, dance4life, Rutgers and Simavi, implemented the UFBR programme which ran from 2011 till the end of 2015. On the occasion of the ASK programme the SRHR Alliance was enlarged with IPPF and Stop Aids Now! The ASK programme ran from 2013 till the first quarter of 2016. The two programmes had sizable budgets amounting to € 45 million (Rutgers share € 22 million) and € 30 million (Rutgers share € 8 million) respectively, financed by the Dutch Ministry of Foreign Affairs, with Rutgers in the role as lead agent. The two programmes supported partner organisations in Asia (Bangladesh, India, Indonesia and Pakistan) and Africa (Senegal, Ghana, Ethiopia, Kenya, Malawi, Uganda and Tanzania) improving the sexual and reproductive health and rights of young people, women and marginalized groups. Where feasible we will present the results of Rutgers. However, as the two programmes are a true alliance effort, both in the Netherlands and UK as well as in the countries in which the programmes are implemented through around 70 partner organisations, the outcomes are achieved through a collaborative effort.

Building national SRHR alliances

One of the most eye-catching ambition of the UFBR/ASK programmes is that they aim at creating an enabling environment for the promotion of SRHR through the initiation, development and empowerment of national SRHR alliances.

The following statement underlines the relevance of national SRHR alliances: "Together we are stronger (we have more leverage in advocacy, and are safer to address sensitive issues), we reach more, with better quality, in a more sustainable way, building our capacities by linking and learning."

In the years to come, benefitting from the continued funding through the so-called GUSO (Get Up Speak Out) programme, the majority of the national SRHR alliances are expected to gradually become more independent and capable of "owning" not only the GUSO programme, but also to autonomously secure additional and/or new funding. Two examples in 2015 of national SRHR alliances support the last mentioned statement:

- The Kenyan SRHR alliance is now locally registered and raised funds with Amplify Change.
- The SRHR Alliance in Ethiopia raised funds with DFID.

Other results emerged from the end-term evaluation (final report disseminated in May 2016) of the UFBR programme. We wish to present two conclusions from this report:

"The UFBR programme has brought together different organisations at country level to collaborate on SRHR. Through this partnership, partners are better connected and were able to learn from each other. In many countries, this contributed to effective joint and better quality programming. However, collaboration was not as effective in all the countries."

"The programme has contributed to sustainable results. In particular the inclusion of CSE in the formal curriculum and the integration of YFS in existing facilities are results that will continue to make an impact. Furthermore, the programme used existing community structures and engaged local and national governments where possible. This has contributed to increased ownership of key stakeholders. Finally, the country partnerships are likely to continue after the programme, in particular for sharing of lessons, learning and joint advocacy."

Focus UFBR programme

To improve the SRHR situation of the target group the UFBR programme combines three multiple reinforcing strategies or components:

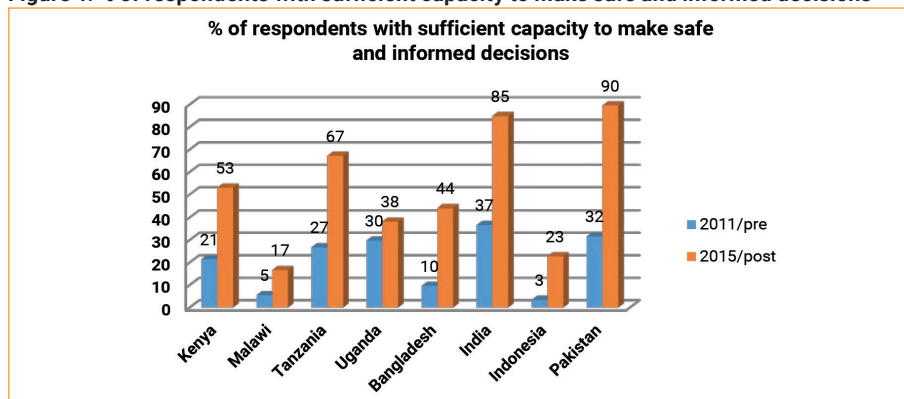
1. Improving access to and quality of SRHR education (increasing SRHR demand).
2. Improving access to and quality to SRH services (increasing SRHR supply).
3. Improving the enabling environment (increasing SRHR support).

Some key results of the programme in 2015

In 2015, alliance partners still expended their networks and over 18.000 staff of civil society organisation were trained in SRHR. In the area of SRHR education, over 14.000 educators (mainly teachers and peer educators) were trained and 1.2 million people received SRHR education. In SRH services, almost 16.000 services providers have been trained and nearly 9.4 million people were reached with SRH services (through government facilities and directly by the partner organisations). At community level, 1.8 million community members have been reached through awareness raising sessions, and over 15 million people were reached through new media.

In its fifth and final year the UFBR programme has demonstrated that a multi-component approach is capable of reaching large numbers of young people. Already in 2014 UFBR surpassed all originally stated output targets. At the closure of the programme over 5 million young people have been reached with CSE (comprehensive sexuality education), and SRHR information. This high number can be explained by the scaling-up of our interventions (reaching more schools for example), but mostly by the use of social media and websites as a source of information. Providing young people with relevant information allows them to make informed decision on their sexual relationships. That this has an impact is illustrated in figure 1.

Figure 1: % of respondents with sufficient capacity to make safe and informed decisions



Some findings of the operational research on meaningful youth participation within the ASK programme are the following: knowledge, attitudes and skills. Baseline levels of knowledge, attitudes and skills varied quite a bit across countries. In India and Malawi knowledge levels were very low to start off with. Increase of up to 60% found.

5 mio young people have been reached with CSE and/or SRHR information. This high number can be explained by the scaling-up of our interventions, e.g. by reaching new schools, but also by scaling up within schools: the Whole School Approach for sustainable CSE, an implementation model that considers the school as a lively and central community, that involves all stakeholders to create ownership for CSE, as all gradually acknowledge the benefits. Involvement of parents, cooperation with health clinics, creating a safe school environment and integrating the CSE in the school systems, budget and timetable is key and results in students feeling safer, respectful communication between teachers and students, better quality information (e.g. on condom

The 2015 end term evaluation of the ASK programme (report disseminated in May 2016) concluded the following:

Although in all countries that provided information, improvements were mentioned with respect to increased acceptance of SRHR issues within communities, persistent negative cultural beliefs still hinder young people to access services.

In particular, topics such as sexual diversity, sexual rights and gender equality remain contentious issues in most countries. This component of the programme is unlikely to change dramatically in a short-term programme, for norms and values to change, a long-term horizon and investment is required. This statement underpins the need for a continued investment, which the successor GUSO programme can provide.

use), and headteachers and government officials committed to continue implementation and promoting the approach to other schools.

Focus ASK programme

The central objective of the ASK programme is to improve young people's (10-24 years) Sexual and Reproductive Health and Rights (SRHR) by increasing their uptake of SRH services. To achieve this, the ASK programme applied a similar approach as UFBR, by investing in the three reinforcing components of education, services and enabling environment. New in the ASK programme is the attention to innovative ways to reach young people with information. This is for example done by the use of websites, helplines, text messaging and other E&M (electronic & mobile) Health initiatives, which are implemented next to more traditional information channels such as radio. At the same time, partners recognize that provision of information in itself is not empowering. Direct information provision should be combined with other interventions like youth friendly service provision, comprehensive sexuality education or awareness campaigns to also involve parents, care-takers and other opinion leaders in the opinions and values they share around SRHR. Throughout the ASK programmes young people were intensively involved in the programme implementation. In all, 30 studies - often implemented with the involvement of young researchers - were initiated as part of a sizable operational research effort to help partners better understand young people's SRH information needs, or to identify the best channels to approach them.

Some findings of the operational research on meaningful youth participation within the ASK programme are the following:

- **Young people are key implementers** → the majority of activities can be implemented thanks to them; so that is their share in the positive results on outputs, outcomes and external evaluation.
- Young people increase the **reach and diversity** of young clients and utilise more innovative methods.
- Young people are **instrumental in creating a safe and enabling environment** for other young people to access information and services on SRHR.
- Training and involving **young people as co-researchers** contributes to programmatic learning & effectiveness, and use of data to influence policy makers (advocacy), to increase accountability and generate support for interventions.

Some key output results of the programme in 2015

- Completion of 31 operational research tracks.
- Past 3(!) years 15 million people reached with E&M health.
- Past 3! Years, 45 million people reached with awareness through (new) media.
- 2015: 15.000 service providers trained in YFS.
- 2015: 7.5 million Young people reached with SRH services and provision of 12 million commodities.
- Over 600 times policy makers brought SRHR to the forefront and the alliances were asked 294 times by policy makers to engage in SRHR policy processes at regional, national or international level.
- 5000 staff of Youth led organisations trained in SRHR and 2.300 staff of organisation trained in MYP.

MenCare+

The MenCare+ programme was implemented from 2013 till first quarter in 2016, by Promundo and Rutgers (lead). Both organisations work in synergy with long term partners and with extensive regional knowledge in four countries, i.e. Brazil and Rwanda (Promundo and partners) and South Africa and Indonesia

In 2015 the following results were achieved:

- 35.000 SRH services were provided to young people in rural areas who would otherwise not have gotten these services.
- 15.000 young people were reached with SRHR information and education.
- 65.000 condoms distributed to young people who need them.
- 41 service providers from 4 health facilities and 20 peer educators to (sustainably) support the provision of youth friendly SRHR services and information.
- Research data and results used to improve quality and efficiency of this project, and many other projects - including shared at international conferences.

(Rutgers and partners). The total budget amounted to € 8,7 million, of which € 5 million was the share of Rutgers. Funding originated from the Ministry of Foreign Affairs. The programme will build on and be succeeded in 2016 by the so-called Prevention+ programme.

The MenCare+ programme has the following programme objectives:

- Addressing male norms and behaviours that influence SRHR outcomes.
- Engagement of (young) men in stopping domestic violence as a major impediment to SRHR.
- Engagement of young men via caregiving and as fathers as an effective way to promote better MCH outcomes as well as men's support for women's contraceptive use.
- Creating an enabling environment for engaging men in SRHR and MCH and to stop domestic violence.

Over the past three years, 690 facilitators were trained, and more than 8.600 young men and women participated in the MenCare+ program through gender-transformative SRHR group education or other awareness raising activities. Further, more than 6.900 new and expectant fathers and mothers participated in the fatherhood or couples' group education. For these activities, 1.300 fatherhood group facilitators were trained. Regarding campaigning activities, more than 123 million community members were reached by the MenCare+ campaign, which included radio announcements, community events, and dissemination of flyers and posters. More than 2.500 health providers were trained by the MenCare+ program on providing gender-sensitive and youth-friendly SRH services and on engaging men in maternal, newborn and child health. From 2013-2015, more 3.729 men and their partners received gender based violence group therapy sessions or couples and individual counselling. To provide these services, 887 counsellors were trained.

Anticipated contribution to SRHR objectives

Combined the outcome indicators under the four result areas all work towards positively influencing the SRH status of women and men, specifically addressing prevailing norms of masculinity and inadequate SRH information and services. Removing these obstacles will ultimately have an impact on reducing **maternal mortality, teenage pregnancy and domestic violence**. Young and adult men will transform them from a potential cultural bottleneck into involved partners for implementing SRHR. The experiences in four countries in three continents will lead to evidence based key indicators to stimulate this approach in other regions and countries.

In view of the conclusion of the programme Rutgers performed systematic outcome measurements in the four countries of implementation. Below we will provide a selection of results **realized in South Africa by Rutgers and partners** (Sonke and Mosaic).

Young Men - Gender equitable attitudes

The young men's attitudes towards gender norms or differing social expectations for men and women did change significantly when comparing pre with post intervention scores. 27,5% of participants held more gender equitable attitudes after they had attended the MenCare+ sessions.

Young Men – Contraceptive use and attitudes towards contraceptives

Young men's attitude towards contraceptive use did change positively after participating in the programme. Young men's contraceptive use of those who reported having sex, increased from 57.1% the last time they had sex before attending the MenCare+ sessions to 68.0% after participating in the programme.

Fatherhood groups – Gender equitable attitudes

The gender equitable attitudes of the participants of the parenting groups increased significantly after they attended the MenCare+ sessions. 18.1% of respondents moved from the moderate category to the high category after the intervention; i.e. they have more gender equitable attitudes/scores .

GBV (Gender Based Violence) – Male Counselling

Counsellors reported that most of the men who initially come to the male counselling programme have challenges with managing their anger. Of the men following MenCare+ counselling programme the majority reported that they found the counselling programme to be extremely useful (66.7%) or somewhat useful (22.2%). These clients also felt that the male counselling programme was effective to helping them to stop using violence against their partner. The male counselling programme has also changed men's ideas and thinking of gender roles. For the majority of the women, the communication between themselves and their partner reportedly has improved, resulting in a more respectful and supportive relationship. Both the males and females said that there is now less fighting in their relationship.

Youth Encourage project

The Youth Encourage project is a three-year field experiment (2013-2015) to increase access to SRH service for young people in Uganda district, Uganda. It consists of two arms: an intervention arm and a research arm.

Key activities for the project include:

- Working with young research assistants to collect data on client needs and satisfaction with project activities.
- Conducting outreaches in innovative ways including Youth Open days, and event specific outreaches.
- Capacity building for private and public Health center staff in provision of Youth friendly services.
- Recruiting and equipping peer educators to deliver Youth Friendly services.
- Mentorship for trained health center staff, among others.

The project invests in research elements to identify barriers to access to services and draw strategies to overcome such barriers. A senior researcher is overseeing the research agenda of the project. The project centrally is implemented on enhanced meaningful youth participation as young people are given center place in project activities for both research and service delivery.

The project is funded by the Nefkens (total budget € 400.000) and is implemented by RHU (Reproductive Health Uganda), with technical support from Rutgers.

Additional activities

Rutgers staff provided technical advice and a large variety of trainings, workshops, research activities and development of appropriate tools. A few highlights:

Photovoice workshops

PhotoVoice gives a voice to people who usually have limited power due to age, poverty, language barriers, gender, culture or other circumstances. People involved in PhotoVoice learn to reflect on their own experiences and to eventually capture these experiences in photos accompanied by narratives that explain how the photos highlight a theme. This process gives individuals the opportunity to speak out, to generate data for research, advocacy or communication purposes, which eventually can be used to reach out to stakeholders and spur positive change. Rutgers' approach of PhotoVoice has



3.1 International research

Research is integral part of Rutgers' projects and programmes.

Central goal of our international research efforts is to strengthen our partners' capacities on evidence-based programming and programmatic learning. We are committed to ensure that our youth SRHR programmes respond to the realities of young people's lives, particularly the lives of those who are vulnerable, poor and marginalized. We constantly strive to improve the quality, effectiveness and sustainability of our interventions. Three important avenues to achieve this, are PMEL (planning, monitoring, evaluation, learning); Operational Research; and meaningful participation of target groups and stakeholders.

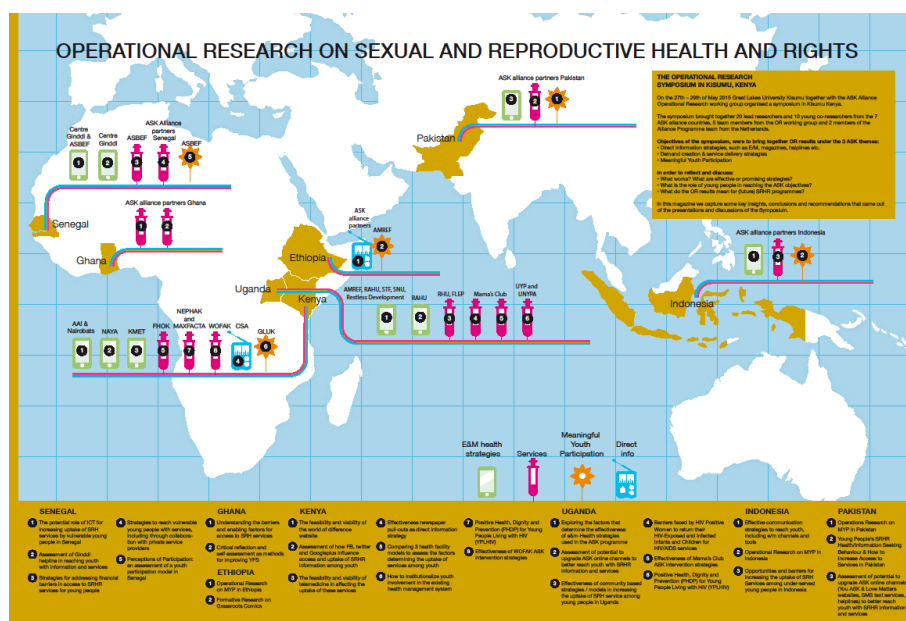
been applied and tested in urban and rural settings in Africa (Ethiopia, Ghana, Malawi, Uganda and Tanzania) and Asia (Bangladesh, Indonesia, Pakistan), with groups of different participants (young people, adults, professionals, volunteers) with various social and educational backgrounds, in both research and advocacy projects in the field of Sexual and Reproductive Health and Rights. In 2015 Rutgers provided TA in PhotoVoice for 7 workshops in 7 countries, which were attended by 70 participants.

Advancing Comprehensive Sexuality Education (CSE)

Rutgers technical advisors produced a variety of manuals based on the CSE main manual called the World Starts With Me (WSWM). The WSWM was restyled and updated to accommodate e.g. hearing and vision impaired, young people living with HIV, teacher training institutes, etc. It was furthermore translated into French to support the implementation of an ultimately nationwide programme in Burundi to incorporate CSE in the national curriculum. Rutgers has been heavily involved in training so-call master trainers, well equipped to use WSWM. Rutgers started a trajectory that will bring validated tools, qualified trainers, well-equipped partners together in one model, with web-based communities of practice. The trajectory is expected to be completed in 2016.

Country offices

Rutgers has three country offices, Pakistan (from 1987), Indonesia (from 2007) and Uganda (opened in 2015). The country offices are well positioned to provide a supportive and pro-active role in national/regional advocacy, intervention development and implementation, resources mobilization, provision of technical advice.



In 2015 most of Rutgers' international research projects were carried out under the ASK, UFBR, and MenCare+ alliance programmes and the Youth Encouragement Project in Uganda. For an overview of the research projects we kindly refer to table 1 (page 18). Many of these research projects were started up before 2015, but were finalised in 2015. As a research institution, Rutgers is leading in setting the research agendas, design of research protocols, coordination and technical support of the alliances research projects.

Under ASK alone, more than 30 research projects in 7 countries were carried out with technical support from Rutgers, as well as numerous local, national and international dissemination workshops, conferences and research

Examples of research projects conducted in Low and Middle Income Countries in 2015

See Table1 for examples of research projects. Important central themes that we conduct research on:

- Effective strategies for increasing uptake of **SRH services and contraception**.
- Effects of **Meaningful Youth Participation** on young people, organisations and programmes.
- Effects and implementation models of **sexuality education** (f.e. the *Whole School Approach*).
- Formative research, content development and effectiveness of **E/M health interventions**.
- **Multi-component approaches** (research on our theory of change assumptions).
- **Sensitive themes**, like sexual diversity, sexual and gender based violence, abortion.
- Research for evidence based **advocacy**.

symposia. More than 200 young people were trained and involved as co-researchers, using Rutgers' Explore Toolkit¹. The researches generated a lot of data and new insights that were used at project and organisational level, local level, national level, and international level. For more information on the actual research findings, we kindly refer to the two research symposium magazines² and to <http://www.rutgers.international/how-we-work/research/operational-research-ask> where you can find all the research reports, research summaries, presentations and factsheets.

