



norden

SECTOR PROGRAMME

Gender Equality

The Danish Presidency
of the Nordic Council of Ministers 2010



Sector Programme – Gender Equality

The Danish Presidency of the Nordic Council of Ministers 2010

ANP 2010:716

© Nordic Council of Ministers, Copenhagen 2010

ISBN 978-92-893-2022-1

Layout: Jette Koefoed/Nordic Council of Ministers

Photos: Cover: Colourbox; Johannes Jansson/norden.org

p.4: Johannes Jansson/norden.org; p.6, 8, 34: ImageSelect

Presidency logo: Majken Nysom, Tripledesign

Copies: 1000

Print: Scanprint as

Printed on environmentally friendly paper

which fulfils the requirements of the Nordic Swan eco-label

This publication can be ordered at www.norden.org/order

Other Nordic publications are available at www.norden.org/publications

Printed in Denmark



Nordic Council of Ministers

Store Strandstræde 18

1255 Copenhagen K

Telephone (+45) 3396 0400

Fax (+45) 3311 1870

Nordic Council

Store Strandstræde 18

1255 Copenhagen K

Telephone (+45) 3396 0200

Fax (+45) 3396 0202

www.norden.org

Nordic Co-operation

Nordic co-operation is one of the most comprehensive forms of regional co-operation. It involves Denmark, Finland, Iceland, Norway and Sweden, as well as the autonomous areas: the Faroe Islands, Greenland and Åland.

Nordic co-operation has political, financial and cultural roots and is an important partner in European and international co-operation. The Nordic community strives for a strong Nordic Region in a strong Europe.

Nordic co-operation aims to strengthen Nordic and regional interests and values in our global surroundings. The countries' common values help to strengthen the Nordic position as one of the world's most innovative and competitive regions.

Sector Programme Gender Equality

The Danish Presidency of the
Nordic Council of Ministers 2010

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Introduction

The Nordic countries have many characteristics in common, not least the level of gender equality that Nordic women and men are able to enjoy. For more than three decades, Nordic co-operation has striven to improve gender equality, earning the Nordic countries a reputation as an international leader on this issue.

In our shared vision, Nordic gender equality co-operation can serve as a model for other countries. This vision also entails that women and men in the Nordic countries receive equal opportunities and treatment in all areas of society. While the inhabitants of the Nordic countries and autonomous territories represent a tremendous diversity of backgrounds, and while their opinions regarding the best strategies for achieving a gender-equal society sometimes differ, gender equality remains a key part of the Nordic identity and a basic characteristic of a democratic welfare state. The processes that are used to implement gender equality policies are constantly changing, and new areas where gender equality must be integrated are emerging all the time.

At the Nordic Council of Ministers, co-operation is based on creating synergies between what individual countries do on a national level and what the Nordic community does as a whole. We can learn from each other's experiences and use joint projects to produce new knowledge in order to maintain the high level of gender equality we have achieved.

Gender equality work has evolved beyond simply trying to ensure the opportunities and rights of women, and is now instrumental in securing the opportunities and rights of both women and men, in society and within families. At the same time, one of the challenges facing gender equality work in the Nordic Region is to make provisions for our diversity and ensure that all groups in society are able to enjoy equality, including, for example, immigrant communities, where some women and men continue to adhere to highly traditional gender roles.

The following contains a presentation of the sector programme for the Danish Presidency. It is accompanied by the 2010 co-operation programme for Nordic gender equality. The co-operation programme was originally written in Norwegian, emphasising that the Nordic community is also largely a linguistically united community.



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The Danish Presidency's main gender-equality priorities

The Danish Presidency of the Nordic Council of Ministers (NCM) will focus on identifying measures to address gender divisions in the labour market and to evaluate the gender effects of the financial crisis. Another priority will be to examine how the traditional gender roles that prevail in some immigrant communities can limit the opportunities and rights of individual women and men to choose the job, career and type of family life that they want for themselves.

The financial crisis and the gender-segregated labour market

Gender divisions in the labour market constitute one of the main causes of inequality between women and men in terms of salaries, career opportunities, and combining work and parenthood.

The combined effects of globalisation and the financial crisis have left an increasing number of Nordic men without work. The same crisis can affect women and men in different ways, and statistics show that men are more likely to become unemployed. They are overrepresented in many of the occupations hardest hit by the financial crisis, such as construction and industry, where many men, particularly those who are unskilled, have lost their jobs. On the other side, there is a constant need for more workers in the public sector's caring and nursing professions, which traditionally employ mostly women.

The financial crisis has reshuffled the historic gender divisions among the unemployed, who in the past were mostly women. This underlines the gender divisions that pervade the labour market. The Danish Presidency will look for ways to simultaneously improve economic growth and advance equality between the genders.

The project examining the financial crisis and the gender-segregated labour market will investigate whether unemployment among men could be turned into an opportunity that could benefit the care-sector, which needs more workers. The project will gather information and best practices from all Nordic countries to find ways of softening the gender segregation of the labour market, locally and nationally, and to do away with the outdated concepts of "women's work" and "men's work". After completion of the survey work, which will include a Nordic conference on the subject, the project findings will be used to formulate concrete recommendations for creating educational and employment opportunities for marginalised men.



By making a commitment to promote non-traditional employment choices and flexibility for both women and men in the future, we can both advance gender equality and ensure continued growth in our Nordic welfare states.

