



Nordiska ministerrådet

Approved on February 15, 2005
No. 44001.11.005/04

THE NORDIC COOPERATION PROGRAMME ON GENDER EQUALITY 2005



1. Nordic cooperation

1.1 Cooperation in the Nordic countries

In the Autumn of 2000 the Council of Gender Equality Ministers (MR-JÄM) adopted the Nordic Cooperation Programme on Gender Equality for 2001–2005. The Nordic Council approved the programme in April 2001. In accordance with the Nordic Council's recommendations, the cooperation programme is supplemented with annual action plans.

Goal – an equal society

Nordic gender equality cooperation is guided by the following, comprehensive goals:

- Cooperation should result in the continued development of a common Nordic orientation and platform within broader European and international cooperation.
- Cooperation should contribute to better, more effective and multifaceted national work to promote gender equality in each Nordic country.
- The gender equality perspective should be integrated into all areas of society, including the activities of the Nordic Council of Ministers itself.

Primary action areas in 2001-2005

One of the programme's guiding principles is that, to promote gender equality, equal rights and opportunities for women and men, and to eliminate the remaining obstacles that prevent the full development of women and men, all activities that aim for the above goals must be implemented more effectively in all areas of society. The programme should be a wide-ranging effort to integrate a gender equality perspective into all political areas. At the same time, it is necessary to design and launch initiatives within selected and particularly important areas that can yield new information or uncover aspects that have been ignored until now.

Now that the process of integrating a gender equality perspective in Nordic cooperation is underway, the Gender Equality Ministers expect that the cooperation programme's action areas are implemented by – or in cooperation with – each Nordic cooperation council.

The Nordic Council of Ministers selected three main focal areas for Nordic cooperation on gender equality in 2001–2005:

- Integrating a gender equality perspective into national budgets
- Men and gender equality
- "Women's peace" / Violence against women

Other focal areas

During 2001–2005, the Nordic Council of Ministers also engages in the following areas:

- Gender and power – economic and political
- Gender equality in working life and the labour market
- Young people and gender equality
- Gender equality in minority politics

The year 2005 concludes the ongoing 2001–2005 Nordic Cooperation Programme on Gender Equality. The year's activities will focus on Nordic cooperation in the following areas: integrating a gender equality perspective into national state budgets, men and gender equality, equal pay, and the proliferation of pornography in the public sphere. In 2005, the Nordic Executive Committee on Gender Equality (ÄK-JÄM) supports a number of projects, including these: building a database for immigrant women living in Nordic countries, West Nordic cooperation on environmental and social issues from a gender perspective, and women's networks that are looking to create Nordic cooperation networks.

1.2 Denmark's priorities in 2005

Gender equality between women and men is one of the basic elements in the Nordic democratic ideal, and work aimed at achieving gender equality is a central precondition for the preservation of the welfare state.

Nordic women and men have largely achieved equality in the labour market and in private life, but in many areas women and men still do not enjoy the same opportunities to realise their potential. At the same time, globalisation presents new challenges that make the existence of an active gender equality policy a continued necessity.

The Danish presidency will work to ensure continued progress in all areas of gender equality by effectively monitoring the gender equality programme and developing a new cooperation programme. During the presidency, current transnational issues, where the Nordic countries can benefit from taking a leadership role, will be addressed.

Gender mainstreaming is an integral part of the gender equality policy of both the Nordic countries and the Nordic Council of Ministers. To ensure the strategy's full implementation, it is necessary to constantly monitor the implementation process.

During Denmark's presidency the gender mainstreaming strategy will be prioritised through, among other things, arranging gender equality seminars for representatives of various committees of officials, management groups, institutions, and for the Nordic Council's own staff at the secretariat. Gender equality integration will also form a natural part of the general work undertaken during the presidency, including "EU and the Northern Dimension" and cooperation with Adjacent Areas. Strengthening gender equality work within the framework of West Nordic and Arctic cooperation is another priority.

The motion by the Nordic gender equality ministers for an action plan for men and gender equality will result in a conference in the beginning of the year to address the theme, organised jointly on behalf of Denmark's presidency and by the Nordic Institute for Women's Studies and Gender Research (NIKK). The project to assess the effects of pornography's proliferation on girls and boys and their views regarding gender is expected to be completed in 2006, but Denmark intends to arrange an "interim" conference to discuss the study's findings up to this point. In conjunction, materials will be designed to target young people aged 14–18 to encourage discussion among girls and boys about pornography and gender roles.

