



**Rutgers**

For sexual and  
reproductive health  
and rights



**Annual  
report**

2021

We approach sexuality as a positive aspect of life that can be discovered, experienced and expressed without shame in a healthy, enjoyable and safe way.



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# Highlights 2021

## Merger with Dance4Life

After the merger in 2021, Dance4Life as a separate brand contributes to the goals of Rutgers and their allies. With their youth-centered approach using dance, music and pop culture role models, they add value to all activities in improving the sexual health and rights of young people worldwide.

## Social Change Agents

First batch of Social Change Agents is a fact and successful. These young people have contributed to word of mouth, campaigns, existing and new interventions.

## Gewoon. Bloot

Our cooperation in NPO Z@pp children's programme 'Gewoon. Bloot.', caused a hot mediastorm.

## Research Indonesia

First research into sexual wellbeing of 10–14-year-olds in Indonesia shared its results. Using data from over 4,000 young Indonesians who took part in the Global Early Adolescence Study funded by the Gates Foundation, the study showed that; while young adolescents in Indonesia score high on some aspects of sexual wellbeing, misconceptions, feelings of guilt and uncertainties related to sexuality are common, with clear gender differences.

## UN Commission

Rutgers was member in the governmental delegation to the UN Commission on Population and Development, which after long negotiations found consensus on a substantive resolution.

## Right Here Right Now

The video message by LGBTI-activist in the Right Here Right Now programme Jairo, won the Dutch High Flyer Award. This is a prize for the best communications product by a development organisation, awarded by the Expertise Centre Humanitarian Communication to organisations that steer away from traditional campaigns on development cooperation.

## Priority for SRHR

A sequence of advocacy activities resulted in the establishment of a new all-party parliamentary group and seksual and reproductive health and rights (SRHR) mentioned as priority issue in development cooperation in the new governmental agreement.

## Schaamteloos

Dance4Life reached over a million views for their second season of the Instagram campaign 'Schaamteloos' (Shameless) containing taboo-breaking interviews with popular influencers about sexuality and relationships.

### Online survey

The indirect impact of the COVID-19 pandemic, and the measures to curb it, have had a huge impact on all aspects of young people's lives. This has a detrimental effect on their sexual and reproductive health and rights, a study launched by Rutgers has found. The research showed that all negative effects are interlinked, laying bare and worsening existing inequalities. Almost 2,700 young people from Ghana, Indonesia, Kenya, Nepal, Uganda and Zimbabwe responded in an online survey.

### Summer of love

We helped young people on their way to a fun, sexy and safe Summer of love. Our communication tools reached 10.000 visitors and the online campaign was viewed 160.000 times.

### COVID-19 research

The follow-up studies conducted by Rutgers in collaboration with Soa Aids Nederlands on the impact of COVID-19 and related measures on adolescent sexual health generated a great deal of publicity.

### Ben je oké?

The Ben je oké? campaign has been expanded to include a toolkit for nightlife venues and has also been distributed to student associations. This campaign is a great success and leads to many requests from municipalities to also use the campaign for street harassment.

### Dance4Life China

The work of Dance4Life is expanding in China. Where we previously worked in 4 cities, in 2021 we started setting up the structures with our partner to start working in 14 cities from next year on.

### New corporate identity

We developed a new corporate identity. And all our websites are redesigned and rewritten. From 24 to 6 websites: Rutgers.nl, Rutgers.international, seksuelevorming.nl, seksualiteit.nl, seksindepraktijk.nl and the pubergids.nl

### Voting Compass

In the run-up to the parliamentary elections in March 2021, over 57,000 people compared their views on sex, relationships and intimacy with those of 11 political parties. The answers show broad support for the view that the government should commit to sexual and reproductive health and rights, both nationally and internationally. 93% of the people who filled the tool are in favour of a National Action Plan on the Prevention of Sexual Violence, 80% and 76% respectively wants the Netherlands to work on the prevention of harmful practices in other countries, and to speak out for the protection of women, LGBTI, sex-workers and drug users.

### She Makes Her Safe Choice

She Makes Her Safe Choice programme reached almost 19 million people in Kenya per quarter in 2021 with behaviour change communication campaigns to prevent unintended pregnancies and to reduce unsafe abortions.

We want young people to be free to enjoy their sexuality and relationships, while respecting the rights of others, in an inclusive society.



# 1 Introduction & Outlook

**The COVID-19 pandemic halted progress in sexual health. In many countries, there was less healthcare. Sexuality education and safe abortion care were not seen as important. Sexual rights were violated. This has damaged the lives of many people and makes our work even more urgent now. In the coming years, we want to bring sexual rights back to pre-pandemic levels and higher.**

In 2021, we have seen that we are flexible and resilient in the face of the ongoing pandemic. Working from home has become the new norm, our partners in countries are also well-equipped to do so. We are able to stay connected and work on our programmes virtually. Of course, the challenge of not meeting in person remains. It can be stressful and we also need direct contact, especially when creating work or working out new plans.

Last year was a special year for Rutgers. It was our first year as a new merged Rutgers together with Dance4Life. We tried to optimally combine the achievements of both organisations and used two brands. Halfway through the year, we presented our new strategy, which fits the new organisation. At the same time, we launched a renewed and improved web landscape and a new corporate identity.

In the new strategy, we outline our national and international ambitions for the period 2022 to 2025. In essence, it is about seeking and defending the freedom to enjoy our sexuality and relationships. This is important for everyone, but especially for young people. This freedom is based on respect for each other, but unfortunately this is under pressure or not easily achievable for many people. Rutgers' work is more relevant than ever; worldwide, young people are limited in their access to complete sexuality education, contraception, safe abortion and prevention of sexual violence.

To strengthen our work for the sexual health and rights of young people, Rutgers will: work with and for young people, strengthen our partners, translate scientific research into practice and back, raise public support for our issues, improve legislation and policy, strengthen our passionate staff and our organisation, and spread our funding.

Fortunately, with the current programmes in the international and national field Rutgers is well-placed to work with partners to strengthen the issues that are so close to our hearts. The pandemic has led us to set up our programmes in a more virtual and agile way. We are also making strategic investments in accelerating the growth of good online information and sex education for young people out of school.

The new strategy and the merger also led to a number of internal points of attention. Rutgers has started a culture trajectory in which we want to make our new values tangible throughout the organisation: passionate, positive, professional, open, learning, courageous and just. In the management team, special attention was paid to a leadership programme in line with those values.

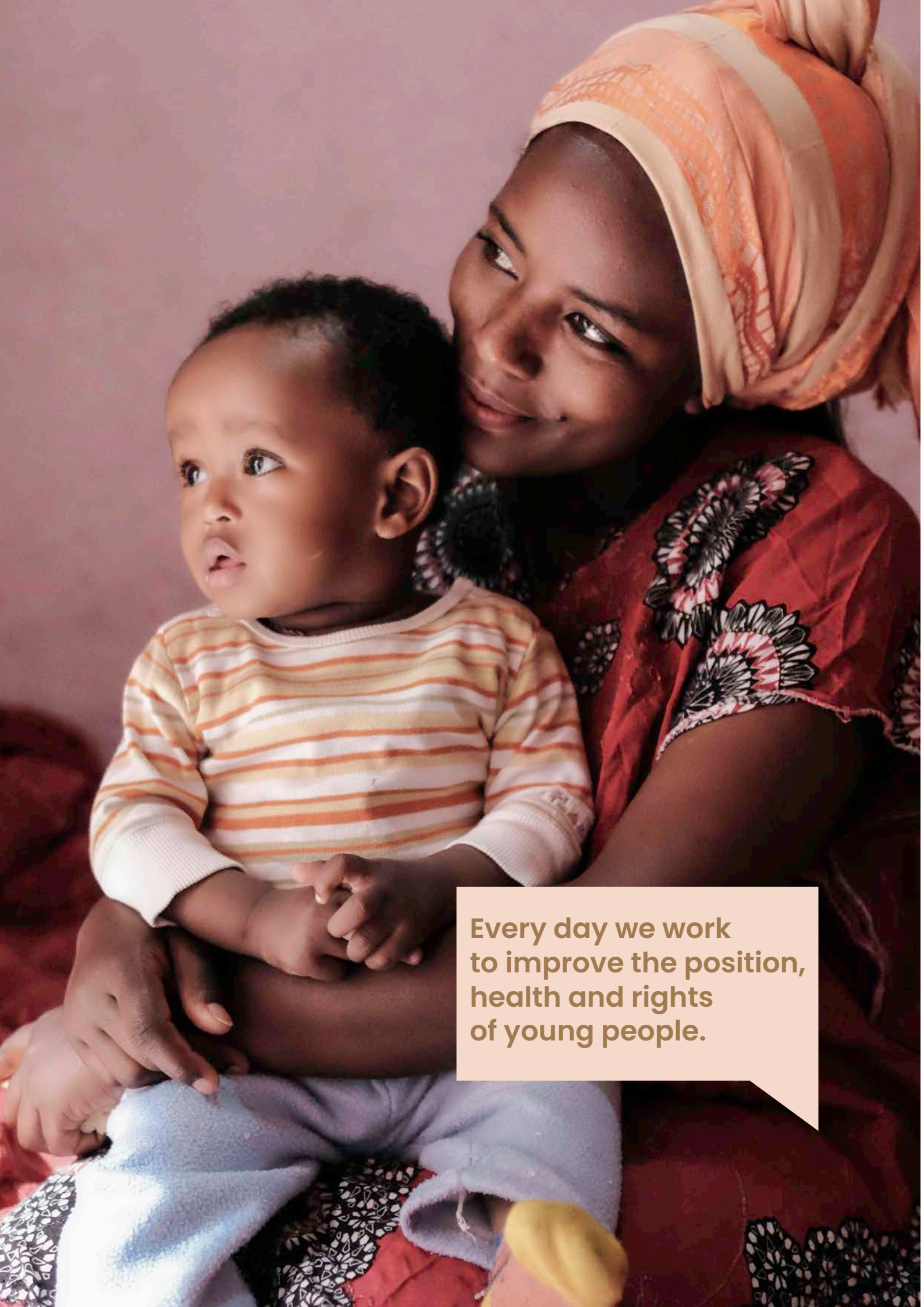
We are satisfied and proud of what has been achieved around sexual health in 2021, despite the adjustments the pandemic sometimes required us to make. As an organisation, we have implemented innovations that will serve us well in the years to come. We anticipate a management change in 2022, because Rutgers started recruiting a new executive director at the end of the year. We are confident that Rutgers will be able to contribute to the lives of many people in the area of sexual and reproductive health and rights from a strong position in the coming year.



Marieke van der Plas  
Executive director  
as of 1 May 2022



Mirjam de Blécourt  
Chair Supervisory board



**Every day we work  
to improve the position,  
health and rights  
of young people.**



## 2 Our strategy in short

### Who we are: Rutgers, leading centre on sexuality

**Rutgers has over fifty years' of knowledge and experience of working with young people on sexuality and is now a leading organisation in the field of sexual and reproductive health and rights (SRHR) and meaningful youth engagement, both in the Netherlands and internationally.**

Sexual and reproductive health and rights are not only about being physically healthy, but also mentally and socially healthy when it comes to sexuality and reproduction. They relate to the individual, their relationships and society. They are also more than the absence of sickness: good sexual health is about having pleasurable sexual relationships, self-esteem, and relationships based on trust and communication. At Rutgers we talk about sexuality openly and practically. We base our work and content on research and experience and dare to address difficult and controversial issues. We commit ourselves to always work in an inclusive way and with respect for diversity in context and culture.

#### Our themes

Every day we work to improve the position, health and rights of young people. We work on sexuality education and information, access to contraception and safe abortion, and the prevention of sexual violence. Our priority themes lead us to strategise and collaborate with partners who are working on related themes including HIV and AIDS and reproductive health, and those from the women's movement and LGBTI+ movement.

In order to have an impact on these themes we combine programmes with research and advocacy. And most of all we work in partnerships.

#### Dance4Life

We are also Dance4Life. In order to connect with young people in their world of interest and to fundraise effectively we operate under two brands: Rutgers and Dance4life. Dance4Life has a powerful methodology for engaging young people and a specific approach to financing projects worldwide. The merger of Rutgers and Dance4life has increased our potential for impact and to diversify funding.

#### Just

All people have equal rights and access to care, sexuality education and information regardless of the gender(s) they identify with or express, sexual orientation, age, race, cultural background, religion, socioeconomic status, health or (dis)ability. We take an intersectional approach to empowerment and inclusivity. We want to challenge gender stereotypes and unequal power relations so that we can contribute to a level playing field where all people are free to enjoy their sexual health and rights.





**We work on many programmes and projects in more than 20 countries and with many partners.**

### 3 Data core indicators 2021

Rutgers contributes to empowering young people by improving their Sexual and Reproductive Health and Rights (SRHR). We work on many programmes and projects in more than 20 countries and with many partners. In each of our programmes, our work is guided by research, implementation and advocacy. We use participatory approaches and we translate evidence (research) into practice (implementation and advocacy) and vice versa, in order to ensure the relevance of our work. The quality of our work is ensured by working evidence-based and contextualized. The core programmatic indicators provide an overview of Rutgers' major programmatic achievements in 2021 by bringing together the results from all our national and international programmes.

	2021*	2020
Number of people reached with SRHR messages and information**	1,077,850,000	269,613,512
Number of young people (until 30) provided with Comprehensive Sexuality Education (CSE) as part of Rutgers' programmes	799,400	566,855
Number of Sexual and reproductive healthcare (SRH) services provided to young people (until 30) as part of Rutgers' programmes	431,800	1,726,831
Number of professionals trained in SRHR	14,718	18,328
Number of external publications and presentations that contribute to the SRHR knowledge base	137	160
Number of allies/stakeholders/influencers who actively support our SRHR work	129	707
Number of civil society organisations (CSO) strengthened in SRHR programming	97	127
Number of occasions in which youth and civil society organisations have participated in policy decision making processes that affect their lives	58	72
Number of regional and international agreements that maintain or strengthen progressive language on SRHR	14	9
Number of positive changes in (implementation) of laws & policies on SRHR	13	47

\* Differences between 2020 and 2021 can be explained by programmes ending and new programmes starting. Furthermore, a new way of adding the numbers when it comes to communication gave a high increase in the first indicator.

\*\* Includes social media, online media, printmedia and radio and TV, at both national and international level. Therefore the numbers are high.



Improve laws  
and policies.

## 4 Advocacy

**2021 was the year in which the Dutch coalition government fell mid-January, just prior to the end of its four-year term. Parliamentary elections were held as already planned, and were followed by prolonged negotiations between political parties to form a new government. This was combined with a large number of changes among the outgoing government, especially around the position of the Minister for International Trade and Development Cooperation.**

This hampered advocacy work as an outgoing government does not make new commitments or develop new policies, and a number of issues were being postponed time and again as not to complicate negotiations for a new cabinet even more. The work was also hampered by the COVID-19 pandemic, which was the main priority issue in Dutch politics throughout the year. Rutgers' advocacy efforts maintained the focus on securing parliamentary support for Sexual and Reproductive Health and Rights (SRHR), as well as support from the forthcoming coalition government. And despite the political situation and the pandemic, we can say that we have been successful in this and reached all the goals we set in the Year Plan.

### Dutch Development Cooperation

#### Voting compass

In early 2021, just prior to Valentine's Day, a neutral voting compass, the 'Politieke Sekswijzer', was launched, developed by Rutgers jointly with partners from Amref, CHOICE and Aidsfonds. Political parties were approached to give their opinion on fifteen statements on both national and international topics, as well as an explanation of their stance. It immediately attracted a lot of media attention, and in total over 57,000 people filled in the tool. With the results, five infographics were developed underlining the broad support for SRHR, which were shared on social media and used in our advocacy efforts.

#### Launch State of World Population Report

This year's UNFPA report My Body is My Own: claiming the right to autonomy and self-determination was again launched virtually, including speakers from the transgender community in Nepal, the network for safe abortion in Kenya, and the Dutch Youth Ambassador for SRHR.

#### 'Vrije doos' for Members of Parliament

In collaboration with nine organisations, Rutgers handed over the 'Vrije Doos' (literally 'Free box') to welcome new members of the Parliamentary Commission on Development Cooperation and International Trade. The box contained a magazine with facts and stories on SRHR, as well as a number of gadgets symbolising different topics. Through this event, contacts were established with seven newly elected Members of Parliament (MP's) of different political parties who attended.

#### Multi-party parliamentary initiative

A new multi-party parliamentary group was set up with representatives of nine different political parties. At the launching event, speakers dealt with the challenges of realising SRHR for women and girls in Ethiopia, and the access for young people including LGBTIQ+ youth in times of COVID-19 and other crises. The meeting was organised in a hybrid fashion, with just a few MPs attending in person while others shared messages online. Different members of the multi-party initiative mentioned and supported SRHR on various occasions.

#### New coalition agreement

During the year, Rutgers reached out both independently and jointly to the negotiators as well as



the political parties involved in the negotiations to form a new government. Also, input was provided to MPs on a number of occasions in relation to relevant debates. The coalition agreement, which was reached in December 2021, mentioned SRHR as priority in the paragraph on development cooperation.

## Advocacy in the Netherlands

Rutgers advocated for a number of issues at domestic level, including removing the mandatory five-day waiting period before an abortion, making the abortion pill available through the general practitioner, and a national action plan on the prevention of sexual violence. Debates in parliament kept being postponed, as well as the round tables for which Rutgers was invited. The push for the inclusion of Comprehensive Sexuality Education (CSE) and speeding up the curriculum revision process also did not resonate. The bottom-up revision process was a rather tedious process and the insights around sexuality education seemed to disappear. The revision process itself has been revised, with particular attention for the secondary school final exams as well as the core goals.

Despite this political situation, a lot of activities took place and Rutgers kept the pressure up. This included the petition to prevent sexual violence (#TotHier), resulting in over 13,000 signatures which were handed over to MPs from six political parties. A non-public meeting was organised for these MPs to talk more in depth about prevention of sexual violence. In December, the round table on sexual violence organised in parliament took place, with Rutgers as one of the speakers. This set the scene for good results in 2022.

**Together with Amnesty International, the Centre on Sexual Violence, and the National Rapporteur on Human Trafficking and Sexual Violence Against Children, Rutgers prepared input on the prevention, detection and prosecution of sexual violence.**

This input was meant to inform a parliamentary discussion connected to a new proposed law on sexual violence to improve protection for victims of

sexual violence, and better clarify what behaviour and acts are punishable. The new law also includes online harassment. The need to focus more on the prevention of sexual violence was reiterated in our advocacy work towards the negotiators trying to form a new coalition government, as well as the political parties and MPs involved in this process.

**In the different sections of the coalition agreement released in December 2021, there are numerous leads around the issues Rutgers advocated for, such as abortion, contraception, sexuality education, and reducing sexual violence.**

Finally, in relation to the upcoming municipal elections in March 2022, a letter was sent to the five biggest parties of the 50 largest municipalities in the Netherlands. Jointly with COC, Soa Aids Nederland, Movisie and Pharos, Rutgers advocated for inclusion of SRHR in the election programmes of these political parties.

## International Advocacy

Rutgers was active in relation to three different international processes: processes related to the Beijing Platform for Action, both the UN Commission on Status of Women and Generation Equality Forum; the UN Commission on Population and Development, reviewing the International Conference on Population and Development (ICPD), especially the part on population, food security, nutrition and sustainable development; and finally the Human Rights Council.

Together with the networks Share-Net and WO=MEN, Rutgers organised a well-attended meeting 'Achieving Gender Equality and SRHR - International advocacy challenges and opportunities in 2020 & 2021'. Representatives of the Dutch Ministry of Foreign Affairs and the Ministry of Education, Culture and Science sat on the panel discussing the upcoming international meetings of the special UN commissions and the Beijing+25 process.

Rutgers was actively engaged in the negotiations of the UN Commission on Status of Women (CSW), providing quality textual input for the outcome resolution. After lengthy negotiations, a new text was

drafted, based on the text of two years ago, not negotiated but at least adopted. Rutgers was a member of the Dutch governmental delegation to the UN Commission on Population and Development (CPD). The work ranged from providing inputs for the zero draft and being actively engaged in negotiations to the co-organisation of a side event by the Netherlands, South Africa, Canada, Mexico and United Nations Population Fund (UNFPA) on 'The impact of COVID-19 on realizing the International Conference on Family Planning (ICFP) agenda, SRHR and gender equality'. At this side event, two youth advocates from Rutgers' partner organisations involved in Rutgers' research on this topic spoke about the huge impact of COVID-19 on young people's SRHR.

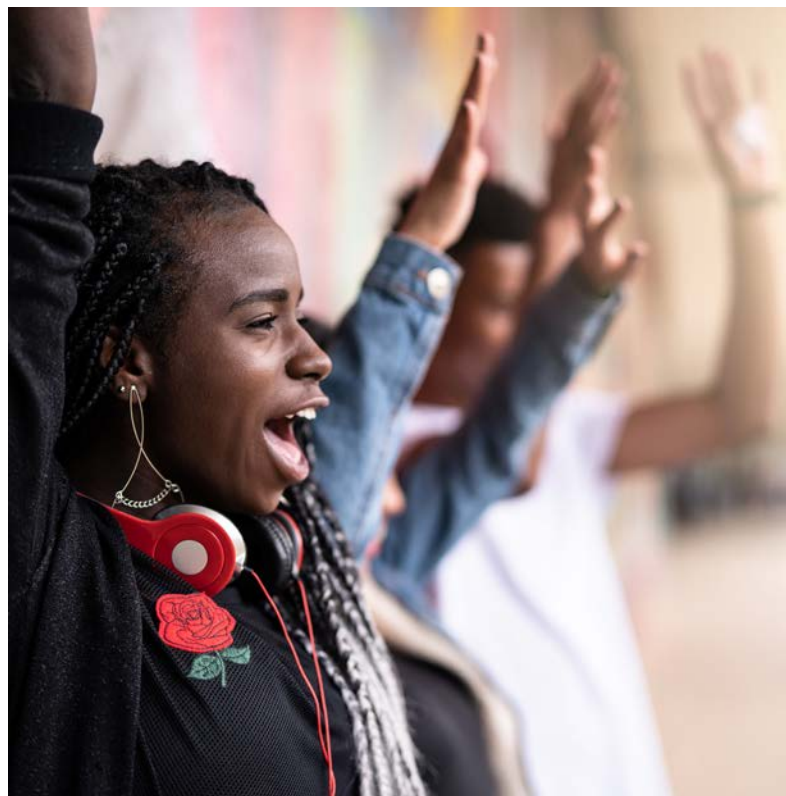
After long negotiations, the 54th CPD reached consensus on a substantive resolution. Member States agreed to take action to fight hunger and malnutrition and to promote equal opportunities for women and girls. Special attention was given, amongst other things, to the nutritional needs of pregnant women, adolescents and marginalised communities, and to the impact of COVID-19 on access to Sexual and Reproductive Health (SRH) care services and SRH and Reproductive Rights (RR).

In 2021, the celebration of the 25th anniversary of the Beijing Platform for Action, the outcome of the Fourth World Conference on Women (1995), took place. This celebration, called the Generation Equality Forum (GEF), was actually due in 2020, but postponed to 2021. Six thematic multi-stakeholder action coalitions (AC), a global Compact and a Youth Taskforce were launched to develop priority actions and foster new commitments to further the Beijing agenda. Each AC was led by a multi-stakeholder group consisting of governments, foundations, civil society actors, private sector and UN organisations and came with a set of concrete and ambitious actions. This set can be found [here](#).

UN Women announced that the GEF raised 40 billion dollars. Rutgers collaborated with Dutch networks, with the Dutch Ministry, as well as with civil society involved in the process, including International Planned Parenthood Federation (IPPF), to influence the process and its outcomes, and also presented its own commitments. Immediately after the Forum, Rutgers moderated a debriefing session for Dutch civil society.

At the Human Rights Council 48, Rutgers co-organised a side event as part of the Right Here Right Now 2 and Power to Youth Programmes. The side event was co-sponsored by the Missions of Mexico and Denmark in Geneva. There were speakers from Ghana, Indonesia, Benin, and the Central African Republic, a representative from UNESCO and the Mexican Delegate for Human Rights. A wide range of topics were covered, from the role of grassroots groups in supporting advocacy related to child early and forced marriage (CEFM) and SRHR of young people and children, to the contribution of comprehensive sexuality education to ending CEFM. The event had simultaneous translation in English and French and was moderated by the Dutch Youth Ambassador for SRHR Lisa de Pagter.

This year the Netherlands led the negotiations on the resolution concerning child early and forced marriage (CEFM). Rutgers stayed in close contact with those working on the resolution on the part of the government, as well as with civil society organisations advocating for SRHR. During these online negotiations, Rutgers also spoke to all negotiating member states to keep sexuality education in the text without narrowing the definition. The final text does take up sexuality education, without mentioning it as such: "[...] age-appropriate comprehensive education, [...] with information on sexual and reproductive health, gender equality and [...]". And despite tough negotiations, intimate partner violence, reproductive rights without a qualifier, and bodily autonomy and integrity also stayed in the text.



**Together with partners we work to improve sexual rights, access to sexuality education and information, access to contraception and safe abortion, and prevention of sexual violence.**





## 5 International programmes and resource mobilisation

The international programmes department grew substantially in 2021. This was due to a number of factors: the integration with the international Dance4Life team, being successful in obtaining programme funding from the Ministry of Foreign Affairs (MoFa) and restructuring the department into fully multi-disciplinary teams. Not only the growth of the department led to a structural change but also working through the second year of COVID-19 with no international travel.

The start of all three large international programmes was done through screens. This was not always necessarily a bad thing. For instance, we saw the engagement of young people growing, we had more people joining different kick-off meetings, and online seminars were visited by larger numbers of people. In 2021, the International Department went through many developments. New programmes were set up, old ones had to be finished, staff was not fully recruited, and the roles and responsibilities of some staff members changed.

The deliverables for each programme are part of the Rutgers Year Plan. The start up of the new MoFa programmes was challenging, but in the end we performed beyond expectations and reached the goals we had set in the Year Plan. Especially when it came to reaching young people the new programmes already had promising results.