Social control and ethnic minorities

One of the preconditions for success in Nordic gender equality work is that we ensure that gender equality reaches all groups in society. The objective of this project, which will be undertaken during the Danish Presidency, is to gather and exchange information in order to find out how to break down the social control that affects women in some immigrant communities. The project addresses the gender roles that prevent women's full and equal participation in society alongside men, as well as the gender role models that create a situation in which young immigrant boys and men are assigned roles as their sisters' guardians. It is not just girls who suffer from social control; men, too, by being asked to exercise such control, can be prevented from living the life that they would want.

Gender, gender roles, social control, family structures, "parallel rules of law" – none of these can be allowed to set limits on the opportunities of individual human beings to fully participate in society, receive an education, find employment and participate in civil society. Gender equality is a Nordic core value, and regardless of background, every woman and man must have the same opportunities to live the kind of life they want.

The project is designed to shed light on gender roles in certain immigrant communities and to help identify solutions in order to advance gender equality in a way that enables immigrant women and men to receive equal treatment and exercise their right to self-determination. Following the completion of the survey work, a Nordic conference will be arranged to present the compiled findings to the appropriate entities.

Other activities in the gender equality sector

New four-year co-operation programme

During the Danish Presidency, a new Nordic co-operation programme for gender equality will be adopted for the next four years. In conjunction with the meeting of Nordic ministers in Copenhagen in May, the Nordic Council of Ministers for Gender Equality will set new action areas and guidelines for co-operation. The Nordic Council of Ministers' Secretariat will engage in close dialogue with the Baltic offices in order to establish the framework for future Nordic–Baltic gender equality co-operation.

Nordic participation in the UN Commission on the Status of Women (CSW) Session

Every year, the Nordic countries arrange joint activities in connection with the annual Session of the UN Commission on the Status of Women (CSW) in New York, in order to disseminate information about Nordic gender equality work. The year 2010 marks the Beijing +15 commemoration of the “Platform for Action” adopted at the Fourth UN’s Fourth World Conference on Women, held in Beijing. Nordic ministers will take part in the CSW meeting, and the Danish Minister for Gender Equality will open the Nordic programmes. The focus will be on measuring Nordic achievements in relation to the Beijing Declaration and Platform for Action, and identifying future challenges.

Gender equality in the West Nordic Region

Another focus during Denmark’s Presidency will be on the West Nordic Region. Planning is underway for a gender equality seminar to be held in the autumn in Greenland, in close co-operation between the Danish Presidency, Greenland, the Faroe Islands, and Iceland. In addition, the project on the financial crisis and the gender-segregated labour market includes co-operation with Greenland to ascertain the inclusion of a West Nordic perspective.

International co-operation

While the Nordic countries engage in gender equality co-operation in the Nordic Region, they also work actively with Estonia, Latvia, and Lithuania, among others. A “Memorandum of Understanding” (MoU) was adopted at the 2008 ministers’ meeting for 2009–2010. The document specifies that co-operation takes place through activities that support the integration of gender equality in political decision-making processes in the Baltic countries at local, regional, and national level, particularly in the areas of legislation, working life, education and the economy. An impor-

tant aspect of the MoU is to develop a comprehensive strategy for combating human trafficking, especially for sexual purposes.

In future co-operation with the three Baltic countries, the Nordic Council of Ministers for Gender Equality wishes to strengthen its efforts to co-ordinate its activities and initiatives with the local NCM offices in each of the three Baltic countries. Each office is therefore invited to contribute to the new four-year strategic programme for 2011–2014.

Finally, the gender equality sector also engages in co-operation with North-West Russia. The work is partly rooted in the “Protocol of Intent” signed in 2007, and partly in guidelines for co-operation established for 2009–2013. The starting point is the integration of gender equality into all ongoing co-operation between the Nordic Council of Ministers and North-West Russia. Gender equality is a naturally integral part of combating and preventing human trafficking and improving the participation of women in working life and politics, and an integral part of overall democratic development in the region.

In subsequent co-operation with North-West Russia, the Nordic Council of Ministers for Gender Equality wishes to strengthen its efforts to co-ordinate its activities and initiatives with the NCM office in St Petersburg.



**Nordic Co-operation
Programme for Gender Equality
2010**

25 January 2010

09-01382

1. Nordic co-operation

1.1 Co-operation on gender equality in the Nordic countries

In spring 2005, the Council of Ministers for Gender Equality (MR-JÄM) adopted a five-year Nordic strategy document for 2006–2010, entitled Focus on Gender: Working toward an Equal Society and commonly referred to as the “co-operation programme”. It serves as the foundation for gender equality co-operation between the five Nordic countries and three autonomous territories. The Nordic Council (NC) approved the programme at its annual Session in October 2005. The multi-year programme is supplemented with detailed annual action plans.

Since gender equality was first put on the agenda of Nordic co-operation 35 years ago, the Nordic Council of Ministers (NCM) has worked to develop and advance gender equality in Nordic societies. In the Nordic context, gender equality means that care, work, power, and influence are divided equally among women/girls and men/boys, and that they all share the same rights, obligations, and opportunities in all areas of life and at all stages of life. Full gender equality also means the ability to live in a society that is free from all types of gender-based violence.

Taking into account the different skills, knowledge, and viewpoints of men/boys and women/girls creates a better society for everyone. To achieve a truly equal society, it is essential that men/boys participate actively in gender equality work.