During its presidency, Denmark will also focus on young people's education and job choices. Ministers will initially have the opportunity to define important issues at their meeting in May, but Denmark will also arrange a Nordic conference to gather together a broad group of professionals operating in the field. The conclusions will be collected into a booklet that will contain concrete recommendations on how to work in the future to eliminate gender-determined educational and occupational choices made by young people. The booklet will be distributed widely in the Nordic and Baltic countries, but also within the EU, the Council of Europe etc.

An effort will also be undertaken to monitor all ongoing projects, including projects in equal pay, trafficking in women, and work to develop the new cooperation programme. In addition, as President, Denmark will participate in the planning of the regional WoMen and Democracy conference, which will take place in St. Petersburg, as well as a high-level seminar on gender mainstreaming.

1.3 Nordic Institute for Women's Studies and Gender Research (NIKK)

The Nordic Institute for Women's Studies and Gender Research (NIKK) carries out research and promotes, initiates, coordinates and informs about women's, men's and gender research within and outside of the Nordic countries. NIKK cooperates with external partners, and fosters contacts with researchers and practitioners and promotes dialogue between them.

The Executive Committee On Gender Equality (ÄK-JÄM) works with NIKK to monitor the 2001–2005 Nordic Cooperation Programme on Gender Equality and its politically prioritised action areas. NIKK will continue to develop a common Nordic platform for research on men and gender. The Executive committee has set up a Nordic project team to monitor the inter-Nordic project examining the effects of pornography's proliferation on girls and boys and their views regarding gender, which the gender equality ministers have resolved will be undertaken within the framework of the *pornography in the public sphere* action area.

The Nordic "researcher school" in interdisciplinary gender research is in its second year. Three networks are currently operating in the Nordic region: men and health, new trends in gender and research, and gender and sociology. Gender equality training for Nordic journalists will be arranged. NIKK celebrates its tenth anniversary in 2005. Three issues of NORA (English-language research publication) and three issues of the NIKK magazine will be published.

An outside consultant will complete an evaluation of NIKK's activities in early 2005. NIKK's new contract will be developed for 2005–2007, and the results from the evaluation will be taken into account when formulating the new contract.

2. International cooperation

2.1 Cooperation with Europe

Nordic gender equality policies draw a lot of interest internationally. The realisation of the importance of gender equality in family life, working life and society is increasing worldwide.

An area of Nordic gender equality work that is of particular importance in the European context is the participation of women in decision-making processes, including, among other things, active measures for ensuring the influence of the underrepresented gender. The Nordic countries participate in numerous EU programmes and projects that are carried out within the framework of the EU's gender equality programme.

During 2005 the Executive Committee (ÄK-JÄM) will initiate cooperation with various international organisations in accordance with resolutions adopted by the Ministers of Cooperation in December 2002 and August 2003.

During its presidency, Denmark will arrange a Nordic seminar in New York in conjunction with the annual meeting of the UN Commission on the Status of Women. The Executive Committee will also undertake to cooperate with the EU to define issues that are of interest within the EU, the Nordic countries, Estonia, Latvia, Lithuania and Northwest Russia.

2.2 Cooperation with Estonia, Latvia and Lithuania

Nordic and Baltic ministers for gender equality adopted a new cooperation programme in Reykjavik on September 24, 2004. The goal of the third cooperation programme is to support the integration of gender equality into political decision-making processes at the local, regional and national levels. Legislation, working life, education and the economy are all areas that need to be explored and discussed from the gender equality perspective. It continues to be important to support women's active participation, power and influence in democratic institutions.

Cooperation is fostered through a continuing dialogue between Nordic countries, Northwest Russia and Baltic countries. In certain respects, the Nordic nations have elected to follow different paths in their strive to achieve full gender equality, and it is important to present different strategies and working methods that are consistent with the history and situation of each individual country. The cooperation will benefit from Baltic, Russian and Nordic expertise in gender equality issues and develop strategies for the implementation of programmes with shared objectives. Nordic-Baltic cooperation strives toward increased collaboration with civil servants and authorities in Northwest Russia in the current action areas.

