

Approved by the Ministers for Gender Equality,  
19 February 2007  
No. 44001.11.010/07



# NORDIC COOPERATION PROGRAMME FOR GENDER EQUALITY 2007



## 1. Nordic cooperation

### 1.1 Cooperation in the Nordic countries

In spring 2005, the Council of Gender Equality Ministers (MR-JÄM) adopted a Nordic Cooperation Programme for Gender Equality for 2006–2010. Entitled *Focus on Gender: Working toward an Equal Society*, the cooperation programme serves as the foundation for gender equality work in the five Nordic countries and three autonomous regions for a five-year term. The Nordic Council approved the cooperation programme in its session in October 2005. In accordance with the Nordic Council's recommendations, the programme is supplemented with annual action plans. In a 20 September 2006 report from Lahti, Finland, the Citizens' and Consumer Rights Committee considered recommendation 24/2005/citizens of the 2006–2010 cooperation programme (B 233/citizens). The unit reports that they are pleased to receive the Council of Ministers' announcement regarding activities in the area of gender equality and look forward to participating in the finalised cooperation programme. The Nordic Council acknowledges the announcement by the Nordic Council of Ministers, and, for its part, views the recommendation as settled.

Nordic gender equality policy faces many new challenges. During three decades of gender equality work, the Nordic Council of Ministers has worked to achieve full gender equality in the Nordic societies. The Nordic democracies stand apart in their active efforts to promote gender equality in each country.

Equality between the genders means that power and influence are divided equally between women and men, and women and men share the same rights, obligations and opportunities in all areas of life. Full equality also means a society that is free from gender-based violence.

Right now, Nordic gender equality cooperation faces new challenges that reflect the growing globalisation of Nordic societies and that must complement more traditional areas of gender equality work. New challenges include changing views among young people on gender and its impact on their opportunities, an ageing population, the restructuring of working life, globalisation, and increasingly multicultural societies.

People who live in the Nordic countries differ from one another in terms of ethnicity, social and regional background or origin, generation, family situation, sexual orientation, or physical health. One of the current challenges for gender equality politics is addressing this broad spectrum of viewpoints and getting all groups involved in decision-making processes and public debates – the basis for what constitutes gender equality politics.

Taking into account the different skills, knowledge and experiences of men and women informs and enriches the development of all areas of society. Both men and women must have an opportunity to assume new tasks and responsibilities while leaving behind others, both in working life and at home and within the family. To achieve our goal of creating an equal society, it is absolutely essential that men actively participate in gender equality work. An even greater challenge is to involve men of different ethnic, religious and cultural backgrounds in working for gender equality.

The opportunities of Nordic women and men to combine parenthood, caring responsibilities, working life and political participation are closely connected to the development of the welfare state and the politics of care work.

#### *Primary action areas in 2006–2010*

The scope of Nordic gender equality work is broad, and it is necessary to focus on only a few areas at a time.

The Nordic Council of Ministers has chosen to prioritise two main action areas:

- Gender and power
- Gender and youth

Both initiatives are aimed at taking on issues where the Nordic countries and autonomous regions share a common interest. Cooperation projects that implement these policy areas are formulated in annual action plans and presented for approval to the Ministers for Gender Equality (MR-JÄM).

#### *Other action areas*

During 2006–2010, the Council of Ministers will also address issues connected to gender, culture and communication.

2007 is the second year of the current Nordic Gender Equality Cooperation Programme for 2006–2010. During 2007, Nordic cooperation will focus on gender and power and gender and youth. The project on the effects of family policy will be completed during 2007.

### **1.2 Primary action areas during the 2007 Finnish presidency**

The gender equality priorities during Finland's term as president are grounded in the Nordic Cooperation Programme for Gender Equality for 2006–2010, and its action areas of gender and power and gender and youth.

#### **Gender and power**

From a gender equality standpoint, it is critical that women and men are able to combine work and family life. The division of the labour market according to male- and female-dominated occupations and sectors has been slow to change. This presents several problems in terms of gender equality. Finland has focused special attention on the unequal distribution of parental leave resources between male- and female-dominated fields. The Nordic gender equality debate addresses this question in the context of the discussion on the welfare state model. A conference will be arranged to explore the subject in connection with the meeting of gender equality ministers. The theme of the meeting is "Women in Economic Decision-Making".