Primary action areas in 2006–2010

The Nordic gender equality co-operation that the NCM engages in is comprehensive and multi-faceted. It is not possible to address every aspect and/or to simultaneously prioritise all areas of gender equality work. In its 2006–2010 strategy document for gender equality, the NCM has chosen to prioritise two main action areas:

- Gender and power
- Gender and youth

The starting point for all planned and implemented activities within these action areas is the idea of generating “Nordic synergies”, as articulated by the NCM. “Nordic synergies” means that the needs, interests, and wishes common to the gender policy objectives of all five Nordic countries and the three autonomous areas are being addressed. The tangible gender equality initiatives and projects are anchored in decisions made by MR-JÄM and are formulated in annual action plans, such as this one.

Special tasks in 2010

In 2010, in addition to the regular gender equality activities iterated in the co-operation programme, a new, multi-year strategy document will be developed for 2011–2014. In addition, a new contract will be drawn up, specifying the objectives and outcomes for working with the Nordic Gender Institute (NIKK) in 2011–2013.

1.2 The Core Mission Statement of the Council of Ministers for Gender Equality

Nordic gender equality work is guided by two overarching strategy documents; I: the previously mentioned five-year co-operation programme for gender equality, *Focus on gender: Working toward an Equal Society*, and II: the Core Mission Statement, which focuses on bringing greater visibility to the results of co-operation and on profiling gender equality co-operation more prominently in society as a whole. The Core Mission Statement describes a dual vision:

1. Nordic gender equality co-operation must be the best in the world and serve as a model for other countries, and
2. Nordic gender equality co-operation should be carried out in a way that is meaningful to the development of Nordic societies and the international arenas where Nordic countries are active participants. The Core Mission Statement was approved by the MR-JÄM in October 2007.

1.3 Priorities for the Danish Presidency 2010

The Danish Presidency will prioritise three areas of gender equality in 2010.

First, the Presidency will launch a project as part of the “Gender and power” action area of the five-year co-operation programme to highlight the financial crisis and its impact on the gender divisions in the Nordic labour markets. Current problems and their scope will be mapped out, and a seminar will be held during the Presidency to explore examples of best practice and to draft possible solutions. The findings will be disseminated throughout the Nordic Region.

Within the “Gender and youth” action area of the co-operation programme, the Presidency will examine the social control exercised among women/girls and men/boys of ethnic minority backgrounds living in the Region. During the first phase, the project will map out the scope of and knowledge about this type of social control. During the second phase, there will be a presentation of findings and discussion of possible solutions for the future.

The Danish Presidency, like the Icelandic Presidency before it, will incorporate a West Nordic perspective and highlight the special challenges in this region in its activities and those of the MR-JÄM. One of the meetings of Committee of Senior Officials for Gender Equality (ÄK-JÄM) will discuss the plan to hold a gender equality policy seminar in Greenland.

1.4 The Nordic Gender Institute (NIKK)

NIKK's primary mission is to support the implementation of the current strategy documents (the multi-year co-operation programme and the core mission document mentioned above) as they are formulated in the annual action plans. In addition, NIKK engages in open, non-judgmental, and active dialogue with MR-JÄM and ÄK-JÄM, the current holder of the Presidency, and the Nordic Council of Ministers' Secretariat (NCMS).

Co-operation between the NCM and NIKK is formally governed by NIKK's statutes as well as a separate contract that specifies the objectives and outcomes and defines the administrative, professional, and economic framework for NIKK's operations. In addition, NIKK adheres to working methods adopted by ÄK-JÄM. On the basis of the above-mentioned plans and documents, including the contract, NIKK prepares an annual action plan to present in detail its work and primary action areas for the year in question. The action plan can be found on NIKK's website at www.nikk.no.

NIKK is the most important professional resource for the NCM in carrying out the action plans mentioned above. Within the framework of the above-mentioned documents, NIKK initiates, co-ordinates, and implements gender research activities and projects by using analyses, surveys, reports, and other methods to study issues that relate to Nordic gender equality policy co-operation. NIKK also provides its professional resources in order to infuse a higher level of information and awareness into political discussions and initiatives in the area of gender equality.

NIKK monitors the progress of all relevant research and development in the area of gender equality within and outside of the Nordic countries. NIKK's task is to function as an arena for the field as a whole and for individual producers of gender-related information and knowledge. As part of this dissemination task, NIKK works with other gender equality organisations, primarily in the Nordic countries, in order to co-ordinate all information and documentation that pertains to gender research and gender equality. NIKK's task is to diversify its methods of information dissemination so as to more effectively popularise research findings among an ever-wider audience within and outside of the Nordic countries, thereby enriching public debate and ensuring the inclusion of gender equality in the debates.

2. International co-operation

2.1 Co-operation with the three Baltic countries: Estonia, Latvia, Lithuania

Gender equality co-operation between the Nordic Council of Ministers and the three Baltic countries is governed by the political documents adopted at meetings of the ministers for gender equality from the eight nations. The “NB8” meetings are held every other year. The most recent meeting was held in 2008 and a “Memorandum of Understanding” (MoU) was adopted for 2009–2010. The document specifies that co-operation occurs through activities that promote the integration of gender equality into political decision-making processes in the Baltic countries at local, regional, and national level, particularly in the areas of legislation, working life, education and the economy. An important aspect of the “MoU” has been to develop a comprehensive strategy for combating human trafficking, especially for sexual purposes.

In subsequent co-operation with the three Baltic countries, MR-JÄM wishes to strengthen its efforts to co-ordinate its activities and initiatives with the local NCM offices in each of the three Baltic countries. Each office is therefore invited to contribute to the new four-year strategy programme for 2011–2014, together with relevant local organisations.

