



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

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Rutgers had a very successful year with many highlights. We invite you to learn about our results and challenges in this Annual Report of 2016.

1 Introduction & Outlook

In 2016 Rutgers developed a new strategy for the future. A future which will very likely be quite challenging for Sexual Reproductive Health and Rights. In the Netherlands, throughout Europe and the US, populism is gaining momentum. In several countries, there is more pushback on sexual rights. We haven't seen this in the Netherlands yet. But we do see diminishing support for development aid. And with the election of President Trump, SRHR will come under strong pressure internationally. One of his first decisions was the reinstatement of the Mexico City Policy which will create a funding gap of \$ 600 million per year for sexual health services and thus affect the lives of millions of girls and women. Combined with other conservative and religious forces this will impact the whole world and all the countries where we work.

Our new strategy 'Empowering young people towards happy and healthy lives' indicates the direction of our work until 2021. The new vision of Rutgers is: People are free to make sexual and reproductive choices, respecting the rights of others, in supportive societies.

Our mission: We empower people through education and improved access to information and services.

We strengthen professionals, organisations and societies. We connect research, implementation and advocacy.

This strategy has been developed in an interactive process including staff, our country offices, the Supervisory Board and important stakeholders. The strategy identifies the 11 objectives we wish to achieve and our values: inclusive, activist, gender equality, positive approach, sustainable, openness and together. Priority areas are: contraception, safe abortion, sexual violence and population dynamics.

This year we finalised some of our biggest international programmes, and started new ones. We shared the results of the ASK/UFBR programmes during a special meeting in The Hague, attended by Minister Ploumen. We also organised a meeting linked to the Women Deliver Conference in order to demonstrate results achieved and how to build on these while creating the new Get Up Speak Out Programme.

We also started the new programmes Right Here Right Now and Prevention+. For Right Here Right Now, we combined the starting phase with concrete action: together with the Netherlands Permanent Mission in New York, a side meeting was organised during the High Level Political Forum which was attended by Minister Ploumen. This event focussed on the importance of young people in SRHR and the Sustainable Development Goals.

In the Netherlands, we have been focussing on the implementation of our work for the Ministry of Health through the RIVM. This work is being evaluated. We expect the report in 2017. We have invested in creating new alliances for funding from the Ministry of Education as of 2018. We have also invested much in policy and political discussions – heading towards the Dutch elections in March 2017.

Population growth is one of the major challenges worldwide in this century: the population in Sub-Sahara Africa will triple by the end of the century. Sexual Reproductive Health and Rights can be so much part of the solution. This is why the annual Rutgers Dialogue focussed on population dynamics. Minister Koenders and several Parliamentarians contributed to the discussion.

Our work can only be achieved through our staff and partners – highly motivated and passionate professionals. We are happy to welcome several new partners, including Rubina Ali, our new country representative in Pakistan.

We are facing challenges ahead. By joining forces, we will be able to overcome them and strengthen the Sexual and Reproductive Health and Rights of the people in the countries where we work.

April 2017



Ton Coenen
Executive director



Andrée van Es
Chair Supervisory Board



Sexual health is a vital component in tackling poverty worldwide and a key factor in sustainable development

2 Advocacy

Advocacy in the Netherlands

Policy-wise, Dutch development cooperation kept its focus on the eradication of extreme poverty and on reaching sustainable inclusive growth while at the same time creating chances for the Dutch business sector: the combined aid and trade agenda. The general Dutch development cooperation budget is shrinking and parts of it are being used to fund domestic costs related to the refugee crisis. In terms of funding for SRHR and HIV/AIDS, total expenditure by the Dutch government amounted to € 371m in 2015, and the budget increased to € 421m in 2016 and € 416m for 2017. For the first time, indicators and targets have been set for each priority area in line with the Sustainable Development Goals.

Based on a number of scenarios, Rutgers has been working actively with the liberal party in order to increase their interest in development cooperation in general and SRHR in particular, through the angle of population dynamics and freedom of choice for women. Unfortunately, this has not resulted in a change of the election program. Instead, a disturbing statement about development cooperation by the liberals (VVD) was included in their election program with big budget cuts. Efforts to raise the importance of development cooperation and SRHR will continue throughout the government formation period after the elections of March 15, 2017.

A lot of different activities were organized, including a Round Table on emergency aid and RH supplies early 2016. In the budgetary discussions in November, MPs brought the amendment prompted by Rutgers to add on to the budget for UNFPA Supplies forward. The amendment was voted upon positively, resulting in an additional € 3 million for RH supplies. In May 2016, Rutgers organised a sexuality education lesson in Dutch Parliament, which was attended by MPs from five political parties and had lots of media coverage, including national television. This was followed by a media campaign to raise awareness and showing support for 'the right of access to contraceptives and family planning worldwide' among the general public and among users of contraception in particular. The campaign reached 70,000 people and over 3,200 people became new Facebook friends. Rutgers contributed to the Youth Week of Share-Net, the Dutch knowledge platform on SRHR and HIV. Rutgers launched the State of the World Population report "10: How our future depends on a girl at this decisive age" and handed over the report, together with the Special Advisor on Women's Rights of the Dutch Ministry of Foreign Affairs and UNFPA, to ten Dutch 10-year-old girls. A successful Rutgers Dialogue was organised, where the Minister of Foreign Affairs strongly emphasized the important linkages between SRHR, population and migration. Both the launch of the State of World Population Report and the Rutgers Dialogue had a good media coverage.

A voting compass (stemwijzer) has been developed with Rutgers as lead, and WO=MEN, Amref and the Dutch Aids Fund as partners. Another 12 organisations, both working domestically as well as in field of development cooperation, endorsed the voting compass and distributed it through social media. Development of this tool, enabled close contact with the main political parties and discussion about SRHR issues in relation to the parties' stance on the different statements. The voting compass was launched in February 2017. Results – the number of people actually filling out the questionnaire and possible remarkable outcomes – will be used during the formation period.

Europe

The Dutch EU presidency was an opportunity for Rutgers to work on the so-called SRHR rendez-vous clause: a paragraph in the 2015 Council Conclusions on Gender in Development that mandated the EU to further spell out what is included under SRHR. Rutgers followed up and provided input to policy makers at the Ministry of Foreign Affairs, and through its network to the relevant policy

Advocacy in the Netherlands was very much focused on the upcoming elections. Throughout 2016, advocacy was done to include SRHR in the different election programmes of the various main political parties. Results were mixed, with very good text on development cooperation and SRHR in the election programmes of several political parties (Democrats (D66), Greens (Groen Links) and Labour (PvdA)), and little text by the Christian-Democrats (CDA). The importance of comprehensive sexuality education has been adopted in most election programs, except by the Christian-Democrats and the Socialist Party.



makers in Brussels, and the issue was discussed with government officials and civil society organisations of eight European SRHR like-minded countries during a meeting which Rutgers organised in The Hague to align it with the Dutch presidency. In the end, however, it turned out to be politically unfavourable at this moment in time to move beyond the 2015 position on SRHR and to open a more detailed discussion.

At the annual meeting of EuroNGOs, the network of European NGOs for Sexual and Reproductive Health and Rights, Population and Development, the new Executive Director of Rutgers was elected as the new chair.

International level advocacy

Rutgers actively contributed to the work of the functional commissions monitoring and reviewing the follow-up of the Beijing Platform for Action (Commission on Status of Women), the International Conference on Population and Development Programme of Action (commission on Population and Development), as well as the follow-up and review of the 2030 Agenda for Sustainable Development through the High-level Political Forum and the work around the indicator framework.

Rutgers likes to mention three highlights in this regard. At the Commission on Status of Women a 'Breakfast Meeting' was organised to discuss 'financing gender equality'. The meeting was hosted by the Dutch Permanent Mission at the United Nations and jointly organised by Rutgers, AWID and the MenEngage Alliance. Secondly, Rutgers was invited to join the Dutch governmental delegation to the Commission on Population and Development and closely collaborated with the Dutch Ministry of Foreign Affairs before and during the governmental negotiations, contributing to a strong resolution on the demographic evidence base and to the Methods of Work of the Commission. Prior to CPD, Rutgers had submitted a written statement which was accepted and posted on the official CPD website. During the CPD, Rutgers worked with the Advocacy Working Group of Right Here Right Now to deliver an oral statement.

And thirdly, Rutgers, in collaboration with the Advocacy Working Group of Right Here Right Now, organised a side event at the High-level Political Forum (HLPF) in New York hosted by the Dutch Permanent Mission 'Catalysing Change: Young People at the Heart of the SDGs'. Minister Ploumen, Ahmad Alhendawi the UN Envoy on Youth, representatives from WHO, UNFPA and UNICEF as well as youth advocates from around the world attended the event. Rutgers was also member of the official governmental delegation to the HLPF. In preparation for the next HLPF (July 2017), a SDG 'shadow report' about SRHR in the Netherlands and in Dutch development policy was prepared to feed into the Netherlands Voluntary National Review). In addition, Rutgers co-facilitated two sessions on gender equality at a large Agenda 2030 event in the Netherlands, kicking off the Dutch Sustainable Development Goals review process.

Right Here Right Now

After extensive preparations in 2015, the Strategic Partnership 'Right Here Right Now' officially started in 2016. Scoping studies were prepared for all 10 countries and the Caribbean, used as basis for the selection of possible partners, including youth-led organizations and existing networks as potential members of national advocacy platforms. Possible partners were invited to a convening workshop where the programme was explained, values were clarified and a start was made to strengthen inclusive collaboration on advocacy and young people's SRHR including abortion and LGBTIQ. All countries held a second strategy workshop to develop an advocacy and capacity strengthening strategy for SRHR and young people (Theory of Change), which partners in countries worked out in a concrete proposal. The Dutch Embassies were also involved in this process and were invited to the workshops to discuss collaboration. From all 10 countries and the Caribbean sub-region, proposals were received. All proposals were appraised by an appraisal committee, with



Overall the partnership facilitated a process wherein country ownership and meaningful youth participation were taken seriously and sensitive issues within the SRHR field would be addressed in the years ahead. Important lesson learned is that achieving diversity, inclusivity and country ownership in the programmes requires sufficient investments and time.



inputs from the regional programme managers and the finance staff of Rutgers. Early 2017, all country proposals were approved, followed by assessments of the financial management capacity of the host organisations, after which contracts were signed with host organizations of the national advocacy platforms.

The different coordinating bodies are in place and have regular meetings, including Steering Committee, Programme Team, International Advocacy Working Group (IAWG) and Capacity Strengthening Working Group. Complementarity between the different international programmes of Rutgers, notably GUSO and Prevention+, is being sought, as well as with other Strategic Partnerships.

Besides the work in country, a number of advocacy activities has taken place at regional and international level by the 7 partners in the Consortium, as far as possible at this stage, also in collaboration with the platforms at country level. Rutgers has been very active around the Universal Periodic Review (UPR) of Uganda, Indonesia and the Netherlands at the Human Rights Council. Stakeholder submissions were prepared, and numerous meetings with permanent representations in Geneva were held, resulting in questions being put forward by governments to Uganda irt SRHR. This same approach will be used for the UPR of the Netherlands in 2017. Finally, a work plan for 2017 was prepared by the IAWG. Early 2017 a meeting took place with all partners of the capacity strengthening working group, to develop a division of labour and make supply (what the Consortium partners have to offer) and demand (what the country platforms ask for in their proposals) meet, as well as to coordinate the linkage with the IAWG.

Parents & Income/Paternity leave

This project focuses on the development of family friendly policies in general and on an extension of paid paternity leave in the Netherlands to support gender equality. The Netherlands is at the bottom of the European spectrum when it comes to paid paternity leave of two working days only. Rutgers, together with WOMEN Inc, set up a programme with the following results so far:

- Development of a calculation model, in collaboration with a broad panel of experts including ABNAMRO, the Ministry of Social Affairs and Employment, the National Statistical Office, and Professor Renske Keizer, that gives an estimation of costs and benefits of paid parental leave.
- Organised a 'diner pensant' to think about the costs and benefits from an economic perspective together with experts from different sectors.
- Several political parties, in particular Labour, the Greens, Democrats, Socialist Party, and the Christian parties (CU, CDA) included some form of the extension of paid paternity leave in their election program.
- Media items published on national TV, Radio and in newspapers.
- A diverse set of publications/research:
 - Towards better Paternity leave policies (Published with the Dutch Title: Vooruit met Vaderschapsverlof).
 - Publication of the opinion poll on the position of the Dutch public on parental leave, conducted by IPSOS, global market and opinion research specialists. The opinion poll showed that 75% of Dutch people under the age of 35 years (both male and female) is in favour of an extension of paternity leave, and 43% of this group wants an extension of eight weeks or longer.
 - A qualitative research on the motivation and restrictions of fathers in the Netherlands has been conducted: A bigger share in the future: Fathers on Fatherhood (Published with the Dutch Title: Een groter aandeel in de toekomst. Vaders aan het woord over vaderschap).
- Launch of the Platform Fatherhood with a diverse group of more than 20 organisations and experts.

This project will continue throughout 2017.

Rutgers

For sexual and
reproductive health
and rights



We must strengthen the position of women in society and in the family in all its diversity and inspire men and women to be equally caring partners and parents

3 International programmes, research and resource mobilisation

Concluding events UBR and ASK programmes

Young & in Control event

The Young & In Control event was organised on 20 June to highlight the unique role the Netherlands has played concerning SRHR in development cooperation. Successes of the ASK and UFBR programme were shared as good examples of the Dutch approach and the policy of the Minister. At the same time, a plea was made for continued investment in SRHR in view of the still unmet needs.

Four young people from Ghana, Kenya, Pakistan and Curacao shared their personal stories on sexuality, health and empowerment with Dutch Minister Ploumen of Foreign Trade and Development Cooperation. They also asked the Minister critical questions on how to promote the incorporation of Comprehensive Sexuality Education in the school's curriculum. How do you secure SRHR in a world that is becoming more conservative? They also challenged the Minister by asking her how she was going to convince her fellow ministers to collaborate with young people.

After this informal conversation with the Minister, they were joined by Lambert Grijns, Dutch Ambassador for SRHR & HIV/AIDS, and Lotte Dijkstra, Dutch Youth Ambassador SRHR. Together they opened an impressive photo exhibition named Young & in Control with life-size portraits of young African and Asian couples in love by prize-winning photographer Marieke van der Velden. Last but not least, Andrew Makkinga challenged political actors from different political parties and youth branches in a lively debate. They were challenged on their approach towards sensitive issues, such as abortion and homosexuality, the opportunities for involvement and influence of the youth branches in the political parties, and the sexuality issues of young people in The Netherlands, compared to their peers in Africa and Asia.

Women Deliver pre-conference

Prior to the Women Deliver 2016 Conference in Copenhagen, Rutgers and its alliance partners organised a lively and successful international pre-conference (14-16 May) in Copenhagen. The overall goal of the pre-conference was to determine lessons learned and successes from the UFBR and ASK programmes that could be incorporated in new SRHR programmes. Apart from staff, youth representatives from the SRHR country alliances in the UFBR and ASK programme countries were present.

The result of the pre-conference was a rich variety of lessons learned, amongst them:

- Stimulating participation of youth aged 10-18. An idea shared was that older youth age groups should provide mentorship and assistance to younger age groups including specific attention for the voice of younger youth. On alliance building, a similar idea came up: strong partners (on specific SRHR issues) can mentor weaker ones instead of waiting on technical support from the Netherlands.
- Sexuality is still met by taboo in many countries in Africa and Asia, where state policies prohibit discussing sensitive topics (such as pleasure, SOGI and safe abortion). To counter this, stakeholders such as teachers, parents, service providers and gatekeepers should engage in a meaningful way as champions to advocate the importance of CSE to the government. When discussing Meaningful Youth Participation, it was suggested to pay attention to Meaningful Adult Participation, which again underlines the importance of the role of adults in positive youth-adult partnerships.
- In advocacy efforts, young people felt they were not always taken seriously. However, when they are more often at the forefront in advocacy and they are capacitated to do this, politicians learned to appreciate them.



