



Nordic Council
of Ministers

**NORDIC CO-OPERATION
PROGRAMME ON
GENDER EQUALITY
2019-2022**



NORDIC CO-OPERATION PROGRAMME ON GENDER EQUALITY 2019-2022

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FOREWORD

The Nordic countries have been co-operating on gender equality for over 40 years, and the work has brought good results. Today, the Nordic region is one of the world's most gender-equal regions, and experiences from the Nordic co-operation on gender equality are in increasing demand internationally.

Despite this, challenges remain for gender equality in the Nordic region. The spread of the MeToo movement in the Nordic region, starting in 2017, can be regarded as a symptom of these challenges. Issues regarding gender-discriminating societal structures and power dynamics are now featuring in the public debate more than ever, both in the media and at policy level.

It has become clear that these issues must be tackled if we are to create a sustainable future. Greater awareness of our challenges has given us the opportunity to solve them – together. By continuing our strong Nordic co-operation, we can learn from each other and create synergies across the Nordic region. Successful Nordic co-operation on gender equality can not only help us increase gender equality in our own region, but also help to ensure the strong profile of the Nordic region internationally on gender equality.

This co-operation programme places great emphasis on utilising the competencies and experiences of both women and men, girls and boys, and ensuring that they can exert influence. The overarching objective is to work in an effective and targeted way to tackle the challenges in four prioritised areas: future of work and economic growth; welfare, health and quality of life; power and influence; and gender equality work with focus on men and masculinities. Through a concerted joint effort, we can attain this objective.

On behalf of the Nordic Ministers for Gender Equality

Lena Hallengren

Minister for Children, the Elderly and Gender Equality, Sweden
Swedish Presidency of the Nordic Council of Ministers, 2018

INTRODUCTION

FOCUS ON A GENDER-EQUAL REGION

The co-operation of the Nordic countries, the Faroe Islands, Greenland and Åland on gender equality is to make a tangible and effective contribution to the Nordic region becoming a gender-equal region. The Nordic region has moved far towards gender equality through legislation and policy measures. However, the region has much to do before all women and men, girls and boys, have the same power, influence and opportunities to shape their lives and contribute to the development of society, which is the fifth goal (SDG5) in the UN 2030 Agenda for Sustainable Development.

Achieving a gender-equal society requires an active gender equality policy that not only improves the situation for the individual but also lifts society. A basic premise in the work is that women and men, boys and girls, are not homogeneous groups. Intersectionalities such as socioeconomic background, ethnicity, disabilities, age, sexual orientation, gender identity and gender expression can be very important to consider when trying to ensure the accuracy and impact of the work on gender equality. It is also important to emphasise that gender equality challenges change during the course of life, and can be different for younger

and older people. Utilising women's and men's, girls' and boys' competency, experience and ability to exert influence is vital for creating a sustainable future. The co-operation on gender equality in the Nordic region will be promoting this during the programme period, 2019-2022.

The overarching objective is to ensure that the co-operation on gender equality in the region is made more effective, relevant and focused, in line with the vision for the Nordic co-operation (2014). The Nordic Co-operation Programme on Gender Equality has four prioritised focus areas: future of work and economic growth; welfare, health and quality of life; power and influence; and gender equality with focus on men and masculinities. The co-operation programme describes the most important challenges and how they will be tackled. The initiatives developed during the programme period will help to bring about long-term change in society. The Nordic region will continue the work towards becoming the world's most gender-equal region. The work is to benefit all people, while also contributing to the attainment of the UN Sustainable Development Goals (SDGs).

The Nordic region is facing a number of challenges regarding gender equality. This has been shown, not least, through



the widespread MeToo movement. Women and girls have shared their experiences of sexual harassment, violence and violations, and have mobilised in a common appeal to draw attention to the issue and demand change. The Nordic region needs to join forces to tackle the challenges and to achieve equal conditions for people in all areas of life.

Building up robust, gender-equal and democratic societies takes time and effort. The Nordic countries, the Faroe Islands, Greenland and Åland have not always followed the same paths towards gender equality. This diversity of approaches is the strength of the Nordic region. In the vision for Nordic co-operation (2014), it is emphasised that close collaboration can improve capability to tackle common challenges. By promoting focused and close collaboration, where good examples from the Nordic countries, the Faroe Islands, Greenland and Åland are raised to a Nordic level, the work to establish the Nordic region as a forerunner region on gender equality can continue.