2.2 Co-operation with North-West Russia

The framework for co-operation between MR-JÄM and North-West Russia is rooted in part in the Protocol of Intent signed in 2007, and in part in the guidelines for co-operation for 2009–2013.

The starting point is that, instead of being a separate target or focus, gender equality must be integrated into all ongoing co-operation between the NCM and North-West Russia. The gender equality perspective is an integral part of combating and preventing human trafficking and of improving the participation of women in working life and politics, and an integral part of overall democratic development in North-West Russia.

In future co-operation with North-West Russia, MR-JÄM wishes to strengthen its efforts to co-ordinate its activities and initiatives with the local NCM office in St Petersburg. MR-JÄM therefore supports the initiative undertaken by the NCM offices in St Petersburg and the three Baltic countries to work together to highlight and promote gender equality in both regions, in part through conferences with Nordic embassies in the region, and

also, importantly, with civic institutions and non-governmental organisations (NGOs).

2.3 EU co-operation

Nordic gender equality co-operation with the EU and the EEA focuses on gender mainstreaming within the EU's Northern Dimension initiative.

Otherwise, Nordic gender equality co-operation is channelled in part through formal and informal EU meetings in the field of gender equality, in which the three current EEA countries may participate to some degree, and in part through the EU's European Institute for Gender Equality in Vilnius.

2.4 Nordic gender equality co-operation with the United Nations

Nordic gender equality co-operation within the United Nations is founded on the Beijing Platform for Action adopted in 1995, and on all related UN resolutions on gender equality signed before or since.

Nordic gender equality co-operation consists primarily of participation in the annual session of the UN Commission on the Status of Women (CSW). The goal of the annual CSW session is to evaluate developments in gender equality, focus on changes, and agree on global standards in order to advance gender equality on a national, regional, and global level.

CSW functions as an arena for profiling the gender equality work of the NCM in a global context. This requires the production of information and brochures as well as arranging various fringe events for ministers and experts from the Nordic countries to share results and identify future challenges in gender equality. The topics of Nordic fringe events are adapted from issues that the UN has placed on the agenda as Priority Themes or Review Themes for the CSW session.

The CSW session also serves as an opportunity for an informal meeting of MR-JÄM to discuss other topical international policy issues relating to gender equality.

3. Activities/projects and their costs in 2010

The total, compiled budget for MR-JÄM 2010 is DKK 8,103,000, of which DKK 3,557,000 is allocated to activities/projects initiated and handled by MR-JÄM, and DKK 4,546,000 is allocated to the operations of NIKK. In addition to these budget allocations, MR-JÄM also has funds from 2009 and 2008 at its disposal. A compiled economic summary for 2010 can be found at the end of this action plan in Part 6.

3.1 Activities of the Council of Ministers for Gender Equality (MR-JÄM) and the Committee of Senior Officials for Gender Equality (ÄK-JÄM)

3.1.1 Gender mainstreaming at the Nordic Council of Ministers

It has become a tradition for the annual Presidency to arrange a general training seminar for the chairs of the committees of senior officials and its own officials and employees involved in NCM activities, for the purpose of integrating gender equality into their activities.

The effects of these trainings have never been evaluated. No provisions have therefore been made for this kind of general training during the Danish Presidency in 2010. This also results from the fact that NCM has adopted a decision to integrate gender equality both within the various sectors (where the responsibility for each sector lies with the appropriate minister) and internally within NCMS.

For the different sectors, the goal is to have identified and integrated relevant gender equality perspectives into their activities and operations by 2012, while, within the same time span, the NCMS is to have achieved a series of policy objectives in gender equality (These include:

1. All employees should have received individual competency development plans in 2009;
2. There are to be no systematic differences in the wage statistics for female and male employees;
3. A zero-tolerance policy applies with regard to sexual harassment;
4. No professional group in the Secretariat shall exceed 60% representation of either gender (in other words, the gender distribution for both genders must meet the commonly accepted standard for equal gender distribution of 40%–60%).

Funding will also be allocated for integrating gender equality within the NCM, particularly in all globalisation initiatives (see below), and for inte-

grating gender equality into at least one of the other sectors' strategic plans. This will give the different sectors and the Secretariat the opportunity to receive support and hire professional help in integrating gender equality into their activities. MR-JÄM has also commissioned an additional print run of the publication "*Instructions for Using Gender Lenses*". It should also be pointed out that other support tools developed by individual countries may also be of assistance in the practical implementation of gender mainstreaming.

Preliminary budget 3.1.1:

MR-JÄM 2010	100.000
Total	100.000

3.1.2 Gender equality and globalisation initiatives

Since the first resolution in 2006 by the NCM to launch the globalisation initiatives, ongoing discussions have been sought for a way to incorporate gender equality into the various initiatives as part of a strong Nordic "brand". It has not been possible to do this within the ordinary staffing resources of MR-JÄM and/or within NIKK's plans for its ongoing operations. Nor has a method of doing so in future been identified and agreed upon.

Since a decision has been made to expand the globalisation initiatives to seven new areas within "Health and welfare", the question is how to integrate gender equality into the new initiatives in a concrete way. As previously, MR-JÄM has been invited to offer suggestions.