Get Up Speak Out (GUSO)

is a five-year program (2016-2020) developed by a consortium consisting of Rutgers, CHOICE for Youth and Sexuality, dance4life, International Planned Parenthood Federation, Simavi and Aids Fund. GUSO is being implemented in Ethiopia, Ghana, Indonesia, Kenya, Malawi, Pakistan and Uganda. The country alliances, consisting of around 44 local partner organizations in the seven countries aim to tackle the problem that young people do not claim their sexual and reproductive rights and their right to participation because of restrictions at community, societal, institutional and political levels. GUSO builds on previous UFBR and ASK. In the transition from UFBR to ASK to GUSO young people have increasingly taken up their position in the center of the program. In GUSO they are more than ever in the driver's seat: e.g. in reaching the central outcome 'empowered young people increasingly voicing their rights', and as Youth Country Coordinators. A new element, compared to UFBR and ASK is that the building of strengthened and sustainable alliances is defined as a separate outcome for GUSO. This outcome also represents the wish to transfer ownership from the Netherlands and UK to the alliances in the countries. The overall ambition is to create country ownership for SRHR interventions under the lead of a country SRHR alliance that will be able to continue SRHR programming with diversified funding once the GUSO program expires.

Get Up Speak Out program

Following the Ministerial approval of the Get Up Speak Out (GUSO) subsidy request, the first half of 2016 was spent on activities to arrive at distinct GUSO country programs. As one of the first activities in 2016 program development workshops took place in every implementing country.

The approach taken was different than under UFBR and ASK: the country alliances were invited to design their own program and submit their proposal, including a first-18-months work plan and budget, for appraisal to an independent appraisal team. In the proposal the country alliances also developed a joint work plan and divided tasks based on expertise and allocated funding accordingly amongst the organizations.

After approval of the country programs, the implementation of the GUSO program really started.

Activities that were implemented were multi-faceted approaches in the provision of SRHR information to young people. An example from Kenya: the organisations in the Kenyan alliance use electronic and media health channels for direct access to SRHR information, such as a SMS platform which has increased its users to 3,650 up from 2,754 in one year. There are 67 young people in the WhatsApp group and 363 who are active on Facebook. There were sensitization meetings with government officials, while the Whole School Approach curriculum was introduced to the Ministry of Education and to school heads as the key strategic people in implementing CSE in schools. Social media platforms were used to provide direct access of information to young people, interacting with young people through questions and answers and also reaching out to policy makers on social media to have a buy in for young people's SRHR.

In GUSO we also have another relationship with the Dutch Ministry of Foreign Affairs, compared to UFBR and ASK. This relationship is two-fold: a donor-recipient relation and -for the first time- a strategic partnership. The partnership is demonstrated by the Ministry taking a seat in the Steering Committee and by the embassies participating in the program development workshops. Embassies also provided feedback on the first draft of the GUSO country program. All embassies (for Malawi: the embassy in Zimbabwe) expressed their interest and will be involved further in the program implementation at country level. Also, embassies are playing a role in aligning the different SRHR programs within one country that are funded by the Dutch government.

Execution of the baseline study was unfortunately substantially delayed in 2016. The GUSO Consortium sent out a call for external parties to carry out the baseline study. After a thorough selection the Dutch Royal Tropical Institute (KIT) was contracted as external party. This process took longer than expected and we had to wait for final approval by the Ministry of the Inception report, before the contract could be signed. From Q4 of 2016 the baseline study for GUSO was carried out. The findings of the baseline study will be disseminated and discussed in-country during reflection workshops in the beginning of 2017. Consequently, baseline study results will be incorporated into the GUSO program interventions.

Prevention+

Prevention+ builds upon the results and lessons learned of the Men Care+ programme (2013-2015). The Men Care+ programme showed that engaging boys and men in GBV counselling, in group sessions and fatherhood programmes contributes to a reduction of GBV among couples, increases involvement of fathers in child care, and leads to more equal relationships. Prevention+ focusses on involving men and boys to reduce violence against women, and to improve the economic participation of women. It is financed from the FLOW (Funding Leadership Opportunities for Women) fund of the Netherlands Ministry of Foreign Affairs. By involving (young) men, the programme addresses the deeply-rooted causes of violence and works towards

Yes I Do is a (new) strategic alliance of five Dutch-based organisations: Plan Nederland, Rutgers, Amref Flying Doctors, Choice for Youth and Sexuality, and the Royal Tropical Institute. The Yes I Do programme strives for a future in which girls (and their communities, and nations) are no longer subjected to the debilitating and poverty-inducing impacts of child marriage, female genital mutilation/cutting and unwanted teenage pregnancy. The programme is funded by the SRHR policy framework of the Ministry of Foreign Affairs of the Netherlands, and operates in seven countries: Ethiopia, Kenya, Malawi, Zambia, Mozambique, Pakistan and Indonesia. Rutgers is active in all countries except Mozambique. The programme runs from 2016-2020.

creating another culture based on equality and respect for women's rights. The five-year programme (2016-2020) is implemented in four countries: Rwanda, Uganda, Indonesia and Pakistan. In addition, activities are carried out in the MENA region (Middle East and Northern Africa region). Rutgers is the lead organisation in a consortium with Sonke Gender Justice (South Africa) and Promundo (Brazil/USA), with MenEngage Global Alliance as a technical partner.

The focus of the first year of implementation was on further fine-tuning of the programme so as to lay a solid foundation for the next four years. Assessment of the lessons learned and tools and interventions used in in the Men Care+ programme led to adapted modules for Prevention+. There were also lessons learned on achieving synergy working groups attending to PME & research, linking & learning, advocacy, and communication.

Among the challenges faced on Prevention+ are the introduction of gender transformative approaches, which is still a new approach for both consortium partners and relevant stakeholders. Accountability towards the women's rights movement is another important challenge, related to the existing paradigm that focussing on involvement of boys and men could undermine the support for women and girls.

Yes I Do

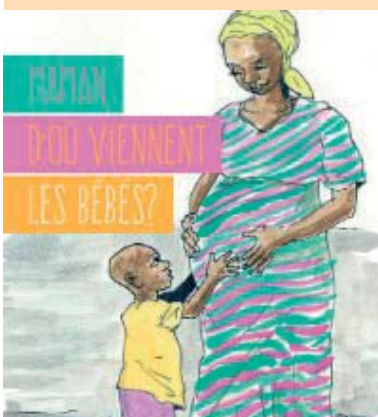
The alliance maintains that deeply rooted gender inequalities and social norms must be transformed for girls to enjoy full freedom. Rutgers plays a main role in promoting the engagement of boys and (young) men for gender transformative approaches, and started working on a manual on including a gender transformative approach in programmes working on CSE, SRH services and SGBV programmes. Rutgers also has an important role in the design of Comprehensive Sexuality Education (CSE) modules that address child marriage, teenage pregnancy, and Female Genital Mutilation (FGM), and in lobby and advocacy.

In 2016, focus was on the development of country-specific alliances and programmes and setting up organisational structures. In all countries, baseline studies were executed and disseminated and programme kick off meetings and stakeholder meetings were organised. As Yes I Do is a new partnership, both the alliance members in the North as well as Southern partner organisations needed to get familiarised and discover the availability of complementarity and the benefits of joint programming to maximise effects. An additional challenge for Rutgers is to ensure alignment between the Yes I Do programme and other programmes under Rutgers' leadership; some are implemented in the same countries and with the same partners.

Burundi

Mid-2016, the three and a half year, € 2.8 million Embassy of the Kingdom of the Netherlands (EKN) supported Biraturaba ("it concerns us all") project, a collaboration between Rutgers, CARE and partners, came to a successful closure. Successes included the validation of the CSE package "The World Starts With Me (WSWM)" ("Le Monde Commence par Moi") as national module, to be used throughout the country in school settings. Lessons learned included the need to continuously link CSE with access to YFS and counselling, and to engage community including parents throughout. Under this project, Rutgers and CARE developed multiple French-language materials, besides WSWM, for example, the SRHR booklet for parents « Mama, Where do babies come from ("Maman, d'où viennent les bébés?"). The various French-language materials can be accessed through www.rutgers.international/materiaux.

The successor programme "Menyumenyeshe" ("be informed and inform others") aims to further improve the SRH of one third of all adolescents in Burundi, building on a network approach of linking education (using WSWM), services and support. This five-year (2016-2020) € 17 million partnership,



funded by EKN Burundi, is implemented by CARE, UNFPA, Cordaid and Rutgers. In 2016, the baseline study was conducted and a common set of SRHR messages for young people was agreed upon, to be used at all levels throughout the programme. Additionally, steps were taken to prepare the integration of WSWM elements in the curriculum, and to adapt WSWM to the junior classes.

Rutgers, together with CARE, University of Amsterdam and Makerere University in Uganda study the agency of young Burundians in decision-making in relation to their sexuality in a three-year research project funded by the Dutch Scientific Council NWO-WOTRO. Part of the study, of which the preparatory phase started in July 2016, aims to specifically look into the role of CSE and WSWM: Are young people able to bring into practice what they have learned? The results of this research will feed into Menyumenyeshe.

Benin

Rutgers collaborates with CINOP, le Grand Cru/Wâlo and ABPF in the April 2016 - Feb 2020 € 1 million project "Capacity building of the teacher training colleges for a better sexual health in schools in Benin). Rutgers main role is providing technical support for the development of a module on Comprehensive Sexuality Education teaching competences, to be inserted into the educational programmes of the teacher training colleges, both the ones for secondary and for primary schools. In 2016, staff of the teacher training colleges were trained on SRHR, gender and CSE and guided in developing the main topics and learning objectives of the module.

Uganda

The three-year Youth Encourage Project (YEP) is funded by the Nefkens Stichting Ontwikkelingshulp (total budget € 400,000) and is implemented by RHU (Reproductive Health Uganda), with technical support from Rutgers. YEP tackles huge challenges in very remote areas through key strategies that a) build young people's knowledge and understanding of sexuality and SRHR, b) provide for the acute need for contraception and SRH services, c) address underlying harmful norms and taboos around gender and sexuality and d) strengthen the health system.

Among many other results, YEP provided 22,000 SRH services through 15 open days and 79 routine outreaches in 18 months. Furthermore 92.7% of the young clients were satisfied with the services provided at outreach and 99% reported they would come back for the outreach services and 98.6% would recommend the outreach services to their peers.

Bangladesh

The Netherlands Embassy (EKN) in Bangladesh requested Rutgers to provide technical assistance on Sexual and Reproductive Health and Rights (SRHR) to 27 national and international partners involved in EKN's SRHR programme in Bangladesh. In 2016, a Needs Assessment was conducted and a capacity strengthening plan focusing on SRHR value clarification and gender relations was developed for 2017 and 2018.

In Bangladesh, 28 welfare officers in the garment industry were trained on SRHR counselling principles and two vocational schools carried out a pilot with the CSE programme 'Me and My World', reaching about 75 students.

Comprehensive Sexuality Education under pressure

During 2016 partners in various countries met increasing resistance to their work in relation to Comprehensive Sexuality Education (CSE). Although religious and cultural intolerance has existed for a long time, and even increased, particularly in countries where church and state are combined, recent developments have only aggravated the situation and had an increased



negative impact on the work of partners. They may be, for example, forced to suspend CSE activities and to withdraw educational materials.

This resistance is based on the strong conviction that Comprehensive Sexuality Education encourages young people to engage in sexual activities at an earlier age – although we know the opposite to be the case – and that it promotes homosexuality and abortion. These convictions and fears illustrate the importance of continued evidence-based clarification, and sensitization on what SRHR in general – and CSE specifically – entail and what the benefits are. Rutgers has recognized this as a serious risk to one of its key domains.

Together with international allies and local civil societies, Rutgers advocates for understanding and acceptance of SRHR values, provides capacity building to local partners, and seeks to establish new avenues for dialogue with religious groups and state actors on more progressive norms, policies and programmes.

Whole School Approach

In 2016, Rutgers finalized a manual on the Whole School Approach (WSA), which is a holistic and multi-actor approach that promotes an open and safe educational climate in schools, both secondary and primary, including opportunities for providing sexuality education. In a staged process, WSA seeks to involve all the stakeholders in and around schools, such as school management, teachers, students, parents, the community at large, the referral health facility and the educational authorities. WSA offers opportunities for upscaling and sustaining the approach with limited requirements for input once properly installed.

For three years, Rutgers and partners ran a pilot project in 12 schools in Kenya and Uganda, with great success in terms of improving e.g. the learning climate and reducing gender-based sexual aggression. The pilot generated lessons learned that made it possible to compile an instructive manual. This manual (to be found on the Rutgers website) will be tested over a number of years and through an interactive community of practice – being initiated at the start of 2017. User experiences will be collected for further development of the manual.

Country offices

Pakistan

The highlights of the year include: closure and reporting of ASK and UFBR, conceptualization, design and development of four new programmes, start of field implementation of three programmes, transition of leadership and development of new partnerships and linkages. In partnership with Arrow Rutgers carried out a comprehensive and groundbreaking scoping study of SRHR related legislation in Pakistan.

Three new programs were initiated namely Yes I Do, Prevention Plus and Get up and speak out. By the year end all three programs were up and running with optimum pace. Towards the end of the year there was a change of guard at the top most level as Qadeer Baig retired after serving Rutgers Pakistan as CR for almost ten years and was replaced by Dr Rubina Ali, who is a management and public health expert with vast experience in the development sector. towards the end of 2016 a first ever journalism award on SRHR was initiated in Pakistan Rutgers CR was honoured to give away the award. This was an open recognition of not only the importance of SRHR issues in Pakistan but also of the role Rutgers has played in this regard.

In an effort to highlight SRHR issues at the international platforms Rutgers Pakistan participated in ICPD as a part of Pakistan Government's official delegation, Rutgers Pakistan's advocacy officer addressed the Dutch Parliament on " how to bridge gap between Islam and SRHR.



Indonesia

The past year has been engaging and full of fresh starts. The year 2016 marked the commencement of several programmes and alliances. Not to mention the Rutgers Indonesia's notable participation in the 4th International Conference on Family Planning (ICFP), where Rutgers organized several site events and a Youth Camp. Afterwards, Rutgers Indonesia built a favorable partnership by joining a Technical Working Group that was initiated by the National Family Planning and Population Development Board (BKKBN). This partnership allows the Rutgers team to be part of the organizer for a Youth Summit that will possibly lead to the Global Early Adolescent Study in Indonesia. Such active involvement was also reflected during the month of August, when Rutgers Indonesia initiated the coalition of Indonesian NGO's for an NGO submission to the Universal Periodic Review (UPR). Rutgers Indonesia also engaged in a new advocacy platform named Right Here Right Now. Through these cooperations, Rutgers Indonesia amplified its advocacy works in the national and international level.

Apart from focusing to the advocacy cooperations, Rutgers Indonesia maintained an impressive progress for the internal planning. In February, the Get Up Speak Out (GUSO) programme began its series of workshops and meetings to complete a joint proposal. In March a first workshop for the Prevention+ programme was organised, where the new Gender-Based Violence programme in Indonesia was designed. Meanwhile in May, Rutgers Indonesia carried out another design workshop for the Yes I Do programme in Indonesia. Within the same month, two staff members and several representatives from Rutgers Indonesia's partners were involved in the Women Deliver Conference in Copenhagen to attend a workshop on the lessons from Access Service Knowledge (ASK) and Unite for Body Rights (UFBR) programmes. The year 2016 concluded its course with a roadshow to six cities on Comprehensive Sexuality Education (CSE) to promote CSE and to discover scaling-up opportunities in new areas.