#### **Gender and youth**

Over many years, Finland has worked to develop a gender-sensitive activity model for youth work, incorporating a strong emphasis on promoting gender equality in youth work. The next step is to find practical ways of integrating that model into existing youth work. Finland will take up the gender and youth theme where Norway left off, and work in conjunction with the Council of Ministers' comprehensive strategy for children and youth in the Nordic countries.

#### **Mainstreaming**

Finland emphasises continued efforts to create processes for integrating gender equality, and will evaluate the extent to which Nordic governments have worked to promote mainstreaming. A seminar on mainstreaming will be held in Finland for the Finnish chairs of the executive committees on work conducted at the Council of Ministers.

#### **NIKK – Nordic Institute for Women's Studies and Gender Research**

Several multi-year gender equality projects were concluded during Norway's presidency in 2006. During Finland's presidency, guidelines will be drawn for taking concrete measures to implement the cooperation programme's action areas. Cooperation and dialogue with NIKK, the Nordic Institute for Women's Studies and Gender Equality, will be improved – something that is critical for the success of the gender equality programme. The availability of more information in Finnish about NIKK's activities will be addressed specifically.

### **Cooperation with adjacent areas**

In the context of cooperation with adjacent areas, the focus will be on the Barents region in Northwest Russia. During its presidency, Finland will continue cooperation on prostitution and women's trafficking with the Council of Ministers and within the Northern Dimension's Partnership on Public Health and Social Wellbeing.

### **1.3 NIKK – Nordic Institute for Women's Studies and Gender Research**

The Executive Committee on Gender Equality works with NIKK to monitor the politically prioritised action areas chosen by the Nordic Ministers for Gender Equality for the 2006–2010 Nordic Cooperation Programme for Gender Equality. NIKK initiates, coordinates and carries out gender research projects that study important questions relating to gender equality to infuse a higher level of information and awareness to political discussions and initiatives. NIKK has a contract with the Nordic Council of Ministers for the 2006–07 term.

During 2007, the project studying the effects of family policy on gender equality will be completed. A one-year project looking at prostitution in the Nordic countries will be launched during the year. NIKK will also participate in a project studying leadership in the Nordic countries from a gender equality standpoint as well as in the Innovation Gender project. The Nordic Research School in Interdisciplinary Gender Research (financed by NordForsk) is operating in its fourth year. NIKK will take part in holding a seminar on Nordic research into human trafficking. In addition, the Nordic journalist training program will issue a report, "Gender and power within prostitution and pornography" (in Swedish) as well as an anthology, "Nordic men on the move" (in Swedish).

The launch of the EU-financed project "Gendered Citizenship in Multicultural Europe – FEMCIT" will take place in spring 2007. NIKK is responsible for a portion of the project concerning social citizenship and family policy. The project is implemented in collaboration with political actors and gender equality authorities. NIKK will carry out a survey study on gender equality and quality of life during 2007, financed by Norway's Ministry of Children and Equality, that will look at gender and equality with a special emphasis on men and masculinity.

The NIKK magazine is published as a bi-annual print version and as an online magazine. 2007 will see the implementation of NIKK's new information strategy, where NIKK's website will assume a greater role as conveyor of its information dissemination activity. NIKK's language profile will also be expanded. The editorial office of NORA – Nordic Journal of Women's Studies will be moved to Finland, while NIKK will provide marketing and information support. Thanks to the support for men's research provided by the Nordic Council of Ministers, a new Nordic publication will be launched: NORMA – Nordiskt tidskrift för maskulinitetsstudier. NIKK will publish the magazine in partnership with the Norwegian Universitetsforlaget in 2007–08, after which ownership will be transferred to a Nordic association.

## **2. International cooperation**

### **2.1 European cooperation**

There is a lot of international interest in Nordic gender equality politics. There is a growing awareness in the world of the importance of gender equality in families, at work and in society at large. Within Nordic cooperation on gender equality, the area that is of particular significance in the European context is the participation of women in decision-making processes, including active measures to guarantee influence for the under-represented gender. The Nordic countries are involved in several EU programmes and projects being carried out within the framework of the European Union's ongoing gender equality programme.

During 2007, the Executive Committee on Gender Equality will continue to foster cooperation with various international organisations in accordance with the resolutions adopted by the Ministers for Nordic Cooperation in December 2002 and August 2003.

The Executive Committee will also continue to cooperate with the EU on issues that are pertinent to the European Union, the Nordic countries, Estonia, Latvia, Lithuania and Northwest Russia.

