



Key Figures

Gender equality and sexual diversity



Gender equality and sexual diversity

Equality policy

The Dutch government strives to create equal rights for men and women and the LGBT community (lesbian women, gay men, bisexuals and transgenders) to ensure that all Dutch citizens can enjoy the same level of independence, resilience and equality. The Dutch government also aims to create a society in which people are safe to be who they are and are able to participate, regardless of gender, sexual orientation or gender identity.

The government focuses on:

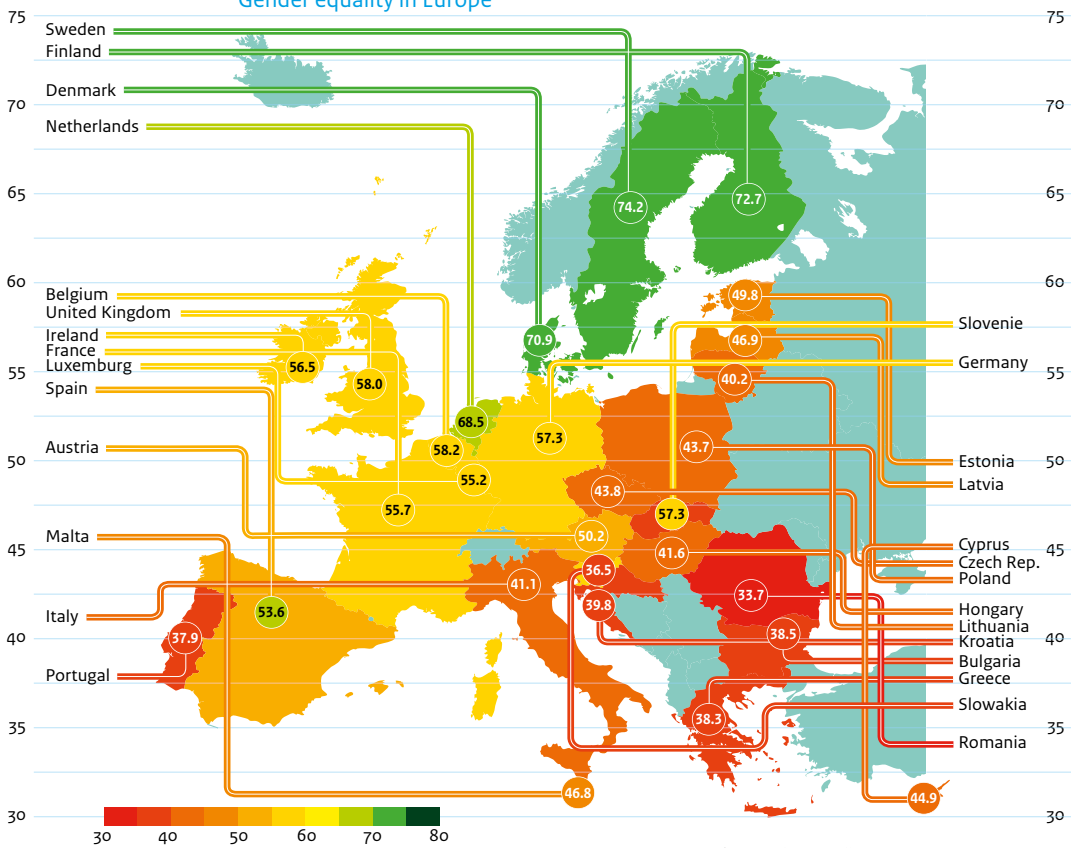
- Increasing the economic independence of women
- Raising the number of women in top positions
- Improving the social acceptance of LGBT persons
- Increasing the safety of women and LGBTs

The national government cooperates with municipalities, companies and social organisations to achieve these goals, and supports professional organisations operating in this field. The Minister of Education, Culture and Science holds overall responsibility for the Dutch equality policy, while cooperating with other departments, such as the Ministry of Social Affairs and Employment, the Ministry of Security and Justice and the Ministry of Health, Welfare and Sport.

Gender equality

Scandinavia apart, the Netherlands has the highest level of equality between men and women in Europe. This equality is measured on the basis of indicators, such as employment, income, education, power, safety and health. Dutch women only score relatively low on economic independence, as more women in the Netherlands work part-time.