Uganda

Following its inception in 2015, Rutgers' Uganda Country Office celebrated its second anniversary. During this year, the office focused mainly on strategic planning, strengthening partnerships, advocacy and program management. The country office joined forces with civil society organizations (CSO) within the country, and empowered them to undertake programs that improve the sexual and reproductive health and rights of people, as well as to promote gender equality. Next to local CSOs, Rutgers Uganda worked with the Ugandan government, and the Dutch Embassy on issues that were considered 'sensitive', such as sexuality rights, sexual and gender based violence, access to contraceptives, abortion and comprehensive sexuality education (CSE).

Nonetheless, the Uganda Country office faced some serious challenges in 2016: First of all, it was challenged by an anti- CSE campaign, which was initiated in 2016 by a local NGO – with technical and financial support from various American based anti-choice groups – to discredit Comprehensive Sexuality Education. This group aggressively reached out to parents, the media, young people, religious, cultural and political leaders. The anti-CSE campaign became a big threat, as it targeted both individuals and organizations like Rutgers and its partners in Uganda. The Uganda Country Office monitored the situation and undertook efforts to ensure the effects of this campaign were mitigated.

The growing SRHR challenges, including the anti-CSE campaign, the conservative climate on sexual diversity, and the growing debate on population dynamics, required a strong voice from our country office in 2016. Therefore, the Uganda country representative was part of a number of successful

Themes presented at international conferences:

- *'Youth-led Research and the Research Agenda on Adolescent Access to Contraceptives'*.
- *'Young People and Their Access to Contraceptives: Lessons Learned from Indonesia, Uganda and Ghana'*.
- *'Meaningful Youth Participation as a way to achieving success - Results from operational research on MYP in a large-scale youth SRHR programme in Africa and Asia'*.
- *'Community approaches to demand creation: Supporting young people and community members to demand family planning services among their peers'*.
- *'Achieving Gender Equality through Engaging Men's Participation in Family Planning: Stories of Impact of MenCare+ Programme in Indonesia'*.
- *'Adolescent SRH and intergenerational roles; breaking the power dynamics'*. Research and Power Dynamics. As an opportunity to address intergenerational power dynamics and to build positive youth-adult partnerships.

national and international SRHR advocacy processes. These efforts were rewarding, since the Uganda government accepted to implement some of the recommendations made on adolescent access to contraceptives, CSE, and safe and legal abortion from Uganda's UPR (Universal Periodic Review) submission.

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.

Dissemination and evidence-based programme development

In 2016, much of Rutgers' international research efforts focused on dissemination of insights and results from the research projects that were carried out under the large alliance programmes of ASK, UFBR and MenCare+ (2011-2015) and using those insights and results for the design of the new alliance programmes of GUSO, RHRN, YID and Prevention+ (2016-2020). Results were also used to upgrade the Essential Packages manual, our comprehensive guide for successful Sexual Reproductive Health and Rights programmes for young people.

Rutgers staff, but also staff from our partner organizations presented results at local, national and international meetings, learning days and conferences, including at the International Conference on Family Planning, Nusa Dua, Bali January 2016, the Women Deliver International Conference and SRHR alliance pre-conference, Copenhagen, May 2016 and at the Sharenet 'Youth week' Expert meeting in Amsterdam and The Hague, September 2016. Examples of themes presented can be found in the box.

On the basis of the central research trajectories that were carried out under ASK, syntheses reports and articles were drafted and some were submitted for peer review in scientific journals (see output list international programmes).

Development PMEL protocols

In addition to dissemination of results and evidence based programme development, in 2016 much effort from the staff of the international research and PMEL team went into the development of the PMEL protocols and baseline studies for the alliance programmes:

- Formation of joint indicator frameworks.
- Protocols and methodologies for measuring baselines.
- Contracting of external research partners for impact studies and programme evaluations.
- Conducting and analyzing of baselines.
- Development of reporting formats.

Operational research

Operational research as integral part of projects like the Youth Encouragement Project in Uganda, continued during 2016. Results from this OR were used, amongst others, to build a case for scaling up the YEP intervention in Uganda, and which was awarded (YEP2 2017-2020).

Burundi research programme

A research grant was awarded to Rutgers, in collaboration with the University of Amsterdam (lead), Makerere University in Uganda and CARE International in Burundi. This three-year study (2016-2019) will include an in-depth evaluation of our comprehensive sexuality education programme at schools in Burundi. This study allows us to follow a group of young people over time and compare them with their peers who have not received sexuality education. We will better understand if, and under which conditions, the programme is effective, resulting in practical recommendations to improve the intervention.

3.2 Resource mobilisation in 2016

Following the highly successful resource mobilisation efforts in 2015, in which three large-scale consortium proposals "Right Here Right Now", "Get Up Speak Out", "Prevention+" and "Menyumenyeshé" were granted by the Netherlands Ministry of Foreign Affairs and the Embassy of the Kingdom of the Netherlands in Burundi respectively, 2016 was mainly used to "regroup" and "rethink" our strategies and approaches.

Nevertheless, additional funding was secured from:

- Nefkens Stichting Ontwikkelingssamenwerking for a continuation of the Youth Empowerment Programme in Uganda (€ 500,000).
- Stichting Dioraphte for an expansion of the Youth Empowerment programme in Uganda and Malawi (€ 399,000) and
- the Ikea Foundation for the "Hello I am" programme aimed at reducing the incidence of child marriage and teenage pregnancy in Bangladesh (€ 3,476,540).

A breakthrough was Rutgers' increased involvement in the Netherlands Initiative for Capacity Development in Higher Education (NICHE). This initiative aims at sustainably strengthening higher education and Technical and Vocational Education and Training (TVET) capacity in partner countries on Sexual and Reproductive Health and Rights (SRHR). From 2016 onwards, Rutgers will provide technical support to NICHE programmes in Benin, Uganda, Mozambique, Bangladesh and the Great Lakes Region in Africa.

The Rutgers Indonesia and Pakistan country offices secured smaller grants from the United Nations Population Fund (UNFPA Indonesia), Plan Indonesia and the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ, Pakistan).

Despite the above successes and the sound financial basis until 2020, there is an urgent need to reduce the high dependency on funding from the Netherlands Ministry of Foreign Affairs, while in addition funding will be sought to realize the programmatic priorities identified in the new Rutgers strategy "Empowering Young People towards happy and healthy lives".

4 Interventions, capacity building and Research in the Netherlands

Work has been organized to reach these objectives by covering four relevant domains:

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

To be effective in our work we need a sound knowledge base. Therefore, research is needed in order to obtain sufficient knowledge of and insight into the underlying mechanisms of sexual (ill) health. We need this information to support the right policies. However, we also need room for innovation and, therefore, we are also working on a fifth domain:

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

4.1 National Programmes

Main issues and priorities in 2016

Our national work in 2016 had the following main objective: 'The SRHR of Dutch young people and adults is excellent. Professionals can work on SRHR issues with the right knowledge, insights, skills and means within a favourable policy context.'

Therefore, we have supported professionals and the public to realise the following objectives:

- Children (under 12) are educated from the perspective of positive, safe and pleasurable sexuality (including empowerment); parents are supported in this as well.
- Young people and young adults (specifically vulnerable groups) from 12-25 years are supported in experiencing their sexuality in a positive, safe and pleasurable way, free of coercion, discrimination and violence with emphasis on sexual empowerment and contraceptive choice; parents are supported in this as well.
- Sexual violence and intimidation and sexual risky behaviour are adequately noticed; repetition (of sexual violence or unwanted pregnancy) is prevented and (access to) counselling is improved.
- Problems caused by sexual dysfunction or sexual and reproductive health problems due to illness or limitations are prevented as much as possible. Sexual problems are spotted and discussed.

To realise good quality 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 in trying to define relevant product market combinations.

Cooperation and funding

We worked together with the Centre for Healthy Living at RIVM to improve interventions in the field of local health promotion. Subsidy was granted by the Ministry of Health, Welfare and Sports via the Centre for Infectious Diseases at RIVM. We also 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), including LGBT. We have cooperated with Fiom and SANL on the prevention of unplanned (teen) pregnancy and with Movisie on several projects relating to the prevention of GBV, gender and LHBTI. Important additional funding is granted by the Ministry of Education, Culture and Science through ZonMw.

4.2 Interventions in National Programmes

Education

- **Children up to 12 years old:** *Activities:* CSE in primary schools; development of an online-lesson platform; implementation of sexuality education for children in Teacher Training Colleges. *Highlights:* A new online platform for sex education in primary schools was developed and made available at the end of 2016. 337 schools ordered a hard copy package and 60 schools ordered the online package. We also accredited 38 primary schools with a Healthy School Relationships and Sexuality Certificate.
- **Youth: Age group 12+:** *Activities:* CSE in secondary schools (VO); Lovebuzz 2.0; sex education for vocational schools (MBO education/ROC); support for vocational school teachers. *Highlights:* At least 20,000 pupils received lessons in Long Live Love. Eight secondary schools received a Healthy School Relationships and Sexuality Certificate. Long Live Love is in the



process of being further developed for vocational schools, with specific attention for unwanted pregnancy prevention.

- **Special needs schools:** All special needs schools became acquainted with the curriculum on sexual health for young people with a disability or chronic illness. Together with CED, ten schools were trained in the sex education curriculum for pupils with a disability.
- **Seksuelevorming.nl:** Internet site for teachers on sexuality education. In 2016 there were over 80,000 visitors, compared to 50,000 visitors in 2015.

Care

- **Preventive healthcare:** *Activities:* Supported child healthcare departments; supported parents in sexuality education; Sense support; interventions for prevention of teenage pregnancy. *Highlights:* Development of E-learning for renewed package 'Opgroeien met Liefde' ('Growing up with love'). Around 60 Sense professionals attended the Sense Symposium (organised with RIVM and STI Netherlands); four visits to different GGD regions and one introduction training for 18 new Sense/STI nurses took place (together with STI Netherlands). Based on qualitative research, four films were made on the prevention of unplanned pregnancy and embedded in Can You Fix It/ Sense.info.
- **Youth welfare work/youth care:** *Activities:* Implementation of sexuality education in youth welfare work; implementation of sexuality education/ counselling programmes in youth care institutions; Mandatory Educational Programme 'Respect Limits' for Juvenile Sex Offenders. Capacity building of professionals in relation to/with bicultural LGBT (Coming In). *Highlights:* 16 train-the-trainer programmes were carried out for the counselling programmes Girls' Talk and Make a Move. Reach 2016: Approx. 200 professionals. In total around 600 professionals have been trained so far to carry out the counselling programmes. The Ministry of Security and Justice decided to stop Respect Limits, mainly due to indication difficulties. Our efforts are now directed towards developing alternatives (with HALT, for municipalities). Coming in: Four training sessions with a reach of 114 professionals, and content development including films.
- **Care for people with a disability or chronic illness:** *Activities:* Implementation Girls Talk Plus, network for elderly people and sexuality, support vocational training centres for care and welfare; care guidelines. *Highlights:* Six trainings/workshops for Girls Talk Plus; cooperation with Vilans and Applied Universities regarding elderly people; worked on two mental healthcare guidelines regarding care and sexual functioning.
- **Primary health care:** *Activities:* Cooperation with and support of general practitioners and midwives. *Results:* Together with GP's (NHG), improved the sexual health information on the patient information site, Thuisarts.nl; three trainings for midwives were carried out on talking about sexuality in relation to contraception, pregnancy and birth.
- **Seksindepraktijk.nl:** This website for professionals in public health, primary healthcare and residential care for vulnerable groups reached 70,000 visitors in 2016 (55,000 in 2015).

Direct communication public

Online information (CSE/gender): *Activities:* Young people in general: Sense.info; Ethnic minority groups: Turkish and Moroccan community sites; Parents: uwkindenseks.nl; Adults: seksualiteit.nl; Boys' campaign Beat the Macho. *Highlights:* 1,600,000 people visited Sense.info in 2016 (1,200,000 in 2015). 'No Taboos' for Turkish and Moroccan communities received 51,000 visitors (145,000 in 2015) and 347,000 visitors (199,000 in 2015) respectively; 30,900 visitors at uwkindenseks.nl (websites for parents about sexual education of children); 300,000 visitors (176,000 visitors in 2015) at seksualiteit.nl. Beat the Macho is in the process of continuing as a train-the-trainer project for youth workers to provide workshops for boys.

Knowledge base: Policy

- **Advocacy and policy advice:** *Activities:* Advocacy work concerning affordable and accessible contraception, tailored use of contraception and quality of abortion care, prevention gender based violence, attention for sexuality in care, support of policy workers and members of Parliament and media attention. Local policy support on SRHR. *Highlights:* Input for new National Plan on STI/HIV and Sexual Health (three cases on CSE, contraception and abortion in vulnerable groups, prevention of sexual violence). Input on gender and sexual health in relation to the voluntary review of the Netherlands on SDGs. Support of local municipalities. Around 5,600 visitors used the manual Sexual Health Policy for Municipalities on the Internet.

4.3 Research in National Programmes

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 included in the intervention sections above. In 2016 we invested in the certification of effectiveness of our interventions: Girls Talk received the certification 'theoretically effective'. For the interventions Girls Talk+ and Make a Move, cases were made and both interventions have applied for certification. We expect a positive result for both interventions in 2017.

General activities: relation management and dissemination of research results

- **Relation management and networking:** We have formed relationships with several universities and knowledge centres: Sensoa (Flanders), Atria, University of Utrecht, University of Maastricht, University Groningen, Open University, Academic Medical Centre University of Amsterdam, University of Gent, Trimbos, WomenInc, NIVEL, etc.
- **The Survey of Sexual Health** which is executed every four years is part of a network, the consortium Lifestyle of the Ministry of Health. This collaboration makes it possible to use a representative national sample (instead of a panel study). Collaboration with institutes in the other domains of lifestyle makes it possible to combine research from several fields.
- **Dissemination:** Several scientific articles, papers, research presentations, research reports and factsheets (a total of 45 for national work) have been completed. This is a little less than the year before (57) which is caused by the fact that in 2016 the focus of research activities was directed on the preparation of collecting new data on sexual health in the Netherlands ('Sex under 25' and 'Sexual health in the Netherlands', our national surveys). Our publications are made available on the Rutgers' corporate website. A list of publications has also been made available.
- In 2016, the project '**Knowledge files**' started with the development of ten files on the most important Rutgers' themes: Culture and religion, contraception, sexual education, population, sexual violence, unplanned pregnancy and abortion, young people and sex online, access to care, gender transformative approach and mainstreaming sexual diversity. The files are standardized, including a whitepaper with state of the art information, Rutgers' perspective and viewpoints and a listing of the most important publications and events on the topic. The goal is to make relevant information accessible to professionals. The creation of the series of Knowledge files has been done in collaboration with most Rutgers' departments (national and international).



Risk management
Rutgers has started to work more and more with E-learning. This offers new opportunities to transfer knowledge to larger groups. However, it also creates dependence on a good digital back office. Extra attention is needed for the responsibilities of various (technical) partners and enough server space is also required during periods of intensive use (think of the Week of Spring Fever or other events). We also need to have a help desk for technical questions.



Monitoring sexual health

In 2016, the questionnaires for both our survey projects on sexual health (Sex under 25 and 'Sexual health in the Netherlands') were drafted. A unique feature is that both projects are logistically combined. The same sexual health topics are included for all ages, which makes a comparison possible from age 12 to 80. Also in 2016 the data gathering phase started. It will be closed in the first quarter of 2016. We can already conclude that a large research sample of about 20,000 people will be the result.