We are currently bringing together the results from various researches in synthesis reports and are drafting scientific articles on basis of these.

Results of Research processes on capacity for evidence based programming and programmatic learning

Through operational research (OR), Rutgers, the alliance and its partners increased their evidence based programming, visibility, accountability and thus their credibility. Our partners gained practical experience with setting up research, collaborating with (young co-) researchers and research institutions, implementing research projects, reflection and interpretation on basis of the results, and translating those results into concrete adjustments and improvements.

In general, our operational researches proved to create excellent entry points to discuss about content, attractiveness, effectiveness of interventions, and to help make **programmatic choices**. Because multiple stakeholders are involved in the OR, findings are validated with them and they input on what the findings mean for the programme. In this way not only the voice of young people and community stakeholders are included, but **accountability and transparency** towards the target group and communities is increased, and **support and ownership** over the programme are improved, ultimately contributing to **sustainability**. Because Rutgers provides technical support for programme implementation, we could follow up and support translation of research data and recommendations into practice, and monitor how improvements effect our programme achievements. All in all, operational research processes helped to improve safe environments for sharing and learning (also from 'mistakes' and between generations) and the **learning cultures** within partner organisations.

International sharing and learning

Next to partner level adaptations, research projects increased sharing and learning within country alliances (**south to south learning**), and **cross country learning**. Research insights and results guided the **development for the SRHR alliance programme for the next 5 years (GUSO)**³ as well as the updating of our **Essential Packages Manual**. For example, the intention to work with youth country coordinators next to a national programme coordinator in GUSO, is a direct result of the recommendations coming from the Operational Researches on meaningful youth participation.

1 Explore Toolkit (Rutgers and IPPF 2013): <http://www.rutgers.international/our-products/tools/explore>

2 OR symposium - Preliminary ASK operational research results: http://www.rutgers.international/sites/rutgersorg/files/PDF/What_Works_%20Results_Operational%20Research_symposium_def.pdf; Magazine OR Symposium Rutgers Pakistan: http://www.rutgerswpfpak.org/content/pdfs/IEC/ASK/20160302-Operational_Research_Symposium_Magazine.pdf

3 See GUSO ("Get Up, Speak Out") programme proposal and track records.

Table 1: Research projects conducted in Low and Middle Income countries in 2015		
Research project	Countries	
SRH service strategies	Uganda	- Youth Encourage Project Uganda: "Participatory operational research on reaching young people through mobile outreach services" "Effectiveness of community based strategies/models in increasing the uptake of SRH service among young people in Uganda"
	Ghana & Senegal & Pakistan & Indonesia	Understanding the barriers and enabling factors for access to sexual and reproductive health services among young people
	Kenya	Exploring the factors that influence access to SRH services for young people in Kenya A study of three different health service models used by the FHOK ASK program
	Senegal	Strategies for addressing financial barriers in access to SRHR services for young people
Comprehensive Sexuality Education/sexuality information	Ethiopia	Grassroots comics: Making Sexual & Reproductive Health and Rights Information directly Accessible for Hard to Reach young People in Ethiopia
	Kenya	Effectiveness newspaper pull-outs as direct information strategy
	Kenya and Uganda	Effectiveness of the "The whole school approach" implementation model
Research projects conducted in Low and Middle Income countries in 2015		
Research project	Countries	
Meaningful Youth Participation	Ethiopia & Pakistan & Indonesia & Kenya	Operations Research on Meaningful Youth Participation in the ASK programme
	Kenya	Exploring the factors that influence meaningful youth involvement in the health care system management in Western Kenya
	Senegal	Perceptions of Participation: an assessment of a youth participation model in Senegal
E/M health interventions	JIBU project Kenya, Uganda & Tanzania	Operational/ formative research for SRHR module for mobile e-learning app for nurses
	Kenya	- Understanding factors that influence use of E&M platforms for SRHR information and services among youths in Nairobi, Kenya - Assessment of how FB, twitter and Googleplus influence access and uptake of SRHR information among youth - The feasibility and viability of telemedicine in affecting the uptake of these services
	Senegal	- Influence des TIC sur le comportement des jeunes vulnérables - Assessment of Ginddi helpline in reaching youth with information and services
	Uganda	Factors and actors that determine the effectiveness of the m-health platforms promoted by specific ASK partner (RAHU, AMREF, STF, SNU, RD) to increase access to SRHR information and services among Young People in Uganda
	Pakistan	Assessment of potential to upgrade ASK online channels (You ASK website and Love Matters) to better reach youth with SRHR information and services
	Indonesia	Effective communication strategies to reach youth, including e/m channels and tools
Learning agenda on Theory of Change: Research on Multi-Component Approach	Tanzania	How a multi-component approach (or programme) improves (adolescent) sexual and reproductive health and rights in Tanzania: a case study from Kilindi
Learning agenda on (Mainstreaming) Sexual Diversity	Africa and Asia	Synthesis report (UFBR programme): Sexual Diversity: Building bridges towards mainstreaming of sexual and gender diversity in SRHR organisations - lessons learned in Africa and Asia: http://www.rutgers.international/what-we-do/sexual-and-gender-diversity
	Pakistan	Bol Ke Lub Azad Hain Tere: Voice of Lesbians and Transmen in Islamabad
Research about Male engagement in SRHR		MenCARE+ programme effect study on gender equitable attitudes and attitudes towards contraception and contraceptive use
Research for advocacy	Tanzania	- Involuntary Pregnancy Testing Research - Situational Analyses 'back to school'

3.2 Resources mobilisation 2015

Rutgers has a Resources Mobilisation Unit, which is situated in the International Programmes Department and consists of three persons: a programme developer, an account manager institutional donors and a partnership development manager.

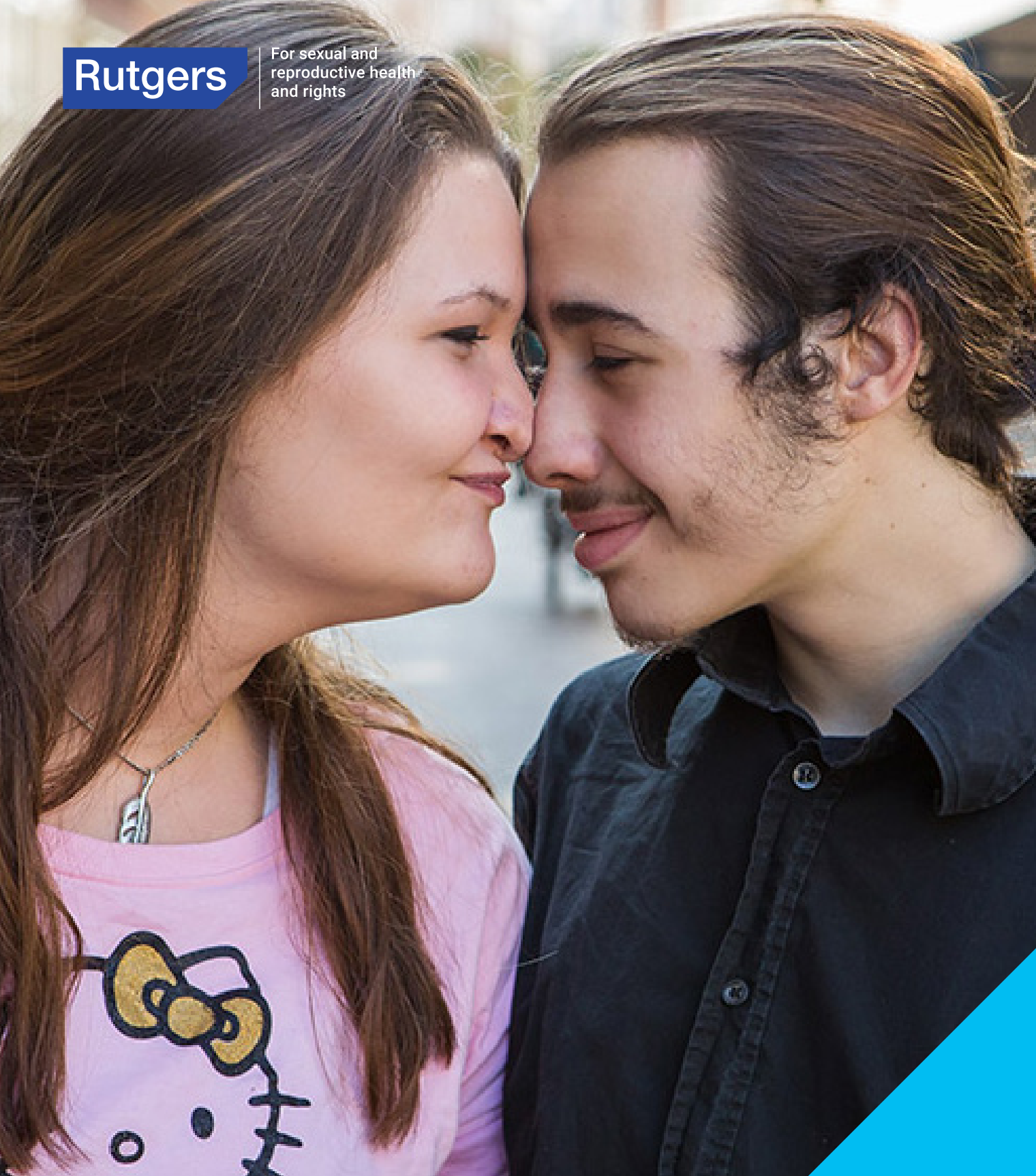
In 2015 the Resources Mobilisation Unit in collaboration with staff of the Rutgers international programmes department invested a lot of efforts to secure continuation of some of its valuable programmes.

The efforts made by the Resources mobilisation unit in close collaboration with staff from the international programmes department paid off as is witnessed by the following results (sizable programmes only):

1. Approval of the Get Up Speak Out Project, SRHR Partnership call of Ministry of Foreign Affairs. The programme was funded for € 39 million for a five year period, of which approximately 40% will befall Rutgers (implementation of interventions via its partners, alliance secretariat and lead agent). The programme is the successor to the UFBR and ASK programmes.
2. Approval of the Yes I Do Programme, SRHR Partnership call of Ministry of Foreign Affairs. The programme was funded for € 29 million for a five year period and will be implemented by a consortium is led by Plan. Rutgers will particularly attend to promoting gender transformative approaches as part of an effort to reduce child marriages, teenage pregnancies and female genital mutilation. The share of Rutgers is approximately 20%.
3. Approval of the Prevention+ programme, FLOW funding modality of the Ministry of Foreign Affairs, The programme, implemented in a consortium under Rutgers leadership, has been funded for € 15 million for a five year period. Rutgers share is approximately 40%. The Prevention+ programme is a continuation of the MenCare+ programme.
4. Approval of the "Programme Conjoint", a five year programme under the leadership of Care Netherlands/Burundi. The programme strives to scale up provision of youth friendly services and comprehensive sexuality education (CSE). The budget amounts to € 17 million, of which approximately 15% will befall to Rutgers to particularly support the national roll-out of CSE], provide technical advise on SRHR, and on research, monitoring and evaluation.
5. Approval of a Nuffic funded programme in Benin that aims at strengthening teacher training institutes in providing quality education, including CSE. Rutgers is part of a consortium that is led by CinOP. Rutgers share is approximately 20% of the total budget envelop of € 2 million for a 4 year period.

Conclusion on resource mobilisation

Although the resources mobilisation in 2015 has been quite successful it has been highly dependent on one main funding source, i.e. the Ministry of Foreign Affairs (Ministry and Royal Netherlands Embassies). This evidently highlights the trust MoFA has in Rutgers, which is a positive sign, and allows Rutgers to continue conducting its relevant work which includes continuation of a number of successful programmes. In view of a serious need to diversify the donor portfolio Rutgers will focus its efforts in 2016 efforts on sourcing funds from a variety of sources, both public and private, and certainly international.



Together we strive towards the realization of safe, positive and mutually consenting relationships for everyone, and free choice in having children

4 Interventions, capacity building and Research in the Netherlands

Major themes in our national work are:

In order to tackle these priorities choosing the right strategy is vitally important. We do this by covering four relevant domains:

- Education (development of good sexual interaction competences).
- Care (sexual health promotion in health care, counselling and specific client groups in care for vulnerable people).
- Public communications (with public, professionals & media).

To be able to do so we need a sound knowledge base. Therefore, we need research to obtain sufficient knowledge of and insight in underlying mechanisms of sexual (ill) health. We need this to support the right policies. But we also need room for innovation and, therefore, we also work on a fifth domain:

- Knowledge base (research, policy support & innovation).

4.1 National Programmes

Main issues and priorities in 2015

Based on the situation outlined above our national work has the following main objective:

'The SRHR of Dutch young people and adults is excellent, sexual violence is spotted adequately and problems of sexual dysfunction are corrected by helping professionals from various backgrounds to remedy this, providing the public with the right information and monitoring sexual health in the Netherlands.'

Therefore, we will develop the following four objectives during the coming years:

- Children (under 12) will be educated from the perspective of a safe, enjoyable and desired sexuality (incl. empowerment); parents will be supported in this as well.
- Young people and young adults (specifically vulnerable groups) of 12-25 years are supported in a safe, enjoyable and desired sexuality with emphasis on sexual empowerment and contraceptive choice; parents will be supported in this as well.
- Sexual violence and intimidation and sexually risky behaviour are spotted adequately, repetition (of sexual violence or unwanted pregnancy) is prevented and (access to) counselling is improved.
- Problems caused by sexual dysfunctions or sexual and reproductive health problems due to disease or limitations are prevented as much as possible. Sexual problems are spotted and discussed.

To realise a good quality of intervention development, the Interventions and Research departments closely cooperate. With respect to implementation and promotion of products and services we work closely together with the Communications department and will try to define relevant product market combinations.

Cooperation

We worked together with the Centre for Healthy Living at RIVM (Centrum Gezond Leven) to improve interventions in the field of local health promotion. We received our subsidy from the Ministry of Health via the Centre for Infectious Diseases at RIVM. We worked closely together with other thematic health institutes (LOT) on youth, professionals and public communications. Close collaboration with STI the Netherlands (SANL) has intensified with respect to young people (12-25 years), because of our shared work on sexual health and empowerment of young LGBT.

Most of the interventions were funded by the Ministry of Health, Welfare and Sports; part was funded by the Ministry of Education, Culture and Science, by ZonMw (The Netherlands Organisation for Health Research and Development) or other donors). A detailed report on the results of our activities in the Netherlands in 2015 is available in Dutch.

4.2 Interventions in National Programmes

Education

Children up to 12 years old

Activities: Sexuality education in primary schools; Use of extra lesson material on LGBT; Implementation of sexuality education for children in Teacher Training Colleges; screening of this package on sufficient attention to LGBT.

Results:

- Over 3,000 primary schools have been informed about our teaching packages Relations & Sexuality (R&S) and Week of Spring Fever; 428



seksuele vorming.nl

primary schools took part in this annual event; 7 primary schools obtained the Health Schools vignette including a specific certificate for relations and sexual health. 435 complete package R&S and 260 class level packages were sold in 2014. The digital lessons were visited over 15,000 times (64% more than 2014). In 6 regions in the Netherlands there was a substantial raise of the use of the package.

- The sexuality education package for Teacher Training Colleges; 30% of the Teacher Training Colleges actually use (parts of the) the package, this was downloaded an additional 39 times, (150 times in 2014).
- Extra lesson material on LGBT/gender and sexual diversity inclusiveness is evaluated (for both packages), recommendations will be used for further implementation.

Youth: age group 12+

Activities: Sexuality education in secondary schools (VO); Lovebuzz 2.0; Regional education centres (MBO-education/ROC); Vocational training centres for secondary school teachers.

Results:

- Secondary schools widely used Long live love: around 13,500 pupils' magazines were sold, almost 7,000 for the lowest educational level (praktijkscholen).
- The Lovebuzz Game was redeveloped into an online game for schools and was sold 118 times so far; GGDs (Municipal Health Services) will promote the game at schools.
- 50% of the vocational training centres for secondary school teachers used part of the package for teachers Talking about Sex ('Over seks gesproken'). It was downloaded 307 times.

Special education

We finished the development of a curriculum on sexual health for young people with a disability or chronic disease in special schools in cooperation with the CED-groep. Over 200 visitors attended the final conference, and rated the event with 7,7. A 2-days training was developed and piloted in two schools. Rutgers and CED will offer this training as part of their structural range of training programmes.

Seksuele vorming.nl

Internet site for teachers on sexuality education. In 2015 there were around 50,000 visitors (25% more than 2014).

Care

Youth welfare work/youth care

Activities: Implementation of sexuality education in Youth Welfare work; Implementation of sexuality education in Youth Care institutions; Mandatory educational programme Respect Limits for Juvenile Sex Offenders.

Results:

- 1 training for youth workers was carried out.
- Youth Care institutions were informed about our vision document on sexuality. There were several network meetings about sexual health and prevention sexual abuse.
- With two institutions we piloted a quick scan model.
- 32 offenders received an educational training via the new programme Respect Limits.
- All Youth Care institutions were acquainted with Make a Move (for boys) and Girls' Talk (for girls). Thirty Youth Care institutions participated during the development of Make a Move. We trained 104 professionals in Make a Move and 107 professionals in Girls' Talk.



Care for people with a disability or chronic disease

Activities: Integration of Totally Sexy in seksindepraktijk and supported and advised BOSK on a booklet for young people with Cerebral Palsy, promotion of a publication booklet on sexual development of children with a disability for parents.

Results:

- Integration of knowledge totally sexy took place. A publication on CP "Spastic about sexuality? (BOSK)
- Over 2,600 booklets for parents were sold. A pilot training was carried out.

Preventive health care

Activities: Follow up implementation guideline sexual development of children 0-19 years; Sexuality education and supporting parents; Sense support;

Results:

- The guideline got known to all child health care departments (JGZ). E-learning module was developed and 411 times used in 2015. Two regional and national presentations about the guideline were given.
- There was a specific meeting on cultural and sexual diversity for CJG organisations; There was a fundamental revision of the brochure on sexual development 0-18 yrs.
- All eight Sense regions used relevant information and materials of Rutgers; around 50 Sense professionals attended the specific Sense Symposium (organised with RIVM and STI Netherlands); Three regional visits took place and one introduction training for new Sense/STI.
- Nurses (in cooperation with STI Netherlands).

Primary health care

Activities: Cooperation with and support of general practitioners and midwives.

Results:

- We were actively involved in the national Conference on sexual problems for GPs. Together with the SeksHAG (specific GP group on sexual health) of the NHG we developed e-learning, that was also integrated in seksindepraktijk.
- Midwives were informed about educational materials about contraception.
- In 3 trainings midwives were trained in talking about sexuality in relation to contraception, pregnancy and birth.

seksindepraktijk.nl

Seksindepraktijk.nl

This website for professionals in public health, primary health care and residential care for vulnerable groups was launched in May 2014. There were 55,000 visitors in 2015.