Gender equality in Europe

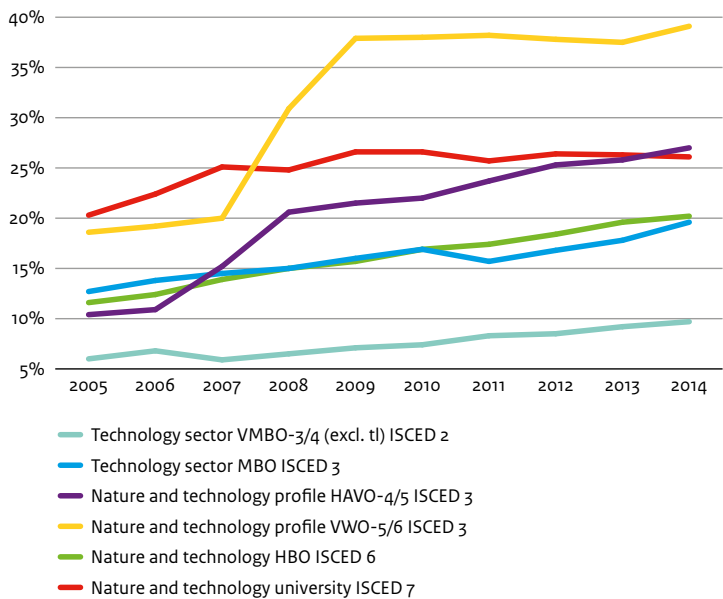


Source: European Institute for Gender Equality (EIGE), 2013.

Education

While Dutch women made up their arrears in education a long time ago, the percentage of women enrolled in science and technology-related study programmes has been lagging behind.

Number of women in science programmes (in %)



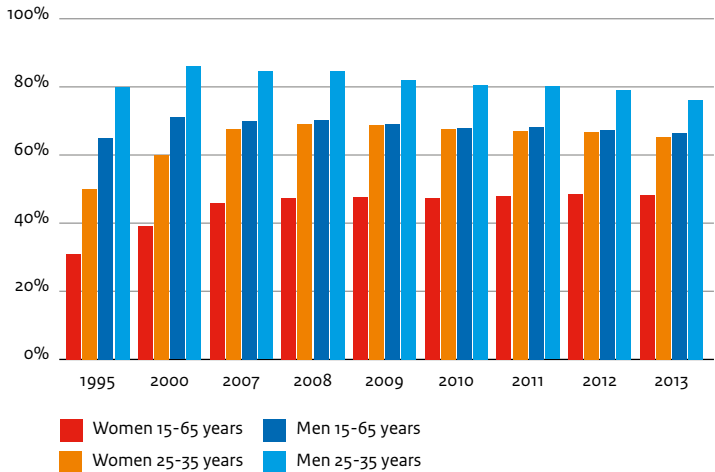
Statistics Netherlands

Women have always opted less for programmes in the nature and technology field, especially at the VMBO level. Although in 2014-2015 less than 10% of students in the VMBO technology sector were girls, this number signifies an increase from 2005-2006, when 6% of students in VMBO technology programmes were girls. This trend is also visible in other education types. Following the introduction of the new second stage in HAVO and VWO, the number of girls opting for the nature and technology profile in HAVO and VWO increased dramatically.

Employment

An increasing number of Dutch women are in paid employment, also after parenthood. However, they tend to have more part-time contracts, earn less and take on most care responsibilities, which renders them less economically independent than men. Furthermore, their advancement to higher positions is lagging behind.

Economic independence according to gender and age (in %)



Statistics Netherlands (statistics on income)

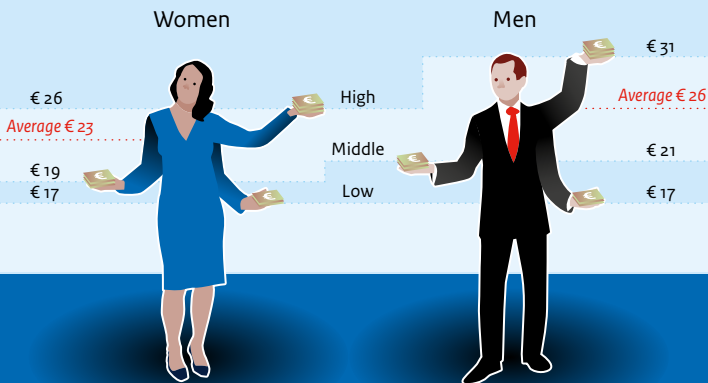
In 1995, 31% of women in the 15-65 age group was economically independent, while by 2000 this figure had increased to 39%. In 2013, almost half of the women in that age group were financially self-sustaining. Today, nearly two-thirds of women aged between 25 and 35 have economic independence. Overall, men tend to be more economically independent than women, also in the 25-35 age group. The economic independence gap between men and women has decreased in recent years, especially because more women are in paid employment these days.