2.3 Cooperation with Northwest Russia

The project to combat trafficking in women in the Barents region, coordinated by Sweden and begun in 2003, will continue. Norway, Finland and Murmansk Oblast also participate in the project. The goal of the initiative is to find alternative solutions based in sustainable development for women and young girls in Murmansk Oblast, who have been trafficked or are at risk for being trafficked to the northern parts of Norway, Sweden and Finland. A second goal is to develop and implement measures to combat the demand for women and children for prostitution in the northern parts of Norway, Sweden and Finland. The initiative is also expected to contribute to increased knowledge, joint working methods and

cooperation between authorities, volunteer organisations and other key functions in the work to fight women's trafficking in the Barents region. The project is financed through the Nordic Council's budget for the Adjacent Areas. The present initiative was developed from the Nordic-Baltic campaign against the trafficking of women, carried out in 2002.

3. Budget for 2005

The total 2005 budget of the Council of Gender Equality Ministers is DKK 8,351,000, of which DKK 5,342,000 is allocated to the Nordic Institute for Women's Studies and Gender Research (NIKK) and DKK 3,069,000 is allocated by the Council of Ministers toward various projects. The working plan for the Adjacent Areas will receive a total of DKK 1,520,000 (resolution of the Ministers of Cooperation, December 9-10, 2004) to carry out activities during 2005 to promote gender equality in Estonia, Latvia, Lithuania and Northwest Russia.

4. Projects and other activities in 2005

4.1 Ministers for Gender Equality (MR-JÄM) and the Executive Committee on Gender Equality (ÄK-JÄM)

4.1.1 A new Nordic cooperation programme

During 2005 a new Nordic cooperation programme on gender equality will be developed for 2006–2010 and will be presented by the Ministers for Gender Equality during the Nordic Council's session in Reykjavik on October 25-27, 2005. The cooperation programme will be distributed to Nordic ministries, authorities and organisations in the beginning of the year. The Executive Committee on Gender Equality will compile comments for the Nordic meeting of ministers. The Ministers for Gender Equality will discuss the cooperation programme at its annual meeting in May 2005. In early 2005, a Nordic seminar will take place to discuss the new cooperation programme.

<i>Council of Ministers financing in 2005:</i>	<i>DKK 100,000</i>	
<i>Strategic funding in 2005:</i>	<i>DKK 50,000</i>	<i>Total DKK 150,000</i>

4.1.2 Integrating a gender perspective into the Nordic national budgets

The Nordic project to integrate gender equality into each country's national budget will be launched this year. The project will be implemented in conjunction with the finance sector as a Nordic umbrella project and national sub-projects. The Nordic project coordinator will receive support from a reference group and an expert group.

The project consists of three basic components:

- Cooperation and exchange of experiences between the Nordic countries
- Cooperation and coordination with other parties
- Development of methodology

Each of the five countries will carry out its own pilot project, which together will form the basis for the development of methodology and exchange of ideas. During the year, a meeting of experts will take place, and a seminar for researchers will also be arranged together with NIKK in the beginning of the year to compile existing Nordic research on the subject. This will occur by compiling already existing material and through collaborating with researchers in relevant fields to bring forth a Nordic perspective on economic models and welfare standards. A number of representatives from Nordic research institutions will be invited to participate in the seminar to work together and use their economic expertise to:

- Identify sectors, areas and services where a gender and equality perspective should be emphasised more clearly.
- From the standpoint of economic gender equality, identify common problems shared by the Nordic countries.

- Compile and identify already existing research that is relevant for the purposes stated above.

Council of Ministers financing in 2004: DKK 800,000 (gender equality)
 Council of Ministers financing in 2005: DKK 200,000 (finance) Total DKK 1,000,000

4.1.3 Nordic projects on the effects of the proliferation of pornography on girls and boys and their views regarding gender

The proliferation of pornography in the public sphere is growing. A debate surrounding this issue has begun in the Nordic countries with a discussion of the impact of pornography on women and men, children and young people, who are constantly bombarded by pornographic images. A joint-Nordic project, conducted in collaboration with NIKK, to study the effects of the distribution of pornography on the ways in which girls and boys perceive gender roles is ongoing.

A conference on the subject will take place in November 2005 to present research and to invite young people from the Nordic countries to participate and discuss pornography in the public sphere.

The Ministers for Gender Equality will invite other councils of ministers, in particular those working with children and youth – including education, culture, and even consumer affairs and nutrition – to collaborate in this project and to take part in the public and political debate surrounding this topical issue.

Council of Ministers financing in 2005: DKK 500,000
 Strategic funding in 2005: DKK 300,000 Total DKK 800,000

4.1.4 Action Plan for Men and Gender Equality 2004–2005

The programme on men and gender equality will continue. The action plan addresses four major themes: gender and socialisation, men and violence, men and the gender segregated labour market, and men in working and family life. The Executive Committee on Gender Equality has established a Nordic working group to plan and follow up activities comprised in the action plan.