In this light, the department and its partners have shown resilience and dedication in 2021. For the new partnerships, all partner organisations went through a thorough Organisational Capacity Assessment. These assessments indicated that there were potential risks, for example, insufficient capacity on sexual exploitation, abuse and harassment (SEAH) procedures, or on data security. In 2021 and 2022, the department is investing in a Safety & Security and SEAH expert to support both Rutgers' work as well as that of the partners.

### Programmes

#### Generation G



**Total budget:** € 25,065,792  
**Donor:** Ministry of Foreign Affairs  
1/1/2021 – 31/12/2025

The Generation G partnership strives towards the creation of gender-just and violence-free societies with and for young people in their full diversity. The partnership raises public support, advocates for improved policies and laws, and strengthens civil society as a way to contribute to gender justice.

The partnership works on three interrelated challenges: gender-based violence, the unequal division of care, and women's lack of access to civic space. The programme has partners in Indonesia, Jordan, Lebanon, Morocco, Rwanda, South Africa, and Uganda, and is a collaboration with a global consortium consisting of Rutgers (lead), ABAAD, Promundo and Sonke Gender Justice. Generation G works with a Youth Board to ensure the voice and views of young people are included in the global programme team and steering committee.

In its initial year, a baseline study provided important research findings to improve and further shape the programme design and inform the strategies related to the pathways for public support, advocacy and capacity strengthening of civil society organisations (CSO's). In 2021 the country coalitions have already made some great strides: that were anticipated in the Year Plan but not expected to be so successful in the first year of the programme. The Indonesian coalition has started to influence ten legal documents focusing on violence against girls and women, such as the Elimination of Sexual Violence Bill. The coalition in Rwanda has reached over 6 million people via online and offline dialogues and campaigns on gender justice, gender-based violence (GBV) prevention and equal division of care, through social media, radio, TV and offline events. In South Africa, the coalition reached three advocacy initiatives, namely on the Hate Crimes Bill, the Universal Basic Income Grant, and initial work on the National Strategic Plan on gender-based violence and femicide. Furthermore, Rutgers has taken the lead on global advocacy, and participated in the Commission on the Status of Women, Human Rights Council, and the Generation Equality Forum.

### Risks

COVID-19 was found to be the most widespread risk for all programme partners, as it impacted the physical and mental wellbeing of staff, impacted and delayed activities due to government restrictions, and severely impacted young people due to the closing of schools. This was mitigated by moving activities online wherever possible. Opposition to (online) activities was a risk in Indonesia, South Africa and Uganda. This was mitigated by further trainings of online advocacy activities. Due to economic crises and political unrest and opposition in Jordan and Lebanon, and the de-prioritisation of the gender agenda in Jordan, Lebanon and Uganda, the programme was influenced significantly and experienced delays.

### Lessons learned

Moving operations online due to the COVID-19 pandemic has had some unexpected positive outcomes, such as youth participation increasing considerably. Additionally, online platforms were used successfully to onboard new team members. In some country contexts, meaningful participation from young people was found to be a challenge in contexts where the gender agenda is not prioritised. Exploring relevant entry points that ensure young

people's needs and concerns are being heard and acted upon is a first step towards gaining their trust, and using approaches that address young people's major needs and concerns from the outset is an important learning.

A few country coalitions have pursued intergenerational work with other CSOs, and have identified many intergenerational allies for youth involvement and participation and learned to encourage the development of gender-just spaces.

## Right Here Right Now 2



**Total budget:** € 57,460,365

**Donor:** Ministry of Foreign Affairs  
1/1/2021 – 31/12/2025

**Right Here Right Now 2 (RHRN2) is a five-year programme and global strategic partnership active in ten countries in Africa and Asia. It envisions a world where young people in all their diversity enjoy their sexual and reproductive health and rights in gender-just societies.**

Young people are at the forefront of our partnership. We seek to unleash the power of youth, to increase public support for sexual and reproductive health and rights, to improve policies and laws, and to strengthen civil society. The consortium consists of Rutgers (lead), RNW Media, ARROW, CHOICE for Youth and Sexuality, Bandhu, AMPF and RHU, with Dance4Life and IPPF AR as technical partners.

In the inaugural year of the partnership, a considerable amount was achieved at both country and global level, despite the context of an ongoing pandemic. The foundations were laid, including ten country coalitions involving 52 civil society organisations gearing up to promote and respect the sexual and reproductive rights of young people in all their diversities. Also, baseline studies in the countries were done which will inform future strategies and plans.

A vital first step towards young people's empowerment is their access to quality sexual reproductive health and rights (SRHR) information and education. In 2021, 80,778 young people were reached through in-school and out-of-school comprehensive sexuality education (CSE) and information. With sustainability in mind, Rutgers also commissioned a study for reaching scale in CSE through institutionalisation in four countries. Aiming to build a critical mass that reinforces positive norms and values regarding young people's SRHR and gender justice, country coalitions worked with journalists and social media influencers as well as community and religious leaders.

In 2021 a number of advocacy wins were already achieved at global and national level. At the UN Commission on Population and Development and the Human Rights Council, SRHR-related resolutions<sup>1</sup> were adopted following involvement of partners through the Global Advocacy Group.

At national level, a joint agreement between the Ministry of Health and the Ministry of Education and Culture in Indonesia was signed on December 6th 2021. Together with United Nations Population Fund (UNFPA), the partnership negotiated with the two ministries to train 3000 teachers in CSE in 250 districts. In addition, Rutgers Indonesia and the Ministry of Education and Culture developed CSE materials for teacher training on special needs (disabilities) and introduced it to 54 teachers from 11 provinces.

**Another win is that through a litigation case of the Right Here Right Now Ugandan coalition, a Uganda court ruled that the Government's delay of over ten years to develop a comprehensive sexuality education policy in Uganda is a violation of Uganda's obligations in international and national law, and ordered the Government to develop such a policy within two years.**

<sup>1</sup> CSW65 agreed conclusions on women's full and effective participation and decision-making in public life, as well as the elimination of violence, for achieving gender equality and the empowerment of all women and girls  
CPD54 resolution on food security, nutrition and sustainable development  
HRC2021 resolution on violence against women  
HRC2021 resolution on female genital mutilation  
HRC2021 resolution on preventable maternal mortality and morbidity

In 2021, 4,177 people were reached through capacity-strengthening and linking and learning events at national, regional and global level. A range of e-learning modules including one on gender transformative approach (GTA) and CSE and another on SRHR values were developed to respond to the increased demand for digitalised approaches during the pandemic.

### Lessons learned

Due to limited travel possibilities during COVID-19, but the depth of in-person interactions was missed. In some countries, it proved hard to meet online due to internet connectivity, and in addition – for instance – partners from Burundi and Tunisia did not get together at all, which made it difficult for Rutgers to provide support. The baseline highlighted how internet access and availability differ significantly among the ten countries, mainly due to differences in affordability and the lack of access in rural areas. A key learning is how digital strategies need to be tailored to each country context.

### Risks and mitigation

The risk of ongoing and increasing opposition to SRHR, often coupled with shrinking civic space in general, continues to be a challenge within the programme. Opposition groups are increasingly well funded, well organised, and effective in getting their messages to a wider public as well as to policy- and decision-makers. We continued mitigation strategies, including opposition monitoring and safety and security policies and trainings.

Furthermore, a Community of Practice on Dealing with Opposition was established to share best practices and build mutual capacity among partners. On the back of the challenges that COVID-19 presented, country coalitions took a more leading role, and more young people were reached through online interventions and innovations, such as the creation of a hybrid online/offline sexuality education curriculum in Indonesia.

Safety and security continue to pose an ongoing risk, including digital security. In 2021, several incidents occurred, for example young people, human rights defenders and staff being harassed, bullied and trolled in digital spaces, and the hacking of a partner organisation's information systems. Mitigation strategies include the development of a partnership-wide policy, security trainings and advisory sessions.

## Centres of Excellence



**Total budget:** USD 6,282,752  
**Donor:** Global Affairs Canada & International Planned Parenthood Federation  
April 2019 - Sept 2022 (potentially March 2025, pending approval)

The Centres of Excellence programme supports the work of three regional Centres of Excellence (CoEs) in youth-centred programming and comprehensive sexuality education (CSE). The objective of the CoE is twofold: 1) delivery of CSE and SRH services, and 2) enabling stakeholders to implement and scale up CSE and SRH services to young people through the provision of technical assistance, sharing best practices, and knowledge production at national and regional levels.

The Regional CoEs are ATBEF in Togo, Profamilia in Colombia and PPAG in Ghana. ATBEF has been a CoE since the project began in 2019. Profamilia and PPAG started their role as CoE in March 2021. The Centres of Excellence are a unique opportunity to gather and share expertise and knowledge with other organisations, institutions, peer educators, activists and government decision-makers. This supports them to sustainably deliver and scale up quality and comprehensive sexuality education to millions of young people. The Centres are regional hubs, they spread their experience and thought leadership on sexual and reproductive health and rights throughout Latin America and Africa. Over 250,000 sexual and reproductive health services were provided to young people in 2021. The aim is to steadily increase this reach by extending comprehensive sexuality education to all young people in these countries

In 2021, Rutgers continued its role as the programme management unit, guiding and tracking the project deliverables, providing technical assistance, and facilitating knowledge exchange between the IPPF Member Associations, the IPPF federation, and other relevant partners. Despite the impact COVID-19 had

on its operation and activities, ATBEF was able to offer 88,593 services to young people in Togo due to community-based distribution of contraceptives and the use of mobile clinics. In total, 264,423 people accessed services through ATBEF clinics in 2021. A total of 36,440 young people, out of whom 51% were women, completed a quality-assured Gender Transformative CSE programme. ATBEF continued enhancing its capacity as a CoE through its mobile application InfoAdoJeunes and the e-learning platform.

*'Today, I understand better the root of the changes observed in a human being from puberty. As a result, I am now ready to explain these changes to my classmates adequately.'*  
(YAM participant, 11 December, 2021).

ATBEF engaged with the Ministries of Education and Health in Togo, as well as with local NGOs, to deliver in-school and out-of-school CSE. In Colombia, Profamilia expanded their regional reach by providing technical assistance to IPPF Member Associations in the Americas and the Caribbean. PPAG organised a regional event in Tanzania whereby seven African IPPF Member Associations committed to scaling up CSE in their respective countries, under the lead of PPAG as regional CoE.

*'The Tanzania Forum transformed my understanding, changing my work practices and bringing my team and myself to the next level of regional relevance. For the first time, the directors of the MAs had the rare chance to meet young people and youth officers from other MAs doing amazing work and sharing amazing but challenging stories from their experiences.'*  
(Youth Programmes Manager - PPAG)

Leveraging its role as a Centre of Excellence and provider of technical and strategic support as programme management unit, Rutgers delivered six online capacity-strengthening workshops for the regional CoEs in 2021, where global experts shared insights allowing the CoEs to reflect on their experiences and future opportunities for upscaling CSE. Rutgers compiled these strategies for sustaining CSE delivery in the report Scaling Up Sexuality Education: Lessons learned and considerations for civil society organisations and hosted a global launch webinar in November 2021. As a result of this report and our capacity-strengthening programme, important progress in

upscaling CSE has been made, through direct support as well as knowledge exchange and experience sharing. An illustrative example from Togo is the training that ATBEF will provide to inspectors and senior staff from the Ministry of Education, an important step towards further institutionalisation of CSE and a precondition for reaching scale. Another result can be seen in Ghana, where PPAG is engaging with national stakeholders to develop a national road map for the scale-up of CSE, with an emphasis on government agencies leading the processes towards implementation.

In 2021, Rutgers started the coordination of the updating of two important CSE resources: the Population Council's and IPPF's It's All One Curriculum and the IPPF Deliver + Enable: Scaling-up Comprehensive Sexuality Education (CSE) toolkit. Both will be launched in 2022.

### Lessons learned

In September 2021, the CoEs jointly hosted a roundtable on 'The Future of CSE' to contribute to IPPF's 2028 strategy. A key learning from this was the strength and magnitude of the IPPF network, with over 250 participants attending the Roundtable from all over the world. Drawing from concrete experiences, the multidisciplinary panel presented three lessons learned, three different strategies to scale up and sustain CSE delivery:

1. Institutionalisation; 2. Digitalisation; and 3. Dealing with opposition and building support for CSE. These lessons learned on scaling up CSE are an important focus of the current and future work of the regional Centres of Excellence and Rutgers, including a fourth strategy of quality implementation of CSE.

### Risks & mitigations

A major challenge encountered during 2021 was the impact of COVID-19 on the programme implementation and travel. Each country had its own regulations and requirements, which continued to hamper programme implementation activities. While online engagements were enhancing the competencies of the staff of CoEs and provided excellent learning spaces, where possible, future exchanges should be held in-person to support practical learning from on-the-ground examples and to build trust and partnership.

Project duration - The limited timeframe of the project. In Rutgers' experience, these systemic

changes require considerable time. Mitigation: manage expectations as far as deliverables are concerned; prioritised and realistic planning; collectively mobilise additional financial resources for an extension.

Growing opposition to (young people's) SRHR – Mitigation: Illustrate necessity for youth-centred programmes through a strong contextualised evidence base. Create a broad support base at community level while ensuring early involvement of the Ministry of Health and Ministry of Education at the national, provincial/district level. These mitigation strategies are included in our CSE scaling-up approach.

## She Makes Her Safe Choice



**Total budget:** € 11,900,000

**Donor:** Nationale Postcode Loterij (NPL),  
Dream fund Date  
2018 - 2022

**She Makes Her Safe Choice was a four-year programme in which Rutgers and the non-profit social marketing organisation DKT International aimed to drastically reduce the number of unsafe abortions by improving access to safe abortion services and care.**

In 2021 the She Makes Her Safe Choice programme continued to be implemented at global level, in collaboration with several in-country partners in the focus countries Ethiopia and Kenya. In these countries, the programme applied a comprehensive approach to safe abortion, combining product distribution with awareness creation and a supportive environment. In the last two years, the programme's implementation has been extended to Francophone West Africa, focusing on Benin and Cameroon. The programme's implementation has ended to a large extent as of the end of December 2021.

Good progress was made in achieving the expected impact, including the prevention of xx unintended pregnancies in Ethiopia, Kenya and West Africa. Noteworthy is West Africa, where after two years of implementation – and despite the smaller scale compared to the activities in Ethiopia and Kenya due to a more limited budget and the severe impact of COVID-19 – impressive results have been achieved, e.g.

Besides, at global level xx million unsafe abortions were prevented, resulting in the prevention of xx maternal deaths. These positive results can be explained by registration, distribution and marketing of contraceptives and safe abortion methods, as well as training of pharmacists and providers to deliver quality safe abortion care.

In addition, through Behaviour Change Communication and social marketing campaigns on TV, radio and online, large numbers of people were reached via TV, radio and online. An important advocacy result was reached in October 2021, when the parliament in Benin voted to vastly broaden access to safe abortion in the country, moving on from legislation in which abortion was only allowed under restricted conditions. Our partner ABPF has led the advocacy for this ground-breaking change. Read more [here](#).

Furthermore, to support advocacy as well as implementation of interventions in relation to preventing and reducing unsafe safe abortion, a qualitative study on the experiences and social determinants of unsafe abortion among women in Kenya and Benin was finalised, implemented by Rutgers in partnership with the African Population and Health Research Centre (APHRC). Dissemination meetings took place in Kenya and in Benin at the end of 2021 and beginning of 2022. An overview of the main findings of the research can be found [here](#).

### Lessons learned

Lessons learned on how the programme's complementary approach has significantly contributed to reducing unsafe abortions were shared with policymakers, donors and other relevant stakeholders. Rutgers also developed an animation about the results achieved so far and how our complementary approach works.

### Risks and risk mitigation

Partners in the programme have successfully continued to mitigate the impact of the pandemic on achieving the programme's objectives. They had to rethink and modify their strategies and way of operating. Notably, the use of technology has been accelerated in order to reach out to clients, e.g. hotlines, social media, websites and phone calls, as well as to service providers, for example for trainings, and for local advocacy activities.

## Power to You(th)



**Total budget:** € 11,088,667  
**Donor:** Ministry of Foreign Affairs  
2021 - 2025

**Power to You(th) (PtY) is a five-year programme managed by a consortium consisting of Amref Flying Doctors (lead), Sonke Gender Justice, and Rutgers, which is implemented in seven countries: Ethiopia, Ghana, Indonesia, Kenya, Malawi, Senegal and Uganda. It strives for girls and young women from remote or marginalised communities to be able to make informed choices, enjoy their sexuality and be free from harmful practices in gender-equitable societies.**

The focus lies on increasing the meaningful inclusion of young people, in particular girls and young women, in decision-making around prevention and reduction of persistent harmful practices: female genital mutilation, child marriage, sexual and gender-based violence and unintended pregnancies. To structurally reduce these practices, harmful gender norms are also being addressed.

Rutgers' role includes: programme and grant management for our focus countries Ghana and Indonesia; coordinating central operational research; conducting advocacy at the global level and in the Netherlands; advising the partnership on applying a gender-transformative approach, advocacy, safety and security, and other topics, depending on the need. During the first half of 2021, the PtY country programmes were set up in Ghana and Indonesia. In addition to a final selection of members of the country coalitions, programme development workshops took place (online and offline). These workshops focused on adapting the overall PtY Theory of Change to the country-specific situation with regard to harmful practices. Furthermore, partners developed a joint work plan, divided tasks based on expertise, and allocated funding accordingly amongst the organisations, after which implementation started.

In the second half of 2021 a baseline study was carried out. It reflects on the starting point of the in-country programmes, on the way these country programmes will foster meaningful and inclusive youth participation in SRHR programming, and on how they promote and push for a gender-sensitive and youth-friendly SRHR environment.

Overall, despite COVID-19, the coalitions in Ghana and Indonesia have been working hard in 2021 to properly kick off the programme, start implementation and collect data for the baseline. Rutgers supported linking and learning within the partnership in relation to the gender-transformative approach and dealing with opposition, as well as lobby and advocacy.

### Lessons learned

Working online provides opportunities for reaching more partners and young people within the partnership. For example, Rutgers organised an online global dialogue on the gender-transformative approach, in collaboration with some of the other partners.

### Risks & mitigations

In order to prevent and mitigate risks to vulnerable groups, the partnership developed a safeguarding policy. This ensures that the programme provides a safe, respectful and inclusive environment for all those involved.

## Explore4Action

**Total budget:** € 2,930,234

**Donor:** Bill and Melinda Gates Foundation  
2017 - 2021

The Explore4Action programme generates evidence on the effectiveness of the SETARA CSE intervention (targeting 12–15-year-old students), factors influencing quality of implementation, and how gender norms influence health and wellbeing trajectories of adolescents in three sites in Indonesia (Bandar Lampung, Semarang and Denpasar).

Evaluation data are collected through a two-arm quasi-experimental study using the Global Early Adolescent Study ([www.geastudy.org](http://www.geastudy.org)). In 2021, second-wave data were collected among 3825 students, which are currently being analysed. Data from implementation research, including a costing-evaluation and a qualitative student evaluation were actively shared and discussed with key stakeholders from national and city governments, schools and communities, UN agencies and Indonesian 'allies' (NGO's and academia working to promote adolescent SRHR), to promote implementation and scale-up of CSE.

In December 2021, after a decade of advocacy work by Rutgers WPF Indonesia and partners, E4A contributed to the signing of an MoU with the Ministries of Education and Health to scale up the CSE programme to more cities and districts across Indonesia – targeting 3060 teachers to be trained by the end of 2023, with a key technical role for Rutgers WPF Indonesia.

2021 Publications and reports can be found [here](#):

## BodyTalk

**Total budget:** € 1,060,000

**Donors:** Liliane Fonds € 900,000  
Rutgers € 160,000  
2021 - 2023

In 2020 Liliane Fonds and Rutgers requested financial support from the National Postal Code Lottery for the BodyTalk project, which was designed to support the SRHR of young people with disabilities in Indonesia, the Philippines and Vietnam.

Following the rejection of this application, Liliane Fonds and Rutgers decided to fund the implementation of a scaled-down BodyTalk project, focusing on the parents, caregivers and educators of young people with a disability. This work started in 2021 with an intensive value clarification of 18 key staff -the future master trainers – of Liliane Fonds' three strategic partner organisations: Yayasan NLR Indonesia, Research Center for Inclusion (Vietnam) and NORFIL Foundation (the Philippines).

The participants attended five participatory sessions about gender, perspectives on sexuality, young people & sexual and reproductive rights, young people with disabilities, and messages in sexuality education.

This was followed by a baseline survey in selected project localities in the three countries. The reports are expected to be available by the first quarter of 2022 and will, among other things, inform the development of a 'guideline for comprehensive sexuality education' and supporting resources and tools for parents, caregivers and educators. Materials and knowledge that we hope to share later within our regional and international networks, to allow even more young people with disabilities worldwide to benefit from this project.

## Indonesia Country office

**Although COVID-19 cases went up and down significantly in 2021 in Indonesia, the Indonesian Coalition of different partners adapted to constant change, and most of the targets were achieved. In the second quarter of 2021, Rutgers Indonesia and 12 implementing partners signed the Letter of Agreement and carried out the main activities with young people and national and local governments involved.**

The West Nusa Tenggara Province, for example, has signed MoUs with Rutgers Indonesia in two districts. At the national level, the Ministries of Education and Health have successfully signed a joint agreement to implement CSE at the junior high school level and programme expansion until 2023. Rutgers Indonesia and UNFPA provide their capacity and expertise to support agreements between the ministries. There was strong opposition to ratifying the law on eliminating sexual violence (RRU PKS). But the Minister of Education issued the Ministerial Regulation No. 31 on the Prevention and Handling of Sexual Violence in Campus Environments. This bill provides an excellent opportunity for programmes in Indonesia to involve more young people, academia, and services for victims in implementing sexual and

gender-based violence (SGBV) prevention.

At national level, the coalitions of Gen G, Power to Youth and RHRN focused on the Elimination of Sexual Violence Bill. The increasing number of sexual and gender-based violence (SGBV) cases at the end of 2021 has led the Indonesian Government to urge the Indonesian Parliament to pass the RUU PKS. In early 2022 the bill was passed. Prior to the decision, Rutgers Indonesia supported and completed a variety of products and activities relevant for all the different funded programmes. Baseline surveys were completed to understand gaps and opportunities within the programmes.

Throughout their research, Rutgers Indonesia has worked with 18 youth organisations so they could do their own research. Making changes means getting public support. For that reason, over 20 journalists were trained in non-violent language. As a result, over 80 articles were published and social media was used actively. All in all, through the different media outlets, Rutgers Indonesia reached an audience of over 1,5000.000 people.

Support not only came from the public but 15 cities/districts also committed to support the Gen G, Power to Youth and RHRN programmes (verbally and written).

Finally, 31 schools were appointed by local government to implement CSE using SETARA modules, starting from June 2022.

### Lessons learned

The ability of every organisation to adapt in changing cultures from face-to-face to digitalised meetings provides a lesson that flexibility skills also determine the programme's survival rate.

### Risks & Mitigations

Digitalisation provides us with flexibility during the pandemic, however, it also has its limitation. For example, an online hearing with parliament members that is also broadcast through YouTube may expose supporters of the Elimination of Sexual Violence Bill to a greater number of opposition party supporters. Digitalisation also increased the risk of cyber-SGBV.



## Resource mobilisation

Resource mobilisation in 2021 was dominated by two complex and lengthy programme development trajectories. The goal in the Year Plan is to diversify our funding sources. RMU partially reached their goals, with acquiring funding from different donors, but not all trajectories were successful unfortunately.

In November 2021, a Rutgers-led consortium submitted a concept note as part of the so-called 11th European Development Fund 'Promoting universal SRHR of vulnerable adolescents in Africa' call for proposals of the European Commission. The consortium, consisting of Rutgers, DKT International, Ipas and several IPPF Member Associations, was invited to submit a full proposal by mid-June. After a long wait, the Ado Avance Ensemble programme, aimed at improving the SRHR, including access to contraception and safe abortion, of vulnerable adolescents (10-19 years of age) in Benin, Burkina Faso, Cameroon, Ivory Coast and Togo, was awarded € 10,000,000 in early 2022.

IPPF granted Rutgers a Continuation Grant of USD 200,000 for the Centres of Excellence programme

and an additional USD 90,000 for the three regional centres. This funding will be used to bridge the gap until the envisioned funding from Global Affairs Canada for IPPF (and indirectly Rutgers) will become available. For this purpose, Rutgers developed a proposal for USD 2,7 million for the three-year second phase of the Centres of Excellence programme.

In the course of 2021, financial support for the Youth Investment, Engagement, and Leadership Development (YIELD) project was secured from the Summit Foundation, the Packard Foundation and the Hewlett Foundation, for a total amount of USD 950 thousand.

Less successful was the participation of Rutgers in a consortium led by the Palladium Group, a global impact firm working to link social progress and commercial growth, applying for a USAID call on Social and Behaviour Change (SBC) Research to advance sustainable improvements in the health, well-being, and development of populations by building local capacity to analyse data, conduct research, and incorporate evidence-based SBC practices into health and development programmes and systems at global, regional, and country levels.





**We want to create more awareness about the positive and pleasurable aspects of sexuality.**

## 6 National programmes

**Our national work is defined by the following principles: more young people, in and outside school, receive comprehensive sexuality education and more people have access to improved, needs-based sexual and reproductive information and services.**

Our work is structured by multiannual theories of change and divided into five programmes: Comprehensive Sexuality Education, Care and Information, Sexual Violence, Contraception and Abortion, Knowledge development. The deliverables for each programme are part of the Rutgers Year Plan. Some challenges as described below forced us to adapt our activities but overall, all goals were reached in 2021.

The results of the fifth programme Knowledge Development are described in the chapter on Research. We continue to develop high-quality evidence-based interventions and strive for high-quality implementation. We participate in two national alliances, namely the alliance Gezondheidszorg op Maat (Tailored Healthcare) and the alliance Act4Respect.

### Important developments

This year, online interaction with most of the target groups was once again at the forefront. We were able to connect with young people and professionals in their work settings such as schools and healthcare centres. In addition to sharing our knowledge, we have consciously embarked on a course of more intensive cooperation with established and less obvious knowledge and cooperation partners in order to put a more inclusive way of working into practice.