Direct communication public & media

Online and offline communication

Activities: Young people in general: Sense.info; Ethnic minority groups: Turkish and Moroccan community sites; Young people with a disability: weetal.nl; Parents: uwkindenseks.nl; Adults: seksualiteit.nl; Social media approach: Speak easy on sex. Extra campaign: Meer dan Macho

Results:

- 1,200,000 visitors at Sense.info.
- Respectively 145,000 and 199,000 visitors of 'No Taboos' for Turkish and Moroccan communities.
- Weetal.nl was shut down, specific (sign language) parts were integrated in seksuelelevorming.nl.
- 30,900 visitors at uwkindenseks.nl (websites for parents about sexual education of children).



- 176,000 visitors at seksualiteit.nl. A major drop, of 50% fewer visitors than 2014 probably due to insufficient statistics and the temporary lack of our self-testing modules.
- The social media campaign Speakeasy on Sex was finished; especially Can You Fix It was an important part that Rutgers And STI Netherlands will continue to support. Four new films on LGBT issues were developed.
- Boys campaign More than Macho: 120,000 views, 7,000 written reactions of boys, 5,000 votes.
- Various brochures were reprinted.

Knowledge base: Policy

Advocacy and policy advice concerning affordable and accessible contraception, tailored use of contraception and quality of abortion care

Activities: Advocacy work, support of policy workers and members of Parliament and media attention, gained broad acceptance throughout society; Local policy support on SRHR.

Results:

- Maintenance of accessible contraception and qualitative abortion care for everyone in the Netherlands.
- Fifty municipalities formulated policies on sexual health; 10 municipalities received tailored advice; over 5,600 visitors used the manual Sexual Health Policy for Municipalities on the Internet.

General activities

There has been Cooperation with the Centre for Healthy Living and Cooperation with other health theme institutes (LOT) during the year. The LGBT work is integrated in all parts of our work, we programme this work together with STI-Netherlands, Movisie and COC.

4.3 Research in National Programmes

Operational Research

An important part of our research activities can be labelled 'Operational research' or in Dutch: 'Interventie gebonden onderzoek.' These activities are strongly intertwined with intervention activities and will therefore not be described separately. They are taken into account in the sections above.

Education

More than 500 questions of children (12-) that were gathered over the period 2014-2015 are documented, analysed and reported for internal use in the further development of the intervention 'Relations and sexuality'. This gives insight in which themes and topics children find interesting and are worth including in future sexuality education activities.

Care

The effect study of Girls Talk+ is executed. This large research project contained the following important sub-activities:

- Development of a tool to measure sexual health and empowerment in young women (Girls) with a mild mental disability. The result is a fully piloted questionnaire that is suitable for this group.
- Development of a suitable multi-method design of effect studies on sexual health and sexuality education. The effect study is characterized by the combination of qualitative and quantitative methods, making use of the triangulation technique to validate results. A full research report

with detailed description on methods used and how to implement them is written and made available.

- A research report in which a detailed description is given of the way Girls Talk+ is effective to boost the sexual empowerment of the target group. In 2016 parts of this extensive report will be rewritten to make it suitable for publications in a variation of journals (national and international).
- The Girls Talk+ research design is used for a new similar project in 2016: the effect evaluation of 'Je Lijf Je Lief' which is an intervention on sexuality education (not by Rutgers) for students who have learning difficulties or a mild mental disability.

Direct Communication public & media

The monitoring of our websites is done by analysing the Google Analytics data. Results give us more insight in how our websites are used. Results are discussed with web-editors to enhance insight in web-usage.

Knowledge base: General activities

Relation management and networking: we have formed relationships with several universities and knowledge centres: Sensoa (Flanders), Atria, University of Utrecht, University of Maastricht, Open University, Academic Medical Centre University of Amsterdam, Women Inc., NIVEL, and others. The Survey of Sexual Health is incorporated in a new network: The consortium Lifestyle of the Ministry of Health. Here Rutgers is chair of the expert group Sexual Health. Dissemination: several scientific articles, papers and factsheets have been completed. Factsheets and two new 'knowledge dossiers' were made available on our corporate website (Sexual health) or will be made available in the second quarter of 2016 (LGBT). A list of publications was also made available there: there are 11 peer reviewed publications, 15 non-peer reviewed publications and 27 (poster) presentations.

Knowledge base: Monitoring sexual health

Once every three years a new wave of the survey of sexual health of the Dutch population was scheduled. Since 2015 however we are asked by the Ministry of Health to combine forces with other health institutes in the Netherlands to execute health surveys on life style topics in a joint project: the National Life Style Monitor (LSM).

In 2015 a lot of preparation is being done to make the LSM possible. An important result is that the survey will make use of a representative national sample of the adult Dutch population (made by the National Bureau of Statistics (CBS)) instead of the panel of a commercial research bureau that we used to use.

A second positive result is that by joining forces with other fields of health, it will be possible to combine topics in data analyses. It was necessary to postpone data-gathering with one year. This makes it possible to combine both large surveys on sexual health 'Seks in Nederland' en 'Sex under 25'.

In 2015 a start is made with tool development: the result will be a comprehensive 'Sexual Health' questionnaire that is being used in both surveys. Research design and sampling strategy are developed. Furthermore the stakeholders and expert committee are installed.

Knowledge base: Registration of sexual health care

Several reports of registrations were finalized in 2015: PSTG (Sexology in Mental Health Care, LOPS (national overleg poliklinieken seksuologie), SHVB (sexual health of people with a mental impairment), LAR (national abortion clinics).

Data of sexual problems in the GP's practice are analysed and will be reported in 2016. A report for the ASG (aanvullende seksualiteitshulpverlening or 'Sense') is being prepared. A new electronic patient system is being used by the local health institutions which leads to difficulties in making available the data.

5 Report of the Supervisory Board

The Supervisory Board supervises the general affairs of Rutgers, develops general organisation strategies, and controls efficient and transparent spending of budgets. Rutgers adheres to CBF-guidelines (Central Bureau Fundraising) and the Wijffels Code for good governance, which stipulates a separation of supervisory and governance responsibilities between Supervisory Board and Managing Director.

Members of the Rutgers Supervisory Board receive an annual expense allowance of € 450,-. Travel and hotel costs for Supervisory Board members from abroad are refunded.

5.1 Appointment new Executive Director

In June 2015 the Executive Director, Mrs Dianda Veldman, announced her departure. The Supervisory Board invested in a careful and transparent process to find a new and suitable executive director. The Presidium of the Supervisory Board cooperated with Ebbinge Executive Search to find suitable candidates. The management and the Works Council (OR) were involved during this selection process. Due to the fact that a gap between the departure of the incumbent director and a new director would be inevitable, the Supervisory Board asked the Management Board members to fill in this temporary gap and appointed Mrs Paulien van Haastrecht as the official interim representative of the organization as of 1 September 2015. A new director, Mr Ton Coenen, with extensive experience in the field of SRHR, both nationally as internationally, was appointed during the Supervisory Board meeting of October 2015. A farewell meeting was organized in September during the Johannes Rutgers Lecture. The Supervisory Board is very grateful to Mrs Dianda Veldman for her enormous commitment and meaningful contributions to Rutgers.

5.2 Supervision and decisions

The Supervisory Board had three regular meetings in February, April, and October 2015. The Managing Director and the Manager Finance and Control attended the Board meetings as well. Members of the Management Team were invited to attend for certain agenda items at these meetings. In addition to the regular items on the agenda, such as adopting annual reports, financial reports, budgets and work plans each agenda contained strategic items.

The Supervisory Board adopted a number of reports during the year; the Internal Workplan, the present Annual Report (in accordance with CBF guidelines) and the financial part of the public Magazine 2015. A number of detailed programme reports were assessed by the Audit Committee. The Supervisory Board was informed by the management about the organisation in midterm reviews on the Internal Workplan and by a biannual management “dashboard” with performance indicators. During meetings there were presentations and discussions on new strategy, applications for Advocacy programme (Dialogue and dissent) and SRHR-programme, plans regarding Fundraising International and the nomination of a new executive director. The board decided against having their annual self-evaluation in 2014 and waited until the new chair had concluded her introductory period. Eventually, the self-evaluation of the Supervisory Board took place in February 2015.

It was agreed with the Executive Board to decide on a new strategy and Multi annual Plan in 2015. This process started in March 2015 with a two day management session. In April the first outlines were presented and discussed during the Supervisory Board meeting. Both documents were adopted during the October meeting of the Supervisory Board and the decision was made to realise a 1.0 version of the multi annual strategy and base the workplan 2016 on this version.

Important subjects that were discussed and decided on in 2015 were: strategy and multi annual plan, a new name for the organisation, relocation of the Rutgers' offices in Utrecht.

The Supervisory Board adopted the proposal to change the name of our organisation to Rutgers. The new name, logo and new corporate design were launched in Summer of 2015, together with the presentation of our new office.

Supervisory Board committees

On behalf of the Supervisory Board, an Audit Committee monitored the finance, risk and internal processes and reported its findings and advice to the Executive Board and Supervisory Board.

The Audit Committee had three extensive meetings with the managing director and the manager of Finance, in February, April and October. For reasons of good governance a representative on behalf of the other MFS and ASK alliance members attended two of the Audit Committee meetings during which these programmes were discussed.

On behalf of the Supervisory Board the Presidium supervised the managing director and made preparations for the appointment of new Supervisory Board members.

The Presidium had two formal meetings, in February and April and often convened to discuss possible candidates for the chairmanship, that had been delegated to an executive search bureau.

5.3 Profile Supervisory Board

As was decided in 2010 the Supervisory Board should at least contain expertise in the following fields:

- Expertise in the field of Public Health in the Netherlands.
- International development aid, preferably in the field of sexual and reproductive health and rights or demographics.
- Finance.
- Economic, legal, political and/or business expertise.
- National policy and politics.

Furthermore, all members - except those who are younger than 30 - should have experience in governance/management and they need to have a relevant network. A fair number of members should have a high profile, nationally or internationally.

An ideal profile of the Supervisory Board would then be the following:

- One or two members from - or having their roots in - the South (Africa, Asia).
- One person younger than 30 years.
- At least 50% women.
- A person from one of the target groups in the Netherlands.
- Someone from the corporate sector.
- Someone with a network in national policy making or politics.
- Someone with a network in international policy making or politics or working for a multilateral organisation.
- A professor in a relevant field.

5.4 Compilation Supervisory Board

In 2015 the Supervisory Board of Rutgers included the following members (between brackets: year of joining the board and year of planned resignation):

- **Ms Andree van Es**, Chairman and member of Presidium (July 2014/July 2017).
 - President of the supervisory board of the UMCG (University Medical Centre Groningen).
 - President of the supervisory board of Forensic Care Specialists.
 - President of the Dutch National Unesco Committee.
 - Co-dean of the Dutch School of Public Governance.
- **Mr Koos van der Velden**, Professor of Health Care and Head of department Public Health of Radboud University. Van der Velden is a renowned expert with regard to developing countries, but also very much concerned with public health in the Netherlands (2007/February 2016).
- **Mr Erik Thijs Wedershoven**, member of Audit Committee. Mr Wedershoven graduated in Public Administration in Economic Policy at London School of Economics and Political Science and also graduated in Public Administration at Sciences Po, Paris. He was youth representative of the Dutch delegation to the UN. Interested in SRHR, development cooperation. Is Chair of World Connectors. He now is Manager at KPMG Sustainability Consulting.
- **Ms Sara Seims**, Consultant in global reproductive health and rights. Senior Advisor to the Population & Reproductive Health Programme at the David & Lucile Packard Foundation, (October 2011/October 2017).
- **Mr Tom de Man**, member of the Rutgers Presidium, former Africa director of Heineken, member of Supervisory Board of Nigerian Breweries Plc. Chair of VNO committee on international development (October 2012/October 2015). Ambassador of Wageningen University.
- **Ms Nicolette Loonen**, General managing director VERA Community. Was an auditor and consultant at KPMG for 15 years, is founder and chair of

Women in Financial Services (WIF), network in finance (April 2013/April 2016). Ms Loonen acts as contact to the Works Council. Ms Loonen is now executive director of Jufidet, legal consultancy.

- **Ms Marijke Wijnroks**, chief of staff at the Global Fund (February 2014/February 2017).
- **Mr Laurent de Vries**, Chair of Board of Directors of Viattence (Branch organisation for nursing homes, homes for the elderly and home care) (July 2014/July 2017).

The Supervisory Board appoints its own members for a three-year term, after which members may be nominated for two more terms.

The Supervisory Board consisted of eight members by the end of 2015. With four female and four male members, the required gender balance has now met the IPPF regulations. Erik Thijs Wedershoven and Koos van der Velden will have reached the end of their term on the board by February 2016. During 2015 the Supervisory Board searched for successors for them. Ideally the successors will be an University Professor and a young person, one of them preferably having a bi-cultural background.

Executive Board/Managing Director

Dianda Veldman (1958) has been executive director of Rutgers from 2007 till August 2015. On behalf of the Dutch Alliance for Sexual and Reproductive Health and Rights she was board member of the Foundation for Joint Evaluations for development organisations. She was also member of the Supervisory Board of a local institute for youth care in Amsterdam (Kabouterhuis), the Heart Foundation (Hartstichting) and the WakaWaka Foundation. Ms Veldman follows the Collective Labour Agreement of (CAO) GGZ and received a gross salary in 2015 of € 79.863,=. This covers the period of January up till August. From September till December Paulien van Haastrecht was appointed as the interim Executive Director. Her gross salary during this period was € 28.697,=. The total gross salary sums up to € 118.757,=. The managing director is responsible for the functioning of the organisation and has internal as well as external management duties. She has had an annual Performance Review with the members of the Presidium.

Final comments

The Supervisory Board would like to thank all who awarded subsidies and grants, and all partner organisations for supporting the work of Rutgers. We have been very fortunate in receiving so much trust and financial support from the Ministry of Foreign Affairs, the Ministry of Health, the Dutch Postcode Lottery and other donors. The Supervisory Board appreciates the work done by staff, management and interns for their commitment and efforts to improve sexual and reproductive health in the Netherlands and in developing countries.

5.5 Governance

Governance and supervision

Annual Workplan and budget

The Executive Board and the Supervisory Board adopted an (internal) annual workplan and budget together with external plans for programmes such as the institutional subsidy from the Dutch Ministry of Health, the MFS programme for the Dutch Ministry of Foreign Affairs and two large programmes for the SRHR fund of the same Ministry (ASK and MenCare+). The annual plans contain an update of the situation analysis, adjusted policies and planned activities if needed, set the indicators used to measure results and establish the levels that will be required at the end of the year. In this annual report, these aspects can be found in the various programme chapters. The budgets for the reporting year and for the coming year are presented in the financial reporting.



Management Team

The Managing Director was assisted by a Management Team consisting of managers of all departments and the senior HR officer. Meetings took place every six weeks. Its members were:

- Paulien van Haastrecht - Manager National Programmes.
- Ciel Wijzen - Manager National Research.
- Mr Jos Dusseljee - manager International Programmes. He started in January 2015.
- Lianne van Doesburg - Manager International Programmes (due to the expansion of the international department it was decided to work with two managers, with a careful division of duties).
- Yvonne Bogaarts - Manager Advocacy.
- Tamara Smits - Manager Finance & Control.
- Dionne Puyman - Manager Communications.
- Anita van Ekris - Manager General Affairs.
- Hannie Ontijt - senior HR officer.

Operational matters were discussed bi-weekly with the Management Board consisting of:

- Dianda Veldman.
- Paulien van Haastrecht.
- Jos Dusseljee.
- Tamara Smits.

Managers and employees had an annual performance review with their manager about their results based targets.

Optimal spending of resources

Organisational objectives

Rutgers pursued the following organisational objectives:

- Continuous quality improvement. The following aspects played an important role: external financial audit, CBF hallmark, IPPF accreditation, external evaluations and ISO certification as of 2011.
- Efficiency: a maximum of 10% management and administration costs of the total costs.
- A healthy, transparent financial organisation aimed at continuity.
- Relevance of service: knowing and anticipating the demand of the target groups.
- Good employership, to be measured by turnover and absence from work. However, sickness absenteeism was still too high, mostly due to people's personal health or circumstances. Driving back sickness absenteeism had continuous attention from the management.
- Good reputation, to be measured by (continued) funding and feedback from stakeholders. With our main donors, the Ministries of Health and Foreign Affairs we have regular evaluation meetings, which showed their satisfaction with our performance.

External supervision and quality management

Rutgers was audited by external certified auditors who reported directly to the Executive and Supervisory Boards. The Field Offices were audited by authorised local accountants.

Rutgers received an ISO 9001: 2008 certificate in 2014, which should be renewed in 2017. In 2015, Lloyds audited the quality system and approved the system without any minor or major deviation.

In addition, various large donors, particularly the Dutch government, exercised supervision on the basis of detailed reporting regulations and, occasionally, additional auditors' certificates. All the reports of Rutgers submitted in 2015 were approved and resulted in continuation of the relevant subsidies and other funds.

Adequate communication with stakeholders

Stakeholders of Rutgers were:

- Donors (institutional and private).
- Employees, supervisory board members and employees in the field offices.
- Implementing Partner organisations.
- Civil society organisations with similar or complementary objectives.
- National and international governments and policy makers.
- Dutch professionals working with Rutgers's target groups such as teachers, youth workers, medical professionals etc.
- The general public.

Apart from the specific reports sent to institutional donors, Rutgers offered reporting and accountability in this annual report, meant for institutional donors and stakeholders like CBF. Moreover, a more popular report on our activities will be widely distributed and made available online.

Both corporate websites (rutgers.nl in Dutch, rutgers.org in English) provided a broad overview of our activities, including news messages. The intranet served as the channel for internal communication.

Staff received information about overall operational management and strategy from the management twice a year. All staff was invited to monthly internal meetings in which colleagues shared highlights and special interest issues. All departments had regular meetings.

Complaints procedure

In 2015, we received one complaint from a customer who had to wait too long before she got an answer. We adapted the procedure of receiving questions in the central mail box and informed our receptionists better on this procedure.

Risks and risk management

The instruments of quality management were also intended to make risks manageable. The organisation managed its risks by:

- The application of proven scientific methods of intervention development.
- On-going feedback through monitoring and evaluation. Most of Rutgers international work was monitored and evaluated according to the requirements of the Ministry of Foreign Affairs (MFS grant system and SRHR Fund). Requirements from donors such as the Ministry of Health were being followed for the national activities.
- Since 2010 all projects have been evaluated by a donor satisfaction interview. All reviews that were done showed high satisfaction.
- Prudent project cycle management and financial policy.
- A management information system with indicators relating to the various organisational objectives.
- Regular adjustment of strategy and policy on the basis of up-to-date environmental analyses and recent experiences.

Our risk management policy will be finished in 2016, in line with the 2.0 strategic framework.

In our annual report last year we foresaw the risk of decrease of income regarding our international work after 2015 since three major programmes, financed by the Ministry of Foreign Affairs, would come to a conclusion. Rutgers has been very successful in acquiring new programmes from the coming 5 years (2016-2020) of around 94 million euro. Although Rutgers has been very successful the organisation will need to keep investing in diversifying its funding base not only by investing in resource mobilisation and innovation but also by investing in a flexible, efficient and transparent organisation with low fixed costs. Rutgers has invested in resource mobilisation by expanding the department in 2015. Most of the organisation costs represent staff costs (80% in 2015), to ensure flexibility Rutgers has also issued less permanent contracts. Of the total staff in the Netherlands 47% have a permanent position.

