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Together for Gender Equality – a stronger Nordic Region

Nordic co-operation programme on gender equality
2015–2018



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Nordic Council of Ministers

Ved Stranden 18

DK-1061 Copenhagen K

Phone (+45) 3396 0200

www.norden.org

Nordic co-operation

Nordic co-operation is one of the world's most extensive forms of regional collaboration, involving Denmark, Finland, Iceland, Norway, Sweden, and the Faroe Islands, Greenland and Åland.

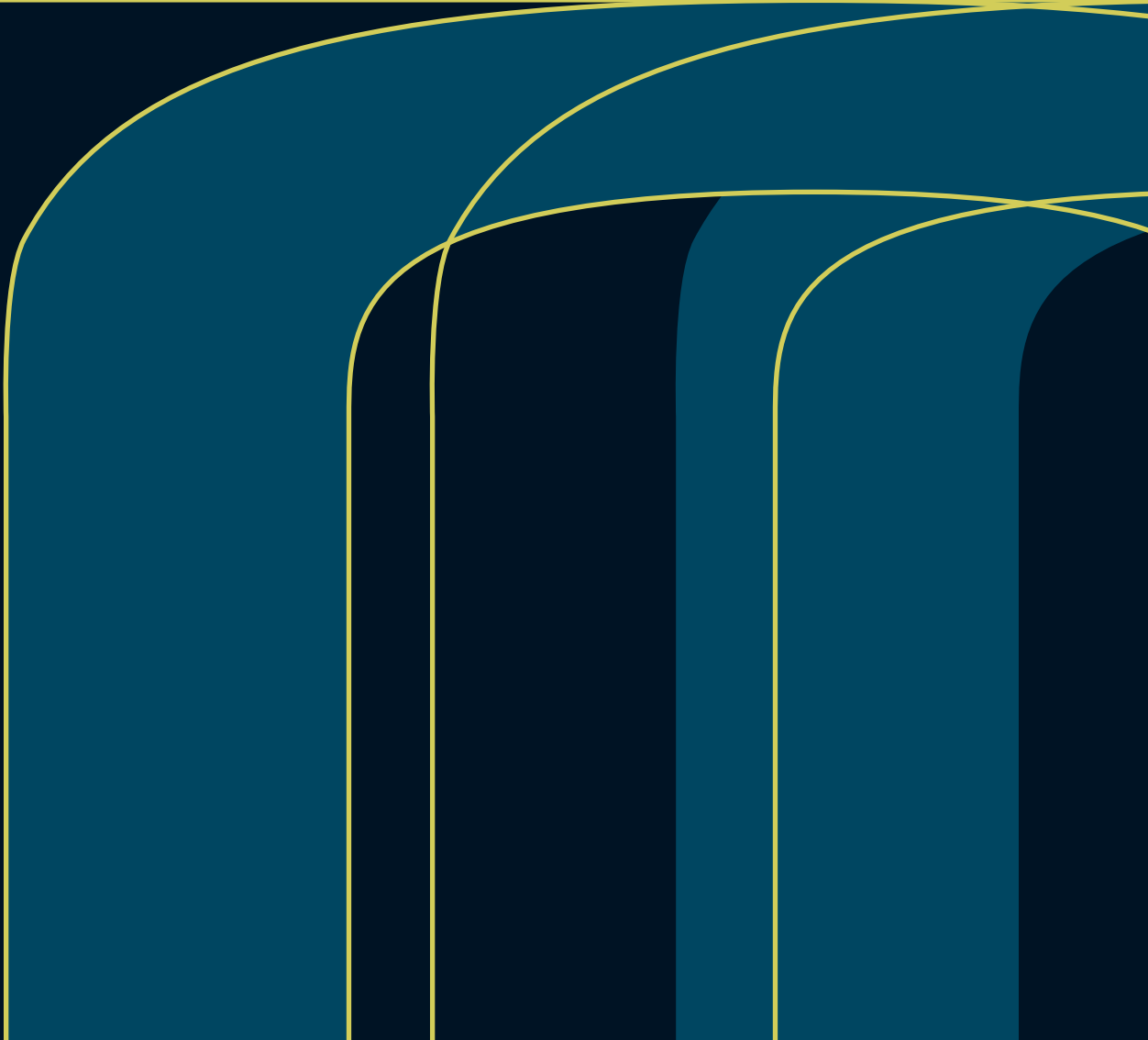
Nordic co-operation has firm traditions in politics, the economy, and culture. It plays an important role in European and international collaboration, and aims at creating a strong Nordic community in a strong Europe.

Nordic co-operation seeks to safeguard Nordic and regional interests and principles in the global community. Common Nordic values help the region solidify its position as one of the world's most innovative and competitive.

Together for Gender Equality – a stronger Nordic Region

Nordic co-operation programme on gender equality
2015–2018

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Summary

The goal of Nordic co-operation on gender equality in the programme period 2015–2018 is to contribute to effective work in the Nordic countries, the Faroe Islands, Greenland and Åland, and to increase awareness about gender equality among the people of the Region, parliamentarians, governments and the Nordic Council of Ministers' own organs and projects. The Nordic countries form a regional co-operation that participates in exchanges of experience, for example at the UN. The co-operation will also extend to the Nordic Region's neighbours – the Baltic countries, North-West Russia and the Arctic.

The co-operation programme 2015–18 has two overarching themes: the public sphere, and welfare and innovation. There are also two horizontal themes: sustainable development with a focus on diversity, and participation by men and boys in gender-equality work. Gender mainstreaming is also part of the strategy to implement the programme.