The 'National Action Plan for STIs, HIV and sexual health' lasts till the end of 2021 and serves as a framework for our work on sexual health in the Netherlands. Progress has been made, but to create structural improvements extra attention is still needed for the topics of CSE, prevention of unintended pregnancy and, importantly, prevention of sexual violence.

Rutgers was one of the partners involved in a seven-step plan launched in September 2018 by the Ministry to prevent unintended pregnancy. The progress of the regional Nu Niet Zwanger (Now Not Pregnant)

programmes has been delayed by the corona crisis, and this has mainly had an effect on the speed with which this programme can be expanded to new municipalities. The two alliances with the Ministry of Education, Culture and Science (Emancipation) have made progress despite the fact that major campaigns have been postponed to 2022 due to the effects of COVID-19. Rutgers leads the alliance Act4Respect, in cooperation with Atria. In addition, Rutgers is a partner in the alliance Gezondheidszorg op maat (Tailormade Healthcare) with Women Inc. (lead) and COC.

### Cooperation and funding

In 2021 Rutgers was funded by the Ministry of Health, Welfare and Sport and the Ministry of Education, Culture and Science. Throughout the year, Rutgers worked with a wide variety of knowledge and cooperation partners. Some examples are given below.

In the programme Comprehensive Sexuality Education, Rutgers worked intensively with STI AIDS Netherlands, COC Netherlands, GGD GHOR, Stichting School & Veiligheid, the councils for primary, secondary and intermediate vocational education, CGL, National Youth Council, and Rural Youth. In the programme Care and Information Rutgers worked closely with Tiresias, Vilans and the NVVS, and with the umbrella organisations for education LOOV, SOON and MBO Consortium.

The cooperation with COC, Bi+ Nederland, the Gaykrant, Menaswell and Movisie was strengthened in the Sexual Violence programme.

The Contraception and Abortion programme cooperated with NVDA, KNOV, NGvA, Fiom, SeksHag and ZonMW.

## Programmes

### Programme Comprehensive Sexuality Education

**Total budget:** € 2,991,500

**Donor:** Ministry of Health, Welfare and Sport

**Period** 2019 - 2022

The long-term goals of the programme are based on the principle 'All children and adolescents in the Netherlands are fully supported in their sexual and relational development, so that they are (later) able to embark on pleasant, consensual, safe and equal (sexual) relationships.'

The main goal of this programme is to put a continuous curriculum for comprehensive sexuality education on the agenda. In 2021, important steps have been taken to promote structural comprehensive sexuality education in education (primary education/secondary education/ (secondary) special-needs education/intermediate vocational education).

In addition to ensuring the re-accreditation of our own interventions that promote structural comprehensive sexuality education in a continuous curriculum and developing new e-learning for education professionals to support this, we have organised two promotion weeks that were successful despite COVID-19 (Week van de lentekriebels (Week of Spring Fever): 706 schools, Week van de liefde (Week of Love): 55 schools). 69% of primary schools indicate, based on self-reporting, that they provide structural relationship and sexuality education; we will conduct further research on this in 2022.

Among schools for secondary education, 42% provide relationship and sexuality education using the Lang Leve de Liefde (Long Live Love) method in the lower grades, compared to 14% in the upper grades. The online platform on CSE - seksuelevoorming.nl - 4,811,868 people have visited websites of the programme (95% general public and 5% professionals). Rutgers trained 976 professionals in sexuality education. Together with Soa Aids Nederland, we carried out the effect study into

school-based interventions for promoting adolescent sexual health, which had been postponed in 2020 and which contains important tips for new and further development of effective educational interventions.

#### Lessons learned

Setting up and implementing the first batch of Change Agents took a lot of hard work, but ultimately contributed to advocacy, campaigns and existing interventions. Rutgers has started an 'academy', which annually trains young people and adds them to our (alumni) network. The knowledge and experience gained formed the basis for a new cooperation with Save the Children (Speaking Minds LGBT+) where practically trained young people are empowered and supervised to advise on local policy.

#### Risks and Mitigations

Rutgers has scheduled extra activities to cooperate better with our ultimate target group of children and young people up to 25 years of age. The focus is on connecting better with their questions, wishes and needs in the area of sexual health. This is done in cooperation with other parties in the (health) field. By doing so, we aim to strengthen the accessibility and inclusiveness of the Comprehensive Sexuality Education (CSE) programme and we aim to extend its reach.

### Programme Care and Information

**Total budget:** € 3.063.273

**Donor:** Ministry of Health, Welfare and Sport

**Period** 2019 - 2022

The long-term goals of the programme are based on the principle of 'accessible - life-course based - information and care that contribute to promoting and supporting sexual health on the basis of personal control'.

The programme has two main goals. The first goal is for (young) adults to have access to the right online information and to have insight into self-management and care options. In 2021, 625,512 unique visitors visited the renewed website seksualiteit.nl. 26,212 people used self-management tools on this website. The second goal is for health professionals to provide

high-quality (preventive) care around sexuality, sexual development, and sexual health.

The seksindepraktijk.nl website had 111,766 unique visitors. Knowledge was shared with 550 professionals. In collaboration with Trimbos and ZonMw, the guideline Changing sexual health for nurses, caregivers and general practitioner assistants was delivered, commissioned by V&VN. The guideline has been translated into a tool for use in the consulting room, which informs patients of what they can expect from healthcare professionals. With regard to SIVIL, our specific project for sexuality and intimacy in nursing homes, thirteen care organisations were trained in the implementation of sexuality and intimacy.

## The Alliance Gezondheidszorg op Maat (Tailored Healthcare)

**Total budget:** € 4,286,190

**Donor:** Ministry of Education, Culture and Science (Emancipation)  
1/1 2017 - 31/12 2022

**This alliance is a collaboration between Women Inc (lead), COC and Rutgers. The alliance has contributed to increased national support for the importance of gender- and LGBT-sensitive care.**

The following are two examples. A third impact map was developed, showing the situation in youth care: how a young person expresses the struggle with sexual feelings through hyper-masculine behaviour. The development took place in a process of co-creation with professionals and experts by experience. Three impact cards were included in the toolkit for gender-sensitive care by professionals. For POH-GGZ care professionals (general practitioner assistants focusing on mental health), the peer supervision tool 'Wat vind jij?' about sex, gender and LGBT-sensitive healthcare was developed.

### Lessons Learned

Rutgers has invested in restructuring its web landscape. This was largely coordinated by the Care and Information programme, which manages the two largest websites. It has given us renewed insight into

the rich variety of knowledge and experience we have in our organisation. This enables us to define a strategy to share and secure knowledge in a more targeted way.

### Risks and Mitigations

Other priorities in healthcare, including COVID-19, make it difficult to gain access to healthcare training institutions on a structural basis. We consider the early education of future health professionals to discuss sexuality as a pillar of our programme. For this reason, we invest in the expansion of our existing networks by actively looking for new entry points.

## Programme Sexual Violence

**Total budget:** € 3,230,405

**Donor:** Ministry of Health, Welfare and Sport

**Period:** 2019-2022

**The long-term goals for the programme are based on the principle that 'every contact - online/offline - is consensual and equal'.**

The main objective of this programme is the prevention of sexual violence. The #TotHier (Up to this point) campaign and its associated activities are a plea for more structural prevention of unwanted sexual behaviour. For this purpose, a petition was started that was signed by 13,305 people and presented to members of the Dutch parliament in the spring.

Rutgers, in cooperation with Geweld Hoort Nergens Thuis (Violence Is Nowhere at Home), carried out a pilot for a regional approach to sexual violence. To support the prevention of sexual violence in municipalities, an integrated approach was developed in the form of an eight-point plan.

The Ben je Oké (Are You OK) campaign was distributed among student associations and a toolkit was developed for nightlife venues. The campaign was a great success and offered young people a tool to prevent unwanted sexual behaviour in nightlife.

A second campaign to which Rutgers contributed was the Summer of Love. This campaign aimed to prepare young people for the easing of the COVID-19 measures in the summer and included appropriate online information about sex and relationships.

The programme's websites were visited by 37,862 people. 1489 professionals in care and youth work were trained.

## The Alliance Act4Respect

**Total budget:** € 3,214,630

**Donor:** Ministry of Education, Culture and Science (Emancipation)  
1/1 2017 – 31/12 2022

Act4Respect is an alliance between Rutgers (lead) and Atria, with the goal of preventing gender-based violence among youth and young adults aged 15–30.

The intermediary target groups of Act4Respect are professionals and policymakers working in the fields of education, care and welfare, and safety and justice. The activities of Act4Respect consist of a social-norm campaign, expertise training for professionals, scaling up interventions for young people at increased risk, and the creation of a knowledge hub where information on the subject is collected. One of the activities of the knowledge hub was the hybrid conference (via livestream) entitled 'Sex(e) and the Internet', which was visited by 624 people, 461 of whom watched it live.

### Lessons Learned

The ambition to carry out a campaign peak in the autumn with the Act4Respect Alliance did not succeed. The idea was to let the target group speak with personal stories. Not only through social media, but also in the classroom and in groups of friends. Teachers would also play a role in this. However, due to the COVID-19 measures, this did not succeed. The lessons learned have been translated into risk and management aspects that will be taken into account in later campaign peaks.

## Risks and Mitigations

The Ben je Oké (Are You OK) campaign appears to be a catalyst for support requests from municipalities. Given the importance of structural attention to prevention at the local level, Rutgers wants to meet the increasing need for advice and guidance. For this reason, we are actively looking for cooperation partners to scale up our offer.

## Programme Contraception and Abortion

**Total budget:** € 2.265.385

**Donor:** Ministry of Health, Welfare and Sport  
**Period:** 2019-2022

The long-term objectives for the programme are based on the principle of 'more individual control and shared responsibility for contraception, appropriate choice and effective use of contraception and more freedom in the choice of abortion.'

The main objective of this programme is to reduce the number of unwanted pregnancies. Rutgers has advised on the national campaign of the Ministry of Health, Welfare and Sport 'the Free Dating Show'. This campaign was part of the Seven-Point Plan for the Prevention of Unintended Pregnancy and contributed to increasing knowledge about contraception, particularly among low-educated young people.

To increase the involvement of boys, a video in which boys talk about various contraceptive methods was posted on World Contraception Day and went viral. This generated more than 90,000 views with a unique reach of 48,000 people. Via sense.info, 1,326,031 people were reached with information on contraception and abortion.

The website morning-after.test was visited 14,000 times. Zanzu.nl was again very popular and highly appreciated by key persons, health professionals, prevention workers and target groups: a total of 1,793,747 visitors, almost twice as many as in 2020 (962,000). Within the national project Nu Niet Zwanger (NNZ), 1527 professionals were trained by means of e-learning. Two NNZ pilots were completed with abortion clinics and a third is still ongoing. The

results have been recorded in an integrated report. The knowledge validation of scientific literature and the collection of 'active ingredients' of interventions took the form, among other things, of a new abortion knowledge file for the Netherlands, to be published in 2022. And the background file on 'What Works' with regard to adolescent sexual health in education was delivered. 980 professionals were trained in reproductive care and prevention of unintended pregnancies.

### Lessons Learned

For the project of the 'What Works' file on sexual health and well-being of young people in education, various databases were searched for effective factors in promoting sexual health and well-being of young people in education. Ultimately, little evidence was found for the effectiveness and active factors of interventions such as relationship and sexuality education. We will, however, exchange experiences and lessons learned with other knowledge partners

such as Trimbos in order to deal more effectively with the complexity of this broad topic and the challenges of this research.

### Risks and Mitigations

Because of COVID-19, the education about sexual health in asylum seekers' centres had come to a standstill. Due to increased work pressure and corona measures, it was not possible to gather knowledge on this subject among the target group itself.

However, in cooperation with Pharos, meetings were organised with a dozen key persons from newcomer groups on how to make sexual and reproductive health more open for discussion. In addition, training in reproductive rights and contraception was given to volunteers of self-organisations and health professionals at *Dokters van de Wereld*.





We researched the impact of COVID-19 on the sexual health of young people.



## 7 Research

Research within Rutgers is focused on practically relevant research. Operational Research (or in Dutch ‘*interventiegebonden onderzoek*’) is research that is strongly intertwined with intervention activities. It focuses on the insights needed to develop or implement interventions. Planning, Monitoring, Evaluation, and Learning (PMEL) activities aim to document the progress, achievements and lessons learned of a programme (as described in the ToC). They provide concrete input to steer and improve programme implementation, they contribute to the learning culture of Rutgers and its partner organisations, and give valuable recommendations for new programmes and interventions.

### Research in International Programmes

With several major international programmes ending in 2020 and new partnerships starting in 2021, the year presented key learning opportunities for the international department. We worked across programmes to gather key lessons from six end-evaluations. These were showcased in a cross-programme learning event that facilitated incorporation of learnings into new programmes. We aim to regularly repeat this approach throughout the new programmes.

While much attention was paid to programme set-up and baselines of the new programmes, we also took the first steps in operationalising the Rutgers research agenda, established in 2020. With social norm change one of the key research agenda themes, a cross-programme capacity strengthening on social norms research set the stage for further work in this area. 2022 will provide further opportunities to operationalise the Rutgers research agenda within programmes.

In the Rutgers-led programmes Generation G and Right Here Right Now 2, we took a new approach to the baseline studies, building on learning from previous programmes where take-up of baseline findings was low and country teams felt little ownership of the results. The 2021 baselines were more country-led: country coalitions played a central role in baseline design and management, and local consultants were recruited to undertake data collection and analysis. We were pleased to see that,

as a result, baseline findings were applied more directly to programming and were visible in 2023 annual plans. In addition to these cross-programmatic initiatives, we highlight two research studies and a research programme:

#### Study on impact of COVID-19 on young people's SRHR

In 2021 Rutgers published the [results](#) of a study on the impact of COVID-19 on the SRHR of young people in six countries: Ghana, Indonesia, Kenya, Nepal, Uganda and Zimbabwe. Via online surveys on mobile phones, 2,693 young people in total were reached and 29 focus group discussions were held. The results of study were covered by national radio and further disseminated via social media posts, [a scientific article](#), a webinar, and during presentations. It was also featured at a [side-event](#) on the impact of COVID-19 on SRHR at the 54th United Nations Commission on Population and Development (CPD). The event was organised by Rutgers with the UNFPA and delegations from the Netherlands, Canada, South Africa, and Mexico, and young researchers from Uganda and Nepal who took part in the research spoke about the relevance of the findings for their respective countries.

#### Research on Sexual wellbeing and sexual consent: Perspectives and experiences from young people in Ecuador and Uganda

In 2021 Rutgers conducted a research project for Plan International, and in collaboration with consultants from Ghent University and Karolinska Institutet. The research used the [theoretical framework](#) on healthy adolescent

sexuality development (Kagesten & Van Reeuwijk 2021) that was developed under Expore4Action. The research collected unique data from and with young people on what enables or undermines positive sexual experiences. These data are essential to inform relevant and attractive SRHR programmes that fit the realities and needs of young people, and highlight the need to invest in promoting understanding, expression and respect for sexual consent. Reports can be found [here](#).

### Dissemination of (research) outputs

Aiming to make our research outputs available to SRHR professionals, policymakers, and the public, we also focused on disseminating our research. In 2021, Rutgers published 11 peer-reviewed articles in scientific journals and another 3 articles are under review. Furthermore, 27 papers, articles, book chapters and reports were published outside scientific journals. Additionally, Rutgers' staff made more than 20 contributions to conferences, webinars, workshops and expert meetings. An overview of the output of Rutgers can be found in Chapter 16 "List of publications"

### Lessons learned, strengths and potential of Rutgers research

In 2021, the Rutgers research team paid significant attention to critically reflecting on our current practices with regard to research and PMEL ethics. We started a collaboration with the Social Sciences Ethics Review Board of the University of Utrecht (FETC) to have access to a social science ethical review board for research in the Netherlands and abroad (in case no ethical review boards are available). The joint reflections on ethics within the research team also led to a plan to develop minimal ethical standards and a set of standard operating procedures that will be carried out in collaboration with an ethics consultant in 2022. We made progress in 2021 towards embedding learning in the fabric of Rutgers to become a learning organisation. One successful contributing strategy was a staffing structure within new international programmes where most staff work on more than one programme. This is important for learning as it facilitates cross-programme germination of ideas, sharing of resources and alignment of learning and research priorities.

## Research in National Programmes

### Programme Knowledge Development (Kennisontwikkeling)

**Total Budget:** € 1,666,000  
**Donor:** RIVM/Ministry of Health (VWS)  
**Period:** 2021-2022

Most research within National Programmes is conducted within the Knowledge Development programme. This is one of the five national programmes and focuses mostly on conducting periodical population-based surveys and the registration of sexual healthcare. However, qualitative methods are also increasingly part of this.

### Research on the impact of COVID-19 on sexual health

The COVID-19 pandemic and related measures were still with us in 2021, and therefore concerns about the impact of COVID-19 on sexual health and access to sexual healthcare also remained. We had already conducted two studies on the impact of COVID-19 on young people in the spring and winter of 2020, in collaboration with Soa Aids Nederland. In September 2021, the survey was conducted for the third time, in order to gain insight into the impact of the corona crisis during the curfew in early 2021 and during the summer of 2021, when the measures were less strict.

These three surveys gave insight into six different time periods during the corona crisis, but some questions remained unanswered, for example regarding the processes underlying changed sexual behaviour, as well as the perception of these changes. Qualitative research was the appropriate method to answer these questions. We therefore conducted two rounds of interviews with 44 young people, just before and just after the summer of 2021. This qualitative study was the culmination of two years of research on the impact of the corona crisis. The body of studies will be further disseminated through research reports, scientific articles and presentations.

### Multi-method research on experiences of bi+ people

Funded by Bi+ Nederland, and in collaboration with the University of Groningen and the Bi+ Consortium, we conducted a multi-method study (with a quantitative and a qualitative part) on the wellbeing and experiences of bi+ people in the Netherlands. Bi+ people may face various challenges throughout their lives, including heteronormative assumptions, binary frames and monosexual norms. In this study we explored how bi+ people experience and navigate these challenges and, more specifically, how they develop their romantic and sexual relationships. For this purpose, we conducted a survey among 2,934 Bi+ persons and collected the life stories of 17 Bi+ participants. The results were published in two separate reports, presented during a livestream in talk-show style from Pakhuis de Zwijger, and will be disseminated further through presentations and academic papers.

### Preparations 'Sex under the age of 25'

In the autumn of 2022, we will start collecting data again for our periodic population-based surveys 'Sex under the age of 25' and 'Sexual health in the Netherlands'. Especially for 'Sex under the age of 25', this requires a thorough preparation. Therefore, we started in 2021 by involving the Public Health Services (GGDs) in the study and conducting an extensive needs assessment among 140 stakeholders. Based on this, the questionnaire was adapted.

### Registrations of sexual healthcare

Rutgers conducted registrations of sexual healthcare in different settings, such as hospitals (LOPS), mental healthcare (PSTG), and institutions for people with intellectual disabilities (SIG-(L)VB). In 2021, we reported on sexual and reproductive healthcare requests at primary care physicians, based on data from the Nivel Care Records First Line (Nivel Zorgregistraties Eerste Lijn).

### Collaborations with European research partners

Collaboration with members of the COST Action (CA18124) "European Sexual Medicine Network" (ESMN) was intensified. The principal investigators (PIs) of 11 European population-based sexual health surveys had an inspiring meeting in Prague to examine whether more cooperation and harmonisation of these studies was possible, so that in the future comparable figures would be available at the European level. In the meantime, work started on

an overview article on these national studies, which will be submitted to the Annual Review of Sex Research.

### PMEL in National programmes

2021 was the second year in a row that each programme reported on a set of programme-specific monitoring indicators twice a year. In addition, numerous projects were evaluated, using the standard evaluation framework. From each evaluation, one important learning point was formulated and shared in a learning point overview.

### Research project New Perspectives on Reproductive Choice

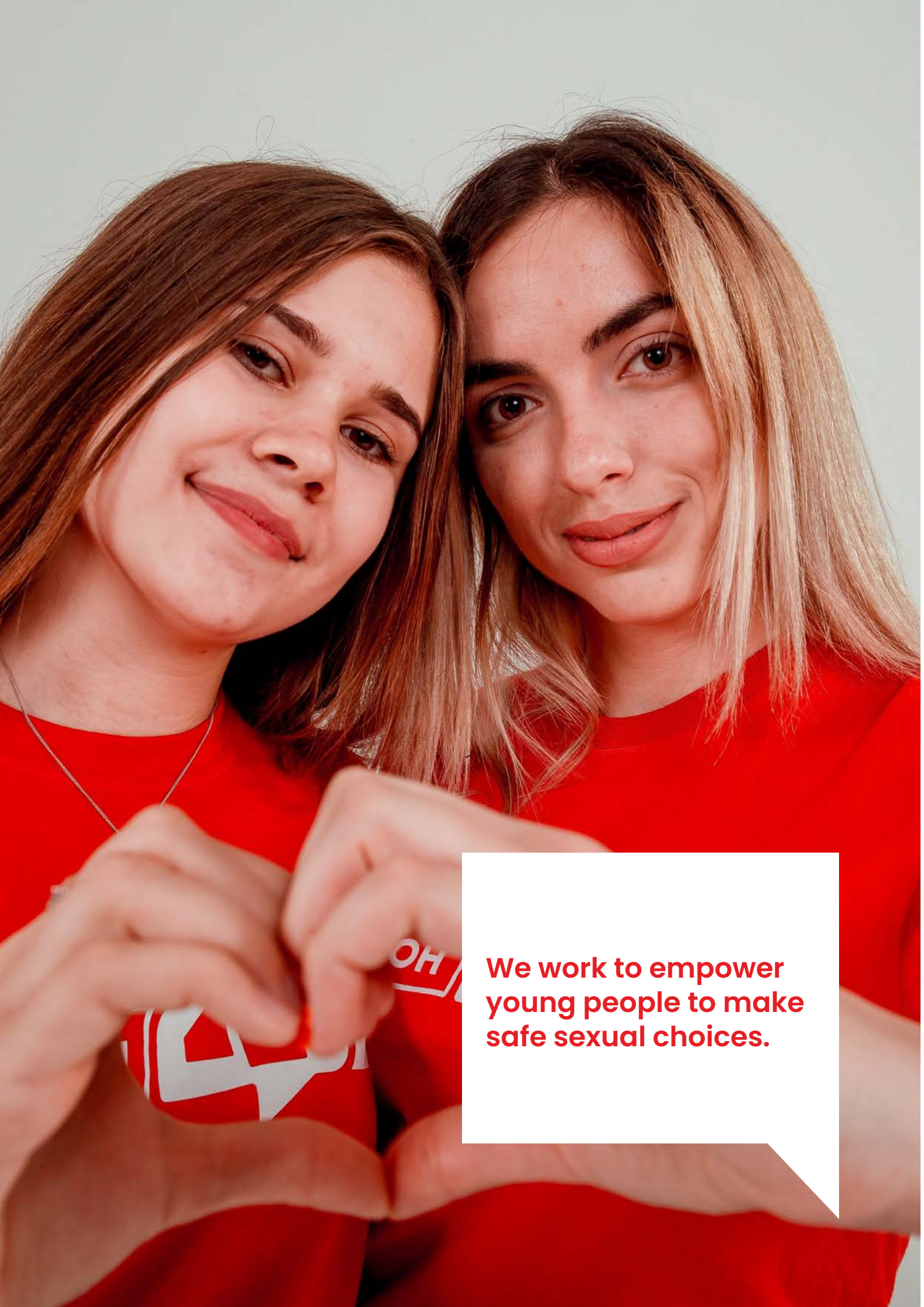
**Total Budget:** € 413,431

**Donor:** ZonMw

**Period:** 2021 - 2024

In 2021 the four-year participatory study on views, strategies and needs of refugees regarding reproductive choice started. Rutgers conducts this study in cooperation with Pharos and four migrant organisations.

Refugees run more risk in relation to unintended pregnancies. Teenage pregnancy occurs five times more often among young female asylum seekers (28 per 1,000 girls) than among Dutch teenagers. To reach these groups effectively, more knowledge is needed about their views, strategies and needs. In this participatory qualitative study, co-researchers from four different refugee groups cooperate with Rutgers and Pharos to conduct an in-depth study on the ways refugee men and women experience reproductive choices, decision-making and (unplanned) pregnancies, and their needs and strategies regarding information, education and services. In this first year, we recruited and trained eight co-researchers and conducted six focus group discussions among refugees.



**We work to empower  
young people to make  
safe sexual choices.**

## 8 The programme Dance4Life

**Unsafe sex is one of the fastest-growing and biggest risks for young people worldwide. Dance4Life is determined to change this by creating a movement for the sexual health and rights of young people worldwide with its Journey4Life programme and youth campaigns.**

### **Our goal**

Dance4Life is a movement with a global scope. By 2030, together with our partners, we aim to empower 5 million young people, aged 10-24, to make informed decisions around their sexual health and relationships. Since 2004, 2,312,804 young people have participated in the Dance4Life programme. In 2021, Dance4Life struggled to reach the goals from the Year Plan. Most activities around fundraising could not be carried out as planned because of COVID-19. Therefore the income from fundraising stayed behind. The Dance4Life team adapted to the situation, but in the end not all goals were reached.

**With our international programme the Journey4Life, online Academy4Life, unique youth-led activations and campaigns. Together with young people, we find innovative ways of creating awareness and action regarding unsafe sex, using positive campaigns energised by music, dance and youth culture.**

### **Academy4Life**

The Academy4Life is an online platform that capacitates young people to come into action and advocate for change in their own society. For instance, young people are taught through learning journeys how to influence effectively and speak in public.

### **Supporting local organisations**

Dance4Life also supports local organisations in developing engaging curricula and programmes aimed specifically at young people. In this way, we ensure more young people are reached with fun and engaging information regarding their own sexual health.

### **Who reaches these young people**

#### **Our franchisees and partners**

Who are essential to our movement. With our support they create a contextualised Journey4Life to fit their setting and raise the funds they need to implement

the work with the Champions4Life.

### **Our international work**

Internationally, we do this in multiple ways: as a social franchise offering support to a network of partners who implement the peer-led curriculum the Journey4Life; as a technical partner offering support to organisations in interactive and peer-led curriculum development and youth development; and as a technical partner within the RHRN consortium, focusing on building the capacity of organisations in public support and meaningful and inclusive youth participation, and building the capacity of youth advocates to meaningfully engage in international advocacy.

