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## Gender Equality Creates Sustainable Societies

Nordic co-operation on gender equality  
2011–2014

**Gender Equality Creates Sustainable Societies**  
Nordic co-operation on gender equality 2011–2014

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**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 three autonomous areas: 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.

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# 1. Introduction

Nordic co-operation, which involves Denmark, Finland, Iceland, Norway and Sweden, as well as the autonomous territories of the Faroe Islands, Greenland and Åland, was formalised with the establishment of the Nordic Council (NC) in 1952. The Helsinki Treaty, signed a decade later in 1962, constituted the formal political document that would regulate Nordic co-operation. The Treaty was last amended in 1995. In 1971, the Nordic Council of Ministers (NCM) was set up to look after co-operation between the Nordic governments and political leaders in the autonomous territories. Formal gender-equality policy co-operation in the Nordic Region commenced in 1980 with the establishment of the Council of Ministers for Gender Equality (MR-JÄM). For further information about the evolution of Nordic co-operation on gender equality, please refer the list of milestones in the Appendix.

Since it was set up, the NCM has worked actively to develop and promote equal treatment and gender equality in the Nordic societies. In a Nordic context, this means that power and influence are distributed equally between all women/girls and men/boys, and that women/girls and men/boys have the same rights, duties and opportunities in all areas of society and throughout all phases of life. An equal society presupposes a society free from all types of gender-related violence and other forms of discrimination. The active participation of men and boys in gender-equality work is a prerequisite for achieving a genuinely equal and diverse society.

Endowing all men/boys' and women/girls' experience, knowledge, competences and perspectives with equal value guarantees not only a sustainable society, but also a better and more just society. Equality entails all available human resources being brought into play to a greater extent, and this in turn increases opportunities to generate economic growth and guarantees welfare.

The Nordic co-operation on gender equality is based on a common democratic tradition and history. Co-operation has been and still is of mutual benefit to the Nordic countries, the autonomous territories and the adjacent areas. It is important that the relatively small Nordic welfare societies exchange experiences, benefit from each other's expertise and conduct political debates in order to develop the content of the work and achieve a greater understanding of gender equality, equal status and diversity.



The new programme must fulfil the *Nordic synergy* criterion stipulated by the NCM. This means that the programme's prioritised activities and policy direction must address the needs, interests and wishes of all five Nordic countries and three autonomous territories. In this context, it is particularly important to be aware of the Region's obligations and responsibilities in relation to its indigenous peoples.

Like all policy, gender-equality policy is affected by general social development, by employers and trade unions, by civil society, by the voluntary sector and by the shifting focus of public opinion. A dynamic society requires a dynamic gender-equality policy. Nordic co-operation emphasises synergies across national borders, which means the Region is better able to face up to and address these challenges and changes than the individual countries would be alone. This therefore benefits each individual country and autonomous territory.

The Nordic Region is also part of an increasingly globalised world. In 2007, the Nordic prime ministers agreed to revamp Nordic globalisation work. The NCM has since launched a series of globalisation initiatives anchored in the different councils of ministers. In this context, the Council of Ministers for Gender Equality will continue work to integrate equality, which is a strong Nordic brand, into its various initiatives and activities.

For the Nordic countries, being part of a globalised world means demonstrating international commitment. Gender equality is part of the Nordic identity and has been a basic pillar of our democracies and the development of our welfare models. The vision for the NCM's gender-equality work is that it will serve as a model for others at an international level, showing how we in the Nordic Region are responding to the challenges of globalisation by implementing a gender-equality policy that will ensure a sustainable society in the future.





## 2. Organisation

The Nordic gender-equality work is co-ordinated by the Council of Ministers for Gender Equality (MR-JÄM) and the Committee of Senior Officials for Gender Equality (EK-JÄM). In addition, whenever the need arises, other sub-committees and working groups are set up to support this work.

The other nine councils of ministers and committees of senior officials are responsible for implementing the NCM's policy on gender mainstreaming in their own councils, committees and associated institutions. As per the sector principle, each sector is responsible for developing its own holistic policy.

The Nordic Gender Institute (NIKK), under the Council of Ministers for Gender Equality, is one of the policy instruments in the gender-equality area. As a Nordic institution, NIKK has been run on the basis of three-year performance contracts with the NCM. Based on a study to be conducted in 2011, decisions will be made in relation to the NCM's future mandate, function and links with the NIKK.