Country Offices

Rutgers has three Country Offices, two in Asia (Pakistan and Indonesia) and one in Africa (Uganda). In Summer 2015 the Country Office in Uganda was officially opened. The Country Offices were recognised locally as agencies of an international NGO and, as such, they were permitted to have staff and manage finances. The three Country Representatives, were appointed by the Executive Director and report to the manager International Programmes. They applied all Rutgers's standard systems and operated with allocated annual budgets, including locally raised funds. Their finances were audited by local external certified accountants and were consolidated in the financial statements. They were permitted to accept funds independently and approve projects up to a maximum of € 50,000 per project.

6 Human Resources

Human Resource Activities Rutgers Netherlands

In 2015 the Human Resources department in the Netherlands continued the follow up of a further implementation of the HR processes, within a clear framework. A focus point in 2015 was a new measurement of the overall work satisfaction of the employees in the Netherlands (with a rise from 7,2 in 2012 to 7,6 in 2014). Another event in 2015 was the moving to a new office in Utrecht. In the new office flexible workspaces were established. HR prepared a smooth change to flex-working by starting a working group, including managers, employees, members of the Works Council and HR. The working group was involved in the preparation of the move, supported the actual move to the other location and was responsible for after care. When the office move was completed and all problems were solved, the working group was dissolved. This was in December 2015.

In 2015 HR implemented a new commuting policy in which the reimbursement of the commuting costs were more equally divided. The implementation of the new commuting policy was done after agreement with the Works Council.

Employees of Rutgers world-wide

At the end of 2015 the organisation, including field offices, had 129,2 FTE:

Rutgers Netherlands	87,8 FTE (102 employees)
Field Office Islamabad, Pakistan	19,0 FTE (26 employees)
Field Office Jakarta, Indonesia	21,4 FTE (22 employees)
Field Office Uganda	1,0 FTE (1 employee)

Employee turnover at Headquarters

In 2015 Rutgers offered a new contract to 27 new employees. Rutgers had 25 vacancies in 2015, of which 16 were filled in 2015. The other employees had been recruited in 2014 (8 employees), or started twice on a new contract in 2015 (3 employees). The other vacancies were cancelled or vacancies were still open in 2016 (5 vacancies).

A total of 31 people left Rutgers in 2015, one of these because of disfunctioning. Two employees retired. One of them chose to continue working with Rutgers on a temporary contract. The contracts of the other employees were not extended, based on the policy not to extend when funding of continuation of the project, or new funding has not been guaranteed.

Sickness and Absenteeism at Headquarters

Rutgers had an absenteeism rate of 5.3%. Compared to 2014, this was a raise of 1,17%, mainly caused by long-term sick leave (longer than 6 weeks). Rutgers had an average sick reporting frequency of 1,31. The aim of Rutgers is to achieve an absenteeism rate below 4,5% and a sick reporting frequency below the average of 1,3 sick reports per employee per year. To keep the sickness absenteeism rate low, HR will continue carrying out preventive measures already taken and we will advise and coach the managers in supervising their employees on sick leave.

Training Rutgers Netherlands

The total budget for individual and collective training and education, seminars and Management Development was € 176.600 in 2015. The organisational training plan for 2015 focused on consulting skills and presentation skills. The department of National Interventions followed a consulting training, including information about how to present oneself as a consultant. Employees from the Communication Department and National Research, who could profit from this training, also joined the course. Besides this, two groups followed the course "Career on the move" (loopbaan in beweging) that was meant to inspire participants to think about a next step in their career. This training was organised to support employees with a temporary contract in finding new career opportunities, but was also suitable for employees with an indefinite contract to keep them focused on good career opportunities. Next to this, the

The usual HR business continued, such as:

- Developing and implementing relevant HR policy.
- Implementing or having HR policy implemented.
- Safeguarding the level of knowledge and skills in the organisation by supporting the implementation of the training- and development policy.
- In 2015 Rutgers had 25 vacancies. This was even more than the 23 vacancies in 2014.
- Advising and facilitating the managing director, managers and staff regarding HR matters.
- The HR advisor also acted as health and safety (Arbo) coordinator and prevention official.

two peer supervision groups, set up to exchange work experiences, continued in 2015.

The training budget was not fully used. In 2015, €94.868 was spent on training and education. The underspending was related to the move to the new office. This had a big impact, so there was not enough time to invest in more training for the employees.

Terms of Employment

- In the autumn of 2012 an Employees Satisfactory Survey was carried out. In 2015 a new survey was carried out at headquarters in Utrecht to update the information. An Action Plan was drawn up by HR, based on the outcome of the survey and discussed with the Works Council and the Management Team.
- A new Collective labour agreement was introduced for Rutgers the Netherlands (2015 - 2017). The HR policies and the Social Plan still have to be checked at compliance with the Collective Labour Agreement.

7 Brand & Corporate Communication

Communications policy

The overall communication objective is making Rutgers visible and well-known, reinforcing its position and reputation of renowned expert centre to become a prominent expert partner in the field of SRHR. The communications policy focuses on Rutgers and its high quality, reinforcing its position and reputation as an expert centre on SRHR. We approach communication pro-actively choosing bilateral dialogue. We want to be a demand driven organization that is capable of quickly and adequately responding to changes in society. Key words are transparency and an integral approach. People are Rutgers' core business and therefore will always be at the centre of the communications policy. Online communication is a main aspect of the organisation's policy and strategy.

New name and corporate design

In May 2015 we changed our name from Rutgers WPF to Rutgers. The name of Rutgers is more concise and memorable. Together with this new company name we introduced a new corporate design and logo. Director Dianda Veldman presented our name and logo (in Dutch):

<https://www.youtube.com/watch?v=np9cxeCWymY>

Communication with stakeholders

Rutgers stakeholders are:

- Benefactors, donors (institutional and private) and sponsors.
- Employees and volunteers, including board members and employees in the field offices.
- Partner organizations in the Netherlands and abroad.
- Civil society organizations with similar or complementary objectives.
- National and international governments and policy makers.
- The general public.

Apart from the specific reports sent to institutional donors, Rutgers offered reporting and accountability in its annual report. This annual report was available on request. A popular version (Rutgers) was available online. Information was also made available via the websites www.rutgers.nl and www.rutgers.org. The Rutgers digital newsletter was sent to subscribers in the Netherlands and abroad. The Dutch version of the newsletter focused on our activities in the Netherlands; the English version focused on our international activities. The programme staff members of the projects departments maintained personal contact with partner organisations.

Online

Our online content-strategy focused on the target groups receiving relevant content at the right moment through its preferred channels and on its preferred devices. Employees contributed to the (online) goals of Rutgers by the content they produce.

Our websites got the following number of visitors in 2015:

Unique web site visits national	1st half 2015	2nd half 2015	2015
rutgerswfpf.nl	52,798	49,469	102,267
rutgerswfpf.org	11,351	12,101	23,452
seksuelevorming.nl	34,081	31,814	65.895
seks inde praktijk.nl	22,750	42,669	65.419
seksualiteit.nl	92,817	109,350	202,167
sense.info	628,747	917,674	1,546,421

Rutgers in the media

Rutgers was well represented in the media in 2015.

- Rutgers was consulted as expert centre in 19 television broadcasts, such as national News bulletins, and Edition NL.
- We appeared in 25 radio broadcasts, on different channels, such as Radio 1 and 2 and BNR News radio.
- Rutgers was cited 274 times in the printed media (magazines and newspapers) and in almost 700 on-line articles.
- The social media channels of Rutgers were increasingly in the picture: our social capital was larger than 4.000 followers and this number daily increased.



Internal communications

Employees of Rutgers were informed through an internal website (intranet). Lunch meetings (10), and expert meetings (6) were organized to facilitate exchange between employees on various projects. The Managing Director held three meetings to inform all personnel on organisational matters. The Intranet functioned as a platform for important information for all employees.

Events and project Communications

The Communications Department developed several new publications and products in collaboration with other departments of Rutgers (see a survey elsewhere in this Internal Report).

Communications consultants advised and supported all communication efforts in the project teams. Some of the highlights of 2015 are mentioned below.

Johannes Rutgers lecture

Rutgers organised the fifth Johannes Rutgers Lecture on World Sexual Health Day, 4 September 2015. Over 170 interested listeners gathered in the beautiful building of the old former post office in Utrecht. Key speaker was Professor Liesbeth Woertman, who researches psychology of appearance. Woertman spoke about Sex in the selfie era.

Selfies (and all variations) illustrate a spirit of transparency and urge to exhibit. The current generation forms itself into an object that you can see and admire. In her lecture Liesbeth Woertman wondered and searched for meaning. More (in Dutch): <http://www.rutgers.nl/wie-wij-zijn/johannes-rutgers-lezing/2015-seks-het-selfie-tijdperk>

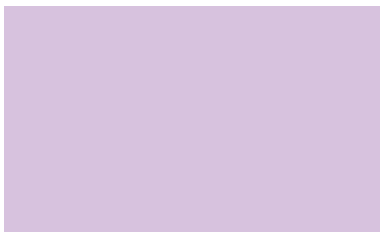
Sexual health and rights of refugees central at the State of the World Population

Refugees need safety, food and shelter, but to what extent are their sexual and reproductive health and rights met? These and other questions are still largely unanswered, even though the number of people in humanitarian settings has almost doubled in the past decade. Every day, 507 women and adolescent girls die from complications of pregnancy and childbirth in emergency situations and in fragile states. Rutgers and UNFPA used the launch to draw attention to the Sexual and Reproductive Health and Rights of refugees.

During the event UNFPA's 2015 State of the World Population 'Shelter from the storm' was launched. Arthur Erken, Director of UNFPA's Division of Communications and Strategic Partnerships, presented the State of the World Population Report to Jelte van Wieren, Director Department for Stabilisation and Humanitarian Aid at the Dutch Ministry of Foreign Affairs. More: <http://www.rutgers.international/news-opinion/news-archive/dutch-launch-unfpa-state-world-population-report-2015>

Give girls in India every month 1 week extra

From May 26 till June 8th the campaign 1weekextra took place. With this campaign Rutgers, Simavi and Women on Wings asked attention for the Dutch Postcode Lottery funded programme in India that wanted to improve the situation of menstruating girls and women in Bihar in the next three years. Knowledge about menstrual hygiene and availability of sanitary pads will make a substantial difference to their daily lives and future. Girls and women in rural areas in India are often not able to take part in daily life during their monthly period. Instead of 4 weeks per month, they can only participate 3 weeks. 1WeekExtra enables girls and women in Bihar to have this fourth week. So they can go to school, go to work and develop themselves. The campaign 1WeekExtra targeted the group of girls and women in the Netherlands between 18 and 49 years to raise awareness about the issues in India about menstrual hygiene. Website: www.1weekextra.nl (Dutch).



Doctor Corrie show

In this TV show, Doctor Corrie uses comedy to teach sexuality education to children aged 9 to 13 and answers their questions on puberty, relationships and sexuality. Rutgers advised the producers of the show. The show paid attention to these subjects in a relaxed and accessible manner. Initially, many parents raised concerns, but later, many watched together with their children.

Week of Spring Fever

For ten years on end, Rutgers has been organizing the campaign 'Week of Spring Fever' ('Week van de Lentekriebels') together with Municipal Health Services in March 2015. This campaign stimulates primary schools to teach about relationships and sexuality, targeting youngsters of four to twelve years of age. Over three hundred primary schools participated in the campaign with the help of Rutgers education materials. We worked together with various media to draw attention to this week. It was a high profile campaign in both national and local newspapers, radio stations and on the Internet. Last year, we made a song, sung by two Dutch TV personalities who were well-known by both children and parents. The song was used as an opening for the week. It was shown in many (children's) TV shows and had more than 40.000 online views in one week's time: <http://www.weekvandelentekriebels.nl/videoclip>

International media attention

The Dutch approach was noticed internationally as well. Last spring, PBS Newshour elaborately talked about the Week of Spring Fever. Their broadcast resulted in countless reactions.

<http://www.rutgers.international/news-opinion/news-archive/case-starting-sex-education-kindergarten>

<https://www.youtube.com/watch?v=il8Hli7wqQE>

<https://www.youtube.com/watch?v=AA1HDFH9OaU>

Dutch Minister 'Ambassador for Caring Fathers' – Launch State of the World Fathers Report

The Dutch Minister of Social Affairs, Mr. Asscher, received the Dutch country report of State of the World's Fathers at a day-care centre in Amsterdam on the morning of 17 June. Dianda Veldman, executive director of Rutgers, asked the minister to be an Ambassador for Caring Fathers and to extend paternity leave arrangements so the Netherlands would no longer be the odd one out in Europe. (According to Dutch legislation a (male or female) employee, whether full-time or part-time employed, is entitled to two days of paid (employer-funded) leave after the birth of their child, to be taken within four weeks of birth or the child's arrival home from hospital.) The Minister who had brought his children to school just before the presentation reinforced the importance of engaged fathers for society and communities.

After the launch it has been decided to extend paternity leave. As of 2017, father will get five instead of two paid leave days after the birth of their child.

High Five (#geefmde vijf)

Rutgers launched a social media campaign with the message: "High five for Minister Asscher! Five days is a great first step. Not just for fathers, but also for women and children. Rutgers still pledges for an emancipated leave scheme based on the 10-100-1000 model: 10 days of paid paternity leave and 100 days of parental leave for the father in the first 1000 days."

Many virtual HighFives were given via Twitter and Facebook.



Realising sexual and reproductive health and rights leads to individual wellbeing and healthy, inclusive and prosperous societies

8 Finance

8.1 Income

In 2015 Rutgers generated 28.4 million euros in income, which is 1 million less than budgeted. The amount in 2014 was 29.4 million euros. In 2015 the income is 3% lower than in 2014 and 4% lower than shown in the budget.

Our role as lead agent is also reflected in the Statement of Income and Expenditure. Because we have a responsibility as lead agent regarding the subsidy provided to the Alliance Members, we have to show both the funds disbursed to our Alliance Members and the relevant subsidies in our Statement of Income and Expenditure. As cost and revenue are equal, on balance this does not influence the result or equity of Rutgers. The lead agent may be held responsible if the Alliance Members do not meet the requirements or distribute the subsidy in an inappropriate manner, while the lead agent did not apply due care. Compliancy to the SRHR, YE and MenCare+ Alliance and the Ministry of Foreign Affairs standards, rules and protocols lowers the risk of being liable. Apart from Rutgers the Alliances consists of the:

- SRHR Alliance: AMREF Flying Doctors, Simavi, dance4life and CHOICE.
- Youth Empowerment Alliance (ASK): AMREF Flying Doctors, Simavi, dance4life, CHOICE, IPPF Central Office and Stop Aids Now!
- MenCare+ Alliance: Promundo US.

Income from direct fundraising accounted for 1 million euro of income. This is 9% higher than in 2014 and 140k euro less than budgeted. Revenue from joint campaigns accounted for 560k euro, 27% more than in 2014 and 100k euro more than budgeted. Income from third party campaigns accounted for 1.5 million euro, 17% less than in 2014 and 160k euro above budget. Government grants accounted for 25 million euro, 4% lower compared to 2014 and 1.4 million euro less than budgeted.

Income from direct fundraising

Income from direct fundraising is 9% higher than in 2014 (86k Euro). Compared to the budget we generated less income than anticipated (140k euro). Rutgers has not been successful in acquiring additional resources from asset funds/charitable trusts in 2015, the effect is 100k euro. Another effect is that Rutgers has generated less income on some projects than originally anticipated in the budget. For example the project in Uganda financed by Nefkens Foundation and the project in Indonesia financed by Plan Indonesia. The difference will be carried forward to 2015.

Revenues from joint campaigns

Income from joint sources increased by 120k euro in 2015 compared to 2014. The income is 100k euros less compared to the 2015 budget. This income represents the joint campaign for the Female Condom Campaign. This campaign, aiming to make the female condom accessible to all, is run by a consortium together with Oxfam Novib, I+ Solutions and the Ministry of Foreign Affairs.

Revenues from third party campaigns

Revenues from these sources decreased from 1.8 million in 2014 to 1.5 million in 2015 (160k euro more than budgeted). The sources mainly include the Dutch Postcode Lottery. Rutgers receives a yearly standard support from the Dutch Postcode Lottery of 900k euro. In addition Rutgers received, on top of the standard support, grants for two projects called "Lovebuzz" and 'Gewoon ongesteld' (menstrual hygiene). In 2015 we used 70k euro for the "Lovebuzz" project, 2015 is the last implementing year. For the menstrual hygiene project we spend 185k euro.

Introduction

This chapter details the income, expenditures and financial position of Rutgers in 2015. The financial statements have been prepared in accordance with the Dutch Accounting Standard for Fundraising Institutions (RJ 650). Compliance with these guidelines is a requirement of the CBF (Central Bureau on Fundraising).

Accordingly, all expenditure of Rutgers is committed to the objectives, to the generation of income, and management and administration. The objectives are divided into three objectives: International, National and Advocacy.

Compared to 2014 we received fewer funds since we did not generate any income on smaller donors (educalids, dance4life) and less income on the "Lovebuzz" project since that project ended mid 2015.

Governments grant

Income received from government grants in 2015 amounted to 25 million euro, which is 1.4 million less than budgeted. In 2014 the amount was 26 million euro. The decrease in 2015 of 1 million euro compared to 2014 is mainly explained by decrease in income from the Ministry of Foreign Affairs (1.7 million less), and the increase in income from the Ministry of Education, Culture and Science (595k euro more).

In 2015 we generated less income from the Ministry of Foreign Affairs compared to 2014. This total difference of 1.7 million euro less income is mainly caused by: less funding to the alliance members in the SRHR, YE and MenCare+ alliances (effect of -2.1 million), more income generated by Rutgers for the SRHR, YE and MenCare+ alliances (effect of + 530k euro) and less income generated on other projects financed by the Ministry (effect -110k euro).

Compared to 2014 the national department was especially successful in acquiring additional resources from the Ministry of Education, Culture and Science (effect 595k Euro).

Compared to budget the decrease in 2015 is 1.4 million euro. This difference is mainly caused by budget targets that have not been met. In 2015 we have not been successful in reaching the EU, DFID and US aid budget targets, with a total effect of 1 million euro. The remaining 400k euro difference is caused by more income generated from the Ministry of Education, Culture and Science (+430k euro) and less income generated by Rutgers in the SRHR, YE and MenCare+ alliances (-585k euro), Unite against child marriage projects (-130k euro), Niche and Nuffic financed project (- 190k euro).

8.2 Expenditure

The total expenditure in 2015 amounted to 28.4 million euro (2014: 29 million euro). Of the total expenditure of 28.4 million euro, 26.2 million euro (92% of the total income) was directly spent on the three objectives-related activities of Rutgers (in 2014 92%). The total expenditure excluding the grants to Alliance Members in 2015 amounted to 17.9 million euro (2014: 16.5 million euro). Of this total expenditure of 17.9 million, 15.7 million was directly spent on the three objectives (88% of total income, 2014: 90%).

National

Most national activities were carried out by Rutgers staff. The activities carried out with the institutional subsidy were extensively reported on to the Ministry of Health. The costs in 2015 were 3.8 million euro, 21% of the total income excluding the grants to Alliance Members (2014: 20%). As is also shown in overview W. Explanatory notes the costs spent on our National objective are mainly spent on Rutgers staff costs (49%) and programme expenditure (40%). Of the direct programme expenditure of 1.5 million euro most of the direct expenditures relate to the funding received from the Ministry of Health via the Centre for Infectious Diseases of RIVM and from the Ministry of Education, Culture and Science (80%) for most of our interventions.