Since neither the NCMS nor NIKK appear to have the resources or the framework to provide tangible support, the current year's co-operation programme has set aside resources to integrate gender equality into the new globalisation initiatives, in part through an extra print run of the publication "*Instructions for Using Gender Lenses*" and the use of other support tools developed by individual countries, as well as by providing compensation for professionals who can assist in the practical implementation of gender mainstreaming.

Preliminary budget 3.1.2:

MR-JÄM 2010	100.000
Total	100.000

3.1.3 Policy seminar on gender equality during the annual Session of the Nordic Council 2010

The plan is for MR-JÄM and ÄK-JÄM to gather for a meeting or seminar during the November 2010 Session of the Nordic Council in Iceland. The

meeting can be a political gathering at which members of the Nordic Council (NC) and the ministers meet for political debate, and/or a relevantly themed seminar for various gender equality experts to address issues brought up in the gender equality reporting by the NCM during the Session.

Since the attendance of MR-JÄM can be requested, it should be evaluated whether there is a need for an informal meeting of MR-JÄM in conjunction with the NC Session, and/or a separate meeting for ÄK-JÄM.

The goal of the seminar is to focus more closely on gender equality in the real, daily lives of people in the Nordic Region, not only on what is written in various laws and resolutions.

Funds have been set aside for the participation of civil society and NGOs from all of the Nordic countries and the adjacent areas.

Preliminary budget 3.1.3:

MR-JÄM 2010	100.000
Total	100.000

3.1.4 Co-operation with Estonia, Latvia, and Lithuania

MR-JÄM has not reserved new funding for gender equality co-operation with the three Baltic countries for the current year. Any ongoing activities from previous years in which MR-JÄM is involved can be found in a separate summary at the end of this document.

Increasingly, gender equality co-operation with the Baltic countries will be channelled through the local NCM offices in Riga, Tallinn, and Vilnius, as an integral part of the ordinary activities carried out by the offices in the region. This requires close co-operation with Nordic embassies, local authorities, and civil society and NGOs.

The funds are intended solely to facilitate the participation of civil society and NGOs in the activities that are being implemented.

Preliminary budget 3.1.4:

MR-JÄM 2010	100.000
Total	100.000

3.1.5 Co-operation with North-West Russia

MR-JÄM wants to participate in this co-operation, but the main responsibility for the content and administration of co-operation lies with the various sectors' councils of ministers. Therefore, MR-JÄM has not reserved new funding

for gender equality co-operation with North-West Russia for the current year. Any ongoing activities from previous years in which MR-JÄM is involved can be found in a separate summary at the end of this document.

The mobility programme “*Efforts in the Fight against Trafficking in Human Beings*” will continue in 2010. This programme is part of co-operation with North-West Russia. It was launched in 2008 as a mobility programme for Russian, Baltic, and Nordic police officers who work to combat human trafficking. The programme entails a one-week visit to one Nordic and one Baltic country, and a trip to an expert seminar for programme participants, to be arranged in North-West Russia.

Increasingly, gender equality co-operation with North-West Russia will be channelled through the NCM’s office in St Petersburg and will form an integral part of the ordinary activities carried out by the office in the region. This requires close co-operation with Nordic embassies, local authorities, and civil society and NGOs.

The funds are intended solely to facilitate the participation of civil society and NGOs in the activities that are being implemented.

Preliminary budget 3.1.5:

MR-JÄM 2010	100.000
Total	100.000

3.1.6 CSW – UN’s Commission on the Status of Women – 2010

In 2010, the annual Session of the CSW will mark Beijing +15 (adoption of the Beijing Platform in 1995) as well as the 10th anniversary of the UN Special Session in 2000, at which the Millennium Goals were discussed.

MR-JÄM has planned various activities in 2010, including a preliminary joint-Nordic meeting before the CSW session for officials from the Nordic ministries for gender equality and foreign affairs, as well as representatives for civil society and NGOs. Also planned is a joint-Nordic consultation meeting during the first week of CSW to discuss the content of the final document for the session.

This year, the following activities are planned for CSW:

1. An informal ministers’ luncheon for the Nordic ministers
2. Political ministers’ side event
3. Practical experts’ side event

In addition, the production of the following information brochures is planned:

1. A small handout for the two Nordic side events (as in previous years)
2. A joint-Nordic folder of all of the side events arranged or co-sponsored by Nordic governments (as in previous years)
3. A joint-Nordic brochure describing the co-operation in which the NCM engages, particularly gender equality co-operation, as well as each country presenting findings and future challenges for that particular country (new this year).
4. Other Nordic brochures, reports, and similar materials produced by the NCMS or NIKK.

Preliminary budget 3.1.6:

MR-JÄM 2010	150.000
Total	150.000

3.1.7 Internal planning and follow-up

This segment continues as in previous years. Funds have been reserved for preparing new information about the activities of MR-JÄM in multiple Nordic languages and in English.

During 2010 there is also funding to follow-up on initiatives that were launched by the Icelandic Presidency in 2009 and have not yet been finalised. This concerns, for example, follow-up on the project looking into Nordic solutions for childcare and day-care centres as a way of ensuring high labour-market participation for both genders. The “*Parental leave, care policies and gender*” project, launched during the Icelandic Presidency, may be extended and continue into 2011. In addition, efforts will be made to include gender statistics in the small brochure entitled “*The Nordic countries in figures*”, which is based on the Nordic Statistical Yearbook. Another possible target to follow-up is the action area of “*Gender and youth*” in the co-operation programme, where a small-scale project could be carried out to map out differences between the Nordic countries in condom use and the spread of sexually transmitted diseases.