Within the social franchise network, we trained 14 new Master Trainers, who together with our existing 20 Master Trainers trained 301 peer facilitators globally. Together with these peer facilitators our network reached 6,539 young people with the Journey4Life. Campaigns, using the Dance4Life brand, often initiated by young people, reached another 20,765 young people. In addition, we supported CFPA, our partner in China, in starting the roll-out of the Journey4Life in 13 cities across China in 2022, whereas they previously worked in 4. Furthermore, we saw initial results coming in from a randomised control trial conducted in Indonesia by Maastricht University, showing that the Journey4Life has a significant impact on increasing gender-equal attitudes among young people, in addition to the great news that Rutgers Indonesia is working together with the Indonesian government to develop



a peer-led curriculum using methodologies from the Journey4Life.

In 2021 we also supported the Ugandan organisation Thrive Gulu in developing a new curriculum focusing on psychosocial support and interactive methodologies and, through our online platform the Academy4Life, supported and built the capacities of 34 young people in Benin in public speaking and effective influencing.

As a technical partner within RHRN, we supported the RHRN platforms in Kenya and Bangladesh in participatory digital storytelling and the platform in Uganda in using social media as a non-profit, with the specific aim of supporting these platforms in their ambitions to create more public support for the sexual reproductive health and rights of young people.

Lastly, together with the global consortium partners, we started building the Global Advocacy Academy, a space on the Academy4Life platform that specifically intends to build the capacity of young people to engage in international advocacy.

### Lessons learned

We see more and more that Dance4Life should not only focus on building the capacity of organisations in peer-led sexuality education programmes, but should also focus more specifically on supporting young professionals, like peer facilitators and youth advocates, in bringing about change themselves, through both the Journey4Life and the Academy4Life. This requires a longer-term perspective with a focus on creating societal change and building the capacities of a smaller group of young people who can create more impact in their own societies.

### Risks & migrations

The world is becoming more and more volatile and over the past years Dance4Life has had a presence within Russia, Ukraine, Belarus, Kyrgyzstan and Kazakhstan. The current war in Ukraine and the sanctions imposed on Russia negatively impact our work there. We are in close contact with our local partners in these countries. Internationally, the funding of Dance4Life and its network of partners is under pressure. By clearly positioning ourselves as a partner that can help build the capacities of young professionals, we expect to be able to become a support partner for larger programmes and

organisations, and thereby expanding the impact of our work.

### Our reach in 2021

Through campaigns using the Dance4Life brand, another 20,765 young people were reached. Dance4Life also worked together with Thrive Gulu in Uganda to enhance their curriculum, reaching another 245 young people, and our partner in Indonesia, Rutgers Indonesia, is working together with the government to develop a peer education curriculum using Journey4Life methodologies. Dance4Life also worked with the RHRN platforms in Bangladesh, Kenya and Uganda to strengthen their capacity in digital storytelling and social media.

**The Dance4Life partners this year reached 6538 young people directly with The Journey4Life.**

Organisation	Country	Young people reached
Amref Malawi	Malawi	1743
CFPA China	China	843
Focus Media	Russia	1061
AFEW	Ukraine	919
AFEW	Kyrgyzstan	1076
AFEW	Kazakhstan	538
BeLAU	Belarus	358

## Fundraising

### Private fundraising

In 2021, Dance4Life continued to be supported by many incredible supporters, allowing us to raise a total of € 884 thousand from our institutional and individual donors, Dutch Postcode Lottery, Friends4Life, foundations and Corporate Partners. These funds allowed Dance4Life to continue to empower young people to make healthy sexual choices.

### Our new fundraising strategy

In 2021, we further implemented our new fundraising strategy for 2020-2023, developing and testing new-volume fundraising concepts (individual giving and peer-to-peer community). In this way, we further diversified our fundraising product portfolio, and decreased our dependence on solely high-value fundraising products. The aim of our new strategy is

to create sustainable future growth in income, and to improve our long-term return on investment. Criteria for investment in new products were scalability, adding to brand awareness and visibility, raising unrestricted funds, and fitting the Dance4Life brand. We implemented and tested the individual giving strategy, developing a new fundraising proposition, and implementing a new CRM system and other tooling necessary to support this area of fundraising.

### New product tests

We ran a small pilot of our new community fundraising product 'Droge Jan', asking cold and warm audiences to raise money to stop unwanted sexual behaviour by going alcohol-free in the month of January. With the support of our ambassadors



and other high-profile individuals, the campaign received wide online engagement and support. The aim of the pilot was to test the willingness of the Dutch public to undergo an abstinence challenge for charity.

Also, the level of sponsorability was tested in order to determine average donations raised. The financial target of the pilot was unfortunately not met due to the announcement of the 'hard lockdown' during the prime recruitment period, which directly led to a decline in registrations and participation. The pilot did provide many helpful learnings that will be applied in the further development of the product for 2022.

We also launched a third-party fundraising activity 'Niels in Heels', where supporter Niels Deleyn and his network went stand-up paddleboarding (*suppen* in Dutch) on the canals of Amsterdam to raise valuable funds for the work of Dance4Life. Although

a third-party event, it simultaneously acted as a test to explore future peer-to-peer sport events for Dance4Life.

**Income growth was not achieved in 2021. At the same time however, the return on investment has more than doubled due to lower investments made in areas of declining growth.**

### Friends4Life & supporters

Our Friends4Life network is made up of influential business leaders and private donors in the Netherlands and has been an invaluable source of income and support since 2009. These members not only contribute financially, but also open their networks and share their expertise and knowledge with Dance4Life. We cherish these relationships, as they are a huge driver in our innovative fundraising efforts. In 2021 we have not managed to grow the network further. This was a direct consequence of COVID-19 restrictions, limiting the possibility of organising events to invite prospecting supporters to.

We also made a quick switch from third-party stewardship events and activities to online impact events and developed new ways to inspire and retain these valued supporters.

### Corporate partnerships

2021 marked a strong year for corporate fundraising. We welcomed several new partnerships with Easytoys, Damrak, and Feraggio. We also continued our successful partnerships with Your Gift Card, Massive Music, Lucas Bols, Swinckels, Postillion, Tosti Creative, Yvey, Dutch7, ABC Legal, and Lexence. In financial contributions we raised an incredible total of € 132 thousand in corporate donations. Furthermore, we explored new partnership opportunities with large Dutch brands that are set to be introduced in 2022.





### Events

In 2021 we continued our strategy of reducing event fundraising, in order to invest in more sustainable areas of fundraising. As a result, our fundraising product portfolio contained few fundraising events compared to previous years, which meant we were less exposed to the risks and costs of cancelling events due to COVID-19 than we would have been. Our only planned events, the New York Marathon and Situation Room, were cancelled once more due to COVID-19, and we are looking into new opportunities for 2022.

## Dance4Life brand and campaigns in 2021

As a separate brand with a youth-centred programme under the wings of Rutgers, 2021 was a year of further developing youth campaigns and fundraising initiatives from the Dance4Life brand perspective.

We continued building campaigns aimed at our specific audiences: young people aged between 12-16 and adults who feel connected to sexual health and rights of young people.

This year we intensified awareness and visibility activities with a clearer fundraising goal and the Dance4Life Communications colleagues worked closely together with the Dance4Life Fundraising colleagues as one team from 2021 on.

How the Dance4Life DNA and payoff from 'The movement for save sex' resonates with the specific Dance4Life programme 2021 activities in relation to sexual health and rights of young people:

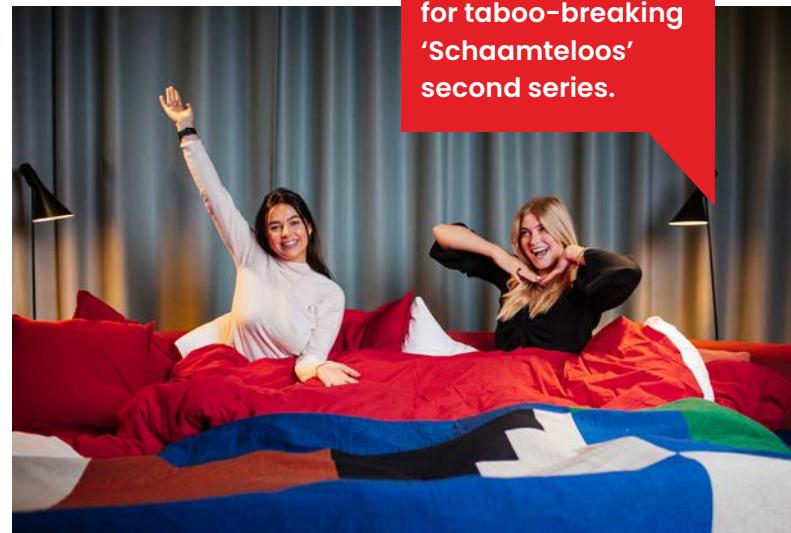
As a separate brand, Dance4Life contributes in a unique way to the goals of Rutgers and their allies. This adds value to all activities for improving the sexual health and rights of young people specifically. It also gives tools to recruit corporate fundraising partners for combined campaigns, which pay for

their connection to Dance4Life to showcase their social responsibility.

### Youth campaign Schaamteloos

For the second year, we ran the youth campaign 'Schaamteloos', which means 'shameless', on our Instagram channel, from June until July. For the 'Schaamteloos' campaign, we made six taboo-breaking videos with well-known Dance4Life ambassadors and other supporting influencers about sex-related topics such as the act of masturbating and watching porn. Because these aren't things to be ashamed of! The response shows once more that there is a huge need for this type of content, which has been viewed more than one million times!

Over 1 million views for taboo-breaking 'Schaamteloos' second series.



Our number of followers also increased by 22% and more than 5,500 young people responded to the videos. In the most-watched video, influencer Nina Warink shared a personal and vulnerable experience from her past, in which she had sex with her boyfriend and noticed her period afterwards. She felt ashamed but felt safe to share the story in the video and got positive feedback from young people with similar experiences.

### Podcast Sekspraat

In November 2021 we launched our second season of the Dance4Life podcast called 'Sekspraat' (which means sex talk). Guided by hosts and well-known Dance4Life ambassadors Marije Zuurveld (influencer and TV host) and Barry Paf (radio DJ), a group of young people between 16 and 21 years gave parents advice on sex education and questions they have about discussing intimate topics regarding sexuality with their own kids.



After the pilot in 2020, we chose this approach again because most parents find talking to their teenagers about, for example, sexual harassment or taking condoms on their first holiday trip quite difficult. So they appreciate the insights from other young people.



This year we added video versions of the podcasts on YouTube to the initial original podcast audio on several podcast platforms. The five new episodes we made are available on all podcast platforms: we are super-excited to share that the podcast series has almost 3,000 listeners on podcast platforms, and we reached over 520,000 people with our video content for 'Sekspraat'. You can listen them [here](#).

### **Instagram campaign involving dance and music: *samen in je slaapkamer* playlist**

During the summer of 2021, the expected 'Summer of love' didn't happen because of new COVID-19 measures and a lot of events and nightlife were cancelled again.

Together with music agency MassiveMusic, who supports Dance4Life with pro bono hours, we created a popular Spotify playlist for young people with songs for the bedroom. We combined the power of music and artists to break taboos around sexuality and featured artists and songs about relationships, sex and sexuality. Because music is a universal language and inspires people. It was combined with a social media campaign with the featured artists, who also promoted the Dance4Life playlist on their social media.

## **Dance4Life's unique approach can be captured in the following key points:**

### **1. From the users' perspective**

All our work starts with the needs, (lack of) views and opinions of our target audiences. We use their input from surveys and focus groups or let them take part in our campaigns to reach our goals.

### **2. Being a brand**

The vision of the two founders of Dance4Life, back in 2003, was to position Dance4Life as a marketing mechanism to make impact, and we still use this strong philosophy that is based on years of marketing research to reach people. We make use of the fact that not many other charities or social organisations use a marketing approach to stand out and make impact.

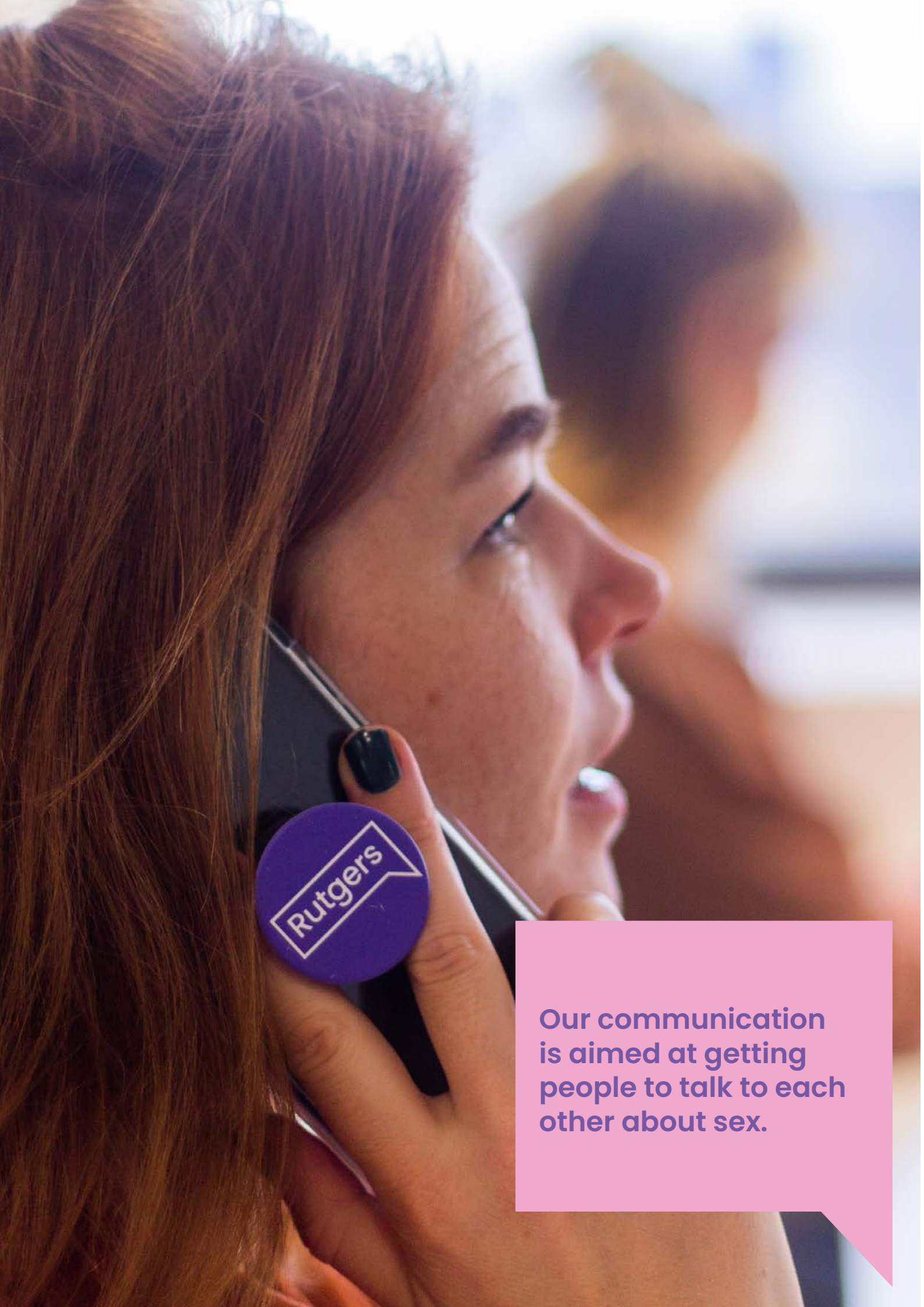
### **3. Dance is our magic tool**

We try to connect with all young people, also the ones who are not (consciously) interested in sexuality or not actively searching for information on sexuality. We turn the tables to get them interested in the cool brand of Dance4Life by using tools they like in aspects of youth culture. Dance is a no-brainer, but music and role models like influencers and artists help us to engage with young people in a fun way and to inspire them in order to ultimately get important information across on sexuality, breaking taboos and normalising the conversation on sexual health and rights topics.

*We thank our partners for their support in 2021:*



**nuffic**



**Our communication is aimed at getting people to talk to each other about sex.**

## 9 Communication

We achieved a lot in 2021. Our corporate identity has been renewed, all our websites have been converted and updated. We have been in the news a lot. Our cooperation with NPO in the youth programme *Gewoon. Bloot.* caused a media storm. We campaigned with the #TotHier and Ben je oké? campaigns and the Politieke sekswijzer. We shared our knowledge in the campaign Summer of Love. We organised the Rutgers Dialogue. Rutgers is an expertise centre. We want to share our expertise with as many people as possible. Our communication is aimed at getting people to talk to each other about sex. We communicate through the media, our campaigns, websites, social media, newsletters and other means of communication, and through all partners we work with. Young people are our main target group.

### #TotHier

Sexual violence is still far too common. It is time for a new generation to grow up with respect for each other's boundaries and wishes, so that far fewer people become victims of sexual violence. Therefore Rutgers started the petition campaign #TotHier in



2021. Together with victims, expert organisations, political youth organisations and many others, Rutgers drew a line. The government must take action and invest much more in preventing sexual violence. No fewer than 13,000 people signed the petition, which will be presented to the parliament in April. Afterwards, with the hashtag #TotHier, we will keep lobbying for much more focus on prevention with opinion pieces and media appearances.

### Gewoon. Bloot.

On 21 March 2021, NPO Z@pp launched the children's programme 'Gewoon. Bloot.', a programme in which children from Dutch grades 7 and 8 ask people who are naked how they feel. The programme

was developed in cooperation with Rutgers and caused a lot of commotion. Some people were already sharply critical before the first episode was



aired. Critical words were also heard from conservative political quarters. Fortunately, we heard many more positive sounds. There was a lot of support for the programme, which wants to break the taboo on nudity and wants to teach children that everybody is normal. Rutgers ended up in a hot media storm and had its say at, for example, the NOS, RTL News, in national newspapers and national radio stations. Never waste a good media storm: we also supported parents with information on how to start the conversation with their children about our topics, for instance the difference between nudity and sex.

### Summer of love

To help young people on their way to a fun, sexy and safe summer, Rutgers, together with SOA AIDS Nederland and the municipal public health services (GGDs), launched special online information via

summeroflove.sense.info. Using tips, stories of experience, exercises and interventions, we empowered young people with targeted activities and refreshed their memory on how to keep it fun and safe together.

Although corona infections rose and the Summer of Love was cancelled due to new corona measures, we still see that the tools around the Summer of Love were used extensively. The tools themselves reached almost 10,000 unique visitors. The online campaign was viewed 160,000 times.



### Ben je oké during the Summer of Love

The Ben je oké? campaign, which makes unwanted sexual behaviour in the nightlife sector a topic of discussion, launched a prevention toolkit for pub owners, festival organisers and student associations in 2021. This toolkit on [www.benjeoke.nl/hierishetoke](http://www.benjeoke.nl/hierishetoke) helps pubs, music venues, student associations and festivals to take measures and draw up policies to prevent unwanted sexual behaviour as much as possible. Since its launch in June, the toolkit has been visited over 3,618 times, the section for students 594 times, the section for the hospitality sector 289 times, and the checklist itself has been used 490 times.

**This online campaign consisted of an awareness phase and an activation phase:**

Awareness phase: 1,43 million accounts reached

Activation phase: 1,25 million accounts reached.

**ZIE JIJ SEKSUELE INTIMIDATIE OP STRAAT  
ZOALS NAFLUITEN, ROEPEN,  
SISSEN OF AANRAKEN?**



**HELP DE ANDER EN VRAAG**

**ZO ZORGEN WE SAMEN DAT  
IEDEREEN IN ENSCHEDE ZICH  
VEILIG VOELT. OOK OP STRAAT.**

MEER INFO?  
CHECK: [BENJEOKEL.NL/ENSCHED](http://BENJEOKEL.NL/ENSCHED)

**BEN JE  
OKE?**

Rutgers ENSCHEDE

### Ben je oké during the student introduction weeks

During the student introduction weeks in August and September 2021, the Ben je oké? campaign was also promoted with social media advertisements on Instagram, Facebook and Snapchat.

### Meanwhile, more than 350 study and student associations are participating in the Ben je oké campaign.

Study and student associations tell us they are happy with the concrete tools the toolkit offers them. They are looking for ways to discuss and prevent unwanted sexual behaviour. With this toolkit, Ben je oké offers them practical tools and starting points to get started.

### Ben je oké? Campaign also used against street harassment

Sexual harassment in the street makes people feel unsafe and that is not okay. That is why the Ben je oké? campaign, commissioned by the municipality of Enschede, was also used to combat street harassment. The campaign called on all inhabitants of Enschede to help each other if they saw that someone was affected. The campaign message: 'Do you see sexual harassment? Then ask the person it happens to: "Ben je oké?" In this way, we can ensure that everyone feels safe in Enschede. Also on the street.'

The campaign gave Enschede's residents concrete tips on what to do if they saw someone being sexually harassed. As a bystander, you also received tips on how to deal with a situation that feels unsafe or when you, as a bystander, are afraid for your own safety. Like this appeal: 'Feeling unsafe? Offer a distraction and ask the question: "Do you know where the supermarket is?"' or for example this one: 'Don't trust it? Ask a policeman, bus driver or bystander for help or call 112.'

### Websites

The websites [rutgers.nl](http://rutgers.nl), [rutgers.international](http://rutgers.international), [seksualiteit.nl](http://seksualiteit.nl), [seksindepraktijk.nl](http://seksindepraktijk.nl) and [pubergids.nl](http://pubergids.nl) have migrated to a new corporate identity and CMS. During this migration, the content teams and the communication teams worked together with unified effort to check all texts and to place them in the new environment. The new visual language was also introduced. The new web landscape went live on Wednesday 29 September.

### Corporate identity

The corporate identity has also been adjusted. On 5 October, the new logo, the new colours and imagery, new templates and other related matters were

officially launched. In the new corporate identity, attention was also paid to writing guidelines, including the use of language, both in the Netherlands and internationally.

### Rutgers Dialogue

COVID-19. That was the theme of the 2021 Rutgers Dialogue. What impact did and does the corona crisis have on young people's sex lives? To find out, Rutgers and its partners made a (virtual) world trip and talked to young people in Nepal, Benin, Uganda and the Netherlands about the pandemic. What does COVID-19 mean for the LBHTI community in Nepal? What can young people in Uganda tell us about sexual violence? What are the consequences for sexual education in Benin? How do young people in the Netherlands experience the hot summer? What do young people need? What do we know from research? And the main question: what can politicians in The Hague do to improve the sexual health of young people after the corona crisis? Prior to the Rutgers Dialogue, Rutgers published a large study on the impact of COVID-19 on young people in the Netherlands. This research generated a lot of national media attention.



## International Communications

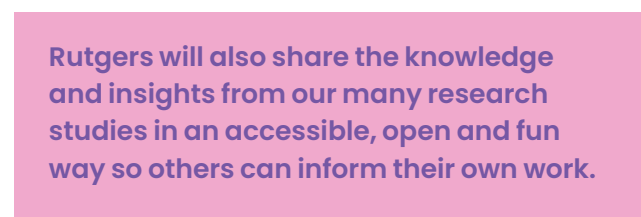
In 2021, Rutgers' three flagship programmes: Right Here Right Now, Generation G and Power to Youth started to get traction. During the numerous international days throughout the year, which always provide good opportunity to connect to other actors in our sector, we shared thought provoking messages, inviting call-to-actions and inspiring stories from our country partners.

But the year started with a reflection on the programmes that we concluded in 2020, such as Get up Speak out and the first round of the Right Here Right Now programme. In Rutgers first digital magazine on a programme we reflected on the results and successes with our partners across three continents, eleven diverse platforms and 1600 young people all playing key roles in reaching our goals.

2021 was also marked by the rescindment of the global gag rule by the Biden administration. Five years after its devastating impact on the sexual and reproductive health and rights the news was celebrated around the world. Through our strong connection with the global SheDecides movement – Rutgers was one of its founders – and our own She Makes Her Safe Choice programme, we continued to work on drastically reducing the number of unsafe abortions and maternal deaths worldwide. In 2021, we shared stories on the different realities



that people in Benin and Kenya face when it comes to unintended pregnancies and abortion and their dedication to reduce unsafe abortions in their country. We also focused on the crucial role young people play in our research into unintended pregnancies and abortions. Not just because it's important young people represent their own experiences; it can also result in more reliable insights. Especially when working on topics that can be sensitive. As the programmes draws to a close at the start of 2021, we shared the successes of its complementary approach through an animated video shared during a global webinar.



Three years ago, Rutgers and DKT International came together to launch the She Makes Her Safe Choice programme, with a dream to end unsafe abortions worldwide. Backed by the Dutch Postcode Lottery's Dream Fund, we've made huge strides towards that dream by adopting a comprehensive approach that combines: supply, awareness creation and support.

Working at a global level with DKT WomanCare Global, and in Kenya and Ethiopia through in-country partners, we have drastically reduced the number of unsafe abortions and maternal deaths by providing information and access to quality, safe options. Since January 2020, we started programme activities in Francophone West Africa, for two years and on a smaller scale.

**Results in 2020**  
Despite the limited time and budget, we have set ambitious targets for our programme in Francophone West Africa, dubbed "Sa Santé, Ses Choix". We selected four countries (Benin, Cameroon, Burkina Faso, and Togo) for product distribution (Dunya). In Benin and Cameroon, this is combined with activities to create awareness and support, which includes community outreach and online campaigns, mHealth, qualitative research, and targeted advocacy efforts. After only one year of implementation – and despite the severe impact of Covid-19 on product distribution, mobility movements, and the size of group gatherings – impressive results can already be noted.