International programmes

Most of the activities were carried out by local partners including our own field offices. In addition to this, project expenditures included the costs of activities carried out by Rutgers itself: guidance, partner relations management, technical assistance/capacity building and monitoring and evaluation. The costs of the

country offices in Asia and Africa were part of the respective country portfolios. These country portfolios were partly financed by Rutgers, the Ministry of Foreign Affairs but also by locally raised income. The total expenditure within the international programmes was 21.2 million euro; this included the 10.5 million transferred to the Alliance Members. The expenditure, excluding the 10.5 million transferred to the Alliance Members, amounting to 10.7 million euro is 60% of the total income excluding grants to Alliance Members (2014: 62%). Of the total expenditure of 10.7 million excluding the Alliance members 10.4 million euro is expenditure for the current three large programmes financed by the Ministry of Foreign Affairs (the Unite for body rights, Access, Services and Knowledge and the Mencare+ programmes). These three programme not only represent most of the costs but also most of our international work as is also shown in chapter 3.

Influencing policy and public opinion

Most of the advocacy activities were carried out by our own staff. Expenditure was 1.3 million euro in 2015 which is 133k euro more than in 2014 and more than budgeted (426k euro). Of the total amount of 1.3 mln euro 45% relates to the staff costs in the Netherlands and 27% relates to direct programme costs for the Advocacy projects. Of the direct programme costs of 330k euro 50% relates to the Universal Access to Female Condoms Joint programme and 25% to the G77 project. The remaining part relates to the funding from IPPF and UNFPA for our Advocacy related work.

Costs of direct fundraising

The costs of direct fundraising amounted to 160k euro in 2015; this is 45% more than in 2014 and 30k euro more than budgeted. The direct fundraising expenses mainly consisted of staff costs. The direct fundraising costs represent 15% of the direct fundraising income (2014: 11% and budget: 11%). The CBF criterion for organizations holding the CBF Seal of Approval is that the average costs over three consecutive years may not be higher than 25% of the direct fundraising income. The three year average for Rutgers is 12%.

Management and Administration costs

Management and administration costs accounted for 1.4 million euro (316k euro higher than 2014 and 126k euro higher as budgeted). This is 4.8% of the total expenditure; excluding the grants to Alliance Members it is 7.6%. The target set by Rutgers is a maximum of 10% of the total costs. This standard has been determined on the basis of the various factors that influence the organization of Rutgers, such as project portfolio, diversity of donors, the scale in which activities are carried out, etc. The CBF (Central Bureau on Fundraising) does not prescribe a target.

8.3 Net result

In 2015 Rutgers decided to invest in the refugee crisis in the Netherlands from the available un-earmarked funds, 130k euro will be allocated from the 2015 result. In 2014 a project funded by the European Commission in Indonesia ended, Rutgers has allocated the unspent own contribution from un-earmarked funds to a dedicated appropriated reserve "CSE Indonesia" (84.3k euro). Furthermore Rutgers has had additional costs related to the relocation and refurbishment of our new office and for the e learning project, the costs are included in the income and expenditure statement. In the past years Rutgers has already reserved funds for this in the appropriated reserve "Relocation 2015" and "E-learning platform". In 2015 these reserves will be used to cover for the costs incurred. According to guideline 650 incurred costs related to the appropriated reserve can only be charged to the reserve after balancing the income and expenditure. The income and expenditure balance before appropriation is 43k euro positive, after allocating the balances to the

appropriated reserves "Relocation 2015" (280k euro) and "E-learning" (77k euro) and adding 130k euro to the "Refugee crisis" reserve and 84.3k euro to CSE Indonesia project. The balance will be 186k euro positive. Of this 186k euro 152k euro will be added to the continuity reserve and 34k euro will be added to the equalization fund VWS. According to budget 2015 we planned to add 320k euro to the continuity reserve. That deviates with 168k euro from the budgeted result.

Equity, reserves and cash position

The cash and cash equivalent items at the end of the financial year stood at 7.7 million euro and are more than sufficient to meet obligations. The cash position is 0.7 million euro lower than last year. The high cash position is mainly caused by the pre financing of the 2016 budget advances of the programme financed by the Ministry of Foreign Affairs. The advances were released in December 2015 (1.4 million euro). Rutgers invests surplus cash and cash equivalents in such a way that the principal remains intact (working capital is sufficient) and interest is maximized. Surplus cash and cash equivalents are held in deposit accounts at large Dutch banks which can be withdrawn on short term notice. The interest rate amounts to 0,67% (2014: 0,93%) on average. There are no securities held by the organisation or the country offices. As a result of the policy not to engage in securities there are no non-financial criteria in place with regard to the reserve policy and/or treasury policies.

Preview 2016

In 2015 and 2016 large programmes and projects will end. Rutgers has been very successful in acquiring additional resources for our international work the coming five years from the Ministry of Foreign Affairs, with a total grant amount of around 94 million euros.

In 2016 Rutgers has been granted four grants, of which Rutgers will be Lead in three. Although Rutgers has been successful in acquiring additional resources the organisation will process its effort to diversify its funding base.

In the coming years Rutgers will keep on investing in resource mobilization and innovation not only to be able to attract new funds but also to improve and upgrade our own organisation. We have also ensured flexibility in human resources: 46% of staff have temporary contracts.

The consolidation of the assets and liabilities of the country offices lead the recognition of unrealised currency exchange results within equity amounting to € 29.922 (2014: € 32.049). Rutgers has limited cash and cash equivalents in foreign exchanges, only a USD account is in place due to grants transferred in dollars. A currency exchange gain was realised amounting to € 251.078 due to fluctuation in the Euro rate as a result of the situation within the EU early 2015 (2014: gain of € 92.145).

With regard to the reserve and contingency policy, Rutgers aims to use any income as quickly and effective as possible, allowing for an addition to a continuity reserve.

This reserve is meant to guarantee the organisation's continuity, to cover risks and provide working capital. Rutgers aims to build a reserve equal to three to six months of fixed costs, also taking the field offices into account. The costs of the working organization represent the staff costs (with a contract of more than one year), the contractual obligations (rent, office equipment lease, etc.) of the offices in Utrecht, Jakarta, Islamabad and Kampala. In 2016 many contracts will end for temporary staff working on the programmes financed by the Ministry of Foreign Affairs. These programmes will end 2015 and mid 2016.

The continuity reserve will enable a downsized organization to exist if necessary. Generating such a reserve is in accordance with the code 'Reserves of Charities' of the Association of Fundraising Institutions which allows 1.5 times the annual costs of the working organization. After adding the 136k euro to the continuity reserve the balance as of 31 December 2015 will be 1.8 million euro. This will cover 4.7 months of the annual costs of the working organization. In the multi annual budget 2016-2019 Rutgers has anticipated on allowing the continuity reserve to grow towards 6 months of the annual costs of the working organization.

8.4 Annual Financial Statements 2015

amounts in euros

Assets

		31-12-2015	31-12-2014
Intangible fixed assets	A	6.607	22.312
Tangible fixed assets	B	421.634	60.286
		428.241	82.598
Receivables, prepayments and other current assets	C	3.252.898	4.114.489
Cash and cash equivalents	D	7.714.535	8.411.003
		10.967.434	12.525.492
Total		11.395.675	12.608.090

Liabilities

		31-12-2015	31-12-2014
Reserves and funds			
Reserves	E		
Continuity reserve	E1	1.861.017	1.708.964
Appropriated reserves	E2-E6	714.300	500.000
Equalisation fund VWS	E7	94.103	60.149
Reserve exchange rate differences	E8	-29.922	-32.049
		2.639.498	2.594.064
Provisions	F		
Provision jubilee employees	F1	38.734	42.174
Provision projects	F2	77.489	26.482
Provision collective employment agreement	F3	-	116.200
		116.223	184.856
Current and accrued liabilities	G	8.639.954	9.829.171
Total		11.395.675	12.608.090

**Statement of
income and
expenditure
for 2015**

Income				
		Actual 2015	Budget 2015	Actual 2014
Income from direct (own) fundraising	I	1.069.008	1.209.354	983.266
Income from joint campaigns	J	556.708	458.929	438.915
Income from third-party campaigns	K	1.530.302	1.373.361	1.838.449
Government grant	L	25.006.471	26.437.782	25.984.136
Income from interest and exchange gains	M	282.789	15.000	126.340
Total income		28.445.277	29.494.426	29.371.107
<i>Total income MFS II and SRHR fund alliance partners excluded</i>		<i>17.940.014</i>	<i>18.989.163</i>	<i>16.745.243</i>
Expenditure				
Directly allocated to objectives	N			
National	N1	3.773.035	3.257.170	3.432.767
International	N2	21.154.315	23.124.301	23.020.224
Lobby and Advocacy	N3	1.281.446	860.766	1.153.356
Total		26.208.796	27.242.237	27.606.347
<i>Total expenditure MFS II and SRHR fund alliance partners excluded</i>		<i>15.703.533</i>	<i>16.736.974</i>	<i>14.980.483</i>
Costs of generating income	O			
Costs of direct fundraising	O1	164.446	130.225	112.289
Expenditure on income third-party campaigns	O2	61.952	51.406	31.751
Expenditure on (securing) government grants	O3	589.507	499.740	262.645
Total		815.906	681.371	406.685
Management and administration	P			
Management and administration costs	P1	1.377.268	1.250.815	1.060.633
Total expenditure		28.401.971	29.174.424	29.073.655
<i>Total expenditure MFS II and SRHR fund alliance partners excluded</i>		<i>17.896.708</i>	<i>18.669.161</i>	<i>16.447.801</i>
Balance before appropriation		43.306	320.002	297.442
Profit or loss appropriation				
Continuity reserve		152.053	320.002	135.295
Appropriated reserve; expenditure for relocation costs		-280.000		100.000
Appropriated reserve; e-learning platform		-77.000		77.000
Appropriated reserve; refugee crisis project		130.000		
Appropriated reserve; CSE Indonesia		84.300		
Equalization fund VWS		33.954		-14.853
		43.306	320.002	297.442

Cash Flow Statement for 2015

Cash flow from operating activities

	2015	2014
Result	43.306	297.442
Depreciation	77.574	32.746
Changes in provision	-68.633	-34.059
Change in working capital (excl. cash and cash equivalents)	-309.793	-1.136.582
	-257.546	-840.454

Cash flow from investing activities

Investments in		
Intangible fixed assets	-	-
Tangible fixed assets	-438.922	-19.596
	-438.922	-19.596
Disinvestments in		
Intangible fixed assets	-	-
Tangible fixed assets	-	-
	-	-
Movement cash and cash equivalents	-696.468	-860.050
Liquid assets at the end of the financial year	7.714.535	8.411.003
Liquid assets at the start of the financial year	8.411.003	9.271.053
Movement cash and cash equivalents	-696.468	-860.050

General accounting principles

The financial statements have been prepared in accordance with the Dutch Accounting Standard for Fundraising Institutions (RJ 650) published by the Dutch Accounting Standards Board. This guideline requires that costs be allocated not only to the costs of direct fundraising and the achievement of the organisation's goals (national, international and lobby & advocacy) but also to:

- Management and administration costs
- Costs of generating income

The figures for the field offices form an integral part of these financial statements.

The accounting principles are based on historical cost. Unless otherwise indicated, assets and liabilities are included at nominal value. Income and expenditure are allocated to the period to which they apply.

Accounting period

These financial statements have been drawn up on the basis of an accounting period of one year. The financial year is concurrent with the calendar year.

Accounting principles for the valuation of assets and liabilities

Transactions in foreign currencies

Transactions denominated in foreign currencies conducted during the reporting period are recognised in the annual accounts at the rate of exchange on the transaction date.

Monetary assets and liabilities denominated in foreign currencies are translated into euros at the rate of exchange ruling at the balance sheet date.

Use of estimates

In accordance with general principles, when drawing up the financial statements, Rutgers must make certain estimates and suppositions that partly determine the amounts included.

Intangible fixed assets

Intangible assets are carried at costs less straight-line depreciation over their estimated useful lives. The depreciation is calculated as a percentage of the acquisition price according to the straightline method on the basis of the estimated useful life. Depreciation in the first year of an asset's life is calculated on a time-weighted basis.

Software:	20%
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Tangible assets

Tangible assets are carried at costs less straight-line depreciation over their estimated useful lives. The depreciation is calculated as a percentage of the acquisition price according to the straightline method on the basis of the estimated useful life. Depreciation in the first year of an asset's life is calculated on a time-weighted basis.

Renovations Oudenoord:	10% as from 1-6-2015	20%
Renovations AvS:	10% as from 1-6-2015	20%
Furniture and equipment:		20%
Computers and accessories:	20% as from 1-12-2015	33%

Receivables

Receivables are stated at face value less a provision for bad and doubtful debts. Receivables denominated in foreign currency are translated into euros at the rates of exchange ruling at the balance sheet date. The receivables for projects approved by governments and other external organisations are valued at face value.

Cash and cash equivalents

Cash and cash equivalents are stated at face value. Cash and cash equivalents denominated in foreign currency are translated into euros at the rates of exchange ruling at the balance sheet date. Any exchange differences are taken to the statement of income and expenditure.

Other assets and liabilities

These are stated at face value. Other assets and liabilities denominated in foreign currency are translated into euros at the rates of exchange ruling at the balance sheet date.

Continuity reserve

This reserve is meant to guarantee the organisation's continuity, to cover risks and provide working capital. Rutgers aims to build a reserve at a minimum of three months of fixed costs and a maximum of six months. The continuity reserve calculations include the field offices. This will enable a downsized organization. Generating such a reserve is in accordance with the code 'Reserves of Charities' of the Association of Fundraising Institutions which allow 1.5 times the annual costs of the work organization. After adding the 152k euro to the continuity reserve the balance will be 1.9 million euros. This will cover 4,7 months of the work organization.

Appropriated reserve

The spending restriction for the appropriate reserve has been laid down by the executive director and does not imply an obligation. The executive director is able to abolish this limitation.

Exchange rate reserve

Exchange rate differences on items concerning the field offices are recognised in profit or loss with the exception of exchange rate results resulting from the translation of the field offices' net investments into the presentation currency at balance sheet date. They are classified as equity within the exchange rate reserve. When a foreign operation is disposed of, the cumulative amount of the exchange differences in equity relating to that field office will be recognised in profit or loss when the gain or loss on disposal is recognised.

Employee benefits/pensions

Rutgers is registered with the Zorg & Welzijn Pension Fund, formerly called PGGM. The plan is based on an average salary arrangement. Rutgers has no other obligation than to pay the yearly pension premium to the pension fund and no other risk other than future increases in premiums.

Incoming resources are recognised in the year to which they relate.

Processing grant income MFS II, SRHR fund Alliances

Rutgers is lead agent in three programmes financed by the Ministry of Foreign Affairs. These three programmes are financed from the MFS II fund (SRHR Alliance) and the SRHR fund (Youth Empowerment Alliance and MenCare+ Alliance). Our role as lead agent is also reflected in the Statement of Income and Expenditure. Because we have a responsibility as a lead agent regarding the subsidy provided to the alliance members, we have to show both the funds disbursed to our alliance members and the relevant subsidies in our Statement of Income and Expenditure. As costs and revenue are equal on balance there is no influence on result or equity of Rutgers.

Income from direct fundraising

Income from direct fundraising is recognized in the year to which the item of income relates. Donations and contributions are recorded in the year in which they are received.

Government grants

Government grants are recognised in the statement of income and expenditure as soon as the grant is spent. The income is allocated based on the realised indirect and direct project costs, implying that this income is only reflected if and when the related costs have been made. The amount can never exceed the amount as shown in the subsidy grant/commitment. The granted amounts over 2015 will be reported and approved in 2016.

Expenditure

Costs are allocated to the following categories:

- Objectives of Rutgers (National, International and Lobby & Advocacy)
- Costs of generating income
- Management and administration

The direct programme costs are allocated to the specific project/programme. The indirect costs are allocated using allocation keys. These allocation keys are based on hours worked by staff and the use of resources and services. The management and administration costs are calculated in accordance with the guideline published by the Fundraising Institutions Association (VFI). They include costs for the Board of directors, the Supervisory Board, the financial accounting function, the general secretariats, the project controllers and all costs indirectly allocated thereto, to the extent that these cannot be allocated directly to the goals and generation of income.

A. Intangible fixed assets

	2015	2014
Acquisition value		
Balance 1 January	294.636	294.636
Acquisitions	-	-
Disinvestments	-	-
Balance 31 December	294.636	294.636
Depreciation		
Balance 1 January	272.324	255.289
Depreciation	15.705	17.035
Disinvestments	-	-
Balance 31 December 2015	288.029	272.324
Book value 31 December 2015	6.607	22.312

The above-mentioned intangible fixed assets refer to software, which are maintained for operational use.

B. Tangible fixed assets

The development in the tangible fixed assets can be represented as follows:

	Renovation	Furniture & equipment	Hardware	Total 2015	Total 2014
Acquisition value					
Balance 1 January 2015	644.008	294.831	313.862	1.252.703	1.233.107
Acquisitions	286.436	133.791	18.695	438.922	19.596
Disposals/desinvestments	-644.008	-48.513	-143.505	-836.026	0
Balance 31 December 2015	286.436	380.109	189.052	855.599	1.252.703
Depreciation					
Balance 1 January 2015	644.008	289.385	259.024	1.192.417	1.159.671
Depreciation	33.418	23.804	20.353	77.574	32.746
Disposals/desinvestments	-644.008	-48.513	-143.505	-836.026	0
Balance 31 December 2015	33.418	264.676	135.872	433.965	1.192.417
Book value 31 December 2015	253.018	115.433	53.180	421.634	60.286

In 2015 Rutgers relocated to a new office, a total investment of € 439k was capitalized. Over 2015 most of the capitalized assets are for the new office location (€ 431k of total € 439k). Of the total amount of € 836k that was disposed in previous years, most of it represents the disposal of the past renovation costs of the previous office on Oudenoord Utrecht which had no economic nor fiscal value.

C. Receivables, pre-payments and other assets

	2015	2014
Debtors	34.502	182.705
Grant to be received	2.725.116	3.473.202
Provision bad debtors	-5.024	-2.633
Receivable amounts	72.473	49.261
Tax	137.161	81.533
Prepaid expenses	224.563	253.925
Other	64.108	76.497
	3.252.898	4.114.489

Receivables have a maximum term of one year. At the end of 2015 the grants are on total lower than the balance at the end of 2014. This is mainly due to UFBR ending in 2015 and ASK and Mencare ending mid 2016.

D. Cash and cash equivalents

	2015	2014
Bank current accounts	717.675	1.365.074
Bank deposits	6.800.011	6.429.031
Bank foreign currency	195.146	615.938
Cash resources	1.703	960
	7.714.535	8.411.003

The cash and cash equivalents include deposits up to an amount of € 6.800.011. The high cash balance, is mainly caused by the early release of the first advances for 2016 from the Ministry of Foreign Affairs for the start of a new programmes from the fund of Leadership and Opportunities for women (1,4 million) and advances for several other projects of Rutgers in the Netherlands and the Field offices. These subsidies received in advance are specified under G. Current and accrued liabilities. The interest rate on the deposits varies, but on average amounts to 0.67%. The other cash is readily available and divided over the ABN AMRO and ING bank because of risk diversification. The field offices manage a total of € 558.743,- which is divided over the Permata bank and MDB bank Ltd. There are no derivatives.