Co-operation with the three Baltic states is co-ordinated by the NCM Secretariat (NCMS), which arranges annual meetings between civil servants from the Nordic Region and the Baltic states. Nordic–Baltic (NB8) meetings at ministerial level are held whenever the need arises. Co-operation with the Baltic countries takes place in close contact with the local NCM offices in those countries. Co-operation with North-West Russia is organised in a similar manner.

## 3. Challenges facing Nordic co-operation on gender-equality policy

Nordic co-operation on gender-equality policy faces new challenges on a number of levels. These challenges concern both internal aspects of Nordic co-operation and the Nordic societies' relationship to a changing world.

In addition to the policy challenges, the new programme for co-operation must also meet the equality challenges facing new groups in the Region. It must address other global issues that require new thinking and innovation



by its most talented people so that the Nordic welfare model continues to develop, even though the number of senior citizens is rising compared to the proportion of the total population who are of working age.

### 3.1 Internal challenges in Nordic bodies

Traditionally, the NCM has been involved in work on gender equality within the Nordic institutions and bodies. Various initiatives have been introduced, both internally and in the central joint secretariats, in other Nordic institutions and offices, and in sub-committees and councils.

- I. By 2012, all councils of ministers must identify and integrate relevant equality perspectives into their activities.
- II. The Secretariat of the Nordic Council of Ministers (NCMS) must develop into a workplace where both women and men are able to balance their career with their families
- III. The Policy for Equality and Diversity 2011–2015 for employees in the secretariats of the NCM, Nordic Council (NC) and Nordic Cultural Fund (NCF), shall be implemented – especially in relation to age, gender and nationality, but also in relation to the diversity of Nordic society with regard to ethnic origin, religion, beliefs, disability and sexual orientation.

Since 2006, the status of the internal gender-equality situation in the Nordic bodies has been evaluated via a report to the annual Session of the Nordic Council. The report's focus has been on the integration of a gender and equality perspective, as well as gender-equality statistics in relation to members of councils, committees and employees in Nordic institutions.

The NCM must create a joint understanding, commitment and organisational/administrative structure that ensures the implementation of Nordic co-operation on gender-equality policy. Equality policy must be integrated into all councils of ministers, bodies, councils, institutions, sectors and committees. Each sector will have independent responsibility for implementing integration in its area. This means that the sectors must work to achieve and implement the adopted equality-policy objectives, and report back on the initiatives used to achieve them.

The activities of the Nordic bodies and institutions ought to be able to serve as good examples of active Nordic gender-equality co-operation. One precondition for this is that there is continuous improvement of both skills and the way in which we organise gender mainstreaming. As a result, the Council of Ministers for Equality will, during the planning phase, intensify and extend the internal work on gender mainstreaming in the Nordic institutions and



bodies. It will also play a role in the NCM's development of Nordic gender statistics in relevant areas so that it is possible to identify similarities and differences between the countries and autonomous territories. Documentation and knowledge are necessary prerequisites for promoting equality and counteracting discrimination. It is therefore highly important that the NCM's research and development work also integrates the gender perspective where relevant. This is particularly true of Nordforsk, which is the NCM's most important player in the research area.

The integration of a gender perspective is one of two recurring intersectoral themes for this programme period. The Committee of Senior Officials for Gender Equality plans to implement new initiatives to increase awareness of both the gender perspective and the necessity of this, and at the same time to find new methods of reporting back and making visible the work being done in all of the different Nordic sectors and institutions. During the four-year period, the Committee of Senior Officials will therefore actively work to implement and anchor a more effective and binding reporting system for ministerial councils, bodies, other councils, institutions, Nordic sectors and committees, i.e. in relation to the annual gender-equality reports to the Nordic Council.

### **3.2 External challenges in the Region and globally**

In a global context, the Nordic countries have served as a model for gender-equality policy. This is because the Nordic Region has, to a great extent, succeeded in implementing a gender-equality policy that has affected the day-to-day lives of most people. The Nordic countries therefore rank highly on various international barometers.