Preliminary budget 3.1.7:

MR-JÄM 2010	500.000
Total	500.000

Other parts of the 2010 action plan

3.1.8 New co-operation/strategic programme

In the course of 2010, Nordic gender equality co-operation will be formulated in a new co-operation/strategic programme. This time, the programme is for four years instead of five, so that the countries primarily responsible for formulating the new co-operation/strategy programmes are aligned with the terms of the Presidency.

In terms of developing the programme, more participants than previously will be involved in offering their contributions or reports about topical themes in areas of gender equality that they find should be included in the new co-operation programme. Funding for these contributions, including production assistance, will be available.

Preliminary budget 3.1.8:

MR-JÄM 2010	100.000
Total	100.000

3.1.9 New contract with NIKK

The Danish Presidency, in close co-operation with the NCMS, will be responsible for drafting a new contract with NIKK that specifies objectives and outcomes for 2011–2013. Likewise, the Danish Presidency, together with the Secretariat, will be involved in the preparations for finding a new director for NIKK in 2011.

No special funding has been reserved for this work. Any planning costs are covered under Section 3.1.7: Internal planning and follow-up.

3.1.10 Support for NGOs within Nordic gender equality co-operation

A decision has been made to eliminate the practice of setting aside a round sum in the annual action plan for supporting the activities of NGOs.

Distribution of funds according to the old system has proven to be arbitrary, as there have been no official calls for funding in the Nordic countries and autonomous territories. Neither the criteria used to dispense the funds nor the processing of the applications has been sufficiently clear.

The result of this lack of transparency is that as of 2010, a larger sum will be earmarked for activities/projects described in the current action plan. Those planning to arrange activities/projects have been informed that the

total amount reserved for individual projects/activities includes funds that can be distributed to representatives of civil society and NGOs in the Nordic countries and adjacent areas. The funding can be used for travel and per diem allowances and to ensure a greater diversity of participants in Nordic gender equality projects and activities. Applications for this kind of assistance are addressed directly to the various activity organisers, who also decide who can receive assistance, and how much.

No special funding is reserved for this work, because financial support for civil society and NGOs is included in project and activity funding.

3.1.11 Information and publications

MR-JÄM provides information about the current situation and content of Nordic gender equality co-operation through publications as well as the website norden.org. Other channels of information include NIKK's publications and homepage.

During 2010, there will be an effort to update fact sheets and the homepage, and to produce documents that help those within and outside of the NCM in integrating gender equality into their practical activities. A concerted effort will also be made to translate and disseminate more information about Nordic gender equality co-operation in English and in the Nordic minority languages.

The NCMS will primarily send out printed publications to a single recipient in each Nordic country and autonomous area, so that each country/autonomous area can disseminate the materials to the appropriate national and local recipients. The Secretariat will also assist countries and autonomous areas in making sure that national funding and methods are distributed more evenly among various target groups.

Preliminary budget 3.1.11:

MR-JÄM 2010	500.000
Total	500.000

3.2 Activities and projects during the Danish Presidency

3.2.1 Hiring a project worker for the new co-operation programme and NIKK contract

The work that will go into formulating a new, multi-year co-operation programme that, as planned, will incorporate all other policy documents pertaining to Nordic gender equality co-operation, will be comprehensive and time-consuming. This, together with the necessity of

drafting a new contract for NIKK and the fact that the way the NCM manages projects and activities is changing, means there is a need to prioritise and strengthen the planning work of both MR-JÄM and ÄK-JÄM.

In order to make sure that the new planning and contracts are of the best possible quality, and to support the work of the Secretariat in 2010, a new position has been created to last through the term of the Danish Presidency. The position will be added to the Danish gender entity, and a detailed job description will be formulated in collaboration with the Secretariat.

Preliminary budget 3.2.1:

MR-JÄM 2010	550.000
Total	550.000

3.2.2 The financial crisis and the gender-segregated labour market

The goal is to create new education and employment opportunities, particularly for the growing number of men who have become unemployed as a result of the financial crisis, by motivating them to seek work in occupations that have typically been seen as female. A long-term goal is also to focus on the ways in which the gender-segregated job market limits and contributes to the lack of opportunities of individual women and men to freely choose their education and employment. This also means developing more flexible Nordic labour markets. In the long run, a less gender-segregated job market will ease gender-based differences in wages and career development, and thereby improve the level of gender equality in society as a whole.

In concrete terms this will entail, firstly, mapping out concrete and existing solutions on a local/regional level, and secondly, arranging a seminar for participants from the field (for example, employees at job centres) in order to come up with examples of best practice that can be applied in all of the Nordic countries. We must show that it is possible to promote non-traditional choices and flexibility in the future – not only for the sake of advancing gender equality but also to preserve the welfare state. A decision will be made at the seminar about the best way of communicating to the target group in question.

Preliminary budget 3.2.2:

MR-JÄM 2010	700.000
Presidency-pool	200.000 (tentative)
Total	900.000

3.2.3 Gender equality and ethnic minorities in the Nordic countries

The project focuses on social control in immigrant communities in the Nordic countries and what this entails for girls/young women and boys/young men. The project will compile existing information (research, reports, action plans etc.) on social control, its scale and modes of expression, and its implications for girls, boys, and families in immigrant communities and their interaction with the surrounding society. On the basis of the survey, an expert seminar with participants from all of the Nordic countries will be held to exchange information and experiences that will be subsequently gathered into a publication for utilisation in all of the Nordic countries.