Within the framework of the theme concerning the public sphere, the Nordic countries, the Faroe Islands, Greenland and Åland will seek to ensure that:

- women and men have equal access to and opportunities to influence and participate in decision-making processes and in the design of the Nordic welfare societies

- women and men in the Nordic countries have equal access to and opportunities to participate in the media
- the sexualisation of public space is counteracted
- the backlash against gender equality is countered, as is gender-based hate speech.

Within the framework of the welfare and innovation theme, the Nordic countries, the Faroe Islands, Greenland and Åland will seek to ensure that:

- women, men, girls and boys in the Nordic Region have equal access to education, learning and research, in order to develop their personal ambitions, interests and talents
- women and men in the Nordic Region have *equal* opportunities to participate in the labour market and to be financially independent
- women and men in the Nordic Region have *equal* opportunities to reconcile family life and work
- there will be a zero-tolerance approach to gender-related violence
- knowledge of the health of women, men, boys and girls is improved, and that women, men, boys and girls have equal access to health care, social services and opportunities for good health and well-being.



Nordic co-operation on gender equality during the programme period 2015–2018

The co-operation on gender equality between the Nordic countries, the Faroe Islands, Greenland and Åland is driven by a shared vision of a gender-equal Nordic Region with equal opportunities, rights and obligations for all who live in the Region, regardless of gender.

Gender equality means that women and men, girls and boys have *equal* power and influence, and *equal* rights, responsibilities, obligations and opportunities in every area of life. In terms of gender-equality legislation and policy measures, the Nordic Region has made considerable progress, but real equality between the genders has not been achieved. Achieving a truly gender-equal society requires an overarching policy that benefits not just the individual but society as a whole. Enhancing men's and women's competences, knowledge, experience, values and opportunities to exert influence enriches development in all areas of society.

The Nordic countries, the Faroe Islands, Greenland and Åland have at times followed different paths to gender equality, built up institutions in different ways and chosen different policy measures – but the main thing is that they have all worked actively to achieve positive results. These results do not come about of their own accord – it requires hard work to avoid a backlash. Building an equal and democratic society in which women and men have equal opportunities, rights and responsibilities is an ongoing process. Gender-equality issues cannot be dealt with in isolation – they affect everybody.

Nordic co-operation on gender equality has the following overarching goals for the period 2015–2018:

1. To contribute to more efficient and richer national work on gender equality in the Nordic countries, the Faroe Islands, Greenland and Åland
2. To support the Nordic countries in fulfilling their international obligations on gender equality and to create synergies across the Nordic Region
3. To contribute to increasing knowledge of gender equality and Nordic co-operation among the people, parliamentarians and governments of the Nordic Region
4. To support all sectors within the Nordic Council of Ministers in the work to promote gender equality.

1. Nordic co-operation on gender equality will contribute to more efficient and richer national work on gender equality in the Nordic countries, the Faroe Islands, Greenland and Åland.

Nordic co-operation on gender equality has contributed to enhancing knowledge and helped strengthen co-operation between the countries. Through conferences, meetings, reports, research and knowledge-sharing, we amass knowledge that brings us closer to the goal of a gender-equal Nordic Region. Nordic co-operation contributes to the work done on gender equality in each of the Nordic countries, as well as efforts within the Nordic Council of Ministers' own organs and projects. The aim is that

the countries learn from and support each other by sharing experiences – both good and bad.

2. Nordic co-operation on gender equality will seek to support the countries' efforts to fulfil their international obligations and to generate Nordic synergies.

Gender equality is an issue on which the Nordic Region has a strong profile, and other countries have also shown interest in learning from our work. Our experiences show that gender equality is not just a matter of justice or democracy, but an economic necessity and a pillar of the Nordic welfare society. The Nordic Region will continue to assume responsibility for co-operation in an international perspective, and to participate, through dialogue and discussion, in international forums with a view to promoting gender equality. The role of Nordic co-operation on gender equality is also to support the countries' co-operation on their international obligations and to create synergies between the Nordic countries.

Throughout the programme period, Nordic co-operation will also continue to assume responsibility at international level and work with other relevant stakeholders to the appropriate extent. Within the framework of the United Nations, the co-operation will support Nordic gender-equality policy initiatives and work to raise the profile of Nordic co-operation on gender equality.

During the programme period, the Nordic Region will continue to prioritise co-operation in the adjacent areas, particularly the Baltic countries, North-West Russia and the Arctic. Nordic-Baltic co-operation is based on a separate Nordic-Baltic programme and on the Nordic Council of Ministers' overarching guidelines for co-operation with Estonia, Latvia and Lithuania. The co-operation in North-West Russia is based on the Nordic Council of Ministers' guidelines for this area, and seeks to develop good neighbourly relations in order to strengthen democracy and gender equality across the whole region. Co-operation in the Arctic is based on the Nordic Council of Ministers' co-operation programme for the Arctic.

3. Nordic co-operation on gender equality will contribute to increasing knowledge of gender equality and Nordic co-operation among the people, parliamentarians and governments of the Nordic Region.

Over the years, the Nordic Region has exploited its positions of strength to generate synergies and exchange experiences, with a view to developing a range of effective solutions that will benefit the citizens of all of the Nordic countries, the Faroe Islands, Greenland and Åland. However, surveys show that knowledge of Nordic co-operation, including with regard to gender equality, has declined among Nordic citizens. Studies also show that gender equality is regarded as one

of the fundamental values of the Nordic countries, the Faroe Islands, Greenland and Åland, but that understanding of the importance and necessity of an active gender-equality policy is diminishing. By raising the profile of Nordic co-operation on gender equality, we also enhance knowledge of gender equality and of its significance for the welfare society. The co-operation creates platforms for debate across and between the Nordic countries, and political leaders should play an active part in the opinion-making aspect of the process through information work and the mass media.

