

Gender equality

In the Nordic countries, gender equality between women and men means the equal distribution of power and influence, and women's and men's equal rights, obligations and opportunities in all areas of life in a society entirely devoid of gender-based violence.

Gender mainstreaming

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Mainstreaming is a strategy for integrating the advancement of equality between women and men into every activity.

Assessing the gender impact

Assessing the gender impact means evaluating the impact of planned measures and activities on the lives of individual women and men.

Terms of agreement



I agree to comply with the general principles of gender mainstreaming as established by the Nordic Council of Ministers, and to assume responsibility for advancing equality between women and men in my own area of Nordic cooperation. I also agree to adhere to general terms regarding the integration of gender equality at the Nordic Council of Ministers in budget making, all communications and educational activities, and in the working methods and composition of all cooperation partners.

In the event that these terms of agreement are violated, the activities of the Nordic Council of Ministers are likely to result in an undesirable effect on the equality between Nordic women and men.



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Gender Mainstreaming in Nordic Co-operation

Instructions for using Gender Lenses



Instructions for using Gender Lenses

By wearing a pair of “gender lenses” you can evaluate an activity or an operating environment from a gender perspective.



Define the starting point

Test question No. 1: Does the activity focus on people's lives and daily activities?

- If 'yes', the activity may affect equality between women and men.

Test question No. 2: Is the activity targeted at areas of life where there are significant differences between women and men?

- If 'yes', the activity probably affects equality between women and men.

Also make the following determinations

- Are women and men equally represented in the activity and in making decisions about it?
- Is it possible to obtain information and data divided by gender (research, statistics etc.)?
- What is the life situation of women and men in this operating environment (are they parents of small children, single-person households, family caregivers etc.)?
- How are various resources (money, time, space etc.) and opportunities (professional responsibilities, career development) distributed among women and men?
- Is gender equality being taken into account in the general guidelines, assessments and visions concerning the activity?

You can also use gender lenses to see farther into the distance, all the way to the real-life gender impact of a given activity.



Evaluate the impact

Have you observed any differences between women and men? If so, determine the reasons for the differences as well as solutions to eliminate them. Operating in a way that appears gender-neutral may have a negative impact on gender equality.

Determine the gender impact in advance, even if this requires additional work.

This will help uncover the obstacles that prevent full gender equality from being realised and will help identify specifically targeted remedies.

Set goals

All activities must have concrete and measurable gender goals. This will help determine whether the outcome is a positive one from a gender equality perspective.

- What kind of equality does the activity aim at?
- What are the gender goals that need to be achieved?

The set goals must be integrated into the general values and visions for the activity.

Look everywhere

An essential part of goal setting is ensuring proper follow-up. Evaluate the activity and the outcome:

- Did the operating environment become more gender equal?
- Were the goals achieved, or did the attempt fail?

Resources and links

(Please note that links may be out of date)

Denmark:

<http://www.lige.dk/koensmainstreaming.asp> (Danish)

Finland:

<http://www.stm.fi/Resource.phx/vastt/tarvo/tvirta/index.htm> (Finnish)

<http://www.minna.fi/minna/valtavirtaistaminen/index.htm> (Finnish)

Iceland:

<http://www.gender.is/jafnretti/?D10cID=News&lang=EN> (English and Icelandic)

http://www.jafnretti.is/D10/_Files/Samthaetting.pdf (Icelandic)

Norway:

http://www.regjeringen.no/nb/dep/bld/tema/andre/Integrering_av_kjonnspektivet.html?id=1253 (Norwegian)

Sweden:

www.regeringen.se/sb/d/3267 (Swedish and English)

Nordic resources:

<http://www.norden.org/pub/sk/showpub.asp?pubnr=2005:718>

Gender budgeting:

<http://www.norden.org/pub/sk/showpub.asp?pubnr=2006:571> (English, Danish, Norwegian and Swedish)

<http://www.norden.org/pub/sk/showpub.asp?pubnr=2006:765> (Swedish)

<http://www.norden.org/pub/sk/showpub.asp?pubnr=2005:731> (English and Swedish)

European Commission:

http://www.coe.int/T/E/Human_Rights/Equality/02._Gender_mainstreaming/

EU:

Gender Mainstreaming in the EU Member States
<http://www.sweden.gov.se/sb/d/8600/a/75096>

EU's Gender Equality site

http://ec.europa.eu/employment_social/gender_equality/index_en.html

UN:

The Division for the Advancement of Women (DAW)
<http://www.un.org/womenwatch/daw/index.html>