Registration of sexual healthcare

Several reports on registrations were finalized in 2016: PSTG, LOPS, SHVB. Furthermore, a significant improvement in the quality of the registrations has been accomplished. Firstly, the registration forms have been adjusted to the requirements in the field and to that described in the Diagnostic and Statistical Manual of Mental Disorders (DSM-5). Secondly, adjustments have been made to meet the needs of the new law 'Meldplicht datalekken', which describes procedures in order to prevent sensitive or personal data becoming accessible outside the research context (online).

4.4 Lessons learned

From an intervention perspective, we have particularly gained knowledge in E-learning/educational games. We have learned that we need to focus on the exact responsibilities of various technical partners. We now know that E-learning/blended learning requires specific online didactic skills (we are developing those within the national team). To prevent problems as in the case of Lovebuzz, we have decreased the number of parties involved after finishing the 'Kriebels in je buik' platform.

From a research point of view, it is important to acknowledge that our research projects gain in quality when they are designed in close collaboration with partners in the field. An example of this is the work that has been done in collaboration with Spirit, an organisation for youth care. Together with them, we constructed a scanning tool to gauge the LGBT sensitivity of their staff. This project had good results. It was adopted by the organisation as they were involved intensely. In Sex under 25 as well as in registration, we also have numerous examples of the positive effect on the quality of the research design and the results by involving partners in the field. In Sex under 25, 15 local GGD's (municipal health authorities) participated in data gathering. This enhanced the research results enormously.

A less successful project and lesson learned

Lovebuzz 1.0 was originally a very successful project sponsored by the National Postcode Lottery. To maintain this success, we invested in the Lovebuzz game and developed it further to a 2.0 version. The online game can be played by teachers in schools or by an assistant external trainer. Although some 150 games have been sold, the implementation had several hick-ups. We faced technical problems, both in the 'digital back office' as well as in the execution of the hard copy game box.

Lessons learned:

Overall: Lovebuzz was a large project with several partners. We needed those different partners to be able to start such a large venture. The 2.0 version is much smaller, but the number of original partners is large for the size of the actual project. Due to intellectual property rights, it was not possible to bring back the number of partners.

5 Report of the Supervisory Board

The Supervisory Board oversees the general affairs of Rutgers, develops general organisation strategies, and controls efficient and transparent spending of budgets. Rutgers adheres to CBF (Central Bureau Fundraising) guidelines 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 Supervision and decisions

The Supervisory Board had three regular meetings in February, April, and November 2016. The Executive Director 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 standard 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 Annual Report (in accordance with CBF guidelines) and the new strategy. The new Executive Director shared his first impressions in February and his reflections after 100 Days. This also led to several initiatives: the restructuring of the International Department, incentives for better collaboration between the different departments in the organization and priorities for the new strategy. The Board was informed on the development of the three new programmes for which Rutgers is the lead agency: Get Up Speak Out, Prevention+ and Right Here Right Now. The Board was also informed on the further development of new national and international programmes.

5.2 Profile Supervisory Board

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

- 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.

The ideal Supervisory Board profile 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.

The Supervisory Board approved the new strategy for the period 2017- 2021. This is a highly ambitious plan indicating the future direction of Rutgers' work in the Netherlands and abroad. The new strategy was developed by the team under the leadership of the new Executive Director, Ton Coenen, who started on 1 January 2016 at Rutgers.

Linked to the new strategy the Board discussed a renewed profile for the Supervisory Board. This will be finalized in 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 2016. With five female and three male members, the required gender balance meets the IPPF regulations. Erik Thijs Wedershoven and Koos van der Velden reached the end of their term on the board in February 2016. They were replaced by Lars Dellemann and Anita Hardon.



5.3 Composition Supervisory Board

In 2016 the Supervisory Board of Rutgers included the following members (between brackets: year of joining the board and year of resignation):

- **Ms Andrée 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 Fidnet, financial consultancy.
- **Ms Marijke Wijnroks**, Chief of staff at the Global Fund in Geneva (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).
- **Mr Lars Dellemann**, Journalist and youth member of the supervisory board (February 2016/February 2019).
- **Ms Anita Hardon**, Professor at Amsterdam University (UvA) (February 2016/February 2019).
 - Amsterdam Institute for Social Science Research (AISSR).
 - Faculteit der Maatschappij- en Gedragwetenschappen.
 - Programmagroep: Anthropology of Health, Care and the Body.

Executive Director

Ton Coenen (1963) took up the post of executive director of Rutgers in January 2016. He was also a member of the Transitional Governance Committee of the Global Fund to Fight Aids, Tuberculosis and Malaria (until March 2016), a member of the Supervisory Board of the Medical Credit Fund, the Africa Health Infrastructure Fund Launch Support and the Africa Health Infrastructure Fund Seed Capital. He has been elected as the chair to EuroNGOs - the European network of SRHR civil society organizations. Mr. Coenen follows the Collective Labour Agreement (CAO) of GGZ (Dutch Mental Health Care Service) and received a gross salary in 2016 of € 126,414. The executive director is responsible for the functioning of the organization and has internal as well as external management duties. He 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 organizations for supporting the work of Rutgers. Rutgers has 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 and values their commitment and efforts in improving Sexual and Reproductive Health in the Netherlands and developing countries.

5.4 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 and the programmes for the Dutch Ministry of Foreign Affairs. 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 report.

Management Team in 2016

The Executive Director was assisted by a Management Team consisting of managers of all departments. 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.
- Yvonne Bogaarts - Manager Advocacy.
- Tamara Smits - Manager Finance & Control.
- Dionne Puyman - Manager Communications.
- Anita van Ekris - Manager General Affairs.
- Hannie Ontijt - Manager HR.

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

- Ton Coenen.
- 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, sick leave was still too high, mostly due to people's personal health or circumstances. Decreasing the level of sick leave had continuous attention from the management.
- Good reputation, to be measured by (continued) funding and feedback from stakeholders. We have regular evaluation meetings with our main donors, the Ministries of Health and Foreign Affairs. The ministries have declared 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 2016, Lloyds audited the quality system and approved the system with a minor deviation on 'measuring stakeholders' satisfaction'. Lloyds approved the plan of action in the summer of 2016.

In addition, various large donors, particularly the Dutch government, exercised supervision based on detailed reporting regulations and, occasionally, additional auditors' certificates. All the reports of Rutgers submitted in 2016 were approved and resulted in continuation of the relevant subsidies and other funds.

Adequate communication with stakeholders

Rutgers' Stakeholders included:

- 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' target groups such as teachers, youth workers, medical professionals, etc.
- The general public.

Apart from the specific reports sent to institutional donors, Rutgers offers reporting and accountability in this Annual Report aimed at institutional donors and stakeholders such as 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 during the year. All staff were invited to monthly internal meetings in which colleagues shared highlights and special-interest issues. All departments had regular meetings.

Complaints procedure

In 2016, we received three complaints: two relating to communications in a campaign, one from a member of the public who was dissatisfied about not receiving a reaction to advice given.

These three complaints were based on personally inspired views about Rutgers and on the way one communicates at Rutgers. Rutgers has offered sincere apologies.

Risks and risk management

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

- A management information system with indicators relating to the various organisational objectives. Indicators are reviewed annually and adjusted when necessary.
- Regular adjustment of strategy and policy based on up-to-date environmental analyses and recent experiences.
- 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 followed for national activities.
- In 2016, we continued with our donor satisfaction interviews for all reviews. All projects have been reviewed and rated with high satisfaction.
- Transparency of financially-related processes and policies and well set up project management procedures and execution.

The new Risk Management Policy was finalized in 2016 and approved both by the Board and Supervisory Board in 2017. We have developed a new system of Risk Management Cards for which risk holders were appointed. Updating the cards will be an on-going process and is the responsibility of the risk holder in conjunction with the Manager Finance & Control.

As mentioned in our Annual Report last year, international work which consisted of three major programmes financed by the Ministry of Foreign Affairs would come to a conclusion in 2015. This foreseen risk of decrease of income was mitigated as Rutgers was very successful in acquiring new programmes for the coming years (2016-2020). Although Rutgers is pleased with this achievement, 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.

Most of the organisation costs represent staff costs (85% in 2016). To ensure flexibility, Rutgers has also issued less permanent contracts. 55% of the total staff in the Netherlands have a permanent position. Rutgers also offers more project-related contracts which means staff are offered contracts for the length of a particular project.

Country Offices

Rutgers has three Country Offices, two in Asia (Pakistan and Indonesia) and one in Africa (Uganda). 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 have 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.



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

6 Human Resources

Rutgers, the Netherlands - Human Resource Activities

In 2016, the Human Resources Department in the Netherlands continued following up further implementation of HR processes, within a clear framework. In the autumn of 2016, the HR department started a project in order to decide on a new Employee Information and Registration System. The final decision on this system and the implementation will take place in 2017.

Rutgers staff worldwide

At the end of 2016, the organization, including country offices, employed 119.61 FTE:

• Rutgers the Netherlands:	79.01 FTE (93 employees)
• Country Office Islamabad, Pakistan:	19.00 FTE (21 employees)
• Country Office Jakarta, Indonesia:	20.60 FTE (21 employees)
• Country Office Uganda:	1.00 FTE (1 employee)

Employee turnover at headquarters

In 2016, Rutgers had 34 vacancies; 25 were filled in 2016. For the nine other vacancies, employees have either been recruited and will start working in 2017 or procedures for recruitment are still running. A total of 37 people left Rutgers in 2016, mostly due to expiration of their contract and one person was dismissed due performance-related problems.

Sickness and Absenteeism at headquarters

Rutgers had an absenteeism rate of 5.1%. Compared to 2015, this was a decrease of 0.2%, mainly a result of the successful re-integration of employees with long-term illnesses (longer than six weeks). Rutgers had an average sick-reporting frequency of 1.18. 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 the preventive measures already taken and we will advise and coach managers in supervising their employees on sick-leave.

Training, Rutgers the Netherlands

The total budget for individual and collective training and education, seminars and management development was € 156,000 in 2016. The organizational training plan for 2016 focused on consulting skills and project skills. In 2011, Rutgers decided to embrace the Project Driven Creation method. In 2016, Rutgers put extra effort into training all staff members in this method and in implementing the method into the daily work procedures.

In 2016, the managers were also asked to make an education plan for their department in order to have an overview of which development skills are needed in the departments and to focus on a more long-term and strategic way to educate staff.

As well as this, the two peer supervision groups, set up to exchange work experiences, continued in 2016.

The training budget was not fully used in 2016. € 70,000 was spent on training and education. Underspending was related to the end of two large programmes and work pressure was also related to this. In 2017 extra effort will be put into stimulating education.

Terms of Employment

In the autumn of 2016, Rutgers carried out a combined Labour Conditions and Employee Satisfactory Inventory. Based on the results of the Employee Satisfaction Inventory, an Action Plan will be drawn up and implemented by the department managers. In relation to the Labour Conditions Inventory, HR and Facilities will draw up an Action Plan for the complete organization. This will be discussed with the Works Council and the Management Team.

Ongoing HR business:

- Developing and implementing relevant HR policy.
- Implementing or having HR policy implemented.
- Safeguarding the level of knowledge and skills in the organization by supporting the implementation of the training- and development policy.
- In 2016 Rutgers had 34 vacancies. This was more than the 25 vacancies in 2015.
- 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.

Rutgers

For sexual and
reproductive health
and rights



Our efforts are always informed by the principles of non-discrimination, equity and respect for diversity

7 Brand & Corporate Communication

Communications policy

The overall communications objective is to create awareness on SRHR issues, to visualize the urgency and to make Rutgers well-known as a renowned expert centre and expert partner in the field of SRHR. We approach communications pro-actively choosing bilateral dialogue. We aim to be a demand-driven organization 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 our communications policy. Online communication is a main feature of the organisation's policy and strategy.

Communication with stakeholders

Rutgers stakeholders include:

- Benefactors, donors (institutional and private) and sponsors.
- Employees and volunteers, including board members and employees in the field offices.
- Partner organisations in the Netherlands and abroad.
- Civil society organisations 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 offers reporting and accountability in its annual report. This annual report is available on request. A popular version (Rutgers) is available online. Information is also made available via the websites www.rutgers.nl and www.rutgers.org. The Rutgers digital newsletter is sent to subscribers in the Netherlands and abroad. The Dutch version of the newsletter focuses on our activities in the Netherlands; the English version focuses on our international activities. The programme staff members of the project departments maintain personal contact with partner organisations.

Online

Our online content strategy focuses on target groups receiving relevant content at the right moment through their preferred channels and preferred devices. Employees also contribute to the (online) goals of Rutgers through the content they produce.

The following number of people visited our websites in 2016:

Unique web site visits national	1st half 2016	2nd half 2016	2016
rutgers.nl	52,313	50,151	102,464
rutgers.international	10,945	13,134	24,079
seksuelevorming.nl	43,121	39,005	82,126
seksindepraktijk.nl	13,442	53,784	67,226
seksualiteit.nl	146,141	161,970	308,111
sense.info	807,947	834,834	1,642,781

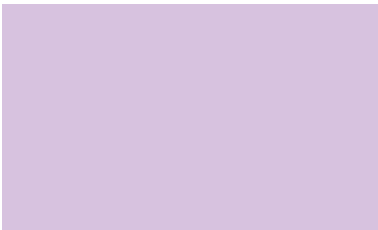
Internal communications

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 several meetings to inform all personnel on organisational matters. The Intranet functioned as a platform for important information for all employees.

Rutgers in the media

Rutgers was well represented in the media in 2016. It was consulted as expert centre in 25 (2015: 19) television broadcasts such as national news bulletins and Edition NL. We appeared in 32 (2015: 25) radio broadcasts on different channels, e.g. Radio 1 and 2 and BNR News radio. Rutgers was cited 309 (2015: 274) times in the printed media (magazines and newspapers) and in almost 449 (2015: 700) online articles.

Rutgers' social media channels are increasingly in the picture: our social media (Facebook and Twitter) capital is larger than 8,257 (2015: 4.000) followers and this number is increasing daily.



Events and project communication

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 2016 are mentioned below.



Ten-year-old girls central at the State of the World Population

What will the world look like in 15 years' time? That depends on the opportunities we offer ten-year-old girls today. This was the theme of The State of the World Population 2016 Report (UNFPA). If we invest in the future of ten-year-old girls now, this generation will be able to develop into independent, capable, confident and well-educated young women. They can make a difference in 2030. The State of the World Population Report was launched worldwide on 20 October 2016. In the Netherlands, Rutgers together with UNFPA, handed over the State of the World Population Report to ten capable, ten-year-old Dutch girls (there was a special adapted version for children in Dutch).



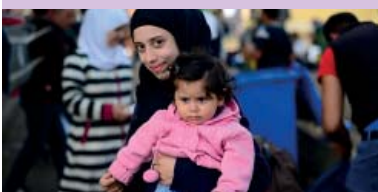
Rutgers provided sexual education for Dutch parliament

On 19 May, Rutgers gave a special sex education lesson to a Dutch Parliament committee which caused quite a stir. Rutgers was accompanied by sexologist and television personality Goedele Liekens and a group of students. During the lesson, Rutgers promoted the idea that empowerment should become an integral part of the primary education goals on sexuality and relationships. Rutgers hopes that the Netherlands will continue to encourage other countries to address this issue as well.



Johannes Rutgers Dialogue

In the Glass Hall in the heart of The Hague, Rutgers organized the Johannes Rutgers Dialogue. It was an inspiring afternoon in which experts, politicians, the Minister of Foreign Affairs, Bert Koenders, and Executive Director of Rutgers, Ton Coenen, debated on the impact of global population growth. What impact has a large population of people? And above all, what can we do about it? Population growth is one of the biggest challenges of this century. Rutgers thinks that there is a simple solution: give women and men access to contraception and everything related to it. An online magazine on the dialogue is available (in Dutch): www.rutgers.media/bevolkingsgroei.