4. Nordic co-operation on gender equality will support all sectors in the Nordic Council of Ministers in their work to promote gender equality.

The decision of the Ministers for Nordic Co-operation (MR-SAM) to introduce gender mainstreaming into all of the Nordic Council of Ministers' activities creates better preconditions for realising the goal of gender equality. The strategy requires that all sectors integrate a gender-equality perspective into their activities. In order to mainstream this perspective, the sectors should make use of methods and routines that highlight aspects of decisions and actions that are relevant to gender equality. This requires an analysis of the consequences of choices and judgements from a gender-equality perspective, and the fulfilment of gender-equality goals set by the sector. Each sector is responsible for the formulation

and realisation of tangible gender-equality goals that reflect issues specific to the sector. The sectors report annually on their gender-equality work. These reports are collated in the Nordic Council of Ministers' report on gender equality to the Nordic Council, which is presented at the annual Session.

Although each sector has responsibility for promoting gender equality within its activities, it is also important that the ministers for gender equality continue to be responsible for taking initiatives and developing expertise in support of an ongoing, proactive Nordic gender-equality policy. Dialogue and co-operation between the different sectors and the gender-equality sector is a precondition for successful gender mainstreaming. The gender-equality sector plays a supporting and co-ordinating role in gender mainstreaming.



Organisation of the work

The Nordic Council of Ministers for Gender Equality (MR-JÄM) has responsibility for Nordic gender-equality co-operation. The Committee of Senior Officials for Gender Equality (ÄK-JÄM) is responsible for preparing business for and implementing the decisions of MR-JÄM. The annual Presidency of the Nordic Council of Ministers is responsible for the activities of MR-JÄM and ÄK-JÄM. The work of the Nordic Council of Ministers is presented in the annual sectoral programme, which sets out activities aimed at achieving the goals of the co-operation programme. The Nordic Council of Ministers' organ of co-operation, NIKK (Nordic Information on Gender), is tasked with highlighting and disseminating gender-equality research, policies and practices from a Nordic perspective. NIKK also manages the Nordic Council of Ministers for Gender Equality's funding programme for projects that generate added value in a Nordic and gender-equality perspective.

Gender-equality work needs to be backed up with reliable statistics and data, such as gender-based statistics, gender research and gender-equality-related competences for those responsible for the work on gender equality. Working methods can include opinion-forming, dissemination of best practice, creating platforms for inter-Nordic and international discussions, promoting gender-equality research at Nordic level, collating research overviews, co-ordinating networks and exchanging information on national legislation.

The co-operation should be dynamic and continuously adapted to national requirements and the current issues faced by the governments of the Nordic countries, the Faroe Islands, Greenland and Åland.

The two overarching themes of the co-operation programme

The co-operation programme is characterised by two overarching themes: the public sphere, and welfare and innovation. Each theme involves a number of goals on which the Nordic ministers for gender equality will focus in the period 2015–2018. These two broad, overarching themes underline and highlight the need for focused work to promote gender equality. During the programme period, the ministers for gender equality will also have opportunities to prioritise other issues and link them to the sectoral programmes. Successful gender-equality work also requires horizontal co-operation between the sectors.

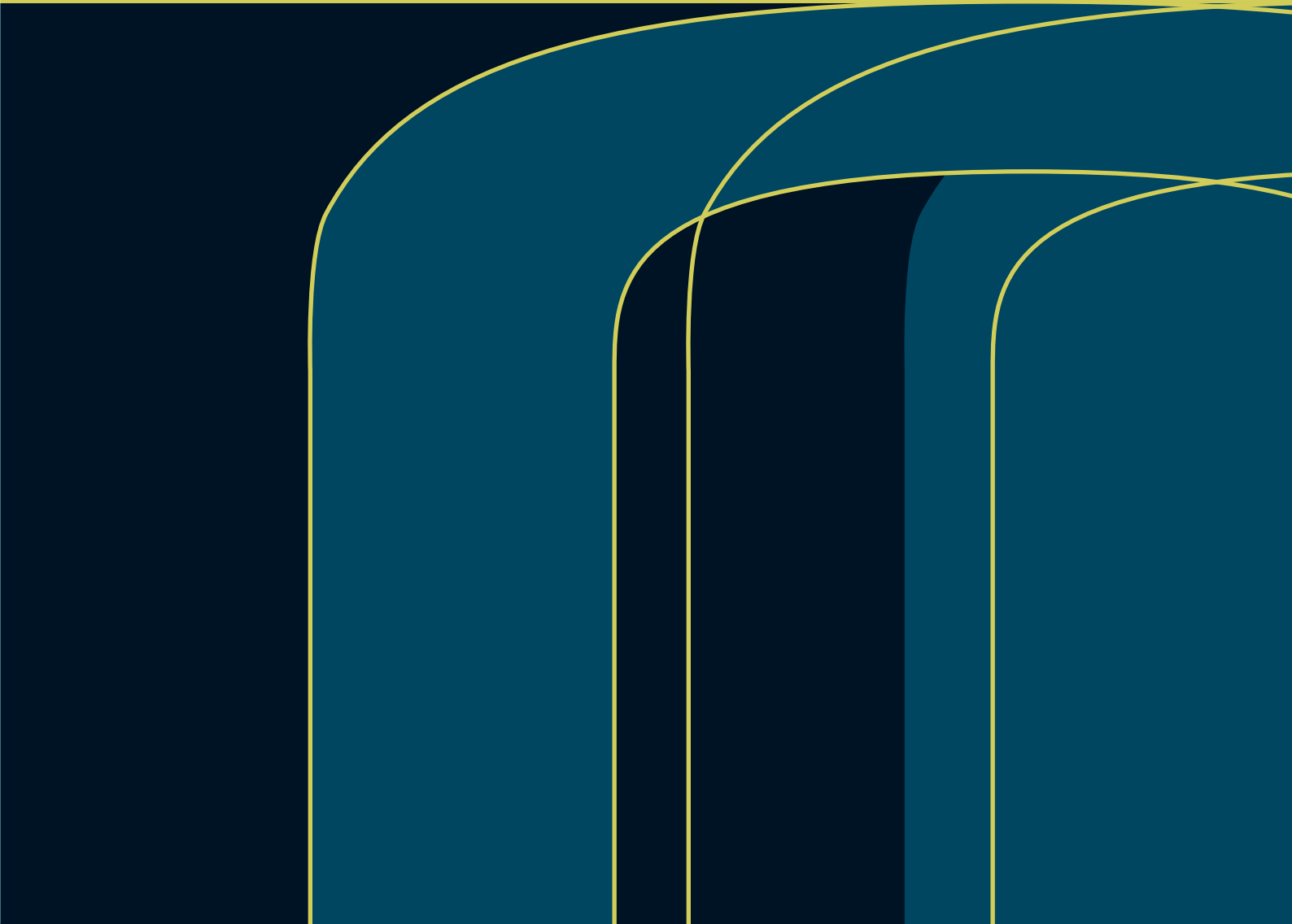
Horizontal themes: sustainable development and active participation of men and boys