The work on gender equality policy must be extended to include men, boys and masculinities. Prevailing masculinity norms can be both negative and positive for men and boys. A key issue is to investigate and consider the role of men in various situations in society,

including the labour market and in the family, to promote gender equality. To avoid reproducing stereotypical gender roles of women and men, girls and boys, issues that concern gender-specific norms and responsibilities relating to boys' and men's life conditions will be given a higher profile in the Nordic co-operation on gender equality.

During the programme period, specific gender equality challenges and associated rights for the indigenous people in the Nordic region, including in an Arctic perspective, will be highlighted. Dissemination of knowledge and the sharing of experiences on these issues will be high on the agenda, and will be a horizontal theme cutting across all focus areas. Collaboration with the Baltic countries will also continue. Furthermore, the work to fulfil international commitments on gender equality where added value can be generated will continue, with the UN Commission on the Status of Women (CSW) being a key platform.

Gender mainstreaming is necessary to reach the goal of a gender-equal Nordic region and gender-equal Nordic co-operation. Consequently, gender mainstreaming will continue to be the overarching strategy to help attain the goals. An important part in the implementation of the co-operation



PHOTO: YADID LEVY

programme also concerns building up and strengthening alliances. The Nordic co-operation on gender equality will work to strengthen the collaborations that are already established, and continually seek new, innovative forms of collaboration.

The co-operation programme was adopted on 1 November 2018, and applies for the period 1 January 2019 – 31 December 2022.



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PHOTO: JØRGEN KIRK RITZAU SCANPIX

STRATEGIC FOCUS AREAS

1. FUTURE OF WORK AND ECONOMIC GROWTH

Gender equality and economic growth are closely linked in the Nordic region. High levels of employment for women and men have paved the way for sustainable economic growth in the region, and gender-equality policy investments have helped the region develop into one of the strongest economies in the world today. However, women still take greater responsibility for children and the home, and take longer parental leave than men. In addition, women in the Nordic region work part-time to a greater extent than men. This affects the respective abilities of women and men to participate fully in the labour market, and still comprises an obstacle to, for example, career development. The labour market in the Nordic region is still occupationally gender segregated – men and women are found in different sectors and professions, in different positions, and with different salaries. Equal pay is still an issue, even if progress has been made. Working conditions also differ, depending on, for example, gender, ethnicity or where people live. The participation of migrant women in the labour market is still a challenge. Initiatives in this area are linked to the global goals on gender equality (SDG5) and decent work and economic growth (SDG8).

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

Ensure women and men have equal opportunities in the future of work. Gender segregation in educational choices that lead to a gender-segregated labour market must be counteracted.

Occupational segregation continues to be a challenge in the Nordic region. More women than men have a higher education qualification. At the same time, gender stereotypes still affect educational choices, which is reflected in the continued occupationally segregated labour market. Children's gender roles are shaped at an early age, and it is important to include a gender

perspective in preschools and schools to give everyone equal opportunities and conditions regardless of gender. Another important aspect of the work on gender equality in schools is access to counselling and career guidance that is not based on traditional gender-based stereotypes. The work will focus on, for example, professions and sectors that characterise the future of work, such as IT and technology, as well as entrepreneurship, where women are underrepresented. Collaboration with parents and guardians, NGOs, including youth organisations, municipalities, regional authorities and the private sector is the key to success on gender equality in this focus area.



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

Ensure women and men in the Nordic region share the unpaid care work in the home and of children. This is a key to ensuring equal opportunities to participate in the labour market and ensuring a gender-equal labour market in the future.

Today, women in the Nordic region have more responsibility than men for the family and the home, and in some parts of the region it is still more difficult for men than for women to take parental leave and other leave for care of children and close relatives. Women in the Nordic region also work part-time more often than men, which has consequences for women's financial

position, career development and future pension. In the Faroe Islands and Åland, women have most part-time positions in the Nordic region. At the same time, surveys show that men in the Nordic region want to work less. A more even division of responsibility and work with regard to both paid and unpaid work is vital for achieving gender equality. Shared parental leave is one of the keys to breaking the pattern. In this area, it is important to see men as drivers for change. In the Nordic welfare model, it has been important to find solutions for how parents can combine working life with parenthood. However, what has not been considered is that many adults, and perhaps particularly women, also take care of ageing parents. This is a future challenge in terms of unpaid care work.