E. Reserves

	2015	2014
E1. Continuity reserve		
Situation as of 1 January	1.708.964	1.573.669
Result appropriation	152.053	135.295
Situation as of 31 December	1.861.017	1.708.964

This reserve is meant to guarantee the organisation's continuity, to cover risks and provide working capital. Rutgers aims to build a reserve equal to three (minimum) to six months of fixed costs, including the field offices. This will enable a downsized organization. Generating such a reserve is in accordance with the code 'Reserves of Charities' of the Association of Fundraising Institutions which allow 1.5 times the annual costs of the work organization. After adding the 152k euros to the continuity reserve the balance will be 1,9 million euros. This will cover 4,7 months of the work organization. The costs of the work organization represents the staff costs (with a contract of more than one year), the contractual obligations (rent, office equipment lease etc) of the offices in Utrecht, Jakarta, Islamabad and Kampala.

	2015	2014
E2. Appropriated reserve Dutch Postcode Lottery		
Situation as of 1 January	500.000	500.000
Result appropriation	-	-
Situation as of 31 December	500.000	500.000

The Dutch Postcode Lottery increased the 2009 grant from € 500.000 to € 1.000.000. This extra income has been transferred to an appropriated reserve, so that in the future it can be spent on the following:

1. Matching projects.
2. To complement insufficient funding for a specific project.
3. The project is considered important, but no sponsor/funds can be found.

Throughout the years 2010 - 2015 no amounts were charged to this reserve. Future resources are less certain. Because of this Rutgers expects to use this appropriated reserve for 2016 onwards.

	2015	2014
E3. Appropriated reserve Relocation		
Situation as of 1 January	280.000	180.000
Result appropriation	-280.000	100.000
Situation as of 31 December	-	280.000

The lease of the officebuilding expired in June 2015. The total reserve has been used to cover for the relocation that took place in June 2015.

	2015	2014
E4. Appropriated reserve e-learning platform		
Situation as of 1 January	77.000	-
Result appropriation	-	77.000
Use	-77.000	
Situation as of 31 December	-	77.000

In 2014 Rutgers decided to invest in an e-learning platform. It was decided to set up a total fund of € 100.000 in 2014. The total balance as of 1 January has been used in 2015.

	2015	2014
E5. Appropriated reserve refugee crises project		
Situation as of 1 January	-	-
Result appropriation	130.000	-
Situation as of 31 December	130.000	-

In 2015 Rutgers decided to invest in the refugee crises in the Netherlands with funding from the Dutch Postcode Lottery.

	2015	2014
E6. Appropriated reserve CSE Indonesia		
Situation as of 1 January	-	-
Result appropriation	84.300	-
Situation as of 31 December	84.300	-

In 2015 the EU funded project in Papua Indonesia has been finalized. The 20% matching for this project, which has been reserved the past years, has not been fully used. It has been decided to use these funds for the continuation of the Comprehensive Sexuality Education in Indonesia as a follow up of this project in 2016 and beyond.

	2015	2014
E7. Equalization fund VWS		
Situation as of 1 January	60.149	75.002
Under-/overspending subsidy	33.954	-14.853
Situation as of 31 December	94.103	60.149

Based on paragraph 6 articles 34 up to 36 of the framework VWS-grants, the differences between the annual amount granted and the actual expenditures are recognized under this reserve.

	2015	2014
E8. Reserve exchange rate differences		
Situation as of 1 January	-32.049	-41.320
Result appropriation	2.127	9.271
Situation as of 31 December	-29.922	-32.049

Differences are caused by the different exchange rates used for balance sheet positions and for the profit and loss items for the Field Offices. For the balance sheet items we use the exchange rate on the 31st of December 2015 and for the profit and loss items we use the average rate during 2015.

F. Provisions

	2015	2014
F1. Provision for jubilee employees		
Situation as of 1 January	42.174	41.147
Changes during the year	-3.440	1.027
Situation as of 31 December	38.734	42.174

The jubilee provision was formed to cover jubilee benefit. In the calculation the possibility of early departure of employees is included. According to article 11, Gratification in chapter 7, Job and pay of the CAO, an employee is entitled to a single gratification at 12,5, 25 and 40 years service.

	2015	2014
F2. Provision transitions staff		
Situation as of 1 January	26.482	0
Changes during the year	51.007	26.482
Situation as of 31 December	77.489	26.482

In 2014 a new law (Wet, Werk en Zekerheid) was adopted which has become effective July 2015. This law states that Rutgers needs to compensate employees with a temporary position when their contractperiod ends. This compensation is called transistion compensation. The calculation of this reserve is based on the salarycosts for the contractperiod till the end of 2015 of all the employess that are entitled to this compensation.

	2015	2014
F3. Provision collective employment agreement		
Situation as of 1 January	116.200	51.850
Changes during the year	-116.200	64.350
Situation as of 31 December	-	116.200

In 2013 a provision was made to cover for future salary increase of Rutgers staff. The future salary increase was part of the pending collective employment agreement (CAO) negotiations. In 2015 an agreement was made on the collective employment agreement resulting in a salary (and other staff benefits) increase. The salary increase of 1% and 0,5% year-end bonus were charged to the provision. The remaining amount was charged to the income and expenditure statement

G. Current and accrued liabilities

	2015	2014
Subsidies received in advance	5.690.506	6.388.366
Contract obligations	917.071	1.451.920
Creditors	979.664	880.369
Contributions for national insurance, income tax and pensions	364.003	355.079
Holiday provision	427.381	447.808
Accrued liabilities	261.329	305.628
	8.639.954	9.829.171

Subsidies received in advance includes the first installment of the Prevention+ programme granted by the Ministry of Foreign Affairs (1,4 mln). The programme will start in 2016. The remaining amount presented as subsidies received in advance are mainly for the three large programmes financed by the Ministry of Foreign Affairs.

	2015	2014
Proceedings subsidies	MFS II	MFS II
Situation as of 1 January	629.089	173.360
Interest	22.224	19.067
Received	5.354.146	4.824.524
Subsidies received in advance	6.005.459	5.016.951
Claimed/granted subsidy	-4.977.149	-4.387.862
Subsidies received in advance	1.028.310	629.089

	2015	2014
Proceedings subsidies	ASK	ASK
Situation as of 1 January	849.504	3.214.677
Interest	16.795	27.536
Received	3.517.363	1.503.538
Subsidies received in advance	4.383.662	4.745.751
Claimed/granted subsidy	-3.763.274	-3.896.247
Subsidies received in advance	620.388	849.504

	2015	2014
Proceedings subsidies	MenCare	MenCare
Situation as of 1 January	1.243.393	1.128.884
Interest	5.975	11.457
Received	579.222	1.760.580
Subsidies received in advance	1.828.590	2.900.921
Claimed/granted subsidy	-1.628.742	-1.657.528
Subsidies received in advance	199.848	1.243.393

Liabilities not evident from the balance sheet

For the years to come, the following contractual obligations have been assumed:

	End date contract	Obligation 2015
Rent agreement office space	31-5-2020	728.566
Scan/print/fax unit	31-3-2016	12.120
		740.686

The amount of 740k euro represents the amount contracted for the coming 4 years (2016-2020).

MFS II and SRHR funds from Ministry of Foreign Affairs

Rutgers is lead agent in the 'Unite for Bodyrights' programme (UFBR), the "Youth Empowerment" programme (YE Alliance) and the Mencare+ Alliance financed by the Dutch Ministry of Foreign Affairs. Our role as lead agent is also reflected in the Statement of Income and Expenditure. Because we have a responsibility as a lead agent regarding the subsidy provided to the Alliance members, we have to include the funds disbursed to our Alliance members in the Statement of Income and Expenditure.

Bank guarantees

A bank guarantee was given on the 1st of April 2015 for the total amount of € 66.764 to NSI HNK B.V. for the rent of the building.

I. Income from own fundraising

	Real 2015	Budget 2015	Real 2014
Assets funds - charitable funds		100.000	
Avans Hogeschool	21.408	34.269	8.349
J.P. van den Bent Foundation	19.227	35.500	14.156
Ford Foundation	16.357		-
Global Fund	162.634	175.000	127.134
Hewlett Foundation	143.104	151.720	127.025
IPPF EN	107.908	95.450	78.498
Koninklijke Visio	35.832	35.500	31.202
Nederlands Instituut voor Psychologen	21.156		
St. Nefkens	24.789	104.624	159.709
Packard Foundation	148.028	140.000	141.234
Pathfinder International	6.403		8.278
PLAN Indonesia	26.217	75.000	
Warwickshire County Council	36.294		27.573
Donations and contributions	18.120	50.000	22.106
Sale of goods	149.654	139.791	134.124
Other income	131.877	72.500	103.877
Total	1.069.008	1.209.354	983.266

J. Income from joint campaigns

	Real 2015	Budget 2015	Real 2014
Stichting Oxfam Novib	556.708	458.929	438.915
Other income	-	-	-
	556.708	458.929	438.915

Together with Oxfam Novib, i+solutions and the Dutch Ministry of Foreign Affairs, Rutgers created a consortium in 2009, aimed at making the use of the female condom accessible to all.

K. Income from third party campaigns

	Real 2015	Budget 2015	Real 2014
AMREF Flying Doctors	68.837	20.000	80.811
dance4life	300.417	218.861	346.708
Dutch Postcode Lottery	1.155.760	1.094.500	1.400.596
Educaids - Edukans	2.956	40.000	6.460
Other income	2.332	-	3.873
	1.530.302	1.373.361	1.838.449

The contribution made by the Dutch Postcode Lottery consists of an annual contribution of € 900,000, the realised expenditure for the "Gewoon Ongesteld" project we implement together with Simavi (€ 184,651) and an amount of € 71,109 for the project Lovebuzz.

L. Government subsidies

	Real 2015	Budget 2015	Real 2014
Dutch Embassy Burundi (through CARE as lead in project "Biraturaba")	86.132	58.974	77.341
Dutch Ministry of Foreign Affairs UFBR programme	4.977.149	5.377.800	4.387.862
Dutch Ministry of Foreign Affairs ASK programme	3.763.274	3.887.551	3.896.247
Dutch Ministry of Foreign Affairs MenCare+ programme	1.628.742	1.784.864	1.657.528
Dutch Ministry of Foreign Affairs (alliance members UFBR)	4.304.278	4.304.278	4.427.042
Dutch Ministry of Foreign Affairs (alliance members ASK)	5.169.637	5.169.637	6.759.123
Dutch Ministry of Foreign Affairs (alliance members MenCare+)	1.031.348	1.031.348	1.439.699
Dutch Ministry of Foreign Affairs (through Simavi is lead in project "unite against child marriage")	20.339	151.532	138.424
Dutch Ministry of Justice (DJI)	64.540	134.400	66.682
Dutch Ministry of Public Health (annual institutional grant)	2.304.452	2.241.786	2.227.067
Dutch Ministry of Public Health (projectgrants)	660.286	369.300	388.420
Dutch Ministry of Education, Culture and Science (OCW)	773.458	354.954	190.279
DFID	-	600.000	
USAID	-	50.000	
European Commission	-100.152	400.000	13.602
NUFFIC	55.451	155.315	50.329
Niche	29.137	116.538	
UTSN	15.268		20.909
United Nations Population Fund (UNFPA)	108.434	61.772	61.771
ZonMw	100.800	117.733	175.426
Other income	13.899	70.000	6.386
	25.006.471	26.437.782	25.984.136

The funds received from the Dutch Ministry of Foreign Affairs relate to the alliance grant MFS II 2011-2015 and the alliance grants from the SRHR fund 2013-2015.

The funds received from the Dutch Ministry of Public Health relate to the total expenditures in 2015 (€ 2,304,452).

The difference between the annual budget granted in 2015 (€ 2,270,498) and the actual expenditure is recognized in equalization fund (€ 33.954).

Our country offices in Pakistan and Indonesia have received grants from the European Commission in the past.

The income reported in previous years included contracts with implementing partners. Some of the implementing partners did not spend the total contracted amounts. Because of this the income reported in previous years are corrected in 2015, the total amount sums up to - 100k euro.

M. Income from interest and exchange result

	Real 2015	Budget 2015	Real 2014
Interest	31.711	15.000	34.195
Exchange result	251.078	-	92.145
	282.789	15.000	126.340

Compared to 2014 Rutgers has realised more exchange result (160k euro), this difference is mainly due to the gain on the USD exchange at the beginning of the year.

N. Expenditure directly allocated to objectives

	Real 2015	Budget 2015	Real 2014
N1 National	3.773.035	3.257.170	3.432.767
N2 International	21.154.315	23.124.301	23.020.224
N3 Advocacy/communication	1.281.446	860.766	1.153.356
Total costs	26.208.796	27.242.237	27.606.347

An explanation of the activities relating to education/awareness-raising, structural aid and project portfolio has been included in the Rutgers Annual Report.

Spending percentage

Below, the proportion of the total expenditure on the objective(s) to the total income has been represented as a percent for the relevant years:

	Real 2015	Budget 2015	Real 2014
Total direct expenditures for the objectives	26.208.796	27.242.237	27.606.347
Total income	28.445.277	29.494.426	29.371.107
Spending percentage	92%	92%	94%

Below, the proportion of the total expenditure on the objective(s) to the total expenditure has been represented as a percent for the relevant years:

	Real 2015	Budget 2015	Real 2014
Total direct expenditures for the objectives	26.208.796	27.242.237	27.606.347
Total expenditure	28.401.971	29.174.424	29.073.665
Spending percentage	92%	93%	95%

O. Fundraising income

	Real 2015	Budget 2015	Real 2014
O1. Direct fundraising costs			
Direct fundraising costs	164.446	130.225	112.289

Below, the proportion of the fundraising costs to the total direct fundraising income has been represented as a percent for the relevant years:

	Real 2015	Budget 2015	Real 2014
Direct fundraising income	1.069.008	1.209.354	983.266
Direct fundraising costs	164.446	130.225	112.289
Cost percentage fundraising	15%	11%	11%

	Real 2015	Budget 2015	Real 2014
O2. Costs third party campaign			
Costs third party campaign	61.952	51.406	31.751

	Real 2015	Budget 2015	Real 2014
O3. Costs subsidies			
Cost subsidies	589.507	499.740	262.645

P. Management and administration

	Real 2015	Budget 2015	Real 2014
P1. Management and administration			
Management and administrative costs	1.377.268	1.250.815	1.060.633
Total expenditure	28.401.971	29.174.425	29.073.665
Management and administration percentage	4,8%	4,3%	3,6%

The departments indicated below have been broadly assigned to these main activities:

Departments	Objective	Fundraising	Management & administration	FTE
Board & management	40%	20%	40%	0,8
General affairs & Secretary	22%	10%	68%	6,3
Human Resources	0%	0%	100%	1,5
Finance & Control	64%	4%	32%	5,0
Communication	54%	0%	46%	9,7
Fundraising	0%	100%	0%	3,0
Advocacy	86%	14%		8,1
National	96%	4%		23,2
International	94%	6%		29,3
				86,9

	Real 2015	Budget 2015	Real 2014
Staff costs			
Wages and salaries	4.749.930	5.323.168	4.450.704
Social security costs	680.281	610.293	650.902
Pension	416.544	390.968	445.578
Sickness absence insurance	136.322	90.000	75.191
Sickpay insurance refunds	-168.851	-30.000	-135.117
Hired personnel	488.524	177.256	295.997
Released provision salary increase	-46.060		
Commuting Allowance	149.464	174.836	152.656
Training and conferences	101.530	176.600	159.803
Occupational health & safety costs	13.368	14.500	11.281
Recruitment costs	55.325	15.000	10.082
Other office costs	27.551	25.000	21.270
Other staff costs	41.463	50.600	35.636
	6.645.391	7.018.221	6.173.983
Accommodation costs			
Rent	212.728	234.990	160.401
Maintenance costs	37.067	6.000	35.025
Cost related to the relocation of the Rutgers Office in 2015. This will be balanced with the reserve position of €280k	368.240		
Other accommodation costs	52.291	70.520	19.631
	670.326	311.510	215.056
Office and general expenses			
Supervisory Board costs	8.271	22.000	16.448
ICT costs	411.254	168.282	287.850
Project support office costs	238.819	193.950	237.316
Advise - and administration costs	281.400	249.708	175.036
Other general expenses	102.873	43.750	33.618
	1.042.619	677.690	750.269
Depreciation and interest			
Depreciation	88.346	43.735	46.200
Interest- and bankcosts	10.059	8.300	9.398
VAT	-189.374	-80.000	-178.674
Exchange differences costs	-22.914	-	6.383
	-113.884	-27.965	-116.693
Total	8.244.452	7.979.456	7.022.615

Number of staff

During the financial year 2015, the average number of staff amounted to 86,9 FTE (2014 80,1 FTE). The number of FTEs per department is included in the explanatory notes to P1 Management and Administration costs.

Organisation costs

The overview shows the actual organisation costs 2015 of Rutgers in the Netherlands compared with the budgeted amount and the actual 2014. On total we have spent 250k euro more than budgeted. This is because the costs for the relocation of the offices (386k euro) and costs for the e learning project (77k euro) were included in the income and expenditure but will be allocated to the appropriated reserves set up for these costs in previous years. Rutgers has set up appropriated reserves of respectively 280k euro and 77k euro for the expected relocation costs in 2015 and for the costs related to the e-learning project. If we exclude the reserves, of total 357k euro, the actual 2014 and budget are in line on total level (actual 7.9mln euro compared to 8 mln euro). On individual cost level there are differences. Some differences can be explained by more and/or less costs spent in 2015 compared with the budget and some are due to an error made in the budget 2015. The error made was because in the excel sheet the social security costs and pension for the budgeted vacancies were not included. The amounts presented in the actual 2015 column are correct.

Differences higher than € 50k are explained below:

- Sickpay insurance refunds: every year we are cautious when budgeting the sickpay insurance refunds. This year the refunds are however exceptionally high this is in line with the sickness absent rate.
- Hired staff costs over 2015 are much higher than the amount budgeted. This overspent of € 303 on hired staff has to be balanced with the sick pay insurance refunds since staff was hired to replace staff on sick/maternity leave. Furthermore Rutgers has hired staff from the employment agency, these costs were budgeted in the costs category wages and salaries (effect € 200k). If the overspent, excluding the € 200k, is balanced with the sick pay insurance refunds there is a underspent of € 38k.
- In 2015 we spend € 75k less on training and conferences than originally anticipated in the budget. Rutgers has a policy that every employee has a average budget of € 1.000 for work related education. On total € 105K was available and € 50k was spent; a difference of € 55k. The remaining difference of € 25k is because less was spent on the general education budget available.

Remuneration Board

	D. Veldman	P. van Haastrecht
Job title	Executive Director	Interim Director
Period in 2015	1/1 - 31/08	1/9 - 31/12
Scope employment (in fte)	1,0	1,0
Individueel WNT-maximum	168.000 per year 112.000 per 8 months	168.000 per year 56.000 per 4 months
Remuneration		
Remuneration	79.863	28.697
Taxable expense allowance	198	0
Benefits payable on term	7.075	2.924
<i>Subtotal</i>	<i>87.136</i>	<i>31.621</i>
-/- Amounts unduly paid	-	-
Total remuneration 2015	87.136	31.621
Justification if exceeding	n.a.	n.a.