Conference: What Works?

Working with asylum seekers or migrant groups is not new in the Netherlands: the municipal public health services have played an important role in (sexuality) education and health promotion for decades. The topic is high on the agenda again because of the massive influx of new groups of refugees. Like everyone else, asylum seekers and those who have been granted asylum have a right to information about sexual and reproductive health and rights, and to access to prevention and healthcare. In many of their countries of origin, however, sexuality cannot always be discussed, let alone in the way we are used to in the Netherlands. Sexuality education has often been very limited, sexual rights have been violated and – partly as a result of this – their sexual health is not optimal. Some refugees are particularly vulnerable and sometimes traumatised because of experiences of sexual violence, armed conflict, poverty and discrimination. Rutgers organised the conference “What Works?”, which focused on the exchange of practical knowledge. Experiences of and insights into education and healthcare were shared. The needs, problems and experiences of refugees were zoomed in on. The conference, which brought together experienced and starting professionals, also made clear what challenges we face and what knowledge and materials are (still) needed. Good information about sexuality, sexual health, the Dutch healthcare system and the (unwritten) rules and codes of conduct contributes to healthy choices and wellbeing. This in turn promotes participation in and integration into our society.

8 Finance

Amounts in euros

8.1 Income

In 2016 Rutgers generated consolidated 24.6 million in income, which is 0.9 million above budget. The consolidated income in 2015 was 28.4 million. In 2016 the income is 14% below 2015 but 4% above budget.

Rutgers is or has been in the lead of the following consortia:

- Unite For BodyRights Alliance (UFBR): 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.
- Get Up Speak Out (GUSO): Aidsfonds, Simavi, dance4life, Choice, IPPF
- Prevention+ Alliance: Promundo US and Sonke.
- Right Here Right Now: Choice, Hivos, LACWHN, IPPF AR, dance4life and ARROW.

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 consortium members, we have to show both our own actual expenditures and those of our consortium members in our Statement of Income and Expenditure. As the income and expenditures of consortium members is reported for the same amounts, there is no impact on result or equity of Rutgers. The lead agent may be held responsible if the consortium members do not meet the requirements or distribute the subsidy in an inappropriate manner, while the lead agent did not apply due care. Compliance to the SRHR, YE and MenCare+ Alliance and the Ministry of Foreign Affairs standards, rules and protocols lowers the risk of being liable.

Introduction

This chapter details the income, expenditures and financial position of Rutgers in 2016. The financial statements have been prepared in accordance with the Dutch Accounting Standard for Fundraising Institutions (RJ 650). Accordingly, all expenditures of Rutgers are committed to the objectives, to the generation of income, and management and administration. The objectives are divided into three objectives: International, National and Advocacy.

Income from direct fundraising

Income from direct fundraising is 484,000 (45%) above 2015 but 829,000 (35%) below budget. The underachievement is caused by a couple of factors. Rutgers has not been successful in acquiring additional resources from asset funds or charitable trusts in 2016, the effect is 150,000. Another reason is that Rutgers has generated less income on some projects than originally anticipated in the budget. For example the project by Amplify Change and the project in Indonesia financed by Plan Indonesia.

Revenues from joint campaigns

Income from joint sources decreased by 479,000 in 2016 compared to 2015. The income is 77,000 more compared to the 2016 zero 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 1.53 million in 2015 to 1.2 million in 2016 (46,000 less than budgeted). The sources mainly include the Dutch Postcode Lottery. Rutgers receives annually support from the Dutch Postcode Lottery of 900,000. In addition Rutgers received grants for one project called 'Gewoon ongesteld' (menstrual hygiene). For the menstrual hygiene project we spent 321,000.

Governments grants

Income received from government grants in 2016 amounted to 21.7 million, 1.7 million above budget but 3.4 million below 2015.

The funds received from the Dutch Ministry of Foreign Affairs relate to the alliance grant MFS II 2011-2016 and the alliance grants from the SRHR fund 2013-2016. In 2016 Rutgers also received funding for the programmes Right Here Right Now, Get up Speak Out, Prevention+ and Yes I Do.

The funds received from the Dutch Ministry of Public Health relate to the total expenditures in 2016 as of € 2,214,009. The difference between the grant decision in 2016 (€ 2,193,951) and the actual expenditure is recognized in equalization fund (€ 20,058).

Actual income from governments' grants exceeds budget by 1.6 million. The overshooting is mainly caused by achieving or exceeding budget targets for some of the new programs. Next, more income was generated from the Ministry of Justice (176,000) and UTSN (35,000), UNFPA (16,000), ZONMW (37,000) Care Netherlands (83,000).

8.2 Expenditure

The total expenditure in 2016 amounted to 24.4 million (2015: 28.4 million). Of the total expenditure of 24.4 million, 22.5 million (92% of the total income) was directly spent on the three objectives-related activities of Rutgers (in 2015 92%). The total expenditure excluding the grants to consortium members in 2016 amounted to 15.8 million euro (2015: 17.9 million euro). Of this total expenditure of 15.8 million, 13.9 million was directly spent on the three objectives (88% of total expenditure, 2015: 88%).

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 2016 were 3.2 million, 20% of the total income excluding the grants to consortium members (2015: 21%). As is also shown in overview W. Explanatory notes, the costs spent on our National objective are mainly spent on Rutgers staff costs (51%) and programme expenditure (41%).

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: 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 15.7 million; this included the 8.6 million spend by the consortium members. The expenditure, excluding the 8.6 million for the consortium members, amounts to 7.1 million. This is 44% of the total income excluding grants to consortium members (2015: 60%). The expenditure of 7.1 million excluding the consortium members is expenditure for the finalisation of the current three large programmes financed by the Ministry of Foreign Affairs (the Unite for body rights, Access, Services and Knowledge and the Mincare+ programmes) and the new programmes Prevention+, Right Here Right Now and Get Up Speak Out. These programmes 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 3.6 million euro in 2016 which is 2.4 million above 2015 but 2.3 million below budget. Of the total amount of 3.6 million, 22% relates to the staff costs in the Netherlands and 71% relates to programme costs.

Costs of direct fundraising

The costs of direct fundraising amounted to 109,000 in 2016, 34% below 2015 and 9,000 above budget. The direct fundraising expenses mainly consisted of staff costs. The direct fundraising costs represent 7% of the direct fundraising income (2015: 15% and budget: 4.2%). The three year average for Rutgers is 11%.

Management and Administration costs

Management and administration costs accounted for 1.4 million, 49,000 above 2015 and 42,000 above budget). This is 5.8 % of the total expenditure. The target set by Rutgers is a maximum of 10% of the total expenditure. 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 and others. The CBF (Central Bureau on Fundraising) does not prescribe a target.

8.3 Net result

Rutgers has generated a positive result of 205,000. Out of this 205,000, 74,000 has been allocated to the appropriated reserve. The remainder will be added to the continuity reserve, taken into account the decrease of the equalization fund VWS of 20,000. As a result, 151,000 will be added to the continuity reserve, which is 129,000 less than budgeted.

The appropriate reserves increased end of 2016 to 788,000 from 714,000 end of 2015. A breakdown of appropriate reserves is included in section E of the financial statements.

According to guideline 650 incurred costs related to the appropriated reserve can only be charged to the reserve after balancing the income and expenditure.

Equity, reserves and cash position

The cash and cash equivalent items at the end of the financial year stood at 9.8 million, sufficient to meet obligations. The cash position is 2.1 million higher than last year. The high cash position is caused by the backlog in spending of the budget 2016 RHRN program and the pre financing of the 2017 budget of the programs financed by the Ministry of Foreign Affairs.

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 0.34% (2015: 0.67%) 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.

The country offices report in the local currency. Consolidation of the assets and liabilities of the country offices leads the recognition of unrealised currency exchange results within equity amounting to 26,000 (2015: 30,000). Rutgers has limited cash and cash equivalents in foreign exchanges, only a US dollar account is in place due to grants transferred in dollars. A currency exchange gain was realised amounting to 73,000 against a gain of 251,000 in 2015. 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.

The continuity reserve will enable Rutgers to smoothly downsize the organisation if deemed 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 151,000 to the continuity reserve will be 2 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.

Preview 2017

In 2016 some large programs and projects ended. Rutgers has been very successful in acquiring 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 awarded four program grants. Rutgers is the lead agency in 3 of the 4 program grants. 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: 45% of staff have temporary contracts.

8.4 Annual Financial Statements 2016

amounts in euros

Assets

		31-12-2016	31-12-2015
Fixed assets			
Intangible fixed assets	A	86	6,607
Tangible fixed assets	B	398,051	421,634
		398,137	428,241
Current assets			
Receivables, prepayments and other current assets	C	4,287,835	3,252,898
Cash and cash equivalents	D	9,798,228	7,714,535
		14,086,063	10,967,434
Total		14,484,201	11,395,675

Liabilities

		31-12-2016	31-12-2015
Reserves and funds			
Continuity reserve	E1	2,012,479	1,861,017
Appropriated reserves	E2	788,000	714,300
Reserve exchange rate differences	E3	-26,261	-29,922
Subtotal reserves		2,774,218	2,545,395
Equalisation fund VWS	E4	74,045	94,103
Reserves and funds		2,848,263	2,639,498
Provisions			
Provision jubilee employees	F1	42,177	38,734
Provision projects	F2	43,525	77,489
		85,702	116,223
Current and accrued liabilities	G	11,550,237	8,639,954
Total		14,484,201	11,395,675

Statement of income and expenditure for 2016

Income		Actual 2016	Budget 2016	Actual 2015
Income from direct (own) fundraising	I	1,551,491	2,382,790	1,069,008
Income from joint campaigns	J	77,463	-	556,708
Income from third-party campaigns	K	1,234,992	1,280,891	1,530,302
Government grants	L	21,627,871	20,006,932	25,006,471
Income from interest and exchange result	M	97,205	20,000	282,789
Total income		24,589,023	23,690,613	28,445,277
<i>Total income MoFa Consortium members excluded</i>		<i>15,998,154</i>	<i>17,842,287</i>	<i>17,940,014</i>
Expenditure				
Directly allocated to objectives	N			
National	N1	3,227,590	3,141,252	3,773,035
International	N2	15,658,240	12,510,793	21,154,315
Lobby and Advocacy	N3	3,621,128	5,939,507	1,281,446
Total		22,506,957	21,591,552	26,208,796
<i>Total expenditure MoFa consortium members excluded</i>		<i>13,916,088</i>	<i>15,743,226</i>	<i>15,703,533</i>
Costs of generating income	O			
Costs of direct fundraising	O1	108,894	100,236	164,446
Costs income third-party campaigns	O2	26,932	25,505	61,952
Costs (securing) government grants	O3	314,780	308,535	589,507
Total		450,606	434,276	815,906
Management and administration	P			
Management and administration costs	P1	1,426,356	1,384,784	1,377,268
Total expenditure		24,383,919	23,410,611	28,401,971
<i>Total expenditure MoFa Consortium members excluded</i>		<i>15,793,050</i>	<i>17,562,285</i>	<i>17,896,708</i>
Balance before appropriation		205,104	280,002	43,306
Result appropriation				
Continuity reserve		151,462	280,002	152,053
Appropriated reserve		73,700		-142,700
Equalization fund VWS		-20,058		33,954
		205,104	280,002	43,306

Cash Flow Statement for 2016

Cash flow from operating activities

	2016	2015
Result	205,104	43,306
Depreciation	117,829	77,574
Changes in provision	-30,521	-68,633
Change in working capital (excl. cash and cash equivalents)	1,808,840	-309,793
	2,161,251	-257,546

Cash flow from investing activities

Investments in		
Intangible fixed assets	-	-
Tangible fixed assets	-94,245	-438,922
	-94,245	-438,922
Disinvestments in		
Intangible fixed assets	-	-
Tangible fixed assets	76,686	-
	-	-
Movement cash and cash equivalents	2,083,692	-696,468
Liquid assets at the end of the financial year	9,798,228	7,714,535
Liquid assets at the start of the financial year	7,714,535	8,411,003
Movement cash and cash equivalents	2,083,692	-696,468

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.

Use of estimates

The preparation of the financial statements requires Rutgers's executive director to make judgments, estimates and assumptions that influence the application of accounting principles as well as the reported value of assets, liabilities and income and expenditures.

The accounting principles are based on historical cost. Unless otherwise indicated, assets and liabilities are reported at face value.

The financial statements includes the operations of the field offices.

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.

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.

Accounting principles for the balance sheet

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.

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.

Software	20%
Renovation	20%
Furniture	20%
Computers	20%

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 values 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.

Appropriated reserves

The appropriated reserves are earmarked by the executive director.

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.

Breakdown of current program- and projects end of year position

Rutgers' funds to a large extent consist of project or program related subsidies. Programs are mostly multi-annual and are implemented within a consortium. In order to provide insight in the end of year position, the balance positions related the current projects and programs are presented under section C 'grants to be received' and section G.' grants received in advance'. In order to provide insight in the end of year position of the programs and projects, a breakdown per project/program is included in annex R.

Incoming resources are recognised in the year to which they relate

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

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 on the base of spending. 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 2016 will be reported and approved in 2017.

Rutgers is lead agent in several consortium programmes financed by the Ministry of Foreign Affairs. Our role as lead agent is also reflected by including the actual income and expenditure of consortium members in the Statement of Income and Expenditure. As the income and expenditure of the consortium members is reported for the same amounts, there is no impact on result or equity of Rutgers.

Expenditure

Stakeholders require insight into the level of the costs of fundraising organisations. The notes provide a breakdown of these costs in accordance with model C of the RJ -650 guidelines.

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

	2016	2015
Acquisition value		
Balance 1 January	294,636	294,636
Acquisitions	-	-
Disinvestments	-	-
Balance 31 December	294,636	294,636
Depreciation		
Balance 1 January	288,029	272,324
Depreciation	6,520	15,705
Disinvestments	-	-
Balance 31 December 2016	294,549	288,029
Book value 31 December 2016	86	6,607

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	2016	2015
Acquisition value					
Balance 1 January 2016	286,436	380,109	189,052	855,599	1,252,703
Acquisitions	11,467	8,742	74,037	94,245	438,922
Disposals/desinvestments	-	-76,686	-	-76,686	-836,026
Balance 31 December 2016	297,903	312,165	263,089	873,159	855,599
Depreciation					
Balance 1 January 2016	33,418	264,676	135,872	433,965	1,192,417
Depreciation	59,128	31,985	26,716	117,829	77,574
Disposals/desinvestments	-	-76,686	-	-76,686	-836,026
Balance 31 December 2016	92,546	219,975	162,588	475,108	433,965
Book value 31 December 2016	205,357	92,190	100,501	398,051	421,634

Over 2016 most of the capitalized assets are for the replacement of hardware. Of the total amount of € 76,686 that was disposed, most of it represents the disposal of the office equipment of the previous office of Rutgers Pakistan which had no economic nor fiscal value.

C. Receivables, pre-payments and other assets

	31-12-2016	31-12-2015
Debtors	13,062	34,502
Grant to be received	2,617,352	2,725,116
Provision bad debtors	-1,138	-5,024
Advances consortium members	1,379,466	-
Receivable amounts	30,924	72,473
Tax	3,120	137,161
Prepaid expenses	242,289	224,563
Other	2,759	64,108
	4,287,835	3,252,898

Receivables have a maximum term of one year. Grants to be received relate to finished and current projects and programs. A breakdown is included in annex R. Advances consortium members consist of paid advances exceeding the actual expenditures.