2. WELFARE, HEALTH AND QUALITY OF LIFE

All people are entitled to the best possible mental, physical and social well-being, and access to health care, care services, and other social welfare services. Men's and women's equal access to care services, and equal treatment in health care and elderly care, are important conditions for participating in the public and private spheres. Gender-sensitive research in the development of medicines and the preventive work against mental illness are also important requirements. Today there are gender-based differences in health, health care and social services, but also in the right to decide over one's own body and to enjoy a life free from sexual harassment, violations and violence. In matters of health and gender equality, an urban-rural perspective is also relevant, because access to health care and public institutions varies according to where people live. Initiatives in this area are linked to the global goals on good health and well-being (SDG3) and gender equality (SDG5).

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

Ensure women and men have equal access to good health, health care and care services, and will be treated on equal terms in health care and elderly care.

There are considerable health differences linked to gender in the Nordic region. Women experience poorer health than men. Level of education, length of education, and disabilities are examples of factors that affect perceived health in relation to gender. Young women are overrepresented in terms of mental ill-health, while suicide is more common among men. There are also structural gender differences in health care. Examples include prescription of medicines, but also response, diagnosis and treatment, and who are subjects of research. In terms of men's ill-health,

research shows that men have a tendency to seek treatment less often and at a later stage than women. Work concerning health and quality of life needs to be considered from a gender perspective to ensure everybody's right, women and men, boys and girls, to a life with good health.

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

Ensure women and men, girls and boys, have equal opportunities in the public sphere and equal rights to bodily integrity. Sexual harassment and violations, negative body images and stereotypical representation of women and men will be counteracted.

The MeToo movement has been extensive in the Nordic region, where women and girls, in all their diversity,



PHOTO: RITZAU SCANPIX

have reported sexual harassment, violence and violations in all layers of society. Gender-based stereotypes counteract the objective of a gender-equal society. Gender-based and stereotypical representations, narrow media images of women and men, strict expectations regarding physical appearance, and sexualisation of the public sphere give girls and boys a limited catalogue of role models.

A person's identity is affected by how women and men, girls and boys, are portrayed in the mass media, culture and communication, not least in social media. A key issue is how gender stereotypes in society and in different sectors are conveyed and reinforced. Another issue is employers' responsibility to comply with provisions regarding counteraction of sexual harassment and discrimination in working life. Initiatives



PHOTO: PETER KLINT RITZAU SCANPIX

in this area are strongly linked to sexual and reproductive health and rights (SRHR), such as the right to decide over one's own body, sexuality and gender identity. For example, ill-health among young people outside the binary gender norm is widespread in the Nordic region, and requires action. Collaboration with employers, trade unions and citizens is needed, to develop tangible proposals regarding what must be done to create a working life without sexual violations in the Nordic region. Collaboration with the working life, education, social and health sectors within the Nordic co-operation are particularly relevant for initiatives in this area.

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

Eliminate all forms of gender-based violence. Constructive and effective methods that can stop gender-based violence in the Nordic region will be developed.

Gender-based violence is a violation of human rights, a form of discrimination, and a clear indicator of historical inequalities in the power relationships between women and men. This type of violence involves physical, mental and different forms of sexual violence, forced marriage, female genital mutilation, honour-related violence and oppression, and human trafficking for sexual purposes. Gender-based violence

comprises a threat to the safety of the victim, and also generates great costs for society. Gender-based violence in all its forms mostly affects women and girls, but also affects men. The Nordic countries must develop effective and constructive methods to prevent gender-based violence. An important part of the work is to accelerate the work on preventative measures, with a clearer focus on the perpetrator. More effective approaches are needed to promote method and knowledge exchanges, also with regard to different groups that are particularly susceptible to gender-based violence, such as people with varying degrees of reduced physical, mental or cognitive abilities. Particular focus should be placed on the vulnerability of the indigenous population to gender-based violence and oppression, which has consequences for, for example, health. The work should involve public authorities, the private sector, the media, and civil society. Prostitution and human trafficking for sexual purposes is an associated crucial issue, where continued collaboration with the Baltic countries is vital.

3. POWER AND INFLUENCE

Throughout history, the Nordic countries have been forerunners in terms of increasing women's representation and promoting gender balance, both in politics and in other arenas where decisions are made and power exercised. This is a result of a process that has been going on for over a hundred years to increase women's representation, both in and outside the political system in the individual countries. Despite this, power, responsibility and resources are still unevenly distributed. In the prevailing social climate, there are powers working against gender equality, both globally and in the Nordic region. In this climate, it is more important than ever to raise awareness of gender differences in different sectors, industries and levels in the Nordic region, and to learn from each other's experiences. Preconceptions, stereotypical gender roles, sexism, and informal structures must not limit women and men from having the same opportunities to exert power and influence. This is also a global challenge defined in the global goal on gender equality (SDG5).