Figures 2014

Period in 2014	1/1 - 31/12
Scope employment (in fte)	1,0
Remuneration 2014	
Remuneration	119.272
Taxable expense allowance	4.144
Benefits payable on term	13.473
Total remuneration 2014	136.889
Individueel WNT-maximum 2014	230.744

*WNT = Wet Normering Topinkomens; Law on the criteria for top incomes

Rutgers adheres to the advisory schemes for the Remuneration of Directors of Charity Organizations (Association of Fundraising Organizations, Goede Doelen Nederland), the Wijffels Code of Good Charity Governance and the law on the criteria for Top incomes (Wet Normering Topinkomens, WNT). The Supervisory Board sets the remuneration policy for the Director. This remuneration policy is reviewed periodically. At the end of 2015 the selection process of the new director took place. During the selection process the advisory scheme of the Association of Fundraising Organizations was consulted. Before the commencement and contracting of employment of our new Director the criteria were checked and calculated. The criteria relate to remuneration, job grading and maximum salary. This resulted in a BSD score of 465 point with an annual income of 124.233 euro. Over 2015 Rutgers complies with all the relevant remuneration schemes. Over 2015 the remuneration of mrs. D. Veldman (€ 87.316 for 8 months) and mrs. P van Haastrecht (€ 31.621 for 4 months) do not exceed the current maximum. The remuneration of our new Executive Director, mr. Ton Coenen, also does not exceed the maximum.

Remuneration Supervisory Board

The supervisory board receives a remuneration of € 150 per meeting. There are three meetings per year. For members who don't live in the Netherlands, the travel costs are reimbursed. The total remuneration of the Supervisory Board in 2015 was € 7.300. The individueel WNT-maximum is € 24.450 (chair) and € 16.300 (members).

The members in 2015 were:

A.C. van Es (chair)	J. van der Velden
N.C.G. Loonen- Van Es	L.F.L. de Vries
T.A. de Man	E.T. Wedershoven
S. Seims	M. Wijnroks

**W.
Explanatory
notes to
allocation of
expenditure**

Specification and cost allocation to appropriation

Appropriation	Objective			Raising funds
	National	International	Advocacy/ communication	Direct fundraising
Expenditure				
Programme spending	1.510.512	13.109.263	315.522	
Subsidies and contributions	-	5.202.221	20.000	
Staff costs	1.854.444	2.400.984	583.187	128.425
Accommodation costs	203.649	235.896	62.499	12.618
Office and general expenses	179.777	174.031	292.485	21.696
Depreciation and interest	24.653	31.919	7.753	1.707
Total	3.773.035	21.154.315	1.281.446	164.446

		Management and administration	Total 2015	Budget 2015	Total 2014
Third party campaign	Subsidies				
			14.935.298	16.285.875	17.159.154
			5.222.221	4.909.094	4.891.896
48.382	460.379	1.169.589	6.645.391	7.018.221	6.173.983
4.754	45.232	114.912	679.559	311.510	220.594
8.174	77.776	77.218	831.156	605.990	581.838
643	6.120	15.549	88.346	43.735	46.200
61.952	589.507	1.377.268	28.401.971	29.174.425	29.073.665



Everyone has the right to universal access to sexual and reproductive health information, education and services, including contraceptives and safe abortion

9 List financial donors

Rutgers would like to thank all organizations that in recent years have made a financial contribution or donation to the programs of Rutgers:

- AMREF Flying Doctors
- Care Nederland
- Centre of Curriculum Development (Ministerie van Onderwijs en Cultuur) Indonesia
- CORDAID
- dance4life
- David & Lucile Packard Foundation
- Educaids
- Edukans
- Europese Commissie (European Commission)
- Family Care International
- FWOS
- Global Fund for Aids Tuberculosis & Malaria - GFATM
- Hewlett Foundation
- Hogeschool Avans
- I+solutions
- Institute for reproductive health
- IPPF European Network
- IPPF Innovation Fund
- IPPF London
- J.P. van den Bent Stichting
- Koninklijke Visio
- Ministerie van Buitenlandse Zaken (Ministry of Foreign Affairs)
- Ministerie van Onderwijs, Cultuur en Sport (OCW) (Ministry of Education)
- Ministerie van Sociale Zaken, Indonesia
- Ministerie van Volksgezondheid, Welzijn en Sport (VWS) (Ministry of Health)
- Movisie
- Nationale Postcode Loterij (Dutch Postcode Lottery)
- Nederlands Instituut van Psychologen
- NHL Hogeschool Leeuwarden
- NUFFIC
- Oranjebal Indonesia
- Path
- Pathfinder International
- Pharos (SKN Welkom op school)
- Plan Indonesia
- Research Advocacy Foundation
- Royal Netherlands Embassies in Bangladesh and Burundi
- Sex & Samfund
- Soa Aids Nederland
- Stichting 'De Westberg'
- Stichting DoCare!
- Stichting Liberty
- Stichting Nefkens Ontwikkelingshulp
- Stichting Oxfam Novib
- Stichting School & Veiligheid
- Stichting Simavi
- Stop Aids Now!
- Trimbos-instituut
- Uitvoeringsorganisatie Twinningfaciliteit Suriname-Nederland (UTSN)
- United Nations Population Fund (UNFPA)
- Vereniging PSO
- Vriendenloterij
- Warwickshire County Council
- Wereldbank (Worldbank)
- WOTRO
- ZonMw

10 Independent Auditor's Report

Please find Independent Auditor's Report enclosed.

11

Budget 2016

Income

National	3.450.385
International (incl. Field offices)	12.709.061
Advocacy	6.601.567
Other income	929.600
	23.690.613

Expenditure direct project costs

National	715.562
International (incl. Field offices)	11.842.282
Advocacy	2.357.959
Other income	426.000
	15.341.803

Netincome

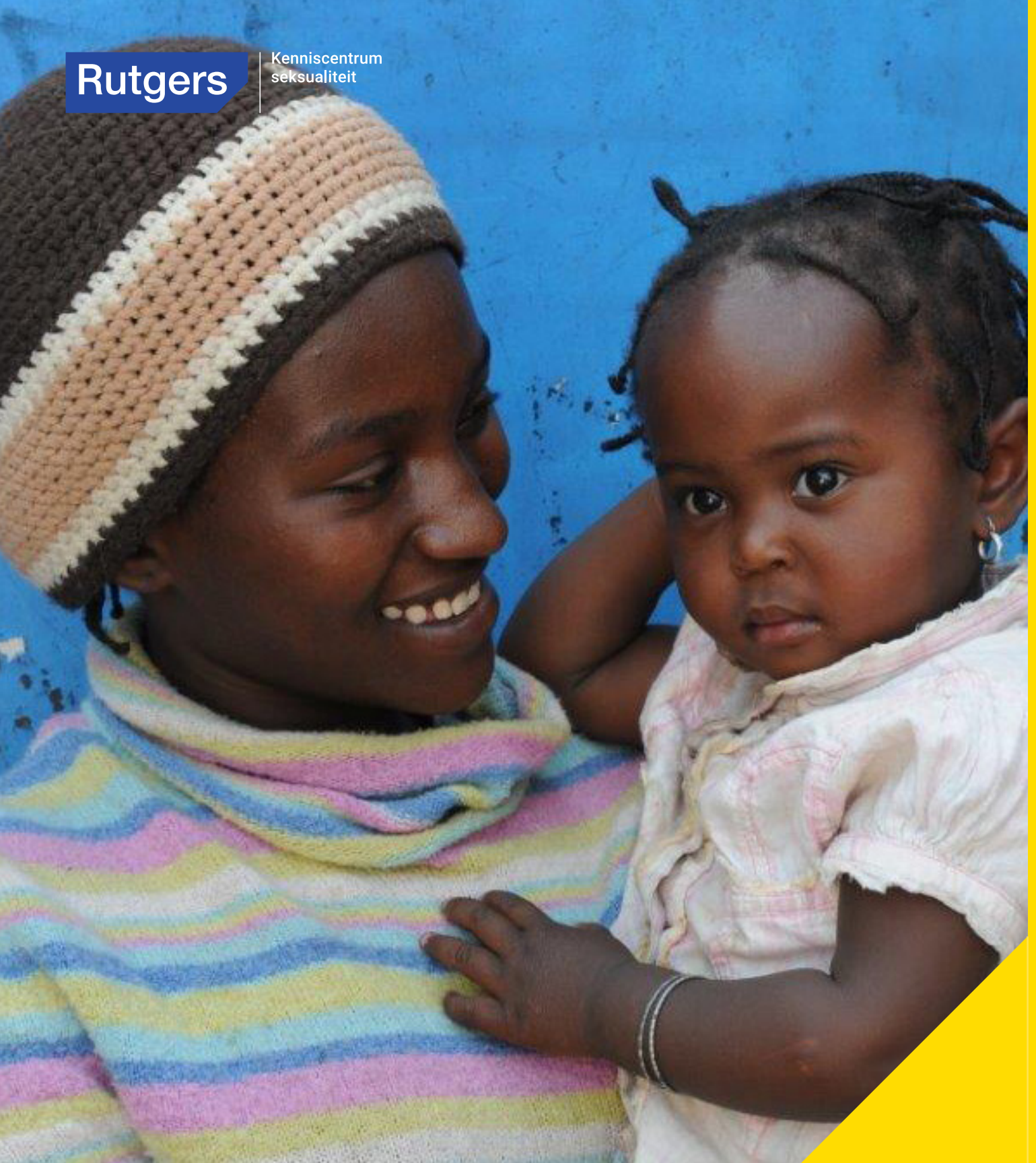
National	2.734.823
International (incl. Field offices)	3.662.059
Advocacy	1.448.328
Other income	503.600
	8.348.810

Organisation costs

Salary and other personnel costs	6.863.352
Depreciation	101.000
ICT costs	380.100
Office and accomodation costs	428.744
Advise- and administration costs	256.190
Other material costs	89.423
VAT	-50.000
	8.068.810

Net result

280.000



We envisage a world where all people are able to make their own sexual and reproductive choices, free from discrimination, coercion and violence.

12

List of publications

Author(s), Title, Publication/Book/Congress

- Baarsma, E., Boonmann, C., Hart-Kerkhoffs, L. 't, Graaf, H. de, Doreleijers, T., Vermeiren, R., & Jansen, L., Sexuality and autistic-like symptoms in juvenile sex offenders: a follow-up after 8 years, *Journal of Autism and Developmental Disorders*
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- Goenee, M., Donker, G. & Wijsen, C., Anticonceptie voor en na ongewenste zwangerschap, *Huisarts & Wetenschap*
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- Graaf, H. de & Vermey, K., Seksuele communicatie en aan seksualiteit gerelateerd internetgebruik onder homo- en biseksuele jongeren, *Pedagogiek*
- Graaf, I. de, Zaagsma, M., Haas, S. de, & Wijsen C. Effects of Rock and Water: an intervention to prevent sexual aggression, *Journal of Sexual Aggression: An international, interdisciplinary forum for research, theory and practice*
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- Haas, S. de, Berg, Ch. Van de, Bijleveld, C., Jonker, M. & Hendriks, J. Recidive van jongens die de Leerstraf Seksualiteit hebben gevolgd, *Tijdschrift voor Seksuologie*
- Neef, M. de & Tuk, B., Rol JGZ in seksuele ontwikkeling met een migranten achtergrond <http://artsenijgz.nl/Article/ja-najaar-2015/> en <http://artsenijgz.nl/wp-content/uploads/2015/10/JA-Plusnajaar-2015.pdf>
- Toren, S. van den, De Haas, S., Dalmijn, E., Van Berlo, W., & Feenstra, H., A mixed-methods evaluation of Girls' Talk+: A sexuality education programme for girls with mild intellectual disability, *Journal of Intellectual Disabilities*
- Vries, D.A. de, Peter, J., de Graaf, H., & Nikken, P., Adolescents' social network site use, peer appearance-related feedback, and body dissatisfaction: Testing a mediation model, *Journal of Youth and Adolescence*

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• Article/paper

• Chapter in book

- Ohlrichs, Y.S.A. , Roosjen, H. (redactie), De Theemutsen "Let's talk about sex", Luitingh-Sijthoff, Amsterdam
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- **Manual/professional guideline**

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 De Neef, M., & Feenstra, H., Jij en de media - werkblad beschrijving interventie, CGL
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 Kuyper, A., & Dalmijn, E., Girls'Talk+ - werkblad beschrijving interventie, Vilans
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 Cense, M., Seksuele diversiteit bespreekbaar maken is niet genoeg!, Rutgers.
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 Eline Dalmijn, Sanna Maris, Ineke Mouthaan, Lastige situaties GIA-onderwerpen mbo/hbo (filmpjes) en good practices op monitorlerensignalen.nl, Rutgers/Movisie
 Gürses, N., e.a., Regio bijeenkomst, Regio, GGD – Oost Nederland
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Ohlrichs, Y.S.A., Fifty shades of... romantiek?, <http://www.rutgers.nl/node/1274>

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Vlugt, I., van der, & Gürses, N., Regio bijeenkomst, Regio bijeenkomst Zuid Holland

Vlugt, I. van der, Reitzema, E., Mouthaan, I., i.s.m. SANL, Thema Relaties en seksualiteit in Leerplankader sport, bewegen en gezonde leefstijl, Rutgers/SANL/SLO

Werlich, L., Meijer, S., Schutte, L. & Mouthaan, I., Praten met je kind over liefde en relaties (brochure voor ouders), Soa Aids Nederland / Rutgers

• Presentation/poster

Bakker B.H.W., Goenee, M., & De Graaf, H., Sexual (risk) behaviour of hiv-negative and non-tested MSM. Condom use and other risk-reduction strategies, AIDS Impact 2015

Berlo, W. van, Seksuele ontwikkeling en seksueel misbruik bij mensen met een verstandelijke beperking, Symposium NIP

Berlo, W. van, Trauma en Taboe. Seksueel geweld en zwangerschap, Presentatie voor LKPZ

Berlo, W. van, Overview of research methods regarding discrimination, Study visit Strengthening Rule of Law to protect LGBT community, HERA, Skopje

Cense, M. & Zimbile, F., Can You Fix It? Online serious video game to increase sexual assertiveness: strategy, implementation and results, Club health: international conference on nightlife, substance use and related harms

Cense, M., Navigating identities: subtle and public agency of bicultural gay youth, 12th Conference of the European Sociological Association: Differences, Inequalities and Sociological Imagination

Cense, M., One size fits all? Reflection on the Dutch approach to sex education, Sex education: how to take good care of sexuality? Universiteit Nijmegen

Cense, M., Creating free agents? Reflections on sex education, Symposium Sexual Agency and Assertiveness

Cense, M., Beat the Macho: onderzoek naar de champagne, Expertmeeting Beat the Macho

Cense, M., Over vloeibare identiteiten en solide rapporten, FWOS Werkconferentie Etniciteit in Seksonderzoek

Cense, M., de Haas, S. & Doorduyn, T., Sexual victimization of transgender people in the Netherlands: prevalence, risk factors, experiences and needs, EPATH conference European Professional Association for Transgender Health

Cense, M., Zimbile, F. & Renes, R.J., Co-creatie met jongeren via social media, Congres Jeugd in Onderzoek

Feenstra, H., Statistical non-significance vs. practical relevance in intervention evaluation of sexuality education programs, European Health Psychology Society

Graaf, H. de, De normale seksuele ontwikkeling en zijn grenzen, Symposium ter gelegenheid promotie Cyril Boonmann

Graaf, H. de, De normale ontwikkeling en de grenzen van (ab)normaliteit, Studiedag 'de seksuele ontwikkeling verstoord'

Haastrecht, P. van, Organisation of sexual health care in the Netherlands and main national activities of Rutgers WPF, Studyvisit National Board of NGOs Uganda

Haastrecht, P. van, The history of Rutgers, Studyvisit University of Skopje and HERA (Nuffic)

Haastrecht, P. van, The national work of Rutgers for young people, Study tour Las Adas Venezuela Association Civil

Haastrecht, P. van, Sexuality education and organisation of sexual health care in the Netherlands, Study visit NGO's Poland via RVO

Haastrecht, P. van, Sexual and Reproductive Health and Rights in the Netherlands: CSE and organisation of sexual health care, Study tour Chinese delegation via UNFPA Beijing

Haastrecht, P. van, Bakker, B, Wijsen. C., Resultaten expertmeetings n.a.v. LHBT monitors, Platform soa en seksuele gezondheid

Jonker, M. & Rekers, M., Respect limits en NIFP-rapportages, NIFP regiobijeenkomst Oost, Arnhem

Ohlrichs, Y.S.A., Seksuele voorlichting aan Jongeren in de Eerste Lijn, Dag van de eerste lijn, Noordwijkerhout

Ohlrichs, Y.S.A., Seksuele gezondheid van en voorlichting aan jongeren in Nederland, Symposium Regionaal Soa Centrum, Den Haag

• Report

Berlo, W. van, Seks vraagt opvoeding. Resultaten van een vooronderzoek naar behoeften van ouders met een verstandelijke beperking bij seksuele opvoeding, Rutgers

Cense, M & Oostrik, S., Beat the Macho. Onderzoeksrapport, Rutgers

Feenstra, H., Nikkelen, S., & Wijsen, C., Vrijfijn.nl evaluatierapport, Rutgers

Graaf, H. de, Bakker, B.H.W. & Wijsen, C., A World of Difference - The sexual health of LGBT people in the Netherlands, Rutgers

Hehenkamp, L. & de Graaf, H., LOPS-registratie 2013

Hehenkamp, L. & Van Zenderen, K., PSTG-registratie 2010-2013, Rutgers

Kuyper, A. & Planting, H., jaarverslag extern vertrouwenspersoon, JP van den Bent stichting

Kuyper, A., Jaarverslag vertrouwenspersoon, Koninklijke Visio

Santen, L. van, Dalmijn, E., Van den Toren, S., De Haas, S., & Feenstra, H., Effectiviteit van Girls' Talk+: een mixed-methodsaanpak, Rutgers

Vermeulen, M. & Maris, S., Evaluatie congres Weerbaar!, Rutgers & CED-groep

Vermeulen, M. & Van der Stege, H., Evaluatie onderdeel (V)SO op seksuele vorming.nl, Rutgers & CED-groep

Zenderen, K. van, & Hehenkamp, L., SHVB-registratie 2011-2014

• Training

Berlo, W. van, Sexuality education and people with disability, Updating university curricula on sexuality, gender and sexual rights, University of Skopje and HERA (Nuffic)

Berlo, W. van, Sexual diversity, Strengthening Rule of Law to protect LGBT community, HERA, Skopje

Gürses, N., Bijeenkomst/adviesgesprek jeugdartsen en verpleegkundigen, GGD Zaanstreek

Gürses, N. & Ottens, D., Aandacht voor seksualiteit in de verloskundige praktijk, Verloskundige Kring Zeeland

Gürses, N. & Ottens, D., Aandacht voor seksualiteit in de verloskundige praktijk, Rutgers

Gürses, N., Etniciteit & seksualiteit, RINO

Gürses, N., & Ottens, D., Aandacht voor seksualiteit in de verloskundige praktijk, Rutgers