D. Cash and cash equivalents

	31-12-2016	31-12-2015
Bank current accounts	575,808	717,675
Bank deposits	8,915,816	6,800,011
Bank foreign currency	305,816	195,146
Cash resources	788	1,703
	9,798,228	7,714,535

The cash and cash equivalents include deposits. The high cash balance is mainly caused by the early release of the first advances for 2017 from the Ministry of Foreign Affairs for programmes from the Fund of Leadership and Opportunities for Women (FLOW) 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 0.34%. 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 € 460,026 which is divided over the Permata bank and MDB bank Ltd. There are no derivatives.

E. Reserves

	2016	2015
E1. Continuity reserve		
Situation as of 1 January	1,861,017	1,708,964
Result appropriation	151,462	152,053
Situation as of 31 December	2,012,479	1,861,017

As per the end of 2016, the continuity reserves enables the organisation to cover 4,7 months of the work organization. To cover the aim of 6 months, a continuity reserve of 2,3 million euros is required. 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.

	2016	2015
E2. Appropriated reserve Dutch Postcode Lottery		
CSE Indonesia	-	84,300
Refugee crises project	33,000	130,000
Flag System International	55,000	-
SRHR in the picture	240,000	-
Stop inappropriate sexual behavior in The Netherlands	150,000	-
Sex under the age of 25 in secondary education	100,000	-
Contraception Coach	150,000	-
Other projects	60,000	500,000
Situation as of 31 December	788,000	714,300

	2016	2015
Proceedings appropriated reserve Dutch Postcode Lottery		
Situation as of 1 January	714,300	500,000
Use reserve CSE Indonesia	-30,000	-
Result appropriation CSE Indonesia	-54,300	84,300
Use reserve Refugee crises project	-130,000	-
Result appropriation Refugee crises project	33,000	130,000
Result appropriation Flag System International	55,000	-
Result appropriation Contraception Coach	150,000	-
Result appropriation Other projects	50,000	-
Situation as of 31 December	788,000	714,300

In 2016 Rutgers decided to invest in the refugee crises in the Netherlands with funding from the Dutch Postcode Lottery. This investment will be continued in 2017.

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 2017 and beyond.

In co-operation with Sensoa, Rutgers invests in a structure for upscaling the Flag System internationally, with a focus on Europe. With the Flag System healthy and unhealthy sexual behavior can be assessed, it's an important tool in the prevention of sexual intimidation and violence.

The contraception coach is an online support tool that will be based on the needs of professionals and contraception users, in order to facilitate tailored contraception use and therefor better compliance of contraception use.

	2016	2015
E3. Reserve exchange rate differences		
Situation as of 1 January	-29,922	-32,049
Withdrawals/additions	3,661	2,127
Situation as of 31 December	-26,261	-29,922

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 2016 and for the profit and loss items we use the average exchange rate of 2016.

	2016	2015
E4. Equalization fund VWS		
Situation as of 1 January	94,103	60,149
Under-/overspending subsidy	-20,058	33,954
Situation as of 31 December	74,045	94,103

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.

F. Provisions

	2016	2015
F1. Provision for jubilee employees		
Situation as of 1 January	38,734	42,174
Changes during the year	3,443	-3,440
Situation as of 31 December	42,177	38,734

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.

	2016	2015
F2. Provision transitions staff		
Situation as of 1 January	77,489	26,482
Changes during the year	-33,964	51,007
Situation as of 31 December	43,525	77,489

The law 'Werk en Zekerheid' obliges Rutgers to compensate employees with a temporary position when their contractperiod ends. This compensation is called transition compensation. The calculation of this provision is based on the salarycosts for the contractperiod till the end of 2016 of all the employees that are entitled to this compensation.

G. Current and accrued liabilities

	2016	2015
Grants received in advance	6,069,690	5,690,506
Contract obligations	2,356,113	917,071
Liabilities consortium members	1,554,118	-
Creditors	447,184	979,664
Contributions for national insurance, income tax and pensions	339,417	364,003
Holiday provision	451,636	427,381
Accrued liabilities	332,079	261,329
	11,550,237	8,639,954

Grants received in advance are specified in annex R.

Liabilities consortium members consist of expenditures exceeding the advances.

Off balance commitments

For the years to come, the following contractual commitments exist:

	End date contract	Obligation 2016
Rent agreement office space	31-5-2020	522,934
Scan/print/fax unit	29-5-2019	21,721
		544,655

The amount represents the contract costs for the coming years (2017-2020).

Bank guarantees

A bank guarantee was given on the 1st of April 2016 for the total amount of € 66,764 to NSI HNK B.V. for the rent of the building.

Explanatory notes to the summary statement of income and expenditure

I. Income from direct (own) fundraising

	Real 2016	Budget 2016	Real 2015
IPPF EN	219,342	161,159	107,908
Global Fund	168,942	194,788	162,634
St. Nefkens	135,013	137,020	24,789
Pathfinder International	145,574	54,567	6,403
Hewlett Foundation	115,930	168,214	143,104
WOMEN INC	111,963	94,288	-
Sale of goods	109,441	112,292	149,654
Packard Foundation	102,257	104,659	148,028
Nederlands Instituut voor Psychologen	55,940	79,200	21,156
J.P. van den Bent Foundation	52,017	12,500	19,227
Koninklijke Visio	33,408	12,500	35,832
PLAN Indonesia	31,448	350,000	26,217
Avans Hogeschool	15,813	34,269	21,408
Donations and contributions	10,650	9,600	18,120
NWO-Wotro	9,418	19,200	-
Deutsche Gesellschaft Internationale Zusammenarbeit	78,217	-	-
Warwickshire County Council	-12,228	-	36,294
Other income	168,348	838,534	148,234
Total	1,551,491	2,382,790	1,069,009

J. Income from joint campaigns

	Real 2016	Budget 2016	Real 2015
Stichting Oxfam Novib	77,463	-	556,708
Other income	-	-	-
	77,463	-	556,708

Cost incurred in 2016 related to the Oxfam Novib, Rutgers, i+solutions and the Dutch Ministry of Foreign Affairs, Rutgers consortium aimed at making the use of the female condom accessible to all.

K. Income from third-party campaigns

	Real 2016	Budget 2016	Real 2015
AMREF Flying Doctors	-	133,681	68,837
dance4life	12,702	-	300,417
Dutch Postcode Lottery	1,220,586	1,147,210	1,155,760
Educaids - Edukans	-	-	2,956
Other income	1,704	-	2,332
	1,234,992	1,280,891	1,530,302

Income from the Dutch Postcode Lottery consists of the annual contribution of € 900,000 and the actual expenditure for the "Gewoon Ongesteld" project (€ 320,586).

L. Government grants

	Real 2016	Budget 2016	Real 2015
Dutch Ministry of Foreign Affairs GUSO programme	3,437,861	6,350,225	-
Dutch Ministry of Foreign Affairs (alliance members GUSO)	4,163,621	-	-
Dutch Ministry of Public Health (annual institutional grant)	2,214,009	2,167,520	2,304,452
Dutch Ministry of Foreign Affairs (alliance members RHRN)	2,069,917	-	-
Dutch Ministry of Foreign Affairs RHRN programme	1,045,998	5,848,326	-
Dutch Ministry of Foreign Affairs (alliance members ASK)	1,141,269	-	5,169,637
Dutch Ministry of Foreign Affairs ASK programme	1,458,303	831,288	3,763,274
Dutch Ministry of Foreign Affairs YID programme	1,093,927	1,050,206	-
Dutch Ministry of Foreign Affairs (alliance members Prevention+)	819,116	-	-
Dutch Ministry of Foreign Affairs Prevention + programme	1,151,282	1,178,448	-
Dutch Ministry of Public Health (projectgrants)	447,312	398,362	660,286
Dutch Ministry of Foreign Affairs (alliance members MenCare+)	215,929	-	1,031,348
Dutch Ministry of Foreign Affairs MenCare+ programme	401,458	285,360	1,628,742
Dutch Ministry of Foreign Affairs (alliance members UFBR)	181,017	-	4,304,278
Dutch Ministry of Foreign Affairs UFBR programme	292,131	566,104	4,977,149
Dutch Embassy Burundi (through CARE as lead in project "Biraturaba")	227,057	144,445	86,132
Care Nederland	233,293	-	-
ZonMw	182,183	145,000	100,800
Dutch Ministry of Justice (DJI)	176,371	-	64,540
dance4life GUSO programme	219,483	80,000	-
United Nations Population Fund (UNFPA)	104,882	77,263	108,434
NUFFIC/Niche	81,518	114,973	84,588
Dutch Ministry of Education, Culture and Science (OCW)	34,650	80,000	773,458
European Commission	-	-	-100,152
UTSN	34,860	-	15,268
Dutch Ministry of Foreign Affairs (through Simavi is lead in project "unite against child marriage")	-	-	20,339
Other income	200,619	689,415	13,899
	21,627,871	20,006,932	25,006,471

The funds received from the Dutch Ministry of Foreign Affairs (MOFA) relate to the alliance grant MFS II 2011-2016 and the alliance grants from the SRHR fund 2013-2016. In 2016 Rutgers also received funding for the programmes Right Here Right Now, Get up Speak Out, Prevention+ and Yes I Do. These grant incomes for the period 2016-2020 will be subject to approval by MOFA by the end of the contract period.

The funds received from the Dutch Ministry of Public Health relate to the total expenditures in 2016 (€ 2,214,009). The difference between the annual budget granted in 2016 (€ 2,193,951) and the actual expenditure is recognized in equalization fund (€ 20,058).

M. Income from interest and exchange result

	Real 2016	Budget 2016	Real 2015
Interest	24,365	20,000	31,711
Exchange result	72,840	-	251,078
	97,205	20,000	282,789

Compared to 2015 Rutgers has realised less exchange result, this difference is mainly due to a less volatile USD and fewer transactions in USD.

N. Expenditure directly allocated to objectives

	Real 2016	Budget 2016	Real 2015
N1 National	3,227,590	3,141,252	3,773,035
N2 International	15,658,240	12,510,793	21,154,315
N3 Advocacy/communication	3,621,128	5,939,507	1,281,446
Total costs	22,506,957	21,591,552	26,208,796

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 2016	Budget 2016	Real 2015
Total direct expenditures for the objectives	22,506,957	21,591,552	26,208,796
Total income	24,589,023	23,690,613	28,445,277
Spending percentage	92%	91%	92%

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 2016	Budget 2016	Real 2015
Total direct expenditures for the objectives	22,506,957	21,591,552	26,208,796
Total expenditure	24,383,919	23,410,611	28,401,971
Spending percentage	92%	92%	92%

O. Fundraising income

	Real 2016	Budget 2016	Real 2015
O1. Direct fundraising costs			
Direct fundraising costs	108,894	100,236	164,446

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

	Real 2016	Budget 2016	Real 2015
Direct fundraising income	1,551,491	2,382,790	1,069,008
Direct fundraising costs	108,894	100,236	164,446
Cost percentage fundraising	7%	4%	15%

	Real 2016	Budget 2016	Real 2015
O2. Costs third party campaign			
Costs third party campaign	26,932	25,505	61,952

	Real 2016	Budget 2016	Real 2015
O3. Costs government grants			
Cost government grants	314,780	308,535	589,507

P. Management and administration

	Real 2016	Budget 2016	Real 2015
P1. Management and administration			
Management and administrative costs	1,426,356	1,384,784	1,377,268
Total expenditure	24,383,919	23,410,612	28,401,971
Management and administration percentage	5.8%	5.9%	4.8%

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

Departments	Objective	Fundraising	Management & administration	FTE
Board & management	40%	20%	40%	1.0
General affairs & Secretary	22%	8%	70%	5.3
Human Resources	0%	0%	100%	1.5
Finance & Control	64%	0%	36%	4.9
Communication	44%	0%	56%	7.9
Fundraising	0%	100%	0%	1.7
Advocacy	99%	1%		8.6
National	98%	2%		21.2
International	98%	2%		24.8
				77.0

Explanatory notes to model C

	Real 2016	Budget 2016	Real 2015
Staff costs			
Wages and salaries	4,324,867	5,207,114	4,749,930
Social security costs	641,465	655,007	680,281
Pension	411,548	474,612	416,544
Sickness absence insurance	85,491	80,000	136,322
Sickpay insurance refunds	-141,991	-30,000	-168,851
Hired personnel	473,320	46,617	488,524
Released provision salary increase	-		-46,060
Commuting Allowance	128,052	195,652	149,464
Training and conferences	72,226	143,000	101,530
Occupational health & safety costs	12,924	26,500	13,368
Recruitment costs	20,643	20,000	55,325
Other office costs	16,933	24,400	27,551
Other staff costs	51,610	20,450	41,463
	6,097,089	6,863,352	6,645,391
Accommodation costs			
Rent	197,933	217,844	212,728
Maintenance costs	7,230	6,000	37,067
Cost related to the relocation of the Rutgers Office in 2016. This will be balanced with the reserve position of € 280k			368,240
Other accommodation costs	16,942	37,000	52,291
	222,105	260,844	670,326
Office and general expenses			
Supervisory Board costs	6,722	22,000	8,271
ICT costs	369,290	380,100	411,254
Project support office costs	155,708	170,900	238,819
Advice - and administration costs	122,919	256,190	281,400
Other general expenses	60,550	58,750	102,873
	715,189	887,940	1,042,619
Depreciation and interest			
Depreciation	112,081	101,000	88,346
Interest- and bankcosts	8,850	5,673	10,059
VAT	-1,774	-50,000	-189,374
Exchange differences costs	-661	-	-22,914
	118,496	56,673	-113,884
Total	7,152,879	8,068,810	8,244,452

Number of staff

During 2016, the average number of staff amounted to 77 FTE (2015 86.9 FTE). The number of FTEs per department is included in the explanatory notes to P1 Management and Administration costs.

Remuneration Board

	T. Coenen
Job title	Executive Director
Period in 2016	1/1 - 31/12
Scope employment (in fte)	1.0
WNT-maximum	168,000 per year
Remuneration	
Remuneration	115,668
Taxable expense allowance	0
Benefits payable on term	10,746
<i>Subtotal</i>	<i>126,414</i>
-/- Amounts unduly paid	-
Total remuneration 2016	126,414
Justification if exceeding	n.a.

	D.A. Veldman	P.M. van Haastrecht
Period in 2015	1/1 - 31/08	1/9-31/12
Scope employment (in fte)	1	1
Remuneration 2015		
Remuneration	79,863	28,697
Taxable expense allowance	198	0
Benefits payable on term	7,075	2,924
Total remuneration 2015	87,136	31,621
Individueel WNT-maximum 2015	109,000 per 8 months	54,000 per 4 months

*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.

Over 2016 Rutgers complies with all the relevant remuneration schemes. Over 2016 the remuneration of our Director, mr. Ton Coenen, 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 2016 was € 6,722.

The individuel WNT-maximum is € 26,850 (chair) and € 17,900 (members).