The programme also has two horizontal themes: sustainable development with a focus on diversity, and men and boys' active participation in gender equality work. The Nordic Council of Ministers' strategy for sustainable development is the guiding document for all sectors. The gender-equality sector will stress the importance of social sustainability and, within that, a diversity perspective. Social norms and values can easily be limiting factors that impede efforts to provide people with resources, skills and quality of life, regardless of gender,

age, faith, sexuality, ability or ethnicity. The gender-equality sector therefore works to integrate a diversity perspective into activities relevant to it by implementing the strategy for sustainable development.

Men's and boys' perspectives are crucial to gender-equality work. The emphasis here is no longer on men participating in women's struggle for gender equality, but now incorporates gender-equality issues specific to men, e.g. health, welfare, education, marginalisation and fatherhood/solidarity. Gender is not the only explanation for the differences between

men and women, and the differences are not necessarily a gender-equality problem *per se*, but in connection with gender-equality work it is vital to study and monitor men's role in various social situations in the labour market and in the family. A more equal distribution of care responsibilities within families would promote both women's opportunities to participate in the labour market and men's roles as fathers. Men working in areas traditionally dominated by women helps to break down the gender-segregated labour market, promote career and work opportunities for both genders, and close the gender pay gap.



The public sphere

Equal opportunities for women and men to participate in the formation of policy and the development of society are essential for a democratic public sphere. Women, men, girls and boys all have the right to take part in and contribute to discourse in the public sphere in the media, politics and economics and in decision-making processes. A public sphere that reinforces gender-divided structures and stereotypical gender roles limits opportunities for the equal participation of men and women, boys and girls in democratic debate. The public sphere includes various types of media, including journalism, advertising, computer games and social media.

The Nordic countries, the Faroe Islands, Greenland and Åland seek to ensure that:

Women and men have equal access to and opportunities to influence and participate in decision-making processes and in the design of the Nordic welfare societies.

The Nordic Region is well known for the relatively high proportion of women in its parliaments and governments – the result of a process going back more than a century, aimed at increasing women's

representation both within and outside the political system in each Nordic country. Nevertheless, there is still an uneven division of power, responsibilities and social resources between women and men. Women and men in the Nordic Region must have equal opportunities to participate in decision-making at different levels of society. Society needs to be reflected in political decision-making processes to strengthen democracy and how well it functions. Preconceived opinions, stereotypical perceptions and social norms should not prevent women and men having equal opportunities to shape and form practices, politics or the economy.

Women and men in the Nordic countries have equal access to and opportunities to participate in the media.

The media play a crucial role in reflecting the diversity of society. A broad spectrum of research shows a skewed representation of women and men in the media, and an imbalance in terms of who mediates and makes the news in the Nordic Region. In addition, the proportion of women in decision-making positions in the media is lower than that of men, and women are under-represented both as experts and as subjects of news stories.

The sexualisation of public space is counteracted.

Gender-based and stereotypical representations of women and men in the public sphere run counter to the goal of an equal society. Unrealistic media images of women and men, an emphasis on idealised body shapes, appearance and competitive behaviour, together with growing sexualisation of the public sphere, provide girls and boys with a limited range of role models. Identity is affected by the ways in which men and women, boys and girls are portrayed in the mass media, in culture and communication. One key issue is how gender stereotypes are mediated and reinforced by the media, including social media.

The backlash against gender equality is countered, as is gender-based hate speech.

Both globally and in the Nordic Region, gender equality and feminism encounter resistance. In the Nordic Region, there is a degree of debate regarding structural inequalities between women and men, girls and boys, the extent to which they

have been removed and who benefits from them, but the debate is often based on prejudices. Resistance to gender equality is often expressed through anonymous expressions of hatred, often gender-based and often aimed at women. A public debate that underlines and repeats negative and stereotypical images and opinions of women helps strengthen this resistance to gender equality. This can be countered by stressing the rights, obligations and opportunities of both genders, by discussing gender equality and by raising awareness of structural inequalities.