On average there still is a difference in pay received by men and women. For example, in 2012 the average hourly earnings of women were EUR 23, while men's average hourly wages amounted to EUR 26. Highly educated women do earn 37% more than women educated at a lower level. For men this is 46%. The differences are even greater in the business sector. However, the yield of a higher education also depends on the degree programme completed, career choice, work experience and whether or not somebody holds a managerial position.

The government has conducted regional agreements with municipal authorities, companies and educational institutes ('Kracht on Tour') and has focused more efforts on women far removed from the labour market ('Eigen Kracht') in order to make better use of the talents of women and improve their position on the labour market.

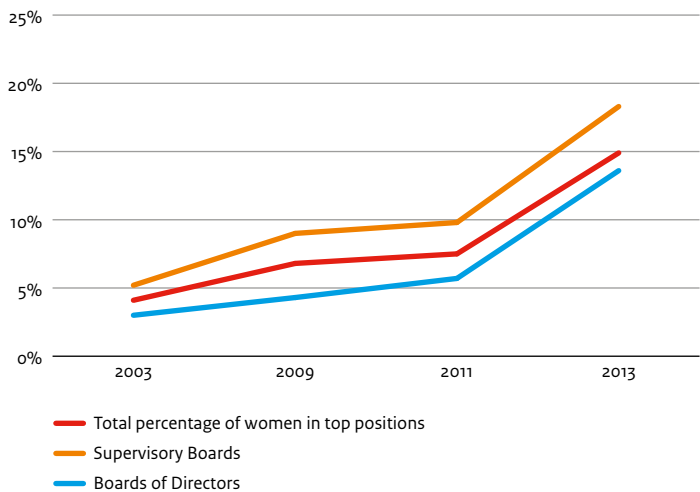
Moreover, the pay gap between men and women is being dealt with and the options to combine work with care obligations have improved.

Average hourly earnings in the government sector according to gender and educational level in 2012 (in Euros)



The government aims to have 30% of top positions filled by women. Large corporations must indicate the measures they have taken to increase the number of women in top positions.

Female representation in boardrooms at 500 largest companies (Boards of Directors and Supervisory Boards combined) (in %)



Elite Group (2014), Emancipatiemonitor 2014

The number of women in top management positions, in the Boards of Directors and Supervisory Boards combined, at the Netherlands' 500 largest corporations has risen significantly in recent years.

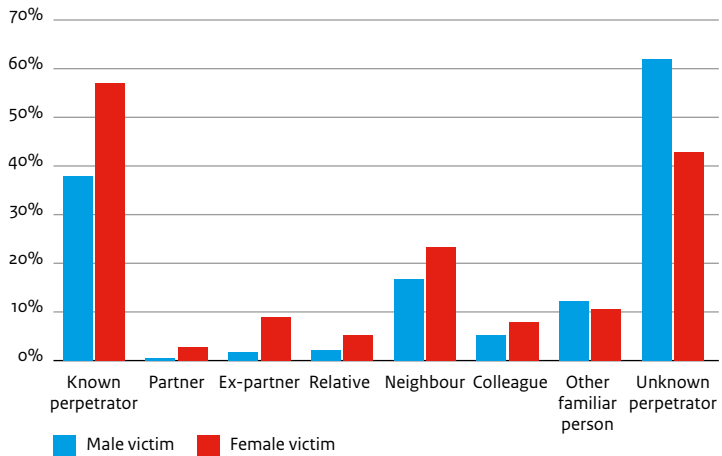
Board of Directors here includes boards, general management and CEOs. Supervisory Board here includes consultants to the Board of Directors and Management Board.

Safety

More attention is being paid to differences in safety between men and women. To this day, many women are still confronted with violence, including sexual violence, also in relationships.