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

Ensure women and men have the same opportunity to exert influence and power. Men and boys will be encouraged to participate in the work to attain equal power and resource distribution in society.

Today, the majority of top positions in society are held by men, regardless of whether this concerns politics, business, the media or cultural sectors. The imbalance is nothing new – the gender-based power structure can be seen throughout history. There is an opposition to gender equality, both globally and in the Nordic region, expressed for example in anonymous hate speech, often gender-based and

often aimed at women. In this climate, it is more important than ever to spotlight facts relating to power, and to learn from each other's experiences. In order to promote a more even distribution of power and influence, it is important that gender roles and norms regarding manliness/masculinity and womanliness/femininity are reviewed, discussed and questioned. A crucial success factor in this work is that men and boys help to drive the issue. Here, exchange of experiences regarding tools and good practice is vital. It is also important to strengthen dialogue, and involve more policy areas within the Nordic co-operation and a broader spectrum of actors in different sectors, to tackle this challenge.

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

Ensure gender equality in leadership with more women in leading positions.

In the Nordic region, equal representation of women and men in positions of power has been a prioritised issue. However, despite initiatives,

the proportion of women holding top positions in business circles is small. There are good examples in the Nordic region of how to enable women to advance in working life. To ensure gender equality in leadership, it is very important to collaborate with the social partners and continue to strengthen collaboration with the private sector.



PHOTO: STIG MARLON WESTON

4. GENDER EQUALITY WORK WITH FOCUS ON MEN AND MASCULINITIES

Over time, the Nordic countries' gender equality policies have increasingly emphasised that gender equality also applies to men. It is often said in the Nordic context that gender equality can only be attained with the participation of men, but at the same time, initiatives involving men, boys and gender equality have long been limited in scope and often project-based. Consequently, a more long-term and prioritised commitment is required. Men must be included and seen as important drivers for change. Notions of gender that affect and restrict women also affect men. When these notions are challenged, both women and men have greater freedom and more opportunities. Changing norms brings both advantages for the individual and gains for society as a whole. The latter may involve a greater sense of security, improved public health, reduced violence, improved results for boys in school, and breaking up the gender-segregated labour market as well as broadening recruitment to the public sector.

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

Involve boys and men in the work on gender equality, and challenge restricting norms and gender stereotypes.

Men have more power and influence, own more, and have higher incomes than women. Women still have the main responsibility for unpaid home and care work. At the same time, the perception that men must be strong and independent makes them vulnerable. Men, for example, do not seek treatment or help to the same extent as women, particularly in terms of mental health. Boys have worse results in school, and men both perpetrate and are victims of violence. A success factor is to integrate issues of masculinity norms in other ongoing gender equality work,

and to highlight how work to change masculinity can impact the genders. Men and masculinity issues must be raised explicitly in the gender equality work, and not just by implication, and show and explain how, under current masculinity norms, men and boys are both privileged yet risk being afflicted in many ways. More knowledge linked to issues of masculinity, men, boys and gender equality is needed. Today, there is a call for comprehensive and long-term knowledge support to businesses and organisations, not least on local and regional levels, regarding methods to bring about change in masculinity norms. The focus area will therefore place particular emphasis on implementing more long-term initiatives in relation to the following thematic areas: men and education; men and parenthood; research and knowledge.



OUTWARD-LOOKING AND VISIBLE COLLABORATION ON GENDER EQUALITY POLICY

The Nordic region and the Nordic countries have a strong profile in global terms, and the Nordic brand is well known. Interest is constantly growing in the Nordic experiences of building up and developing societies characterised by high productivity, gender equality, social security, and a healthy environment. The vision of the Nordic collaboration to be an outward-looking region makes it important to strengthen the Nordic coordination internationally. The role of the Nordic co-operation on gender equality is also to support the countries' international commitments on gender equality and to create horizontal synergies in the Nordic region.

Co-operation with the Nordic region's close neighbours will continue to be prioritised, including the Baltic states. The Nordic-Baltic co-operation on gender equality involves dialogue and equality, and is based on a separate Nordic-Baltic framework for co-operation on gender equality (2016) and on the Nordic Council of Ministers' overarching guidelines for co-operation with Estonia, Latvia and Lithuania.