There is major international interest in various aspects of the Nordic countries' gender-equality policies, methods, initiatives and results, including:

- how we are able to balance high employment among women with relatively high fertility rates
- how we have involved men in the development of gender-equality policy
- how we have redistributed power, influence and duties of care between women and men
- how we have integrated family and equality policy and thereby made it possible for both genders to combine work and family life
- how we have worked to ensure that violence in relationships has been put on the political agenda, leading to initiatives to help both victims and perpetrators.



Greater international co-operation and global influence bring new gender-policy challenges. Nordic gender-equality policy is no longer automatically a model for other countries. Both inside and outside the Nordic Region, many see gender equality as something that only rich, well-functioning Western democracies can afford. This represents a challenge for Nordic co-operation on gender-equality policy. It is therefore important to make visible the way in which Nordic gender-equality policy has evolved over time, and to show how equality has formed the basis for the development of our democratic welfare state. During the recent global financial crisis, the Nordic countries have also shown that our equal societies are far more sustainable in times of economic recession. Gender equality therefore contributes to economic growth and continued welfare.

At a global level, the challenges in this policy area include not just gender but, to a greater and greater extent, different and diverse ethnic, religious and cultural affiliations, variable social or regional experiences and backgrounds, different phases of life, age and family constellations. In this context, we must also include the Nordic indigenous peoples. In addition, gender-equality policy has also become an important development factor in the wake of wars and conflicts, especially in countries where democratic structures and public-sector administration, including social and health services, are weak or non-existent.

If the objective of Nordic gender-equality policy co-operation is to continue to be the best in the world and to be a model for other countries, then its content must be developed not only in response to the social challenges faced in the Region, but also in relation to global conditions. This may, for example, include the consequences of:

- changes in the age demographics of the population, with an increasing proportion of older people in our part of the world
- population change based on, among other things, increased mobility between countries and continents
- social and climate change in the Region in relation to its effect upon indigenous peoples
- new ways of working that balance work and family life
- strong gender divides in education and training – e.g. girls increasingly take higher education while boys drop out or do not take higher education to the same extent
- a strongly gender-divided Nordic labour market, which is a major factor in unreasonable wage differentials
- gender-related violence, which remains the most serious obstacle to equality and equal participation in all areas for girls/women and boys/men.

Diversity and equal treatment for all requires new perspectives and alliances with more stakeholders, e.g. the private sector, voluntary sector, researchers, decision-makers, etc., in order to achieve the goal of a truly equal society.



## 4. Prioritised themes and areas 2011–2014

Nordic work on gender equality is wide-ranging. It has therefore been necessary to limit the work's focus and resources. The prioritised themes and areas for the current plan period are divided into three co-operation constellations, each with their own prioritised theme and examples of potential activities:

- I. Co-operation in the Nordic Region
- II. Co-operation with the three Baltic states (Estonia, Latvia, Lithuania)
- III. Co-operation with North-West Russia.

A four-year period may be too long to allow for the emergence of new challenges. The prioritised themes and areas will therefore be evaluated on an ongoing basis and adapted by each Presidency, both in its sectoral programme and in the annual action plan. The Council of Ministers for Gender Equality will also conduct a more thorough mid-point evaluation in 2012 in order to assess each of the three co-operation constellations and their content.

Nordic co-operation on gender policy has two intersectoral themes: *I. Integration of a gender and equality perspective* and *II. Active participation by men/boys*. These will be integrated into all of the prioritised themes, areas and constellations mentioned in the co-operation programme.

The intersectoral themes shall be incorporated into the relevant prioritised themes and into the activities that emerge from them, e.g. in the annual action plans. Integrating the two intersectoral themes will increase the visibility of men/boys' and women/girls' needs, routines and life situations.

This approach will reduce the risk of people receiving different treatment on the basis of gender. At the same time, it will increase awareness of the fact that gender plays a role in co-operation and in policy formation, as well as the fact that the work of developing gender-equality policy must also involve men/boys.

The goal of Nordic co-operation on gender-equality policy is also to develop gender mainstreaming as a method, and thereby strengthen it as a strategic tool for improving work on equality.





## 4.1 The Nordic Region

Gender-equality co-operation should have the same prioritised themes both for the five Nordic countries (Denmark, Finland, Iceland, Norway and Sweden) and for the three autonomous territories (the Faroe Islands, Greenland and Åland). However, the activities that emerge from the general themes must be specifically adapted to the challenges facing the autonomous territories and the Nordic Region's peripheral areas.