IMPACT RESULTS	OUTPUT RESULTS
74,533 unsafe abortions prevented	1,840 providers trained on Medical Abortion pills, Manual Vacuum Aspirator and contraceptive options
399 maternal deaths prevented	51,664 Couple Years Protection generated from contraceptives
16,849 unintended pregnancies prevented	Over 2.9 million people reached by IBC campaigns

**CONSORTIUM PARTNER:**  
dkt INTERNATIONAL

**IN-COUNTRY PARTNERS:**  
ipas, Lydia, ABPF, MAJ, triggerise, WFD, RAES

**POWERED BY:**  
NATIONALE POSTCODE LOTERIJ

**Target groups:** Women and girls

**€1.5m**  
Francophone West Africa programme sub-budget 2020-21

The overall programme budget for 2019-2021 is €11.9m

On 14 April 2021, the UNFPA State of the World Population Report 2021 "My body is my own: claiming the right to autonomy and self-determination" was launched. On the occasion of the Dutch launch of this World Population Report, Rutgers organised an interactive webinar. The report revealed how serious many of the shortfalls in bodily autonomy are; many have worsened under the pressures of the COVID-19 pandemic. We also launched a new study on COVID-19. The

**We will continue to talk about sexuality openly, positively and practically.**

research showed that the indirect implications of the pandemic, and the measures to curb it, have had a huge impact on all aspects of young people's lives. This had a detrimental effect on their sexual and reproductive health and rights. The research showed that all negative effects are interlinked, laying bare and worsening existing inequalities.

To give a voice and a face to the findings of our COVID-19 study the Rutgers Dialogo – an annual meeting on sexual and reproductive health and rights aimed at inspiring Rutgers relations and government officials - gave a platform for Rukshana Kapali from Nepal and Soudeissi Traoré from Benin. In inspiring videos, they told how COVID-19 influenced their own lives as well as those of members of their communities. Particularly striking was their upfront and open way of illustrating the devastating effect of the pandemic on their lives.

**We won't just talk; we will also do and will create opportunities in all our communications to join us too.**

Young people in the lead and speaking freely and openly, is a cornerstone of our communications. The best example of this in 2021, was the important video message from LGBTQI+ rights activist Jairo from Guyana. "Use your presence, use your voice", was his message in a video of the Right Here Right Now programme. Halfway through the year, the video was awarded the Dutch Highflyer award by the Expertise Centre Humanitarian Communication. The jury praised the approach of the video where Jairo told his own story and gave rich details to clearly explain the context and difficulties of his work.

In 2021, Rutgers also worked to simplify and clarify the sometimes very technical processes that exists at the UN or other international bodies, such as the Human Rights Council. Through video messages, infographics and animated videos and content, we engaged with civil society organisations throughout the world.

During the annual 16-days of activism against gender-based violence, for instance, Rutgers launched a campaign that focused on a lesser-known human rights treaty: the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW). By showcasing what the treaty is about, explaining the avenues and tools (for example our Rutgers CEDAW toolkit) we gave more insights into the ways civil society can start conversations with their governments on sexual and gender-based violence. available to engage with them in ways that we believe are easier to understand.

Not only did we share Rutgers' own experience with engaging with the CEDAW Committee from the Netherlands, but we also shared the experiences of other organisations from Indonesia, Lebanon, Nepal and Jordan.

The Netherlands' Ambassador Women's Rights and Gender Equality also contributed by highlighting the added value of CEDAW from a government perspective. The stories shared by partners demonstrated persistence and fierceness to fight for the equality of all genders. During the campaign we also called on other organisations to share their experiences with the CEDAW by using #DemandWomensRights on their social media.

In 2021 we lay the foundations for our international communications for the years to come.

**Looking ahead, Rutgers will continue to put young people at the forefront of our communications, creating innovative and creative campaigns with them addressing real and sensitive issues.**



**Rutgers' core values are:  
Just, Open, Learning,  
Passionate, Positive,  
Professional and  
Courageous**



# 10 Organisational report

**2021 started with the merger between Rutgers and Dance4Life and in this first year of the new organisation we focused on integration and building a common culture. With different working groups on Culture and Inclusion, but also on Integrity, major steps have been taken this year to get to an organisation where everyone feels safe and welcomed.**

Also, COVID-19 obviously had a major impact on the organisation and demanded a lot of resilience. As in 2020, in 2021 the importance of caring for each other, good communication and staying connected was explicitly recognised because of remote working. Managers took extra time for this in the team meetings, but also on an individual level priorities were discussed and if needed adapted depending on the personal needs of staff members.

Besides, the working group on Inclusion & Diversity worked on a vision on inclusion and a Terms of Reference to implement that vision.

## Governance

The Executive Director is assisted by a Management Team consisting of managers of all departments. In 2021, meetings took place every three weeks, most of them digitally because of COVID-19. The members of the management team were:

- **Ms Paulien van Haastrecht**, Manager National Programmes
- **Ms Marieke Ridder**, Manager International Programmes
- **Ms Yvonne Bogaarts**, Manager Advocacy
- **Mr Michael Salemink**, Manager Finance and Facilities
- **Mr Koen Böhm**, Programme Manager Dance4Life
- **Ms Judith Westeneng**, Research Lead
- **Ms Jolan van den Broek**, Manager Communications and Fundraising (as of April 2021)
- **Ms Florine Lengkeek**, Interim Manager Communications (till March 2021)

## Annual workplan and budget

The Management Team adopted an Annual Workplan and Budget for 2021 which was approved by the Supervisory Board. Every quarter, this annual plan received an update of the planned results and the indicators set to measure these results. This way, the

Management Team can monitor the progress for reaching 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 are presented in the financial report.

## Rutgers Staff worldwide

The total average workforce of Rutgers in 2021 in The Netherlands and Indonesia was **122,1 FTE**.

	2019	2020	2021
<b>Rutgers The Netherlands</b>	89,8	88,3	99,8
<b>Country Office Indonesia</b>	19,4	19,6	22,3
<b>Total</b>	109,2	107,9	122,1

Rutgers is formally recognised as a sponsor for highly skilled migrant staff by the Dutch Immigration Agency IND. In 2021, Rutgers employed more highly skilled migrant staff from within and from outside the European Union, and helped them to obtain the necessary residence and work permits. This way, we created a more balanced and diverse workforce in our office in the Netherlands, fitting with the diversity of countries we work in.

## Employee turnover (the Netherlands)

In 2021, Rutgers had a total of 41 vacancies, partly due to the staffing of new international programmes that started in 2021, and partly due to colleagues leaving the organisation. 42 Staff members ended their employment, mostly due to expiration of their temporary contract (21 staff members) or other work ambitions (16 staff members). The permanent contract/temporary contract ratio was 58%/42% (at the end of 2021).

### Illness and sick leave Rutgers (the Netherlands)

HR is monitoring (frequent) illness and workload with relevant managers. There is close cooperation between management and HR in the supervision of absenteeism. The sick leave rate in the Netherlands has risen in the course of 2021 due to COVID-19: directly because of a rising amount of COVID-19 cases and indirectly because of people struggling with their work/life balance because of the ongoing COVID-19 measures. Rutgers has seen a rise of the sick leave rate over 2021 as well, especially with regard to long-term cases. The reporting frequency was <1.0.

Sick leave is reported on a monthly basis. In 2021, the contact between the managers and the company doctor was intensified in order to make the right decisions concerning the re-integration of long-term sick leave cases and in order to coach managers in their role as case managers in these cases.

The sick leave rate of Rutgers in 2021 in The Netherlands **6.3%** and Reporting frequency **0.94**.

	2019	2020	2021
Sick leave rate	5.2%	5.4%	6.3%
Reporting frequency	1.1	1.21	0.94

### Training Rutgers (the Netherlands)

In 2021 Rutgers continued the recurring trainings such as Persuading & Influencing, Moral Judgement and Project Driven Creation. In-company language courses in business English and basic and business Dutch were provided for a total of 25 colleagues. In addition, individual training sessions were attended. Most of these trainings were online, due to the COVID-19 measures. In 2021, 89% of the total training budget of € 164 thousand was spent.

### Organisational development

To connect the cultures and the staff of Rutgers and Dance4Life after the merger, a process to build a common culture was started. The first steps of the (internal) Culture Club was to identify seven core values for the new Rutgers organisation, supporting the new common culture and the new Rutgers strategy. This resulted in the House of Values, with three anchor values, three aspirational values and a base value. In 2022, workshops will be organised to bring these values to life and to translate the values

into a story of Rutgers. In the workshops, colleagues will work on building a brave space to speak out and on developing 'failure fitness' to learn and innovate.

Also in 2021, an Inclusion & Diversity working group was started, as a merger of the former working groups on Inclusion & Diversity and Employee Satisfaction. The working group developed a Rutgers vision on inclusion that focuses on intersectionality. In 2022, the working group will raise awareness and develop skills of colleagues with regard to intersectionality and the importance of intersectionality for Rutgers' programmes.

### Quality management

Rutgers was audited by external certified auditors, who reported directly to the Executive and Supervisory Boards. The Country Office was also audited by authorised local accountants.

Rutgers is ISO 9001 certified. In 2021, Rutgers was audited on the ISO 9001:2015 standard and the Partos 9001:2018 standard. The entirety of processes and systems were reviewed from start to finish and our continued commitment to continuous improvement was examined. There were no major or minor non-conformities identified and therefore an extension of the certificate was issued.

### Integrity

In 2018, as part of the joint plan of action on integrity of Dutch NGO's, Partos adopted changes in the Partos Code of Conduct. These same changes are made in the Partos 9001 and the Organisational Risk and Integrity Assessment of the Ministry of Foreign Affairs. Key to these changes is that every organisation should have an integrity system in place, for which implementation started in 2019. Since 2020, Rutgers has been certified on ISO 9001 with the new Partos 2018 standard which includes the new integrity part.

Part of the Rutgers integrity system is a code of conduct as well as procedures on safeguarding, complaints and whistleblowing. Besides this there is an external person of trust available for staff.

Rutgers realizes that integrity is however not only a matter of policies and procedures. Integrity is also determined by the organisational culture. For this reason, all staff is trained in moral judgement. In 2021 the process has started to start a system of moral

deliberation. Furthermore, a process has started to review the current integrity system, which will result in an updated code of conduct in 2022, as well as a new integrated reporting procedure.

### Complaints

In 2021, Rutgers handled 5 integrity cases (in 2020 there were 7). Of these 5 cases, 3 were potential fraud cases and 2 cases related to undesirable behaviour. Of these last two, 1 is related to Rutgers itself and has been investigated by an external investigator who found the complaint to be unfounded. The other case related to an international partner of Rutgers. The external investigator that investigated this case found the complaints to be grounded. Rutgers has terminated the contract with that partner. When relevant and needed, the donor was informed and/or involved with regards to the complaint and the follow-up process.

In 2022 Rutgers received a report of possible inappropriate behaviour with one of our Dutch partners. This case is being investigated by an external investigator and the donor is informed.

### Risk and risk management

Rutgers manages its financial, organisational, programmatic and reputational risks on several levels. Being a charity without a motive for profit leads to being an organisation with a low risk appetite.

The management information system has several indicators relating to the various organisational objectives. Through key performance indicators we monitor our work on a quarterly basis allowing us to steer our work where needed. Based on up-to-date environmental analyses and recent experiences, the strategy and policies are regularly checked and adapted if need be.

In the work of Rutgers, proven scientific methods of intervention development are used. There is a process of ongoing feedback through monitoring and evaluation. Most of the work of Rutgers is monitored and evaluated according to the requirements of the Ministry of Foreign Affairs and the Ministry of Health and specific requirements of non-governmental donors.

Finance-related processes and policies are transparent. Through a combination of tailored-made

management information at corporate, department and programme level, Rutgers manages its financial results. Furthermore, there are policies in place, such as the code of conduct, anti-corruption and fraud prevention and safeguarding.

Each year, the Management Team identifies the most important risks. For every risk, a risk manager is appointed to come up with a plan to mitigate this risk. The risks are monitored in the quarterly reviews of the Year Plan. Given the developments in 2021 and the Year Plan for 2022, these are the most important risks:

#### *COVID-19*

Since the start of the COVID-19 pandemic, it has negatively impacted Rutgers on several levels. It has an impact on our work, our partners and our funding opportunities, as well as on our staff members and organisation. It does not mean we can't carry out our work, but it will lead to a structural change in the way we organise our work. Furthermore, COVID-19 had a huge negative impact on SRHR worldwide, setting us back in time when it comes to everything we want to achieve.

In 2021 we made sure our staff members were equipped to work from home, in 2022 we will make sure the office is also a safe and optimal work space for all our staff members. Our safety and security protocols have been updated as we anticipate traveling to resume in 2022.

#### *Staff turnover and workload*

For the past years our staff turnover is high, which results in a higher workload for colleagues. A high turnover also gives the risks of a possible knowledge drain. In the year plan 2022 HR will take on the exit interviews at Rutgers and analyse the sick leave rates. Furthermore, a frequent employee survey (once a month) will start, to get a better idea of the developments within the organisation. Special attention is needed for the performance of the financial department and processes. In 2022 we will make an analysis of the situation and a plan of action for improvements.

#### *Fundraising*

Diversifying our funding has been one of the main goals for the past years and is also a big part of our new strategy. This is also a part of our work where the impact of COVID-19 is big, since it gives ample

opportunity for fundraising events. With an investment in fundraising already in 2021 and expanding to 2022 in fundraising through Dance4Life, we hope to expand our funding options with private donors and other foundations. The (financial) results of the private fundraising do not match our expectations so far and in 2022 we will need to adjust our strategy.

We also need to reconsider our position as a Dutch NGO and find donors that are willing to look ahead with us towards new ways of working in partnerships and alliances.

#### *Safeguarding and integrity*

The current safeguarding and integrity framework is a collage of different policies. Next to fraud, one of the biggest risks is the risk of inappropriate (sexual) behaviour within our organisation or within our programmes. With a growing acknowledgement of this risk, we need to improve our system, to make sure it is sustainable, focussed on victims and reporters and usable for both Rutgers as well as for our partners. This will start with a review of our Code of Conduct and our Reporting procedures in 2022.

#### *Safety and Security*

The push back on gender sensitive issues, notably CSE, LGBTQI+ and Abortion has increased over the years and even more so recently due to COVID-19. This has an impact on our programming and our staff members travelling to visit partners, as well as on our partners. In 2021 we have worked on a holistic safety policy; a safety & security officer has been installed and will continue the work in 2022 when staff members are expected to travel to partners again. The work with partners on safety & security is in development.

#### **Country Office Indonesia**

Rutgers has a Country Office in Indonesia, which is recognised locally as an agency of an international NGO and as such is permitted to have staff and manage finances. The office in Indonesia is led by the Country Representative, who is appointed by the Executive Director and reports to the Manager International Programmes. The Country Office applies all Rutgers standard systems and operates through annual budgets allocated to it, including locally raised funds. The accounts were audited by local external certified accountants and were consolidated in the financial statements of Rutgers.

#### **Communication with stakeholders**

Rutgers' stakeholders include:

- Donors (institutional and private).
- Employees, Supervisory Board members and employees in the Indonesia office.
- 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 provides reporting and accountability in this Annual Report, aimed at institutional donors and stakeholders such as CBF.

Both corporate websites (Rutgers.nl in Dutch and Rutgers.international in English) were renewed in 2021 and provide a broad overview of our activities, including news messages. The intranet serves as the channel for internal communication.

Staff receives information about overall operational management and strategy at biweekly internal meetings in which colleagues share highlights and special-interest issues.

After every Supervisory Board meeting, an update is given to staff and after every Management Team meeting, a meeting is held with all staff to update them on the matters discussed in the Management Team meeting. Furthermore, it is possible for staff to attend the Management Team meetings as an observer and the agenda and documents discussed in the Management Team meetings are available to all staff members. All departments have regular meetings.

#### **Looking towards the future**

In our [Strategy \(2021-2025\)](#) we formulated the 'why' of our organisation: being free to enjoy our sexuality and relationships contributes to our happiness. All the programmes of Rutgers contribute to this goal with their activities.

All programme and organisational activities for 2022 are in the Rutgers Year Plan. At the start of 2022 we received the news that a grant from the European

Union has been acquired for the programme Ado Avance Ensemble. This is a 3-year programme in 5 countries in Francophone West Africa, focussed on both CSE and access to safe abortion and contraceptives. Starting up this programme will be a challenge for the coming year because of the current job market, language requirements and the specifics of working in an EU programme.

On the national level we will need to apply for new grant from the ministry of Education, Culture and

Science, from the emancipation budget. Over the past years, these grants have funded our work for Act4Respect and the Alliance Tailored Healthcare (Gezondheidszorg op Maat).

There is a need to invest in our organisation and the systems we work with to help our staff to perform to the best of their abilities. We don't know what COVID-19 will bring us again, but we need to be prepared for a situation where we need to work from home again, with all the pressure this puts on our staff.

**We are building safe spaces for our staff to speak out and develop 'failure fitness'.**



**All people have equal rights and access to care, sexuality education and information regardless of the gender(s) they identify with or express, sexual orientation, age, race, cultural background, religion, socioeconomic status, health or (dis)ability.**

# 11 Report of the Supervisory Board

**The Supervisory Board oversees the general affairs of Rutgers, develops organisational strategies and controls efficient and transparent spending of budgets. Rutgers adheres to CBF (Central Bureau Fundraising) guidelines and the Governance Code for Charities (Code Goed Bestuur), which stipulates a separation of supervisory and governance responsibilities between Supervisory Board and Executive Director.**

## **Supervisory Board composition**

The Supervisory Board appoints its own members for a three-year term, after which members may be reappointed for two more terms. In 2021, Ms Braeken and Mr van Dedem joined the Supervisory Board after the merger with Dance4Life. Furthermore Ms Dijkstra, Ms de Blécourt and Mr van der Flier were appointed for their second term. Ms Spier, Mr van Dedem and Ms Schouten stopped their work as members of the Supervisory Board in 2021.

IPPF regulations state that at least half of the members should be women and two members should be under the age of 25 when elected. With the current composition of the Supervisory Board, Rutgers meets these requirements.

As of the end of 2021, the Supervisory Board includes the following members (between brackets: year of joining the Board and end of this term as member).

### **Ms Mirjam de Blécourt, Chair**

*(June 2018/June 2024, second term)*

Ms de Blécourt is a leading employment lawyer and a partner at Baker McKenzie. She is one of the publicly spoken women on #metoo and has been working on diversity and gender equality for years. Mirjam has a lot of experience as a board member for various organisations such as Baker McKenzie Amsterdam, the Royal Concertgebouw Fund, Women on Top and the Female Cancer Foundation.

### **Ms Julia Bunting**

*(May 2017/May 2023, second term)*

Ms Bunting is president of the Population Council in New York. She served as a director at the International Planned Parenthood Federation (IPPF), where she led the Federation's Programme and Technical areas; she was a lead catalyst of the 2012 London Summit on Family Planning.

### **Mr Karel van der Flier**

*(June 2018/June 2024, second term)*

Mr Van der Flier is a business economist and brings his experience in media, sales and marketing. Mr van der Flier is a member of the Audit Committee of the Supervisory Board.

### **Mr Lars Dellemann**

*(February 2016/February 2022, second term)*

Mr Dellemann is a journalist and one of the youth members of the Supervisory Board.

### **Ms Lotte Dijkstra**

*(May 2018/May 2024, second term)*

Ms Dijkstra is the second youth member of the Supervisory Board. She is a medical doctor in a mental health facility and was the Dutch youth ambassador for sexual and reproductive health and rights.

### **Ms Nicolette Loonen**

*(April 2013/April 2022, third term)*

Ms Loonen is an independent financial consultant. She is general managing director for VERA Community, she was an auditor and consultant at KPMG for 15 years and she is founder and chair of Women in Financial Services (WIF). In 2019 Ms Loonen was appointed as a member of the IPPF Global Audit Committee. Ms Loonen is the chair of the Audit Committee of the Rutgers Supervisory Board.

### **Ms Doortje Braeken**

*(January 2021/January 2024, first term)*

Ms Braeken has been a Supervisory Board member at Dance4Life and joined the Supervisory Board of Rutgers after the merger of both organisations. Ms Braeken has worked at IPPF as a senior advisor on adolescents, young people, gender and rights for more than 20 years. Before working at IPPF, she worked at Rutgers. Since she retired in 2017, Ms Braeken has been a consultant in SRHR.

In 2022, 3 new members joined the Supervisory Board:

### **Ms Femke Aarts**

*(April 2022/April 2025, first term)*

Femke is a member of the board of directors of NEN, the national standardization body of The Netherlands. She is an accomplished senior executive with a proven track-record in financial management, organisational management, leadership, and strategic transformation in both private and public sector. In addition, Femke is active within the international standardization community where she holds the role of VP Finance of CENELEC responsible for standardization at the European level and is a member of the strategic advisory group on IT of ISO at a global level. Furthermore, she serves as a member of the supervisory board of Avans University of Applied Sciences and FairWork.

### **Ms Thikala Itaye**

*(June 2022/June 2025, first term)*

Tikhala Itaye is a Human Rights lawyer and Gender Specialist working in areas such as Global Health Governance, communication and Policy Advocacy. As former Chairperson for the Global SheDecides movement and former President for AfriYAN (African Youth and Adolescent Network) she is now Director of Global Movement Building at Women in Global Health.

### **Ms Mina Morkoç**

*(June 2022/June 2025, first term)*

Mina studied at Erasmus School of Law. She is City Council Member in Rotterdam and working student at a law firm. Mina is the youth member of the Rutgers' Supervisory board.

### **Meetings and decisions of the Supervisory Board**

The Supervisory Board had five regular meetings in 2021, in February, May, June, October and December. Because of COVID-19, all meetings were held digitally. The Executive Director attends the Board meetings and each meeting different members of the Management Team were invited to attend the meeting for certain agenda items.

Each meeting consists of standard items on the agenda such as adopting the annual report, financial reports, budget and workplan. Each meeting, the Supervisory Board receives an update from every department as well as the larger alliance

programmes in which Rutgers is the Lead Organisation. This update focusses on recent developments and risk management. During the year, the Supervisory Board adopted several reports such as the Internal Workplan, the Annual Report (in accordance with CBF guidelines), the remuneration of the Executive Director (in accordance with the Governance Code) and the Year Plan and budget for 2022.

Besides these standard agenda items, each meeting the agenda also contained strategic items such as national and international developments, integrity and discussions on strategy as well as presentations on the work of Rutgers. In 2021, the Supervisory Board discussed country ownership in the new international programmes, the fraud protocols that Rutgers has in place and fundraising under Dance4Life.

The Supervisory Board started a process for a new strategy in 2019 and in the summer of 2021 the new strategy of Rutgers as a merged organisation (2021-2025) was adopted. The recent merger with Dance4Life was discussed in every meeting, with updates on the integration of both organisations.

The Supervisory Board also discussed the culture trajectory that was a result from the merger and took part in a workshop on the new house of values. With the announcement of the Executive Director leaving by the end of 2021, the Supervisory Board started the process of finding a new Executive Director. In the meantime, they appointed an interim Executive Director.

An important topic in 2021 was the composition of the Supervisory Board. With members leaving in 2021 and early 2022, the Board decided on three vacancies to be opened in 2022 and the profile of both the Supervisory Board in general and these specific vacancies.

The Supervisory Board has two standing committees, the Presidium, consisting of Ms Loonen and Ms de Blécourt and the Audit committee consisting of Ms Loonen and Mr van der Flier.

### **Allowance**

Members of the Supervisory Board receive an expense allowance of € 150, - per meeting. Travel and hotel costs for members from abroad are refunded.



**Executive Director**

Mr Ton Coenen has been Executive Director of Rutgers since January 2016. He is also a member of the Supervisory Board of Vluchtelingenwerk Nederland (Dutch Refugee Council). Mr Coenen follows the Collective Labour Agreement of Dutch Mental Health Care Services (CAO GGZ) and received a gross salary in 2021 of € 146,735.

The Executive Director is responsible for the functioning of the organisation and has internal as well as external management duties. He has an annual performance review with the members of the Presidium.

In October 2021, Mr Coenen announced that he will be leaving Rutgers as of 31 December 2021. As of 1 May 2022 the Supervisory Board appointed Ms Marieke van der Plas as the new Executive Director.

**Rutgers' work is more relevant than ever: worldwide, young people face significant and damaging barriers to accessing quality sexuality education, contraception and safe abortion.**



We work to an organisation where everyone feels safe and welcomed.

## 12 Finance

**The financial statement has been prepared in accordance with the Dutch Accounting Standard for Fundraising Institutions (RJ650). The RJ650 requires Rutgers to commit all expenditures to its objectives, which are defined as International, National and Lobby & Advocacy, income generation and management and administration. All amounts in this report are in Euro (€).**

For realising the objectives International and Advocacy Rutgers is in the lead of two consortia for the period 2021-2025 to implement the programmes funded by the Dutch Ministry of Foreign Affairs (MoFa):

- Right Here Right Now<sup>2</sup> with consortium members AMPF, ARROW, Bandhu, Choice, RHU and RNW Media.
- Generation G with consortium members Sonke, Promundo and ABAAD.

For realising the objectives International and Lobby & Advocacy Rutgers was in the lead of three consortia for the period 2016-2020 to implement the programmes funded by the Dutch Ministry of Foreign Affairs (MoFa):

- Get Up Speak Out (GUSO) with members Simavi, Aidsfonds, IPPF, Dance4Life, Choice.
- Prevention+ Alliance with members Promundo US, Sonke.
- Right Here Right Now with members Hivos, Dance4life, Choice, Arrow, IPPFAR, LACWHN.

Furthermore the objectives International and Lobby & Advocacy are realised by working on implementing programmes such as:

- Power to You(th) as a consortium member with Amref as consortium lead (MoFa funded)
- Centers of Excellence (IPPF funded).
- Countdown (IPPF-EN funded).
- Explore4Action (BMGF funded).

Regarding the National objective Rutgers is in the lead of a consortium (2018-2022) with Atria as a member of the consortium, for the programme Act4Respect funded by the Ministry of Education, Culture and Science (OCW). Furthermore Rutgers works on this objective in programmes subsidized via an institutional subsidy of the Ministry of Health.

Our role as lead agent is also reflected in the Statement of Income and Expenditure. We have a responsibility as lead agent regarding the subsidy

provided to the consortium members. We have to show 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 audit protocol of MoFa and the RJ650 request to account for multi-annual partner costs at the stage of signing the contract. This principle does not affect the result but does increase the volume of income and expenditure reported in the year of signing multi-annual partner contracts. Since the beginning of 2021 Rutgers has a policy to contract partners year by year in programmes for risk management reasons and to avoid large fluctuations in income and expenditure over the years.