Welfare and innovation

The Nordic Region is characterised by innovation across a range of areas, including welfare, education, creativity, sustainability, entrepreneurship and research. The Nordic societies are characterised by prioritising equal opportunities for men and women in the labour market and in education, reconciliation of work and family life, access to health services and bodily integrity. Gender equality is a prerequisite for both innovation and welfare. Innovative social solutions to promote gender equality have strengthened the development of the Nordic welfare societies.

The Nordic countries, the Faroe Islands, Greenland and Åland seek to ensure that:

Women, men, girls and boys in the Nordic Region have equal access to education, learning and research, in order to develop their personal ambitions, interests and talents.

In the Nordic countries today, a greater proportion of women than men have a higher education qualification. Girls and boys should have equal access to education, and their educational choices should not be affected by gender stereotypes. As children's gender roles are formed at an early stage, it is important that educational curricula include a gender-equality perspective. It is necessary to work actively to ensure that childcare institutions

and schools give girls and boys equal skills and opportunities so that they do not leave school with different knowledge and skills based on their gender. Another important aspect of gender-equality work in schools is access to study counselling that is not gender-biased and which provides a basis for non-gender-based education and career choices. Successful gender-equality work in schools depends upon collaboration with parents, voluntary groups (including youth groups), local authorities, regions and the private sector.

Women and men in the Nordic Region have equal opportunities to participate in the labour market and to be economically independent.

Equal opportunities in relation to gainful employment, income and economic independence are basic preconditions for equality between women and men. Equal pay for equal work is a statutory right in all Nordic countries, as well as a central principle of gender-equality policy. Increasing the proportion of both genders in the labour market is an absolute condition of economic growth.

Nordic gender-equality policy has long sought to create equal conditions for women and men in the labour market. Women and men should have *equal* opportunities to choose and reach high positions. However, the Nordic labour market is characterised

by gender segregation – women and men work in different industries, and those dominated by women are often low-paid, while industries dominated by men are often high-paid. The labour market is also characterised by an uneven distribution of men and women at different levels of decision-making, which means that the resources available are not being used optimally.

Women and men in the Nordic Region have equal opportunities to combine family life and work.

In the Nordic Region today, women take responsibility for home and family to a greater degree than men. In many parts of the Nordic Region, it is still more difficult for men than for women to be granted parental or care leave. It is therefore important to promote equal opportunities for both genders to become parents, participate in child-rearing and contribute to household income. More women currently work part-time than men, often in order to reconcile work with family life. This has an impact on the economy, on the individual's career development and financial prospects, and on the size of pensions. Striking a balance between work and family life is a challenge for both women and men. There is a need for a more equal distribution of childcare responsibilities and work, as well as equal opportunities for leisure activities and voluntary work.

There will be a zero-tolerance approach to gender-related violence.

Gender-related violence, in all its forms, mainly affects women. This includes violence in the

home or in close relationships, various forms of sexual violence, forced marriage, female genital mutilation, honour-related violence or oppression, and human trafficking for sexual purposes. Gender-related violence is a human-rights violation and a form of discrimination, and also reflects historically unequal power relations between women and men. It threatens the safety of those who experience it, acts as a barrier to gender equality, and represents a heavy financial cost for society as a whole. Groups at risk must be protected, and the rights of those who experience gender-related violence must be a central consideration in efforts to combat it. Combating gender-related violence also requires preventative measures such as promoting changes in attitudes and stereotypical gender roles. This work must involve all relevant stakeholders, including official agencies, the private sector, the media and civil society.

Knowledge of the health of women, men, boys and girls is improved, and that women, men, boys and girls have equal access to health care, social services and opportunities for good health and well-being.

Everyone, irrespective of gender, has the right to the best possible physical and mental health and well-being, as well as access to health care and social services. This is a prerequisite for participation in all areas of public and private life. Today, there are inequalities between women and men in terms of access to health care and social services, life expectancy, access to appropriate medical examinations and sick leave. Issues affecting health and well-being need to be monitored with a view to ensuring equality of health for women, men, girls and boys.

Milestones in Nordic co-operation on gender equality 1974–2014

2014

Nordic co-operation on gender equality marks its 40th anniversary in 2014. Events include an anniversary conference in Reykjavik and support from the Nordic Council of Ministers for Gender Equality (MR-JÄM) for the Nordic Forum in Malmö 2014.

Main projects:

Cross-sectoral projects and co-operation

- Nordic anthology of children's books
- Gender and Media – Nordic forum to promote equality in the media
- Gender and equality in the Arctic

Active participation by men and boys

- Conference: Masculinity on the Move
- Gender equality in the labour market
- Closing conference on part-time work, gender and economic equality
- Conference on equal pay
- Conference on equality in the West Nordic labour market

Zero tolerance of gender-related violence

- Expert seminar on zero tolerance of gender-related violence
- Co-operation with the Baltic countries: International conference on sexual assault

Nordic fringe events at the Annual session of the UN Commission on the Status of Women (CSW):

Ministerial panel Promoting Gender Equality through Education and expert seminar Do Everything: Break Stereotypes when Choosing Education and Work.

2013

Revitalisation of gender mainstreaming in the Nordic Council of Ministers.