Women still make up the majority of victims of domestic violence, as has become apparent from the Safety Monitor of Statistics Netherlands, which monitors developments in this area.

Perpetrators and victims of violence (differences between men and women)

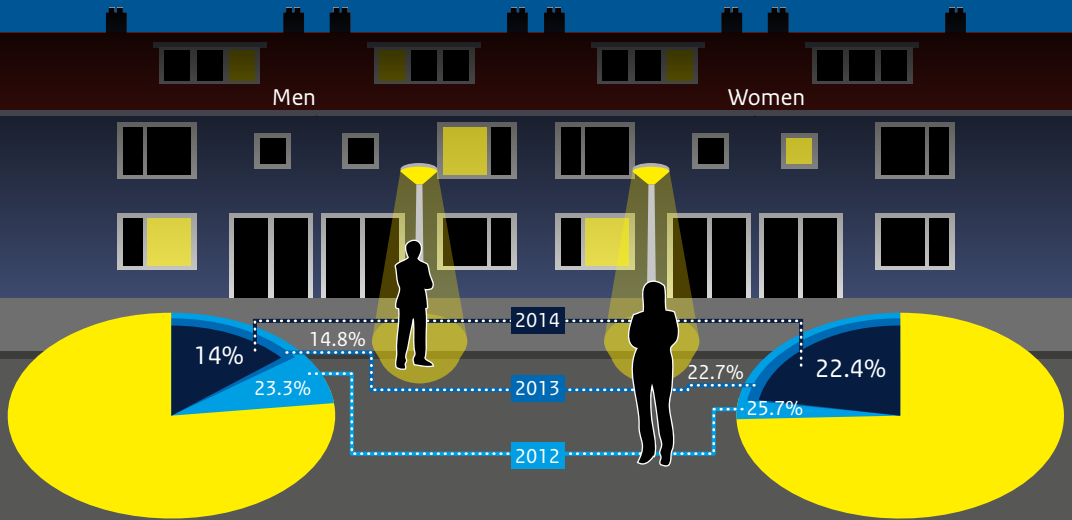


Safety Monitor, Statistics Netherlands

More often than men, women are victims of violence at the hands of partners or ex-partners, while men are more often victims of violence at the hands of strangers.

It is important to acknowledge the gender aspect of sexual violence and violence in relationships in order to tackle and prevent these issues. In addition to training counsellors, the government has launched a major campaign (WE CAN Young) to raise awareness of this issue among young people. WE CAN Young has set a clear goal: to teach young people how to treat each other with respect and to be aware of sexual and relationship boundaries.

Feelings of unsafety in own neighbourhood according to gender (in %)



Safety Monitor, Statistics Netherlands

Feelings of unsafety in a person's own neighbourhood are varied and are related to background characteristics. Women generally feel unsafer in their own surroundings than men.

In 2014, 22.4% of all women and 14% of all men had experienced feelings of unsafety in their own neighbourhood.

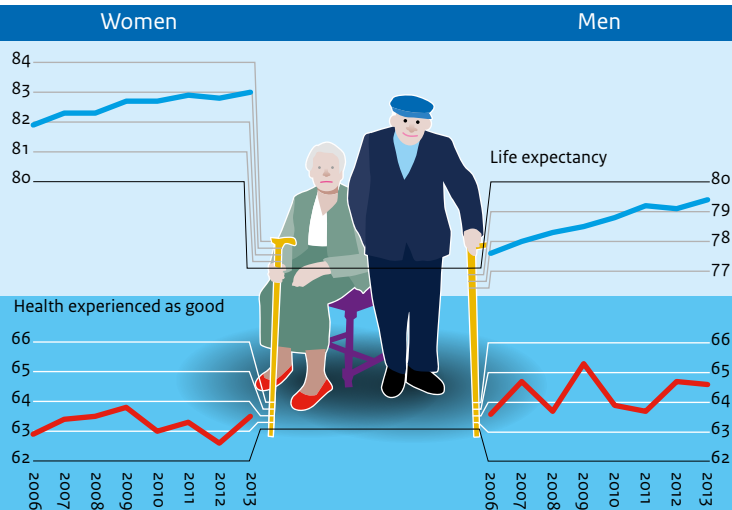
One in eight women does not open the door in the evenings due to feelings of unsafety.