The members in 2016 were:

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

R. Breakdown of current program- and projects end of year position

	2016	
	To be received from donor	Unspent project subsidies
Dutch Ministry of Foreign Affairs UFBR	(581,086)	
Dutch Ministry of Foreign Affairs ASK	1,483,670	
Dutch Ministry of Foreign Affairs MenCare	415,537	
Dutch Ministry of Foreign Affairs RHRN		(4,111,444)*
Dutch Ministry of Foreign Affairs GUSO		(802,478)
Dutch Ministry of Foreign Affairs Yes I Do		(176,870)
Dutch Ministry of Foreign Affairs PP		(379,599)
Dutch Postcode Lottery	900,000	
Dutch Postcode Lottery Making periods normal	170,480	
Other	228,751	(599,300)
	2,617,352	(6,069,690)
Total project balance		-3,452,338

* including advance payments for 2017

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

Specification and cost allocation to appropriation

Appropriation	Objective			Raising funds
	National	International	Advocacy/ communication	Direct fundraising
Programme spending	1,318,082	11,156,097	2,570,745	-
Subsidies and contributions	-	2,156,003	30,113	-
Staff costs	1,641,280	2,037,637	790,599	92,609
Accommodation costs	65,808	73,423	28,552	3,337
Office and general expenses	172,249	197,622	186,586	11,245
Depreciation and interest	30,171	37,457	14,533	1,702
Total	3,227,590	15,658,240	3,621,128	108,894

		Management and administration	Total 2016	Budget 2016	Total 2015
Third party campaign	Subsidies				
-	-	-	15,044,924	15,341,803	14,935,298
-	-	-	2,186,116	-	5,222,221
22,905	267,705	1,244,355	6,097,089	6,863,352	6,645,391
825	9,646	44,839	226,430	260,844	679,559
2,781	32,507	114,288	717,279	843,613	831,156
421	4,921	22,875	112,081	101,000	88,346
26,932	314,780	1,426,356	24,383,919	23,410,612	28,401,971

Rutgers

For sexual and
reproductive health
and rights



We seek to understand the world as it is and use evidence to inform our work

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:

- Aidsfonds
- AMREF Flying Doctors
- Asian-Pacific Resource & Research Centre for Women (ARROW)
- Avans Hogeschool
- CARE Nederland
- dance4life
- Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH
- Embassy of the Kingdom of the Netherlands Bangladesh
- Embassy of the Kingdom of the Netherlands Burundi
- Institute for Reproductive Health (IRH)
- IPPF European Network
- IPPF London
- J.P. van den Bent Stichting
- Koninklijke Visio
- Ministerie van Buitenlandse Zaken
- Ministerie van Onderwijs, Cultuur en Sport (OCW) (Ministry of Education)
- Ministerie van Veiligheid en Justitie
- Ministerie van Volksgezondheid, Welzijn en Sport (VWS) (Ministry of Health)
- Ministry of Social Service (Kemensos) Indonesië
- Ministry for Trade and Development Coop.
- Movisie
- Nai Zindagi Trust
- Nationale Postcode Loterij
- Nederlands Instituut van Psychologen (NIP)
- Netherlands Initiative for Capacity development in Higher Education (NICHE)
- Nuffic
- Oranje Ball Indonesië
- OxfamNovib
- Path
- Pathfinder International
- Pharos
- Plan Nederland
- Promundo
- Puskurbuk (Perbukuan Curriculum Centre and the Ministry of Education) Indonesië
- RIVM
- Simavi
- Soa Aids Nederland
- Nefkens Stichting Ontwikkelingshulp
- Stichting CHOICE for Youth & Sexuality
- Stichting Dioraphte
- Stichting Jeugdformaat
- Stichting School en Veiligheid
- UNFPA (USD)
- UTSN
- VriendenLoterij
- William and Flora Hewlett Foundation
- Women Inc
- WOTRO
- ZonMw

Rutgers

For sexual and
reproductive health
and rights



Universal access to sexual and reproductive health information, education and services will enable people to enjoy a safe and pleasurable sexual life and prevent unwanted pregnancies, STIs, HIV and AIDS

10 Independent Auditor's Report

Please find Independent Auditor's Report enclosed on the next pages.

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reproductive health
and rights



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

11 Budget 2017

Income	
National	3,190,000
International	13,323,534
Advocacy	6,728,293
Other income	920,000
	24,161,827
Expenditure direct project costs	
National	717,337
International	9,888,962
Advocacy	5,472,989
Other income	470,000
	16,549,288
Net Income	
National	2,472,663
International (incl. Field offices)	3,434,572
Advocacy	1,255,304
Other income	450,000
	7,612,539
Organisation costs	
Salary and other personnel costs	6,405,991
Depreciation	121,100
ICT costs	261,128
Office and accomodation costs	452,850
Advise- and administration costs	174,500
Other material costs	131,970
VAT	-5,000
	7,542,539
Net result	
	70,000
Costs charged to Appropriated reserve:	
- SRGR in beeld (digital)	80,000
Result after Appropriation	
	150,000



Cultural norms and values and gender stereotypes have a great impact on healthy sexuality

12 List of publications

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

- Baarsma, E.M., Boonmann, C., Hart-Kerkhoffs, L.A. 't, Graaf, H. de, Doreleijers, T.A.H., Vermeiren, R.R.J.M., & Jansen, L.M.C. Sexuality and autistic-like symptoms in juvenile sex offenders: A follow-up after 8 years. *Journal of Autism and Developmental Disorders*. 46 (2016) p. 2679-2691.
- Cense, M. & Dalmijn, E. In één klap volwassen. Scenario's leidend tot tienerzwangerschap. *Tijdschrift voor seksuologie*. Online first.
- Cense, M. Een duivels dilemma. Abortus of tienermoeder? *Tijdschrift Religie & Samenleving*. 11 (2016) 2, p. 141-155.
- Cense, M. Abortus stigma leidt tot depressie en sociale isolatie. Review. *Tijdschrift voor seksuologie*. Online first.
- Cense, M. Is aandacht voor tienerzwangerschap nog nodig in Nederland? *SekSoa SOA/AIDS Nederland*.
- Cense, M. & Ganzevoort, R. Navigating identities: subtle and public agency of bicultural gay youth. *Journal of Homosexuality*. 2016 Jun 07, pp. 1-17.
- Cense, M. & Ganzevoort, R.R. The storyscapes of teenage pregnancy. On morality, embodiment, and narrative agency. *Journal of Youth Studies* Submitted.
- Cense, M., de Haas, S. & Doorduyn, T. Sexual victimization of transgender people in the Netherlands: prevalence, risk factors, impact and support. *Journal of Gender Based Violence*. Submitted.
- Cense, M. Blecourt, K. de & Oostrik, S. Activating boys to reflect on masculinity norms: the Dutch campaign Beat the Macho. *The European Health Psychologist* 18(2016)1 p.13-18.
- Dalmijn, E. & Van Lisdonk, J. Tienerzwangerschap bij meiden met een lichte verstandelijke beperking: Jeugdgezondheidszorg Submitted.
- Interview met Hop, M., Beek, I. van en Mouthaan, I. Van Leren Signaleren naar Kunnen Signaleren Profiel. Submitted.
- Lieshout, S. van, Mevissen, F., Breukelen, G. van, Jonker, M. en Ruiter, R. Make a Move: A Comprehensive Effect Evaluation of a Sexual Harassment Prevention Program in Dutch Residential Youth Care. *Journal of Interpersonal Violence*. DOI: 10.1177/0886260516654932.
- Lisdonk, J. van. Tussen een mannen- en vrouwenlichaam. *Sociologie Magazine*. (2016) 6, p. 26-28.
- Lisdonk, J. van. Recensie proefschrift 'Ze wisten niet of ik een jongen of een meisje was: kennis, keuze en geslachtsvariaties. Over het leven met en het kennen van intersekse condities in Nederland.' *Tijdschrift voor seksuologie*. 2016. p. 108-109.
- Lisdonk, J. van & Keuzenkamp, S. Towards bi-inclusive policies: suggestions based on research on Dutch same-sex attracted young people *Sexuality Research and Social Policy*. 13(2016)1. p. 1-17.
- Cense, M. Luister naar jezelf! Beat the Macho workshops wapenen jongens tegen groepsdruk Bij de Les.
- Vermeulen, M. & Mouthaan, I. Herziening hoofdstuk 'Jongeren en seksualiteit' in het boek 'Lekker belangrijk' Noordhoff. Submitted.
- Nikkelen, S., Nielen, M. & Graaf, H. de. NIVEL Zorgregistraties eerste lijn. Seksuele en reproductieve gezondheid 2014. Rutgers, NIVEL.
- Peters, I. & Mouthaan, I. Herziening handleiding 'Opgroeien met liefde' Rutgers.

National publications

- **Article/paper**

- **Capter in book**

- **Factsheet**

- **Manual/professional guideline**

- **Other**

De Graaf, H. & Nikkelen, S. Database SRHR indicatoren, in opdracht van BZga en ICRH Rutgers.
Lisdonk, J. van. Measuring sexual orientation in survey studies. Proud in Europe? Conference.
Meerdere medewerkers. Webinars over seksuele levensloop, cultuursensitief werken en seksuele en genderdiversiteit. Rutgers.
Herziening brochure 'Seksuele ontwikkeling van kinderen 0-18 jaar'. Rutgers.
Rutgers i.s.m. RIVM Centrum Gezond Leven, SLO, Trimbos, Kenniscentrum Sport. Doorlopende leerlijn voor gezonde leefstijl op school; utopie of werkelijkheid. Centrum Gezond Leven.

- **Presentation/poster**

Cense, M., Zimbile, F. & Bosstraeten, K. van de. Sexual ehealth in a digital society. E health week.
Cense, M., Zimbile, F. & Bosstraeten, K. van de. Sexual ehealth in a digital society. E health week.
Cense, M. Growing up in one fell swoop: life course scenario's leading to teenage pregnancies. European Society for Contraception.
Cense, M. Creating free agents? Reflections on Dutch Sexual health policies. Collegereeks Social policies John de Wit Universiteit Utrecht.
Cense, M. In één klap volwassen, over tienerzwangerschap. Congres netwerk geboortezorg Noordwest Nederland.
Cense, M. Dialoog presentatie In een klap volwassen met een tienermoeder. Congres Jong en Ouder.
Cense, M. Duivels dilemma: abortus of tienermoeder Symposium God, Seks & Politiek.
Cense, M., Peumans, W. & Bos, D. Minder in het kwadraat? Seksuele diversiteit onder etnische en religieuze minderheden in Nederland en België Congres LHBT onderzoek in de Lage Landen.
Graaf, H. de. Deelname STAG meeting, n.a.v. database SRHR indicatoren STAG meeting Ghent.
Graaf, H. de. What do children think about sex? Let's ask them! International Academy of Sex Research (IASR).
Graaf, H. de, Nikkelen, S. & Bakker, B. Het meten van seksuele oriëntatie en gender identiteit in bevolkingsstudies: diversiteit in schattingen. Nederlands Congres Volksgezondheid 2016.
Haastrecht, P. van. Sexuality based violence: figures and approach. Council of Europe, Den Haag.
Jonker, M. Jongeren in de jeugdzorg: seksueel wijs en weerbaar? Congres Jeugd in Onderzoek.
Jonker, M. Respect Limits, a mandatory educational programme for juvenile sex offenders ATSA Antwerpen.
Jonker, M. Respect Limits en preventie Interventiecongres Jaarbeurs Utrecht.
Jonker, M., Reijmers, M. Zeden, seksuele ontwikkeling, wat is normaal/wat niet Jeugdtweedaagse Rechtbank Rotterdam.
Kuyper, A. Podium interview. Symposium Avans Vlaggensysteem RJ.
Lisdonk, J. van. LHB ouderen, een kwetsbare groep? SIGRA zorgkoepel Amsterdam.
Lisdonk, J. van. Measuring sexual orientation in survey studies: Empirical-based and theoretical reflections on Dutch practices. Dag van de Sociologie.
Lisdonk, J. van. Bisexuality in the Netherlands a picture based on research and methodological reflections European Bisexuality Research Conference.
Maris, S. Presentaties tijdens meeting Japanse delegatie. Sexuality education in primary schools & The defenceless empowered.
Mouthaan, I. Presentatie over GIA-project. Studiemiddag 'Is het onderwijs aan seks toe?', Utrecht.
Nikkelen, S., de Graaf, H., Steensma, T., & Kreukels, B. Trans people's sexual experiences: The role of SRT desire and status, psychological wellbeing and body satisfaction. WPATH conference.

- **Report**

- Cense, M. Een groter aandeel in de toekomst. Vaders aan het woord over vaderschap. Intern rapport.
- Cense, M. & Dalmijn, E. In een klap volwassen. Over tienerzwangerschap. Intern rapport.
- Graaf, H. de. Resultaten onderzoek Rutgers i.s.m. het NOS Jeugdjournaal: Samenvatting Rutgers Intern rapport.
- Kuyper, A. Jaarverslag extern vertrouwenspersoon 2015 Koninklijke Visio. Intern rapport.
- Lisdonk, J. van & Nikkelen, S. LHBT-organisatiescan Spirit Rutgers. Intern rapport.
- Lisdonk, Jantine van, Dalmijn, Eline en Cense, Marianne. 'Gewoon gezellig, met zo'n buik.' Tienerzwangerschap bij meiden met een lichte verstandelijke beperking. Rutgers. Intern rapport.
- Planting, H. & Kuyper, A. Jaarverslag extern vertrouwenspersoon 2015 JP van den Bent.
- Vermeulen, M. & Maris, S. Rapport: Doorontwikkeling Relaties en seksualiteit in het speciaal onderwijs. Intern rapport.

- **Training**

- Kuyper, A. Training interview seksuele veiligheid 2x. Koninklijke Visio.
- Maris, S. & Ohlrichs, Y. Seksuele vorming in het (v)so. Training 'Seksuele vorming in het (v)so - De Blink Veenendaal.
- Maris, S. & Boet, A. (Movisie). Training 'Train-the-Teacher: lesgeven over huiselijk geweld, kindermishandeling en seksualiteit' voor mbo docenten. Train-the-Teacher 2 mei.
- Maris, S. & Boet, A. (Movisie). Training 'Train-the-Teacher: lesgeven over huiselijk geweld, kindermishandeling en seksualiteit' voor hbo docenten. Train-the-Teacher 1 juni.
- Maris, S. & Boet, A. (Movisie). Train-the-teacher: lesgeven over huiselijk geweld, kindermishandeling en seksualiteit. Incompany voor MBO docenten, ROC college Zoetermeer.
- Maris, S. & Wentzel, W. (Movisie). Train-the-teacher: lesgeven over huiselijk geweld, kindermishandeling en seksualiteit. Incompany voor HBO docenten, Avans Hogescholen Breda.

- **Workshop/symposium/
expertmeeting**

- Cense, M. & Weismuller, C. "Als een meisje zich sexy kleedt, is het een slet?" Omgaan met seksueel gedrag van leerlingen. Met alle respect. Conferentie voor het onderwijs.
- Cense, M. In een klap volwassen. Tienerzwangerschap onder Surinaamse meisjes in Nederland. Mi Tamara. Expertmeeting.
- Dalmijn, E., & Maris, S. Landelijke bijeenkomst regiocoördinatoren Meet the Expert Landelijke bijeenkomst Geweld in Afhankelijkheidsrelaties.
- De Graaf, H. & Nikkelen, S. Internationale expertmeeting European SRG Survey Researchers Cologne.
- Gürses, N. & Mouthaan, I. Bijeenkomst over seksuele opvoeding.
- Haastrecht, P. van. Dagvoorzitter Congres Mi Tamara, Utrecht.
- Haastrecht, P. van. How to implement CSE in primary schools: the Dutch example 'Week of Springfever' IPPF Regional Managers Meeting, Brussel.
- Haastrecht, P. van en F. Deug. Dagvoorzitter en workshopbegeleider. Sense Doe Dag, Utrecht.
- Koenraad Vermeij & Jantine van Lisdonk. Improving bisexual healthcare for young people! European Bisexuality Conference.
- Kuyper, A. en I. Smit. Workshop Girls' Talk+ 4x. NVAVG studiedag en Congres mensen met een verstandelijke beperking.
- Kuyper, A. Workshop implementatie seksualiteitsbeleid 2x. Koninklijke Visio.
- Lisdonk, J. van. LGBTI health. Symposium organized by Fundamental Rights Agency.