Preliminary budget 3.2.3:

MR-JÄM 2010	600.000
Total	600.000

In 2009, MR-JÄM spent DKK 300,000 and NIKK DKK 200,000 on a mapping exercise covering this issue.

3.2.4 West Nordic co-operation

This part of West Nordic co-operation was initiated by Iceland in 2009 and will be continued during the Danish Presidency. The two projects mentioned above – “*The financial crisis and the gender-segregated labour market*” and “*Gender equality and ethnic minorities in the Nordic countries*” – will incorporate a West Nordic perspective.

There are also plans to hold one of the 2010 meetings of ÄK-JÄM in Greenland, in combination with a gender equality policy seminar that will take up issues of gender equality that are particularly relevant in the geographic margins of the Nordic Region, especially in the Arctic Region.

Funding has been reserved for the participation of civil society and local NGOs from all of the Nordic countries and adjacent areas, but especially from the West Nordic Region.

Preliminary budget 3.2.4:

MR-JÄM 2010	500.000
Total	500.000

4. The Nordic Gender Institute (NIKK)

In January, a strategy seminar will be held for NIKK and ÄK-JÄM to discuss the overall objectives for NIKK's activities, as well as more concrete initiatives within the sphere of gender equality co-operation. The year 2010 is the last one in the current three-year contract between NIKK and the NCM. A new contract for co-operation for 2011–13 will be drafted this year. NIKK will participate in developing the new strategic plan for MR-JÄM for 2011–14.

In the course of the year, NIKK will share findings from the research project "*Gender and power in the Nordic countries*", commissioned by MR-JÄM in 2009. Project follow-up will include two workshops in which Nordic researchers and statistical experts discuss the establishment of a research-based database on gender and power in politics and economic life in the Nordic Region.

Tasked by ÄK-JÄM and the Danish Presidency, NIKK is implementing a pilot project entitled "Gender equality and minority youth in the Nordic countries: a focus on social control". The project, which began in October 2009, will conclude in April 2010. NIKK will map out the current situation in the Region, with the objective of developing a common knowledge base to facilitate co-operation and joint initiatives in the field. The report constitutes NIKK's contribution to a conference on the same theme, to be organised by the Danish Presidency in November.

During 2010, the EU-financed project "Gendered Citizenship in Multicultural Europe – FEMCIT" will continue and conclude. NIKK will be responsible for a sub-project on social citizenship and parental policy in Finland and Norway.

In 2010, NIKK celebrates its 15th anniversary. The occasion will be marked with a seminar hosted by NIKK in October on the theme of "Gender and citizenship in the Nordic countries – a look toward Europe", as well as a reception for NIKK's partners.

The NIKK magasin will publish three issues during 2010, two in Scandinavian and one in English. The themes of the three issues will be "*Ethnicity/multiculturalism*", "*The West Nordic Region*", and "*Gender and citizenship in the Nordic countries*". During 2010, NIKK will continue to develop a comprehensive information-dissemination strategy through NIKK magasin, the NIKK website (www.nikk.no), and an electronic newsletter.

NIKK's provisional budget:

Type of funding	Amount of funding in original currency	Amount converted to NOK
MR-JÄM 2010 – basic funding	4.546.000 DKK	5.412.000 NOK
MR-JÄM 2010 – project grants*	559.000 DKK	665.000 NOK
Other NCMR funding sources	0	0
Total funding from NMR	5.105.000 DKK	6.077.000 NOK
Other external (non-NCM) funding**	49.000 €	
***	205.000 NOK	609.000 NOK
Rent-free facilities, Univ. of Oslo ****		1.200.000 NOK
Total		7.886.000 NOK

Comments:

Information in this table has been compiled by NIKK and is taken from their operational plan and budget for 2010.

*Gender and minority youth-project, DKK 309,000.

Gender and power in the Nordic countries-project, DKK 196,916.66 of the total 1.4 million allocated in 2007 and 2008.

**FEMCIT project, €49,000 = NOK 404,000.

***Financial support from the University of Oslo, NOK 205,000.

****Value of NIKK as rent-free facility (no charge for space, telephone, and postage) at the University of Oslo is estimated at NOK 1.2 million.

5. Calendar for 2010

(Please note that all dates are subject to change.)

5.1 Activities arranged by the MR-JÄM and ÄK-JÄM

January 25–26: ÄK-JÄM meeting 1 2010, Copenhagen

January 26: Strategy meeting, ÄK-JÄM and NIKK, Copenhagen

March 2: Ministers' luncheon during the UN CSW Session, New York

March 2: Ministers' side event during the UN CSW Session, New York

March 5: Experts' side event during the UN CSW Session, New York

May 26: MR-JÄM meeting, Copenhagen

September 1–2: ÄK-JÄM meeting 2 2010, Greenland

November 18–19: ÄK-JÄM meeting 3 2010, Copenhagen

5.2 Activities arranged during the Danish Presidency

September 2: Gender equality seminar, Greenland

5.3 Activities arranged by the Nordic Gender Institute, NIKK

January 26: NIKK board meeting, Copenhagen

January 27: Reference group meeting for “Gender and power”,
Copenhagen

January 28–29: NING network meeting (Network of Nordic editors and
information workers from information and documentation organisations
in gender research), Copenhagen

October (date to be announced): Seminar on “Gender and citizenship in
the Nordic countries – a look toward Europe” and a reception to mark
NIKK's 15th anniversary, Oslo