The Nordic co-operation on gender equality will continue to promote sustainable development in the Arctic, by particularly raising a gender-equality perspective as a condition for this. The work will be based on the Arctic Co-operation Programme (2018-2021).

UN Commission on the Status of Women (CSW)

The Nordic Council of Ministers has participated in the UN Commission on the Status of Women (CSW), to showcase Nordic co-operation on gender equality and enable exchange of experiences on prioritised themes. Nordic participation and events in connection with the CSW will continue to promote fruitful exchanges and dialogue about the Nordic work on gender equality and current co-operation issues, and show how it can be used to promote and drive the joint work on gender equality at an international level.

The Nordic Gender Effect at Work

The right to decent working conditions and gender equality are two important global issues addressed in the UN Agenda 2030. The Nordic Gender Effect at Work was initiated by the Nordic prime ministers for the period 2017-2019, with the aim of sharing Nordic experiences in the area, and promoting gender equality both as an objective in itself and as being crucial for decent working conditions and economic growth on a global arena. The initiative has been implemented in collaboration with the Nordic Council of Ministers for Labour (MR-A). The Nordic Gender Effect at Work has promoted the Nordic message that shared parental leave, access to quality and affordable child care, a flexible working life, and gender

equality in leadership are the keys to healthy and sustainable societies. At the same time, challenges remain in the Nordic region in these particular areas. During the programme period, the partnerships, alliances and synergies created in the initiative will be upheld, and opportunities for further initiatives and collaborations will be considered.

EU

The Nordic co-operation can be used as a platform for sharing and acquiring knowledge and experiences on, for example, key EU programmes and initiatives regarding gender equality. The Council of Ministers for Gender Equality (MR-JÄM) can promote Nordic interests in the EU by collaborating on, for example, representation of interests.



PHOTO: PONTUS HÖÖK

GENDER MAINSTREAMING

Gender equality is generated where ordinary decisions are made, resources allocated, and norms created. The gender-equality perspective must be integrated in the everyday work and activities in the Nordic co-operation as a whole. Gender mainstreaming as a strategy has been developed to counteract the tendency for gender equality issues to be sidelined. In the Nordic co-operation, gender mainstreaming is vital to attaining the goal of gender equality. Consequently, this assumes that gender equality is a consistent perspective throughout the organisation. The strategy also means that gender equality is not just an issue for the experts, but a responsibility that lies in all sectors, with all employers and employees. Everyone involved must be given the opportunity to learn more

about gender equality, differences in women's and men's work conditions, and the gender equality challenges that must be addressed. According to a decision by the Nordic Ministers for Co-operation (MR-SAM), every sector within the Nordic co-operation is responsible for formulating and attaining goals for gender equality, based on sector-specific issues, and for reporting about their work. The sectors are to integrate gender perspectives in their work by making these perspectives visible in decisions and initiatives.

Dialogue and collaboration between the different sectors and the gender equality sector is necessary. The gender equality sector will continue to support the development of the work.



IMPLEMENTATION

OPERATIONALISATION OF THE CO-OPERATION PROGRAMME

The co-operation programme guides the activities in the gender equality sector and describes the most important political prioritisations during the programme period. At the same time, the co-operation is to be dynamic and sufficiently flexible, so that it can be adapted to and meet the countries' needs and the prevailing issues being addressed by the governments of the Nordic countries, the Faroe Islands, Greenland and Åland.

The work on gender equality will be supported by solid knowledge and facts, such as statistics disaggregated by gender and age, research with a gender perspective, evidence-based discussion papers and reviews. Methods can include communication of good examples, creation of platforms for pan-Nordic and international discussions and networks, opinion shaping, research into gender equality at pan-Nordic level or compilation of research reviews, and exchange of information on national legislation.

During the programme period, the activities of the gender equality sector will also be seen in the context of other policy documents that apply for the Nordic Council of Ministers. These documents include co-operation programmes in other sectors, the vision

for the Nordic inter-governmental co-operation (*Together We Are Stronger*), and the national presidency programmes.

Particularly important is the cross-sectoral strategy regarding children and young people, which runs until 2022. This strategy stipulates that the Nordic Council of Ministers will integrate a child rights and youth perspective in its work to increasingly highlight and respect the voices of children and young people. Furthermore, three special priority areas are presented that the gender equality sector should consider in its work during the programme period. These include a strong support to and inclusion of vulnerable children and young people; continued collaboration with and support to civil society; and improved knowledge dissemination and initiatives to improve competencies.