In 2005, two seminars will explore the theme of men and gender equality. The *Men and gender equality* seminar will be arranged in conjunction with the Nordic ministers' meeting in May 2005. Finland will also arrange a seminar on *Men in working and family life* to illuminate men's rights and obligations within the family and to look at what happens to men when families fall apart.

NIKK continues the development of a common Nordic research platform on the issue of men and gender equality. The Executive Committee on Gender Equality, together with NIKK, will also seek other ways to stimulate the development of men's research in Nordic countries.

Council of Ministers financing in 2005: DKK 600,000

4.1.5 Equal pay

The Nordic equal pay project (*På sporet av likelønn – et nordisk kunnskapsprosjekt* = In search of equal pay – a Nordic project to examine skills) is coordinated by Iceland and carried out in collaboration between the Executive Committees on Gender Equality and Labour Market and Working Environment.

Council of Ministers financing in 2004: DKK 300,000 (gender equality)
 Council of Ministers financing in 2005: DKK 300,000 (labour market sector)
 Strategic funding in 2004: DKK 100,000
 Total DKK 700,000

4.1.6 Information and publications

The web page gender.norden.org provides information about Nordic cooperation. During its presidency, Denmark is responsible for coordinating information dissemination and updating the web page. Each country will continue to disseminate information about Nordic gender equality policy through fact sheets, relevant periodicals and seminars and conferences. During 2005, a new gender equality programme will be published, along with reports from the seminar on young people's educational and occupational choices and from seminars addressing men and gender equality

Council of Ministers financing in 2005: DKK 500,000

4.1.7 Gender perspective on integration policy

The project *Samarbeta Jämt i Norden* (Working equally in the Nordic countries) is a continuation of the Nordic seminar *Integration and equality in the Nordic countries*, arranged in Malmö in May 2003. The project will provide IT training for immigrant women in the Nordic countries, with the objective of creating a level playing field in terms of skills, and a forum for discussion, which, by spreading experiences and by focusing on issues that are important to immigrant women, can in turn lead to new projects and cooperation. The project is co-financed within the framework of cooperation of volunteer organisations, which is coordinated by NMR's cultural department.

Council of Ministers financing in 2004: DKK 100,000 (gender equality)

Council of Ministers financing in 2003: DKK 100,000 (cooperation of volunteer organisations)

Total DKK 200,000

4.1.8 Organisations' participation in Nordic cooperation

Nordic networks and organisations arrange meetings and seminars throughout the year. 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. The cooperation of these networks is supported financially through different NMR sectors, and they collaborate with networks in the Adjacent Areas.

Council of Ministers financing in 2005: DKK 300,000

4.1.9 Evaluation of Nordic gender equality cooperation

Nordic work to promote gender equality will undergo an evaluation during 2005.

4.1.10 West Nordic and Arctic cooperation

A seminar about *Women and power* will also take place in conjunction with the Executive Committee's (ÄK-JÄM) meeting in the Faeroe Islands in August. West Nordic and Arctic cooperation began in 2004, and the Committee continues to develop cooperation in environmental and social issues.

Council of Ministers financing in 2005: DKK 200,000

4.1.11 Cooperation with Estonia, Latvia and Lithuania

On September 24, 2004 in Reykjavik, Nordic and Baltic ministers for gender equality adopted the Nordic-Baltic Cooperation Programme on Gender Equality for 2004–2006. A working group was established, as required by the ministers, to plan and monitor the implementation of the new cooperation programme.

During the year, a proposal will be crafted to plan Nordic, Baltic and Russian gender equality work among civil servants, authorities, researchers and NGOs. A Nordic-Baltic seminar for civil servants and representatives of authorities will take place to discuss the integration of the gender perspective into various political areas. Nordic-Baltic cooperation among researchers, women's organisations and other NGOs will be presented at seminars and conferences throughout the year.

Council of Ministers financing in 2005: DKK 50,000

Adjacent Area budget in 2005: DKK 480,000

Total DKK 530,000

4.1.12 Cooperation with Northwest Russia

The Ministers for Cooperation (MR-SAM) 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 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 to promote interest among Russian authorities to further develop cooperation.