NIKK board meetings:

January 25–26: Copenhagen

April 19: Oslo (tentative)

October 18–19: Oslo (tentative)

5.4 Other activities

February 17: Preliminary meeting for CSW, Stockholm

March 1–5: Joint Nordic negotiation meeting during the UN CSW
Session, New York

November 1–4: Annual Session of the Nordic Council, Iceland

6. Financial summary

6.1 New activities/projects launched in 2010

Chapter No	Title	Comments	Budget
3.1.1 01076	Gender mainstreaming at NCM	Funding for sector's own mainstreaming work	100.000
3.1.2 01085	Gender equality and globalisation initiatives	Support for integrating a gender equality perspective	100.000
3.1.3 01077	Policy seminar on gender equality during the annual Session of the Nordic Council 2010	Increasing visibility for the importance of gender equality policies	100.000
3.1.4 01086	Co-operation with Estonia, Latvia and Lithuania	Solely to fund NGO participation	100.000
3.1.5 01089	Co-operation with North-West Russia	Solely to fund NGO participation	100.000
3.1.6 01075	CSW – UN Commission on the Status of Women Session in 2010	All activities during CSW	150.000
3.1.7	Internal planning and follow-up		500.000
3.1.8 01093	New co-operation/ strategic programme		100.000
3.1.11 01088	Information and publications		500.000
3.2.1 01056	Hiring a project worker for the new co-operation programme and the NIKK contract	As described above	550.000
3.2.2 01090	The financial crisis and the gender-segregated labour market	Danish priorities 2010	700.000
3.2.3 01091	Gender equality and ethnic minorities in the Nordic countries	Danish priorities 2010	600.000
3.2.4 01096	West Nordic co-operation	Danish priorities 2010	500.000
2009	Unpaid invoices/obligations from 2009		115.000
Total planned funding for new activities/projects			4.215.000
Allocated for 2010			3.557.000
Unused funds from 2009 – carried over (NB: Amount may change.)			658.000
Total amount available 2010			4.215.000

Administrative responsibility (AR) for the various activities to be determined no later than 6 months after decision has been made; 25.06.2010

6.2 Previous activities/projects continuing into 2010

Some projects have concluded, but others are ongoing. Details can be found in the tables by year, below.

6.2.1 Total project funding carried over to 2010

Year	Number of projects	Comments	Funds remaining
2009	Seven – 7	Remaining funds are mainly due to a final report not yet received; until a final report is provided, 15% of the allocated funds are held in reserve.	923.087
2008	Eleven – 11	Funds remain for several reasons: no final report; project was never launched; unpaid invoices, etc.	980.098,54
Total	Eighteen – 18		1.903.185,54

6.2.2 Projects launched in 2009 – 7 projects/activities

Project No	Title	Comments	Funds remaining
2009 – remaining funds carried over to 2010			
91150 (from 2007 – 70473)	Mobility programme “Trafficking in human beings”/Mobility programme for police co-operation with Russia	Administrative responsibility (AR): NCM office in St Petersburg Status: Completed No final report	45.000
91149	Mobility programme: Human trafficking/ Police co-operation	AR: State national police, Denmark No final report	105.000
91157	Gender equality in the West Nordic Region	AR: Centre for Gender Equality, Iceland No final report	75.000
91156	Parental leave, care-giving policy, gender	AR: Ministry of Gender Equality, Iceland No final report	322.500
91155	Women and the financial crisis – Nordic conference	AR: The Icelandic Women’s Rights Association No final report	30.000
91154	Multicultural society	AR: NIKK	300.000
91153	Gender and power in the Nordic countries, conference	AR: Centre for Gender Equality, Iceland No final report	45.587
Total 2009			923.087

6.2.3 Projects launched in 2008 – 11 projects/activities

Project No	Title	Comments	Funds remaining
2008 – remaining funds carried over to 2010			
80410 (from 2007 – 70452)	Protocol of Intent – Russia	AR: NCM office in St Petersburg Status: Ongoing	100.000
80409 (see next line)	Gender equality in schools	AR: Centre for Gender Equality; Iceland No final report	45.000
80409	Gender and youth	AR: Ministry of Education, Iceland No final report	45.000
80391	Gender equality and climate change – COP15 fringe event	AR: Danish Ministry for Gender Equality No final report	32.981,40
80276	CSW 2008 – Nordic side event	AR: NCM internal No final report	69.678,40
80274	Information and publications	AR: NCM internal No final report In the process of being printed	146.872,08
80235	Expert seminar – focus on youth	AR: Gender Equality Ministry, Sweden No final report	75.000
80210	Women of immigrant backgrounds in the Nordic countries	AR: Swedish Women’s Lobby Final report delivered	30.000
80013	Gender and power	AR: NIKK No final report	196.916,66
80392	Human trafficking: combating and other efforts (Nordic–Baltic–Russian project)	AR: NCM office in St Petersburg Status: Ongoing	163.650
80390	Mobility programme “Trafficking in human beings”	AR: NCM office in St Petersburg Status: Under preparation	75.000
Total 2008			980.098,54





norden

Nordic Council of Ministers

Store Strandstræde 18
DK-1255 Copenhagen K
www.norden.org

norden2010.dk

Ministry for Gender Equality

Stormgade 2-6
1470 Copenhagen K

Ministry of Foreign Affairs

Asiatisk Plads 2
1448 Copenhagen K

ANP 2010:716
ISBN 978-92-893-2022-1