Lead agent Ministry of Foreign Affairs partnerships Rutgers is lead agent in two programmes financed by the Ministry of Foreign Affairs for the period 2021-2025. The programmes are Right Here Right Now<sup>2</sup> (Strengthening Civil Society, SRHR partnership fund) and Generation G (Strengthening Civil Society for Power of Voices).

Because we have a responsibility as a lead agent regarding the subsidy provided to the alliance members, we have to show both the funds disbursed to our alliance members and the relevant subsidies in our Statement of Income and Expenditure. As costs and revenue are equal on balance there is no influence on result or equity of Rutgers.

### **Fundraising**

Rutgers adheres the Central Bureau on Fundraising (CBF) norm of maximum 25% costs compared to the total income from fundraising.

### Management and Administration costs

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 organisation of Rutgers such as project portfolio, diversity of donors, the scale in which activities are carried out and others. The Central Bureau on Fundraising (CBF) does not prescribe a target.

### Continuity reserve

The continuity reserve is meant to guarantee the organisation's continuity, to cover risks and provide working capital. The costs of the working organisation 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 and Jakarta. 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 organisation.

### Equity and cash position

Rutgers invests surplus cash and cash equivalents in such a way that the principal remains intact (working capital is sufficient). Surplus cash and cash equivalents are held in deposit accounts at large Dutch banks which can be withdrawn on short term notice. Mid 2020 the payment of interest on USD deposit was halted, in fact lowered to null percent. Since then the USD funds are booked in the USD checking account.

The interest rate on Euro accounts is negative (-0,5%) with an ongoing lowering of the threshold. The negative interest costs related to the received funds for programmes are charged to these programmes. There are no securities held by the organisation or Rutgers Indonesia. 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 Rutgers Indonesia reports are in the local currency (Indonesian Rupiah, IDR). Consolidation of the assets and liabilities of Rutgers Indonesia leads to the recognition of unrealised currency exchange results within equity amounting. Rutgers has limited cash and cash equivalents in foreign exchanges, only a US Dollar account is in place due to grants transferred in Dollars.

### Summary 2021

Rutgers has generated a net balance of € -31 thousand. Rutgers Indonesia had a negative contribution of € 48 thousand due to exchange rate differences and declining income. Rutgers Netherlands had a positive contribution amounting to € 17 thousand.

The Rutgers Netherlands net balance was negatively impacted by having to resolve a VAT issue regarding the VAT-reversed for € 110 thousand.

The negative result of Rutgers is mainly caused by higher cost of staff because of the need to hire additional external staff to replace employees who were absent.

The brand Dance4Life did not perform as well as expected in terms of income generated since fundraising and acquisition were less effective than anticipated.

There was a large, uncovered position in US Dollars, which was sold at the end of 2021. During 2021 we have gained € 365 thousand due to the development of the exchange rate of the US Dollar versus Euro.

For all details about our finances we refer to the next chapter where the numbers are stated and the explanatory notes.

### Productivity in hours

For 2021 we planned for 92,515 productive hours. During the year the planned hours increased to 98,242 hours due to budget shifts in unspent programmes. In 2021 we realized 98,007 productive hours.

### Preview 2022

In 2022 a grant of € 10,00 million has been acquired for the programme Ado Avance Ensemble funded by the EU. The programme will start as of 1 August 2022 and run till 1 August 2025.

The RHRN2 consortium was confronted with mismanagement by one of the consortium partners. In close contact with the donor it was decided to remove this partner from the consortium. Its place is taken over by another organisation in the same country.

# 13 Annual Financial Statement 2021

## Balance sheet

Amounts in euros

### Assets

		31-12-2021	31-12-2020 Rutgers + D4L
<b>Fixed assets</b>			
Intangible fixed assets	A	5,340	12,417
Tangible fixed assets	B1	173,145	175,757
Financial fixed assets	B2	41,454	41,454
		219,939	229,628
<b>Current assets</b>			
Receivables, prepayments and other current assets	C	2,785,820	4,396,695
Cash and cash equivalents	D	12,505,320	17,826,793
		15,291,141	22,223,489
<b>Total</b>		<b>15,511,081</b>	<b>22,453,117</b>

### Liabilities

<b>Reserves and funds</b>			
Continuity reserve	E1	3,027,315	3,391,846
Appropriated reserves	E2+E3	1,355,566	946,024
Reserve exchange rate differences	E4	-386	-1,949
Subtotal reserves		4,382,495	4,335,922
Equalisation fund VWS	E5	102,340	229,187
SheDecides fund	E5	93,431	42,675
Reserves and funds		4,578,266	4,607,784
<b>Provisions</b>			
Provision jubilee employees	F1	40,176	41,865
Provision partner obligations	F2	48,000	48,000
		88,176	89,865
<b>Long term liabilities</b>			
Loan from ID&T relating to Dance4Life USA	F5	41,454	41,454
<b>Current and accrued liabilities</b>			
	G	10,803,184	17,714,014
<b>Total</b>		<b>15,511,081</b>	<b>22,453,117</b>

# Statement of income and expenditure

		Income		
		Actual 2021	Budget 2021 (Full year)	Actual 2020 (Full year) Rutgers + D4L
Income from individuals	H	303,217	305,000	219,461
Income from companies		131,640	210,000	118,045
Income from lotteries	I	2,106,293	3,014,793	2,757,416
Income from government subsidies	J	16,841,407	19,651,308	21,196,316
Income from other non-profit organisations	K	2,162,981	2,221,015	2,932,811
<b>Total income fundraising</b>		<b>21,545,537</b>	<b>25,402,116</b>	<b>27,224,049</b>
Income from goods and services and other income	L	144,191	312,087	236,271
<b>Total income</b>		<b>21,689,728</b>	<b>25,714,203</b>	<b>27,460,320</b>
<i>Total income Consortium members excluded</i>		<i>18,508,279</i>	<i>21,533,576</i>	<i>15,095,843</i>
		Expenditure		
National	M1	3,887,365	4,127,780	4,444,513
International	M2	15,004,715	18,041,466	15,059,958
Lobby and Advocacy	M3	881,232	533,011	5,671,230
Directly allocated to objectives	M	19,773,312	22,702,257	25,175,700
<i>Total expenditure Consortium members excluded</i>		<i>16,591,863</i>	<i>18,521,630</i>	<i>13,345,418</i>
Costs of direct fundraising	N1	346,002	628,416	201,241
Costs on income third-party campaigns	N2	67,026	58,996	24,431
Costs on (securing) government grants	N3	244,526	252,369	147,131
Costs of income generating	N	657,554	939,781	372,803
Costs of management and administration	O	1,655,367	1,813,573	1,587,303
<b>Total expenditure</b>		<b>22,086,232</b>	<b>25,455,611</b>	<b>27,135,806</b>
<i>Total expenditure Consortium members excluded</i>		<i>18,904,783</i>	<i>21,274,984</i>	<i>14,918,456</i>
Interest and exchange result	P	365,419	12,858	-204,505
<b>Result</b>		<b>-31,085</b>	<b>271,450</b>	<b>120,008</b>
<b>Result appropriation</b>				
Continuity reserve		-48,531	271,450	424,425
Appropriated reserve		93,535	-	-324,974
Equalisation fund VWS		-126,847	-	120,320
SheDecides fund		50,756	-	-99,763
		<b>-31,085</b>	<b>271,450</b>	<b>120,008</b>

# Cash Flow Statement

## Cash flow from operating activities

	2021	2020 Rutgers + D4L
Result	-31,085	120,008
Depreciation	83,419	79,012
Changes in provision and reserve exchange rate differences	1,506	44,309
Change in working capital (excl. cash and cash equivalents)	-5,299,956	-2,325,143
	<b>-5,246,115</b>	<b>-2,081,814</b>

## Cash flow from investing activities

<b>Investments in</b>		
Intangible fixed assets	-	-
Tangible fixed assets	-78,098	-131,383
	<b>-78,098</b>	<b>-131,383</b>
<b>Disinvestments in</b>		
Intangible fixed assets	-	-
Tangible fixed assets	2,739	67
	<b>2,739</b>	<b>67</b>
<b>Movement cash and cash equivalents</b>	<b>-5,321,474</b>	<b>-2,213,130</b>
Liquid assets at the end of the financial year	12,505,319	17,826,793
Liquid assets at the start of the financial year	17,826,793	20,039,924
<b>Movement cash and cash equivalents</b>	<b>-5,321,474</b>	<b>-2,213,130</b>

# Explanatory notes related to the financial statements

## 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 country office in Indonesia.

### 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 Euro at the rate of exchange ruling at the balance sheet date.

### Dance4Life

The actuals 2020 of Dance4Life and Rutgers have been aggregated due to the merger per 1 January 2021.

## 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%
Hardware	20%

### Receivables

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

### Cash and cash equivalents

Cash and cash equivalents are stated at face value. Cash and cash equivalents denominated in foreign currency are translated into Euro 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 Euro 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 country office in Indonesia. This will enable a downsized organisation. 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 organisation.

### Appropriated reserves

The appropriated reserves are earmarked by the executive director.



### **Exchange rate reserve**

Exchange rate differences on transactions concerning the country office are recognised in the state of income and expenditure except for exchange rate results from country office net investments. They are classified as equity within the exchange rate reserve. In case of disposal of a country office, the cumulative balance of the exchange differences in equity relating to that country office will be recognised in the state of income and expenditure.

### **Breakdown of current programmes- and projects end of year position**

Rutgers' funds to large extent consist of project or programme related subsidies. Programmes 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 programmes are presented under section C 'grants to be received' and section G. 'grants received in advance'. In order to provide insights in the end of year position of the programmes and projects, a breakdown per project/ programme is included in section R.

### **Employee benefits/pensions**

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

### **Accounting policies for the statement of income and expenditure**

Income is recognized in the year to which it relates.

#### **Income from individuals**

Donations and contributions are recorded in the year in which they are received.

#### **Income from government subsidies**

Government subsidies are recognised based on the actual costs related to the progress of the implementation of the grant, with the maximum of the approved budget. 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.

Rutgers is lead agent in several programmes financed by the Ministry of Foreign Affairs. Our role as lead agent is also reflected in the Statement of Income and Expenditure by including the actual income and expenditure of consortium members in our 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.

#### **Income from goods and services and other income**

Rutgers, in pursuit of its objective, sells articles and/ or provides services whereby persons belonging to the target group only pay a small contribution as a result of which the activities are not cost-effective, the gross result must be included as expenses spent on the objective in accordance with RJ650.

#### **Expenditure**

Stakeholders require insights 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 (Goede Doelen Nederland, voorheen 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.

# Explanatory notes to the balance sheet

## A. Intangible fixed assets

	31-12-2021	31-12-2020 Rutgers + D4L
<b>Acquisition value (cumulative)</b>		
Balance 1 January	329,269	329,269
Acquisitions	-	-
Disinvestments	-	-
Balance 31 December	329,269	329,269
<b>Depreciation (cumulative)</b>		
Balance 1 January	316,852	309,775
Depreciation	7,077	7,077
Disinvestments	-	-
Balance 31 December	323,929	316,852
<b>Book value 31 December (cumulative)</b>	<b>5,340</b>	<b>12,417</b>

The intangible fixed assets refer to software, which are maintained for operational use and depreciation is based on the expected useful period of five years. The difference between 2020 and 2021 is the depreciation.

## B1. Tangible fixed assets

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

	Renovation	Furniture & equipment	Hardware	31-12-2021	31-12-2020 Rutgers + D4L
<b>Acquisition value (cumulative)</b>					
Balance 1 January	308,499	382,558	418,349	1,109,406	945,696
Acquisitions	-	12,010	66,088	78,098	131,383
Disposals/desinvestments	-	-	-2,739	-2,739	-3,531
Balance 31 December	308,499	394,568	481,698	1,184,765	1,073,548
<b>Depreciation (cumulative)</b>					
Balance 1 January	294,983	374,532	265,763	935,277	829,319
Depreciation	7,926	3,709	64,707	76,342	71,935
Disposals/desinvestments	-	-	-	-	-3,464
Balance 31 December	302,909	378,242	330,469	1,011,620	897,790
<b>Book value 31 December (cumulative)</b>	<b>5,590</b>	<b>16,326</b>	<b>151,229</b>	<b>173,145</b>	<b>175,757</b>

The depreciation of the above presented tangible fixed assets is based on the expected useful period of five years. The difference between 2021 and 2020 is caused by investments and depreciation.

## B2. Financial fixed assets

	31-12-2021	31-12-2020 Rutgers + D4L
Cash advance to Dance4Life USA	146,176	146,176
Expenses advanced for Dance4Life USA	53,658	53,658
Reservation loan repayment	-51,455	-51,455
Cash received on behalf of Dance4Life USA	-106,925	-106,925
<b>Book value 31 December</b>	<b>41,454</b>	<b>41,454</b>

In 2012 a foundation "Dance4Life USA" was set up in New York. To finance the starting up of Dance4Life USA, a loan has been agreed of USD 233k. We are in the last phase of the process of dissolving the organisation. A reservation had already been created for the possibility that the outstanding balance would not be refunded.

## C. Receivables, pre-payments and other assets

Debtors	35,720	143,807
Grants to be received	2,125,377	3,223,202
Provision bad debtors	-509	-509
Advances consortium members	499,333	866,171
Receivable amounts	3,508	-
Tax	4,787	1,579
Prepaid expenses	105,827	114,285
Other	11,777	48,160
	<b>2,785,820</b>	<b>4,396,695</b>

Receivables have a maximum term of one year. Grants to be received relate to finished and current projects and programmes. A breakdown is included in annex R. Breakdown of current programmes.

Advances consortium members consist of paid advances exceeding the actual expenditures. The decline between 2020 and 2021 can be explained by receiving subsidies.

## D. Cash and cash equivalents

Bank current accounts	12,009,653	13,867,379
Bank current accounts foreign currency	262,879	3,957,850
Bank deposits	-	-
Bank deposits foreign currency	232,309	-
Cash resources	479	1,564
	<b>12,505,320</b>	<b>17,826,793</b>

The bank's current accounts are much lower (€ 5,32 million) than in 2020 because of programme expenditure and no full advance year payments by donors for the operational programmes. Foreign currency (USD) in current accounts has lowered significantly (USD -3,69 million) due to payment of contracts in USD and a new Rutgers policy concerning the liquidity position in foreign currency. As a result of this, Rutgers sold its USD at the end of 2021.

## E. Reserves

	31-12-2021	31-12-2020 Rutgers + D4L
<b>E1. Continuity reserve</b>		
Situation as of 1 January	3,391,846	2,967,421
Reallocation	-316,000	-
Result appropriation	-48,531	424,425
<b>Situation as of 31 December</b>	<b>3,027,315</b>	<b>3,391,846</b>

As per the end of 2021, the continuity reserve enables the organisation to cover 6,45 months of the work organisation. The costs of the work organisation 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 and Jakarta. To cover the aim of 6 months, a continuity reserve of 2,86 million euros is required. As of 1 January 2021 the continuity reserve of Dance4Life (€ 797 thousand) was added to the continuity reserve. Because the continuity reserve of Dance4Life was higher than the maximum of 6 months in the Rutgers policy the Executive Director decided to reallocate the surplus (€ 316 thousand) to the appropriated reserves for Fundraising (€ 275 thousand) and Implementation CRM (€ 41 thousand).

### E2. Appropriated reserve

Bodytalk	154,726	160,000
Impuls Online Education Youth	200,000	-
Rutgers contribution AAE-programme	45,000	-
Project Organisation development	75,781	-
Fundraising	275,000	-
Implementation CRM	41,000	-
Redesign online landscape	21,777	67,637
Replace and upgrade information systems	135,845	265,103
Innovation	372,729	374,431
COVID-19 consequences	33,701	78,853
<b>Situation as of 31 December</b>	<b>1,355,560</b>	<b>946,024</b>

Rutgers allocates funds to initiate innovative and additional projects. Project period can last for two years. At the end of the year the board decides which projects will continue the next year and add the responding amount to the appropriated reserve. According to the Dutch Accounting Standard for Fundraising Institutions (Richtlijn RJ650) incurred costs related to the appropriated reserve can only be charged to the reserve after balancing the income and expenditure.

From the reallocation in 2021 of the continuity reserve of Dance4Life appropriated reserves have been formed for Fundraising (€ 275 thousand) and Implementation CRM (€ 41 thousand).

Per the end of year € 441 thousand (€ 93 thousand from the result appropriation and € 348 thousand from the withdrawal due to costs incurred in 2021) has been added to the appropriated reserves. The Executive Director allocated appropriate reserves to the following projects:

- Impuls Online Education Youth (+ € 200 thousand, 2022-2023)
- Rutgers Contribution Ado Adolescent Ensemble (AAE) programme (+ € 45 thousand, 2022)
- Replace and upgrade information systems (for implementation NGO-Online) (+ € 100 thousand, 2022)
- Redesign online landscape (Website in French and business case study webshop (+ € 20 thousand, 2022)
- Project Organisation development (+ € 76 thousand, 2022-2023)

	31-12-2021	31-12-2020 Rutgers + D4L
<b>E3. Reserve exchange rate differences</b>		
Situation as of 1 January	-1,949	753
Additions/withdrawals	1,563	-2,702
<b>Situation as of 31 December</b>	<b>-386</b>	<b>-1,949</b>

Differences are caused by the different exchange rates used for balance sheet positions and for the profit and loss items for the office in Indonesia. For the balance sheet items we use the exchange rate on the 31st of December and for the profit and loss items we use the average rate of the year.

<b>E4. Equalisation fund VWS</b>		
Situation as of 1 January	229,187	108,867
Under-/overspending subsidy	-126,847	120,320
<b>Situation as of 31 December</b>	<b>102,340</b>	<b>229,187</b>

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.

This fund holds unspent funds from the Netherlands Ministry of Public Health institutional grants. In 2021 we withdrew € 127 thousand from this fund due to spending additional hours in 2021 to compensate for previous unspent funds.

<b>E5. SheDecides fund</b>		
Situation as of 1 January	42,675	142,441
Use	-	-158,858
Addition	50,756	59,092
<b>Situation as of 31 December</b>	<b>93,431</b>	<b>42,675</b>

In January 2017 Minister Ploumen launched the SheDecides Global Fundraising Initiative in order to compensate organisations world wide who were affected by the Mexico City Policy. Rutgers has taken on the role to collect the private donations and transfer those donations to affected organisations. In 2021 funds (€ 51 thousand) were received for the SheDecides fund. Plans are being made and the budget will be spent in 2022.

## F. Provisions

<b>F1. Provision for jubilee employees</b>		
Situation as of 1 January	41,865	42,144
Changes during the year	-1,689	-279
<b>Situation as of 31 December</b>	<b>40,176</b>	<b>41,865</b>

The jubilee provision was formed to cover jubilee benefit. In the calculation the possibility of early departure of employees is included. According to article 19, Gratification in chapter 3 of the CAO, an employee is entitled to a single gratification at 12,5, 25 and 40 years service.

Due to staff turnover the provision is lower because long-term employees are succeeded by new employees.

	31-12-2021	31-12-2020 Rutgers + D4L
<b>F2. Provision partner obligations</b>		
Situation as of 1 January	48,000	-
Changes during the year	-	48,000
<b>Situation as of 31 December</b>	<b>48,000</b>	<b>48,000</b>

Because the 2016-2020 Ministry of Foreign Affairs-programmes are not yet finalised, the provision is prolonged based on the prudence principle.

#### F5. Long term liabilities

Situation as of 1 January	41,454	41,454
changes during the year	-	0
<b>Situation as of 31 December</b>	<b>41,454</b>	<b>41,454</b>

In 2012 a loan of € 115,000 was been agreed upon with ID&T Partners BV for starting up the Dance4Life USA foundation. The terms state that Dance4Life will pay the money back only when sufficient funds have been raised in the USA. This debt refers to the objectives of Dance4Life. We are in the process of dissolving Dance4Life USA.

### G. Current and accrued liabilities

Subsidies received in advance	8,586,075	12,149,739
Contract obligations	578,933	3,133,482
Liabilities consortium members	75,065	111,835
Creditors	297,554	706,928
Contributions for national insurance, income tax and pensions	433,188	324,442
Holiday provision	717,060	724,256
Accrued liabilities	99,749	484,811
Current account	15,560	-41,391
VAT to be paid for reporting year		10,761
Donation/Revenue to be received in advance		73,070
Invoices to be received		34,101
Other liabilities		1,980
	<b>10,803,184</b>	<b>17,714,014</b>

Subsidies received in advance are specified in annex Breakdown R. of current programmes. Liabilities of consortium members consist of expenditures exceeding the advances.

The difference between 2020 and 2021 is caused by receiving lower advance payments of subsidies and also reflects the policy change in contracting partners to annual contracts instead of multi-year contracts. The creditors have decreased because of the settlement of programmes with partners.

## Off balance commitments

	End date contract	Obligation 2022
Rent agreement office space	31-5-2025	702,576
	31-3-2023	82,404
Scan/print/fax unit	31-12-2022	1,848
		<b>786,828</b>

The amount represents the contract costs for the coming years (2022-2025).

### Bank guarantees

A bank guarantee was stated on the 1st of April 2016 for the total amount of € 66,764 to NSI HNK B.V. for the rent of the building. For the rent of office space at Keizersgracht 177 in Amsterdam a bank guarantee of € 13,625 has been stated as of 31 January 2015.

# Explanatory notes to the summary statement of income and expenditure

## H. Income from individuals and companies

	Actual 2021	Budget 2021	31-12-2020 Rutgers + D4L
Income from private donations SheDecides	50,756	-	59,092
Income from individuals	252,460	305,000	160,369
Income from companies	131,640	210,000	118,045
<b>Total</b>	<b>434,856</b>	<b>515,000</b>	<b>337,506</b>

Income from individuals amounted to € 303 thousand. This is the result of the fundraising effort of the brand Dance4Life and income from donations for SheDecides, which still has a number of recurring yearly individual donors. The income from individuals is lower than budgeted because we were less successful than anticipated in our fundraising efforts. Income from companies amounted to € 132 thousand. This is € 78 thousand behind on budget. Due to COVID-19 a number of events could not take place, which prevented fundraising from companies.

## I. Income from Lotteries

	Actual 2021	Budget 2021	31-12-2020 Rutgers + D4L
Dutch Postcode Lottery Dreamfund	706,293	1,614,793	1,357,416
Dutch Postcode Lottery	1,400,000	1,400,000	1,400,000
<b>Total</b>	<b>2,106,293</b>	<b>3,014,793</b>	<b>2,757,416</b>

Income from lottery sources is € 2,11 million, which is € 908 thousand behind budget due to flawed budgeting where the income should not have been included since it was already accounted for when signing the multi-year contract with a partner.



## J. Income Government subsidies

	Actual 2021	Budget 2021	31-12-2020 Rutgers + D4L
Dutch Ministry of Foreign Affairs GUSO programme	347,388	177,843	3,304,761
Dutch Ministry of Foreign Affairs (alliance members GUSO)	-	-	4,250,037
Dutch Ministry of Public Health (annual institutional grant)	2,410,778	2,255,223	2,314,911
Dutch Ministry of Foreign Affairs RHRN programme	169,329	44,147	1,803,796
Dutch Ministry of Foreign Affairs (alliance members RHRN)	-	-	3,944,577
Dutch Ministry of Foreign Affairs YID programme	15,632	8,720	1,053,575
Dutch Ministry of Foreign Affairs (alliance members Prevention+)	-4,935	-	1,408,027
Dutch Ministry of Foreign Affairs Prevention+ programme	149,820	38,969	1,604,282
Dutch Ministry of Foreign Affairs RHRN2 programme	6,212,160	7,213,721	-
Dutch Ministry of Foreign Affairs (alliance members RHRN2)	1,450,008	2,367,563	-
Dutch Ministry of Foreign Affairs Generation G programme	1,616,519	1,856,182	-
Dutch Ministry of Foreign Affairs (alliance members GenG)	1,427,778	1,524,629	-
Dutch Ministry of Foreign Affairs Power to you(th) programme	1,584,354	2,370,432	-
Dance4Life GUSO programme	-	14,382	100,068
Dutch Ministry of Public Health (projectgrants)	546,443	590,833	198,919
Dutch Ministry of Education, Culture and Science (OCW) Act4Respect	192,151	327,993	316,353
Dutch Ministry of Education, Culture and Science (alliance member Act4Respect)	303,663	288,435	331,852
Dutch Ministry of Education, Culture and Science (OCW) Storytelling Intersekse	-	-	32,333
Dutch Ministry of Education, Culture and Science (OCW) AGOM	222,457	245,981	202,547
ZonMw	125,285	22,556	77,632
Dutch Ministry of Social Welfare and Jobs	-	-	58,064
United Nations Population Fund (UNFPA)	72,577	72,463	74,907
Other income from government grants	-	231,236	119,676
	<b>16,841,407</b>	<b>19,651,308</b>	<b>21,196,316</b>

Income from the government subsidies include all grants from various government departments and agencies:

- SRHR Partnership Fund "Get Up Speak Out". This programme is being implemented through a consortium that consists of: Rutgers (lead), Simavi, Aidsfonds, IPPF, dance4life and CHOICE for youth & sexuality. The contract amount is € 39,590,000 for the period 2016-2020.
- Strategic Partnership "Right Here, Right Now". This programme is being implemented through a consortium that consists of: Rutgers (lead), Hivos, dance4life, CHOICE for youth & sexuality, Arrow, IPPF AR and LACWHN.
- Funding Leadership and Opportunities for Women "Prevention+" Men and Women Ending Gender-Based Violence. This programme is being implemented through a consortium that consists of: Rutgers (lead), Promundo and Sonke. The contract amount is € 15,000,000 for the period of 2016-2020.
- Partnership Fund "Act4Respect". This programme is being implemented through a consortium that consists of: Rutgers (lead) and Atria. The contract amount is € 3.000.000 for the period 2018-2022.
- SRHR partnership fund "Right Here Right Now2". This programme is being implemented through a consortium that consists of Rutgers (lead), RNW Media, ARROW, CHOICE for Youth and Sexuality, Bandhu, AMPF and RHU. The contract amount is € 57,460,365 for the period 2021-2025.
- Strengthening Civil Society "Generation-G". This programme is being implemented through a consortium that consists of Rutgers (lead), ABAAD, Promundo and Sonke Gender Justice. The contract amount is € 25,065,792 for the period 2021-2025.
- The funds received from the Dutch Ministry of Public Health relate to the total expenditures in 2021. The difference between the annual budget granted in 2021 and the actual expenditure is recognized in Equalisation fund VWS.