## **2.2 Cooperation with Estonia, Latvia and Lithuania**

The fourth Baltic-Nordic Cooperation Programme for Gender Equality for 2007–2008, was approved on 10 May 2006 in Tønsberg, Norway, at a meeting of Nordic and Baltic ministers for gender equality. The programme is intended to support the integration of gender equality in political decision-making processes at the local, regional and national level. Legislation, working life, education and the economy are all areas that must be explored and discussed from a gender equality standpoint. Further, it continues to be important to support women's active participation, power and influence in democratic institutions.

A Nordic-Baltic seminar will be held in April to discuss the integration of gender equality in all activities as per the 2006 resolution. The seminar will focus on the work of ministers in each country for integrating gender equality.

## **2.3 Cooperation with Northwest Russia**

During 2007, the Executive Committee will continue to work with the municipal administration of the city of St. Petersburg, as well as with local, regional and national authorities and representatives of the northwestern region of Russia. Cooperation with Northwest Russia is founded on multilateral relations between individual countries. The Arctic Sea region is included in the cooperation.

The European Union's *Northern Dimension* is focused on issues that affect the northern parts of Europe. The Nordic Council of Ministers continues to prepare strategies for working alongside the EU's Northern Dimension Programme and the *Partnership on Public Health and Social Wellbeing*. All of the work that takes place within this collaboration must incorporate gender and gender equality considerations.

## **3. Budget for 2007**

The Council of Ministers for Gender Equality has a **total budget of DKK 8,300,000 for 2007**, of which DKK 3,300,000 will be allocated by the Council of Ministers and DKK 5,000,000 is earmarked for the Nordic Institute for Women's Studies and Gender Research (NIKK).

## **4. Projects and activities in 2007**

### **4.1 Council of Gender Equality Ministers and the Executive Committee on Gender Equality**

#### **4.1.1 Human trafficking and prostitution in the Nordic countries**

Prostitution in the Nordic countries will be discussed during 2007. A new Nordic project to produce new information about prostitution and trafficking for prostitution and how they are addressed by both the judicial system and in social services will be launched in 2007 in cooperation with NIKK and with its partial financing.

The Nordic gender equality ministers discussed the issue of trafficking for prostitution during the Nordic-Baltic ministerial meeting, stating that working to combat trafficking for prostitution

is becoming increasingly critical and that it is necessary to improve the effectiveness and coordination of efforts by individual nations, international organisations and the various task forces that work to combat trafficking for prostitution.

During 2007, the Executive Committee will assess the extent to which the statements and recommendations that were approved at the Nordic-Baltic meeting of ministers for gender equality, justice and domestic affairs in Stockholm in April 2003 have been implemented.

During the year, the executive committees for gender equality, welfare and legislation will hold a meeting to discuss the Nordic Council's recommendations regarding trafficking and to discuss ways for developing a joint-Nordic programme to combat trafficking. The Executive Committee for Gender Equality will ask the welfare and legislative committee to jointly invite international organisations and task forces to a meeting to be held in Copenhagen to further discuss how initiatives and activities aimed at combating trafficking for prostitution can be rendered more effective and better coordinated.

Council of Ministers financing in 2006:	DKK 100,000
Council of Ministers financing in 2007:	DKK 1,000,000
	<b>Total DKK 1,100,000</b>

#### **4.1.2 The effects of family policy regulation on gender equality**

In spring 2007, the research from a study looking at family and welfare regulations in the Nordic countries, and the different models and their consequences for gender equality, will be presented. The project began during Norway's presidency and was designed to compare the different judicial, economic and cultural choices made by each Nordic country in the area of gender equality and family policy in general. The objective is to evaluate each country's judicial, economic and cultural choices from the standpoint of gender equality and family policy, and to identify what works/has a particular impact and meets the objectives/is useful in a broader exchange of experiences. In November 2006, a family policy seminar was held in Mariehamn, Åland, to discuss relevant questions. The project will be completed during 2007.

Council of Ministers financing in 2006:	DKK 430,000
Strategic funding in 2006:	DKK 530,000
Council of Ministers financing in 2007:	DKK 0
	<b>Total DKK 960,000</b>

See also 4.2.2

#### **4.1.3 Importance of cultural cooperation for gender equality**

Supporting the arts and folk culture, artist exchange, and coordinating Nordic art and cultural life are important aspects of Nordic cooperation. Incorporating gender equality into this central area of cooperation can help reinforce and renew it. Gender clearly has significance when we consider what is produced within art, and who produces it. Gender is also meaningful in how art and culture are transmitted.