Main projects:

- Support for gender mainstreaming internally in the Nordic Council of Ministers
- Support for gender mainstreaming in the priorities budget
- Nordic project on gender mainstreaming – best practice and effects

Climate change and sustainable development

- Gender, climate change and biological diversity – CSW and Washington

Cross-sectoral projects and co-operation

- Gender balance in research in the Nordic countries
- Gender equality and young people, at the Nordic Cool cultural festival in Washington

Gender equality in the labour market

- Study and conference on part-time work, gender and economic equality in the Nordic countries

Gender equality in education

- Report and conference on gender equality and gender mainstreaming in Nordic schools and pre-school institutions

Gender, ethnicity and equality

- Conference on equality in the modern Nordic welfare society

Zero tolerance of gender-related violence

- Expert seminar on risk assessment of violence within relationships in the Nordic Region

Nordic ministerial panel at the annual UN CSW session, From Prevention to Response: Engaging Men and Boys in Preventing and Ending Violence Against Women and Girls, and expert seminar Gender, Climate Change and Biodiversity in collaboration with the Council of Ministers for Fisheries and Aquaculture, Agriculture, Food and Forestry (MR-FJLS). An NGO fringe event – Crisis Centres (Refuges) in the Nordic Model – also received Nordic support.

2012

MR-JÄM continues work on the programme Gender Equality Creates Sustainable Societies.

Main projects:

Climate and sustainable development

- Rio+20 conference – seminar: Gender Equality is Sustainability
- Input to new sustainable development strategy

Cross-sectoral projects and co-operation

- Gender balance in research in the Nordic countries
- Trends and Legal Dilemmas – Nordic conference on anti-discrimination

- Seminar on reproductive technology in the Nordic Region

Active participation by men and boys

- Working group on men and equality (work started in 2011 continues)
- Conference on changing masculinity: Men, Equality and Quality of Life
- Saami gender-equality conference
- Preventing the Purchase of Sexual Services – a joint Nordic guide
- Seminar on men and recruitment to the caring professions

Gender equality in the labour market

- Trends and Legal Dilemmas – Nordic conference on anti-discrimination
- Nordic network on equal pay in the Nordic Region
- Study of part-time work, gender and economic equality in the Nordic Region
- Seminar on men and recruitment to the caring professions

Nordic fringe events at the annual UN CSW session with a panel of ministers, Equality Between Women and Men: The Nordic Way and expert seminar Rural Women: An Economic Potential.

Roundtable talks on gender equality and the media as part of Nordic-Baltic co-operation.

2011

MR-JÄM continues to focus on climate change and sustainable development. Meetings of the working group on men and equality.

Main projects:

- Equality and Climate Change – fringe event at Turku 2011 sustainability conference

- Equality and Climate Change – fringe event at the 2011 Session of the Nordic Council
- The Equal Climate web portal
- Working group on men and equality
- Translation into English: *Parental Leave and the Financial Crisis*
- Conference: Nordic Challenges, Future Possibilities – Gender Awareness in Schools and Teacher Education

Nordic fringe events at the UN CSW on the theme of Beijing+15: Achievements and Challenges for Gender Equality – A Practical Approach, as well as the exhibition Gender and Climate Change.

2010

New four-year Nordic programme, Gender Equality 2011–2014, drawn up during the Danish Presidency.

Nordic fringe events on results and challenges in relation to Beijing+15 at the annual UN CSW session in New York.

Evaluation of the Nordic Gender Institute (NIKK).

Main conferences/seminars and projects:

- Conference: Gender Equality in the West Nordic Region, Ilulissat, Greenland
- Seminar on future Nordic co-operation on gender equality during the annual Session of the Nordic Council in Reykjavik, Iceland
- Project on the financial crisis and the gender divide in the labour market
- Project on gender equality among ethnic minorities in the Nordic Region
- Project on globalisation initiatives

Comment: Also funded and hosted during the programme period but not as part of a specific prioritised theme: Kick-off seminar for the new Nordic co-operation programme.

2009

Nordic fringe event on gender equality and climate change at the annual UN CSW session in New York.

Nordic fringe event on gender equality and climate change at COP-15, Copenhagen, Denmark.

Main conferences/seminars and projects:

- Seminar on gender equality in the law, Torshavn, the Faroe Islands
- Seminar on gender equality in the school, Torshavn, the Faroe Islands
- Nordic conference on teaching gender-equality issues in schools, Reykjavik, Iceland
- Conference on parental unemployment, care policies and gender equality, Reykjavik, Iceland
- Closing conference on gender and power, Reykjavik, Iceland
- Conference on gender equality and demography, St Petersburg, Russia
- Nordic project on gender and climate change
- Nordic project on gender and culture, launched by the Nordic Council of Ministers for Education and Research (MR-U). MR-JÄM supports the project.

The report *Global Pressure – Nordic Solutions? Nordic Globalisation Barometer 2008* written for the Nordic Globalisation Forum in Sweden. Nordic conference on globalisation, equality and gender.

2008

NB8 meeting in Estonia. A new co-operation programme for 2009–2010 is approved.

The Nordic and Baltic ministers for gender equality publish a *Nordic-Baltic Memorandum of Understanding* to combat human trafficking for purposes of sexual exploitation.

Nordic fringe event on combating men's violence against women at the annual UN CSW session in New York.

Training in gender mainstreaming for the chairs of the committees of senior officials and staff in the Nordic Council of Ministers Secretariat.

Main conferences/seminars and projects:

- Nordic seminar during the Session of the Nordic Council, on men's violence against women, honour-related violence and oppression and measures to combat trafficking in human beings for purposes of sexual exploitation
- Cross-sectoral Nordic-Baltic-Russian conference on human trafficking for purposes of sexual exploitation, St Petersburg, Russia

2007

Nordic-Baltic ministerial conference. The ministers for gender equality discuss human trafficking for purposes of sexual exploitation.

Nordic fringe event on the new Nordic role of the father at the annual UN CSW session in New York.

Tenth anniversary of the conference Women and Men in Dialogue, Riga, Latvia.