Income received through government subsidies in 2021 amounted to € 16,84 million. This is € 2,81 million lower than budgeted due to the relatively slow start of the new Ministry of Foreign Affairs programmes. This will be made up in later years by adding this unspent budget to the 2022 budget.

## K. Income from other non-profit organisations

	Actual 2021	Budget 2021	31-12-2020 Rutgers + D4L
Bill & Melinda Gates Foundation	343,542	576,498	271,110
Mannion Daniels Limited (for Amplify Change)	-22,461		503,871
Care Nederland	-	-	522,159
IKEA Foundation	124,663	80,570	233,621
St. Nefkens	-	-	20,856
Plan international	74,085		-
Appropriated reserves Rutgers	410,190	-	-
IPPF	896,125	694,997	672,207
NUFFIC/Niche	133,874	115,545	90,688
Business development Dance4Life	-	441,260	533,105
Other income	202,963	312,145	85,195
<b>Total</b>	<b>2,162,981</b>	<b>2,221,015</b>	<b>2,932,811</b>

- The funds received from other non-profit organisations are related to grant agreements for a period varying from one to four years.
- The difference between budget and actuals for the Bill & Melinda Gates Foundation grants is explained by slower implementation of programme activities than planned. These activities will be executed in 2022.
- The budget for IKEA Foundation was originally stated in "L. Income from goods and services and other income". The difference between budget and actuals for IKEA Foundation is caused by catching up with unspent and closing activities of the programme.
- The actuals of Plan International are caused by closing costs in 2021 which should have been budgeted.
- The spend on appropriated reserves with funds of Rutgers, was not carried over into the budget.
- The difference between the budget and actuals of IPPF is caused by spending unspent grants in one of the IPPF funded programmes.
- The budget for Business development Dance4Life is not realised due to lack of success in acquiring donor funding.
- The difference between the budget and actuals for other income is explained by unspent grants in small projects related to COVID-19 and activities postponed to 2022.

## L. Income from goods and services and other income

	Actual 2021	Budget 2021	31-12-2020 Rutgers + D4L
Income webshop	182,131	-	155,395
Expenditure webshop	-141,640	-	-162,496
<b>Result webshop</b>	<b>40,491</b>	<b>-</b>	<b>-7,101</b>
Other income	103,700	-	243,372
	<b>144,191</b>	<b>312,087</b>	<b>236,271</b>

The other income consists of revenues from training and workshops. This income fell below the budget (€ 248 thousand) due to not spending the funds for Dance4Life due to activities being curtailed due to COVID-19. In the approved budget the funds from IKEA Foundation were taken into account. The budget is relocated to "K. Income from other non-profit organisations".

## M. Expenditure directly allocated to objectives

M1 National	3,887,365	4,127,780	4,444,513
M2 International	15,004,715	18,041,466	15,059,958
M3 Advocacy/communication	881,232	533,011	5,671,230
<b>Total costs</b>	<b>19,773,312</b>	<b>22,702,257</b>	<b>25,175,700</b>

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

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 Public Health. The costs of national activities in 2021 were € 3,89 million against a budget of € 4,13 million. This expenditure was € 240 thousand behind on budget due to postponing Act4Respect public campaign from 2021 to 2022. The implementation of interventions and tools for the Zorgalliantie programme were also delayed until 2022 because schools were still experiencing the repercussions of COVID-19.

The total expenditure within the international programmes was € 15,00 million. This expenditure was € 3,04 million behind on budget due to the delayed start of the new Ministry of Foreign Affairs programmes. The expenditure on Advocacy is over budget (€ 348 thousand) due to the closing costs of the 2016-2020 RHRN programme. These costs are covered from the subsidy for the 2016-2020 RHRN programme.

## 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:

	Actual 2021	Budget 2021	31-12-2020 Rutgers + D4L
Total direct expenditures for the objectives	19,773,312	22,702,257	25,175,700
Total income	21,689,728	25,714,203	27,460,320
Spending percentage	91,2%	88,3%	91,7%

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:

Total direct expenditures for the objectives	19,773,312	22,702,257	25,175,700
Total expenditure	22,086,232	25,455,611	27,135,806
Spending percentage	89,5%	89,2%	92,8%

## N. Costs of income generating

Raising funds	657,554	939,781	372,803
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Below, the proportion of the fundraising costs to the total income fundraising has been represented as a percent for the relevant years:

Total income fundraising	21,545,537	25,402,116	27,224,049
Total fundraising costs	657,554	939,781	372,803
Cost percentage fundraising	3,1%	3,7%	0,8%

The costs of income generating amounted to € 658 thousand. In 2020 the costs of the Resource Mobilisation Unit were represented in the international department. Due to the merger with Dance4life and more focus on unearmarked fundraising these costs are higher than in 2020.

## O. Costs of Management and administration

	Actual 2021	Budget 2021	31-12-2020 Rutgers + D4L
Management and administrative costs	1,655,367	1,813,573	1,587,303
Total expenditure	22,086,232	25,455,611	27,135,806
Management and administration percentage	7,5%	7,1%	5,8%

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

Departments	Objective	Fundraising	Management & administration	FTE
Board & management	40%	20%	40%	1,9
General affairs & Secretary	25%	8%	67%	10,0
Human Resources	0%	0%	100%	2,6
Finance & Control	65%	0%	35%	7,3
Communication	44%	1%	55%	10,6
Fundraising	0%	100%	0%	1,9
Advocacy	99%	1%		5,0
National	100%	0%		19,8
International (including Country Office Indonesia)	99%	1%		68,1
				<b>127,1</b>

### Number of staff

During 2021 the average number of staff based in Utrecht amounted to 104,8 FTE (2020: 88,3 FTE) and in Jakarta 22,3 FTE (2020: 19,6 FTE).

### Fte per department

Rutgers Netherlands	Jan	Feb	Mrch	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Av.
Advocacy	4,7	4,7	4,8	3,9	3,4	4,3	4,9	5,9	6,8	5,9	5,0	5,9	5,0
General Affairs	9,2	9,2	8,0	7,7	9,0	9,1	9,1	9,9	8,9	9,9	9,9	9,9	9,1
Communication	10,6	10,6	9,5	10,6	10,1	10,1	10,6	11,3	11,2	10,8	10,8	10,8	10,6
Fundraising	1,7	1,7	1,7	1,7	1,7	1,7	1,7	1,7	2,3	2,3	2,3	2,3	1,9
Executive Director	1,9	1,9	1,9	1,9	1,9	1,9	1,9	1,9	1,9	1,9	1,9	1,9	1,9
Executive Office	0,9	0,9	0,9	0,9	0,9	0,9	0,9	0,9	0,9	0,9	0,9	0,9	0,9
Finance & Control	6,8	6,8	6,8	6,8	6,8	7,8	7,8	7,8	7,8	6,8	7,8	7,4	7,3
International Programmes	45,5	45,5	45,4	45,7	45,6	45,6	46,5	46,3	46,3	45,4	46,3	45,2	45,8
National Programmes	17,5	17,5	17,4	19,2	19,6	19,8	19,8	18,9	22,2	21,3	22,3	21,9	19,8
HR	2,3	2,3	2,3	2,3	2,3	2,3	2,3	2,3	2,3	3,2	3,2	3,2	2,6
<b>Total</b>	<b>101,1</b>	<b>101,1</b>	<b>98,6</b>	<b>100,6</b>	<b>101,3</b>	<b>103,5</b>	<b>105,5</b>	<b>106,9</b>	<b>110,5</b>	<b>108,3</b>	<b>110,3</b>	<b>109,4</b>	<b>104,8</b>

Management and administration costs accounted for € 1,66 million, just below budget. This is 7.5% of the total expenditure. The target set by Rutgers is a maximum of 10% of the total expenditure. This standard has been calculated based on various factors that influence Rutgers such as project portfolio, donor diversity, the scale of programme activities etc. The Central Bureau on Fundraising (CBF) does not prescribe a target.

## P. Income from interest and exchange result

	Actual 2021	Budget 2021	31-12-2020 Rutgers + D4L
Interest	0	-	0
Exchange result	365,419	-	-204,505
Bad debt	-	-	-
	<b>365,419</b>	<b>-</b>	<b>-204,505</b>

Rutgers receives advances in US dollars. The reported exchange rate result is partly due to the revaluation of the US dollar balance against the exchange rate as per the end of the year.

We had a large, uncovered position in US Dollars, which we closed by selling these US Dollar at the end of 2021. Due to the development of the exchange rate of the US Dollar versus Euro we gained € 365 thousand.

## Remuneration Board

Rutgers adheres to the advisory schemes for the Remuneration of Directors of Charity Organisations (Association of Fundraising Organisations, Goede Doelen Nederland), the code Code of Good Charity Governance (Code goed bestuur goede doelen) 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.

	A.J.J. Coenen 2021	A.J.J. Coenen 2020
Job title	<b>Executive Director</b>	<b>Executive Director</b>
Period in 2021	1/1 - 31/12	1/1 - 31/12
Scope employment (in fte)	1,0	1,0
<b>WNT-maximum international development</b>	<b>€ 191,000 per year</b>	<b>€ 189,000 per year</b>
<b>Remuneration</b>		
Remuneration	€ 146,734.92	€ 128,863.77
Taxable expense allowance	-	-
Benefits payable on term	€ 12,653.88	€ 11,040.12
<i>Subtotal</i>	€ 159,388.80	€ 139,903.89
-/- Amounts unduly paid	-	-
<b>Total remuneration 2021</b>	<b>€ 159,388.80</b>	<b>€ 139,903.89</b>
Justification if exceeding		

### Remuneration Supervisory Board

The supervisory board receives a remuneration of € 150 per meeting. There were five (5) meetings in 2021. For members who don't live in the Netherlands, the travel costs are reimbursed. The total remuneration of the Supervisory Board in 2021 was € 4,841. The individual WNT-maximum is € 28,650 (chair) and € 19,100 (members).

### The members in 2021 were:

M. de Blécourt (Mirjam) CHAIR as of June 2018	L. Dijkstra (Lotte) as of May 2018
D. Braeken (Doortje), as of January 2021	K. van der Flier (Karel) as of June 2018
J.M. Bunting (Julia) as of May 2017	N.C.G. Loonen- Van Es (Nicolette) as of April 2013
G. van Dedem (Godert) till November 2021	B. Schouten (Bea) as of May 2018
L. Dellemann (Lars) as of February 2016	M. Spier (Marian) as of June 2018

### Remuneration of Directors of Charicty Organisations (BasisScore Directiefunctie (BSD))

The BSD score was calculated on 480 and approved by the Supervisory Board. This score results in a maximum remuneration of € 141,765 for 2021. The BSD remuneration 2021 of A.J.J. Coenen consists of gross salary € 127,203.80, holliday allowance € 9,121.37 and end of year allowance € 10,409.75. This is a total of € 146,734.92, which includes the payment of remaining holiday-days. Due to the leaving of the executive director the balance of his remaining holiday-days (over the past years) was paid, which has caused the incidental exceeding of the BSD-maximum remuneration.



## R. Breakdown of current programme- and projects end of year position

	2021		2020	
	To be received from donor	Unspent project subsidies	To be received from donor	Unspent project subsidies
Dutch Ministry of Foreign Affairs RHRN 2		(4,731,305)	-	(9,334,522)
Dutch Ministry of Foreign Affairs GenG		(975,272)	-	-
Dutch Ministry of Foreign Affairs PtY		(716,041)	-	-
Dutch Ministry of Foreign Affairs RHRN		(324,370)	70,000	(460,311)
Dutch Ministry of Foreign Affairs GUSO	180,820		-	(203,894)
Dutch Ministry of Foreign Affairs YiD	-		-	(14,246)
Dutch Ministry of Foreign Affairs PP	670		375,493	-
Dutch Ministry of Education (Act4Respect)		(398,486)	-	(227,936)
Bill & Melinda Gates Foundation (Explore 4 Action)		(420,701)	-	(429,054)
IKEA Foundation	1,597		-	(123,066)
Amplify Change (SST)	8,514		-	(88,233)
Amplify Change (MEGA)	25,408		-	(12,366)
Dutch Postcode Lottery Dreamfund She Makes Her Safe Choice		(378,153)	-	(1,084,446)
Dutch Postcode Lottery	1,400,000		1,400,000	-
Care Burundi	76,050		720,496	-
Niche Uganda		(3,304)	218,130	-
National projects (not VWS)	387,643		308,657	-
Other	44,677	(638,442)	129,507	(171,664)
	<b>2,125,377</b>	<b>(8,586,075)</b>	<b>3,222,283</b>	<b>(12,149,739)</b>
<b>Total project balance</b>		<b>-6,460,698</b>		<b>-8,927,456</b>

## Specification and cost allocation to appropriation

Appropriation	Objective			Total	Direct fundraising
	National	International	Lobby & Advocacy		
Expenditure					
Programmes	908,406	7,460,666	58,432		
Subsidy	303,663	2,877,786	-		-
Staff costs	2,306,020	4,284,077	552,841	525,039	276,229
Accommodation costs	106,432	262,429	25,516	24,233	12,749
Office and general expenses	233,031	95,052	237,217	101,416	53,412
Depreciation and interest	30,174	24,705	7,227	6,866	3,612
<b>Total</b>	<b>3,887,365</b>	<b>15,004,715</b>	<b>881,232</b>	<b>657,554</b>	<b>346,002</b>

Fundraising		Management and administration	Total 2021	Budget 2021	Actuals 2020
Third party campaign	Subsidies				
			8,427,144	15,214,945	6,723,024
-	-	-	3,181,449	-	9,934,493
53,595	195,216	1,437,971	9,105,855	8,724,130	9,006,615
2,474	9,010	66,368	484,973	442,690	368,760
10,257	37,747	132,221	799,035	996,647	989,026
701	2,553	18,806	87,776	77,200	113,888
<b>67,026</b>	<b>244,526</b>	<b>1,655,367</b>	<b>22,086,232</b>	<b>25,455,611</b>	<b>27,135,806</b>

## Explanatory notes

	Actual 2021	Budget 2021	31-12-2020 Rutgers + D4L
<b>Staff costs</b>			
Wages and salaries	6,247,797	5,423,147	5,442,784
Social security costs	1,059,640	1,901,342	963,064
Pension	587,171	641,280	489,679
Sickness absence insurance	-	214,495	48,000
Sickpay insurance refunds	-111,860	-	-105,687
<i>Sub-total salary costs</i>	<i>7,782,749</i>	<i>8,180,364</i>	<i>8,000,961</i>
Hired personnel	1,017,069	54,985	635,568
Commuting Allowance	67,739	132,647	104,801
Training and conferences	146,086	169,001	132,907
Occupational health & safety costs	16,515	20,000	18,114
Recruitment costs	41,486	15,000	2,954
Other office costs	3,282	15,000	6,625
Other staff costs	30,929	137,233	104,686
	<b>9,105,855</b>	<b>8,724,130</b>	<b>9,006,615</b>
<b>Accommodation costs</b>			
Rent	420,405	349,450	307,319
Maintenance costs	35,492	56,500	40,299
Other accommodation costs	29,076	36,740	21,143
	<b>484,973</b>	<b>442,692</b>	<b>368,760</b>
<b>Office and general expenses</b>			
Supervisory Board costs	4,841	10,000	5,097
ICT costs	489,436	312,535	406,541
Overhead coverage programmes	-476,354	0	0
Project support office costs	328,998	228,500	216,807
Advice - and administration costs	177,459	217,000	232,840
Other general expenses	274,655	228,612	-28,358
	<b>799,035</b>	<b>996,647</b>	<b>989,026</b>
<b>Depreciation, interest and bankcosts</b>			
Depreciation	64,458	64,200	78,576
Bankcosts	23,319	13,000	35,312
	<b>87,776</b>	<b>77,200</b>	<b>113,888</b>
<b>Total</b>	<b>10,477,639</b>	<b>10,240,666</b>	<b>10,478,290</b>

- The subtotal for salary costs is lower than the budget. This is due to difficulties in recruiting external staff, which is represented in the line Hired staff.
- Hired personnel costs are high compared to budget. This is caused by the need to hire external employees since a number of staff left the organisation and recruitment was challenging. Temporary hiring was also required as a result of employees being absent due to bridging the recruiting period for replacements, sickness and upscaling of staff in departments with particularly high work pressure. The costs for people hired to work on programmes are covered by these programmes.
- The commuting allowance and other staff costs are lower due to the effects of COVID-19.
- Recruitment costs were above budget because of the need to recruit a new manager for the National Department and the Executive Director.
- The costs for rent are higher than budgeted which can be explained by higher costs for renting the former Dance4Life office. Amnesty is now required to charge VAT on certain items which they had not previously. Moreover for the Utrecht office the settlement costs for heating and energy by the landlord were much higher than budgeted.
- The ICT and project support office costs are higher than budgeted but are related to the negative costs for programmes that cover overheads. The negative costs for these programmes cover a proportion of ICT and project support office costs. Due to reporting reasons in the Ministry of Foreign Affairs programmes these costs cannot be allocated to their own budget line.
- The negative costs for overhead coverage by programmes represent the allocation of project office costs to the Ministry of Foreign Affairs programmes. The Ministry does not allow the use of an integral hourly rate in new programmes and accepts only 15% overheads on direct staff costs and maximum 15% for project office costs.

## 14 List financial donors

**We would like to thank all organisations that in recent years have made a financial contribution or donation to the programmes of Rutgers and Dance4Life:**

- Amplify Change (Mannion Daniels Limited)
- Amref Malawi
- Bill & Melinda Gates Foundation
- CARE Nederland
- Comic relief
- Ikea Foundation
- IPPF European Network
- IPPF/Global Affairs Canada
- KIT Royal Tropical Institute (We Care (NUFFIC))
- MAC Viva Glam Fund
- Ministry of Foreign Affairs
- Ministry of Education, Culture & Science
- Ministry of Health, Welfare and Sports
- Nationale Postcode Loterij
- Netherlands Initiative for Capacity development in Higher Education (NICHE/Nuffic)
- Plan International
- Private donations Rutgers and Dance4Life
- Private donations SheDecides
- Thrive Gulu
- United Nations Population Fund (UNFPA)

## INDEPENDENT AUDITOR'S REPORT

To: the Supervisory Board and the Board of Stichting Rutgers.

### A. Report on the audit of the financial statements 2021 included in the annual report.

#### Our opinion

We have audited the financial statements 2021 of Stichting Rutgers based in Utrecht, the Netherlands.

In our opinion, the accompanying financial statements give a true and fair view of the financial position of Stichting Rutgers at 31 December 2021 and of its result for 2021 in accordance with the 'RJ-Richtlijn 650 Fondsenwervende organisaties' (Guideline for annual reporting 650 'Fundraising Organisations') of the Dutch Accounting Standards Board) and the Policy rules implementation of the Standards for Remuneration Act (WNT).

The financial statements comprise:

1. the balance sheet as at 31 December 2021;
2. the statement of income and expenditure for 2021; and
3. the notes comprising of a summary of the accounting policies and other explanatory information.

#### Basis for our opinion

We conducted our audit in accordance with Dutch law, including the Dutch Standards on Auditing and the Audit Protocol WNT 2021. Our responsibilities under those standards are further described in the 'Our responsibilities for the audit of the financial statements' section of our report.

We are independent of Stichting Rutgers in accordance with the Verordening inzake de onafhankelijkheid van accountants bij assurance-opdrachten (ViO, Code of Ethics for Professional Accountants, a regulation with respect to independence) and other relevant independence regulations in the Netherlands. Furthermore we have complied with the Verordening gedrags- en beroepsregels accountants (VGBA, Dutch Code of Ethics).

We believe the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Compliance with rule against overlapping pursuant to the WNT not audited

In accordance with the Audit Protocol under the Standards for Remuneration Act ("WNT"), we have not audited the rule against overlapping as referred to in Section 1.6a of the WNT and Section 5(1)(n/o) of the WNT Implementing Regulations. This means that we have not audited whether an executive senior official exceeds the norm as a result of any positions as executive senior official at other institutions subject to the WNT, and whether the explanation required in this context is correct and complete.

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## B. Report on the other information included in the annual report.

The annual report contains other information, in addition to the financial statements and our auditor's report thereon, being:

- The Board's report (chapter 1 – 10)
- Report of the Supervisory Board (11)
- List financial donors (chapter 14);
- List of publications (chapter 16); and
- List of abbreviations (chapter 17).

Based on the following procedures performed, we conclude that the other information is consistent with the financial statements and does not contain material misstatements.

We have read the other information. Based on our knowledge and understanding obtained through our audit of the financial statements or otherwise, we have considered whether the other information contains material misstatements.

By performing these procedures, we comply with the requirements of the Dutch Standard 720. The scope of the procedures performed is substantially less than the scope of those performed in our audit of the financial statements.

Management is responsible for the preparation of the other information, including the Board's report in accordance with Guideline for annual reporting 'RJ-Richtlijn 650 Fondsenwervende organisaties' (Guideline for annual reporting 650 'Fundraising Organisations').

## C. Description of responsibilities regarding the financial statements

### Responsibilities of the Supervisory Board and the Board for the financial statements.

The Board is responsible for the preparation and fair presentation of the financial statements in accordance with the Guideline for annual reporting 'RJ-Richtlijn 650 Fondsenwervende organisaties' (Guideline for annual reporting 650 'Fundraising Organisations') and the Policy rules implementation of the Standards for Remuneration Act (WNT). Furthermore, the Board is responsible for such internal control as the Board determines is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

As part of the preparation of the financial statements, the Board is responsible for assessing the organisation's ability to continue as a going concern. Based on the financial reporting framework mentioned, the Board should prepare the financial statements using the going concern basis of accounting, unless management either intends to dissolve the foundation or to cease operations, or has no realistic alternative but to do so.

The Board should disclose events and circumstances that may cast significant doubt on the organisation's ability to continue as a going concern in the financial statements.

The Supervisory Board is responsible for overseeing the organisation's financial reporting process.

### Our responsibilities for the audit of the financial statements

Our objective is to plan and perform the audit engagement in a manner that allows us to obtain sufficient and appropriate audit evidence for our opinion.

Our audit has been performed with a high, but not absolute, level of assurance, which means we may not detect all material errors and fraud during our audit.





Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. The materiality affects the nature, timing and extent of our audit procedures and the evaluation of the effect of identified misstatements on our opinion.

We have exercised professional judgement and have maintained professional scepticism throughout the audit, in accordance with Dutch Standards on Auditing and the Audit Protocol WNT 2021, ethical requirements and independence requirements.

Our audit included among others:

- identifying and assessing the risks of material misstatement of the financial statements, whether due to fraud or error, designing and performing audit procedures responsive to those risks, and obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- obtaining an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control;
- evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management;
- concluding on the appropriateness of management's use of the going concern basis of accounting, and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the organisation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause a organisation to cease to continue as a going concern.
- evaluating the overall presentation, structure and content of the financial statements, including the disclosures; and
- evaluating whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant findings in internal control that we identify during our audit.

Amsterdam, 27 July 2022

Dubois & Co. Registeraccountants

A.P. Buteijn RA





# 16 List of publications

## International Research Department

### Publications

- De Meyer, S., Van Reeuwijk, M., Rost, L., Lau, K., Kagesten, A., Michielsen, K. Young people's perspectives on sexual wellbeing and consent: A literature review. Report for Plan International Corporate;#Explore 4 Action (Int).
- Humphres, E.; Ndayala, Phoebe; Page, Anna; Wafula, Charles O.; Westeneng, Judith; Kuya, Johnstone; Chesire, Faith. Aspirations versus Reality: Exploring Factors Affecting Meaningful Youth Participation in Sexual and Reproductive Health and Rights Programme in Rural Kenya. East African Journal of Health and Science (3) 31-44.
- Kågesten, A., & van Reeuwijk, M. (2021). Healthy sexuality development in adolescence: proposing a competency-based framework to inform programmes and research. Sex Reprod Health Matters. 2021 Dec;29(1):1996116. <https://doi.org/10.1080/26410397.2021.1996116> PMID: 34937528; PMCID: PMC8725766.
- Kågesten, A., Pinandari, A., Page, A., Wilopo, S., Van Reeuwijk, M. Sexual wellbeing among young adolescent boys and girls in Indonesia BMJ Reproductive Health, 18. Corporate;#Explore 4 Action (Int).
- Page, A., Baeha, W., Praptiwi, K., Van Reeuwijk, M., De Meyer, S., Michielsen, K. Making the case for sexuality education in Indonesia and Belgium using Global Early Adolescent Study data. Chapter in ANSER (2021). Five years of global academic collaboration building evidence for sexual and reproductive health and rights policies. Explore 4 Action (Int). Chapter in book.
- Stulhofer, A., Ph.D., Jasmina Mehulić, M.A., Peer Briken, Ph.D., M.D., Kateřina Klapilová, Ph.D., Hanneke de Graaf, Ph.D, et al. Perceived Changes in Sexual Interest and Distress about Discrepant Sexual Interest during the First Phase of COVID-19 Pandemic: A Multi-Country Assessment in Cohabiting Partnered Individuals. Archives of Sexual Behavior.
- Vanwesenbeeck, I, Cense, M, Reeuwijk, M van, Westeneng, J. Understanding Sexual Agency. Implications for sexual health programming. Sexes (), 2 378–396. Nuffic.
- Westeneng, J. & Both, R.E.C. Impact van COVID-19 op seksuele en reproductieve gezondheid en rechten van jongeren in lage- en middeninkomenslanden. Tijdschrift voor Seksuologie (45), 62-66. Get Up Speak Out (GUSO);#Right Here, Right Now 2.0 (Int).
- Yu, C., Kågesten, A., De Meyer, S., Moreau, C., Van

Reeuwijk, M., Lou, C. Pornography use and perceived gender norms among young adolescents in urban poor environments: a cross-site study. Journal of Adolescent Health ( 69), S31-S38. Corporate;#Explore 4 Action (Int).