Health

Although women on average live longer than men, they do so in poorer health.

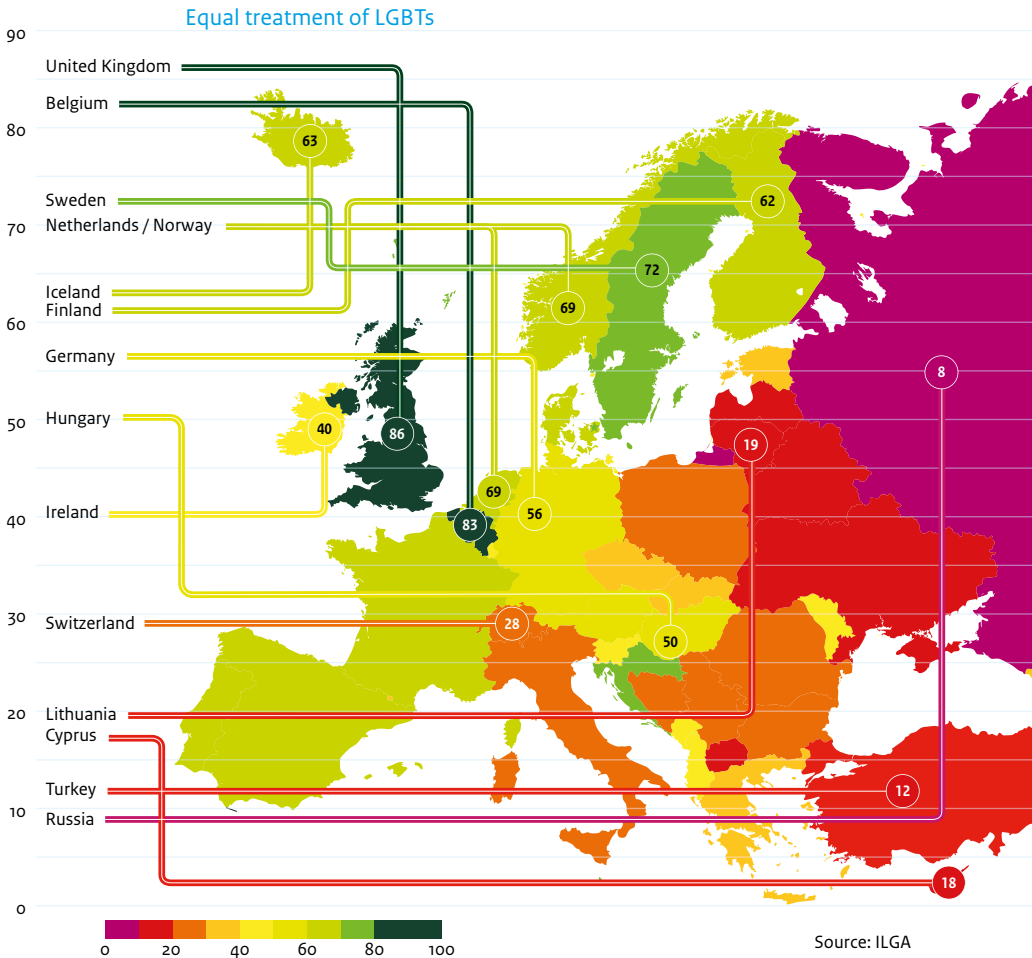
The life expectancy of women born in 2013 is 83, compared to 79.4 for men born in that year. For women and men alike, life expectancy increased between 2006 and 2013, although slightly less for women. As a result, the difference in life expectancy for women and men decreased from 4.3 years to 3.6 years between 2006 and 2013. Life expectancy 'in health experienced as good' is somewhat lower for women. The difference between women and men has increased since 2006, because the life expectancy for men increased more than for women.

Healthy life expectancy at birth, 2006-2013



Lesbian women, gay men, bisexuals and transgenders (LGBTs)

In 2001, the Netherlands was the first country to allow same-sex couples to get married. Today, it is still the world leader in the equal treatment of LGBTs in legislation and regulation and regarding social acceptance of LGBT people.