The Nordic Council of Ministers will make broad efforts to include in the Nordic agenda any issues or problems that are connected to gender, culture and communication. In this context, it is relevant to consider how we, through art and culture, can work toward integration and equality in the future.

During 2007, a statistical analysis about how resources are allocated to various cultural endeavours will be conducted. The project is carried out as a cooperation project and will receive co-financing from the committee for Nordic cultural cooperation.

Council of Ministers financing in 2007:	<b>Total DKK 100,000</b>
---	--------------------------

#### **4.1.4 Power and influence in the Nordic countries – a gender viewpoint**

At a meeting on 10 May 2006, the ministers for gender equality commissioned the Executive Committee on Gender Equality to explore the possibilities of carrying out a Nordic project on power and influence from a gender equality standpoint during 2007. The project will be conducted in cooperation with NiCe, the Nordic Centre for Innovation, and NIKK, and will encompass all Nordic countries and autonomous areas. The ministers for gender equality also resolved to invite Council of Ministers of Industry/Trade to cooperate on a Nordic project examining power and influence from the standpoint of gender equality.

Council of Ministers financing in 2007:

***Total DKK 400,000***

#### **4.1.5 Innovation Gender**

In 2007 a project looking at innovation and technology from the gender standpoint will be launched. It will show how innovations by both women and men can help make the entire Nordic region into a centre for innovation. The work is based on a report, "Nordic countries as a global innovation centre" (in Swedish) and will include an analysis of the situation as well as a conference on the topic during 2007. The project is carried out as a cooperation project.

Council of Ministers financing in 2007:

***Total DKK 200,000***

#### **4.1.6 Organisations' participation in Nordic cooperation**

Nordic networks and organisations organising joint-Nordic projects in 2007 can apply for project financing. It is important for various networks and civic organisations to have the opportunity to discuss common Nordic issues and to develop a common Nordic position on current gender equality issues.

Council of Ministers financing in 2007:

***Total DKK 200,000***

#### **4.1.7 Information and publications**

The web page [gender.norden.org](http://gender.norden.org) provides information about Nordic cooperation. During its presidency, Finland is responsible for coordinating information dissemination and updating the web page. Each country will continue to disseminate information about Nordic gender equality policy through Nordic Council of Ministers fact sheets, reports, and various seminars and conferences.

Council of Ministers financing in 2006:

***Total DKK 300,000***

#### **4.1.8 Cooperation with Estonia, Latvia and Lithuania**

On 10 May 2006, in Tønsberg, Norway, the Nordic and Baltic gender equality ministers adopted a Baltic-Nordic Cooperation Programme on Gender Equality for 2007–2008.

A Nordic-Baltic seminar will be held in 2007 for civil servants and government officials to discuss the integration of gender equality into various political areas.

The 10<sup>th</sup> Anniversary of Women and Men in Dialogue Conference will also take place in 2007 in Latvia. The conference is arranged by the Latvian Ministry of Welfare in cooperation with and with co-financing from the Nordic Council of Ministers.

Council of Ministers financing in 2007:

***Total DKK 200,000***

#### **4.1.9 Cooperation with Northwest Russia**

The Ministers for Cooperation approved new guidelines for cooperation with Northwest Russia in December 2004. The Council's activities will complement bilateral work between Northwest Russia and individual Nordic countries and will adhere to principles established jointly by the Nordic countries. Common goals will form the basis for Nordic-Russian cooperation in all

councils of ministers. The Nordic Council of Ministers will work to achieve greater visibility for its work in order to promote greater interest among Russian authorities to further develop cooperation.

Council of Ministers financing in 2007: **Total DKK 300,000**

#### **4.1.10 Planning and follow-up**

DKK 250,000 is allocated for planning and follow-up costs in 2007.