Closing conference on men and equality, Oslo, Norway.

Nordic-Saami gender-equality conference, Oslo, Norway.

Conference: Nordic-Baltic Network of Policewomen, Tampere, Finland.

Conference and report on the impact of parenthood on women's and men's wages.

Main conferences/seminars and projects:

- Nordic project on leadership in the Nordic Region from a gender perspective
- Project on human trafficking and prostitution in the Nordic Region
- Presentation of the Nordic study *The Family and Welfare Policy in the Nordic Region: Different Models and their Consequences for Equality between the Genders*

2006

MR-JÄM approves a new Nordic programme on gender equality 2006–2010. It prioritises two themes:

- Gender and power
- Gender and youth

Conference on gender, power and co-operation/co-ordination with and for young people.

Nordic fringe event on women's participation in politics and management, at the annual UN CSW session in New York.

At the annual Session of the Nordic Council, the gender-equality ministers present the results of a survey of how the various councils of ministers are working to integrate a gender and equality perspective into all of their work.

NB8 ministerial meeting, Tønsberg, Norway. The Nordic and Baltic ministers for gender equality adopt a joint programme for 2007–2008.

A youth panel presents a white paper on youth and gender equality to MR-JÄM.

Main conferences/seminars and projects:

- Conference on research into men, Reykjavik, Iceland

- Conference on family and welfare-policy schemes in the Nordic Region
- The conference The Process towards Integrating a Gender Perspective into the Budgetary Process (Gender Budgeting): The Nordic Experience concludes a project on the theme
- Seminar on co-ordinated efforts to combat human trafficking, hosted jointly with EK-S and EK-LAG
- Seminar: Gender, Culture and Communications in Future Nordic Co-operation

2005

Nordic fringe event on gender and youth at the annual UN CSW session in New York.

Evaluation of the Nordic Institute for Women's Studies and Gender Research (NIKK), commissioned by EK-JÄM and conducted by Rambøll Management.

Main conferences/seminars and projects:

- Nordic conference on gender and youth, focusing on boys' and girls' educational and career choices
- Conference on how the spread of pornography impacts upon girls' and boys' perceptions of gender
- Seminar on men and gender equality, Copenhagen, Denmark
- Seminar on men, work and the family, Finland
- Co-operation project Equality in the Nordic Region, follow-up to a previous seminar on integration and equality

2004

Seminar marking three decades of Nordic co-operation on gender equality, Reykjavik, Iceland.

Action Plan for Men and Gender Equality 2004–2005 approved. The four themes are gender socialisation; men and violence; men and the gender-segregated

labour market; and men, work and family. A range of activities is launched.

NB8 ministerial meeting adopts a new Nordic-Baltic co-operation programme for 2004–2006. The ministers propose co-ordination between official agencies, organisations and task forces on efforts to combat trafficking.

MR-JÄM starts working with the Nordic Council of Ministers for Narcotics and the Nordic Council of Ministers for Health and Social Affairs, focusing on North-West Russia. The Action Plan for Social Wellbeing is presented at a kick-off seminar in St Petersburg in September.

Meeting of ministers at the Nordic fringe event at the Northern Dimension Partnership on Public Health and Social Wellbeing (NDPHS) in Tallinn, Estonia.

Main conferences/seminars and projects:

- Conference: Gender, Environment and Social Development in the West Nordic Countries and Arctic Areas, Akureyri, Iceland
- Nordic Forum 10th anniversary seminar, Turku, Finland. The seminar brings together participants from the Nordic and Baltic countries, as well as North-West Russia and Poland.
- Launch of the Nordic research programme The Nordic Man
- Launch of Integration of a Gender Perspective in Nordic State Budgets, a joint EK-FINANS-EK-JÄM project
- Launch of Evaluating Equal Pay, a joint EK-JÄM-EK-A project

2003

Main conferences/seminars and projects:

- Conference: Integration and Equality, Malmö, Sweden

- Third Baltic Sea Women's Conference on Women and Democracy, Tallinn, Estonia
- Nordic project on the pornification of the public sphere

2002

Joint Nordic-Baltic campaign against trafficking of women in the Nordic and Baltic countries, involving the ministries for justice and gender equality in the countries concerned.

Meeting on equality between women and men in a multicultural Nordic Region, Oslo, Norway.

New website launched: *gender.norden.org*

Main conferences/seminars and projects:

- Nordic research conference on politics and gender construction: The Equal Nordic Region as a Workshop for the Future, Stockholm, Sweden
- Of Course We Have Gender Equality – Do We Need to Go On About It? Nordic conference on gender socialisation of girls and boys in the public sphere

2001

Women and Democracy: The Second Reykjavik-Vilnius Conference, Vilnius, Lithuania. A Nordic-Baltic meeting of ministers for gender equality is held at the conference. The ministers adopt a Nordic-Baltic co-operation programme for 2001–2003.

Main conferences/seminars and projects:

- Taking Wing, conference on gender equality and women in the Arctic, Saariselkä, Finland
- Towards Gender-Responsive Budgeting, high-level conference, Brussels, Belgium
- Publication of *Can Men?* And the conference Men, Work and Gender Equality in Copenhagen, Denmark

2000

MR-JÄM approves a new Nordic programme on gender equality 2001–2005. It prioritises three themes:

- Integrating a gender perspective into Nordic state budgets
- Men and gender equality
- Violence against women

Main conferences/seminars and projects:

- Gender Equality and the Future: 2nd Baltic Sea Women's Conference, Helsinki, Finland
- Gender Mainstreaming, Competiveness & Growth conference, Paris, France
- Publication of *Gender Mainstreaming in the Nordic Region: A strategy for gender equality in labour-market and youth policy*, the final report of the Nordic mainstreaming project

1999

Women's World conference in Tromsø, Norway: meeting of the Nordic Council of Ministers and debate on welfare in the Nordic Region, attended by the ministers for gender equality.