<i>Council of Ministers financing in 2005:</i>	<i>DKK 150,000</i>	
<i>Adjacent Area budget in 2005:</i>		
WoMen & Democracy conference	<i>DKK 800,000</i>	
Cooperation projects	<i>DKK 340,000</i>	<i>Total DKK 1,290,000</i>

4.1.13 Planning and follow-up

In 2005, DKK 269,000 is reserved for planning and follow-up, and DKK 300,000 for projects that the Executive Committee (ÄK-JÄM) will decide during 2005.

Council of Ministers financing in 2005: *DKK 569,000*

4.2 The Danish presidency

4.2.1 Gender and youth

Gender and youth is the theme of a Nordic side event arranged in conjunction with the meeting of the UN Commission on the Status of Women in New York in early March. Denmark will coordinate the side event and host a Nordic luncheon.

4.2.2 Girls' and boys' educational and occupational choices

In the Autumn of 2005, a Nordic conference will take place on the theme of *Gender and youth* and will particularly focus on girls' and boys' educational and occupational choices. Results will be collected into a report with concrete proposals and recommendations for freeing educational and occupational choices from gender segregation in the future. The conference will bring together professionals in relevant fields in Nordic countries. The report will be distributed in the Nordic and Baltic countries, and also within the EU, the Council of Europe etc.

<i>Council of Ministers financing in:</i>	<i>DKK 100,000</i>	
<i>Strategic funding in 2005:</i>	<i>DKK 200,000</i>	<i>Total DKK 300,000</i>

4.2.3 Integration of a gender and equality perspective into the work 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 2005, a seminar for the Danish chairpersons of executive committees, as well as members of other NMR committees and boards will take place to present the issue of gender integration and to discuss ways of integrating gender equality into all areas of Nordic cooperation.

4.3 Nordic Institute for Women's Studies and Gender Research (NIKK)

The Nordic Institute for Women's Studies and Gender Research (NIKK) conducts research and promotes, initiates, coordinates and informs about women's, men's and gender research within and outside of the Nordic countries. NIKK receives a basic allocation from NMR and also receives financing for 2005 from the gender equality budget in the case of the Nordic project to study *the effects of pornography's proliferation on girls and boys and their views on gender*.

<i>NMR basic allocation in 2005:</i>	<i>DKK 5,342,000</i>	
<i>Council of Ministers financing in 2005:</i>	<i>DKK 500,000 (Nordic project – see section 4.1.3)</i>	<i>Total DKK 5,842,000</i>

5. 2005 calendar

5.1 Activities arranged by the Gender Equality Ministers (MR-JÄM) and the Executive Committee on Gender Equality (ÄK-JÄM)

23.2.2005	Executive Committee meeting, Copenhagen, Denmark
18-19.4.2005	Executive Committee meeting, Copenhagen, Denmark
20.5.2005	Ministers meeting in Copenhagen, Denmark
18-19.8.2005	Executive Committee meeting, Faeroe Islands
19.8.2005	<i>Gender and power</i> seminar, Faeroe Islands
3.11.2005	Executive Committee meeting, Copenhagen, Denmark

5.2 Activities arranged within the framework of the Danish presidency

2.3.2005	<i>Gender and youth</i> , Nordic Side Event, New York
19.5.2005	<i>Men and gender equality</i> seminar, Copenhagen, Denmark
22.9.2005	Seminar on youth, education and occupational choice, Denmark
2.11.2005	Conference on the effects of pornographic proliferation on girls' and boys' views on gender, Denmark
November 2005	Seminar for chairpersons of executive committees, Copenhagen, Denmark

5.3 Activities arranged by NIKK

25.1.2005	Gender Research Strengthening Scientific Excellence in Europe seminar, Brussels
10-11.2.2005	NIKK board meeting, Oslo, Norway
8-9.9.2005	NIKK board meeting, Oslo, Norway
9.9.2005	NIKK – 10 th Anniversary Seminar, Oslo, Norway

5.4 Activities financed by NMR

6-8.10.2005	WoMen & Democracy conference, St. Petersburg
21-22.11.2005	<i>Men and Gender Equality</i> seminar, Helsinki, Finland

5.5 Other activities

10-11.1.2005	Seminar for NMR's institutions, Copenhagen
19-20.1.2005	International programme committee meeting, St. Petersburg
25.5.2005	International programme committee meeting, St. Petersburg
29-31.5.2005	Equality Wanted, Nordic-Baltic Police Women's Network conference, Tallinn
10-12.6.2005	<i>Gender and power</i> , final conference of the research programme, Gothenburg
25-27.10.2005	Nordic Council session, Reykjavik