In addition, Agenda 2030 and the UN Sustainable Development Goals (SDGs) will be particularly important for the gender equality sector during the programme period, involving all the goals based on the principle of gender mainstreaming. The work of the gender equality sector is particularly relevant, and offers scope for advocacy in relation to Nordic contributions to Agenda 2030, and the attainment of its goals, as gender equality is seen as necessary for sustainable development.



PHOTO: NORDIC INNOVATION FLICKR

ORGANISATION IN THE SECTOR

Nordic Council of Ministers for Gender Equality (MR-JÄM)

MR-JÄM is the highest decision-making body in the Nordic co-operation on gender equality, and steers the strategic orientation of the work of the gender equality sector. MR-JÄM comprises the Nordic Ministers for Gender Equality, and generally meets once a year. The ministerial meetings will form the basis of relevant political discussions, and will be an arena for exchanging experiences and developing the co-operation. The Nordic countries have a one-year, rotating presidency of the Nordic Council of Ministers.

Nordic Committee of Senior Officials for Gender Equality (EK-JÄM)

EK-JÄM is responsible for preparing business for MR-JÄM and for implementing its decisions. EK-JÄM may make a number of decisions on behalf of MR-JÄM. EK-JÄM is also responsible, administratively and in terms of content, for activities in the gender equality sector in close collaboration with the Secretariat of the Nordic Council of Ministers and Nordic Information on Gender (NIKK). The presidency of EK-JÄM is responsible for leading the work in the committee. EK-JÄM is also a forum for exchange of knowledge and experiences that will help to create opportunities for policy development

in the individual countries. EK-JÄM follows up the implementation of the co-operation programme, and receives the results of the activities implemented in the programme.

Nordic Information on Gender (NIKK)

NIKK is MR-JÄM's co-operation body, and works towards attaining the main goals and sub-goals in the co-operation programme. The co-operation programme steers and guides the work and priorities of NIKK during the programme period, 2019-2022. NIKK's mandate comprises generation and dissemination of knowledge. This includes:

- Compiling and strategically disseminating research, policies, knowledge and practice, on the basis of a Nordic and cross-sectoral perspective, to help implement the co-operation programme and gender-equality policies in the Nordic region.
- Communicating and showcasing MR-JÄM's activities in various fora.
- Supporting MR-JÄM, its Committee of Senior Officials (EK-JÄM) and the presidency with a knowledge base and communication that contributes to prioritised activities and projects. The support also includes sharing expertise, experience, contacts and communication channels relevant to the Nordic co-operation.

- Initiating and undertaking activities in connection with the implementation of Nordic co-operation programmes, national presidency programmes, and action plans regarding gender equality.
- Undertaking assignments that fall within NIKK's areas of operation from other Nordic Councils of Ministers, assuming that additional resources are allocated, and that implementation is compatible with other prioritised activities.
- Managing MR-JÄM's funding programme, the Nordic Gender Equality Fund, in accordance with its guidelines. NIKK also has proactive responsibility for systematically monitoring the progress of

fund projects, and how they can strategically contribute to the implementation of the co-operation programme.

EVALUATION AND FOLLOW UP

The initiatives and implementation of the co-operation programme should be reviewed in a mid-point evaluation in 2020, to yield information about possible improvements or changes in terms of the strategic focus areas and in relation to its formulation of goals. In addition, the overall implementation of the programme should be evaluated during 2022, to provide information relevant to the subsequent programme period, 2023-2026.



PHOTO: PONTUS HÖÖK



PHOTO: MAGNUS MØLLER RITZAU SCANPIX



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NORDIC CO-OPERATION PROGRAMME ON GENDER EQUALITY 2019-2022

The co-operation of the Nordic countries, the Faroe Islands, Greenland and Åland on gender equality is to effectively contribute to the Nordic region becoming a gender-equal region. Achieving a gender-equal society requires an active gender equality policy that not only improves the situation for the individual but also lifts society. Utilising women's and men's, girls' and boys' competency, experience and ability to exert influence is vital for creating a sustainable future. The Nordic Co-operation Programme on Gender Equality 2019-2022 has four focus areas: Future of work and economic growth; Welfare, health and quality of life; Power and influence; Gender equality with focus on men and masculinities. The programme also promotes an outward-looking and visible collaboration, and puts emphasis on gender mainstreaming within the Nordic Council of Ministers.