### Factsheets

- APHRC, Rutgers, Kilifi County Department of Health. Evidence brief. Lived experiences and pathways to abortion in Kilifi County, Kenya. #She Makes her Safe Choice (Int).

### Presentations

- Bonjour, M. Sexual consent: how to keep sexuality nice for everyone. Van Hall Larenstein, university of applied sciences.
- Dungen, E. van den. Joint Statement on the Right to Sexuality Education Human Rights Council. Right Here, Right Now 2.0 (Int).
- Sinzinkayo, E., A. Trocme, M. Bonjour. Motion design videos enable young people in Burundi to discuss sexuality on social media.25th Conference of the World Association for Sexual Health 2021. Joint Programme Menyumenyeshe (Burundi).
- Van Clief, M. Bonjour. Sexual Pleasure Checklist: a tool to gauge pleasure positivity for practitioners. 25th conference of World Association for Sexual Health. Right Here, Right Now 2.0 (Int).
- Veen, M.G. van. IPPF South Asia Region Youth Forum, Session on Innovative Approaches to CSE, 24 November 2021.
- Velde, K. van der. Statement Special Rapporteur on Violence against Women – Rape. Human Rights Council#Nuffic Benin (Int).
- Westeneng, Judith & Nintunze, Jacqueline. Implementing Sex Education: discrepancies between intention and practice. The case of Burundi. WAS conference 2021. Joint Programme Menyumenyeshe (Burundi).

### Reports

- APHRC, Rutgers, Kilifi County Department of Health. Lived experiences and pathways to abortion in Kilifi County, Kenya.;#She Makes her Safe Choice.
- Both, Rosalijn; Castle, Sarah; Hensen, Bernadette. 'I feel that things are out of my hands'. How COVID-19 prevention measures have affected young people's sexual and reproductive health in Ghana, Indonesia, Kenya, Nepal, Uganda and Zimbabwe. Right Here, Right Now 2.0 (Int);#Get Up Speak Out (GUSO).
- De Meyer, S., Kemigisha, E., Van Reeuwijk, M.,

Kagesten, A., Michielsen, K. Young people's perspectives on sexual wellbeing and sexual consent: A qualitative study in Ecuador and Uganda. Report for Plan International 73 Corporate;#Explore 4 Action (Int).

- El Halabi, S. & Annerstedt, K. S. Cost analysis of a comprehensive sexuality education intervention in Indonesia – SETARA program. Corporate;#Explore 4 Action (Int).

### Training

- Exploring values, e-learning + 4 ZOOM sessions. Rutgers WPF. November. Aida Bilajbegovic, Jacqueline Gaybor, Maeva Bonjour, Britt Krabbe, Mara Paulini Machado.
- Flag system (3-days). IPPF EUROPE. November. Maeva Bonjour + Erika Frans (SENSOA).
- Whole school approach & Multicomponent system approach (half day). CoE MA's (Colombia, Togo, Ghana) April. Maeva Bonjour & Annemarie Schaapveld.
- SRHR masters training certificate course (session on gender & session on Whole School Approach for SE). OKP Benin Programme (IRSP & 4 State Universities). June. Camilo Antillon, Maeva Bonjour.
- Sexuality, consent, SOGIESC (half day). RHRN2 Coalition Benin August. Maeva Bonjour.
- Sexuality, consent, SGBV (half day). AMPF & YPEER Maroc (RHRN2 Morocco). November. Maeva Bonjour.
- Scaling and institutionalisation of CSE (half day) RHRN Asia Regional Forum on CSE led by ARROW. October. Saad Haroon, Ardan Kockelkoren, Maeva Bonjour.
- The Sexual Pleasure Checklist (webinar). Share-net CoP sexual pleasure. March. Maeva Bonjour, Doortje Breken (ext).
- Public Speaking & Effective Influencing, professional development of youth advocates (academy4life + online sessions). OKP Benin Programme, university students (Academy4Life). June-October. Maeva Bonjour, Victor Niyonkuru (Trainer4Life).
- Participatory Digital Storytelling for Social Change RHRN2 Kenya coalition & young storytellers connected to their organisations. September. John Waiganjo & Evelyn Odhiambo (Trainers4Life) supported by Willemijn Gnirrep.
- Social Media for non-Profits (1 month learning trajectory). RHRN2 Uganda coalition members. October/November. Willemijn Gnirrep, Evelyn Odhiambo (Trainer4Life) & external experts.
- Participatory Digital Storytelling for Social Change Oboyob (RHRN Bangladesh partner) Diversity Circle & their volunteers and beneficiaries. November. Willemijn Gnirrep, John Waiganjo (Trainer4Life).
- Brave Digital Spaces: Co-creation of RHRN2 Community of Practice Terms of Reference on Digitalisation. RHRN2 global organisations. October. Willemijn Gnirrep in collaboration with Terri Gachie (Love Matters Kenya).
- Holistic safety and security learning meetings RHRN2 consortium. September. Arjan van der Waal, Loic Whitmore.
- Holistic safety and security and risk management. RHRN 2 Tunisia coalition. November. Arjan van der Waal, Loic Whitmore.
- Holistic safety and security and risk management. RHRN 2 Uganda coalition. November. Arjan van der Waal, Loic Whitmore.
- Reviewing safety & security policies & procedures. RHRN 2 Nepal coalition. November. Arjan van der Waal.
- GTA Module 1 training - 5 online sessions. RHRN 2 Nepal coalition. September- 5 sessions. Jeroen Lorist, Guido Kleene.
- GTA explainer session - 1h webinar. RHRN 2 Bangladesh coalition. December. Guido Kleene.
- Intro to international advocacy PtY Indonesia. April. Evi van den Dungen.
- Intro to social norms. RHRN2 Tunisia & Benin. December. Inge Vreeke & Anna Page.
- Outcome Harvesting (English) RHRN2 country partners. November. Inge Vreeke & Ely Sawitri (Rutgers Indonesia).
- Outcome Harvesting (French) RHRN2 country partners. December. Inge Vreeke & Anna Page, MIYP planning tool ToT RHRN2 country partners. August-September. Zaïre van Arkel (consultant) supported by Precious Njerere.
- Grant and financial management training RHRN2 Kenya coalition partners. December. Precious Njerere & Monique Jonkers.
- Grant and financial management training RHRN2 Ethiopia coalition partners. December. Precious Njerere & Monique Jonkers.
- Building support and addressing resistance for sexuality education CoE MA's (Colombia, Togo, Ghana). October. Margo Bakker & Arushi Singh (ext).
- Effective Interventions on Strengthening Civil Society (being inclusive, connected and united) during a 3 day global linking and learning forum All RHRN2 partners. December. Margo Bakker, Rose Koenders, Sanne Huijsman, Lily van Bilsen, Robin Smeets.
- Scaling up sexuality education: Lessons learned and considerations for civil society organisations CoE MA's (Colombia, Togo, Ghana). June. Audrey Kettaneh, Kathy Attawell.
- Staying motivated and focused on the government scaling journey CoE MA's (Colombia, Togo, Ghana). July. Sharath Jeevan.
- How Behavioural Science can enhance Sexuality Education impact, scale and sustainability CoE MA's (Colombia, Togo, Ghana). August. Sam Sternin.

- Digital CSE - Delivery and enabling others. CoE MA's (Colombia, Togo, Ghana). October. Drashko Kostovski, Amala Rahmah, Jacqueline Gaybor, Heidy Araque, Mara Paulini Machado, Ardan Kockelkoren.
- Scaling up sexuality education: Lessons learned and considerations for civil society organisations Rutgers partners. November. Marieke Ridder, Larry Cooley, Audrey Kettaneh, Ardan Kockelkoren, Heidy Araque, Ismael Jacqueline Gaybor, Amala Rahmah, Mara Paulini Machado, Miranda van Reeuwijk, Maeva Bonjour, Ibrahim Moussa.
- The future of CSE: scale up through institutionalization, digitalization and dealing with opposition IPPF members. September. Ton Coenen, Abena Amoah, Marta Royo, Noelie Koeivi-Koudam, Amala Rahmah, Chandra Mouli, Arushi Singh, Hayathe Ayeva, Meatchi Bakar, Rene Miranda, Johanna Blanco Barreto, Lester Lozani Phiri, Irene Siaw.
- Introduction to GTA (GTA Dialogue). PtY partners. December. Jeroen Lorst, Britt Krabbe, Zaituni, Nabaterrega.
- Introduction to MIYP - MIYP dialogue Gen G partners. November. Britt Krabbe, Geofry Arion Ochieng.
- Using a TOC & formulated results (EN) RHRN2 partners. August. Anna Page, Inge Vreeke.
- Using a TOC & formulated results (FR) RHRN2 partners. August. Anna Page, Rosalijn Both.
- She Makes Her Safe Choice online event (results, approaches, learning). Rutgers, DKT, other Safe Choice partners and stakeholders. November. Ton Coenen, Paula Dijk, Saskia Hüsken, Chris Purdy, Angela Akol, Nedjma Benzekri, Ibrahim Moussa, Lidya Mulat.
- Webinar: reflecting on RHNK 2020 Annual Scientific Conference on ASRHR and announcing 2022 edition RHNK, Rutgers, Kenya partners. December. Saskia Hüsken (speaker).
- Webinar on abortion self-care, hosted by the Self-Care Trailblazers Group (SCTG). Rutgers, IPPF, Women on Web, Options Consultancy. July. Saskia Hüsken (co-moderator).
- Webinar on mHealth and safe abortion in Kenya. RHNK, CRR Kenya and Rutgers. April. Saskia Hüsken.
- GTA tools testing - training session for/with abortion providers Rutgers and RHNK. September. Saskia Hüsken, Gaitano Muganda and Enos Opiyo (GTA trainers, Kenya).
- Indicator webinar (EN) RHRN2 partners. April. Inge Vreeke.
- Indicator webinar (FR) RHRN2 partners. April. Inge Vreeke.
- Baseline webinar (EN) RHRN2 partners. April. Rosalijn Both.
- Baseline webinar (FR) RHRN2 partners. April. Inge Vreeke.
- Training of Champions4Life in Malawi Amref Malawi and D4L. September. Trainers4Life: Taweni Musa, Isabirye Beka Ntende and Khumbolane Nyirenda.
- Webinar on Cost Effective Implementation of the Journey4Life D4L Franchisees. September. Blandine Bénézit, Saad Haroon, and Koen Böhm.
- Outcome Harvesting. Gen G partners. November. Inge Vreeke, Ely Sawitri (Rutgers Indonesia).
- Dance4Life Experience D4L Franchisees. November. Blandine Bénézit, Saad Haroon, Koen Böhm, Anna Dahlman, Willemijn Gnirrep, Marina Todesco, Trainers4Life Rekha Trikhatri and Muneeb Arshad and external guest speakers.
- Training of Champions4Life in Ukraine AFEW Ukraine and D4L. February. Trainers4Life Alexandr Kemalov and Polina Veshcheva.
- Training of Champions4Life in Kyrgyzstan. AFEW Kyrgyzstan and D4L. April. Trainers4Life Alexandr Kemalov and Polina Veshcheva.
- Training of Champions4Life in Kazakhstan. AFEW Kazakhstan and D4L. May. Trainers4Life Alexandr Kemalov and Polina Veshcheva.
- Peer facilitation training in Uganda - experiential learning and mental health Thrive Gulu and D4L. may. Trainers4Life Yvonne Ochieng and Isabirye Beka Ntende.
- Online Champions4Life training in Russia Focus Media Russia and D4L. June. Trainers4Life Alexandr Kemalov and Polina Veshcheva.
- Training of Trainers4Life - digital versionDance4Life. April. RedZebra: Mark Dodsworth and Gloria J. Williams D4L: Oonagh Eastmond, Rekha Trikhatri and Nina Pavlovska.
- Online Champions4Life training in Kazakhstan AFEW Kazakhstan and D4L. June. Trainers4Life Alexandr Kemalov and Polina Veshcheva.
- Online Champions4Life training in Belarus. Belarussian Association of UNESCO clubs and D4L. July. Trainers4Life Alexandr Kemalov and Polina Veshcheva.
- 2x Trainings of Champions4Life in Russia. Focus Media Russia and D4L. August. Trainers4Life Alexandr Kemalov and Polina Veshcheva.
- Refresher training of Champions4Life in Ukraine AFEW Ukraine and D4L. August. Trainer4Life Daria Kopiiievskia.
- 2x Online Champions4Life training in Russia Focus Media Russia and D4L. September. Trainers4Life Alexandr Kemalov and Polina Veshcheva.
- Training of Champions4Life in Russia Focus Media Russia and D4L. October. Trainers4Life Alexandr Kemalov and Polina Veshcheva.
- Training of Champions4Life in Russia Focus Media Russia and D4L. November. Trainers4Life Alexandr Kemalov and Polina Veshcheva.
- Online Champions4Life training in Russia Focus Media Russia and D4L. December. Trainers4Life Alexandr Kemalov and Polina Veshcheva.

- Introduction to social norms. Rutgers & global partners. May. Anjalee Kohl & Susan Igras (Passages Project).
- M&E of social norms. Rutgers & global partners. May. Anjalee Kohl (Passages Project) & Anna Page.
- Introduction to Qualitative Research Rutgers & Rutgers WPF Indonesia. June. Miranda van Reeuwijk; RID staff.
- Setara cost analysis. Rutgers, Rutgers WPF, Karolinska. June. Soha El Halabi & Kristi Sidney Annersted.
- Explore Training for young co-researchers in Uganda and Ecuador. Rutgers, Plan International. June & August. Sara de Meyer, Elizabeth Kemigisha, Miranda van Reeuwijk.
- Setara CSE ToC for UvA pedagogy masters. Rutgers, UvA. November. Miranda van Reeuwijk.
- Achieving Gender Equality starting with Early Adolescents. JHU, Rutgers, GEAS, WHO, Save. November. Miranda van Reeuwijk; staff from JHU and save the children.
- Embracing Learning: innovative ways to researching and evaluating pleasure-inclusive approaches. Rutgers, Pleasure Project, Amplify Change. December. Miranda van Reeuwijk.
- The Why's and How's of Engaging young people in evaluating their programs. Rutgers, IRH, IAAH conference. December. Miranda van Reeuwijk.

## National Department

### Peer reviewed article

- Boer, S., Erdem, Ö, Graaf, H. de, & Götz, H. Prevalence and correlates of sext-sharing among a representative sample of youth in the Netherlands. *Frontiers in Psychology* (12).
- Graaf, H. de, Schure, J. ter & Liere, G. van. How Old Are Young People When They Start Having Sex? Unravelling the applicability of Cox proportional hazards regression. *Journal of Public Health From Theory to Practice*. 2021, 1-8.
- Toren, S.J. van den, Dalmijn, E., Haas, S. de, Feenstra, H. & Berlo, W. van. A mixed methods evaluation of Girls' Talk+: A sexuality education programme for girls with mild intellectual disabilities. *Journal of Applied Research in Intellectual Disabilities*. Published.

### Non peer reviewed articles

- Blécourt, K. de. Hoe praat je met jongeren over seksueel geweld? *Zorg + Welzijn*, November 2020.
- Cense, M. Emancipatie. Hoe staat het met seks? *Flair* June 2021.
- Ditzhuijzen, J. van. Het risico op psychiatrische aandoeningen na abortus – Antwoord aan Biemans. *Tijdschrift voor Psychiatrie* (63), 88-90.
- Graaf, H. de & Ditzhuijzen, J. van. "Corona brengt ons dichter bij elkaar": De ervaren impact van de

coronacrisis op het seksleven van mensen met een partner. *Tijdschrift voor Seksuologie* (45), 17-26.

- Kelders Y. Seks als je ouder wordt. *VLAM magazine*.
- Kelders, Y. Inclusieve gezondheidszorg. *JONG Magazine*.
- Kelders, Y. Sekszorg in verpleeghuizen gaat door. 'Wij leveren zorg, net als fysiotherapeuten'
- Leusink, P. Karlijn de Blécourt, Bouko Bakker. Passende zorg door aandacht voor seksuele oriëntatie. *Huisarts en Wetenschap*, 18 May 2021, 1-5.

### Book (or chapter in book)

- Reitzema, E. Je kunt niet kiezen op wie je verliefd wordt. Uitgeverij Clavis.
- Reitzema, E. Maar hoe dan? Uitgeverij Clavis.
- Reitzema, E. Het meidenlijfboek Uitgeverij Luitingh-Sijthoff.
- Reitzema, E. Wat voel jij. Uitgeverij Clavis.

### Factsheet

- Bakker, B., Karlijn de Blécourt. Seksuele Oriëntatie & Gezondheid. AGOM.
- Coronacrisis en seks: wat doen jongeren? Rutgers/ Soa Aids Nederland.
- Infographic Seksueel geweld. Advocacy.
- Smit, Willy van Berlo, Tim Looten. #Tothier: Pleidooi voor effectieve preventie van seksueel geweld.
- Smit, I., Puts, M., Pijl, M. & Meijer, M. Visuals van de Sekswijzer.

### Manual/professional guideline

- Blécourt, K. de. Toolkit Sensitieve Zorg voor Zorgprofessionals. Handleiding/Interventie/Lesbrief AGOM.
- Jonker, Marianne. Checklist Sexting.
- Kelders, Y. Gesprekskaart signaleren bespreken veranderende seksuele gezondheid
- Kelders, Y. Train-de-trainer methode. Lesbrief.
- Reitzema, E. Handreiking sekse, gender en seksuele diversiteit. Rutgers Lesbrief.
- Presentation/poster
- Baams. L. & Graaf, H. de. Niet in één hokje: Ervaringen en welzijn van bi+ personen in Nederland. Rijksuniversiteit Groningen/Rutgers.
- Berlo, W. van Seksueel geweld in Nederland. 23e IGO-congres 2021.
- Berlo, W. van. Preventie van seksueel geweld. Congres Seksueel geweld voor de zorg.
- Graaf, H. de Seksuele ervaringen en opvattingen van jongeren. Amnesty meets Buddhism.
- Graaf, H. de, Joemmanbaks, F., Meijer, S. & Heijne, J. Coronacrisis en seks: wat doen jongeren? Digitale Leerweken.
- Graaf, H. de & Hendriks. Seksualiteit in de residentiele jeugdzorg. Actualiteitencollege UvA.
- Graaf, H. de, Cense, M., & Borne, M. van den. Late

developers or scaredy-cats? A mixed methods approach to the later sexual debut of the current younger generation. International Academy of Sex Research 2021.

- Cense, M. Dubbel kwetsbaar: seksueel geweld en LGBT's. Kickoff meeting ViNe netwerk victimologie.
- Cense, M. Dutch Participatory study on CSE. European network on CSE.
- Kelders, Y. Ben je oké workshop introductieweek Leiden.
- Magazine CYNTHIA. Advocacy. Magazine i.s.m. Aidsfonds e.a.
- Ohlrichs, Yuri, Willy van Berlo. Victim blaming en praten met jongens over victim blaming, gender en seksualiteit, Sense Doe-dag.
- Olofsen, S., Ineke van der Vlugt. Onderzoek naar ervaringen en tevredenheid van jonge vrouwen met het eerste anticonceptieconsult bij de huisarts. SIG Special Interest Group anticonceptie. Expertmeeting.
- Reitzema, E. Gewoon bloot (diverse interviews). NH radio, Hart van Nederland, Leeuwarder courant, Nederlands Dagblad, Trouw.
- Reitzema, E. Advertorial Kidsweek.
- SRGR lobby groep. Magazine de Vrije Doos. Magazine aangeboden aan nieuwe Kamerleden in de commissie van Buitenlandse Handel en Ontwikkelingssamenwerking om hen kennis te laten maken met SRGR.
- Vlugt, I. van der. Onderzoek pilot Nu Niet Zwanger in drie abortusklinieken. Congres voor abortusartsen en verpleegkundigen Jaarbeurs Utrecht.
- Vlugt, I. van der. Maak vruchtbaarheid en kindervens meer bespreekbaar. Congres Kinderwens Antwerpen.
- Vlugt, I. van der. Monitoring & evaluation prevention unplanned teenage pregnancies. Symposium sexual reproductive health Panama.

#### Online

- Blécourt, K.E. de. Prevention of unwanted sexual behavior. Online Symposium Positive behavioral change in the digital age @ Erasmus Universiteit.
- Blécourt, K.E. de & Krebbekx, Willemijn. Sociale normverandering onder jongeren ter preventie van geweld. Jeugd in onderzoek.
- Blécourt, K.E. de. Gastles seksueel en huiselijk geweld bij LHBT personen. Sociale Academie Utrecht.
- Cense, M. Praten met leerlingen over consent en seksuele weerbaarheid. Podcast Vereniging Openbaar Onderwijs: <https://voo.nl/podcast>.
- Cense, Marianne. Podcast Meesterwerk.
- Cense, Marianne. Sekse- gender en seksuele diversiteit. 5 filmpjes, Nederlandse Wetenschaps Agenda NWA.
- Haan, I. de. Internet en seks.. Opvoedfilmpje voor ouders: <https://www.youtube.com/watch?v=MNrll->

z7XWw&t=80s.

- Haan, I. de. Voorlichting geven over seksuele gezondheid aan migranten. Filmpjes waarin ervaren voorlichters vertellen: [https://www.youtube.com/watch?v=jkC7nWkqpPU&list=PLzRLyGNaVQcEtSeYk7FqRQzRVn\\_GaGXAK](https://www.youtube.com/watch?v=jkC7nWkqpPU&list=PLzRLyGNaVQcEtSeYk7FqRQzRVn_GaGXAK).
- Kelders, Y. Sekszorg - Talkshow Fabuch Cinema, T.V/Radio.
- Politieke Sekswijzer biedt jongeren inzicht in keuzes over seks en seksualiteit. Advocacy.
- Politieke Sekswijzer 2021 – de uitkomsten. Advocacy.
- Reitzema, E. Naakt in nieuw kinderprogramma: onnodig en stap te ver, of juist leerzaam? Nos.nl.
- Reitzema, E. Item over Gewoon Bloot Op1. TV/Radio.
- Reitzema, E. 60 minutes Australia.
- Reitzema, E. Aflevering Verliefd. Klokhuis. TV/Radio.
- Reitzema, E. Koffietijd. RTL4 TV/Radio.
- Reitzema, E. Kijk lief naar je lijf, kind: opvoeden met een realistisch lichaamsbeeld. Eva Jinek.
- Reitzema, E. item menstruatie. JeugdJournaal en EditieNL.
- Reitzema E., Mijn kind van 3 jaar is erg geïnteresseerd in zijn geslachtsdeel, is dat normaal? Nu.nl.
- Reitzema, E. Jouw rol in de genderontwikkeling van je kind, je hebt er nul invloed op. Nu.nl.
- Reitzema, E. Webinar Kindertelefoon.
- Verbeek, Mirthe. Jonker, Marianne. Kick off meeting Move up! Onderzoek Make a Move(+).
- Vlugt, I. van der. Anti-abortus lessen in voortgezet onderwijs. NOS Stories.
- Vlugt, I. van der. Contraceptive use and shared responsibilities in the Netherlands. Television France Nous Les Européens.

#### Report

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## 17 List of abbreviations

AC	Action Coalition
CAO	Collective Labour Agreement
CBF	Central Bureau on Fundraising
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
CEFM	Child Early and Forced Marriage
CoE	Centres of Excellence (Global Affairs Canada & International Planned Parenthood Federation programme – 2019- 2022)
CPD	Commission on Population and Development
CR	Country Representative
CSE	Comprehensive Sexuality Education
CSO	Civil Society Organisation
CSW	Commission on Status of Women
FGM	Female Genital Mutilation
FLOW	Funding Leadership Opportunities for Women
FM	Forced Migration
GBV	Gender Based Violence
GGD	Gemeentelijke Gezondheidsdienst
GEF	Generation Equality Forum
GGZ	Dutch Mental Health Care Service
GP	General Practitioners
GTA	Gender Transformative Approach
HIV	Human Immunodeficiency Virus
HLPF	High Level Political Forum
IAWG	International Advocacy Working Group
ICFP	International Conference on Family Planning
IPPF	International Planned Parenthood Federation
LGBTIQ	Lesbian, Gay, Bisexual, Transgender, Intersex and Queer
LOPS	Landelijk Overleg van Poliklinieken Seksuologie
LOT	Landelijk Overleg Thema-instituten
MAP	Meaningful Adult Participation
MENA	Middle East and Northern Africa
MoFa	Ministry of Foreign Affairs
MP	Member of Parliament
MR	Menstrual Regulation
MRM	MR by Medicine
MTE	Mid-Term Evaluation
MTR	Mid-Term Review
MVA	Manual Vacuum Aspirator
MYP	Meaningful Youth Participation
NGO	Non-Governmental Organisation
NHG	Nederlands Huisartsen Genootschap
NICHE	Netherlands Initiative for Capacity Development in Higher Education
NPL	Nederlandse Postcode Loterij (Dutch Postcode Lottery)
ODA	Official Development Assistance
PME(L)	Planning, Monitoring, Evaluation (and Learning)
PSTG	Platforms Seksuologische Teams GGZ
PtY	Power to You(th) (MoFa programme 2021-2025)
RHRN2	Right Here Right Now (MoFa programme 2021-2025)

**We want to create more awareness about the positive and pleasurable aspects of sexuality.**



RIVM	Rijksinstituut voor Volksgezondheid en Milieu
RMU	Resource Mobilisation Unit
RR	Reproductive Rights
SDG	Sustainable Development Goals
SEAH	Sexual Abuse, and Sexual Harassment
SGBV	Sexual and Gender-Based Violence
SHVB	Seksualiteits Hulpverlening Verstandelijk Beperkten
SOGI	Sexual Orientation and Gender Identity
SRH	Seksual and reproductive healthcare
SRHR	Sexual and Reproductive Health and Rights
STI	Sexually Transmitted Infection
SST	Standing Strong Together
TVET	Technical and Vocational Education and Training
UNFPA	United Nations Population Fund
UPR	Universal Periodic Review
WHO	World Health Organisation
WSA	Whole School Approach
WSWM	World Starts With Me (CSE curriculum)
YFS	Youth-friendly services

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## Colophon

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