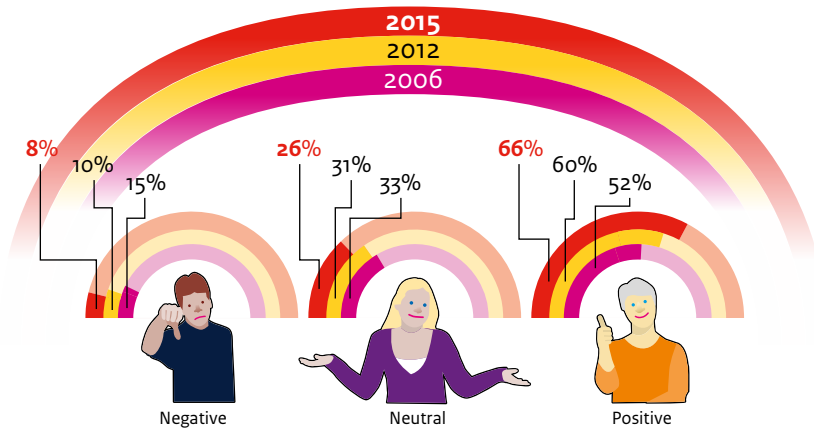


Social acceptance

The majority of the Dutch population believes that LGBT people should be able to lead the lives as they see fit. However, this level of acceptance is slightly lower among young people, older people and in religious and bi-cultural circles. There are various policy lines that could promote social acceptance: via municipalities ('rainbow cities'), national gay-straight alliances operating in the field of education, health care, sports and security, in which regular social organisations cooperate with LGBT associations, and through supporting projects aimed at groups with a lower level of acceptance, such as young people and bi-cultural and religious people.

Social acceptance of homosexuality in the Netherlands

(Percentage of Dutch people who are positive or neutral about homosexuality)



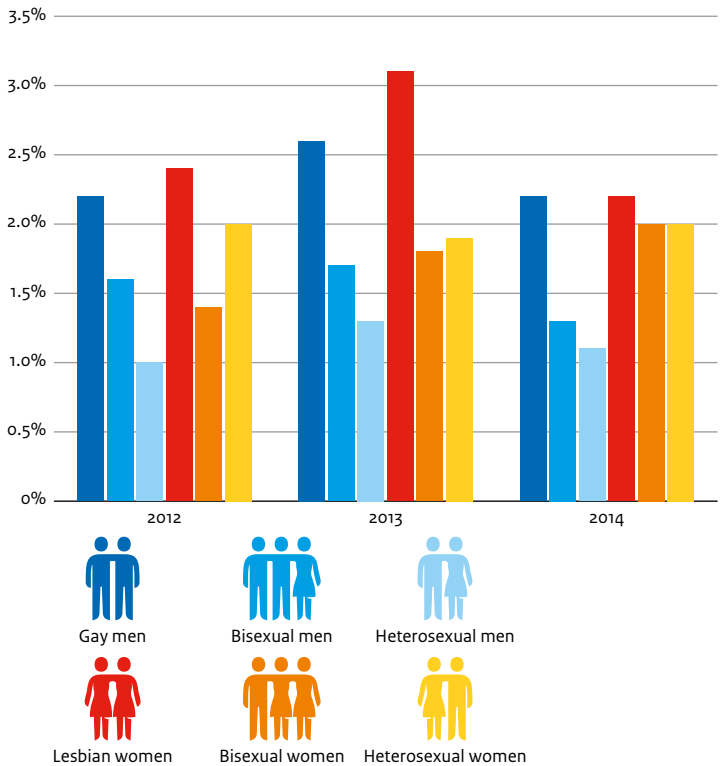
Netherlands Institute for Social Research, 2006/2012/2015

Social acceptance of homosexuality in the Netherlands has increased dramatically since 2006. While in 2006, 62% of Dutch people were positive or neutral about homosexuality, this figure had risen to 92% by 2015.

Safety

Despite an increased social acceptance, LGBTs are not safe to be who they are in all of the Netherlands.

Feelings of unsafety in own neighbourhood according to sexual orientation, 2012-2014 (in %)



In 2014, 18.2% of LGBT people occasionally felt unsafe in their own neighbourhood. It is clear that heterosexual men feel less unsafe in their own neighbourhood than others. The number of lesbian women with feelings of unsafety decreased between 2012 and 2014. Safety Monitor, Statistics Netherlands



Colophon

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