Publications International Research Department

- Peer reviewed articles

- Lisdonk, J. van. Sport en LHBT(I). Expertbijeenkomst n.a.v. notitie SCP.
- Maris, S. Studiemiddag Tarcisiusschool Nijmegen: autisme en zml. Studiemiddag 'Seksuele vorming in het (v)so'.
- Maris, S. Studieochtend C.P. van Leersumschool Zeist: autisme en zml. Seksuele vorming in het (v)so.
- Maris, S. Studiemiddag 'Seksuele vorming in het (v)so' Daniël de Brouwerschool te Wilp Studiemiddag 'Seksuele vorming in het (v)so'.
- Maris, S. Seksuele vorming aan leerlingen met een beperking. Mini-symposium GGD Hart voor Brabant.
- Maris, S. & Boet, A. (Movisie). Workshop lastige situaties. Teachers Talks Movisie.
- Maris, S. & Marti, J. (Hogeschool Arnhem en Nijmegen). Meet the Expert regio Nijmegen Lesgeven over huiselijk geweld, kindermishandeling en seksualiteit.
- Maris, S. & Micklinghoff, T. (CED-Groep). Seksuele opvoeding aan kinderen met ASS Workshop bijeenkomst autisment netwerk Alblasterdam.
- Maris, S. & Micklinghoff, T. (CED-Groep). Seksuele vorming aan leerlingen met een beperking Studiedag Op Koers! Pak 't Beet. Sociale Veiligheid LECSO.
- Maris, S. & Visser, J. ('s Heerenloo). Hoe geef je seksuele vorming aan leerlingen met ass? Workshop en focusgroep in kader van Academische Werkplaats Autisme.
- Maris, S., Bezoen, A. en Glenn (Saxion Enschede). Regionale Meet the Expert: trainingsmiddag in Enschede lesgeven over huiselijk geweld, kindermishandeling en seksualiteit. Meet the Expert.
- Maris, S., Zwanenburg, E. en Hoekstra, J. (ROC Friese Poort Sneek). Regionale Meet the Expert: Trainingsmiddag in Sneek lesgeven over huiselijk geweld, kindermishandeling en seksualiteit Meet the Expert.
- Samenwerkingsverband seksualiteit en seksuele diversiteit NIP/NVO. Themabijeenkomst Seksualiteit en verstandelijke beperking.
- Vermeulen, M. & Meijer, S. Werksessie: Wensen en grenzen rondom relaties en seksualiteit. Studiedag Kritische denkvaardigheden - Netwerk Burgerschap.
- Burke, E., A. Le May, F. Kebe, I. Flink, M. van Reeuwijk. Experiences of being, and working with, young people with disabilities as co-researchers: a case study from Senegal. Submitted for Qualitative Research.
- Burke, E., A. Le May, F. Kebe, I. Flink, M. van Reeuwijk. A qualitative study to explore the barriers and enablers for young people with disabilities to access sexual and reproductive health services in Senegal. Submitted for Reproductive Health Matters.
- Chau, K., Reeuwijk, M., van, Mbaye, S., Perceptions and results of youth participation: The youth focal point model in a sexual and reproductive health programme in Senegal. Submitted at Journal of Adolescent Health, but rejected due to lack of IRB clearance.
- Dewinter, J., Vermeiren, R., Vanwesenbeeck, I. & Van Nieuwenhuizen, Ch. (2016) Adolescent boys with Autism Spectrum Disorder growing up: follow-up of self-reported sexual experience. *European Child & Adolescent Psychiatry*. 25(9), 969-978, DOI 10.1007/s00787-016-0816-7.
- Dewinter, J., Vermeiren, R., Vanwesenbeeck, I. & Van Nieuwenhuizen, Ch. (2016). [Brief communication] Parental Awareness of Sexual Experience in Adolescent Boys With Autism Spectrum Disorder. *Journal of Autism and Developmental Disorders* 46, 713-719. DOI 10.1007/s10803-015-2622-3.
- Doornwaard, et al. (in press). Dutch adolescents' motives, perceptions, and reflections toward sex related Internet use: Results of a web-based focus group study. *The Journal of Sex Research*.
- Emmerink, Peggy, Vanwesenbeeck, Ine; van den Eijnden, Regina, ter Bogt, Tom (2016). The Relationship Between Endorsement of the Sexual Double

Standard and Sexual Cognitions and Emotions. *Sex Roles*, 75, 363–376. DOI 10.1007/s11199-016-0616-z.

- Emmerink, Peggy; Vanwesenbeeck, Ine; van den Eijnden, Regina; ter Bogt, Tom (2016). Psychosexual Correlates of Sexual Double Standard Endorsement in Adolescent Sexuality. *The Journal of Sex Research* 53, 286-297. DOI: 10.1080/00224499.2015.1030720.
- Huitema, Anneloes and Vanwesenbeeck, Ine (2016). Attitudes of Dutch citizens towards male victims of sexual coercion by a female perpetrator. *Journal of Sexual Aggression*, 22, 308-322. DOI 10.1080/13552600.2016.1159343.
- Krahé, B., de Haas, S., Vanwesenbeeck, I., Bianchi, G., Chliaoutakis, J., Fuertes, A., Gaspar de Matos, M. et al. (2016). Interpreting Survey Questions about Sexual Aggression in Cross-Cultural Research: A Qualitative Study with Young Adults from Nine European Countries. *Sexuality & Culture* 20, 1-23. DOI 10.1007/s12119-015-9321-2.
- Krahé, B. and Vanwesenbeeck, I. (2016). 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*, 22(2), 161-176. DOI 10.1080/13552600.2015.1066885.
- Michielsen Kristien, Sara De Meyer, Olena Ivanova, Ragnar Andersson, Rajib Acharya, Peter Decat, Olivier Degomme, Céline Herbiet, Caroline Kabiru, Evert Ketting, James Lees, Caroline Moreau, Deborah Tolman, Ine Vanwesenbeeck, Bernardo Vega, Lies Verhetsel, Chandra-Mouli Venkatraman (2016). Reorienting adolescent sexual and reproductive health research: reflections from an international conference. *Reproductive Health*, 13 (3). doi:10.1186/s12978-016-0117-0.
- Vanwesenbeeck, Ine (2016). More colors in a rainbow: Sari van Anders' Sexual Configurations Theory. *Archives of Sexual Behavior*, 45(3), 521-523. DOI: 10.1007/s10508-015-0627-9.
- Vanwesenbeeck, I., Westeneng, J., Boer, T., de, Reinders, J., Zorge, R., van, Lessons learned from a decade implementing Comprehensive Sexuality Education in resource poor settings: The World Starts With Me. *Sex Education: Sexuality, Society and Learning*, Volume 16, Issue 5, 2016 - see <http://www.tandfonline.com/doi/full/10.1080/14681811.2015.1111203>.

- **Dutch peer-reviewed articles**

- Deković, Maja, Daphne van de Bongardt, Laura Baams, Suzan Doornwaard, Wieke Dalenberg, Ellen Reitz, Judith Dubas, Marcel van Aken, Geertjan Overbeek, Tom ter Bogt, Regina van der Eijnden, Ine Vanwesenbeeck, Saskia Kunnen, Greetje Timmerman, & Paul van Geert (2016). Ontwikkeling van romantische relaties en seksualiteit van Nederlandse adolescenten in context: Project STARS. *Tijdschrift voor Seksuologie*, 40, 195-199.
- Doornwaard, Suzan M., van den Eijnden, Regina J.J.M., Vanwesenbeeck, Ine & ter Bogt, Tom F.M. (2016). It's kind of an exciting story: De rol van het Internet in de adolescentie seksuele ontwikkeling. *Tijdschrift voor Seksuologie*, 40, 212-218.
- Huitema, A. en Vanwesenbeeck, I. (in press). Attitudes tegenover seksueel grensoverschrijdend gedrag met mannelijke slachtoffers en vrouwelijke daders. *Tijdschrift voor Seksuologie*.
- Vanwesenbeeck, I. (2016). Pornografie-onderzoek in verleden, heden en toekomst. *Tijdschrift voor Seksuologie*, 40(3), 123-127.

- **Trademagazine and bookreviews**

- Vanwesenbeeck, Ine (2016). [Recensie] DeLamater, John & Plante, Rebecca F. (Editors) (2015). *Handbook of the Sociology of Sexualities*. Springer. *Tijdschrift voor Seksuologie*, 40, 232-234.
- Vanwesenbeeck, Ine (2016). [Opinieblog] Nieuw wetsvoorstel prostitutie criminaliseert zelfstandige sekswerkers. <http://burobrycx.nl/?p=1898> en <http://sekswerkergoed.nl/wet-regulering-prostitutie-revisited/>, 16 juni 2016.

- **International papers**

Vanwesenbeeck, Ine (2016). [TvS 40 jaar jubileumrecensie]. Carol S. Vance (Ed.). (1984). *Pleasure and Danger. Exploring Female Sexuality*. Boston: Routledge & Kegan Paul. Tijdschrift voor Seksuologie, 40(3), 183-184.

Vanwesenbeeck, Ine (2016). [Recensie] Outshoorn (Ed.) (2016). *European Women's Movements and Body Politics. The Struggle for Autonomy*. Palgrave MacMillan. Tijdschrift voor Seksuologie, 40, 55-57.

Vanwesenbeeck, Ine. (2016, September). [Panel Presentation] Walking Implementation Avenue. Share-Net Youth Week, 26-30 September, The Hague & Amsterdam.

Vanwesenbeeck, Ine. (2016, September). [Discussant] Understanding sexual exploitation in sex work. Meeting COST Action, 20-23 September, Zagreb, Croatia.

Vanwesenbeeck, Ine. (2016, August). [Key note] The verdict on sex work criminalization. An overview of emerging evidence. Summer Programme 'Sexuality, Gender Identity, and Sexual Politics in Amsterdam', University of Amsterdam, August 2, 2016.

Vanwesenbeeck, I. (2016, June). [Invited plenary] Sex, morals, rights: Trying to get beyond petrified controversies on commercial sex. The 42th Annual Meeting of the International Academy of Sex Research, June 26-29, Malmö, Sweden.

- **Non peer reviewed articles**

Okur, P. (2016). Sexual and reproductive health and rights of people on the move. *MT Bulletin*.

Reeuwijk, M., van, Singh, A., Meaningful Youth Participation as a way to achieving success - Results from operational research on MYP in a large-scale youth SRHR program in Africa and Asia.

- **Chapter in book**

Mevissen, F., Kok, G., Reinders, J., (in press). Hoofdstuk 9: Voorlichting en preventie. In: *Handboek Seksuologie*. Bohn Stafleu van Loghum, Houten, the Netherlands.

- **(research) report**

Mushtaq N., Younis F., Raza S., Jamshaid W. & Reeuwijk M. van, 2016, "Operations Research on Meaningful Youth Participation in Pakistan" (http://www.rutgers.international/sites/rutgersorg/files/Operational_Research_pdf/24.%20MYP_Pakistan_final.pdf).

Okür, p. End report Access, Services and Knowledge (ASK), Youth Empowerment Alliance. What young people want, what young people need. Oktober 2016.

Proceeding report "intervention for Perpetrators as Effort to Prevent Violence against Women" (Indonesia).

I&B consultancy, Rana I., Khanum A. & Zorge R. van, 2016, "Operations research on young people's SRHR health and information seeking behaviours and how to increase access to services" (Pakistan) (http://www.rutgers.international/sites/rutgersorg/files/Operational_Research_pdf/25.%20Health_information_seeking_Pakistan_final.pdf).

- **Factsheets**

- Seksuele en reproductieve gezondheid en rechten in Syrië.
- Seksuele en reproductieve gezondheid en rechten in Somalië.
- Seksuele en reproductieve gezondheid en rechten in Eritrea.
- Sexual and Reproductive Health and Rights in Syria.
- Sexual and Reproductive Health and Rights in Somalia.
- Sexual and Reproductive Health and Rights in Eritrea.
- Engaging Men in Promoting Men's Participation in Contraceptives for ICFP (Indonesia).

- **Manuals guidelines**

- Let's join MenCare+ Indonesia for ICFP.
- PhotoVoice: A creative and effective tool for purposes such as monitoring, participatory research, data collection, and capacity building (Engels).
- The World Starts With Me: A successful CSE programme for in- and out-of-school youth in Africa and Asia.
- Le Monde Commence Par Moi: (WSWM): Un programme de l'éducation sexuelle complet (ESC) pour les jeunes au milieux scolaires et extra-scolaires en Afrique et en Asie.
- My World My Life.

- **Other**

- Holden, S., Reinders, J., Evidence and Rights-based Planning & Support Tool for Empowering Approaches to SRHR Education for Young People. Rutgers and Stop AIDS NOW!, Updated Version. Amsterdam, the Netherlands, June 2016.
- PhotoVoice - Facilitators guide.
- PhotoVoice - Guide de facilitateur.
- An introduction to the Whole School Approach for sexuality education.
- We All Benefit: A guide on the Whole School Approach for sexuality education.

- Adolescent Boys and Young Men: Sexuality and Relationships. - Utrecht: Rutgers, 2016.
- Bakker, B., Hofs, L., Reinders, J., Building bridges. Towards mainstreaming of sexual and gender diversity in SRHR organizations. Lessons learned in Africa and Asia. Rutgers, Utrecht, the Netherlands, 2016.
- Blog published in BBC on CSE (Rutgers, WHO and Aahung) (Pakistan).
- Bootsma, M., Reinders, J., The way forward of Rutgers' CSE programs. Resource package and Report of the CSE managers week. Rutgers, Utrecht, the Netherlands, May 2016.
- Hand book for parenting; "Bagaimana bayi bisa di perut Ibu" (Indonesia).
- Leaflet; Perkembangan seksualitas Manusia (Indonesia).
- Module of Male involvement for health worker (Indonesia).
- Rana, I., Haider I, Most Significant Stories of Change from Pakistan.
- State of The World Father Indonesia 2015.

- **Presentations at Conference, Workshops, Symposia, expertmeetings etc.**

International Conference on Family Planning, Nusa Dua, Bali January 2016

- Reeuwijk, M., van, Singh, A., Panel session 'Youth-led Research and the Research Agenda on Adolescent Access to Contraceptives'.
- Reeuwijk, M., van, Grijns, L., 'Young People and Their Access to Contraceptives: Lessons Learned From Indonesia, Uganda and Ghana'.
- Hofs, L., Community approaches to demand creation: Supporting young people and community members to demand family planning services among their peers'.
- 'Achieving Gender Equality through Engaging Men's Participation in Family Planning: Stories of Impact of MenCare+ Program in Indonesia.
- Dam, R., van, 'Indicators and accountability, tracking and achieving universal access to family planning through the post-2015 framework'.

Women Deliver International Conference, Copenhagen, May 2016

- Reeuwijk, M., van, Panel session: 'Adolescent SRH and intergenerational roles; breaking the power dynamics'. Research and Power Dynamics. As an opportunity to address intergenerational power dynamics and to build positive youth-adult partnerships.
- Reinders, J., Booth Session: 'Let's talk about sex!' CSE - in school; a participatory teaching method.

- Reinders, J., Booth Session: 'Putting the sexy into SRHR: The Role of Pleasure in Comprehensive Sexuality Education.'
- Smit, I., Dam, R., van, "I Commit to Deliver": Advocacy campaign, side event and brochures.

Sharenet Expert Meeting

- Zorge, R., van, Linking CSE, YFSH and Enabling Environment – Results from the UFBR programme.
- Reeuwijk, M., van, Panel Discussion: Why we need to look beyond clinics and trainings?
- Reeuwijk, M., van, Young People as SRHR Researchers: Navigating Resistances (presentation).
- Wandega, A., Coping with resistance towards CSE and keeping CSE at the agenda and professionals motivated (presentation).
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Arthur van Schendelstraat 696
3511 MJ Utrecht
Postbus 9022
3506 GA Utrecht

+31 (0)30 231 34 31
office@rutgers.nl
www.rutgers.nl
www.rutgers.international

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