Gürses, N., Neef, de, M., Tuk, B., Welkom op School, ISK Drachten

Gürses, N., Pars, L., Cursus voor startende professionals seksuele gezondheid, SANNL & Rutgers

Gürses, N., Vlucht, I. van der, Train de trainer werken met de richtlijn seksuele ontwikkeling 0 -19 jaar, JGZ Alkmaar

Jonker, M., Toeleiding en indicatie Respect limits & JSOAP, Rutgers/RINO/Raad voor de Kinderbescherming

Kuyper, A., trainingen afname vragenlijst seksuele veiligheid, Koninklijke Visio

Kuyper, A. & Ohlrichs, Y., trainingen seksueel grensoverschrijdend gedrag, JP van den Bent Stichting
 Maris, S. & Boet, A., Train-the-teacher MBO, Rutgers & Movisie
 Maris, S. & Dalmijn, E., Train-the-teacher incompany Drachten, Rutgers & ROC Friese Poort
 Maris, S. & Micklinghoff, T., Seksuele vorming in het (v)so, pilot, VSO de Toekomst
 Maris, S. & Micklinghoff, T., Seksuele vorming in het (v)so, pilot, VSO de Toekomst
 Maris, S. & Micklinghoff, T., Train-de-trainer seksuele vorming in het (v)so, Rutgers & CED-Groep
 Maris, S. & Vlugt, I. van der, Train de Trainer werken met de richtlijn seksuele ontwikkeling 0 - 19 jaar, JGZ Alkmaar
 Neef, M. de, Wittebrood- Flink, I., Train-de-trainers (capacity building) in het kader van het UTSN project Mi Tamara in Paramaribo, Suriname, Train-de trainers groepsbijeenkomsten
 Ohlrichs, Y.S.A., Over seks gesproken, Training voor docenten in opleiding, Fontys Hogeschool, Tilburg
 Ohlrichs, Y.S.A., In gesprek met jongeren over seks, Training voor medewerkers van het Leger des Heils, Groningen

• **Workshop/symposium/
expertmeeting**

Bakker, B.H.W., Van Lisdonk, J. & Schers, S., Transvriendelijke zorg: wat is er nodig?, Nationaal congres Soa*Hiv*Seks
 Cense, M. & Dalmijn, E., GIF a compliment, Congres Jeugd in Onderzoek
 Cense, M. & Krijgsman, P., Lovebuzz 2.0, Expertmeeting voor GGD'en
 Cense, M. & Zimbile, F., Seksuele weerbaarheid, Met alle respect, onderwijsconferentie
 Cense, M., van Haastrecht, P., Giepmans, E. & Meyer, S., Van onderzoek naar (lokale) praktijk: preventie van ongewenste tienerzwangerschap, SOA HIV SEKS congres
 Cense, M., Wenzel en grenzen, Congres Weerbaar
 Cense, M., 'Uit de kast, moet dat?', Creating Crossovers, RotterdamV
 Cense, M. & F. Zimbile, Gebruik social media om jongeren o.a. tegen sexting weerbaar te maken, Nationaal congres mediawijsheid
 Cense, M., Zimbile, F. & van Empelen, P., Apps, jongeren en gezondheid, Congres Jeugd in Onderzoek
 Graaf, H. de, Nikkelen, S., & Wijsen, C., European Expertmeeting SRHR, Rutgers
 Gürses, N., Bron, J., Schouten M., Diversiteit en seksuele diversiteit in de kerndoelen, Landelijke congres 'Met alle respect'
 Gürses, N., Verschillende opvattingen over seksuele opvoeding, Rutgers
 Gürses, N., Omgaan met diversiteit, congres 'van kwetsbaar naar weerbaar' 2x
 Gürses, N., Bijscholing docenten, seksualiteit en seksuele diversiteit in de kerndoelen, follow up, met alle respect in Amersfoort
 Haastrecht, P. van, Co-voorzitterschap Sense Doe Dag 2015, Samenwerking en samenspel met en vanuit Sense
 Haastrecht, P. van, LGBT education as part of sexual health education, Study tour of the Commission for Protection against Discrimination of Macedonia and HERA
 Jonker, M., Carroussel der erkende gedragsinterventie: Respect limits, Arrondissementaal Platform Jeugdcriminaliteit-themamiddag, Raad voor de Kinderbescherming
 Jonker, M., Samen sterker! In advies en uitvoering, Ministerie van Veiligheid en Justitie
 Jonker, M., Kennisdelingsdag Straf, workshop Respect limits, Raad voor de Kinderbescherming
 Kuyper, A., workshop Zorg voor Beter, Rino opleiding consulent seksuele gezondheid
 Kuyper, A., workshop seksualiteitsbeleid, Symposium Avans Hogeschool

Publications International Research Department

Note: reports and presentations are often co-production of Rutgers and one or more partners. Partners also produced (newspaper) articles, blogs, etc and held presentations at various podia on basis of the researches that Rutgers technically supported. We did not include partner presentations or publications in the list below unless Rutgers staff had a prominent role in it. Also productions from Rutgers national offices (Pakistan, Indonesia, Uganda) are not complete; publications produced by the Alliance (e.g. through website, the new essential packages, ASK youth report etc.) are not included in this list; and guest lectures are not included either.

- Kuyper, A., workshop praten over seksualiteit met jongeren met een LVB, sense doedag
- Kuyper, A. & Dalmijn, E., workshop Girls' Talk+, Dag voor de Jeugd
- Maris, S. & Bruijn, P., Meet the Expert Nijmegen, Hogeschool Arnhem en Nijmegen
- Maris, S., Kasdorp, C., Couvreur, L., Pattiapon, L., Voorhout, N., Micklinghoff, T. & Efferen, E. van, Congres WEERBAAR!, Rutgers en CED-Groep
- Mouthaan, I., Presentaties GIA-project tijdens Meet the Expert en andere bijeenkomsten, Rutgers
- Neef, de M. & Tuk, B., Echt geschreven voor ISK's. Welkom Op School. Lessen over relaties en seksualiteit, Lowan studiedag voortgezetonderwijs. <http://www.pharos.nl/nl/kenniscentrum/gezond-opgroeien/school-en-gezondheid/sociaal-emotionele-begeleiding-en-zorg-voor-nieuwkomers-op-de-isk/verslag-lowan-studiedag-20-april-2015>
- Neef, de M., Gürses, N. (Rutgers), Tuk, B. (Pharos), Workshop Welkom Op School. Relaties en Seksualiteit, Studiedag Docenten ISK-Drachten
- Neef, de M., Wijsen, C., Loon, S. van, Preventie falend anticonceptiegebruik, Expertmeeting met abortusartsen in het kader van het Voortmanproject
- Ohlrichs, Y.S.A., Hoe creëer ik een veilige sfeer voor seksuele vorming in de klas? Onderwijsconferentie 'Met Alle Respect' van Rutgers en Stichting School & Veiligheid, Utrecht
- Ohlrichs, Y.S.A., Praten over seksuele diversiteit in multiculturele groepen, Symposium Creating Crossovers, Rotterdam Verkeert, Rotterdam
- Vlugt, van der, I., Neef, de, M., Klankbordgroep met professionals anderstaligen over Zanzu, Rutgers
- Vlugt, van der, I., Neisingh, I, Neef, de, M. (Rutgers) en Blom, C. (Soa Aids Nederland), Inspiratiemiddag gemeentelijk beleid seksuele gezondheid Rutgers en Soa Aids Nederland

Research reports

Research projects are clustered under themes to get a shorter overview:

SRH service strategies

- Uganda: Youth Encourage Project Iganga: "Participatory operational research on reaching young people through mobile outreach services"
- Ghana & Senegal & Pakistan & Indonesia: "Understanding the barriers and enabling factors for access to sexual and reproductive health services among young people"
- Senegal: "Strategies for addressing financial barriers in access to SRHR services for young people"
- Kenya: "Exploring the factors that influence access to SRH services for young people in Kenya A study of three different health service models used by the FHOK ASK program"
- Uganda: "Effectiveness of community based strategies / models in increasing the uptake of SRH service among young people in Uganda"

Comprehensive Sexuality Education/sexuality information

- Kenya and Uganda: Effectiveness of the "The whole school approach" implementation model
- Ethiopia: "Grassroots comics: Making Sexual & Reproductive Health and Rights Information directly Accessible for Hard to Reach young People in Ethiopia"
- Kenya: "Effectiveness newspaper pull-outs as direct information strategy"

Meaningful Youth Participation

- Ethiopia & Pakistan & Indonesia & Kenya: "Operations Research on Meaningful Youth Participation in the ASK programme"
- Senegal: "Perceptions of Participation: an assessment of a youth participation model in Senegal"

- Kenya: “Exploring the factors that influence meaningful youth involvement in the health care system management in Western Kenya

E/M health interventions

- JIBU project Kenya, Uganda & Tanzania: Operational/ formative research for SRHR module for mobile e-learning app for nurses
- Kenya (3 projects):
 - “Understanding factors that influence use of E&M platforms for SRHR information and services among youths in Nairobi, Kenya”
 - “Assessment of how FB, twitter and Googleplus influence access and uptake of SRHR information among youth”
 - “The feasibility and viability of telemedicine in affecting the uptake of these services”
- Senegal (2 projects):
 - “Influence des TIC sur le comportement des jeunes vulnérables”
 - “Assessment of Ginddi helpline in reaching youth with information and services”
- Uganda (6 projects):
 - “Factors and actors that determine the effectiveness of the m-health platforms promoted by specific ASK partner (RAHU, AMREF, STF, SNU, RD) to increase access to SRHR information and services among Young People in Uganda”
 - Pakistan: “Assessment of potential to upgrade ASK online channels (You ASK website and Love Matters) to better reach youth with SRHR information and services”
 - Indonesia: “Effective communication strategies to reach youth, including e/m channels and tools”

Learning agenda on Theory of Change: Research on Multi-Component Approach

- Tanzania: “How a multi-component approach (or programme) improves (adolescent) sexual and reproductive health and rights in Tanzania: a case study from Kilindi”

Learning agenda on (Mainstreaming) Sexual Diversity

- Synthesis report (UFBR programme): Sexual Diversity: Building bridges towards mainstreaming of sexual and gender diversity in SRHR organisations - lessons learned in Africa and Asia: <http://www.rutgers.international/what-we-do/sexual-and-gender-diversity>
- Pakistan: Bol Ke Lub Azad Hain Tere: Voice of Lesbians and Transmen in Islamabad

Engaging Men as Partners in Maternal and Child Health, in Sexual and Reproductive Health and Rights, in Gender Justice, and in Preventing Gender Based Violence.

- Indonesia: Outcome Measurement Report MenCare+
- South Africa: Outcome Measurement Report MenCare+
- Rutgers: Annual Report 2015
- Rutgers: Semi-Annual Report 2015

Research for advocacy

- Tanzania: Involuntary Pregnancy Testing Research
- Tanzania: Situational Analyses ‘back to school’

Please refer to Rutgers website for all research reports, research summaries, presentations and factsheets: <http://www.rutgers.international/how-we-work/research/operational-research-ask>

- **Symposia and symposia magazines**

- **Presentations at Conferences and Expert meetings**

- **International peer-reviewed articles**

- OR symposium Kisumu, Kenya (organised by Rutgers NL and alliance): Magazine with preliminary ASK operational research results: http://www.rutgers.international/sites/rutgersorg/files/PDF/What_Works_%20Results_Operational%20Research_symposium_def.pdf
 - OR symposium Karachi, Pakistan (organised by Rutgers Pakistan office): Magazine with key results symposium: http://www.rutgerswpfpak.org/content/pdfs/IEC/ASK/20160302-Operational_Research_Symposium_Magazine.pdf
 - Expert Meeting on Tools for youth Engagement in Washington in September 2015: <https://youtu.be/tKuJ0VONz-Q>
 - At the Dutch National level, beyond the alliance partners, OR insights were, amongst others, shared through / at Share-net expert meetings and the Share-net working group on operational research on SRHR
 - Vanwesenbeeck, I., ten Have, M. & de Graaf, R. (2015, november). Psychische aandoeningen en seksuele tevredenheid, NVVS Wetenschapsdag 'De olifant in de kamer, over seks(e) en de psychiatrie', 27 november 2015, Het Nieuwe Instituut, Rotterdam.
 - Vanwesenbeeck, Ine (2015, oktober). Seksualiteit, gender en seksuele grensoverschrijding in de adolescentie. Congres NVO (Nederlandse vereniging van pedagogen en onderwijskundigen), 9 oktober, Utrecht.
1. Vanwesenbeeck, I., Westeneng, J., de Boer, Th., Reinders, J., van Zorge, R. (2015). Lessons Learned from a Decade of Implementing Comprehensive Sexuality Education in Resource Poor Settings: The World Starts With Me. Sex Education: Sexuality, Society, and Learning DOI: 10.1080/14681811.2015.1111203.
 2. Dewinter, J., Vermeiren, R., Vanwesenbeeck, I. & Van Nieuwenhuizen, Ch. (2015). [Brief communication] Parental Awareness of Sexual Experience in Adolescent Boys With Autism Spectrum Disorder. Journal of Autism and Developmental Disorders. DOI 10.1007/s10803-015-2622-3.
 3. Krahé, B., de Haas, S., Vanwesenbeeck, I., Bianchi, G., Chliaoutakis, J., Fuertes, A., Gaspar de Matos, M. et al.. (2015). Interpreting Survey Questions about Sexual Aggression in Cross-Cultural Research: A Qualitative Study with Young Adults from Nine European Countries. Sexuality & Culture DOI 10.1007/s12119-015-9321-2.
 4. Vanwesenbeeck, Ine (2015) More colors in a rainbow: Sari van Anders' Sexual Configurations Theory. Archives of Sexual Behavior. DOI: 10.1007/s10508-015-0627-9.
 5. Emmerink, Peggy; Vanwesenbeeck, Ine; van den Eijnden, Regina; ter Bogt, Tom (2015). Psychosexual Correlates of Sexual Double Standard Endorsement in Adolescent Sexuality. The Journal of Sex Research. DOI: 10.1080/00224499.2015.1030720
 6. Doornwaard, S.M., ter Bogt, T.F.M., Baams, L., Vanwesenbeeck, I. & van den Eijnden, R.J.J.M. (2015). Lower Psychological Well-being and Excessive Sexual Interest Predict Symptoms of Compulsive Use of Sexually Explicit Internet Material among Adolescent Boys. Journal of Youth and Adolescence, DOI 10.1007/s10964-015-0326-9.
 7. Reitz, Ellen, Daphne van de Bongardt, Laura Baams, Suzan Doornwaard, Wieke Dalenberg, Judith Dubas, Marcel van Aken, Geertjan Overbeek, Tom ter Bogt, Regina van der Eijnden, Ine Vanwesenbeeck, Saskia Kunnen, Greetje Timmerman, Paul van Geert & Maja Deković (2015). Project STARS - Studies on Trajectories of Adolescent Relationships and Sexuality: A Longitudinal Study of the Role of Individual, Parent, Peer, and Media Factors in the Sexual behaviors of Dutch Adolescents. European Journal of Developmental Psychology, DOI: 10.1080/17405629.2015.1018173.
 8. Krahé, B. and Vanwesenbeeck, I. (2015). Mapping an Agenda for Studying Youth Sexual Aggression in Europe: Assessment, Principles of Good Practice, and the Multilevel Analysis of Risk Factors. Journal of Sexual Aggression, DOI 10.1080/13552600.2015.1066885.

- **Dutch peer-reviewed articles**

- **Non peer-reviewed publications**

- **Draft articles/syntheses reports**

- **Thesis**

- **Peer-reviewed**

- Krahé, B., Berger, A., Vanwesenbeeck, I., Bianchi, G., Chliaoutakis, J., Fernández-Fuertes, A.A., Fuertes, A., Gaspar de Matos, M., Hadjigeorgiou, E., Haller, B., Hellemans, S., Izdebski, Z., Kouta, C., Meijnckens, D., Murauskiene, L., Papadakaki, M., Ramiro, L., Reis, M., Symons, K., Tomaszewska, P., Vicario-Molina, I., & Zygałto, A. (2015). Prevalence and correlates of young people's sexual aggression perpetration and victimisation in 10 European countries: a multilevel analysis, *Culture, Health & Sexuality: An International Journal for Research, Intervention and Care*, 17(6), 682-699. DOI: 10.1080/13691058.2014.989265
- Dewinter, J., Vermeiren, R., Vanwesenbeeck, I., Lobbestael, J., van Nieuwenhuizen, Ch. (2015). Sexuality in Adolescent Boys with Autism Spectrum Disorder: Self-reported Behaviours and Attitudes. *Journal of Autism and Developmental Disorders*, 45, 731-741. DOI 10.1007/s10803-014-2226-3.
- Kedde, H., Ploem, R., Rehse, K., Nkosi, Z., Noya, S. (2015). The Other Side of the Gender Coin: What about Men? Findings from the Formative Research of MenCare+. *Reproductive Health Matters*. (Submitted).
- de Graaf, H., Vanwesenbeeck, I., and Meijer, S. (2015). Educational Differences in Adolescents' Sexual Health: A Pervasive Phenomenon in a National Dutch Sample. *The Journal of Sex Research*, 52, 747-757. DOI: 10.1080/00224499.2014.945111

- Meijnckens, D., de Haas, S., Symons, K. en Vanwesenbeeck, I. (2015). Online seksuele grensoverschrijdende ervaringen: een exploratief onderzoek naar de risicofactoren bij Nederlandse en Vlaamse jonge vrouwen. *Tijdschrift voor Seksuologie*, 39, 7-16.

- Vanwesenbeeck, Ine (2015). [Ingezonden brief] Amnesty International over decriminalisering sekswerk. *De Volkskrant*, <http://www.volkskrant.nl/opinie/is-decriminalisering-van-prostitutie-een-goed-idee~a4118127/>
- Vanwesenbeeck, Ine (2015). [Recensie] Montemurro, Beth (2014). *Deserving Desire. Women's stories of sexual evolution*. New Brunswick, NJ: Rutgers University Press. *Tijdschrift voor Seksuologie*, 39(3), 120-122.
- Vanwesenbeeck, Ine (2015). [Signalement] Seksuele oriëntatie voorbij. *Tijdschrift voor Seksuologie*, 39(2), 70-72.
- Vanwesenbeeck, I. (2015). [Blog] De zelfstandige sekswerker als blinde vlek. <http://www.rutgerswpf.nl/node/1307?destination=node/1274>

Papers and scientific articles are currently drafted, amongst others on:

- The Multi-Component Approach
- Effects of meaningful youth participation;
- Effectiveness of the youth focal points model in Senegal
- Synthesis report on E&M health interventions;
- Factsheet on key strategic insights for Youth Friendly SRH service delivery

P. Okur, (2015). Beyond Ethnic Differences in Child Sexual Abuse; Comparative study into child sexual abuse of youth with a non-Western ethnic and native Dutch background. PhD thesis, 2 September 2015, Tilburg University.

Westeneng, J. (2015). Power and Pregnancies. Disentangling Causes and Consequences of Safe Motherhood in Tanzania. PhD thesis, 3 November 2015. Radboud University Nijmegen.

Peer reviewed

Westeneng, J. (2015). How Economic Empowerment Reduces Women's Reproductive Health Vulnerability in Tanzania. In: *Journal of Development Studies*, Vol. 51 (11). DOI: 10.1080/00220388.2015.1041514

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