Main conferences/seminars and projects:

- Conference: Women and Democracy at the Dawn of the New Millennium, Reykjavik, Iceland
- Publication of *Equal Democracies? Gender and politics in the Nordic Region*

1997

Action Plan for Men and Gender Equality approved by MR-JÄM.

On the initiative of MR-JÄM and MR-SAM, plan for gender mainstreaming in the NCM Secretariat approved.

First Nordic-Baltic meeting of ministers for gender equality. Programme for Nordic-Baltic co-operation 1998–2000 approved.

Main conferences/seminars and projects:

- Nordic conference: Women, Work and the Economy, Reykjavik, Iceland
- Nordic-Baltic conference: Women and Men in Dialogue, Valmiera, Latvia

1996

Main conferences/seminars and projects:

- Nordic project on gender mainstreaming
- Publication of *The Nordic Region and the Adjacent Areas: Map of equality co-operation*

1995

MR-JÄM approves a new Nordic programme on gender equality 1995–2000. It prioritises five themes:

- Promoting equal access for women and men to political and economic decision-making
- Promoting economic equality and equal influence
- Promotion of an equal labour market
- Improvement of opportunities to reconcile parenthood and careers for both women and men
- Influencing European and international developments in gender equality

The Nordic Institute for Women's Studies and Gender Research (NIKK) is set up at the University of Oslo.

1994

Nordic Forum, Turku, Finland. A meeting of ministers for gender equality is held at the same time.

Publication of *Women and Men in the Nordic Countries: Facts and figures 1994*.

Publication of *From Women's Pay to Equal Pay: From knowledge to action*.

1993

Publication of *The Mystery of Women's Pay: Myths and facts about wages*.

1990

Nordic Project on Equal Pay for Women and Men in the Nordic Region, including a report with an overview and discussion of job evaluation as a tool to ensure equal pay in the Nordic Region and elsewhere in the world.

1989

Publication of *We Have Waited Long Enough*, a handbook of women's representation, in Danish, Finnish, Icelandic, Norwegian and Swedish.

1988

Nordic Forum, Oslo, Norway. An official Nordic equality conference is held at the Forum.

1987

MR-JÄM approves a new Nordic programme on gender equality 1989–1993. It prioritises two themes:

- The role of women in economic development
- Opportunities for women and men to combine family and work

Main conferences/seminars and projects:

- Project on men and gender equality
- Project on Muslim immigrant women
- Project on more women in the IT industry
- Project: Can We Live Together?

Publication of statistical report on women and men in the Nordic Region.

1986

Nordic project (BRYT) on breaking the gender divide in the labour market.

Publication of the Nordic report *The Divided Labour Market*.

1985

Publication by the Nordic Council of Ministers of the book *Flowers & Kicks: Conversations with women politicians in the Nordic Region*.

1982

First Nordic programme on gender equality approved by MR-JÄM.

Main conferences/seminars and projects:

- Project on women in Nordic politics
- Project on violence in relationships

1981

An advisor with responsibility for gender equality is appointed to the Nordic Council of Ministers' Secretariat.

Meeting between the main Nordic employers' organisations and MR-JÄM.

Nordic project on the impact of new technology on gender equality in the workplace.

1980

MR-JÄM assumes responsibility for Nordic co-operation on gender issues. A meeting is held between the ministers for gender equality and the Nordic Council's Social Affairs and Environment Committee.

Meeting between the Gender Equality Committee and the Nordic trade unions, Oslo, Norway.

Project on the gender-segregated labour market in the Nordic Region.

1979

Meeting about co-operation on gender equality, involving representatives of the Nordic Council of Ministers, the Nordic Council, trade unions, employers' organisations, national women's organisations and officials from a number of ministries in the Region.

Nordic project on social planning and types of housing.

1978

Action plan for Nordic co-operation on gender issues approved at a meeting of the Nordic Council Social and Environmental Committee and MR-SAM. The meeting proposes to establish a Committee of Senior Officials for Equality (EK-JÄM).

Nordic Equality Bulletin No.1 published in June.

Nordic project on marriage and livelihood in the Nordic Region.

1977

The Nordic Council Social and Environmental Committee proposes that an action plan for co-operation on gender be presented at the following year's Session.

Main conferences/seminars and projects:

- Seminar: Legal Guarantees of Equality Between Women and Men in the Nordic Region, Espoo, Finland
- Project about mass media and gender equality
- Project on paternal leave

1976

Nordic seminar: Gender Equality in Family and Work, Glumslöv, Sweden.

1975

A Nordic contact group on gender issues is set up.
First meeting in April.

1974

In December, the Nordic Council of Ministers
decides that each of the Nordic governments must
nominate an individual to liaise with the other
governments on gender issues.



norden

Nordic Council of Ministers

Ved Stranden 18

DK-1061 Copenhagen K

www.norden.org

Together for Gender Equality – a stronger Nordic Region

The goal of Nordic co-operation on gender equality in the programme period 2015–2018 is to contribute to effective work in the Nordic countries, the Faroe Islands, Greenland and Åland, and to increase awareness about gender equality among the people of the Region, parliamentarians, governments and the Nordic Council of Ministers' own organs and projects. The Nordic countries form a regional co-operation that participates in exchanges of experience, for example at the UN. The co-operation will also extend to the Nordic Region's neighbours – the Baltic countries, North-West Russia and the Arctic.

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