Council of Ministers financing in 2007: **Total DKK 250,000**

## **4.2 The Finnish Presidency**

### **4.2.1 Gender and youth**

Work on the so-called White Book, presented in May 2006 at the meeting of the Nordic ministers for gender equality, will continue. In March 2007 a seminar for experts will be arranged on youth and gender equality. The conference will be held in Hanasaari (Hanaholmen in Swedish), Helsinki. The Finnish presidency wants to focus on the role of media as a way of promoting equality between genders. Finland also wants to actively involve different ethnic groups in debating gender equality

Council of Ministers financing in 2007: DKK 300,000  
Strategic funding in 2007: DKK 300,000  
**Total DKK 600,000**

### **4.2.2 Cost of family leave and equality between the genders**

From a gender equality standpoint, it is critical that women and men are able to combine work and family life. The division of the labour market according to male- and female-dominated occupations and sectors has been slow to change. This presents several problems in terms of gender equality. Finland has focused special attention on the unequal distribution of parental leave resources between male- and female-dominated fields. The Nordic gender equality debate addresses this question in the context of the discussion on the welfare state model. A new report discusses the impact that having a child has on women's and men's pay. The issue will be explored at a conference in 2007.

Council of Ministers financing in 2007: DKK 300,000  
Strategic funding in 2007: DKK 300,000  
**Total DKK 600,000**

### **4.2.3 Integrating gender equality into the activities of the Nordic Council of Ministers**

In 2002, the Executive Committee on Gender Equality decided to arrange seminars for the chairpersons of all executive committees on the theme of gender integration. In 2007, a seminar for the Finnish and Norwegian chairs of all executive committees, as well as members of other Nordic Council of Ministers committees and boards, will take place to present the issue of gender integration and to discuss ways of integrating gender equality into each area of Nordic cooperation.

Council of Ministers financing in 2006: DKK 50,000  
Council of Ministers financing in 2007: DKK 50,000  
**Total DKK 100,000**

## **4.3 NIKK – the Nordic Institute for Women's Studies and Gender Research**

NIKK's overarching task is to support the implementation of the current gender equality programme and to engage in active dialogue with the Nordic ministers of gender equality as

well as the Executive Committee on Gender Equality and the chairpersons, to ensure a comprehensive, well-functioning Nordic approach to gender equality policy.

NIKK is a key resource for the Nordic Council of Ministers in terms of the practical implementation of the gender equality programme. NIKK initiates, coordinates and implements projects that examine important gender equality issues, and ensures that political discussions and initiatives are as informed as possible. Projects may be reports, surveys or research projects that take up the themes defined in the cooperation programme.

NIKK also monitors the progress of gender research and promotes it within and outside of the Nordic countries to support and enrich Nordic gender politics. NIKK's task is to develop an arena for and interaction between the users and producers of information and knowledge in the Nordic countries, and to diversify its methods of information dissemination to more effectively popularise research findings among an ever greater audience, thereby supporting and enriching public debate. NIKK also works in close cooperation with Nordic information and documentation organisations to coordinate all information and documentation that pertains to gender research and gender equality.

Council of Ministers appropriation for 2007:

***Total DKK 5,000,000***

## **5. Calendar for 2007**

### **5.1 Activities arranged by the Ministers for Gender Equality and the Executive Committee on Gender Equality**

15-16 October	Gender Equality Ministers' meeting, Havsvidden, Åland
2 February	Executive Committee meeting, Oslo, Norway
10-11 May	Executive Committee meeting, Helsinki, Finland
22-23 November	Executive Committee meeting, Copenhagen, Denmark

### **5.2 Activities arranged in conjunction with the Finnish Presidency**

20 March	Seminar on the integration of gender equality for chairpersons of executive committees, Helsinki, Finland
29-30 March	Experts' seminar on <i>Youth and gender equality</i> , Hanasaari/Hanaholmen, Helsinki, Finland
15 October	Conference on the costs of parental leave and gender equality, Havsvidden, Åland

### **5.3 Activities arranged by NIKK (Nordic Institute for Women's Studies and Gender Research)**

12-13 February	NIKK board meeting, Oslo, Norway
20 June	NIKK board meeting, Oslo, Norway
9-10 October	NIKK board meeting, Oslo, Norway

### **5.4 Activities arranged with Nordic Council of Ministers financing**

6 February	Men and Gender Equality closing conference, Oslo, Norway
19-20 April	Nordic-Sami gender equality conference, Oslo, Norway
29-30 November	10 <sup>th</sup> Anniversary of Women and Men in Dialogue Conference, Latvia

### **5.5 Other activities**

30 Oct. - 1 Nov.	Nordic Council session, Copenhagen, Denmark
6-8 November	Nordic-Baltic Police Women's Network Conference, Tampere, Finland