The prioritised themes for Nordic gender equality co-operation are:

1. equality on the labour market
2. equality in education
3. gender, ethnicity and equality
4. zero tolerance for gender-related violence.

Current activities can be adapted to suit the prioritised themes as well as local conditions and prerequisites. For example:

- Developing activities and initiatives that ensure that girls and boys have the opportunity to break with gender-specific trends in education and training
- Developing methods and initiatives that enable boys and girls to relate critically to gender stereotypes – e.g. through teaching about equality in kindergarten and school, and via campaigns directed at those who provide guidance to young people about their choices of education and training
- Ensuring equality between women and men as well as diversity in the management of research institutions, universities, colleges, etc., including management in the private and public sectors and on company boards
- Reducing the gender divide on the labour market, and in doing so even out wage differences between men and women
- Ensuring diversity, equality and full participation of all women/girls and men/boys, irrespective of ethnic and cultural background, in order to enable everybody to realise their potential and resources (in this context, particular emphasis should be placed on the indigenous peoples of the Nordic Region)
- Work to end gender-related violence, including initiatives to prevent human trafficking for sexual purposes.



## 4.2 The Baltic states

Gender equality co-operation with the three Baltic states (Estonia, Latvia and Lithuania) is regulated, in the same way as the other areas of co-operation, by the currently valid general documents. At the start of the co-operation programme in 2011, the following general documents were valid: *Guidelines for the Nordic Council of Ministers' Co-operation with Estonia, Latvia and Lithuania 2009–2013* and *Joint Nordic–Baltic Mobility Programmes 2009–2013*, which deals with the areas public administration, business and industry, and culture.

If the two above-mentioned documents are amended, or if new general control documents are drawn up, the affected parts of the four-year co-operation programme will be amended accordingly. The first document stipulates co-operation ... “based on common values such as democracy, good governance, equality, freedom of speech and tolerance and allowing cultural co-operation, amongst other things, to serve as a link in Nordic–Baltic relationships ... Gender-equality principles are central and will continue to be integrated into the co-operation”.

All of the themes have been developed via dialogue between the NCM’s offices in the region and the Secretariat, civil society and the voluntary sector in each country. The priorities for the plan period 2011–2014 were developed against the background of the input received, which was processed and approved by the authorities responsible for gender-equality policy in the three Baltic countries.

The prioritised general themes for Nordic–Baltic co-operation on gender-equality policy are:

1. equality on the labour market
2. training in gender-equality
3. equality/equal treatment in public spaces and in the media
4. zero tolerance for gender-related violence.

Current activities can be adapted to suit the prioritised themes and local conditions and prerequisites. For example:

- Tangible initiatives to ensure the adaptation of work and family life, and more equal participation of women and men in positions of power in politics and business
- Gender-equality training for all ages and in all contexts, e.g. in kindergartens and schools (by adapting teaching materials developed in the Nordic Region), and also in the private and public sectors, via key personnel
- Publicising local success stories in order to generate greater public awareness of the sustainable nature of a truly equal society



- Building local networks of experienced experts who will share their experiences of gender-equality work with new groups and stakeholders
- Work to counteract gender-related violence, including initiatives to prevent human trafficking for purposes of sexual exploitation.

The country holding the Presidency of the Nordic Council of Ministers can, in its sectoral programme and annual action plan, expand the range of activities as long as those activities come under the four priorities and overall themes mentioned above.

Two of the overall themes within Nordic-Baltic co-operation on gender equality – *I. Integration of the gender and equality perspective* and *II. Active participation by men/boys* – shall be integrated into the four prioritised themes and the activities derived from them.

### 4.3 North-West Russia

The Nordic Council of Ministers' co-operation on gender-equality policy with North-West Russia is regulated, in the same way as other areas of co-operation, by the currently valid documents. At the start of the co-operation programme in 2011, the following general documents were valid: *Protocol of intent between the Nordic Council of Ministers and the Government of St Petersburg of the Russian Federation and Guidelines for the Nordic Council of Ministers' co-operation with North-West Russia 2009–2013*.

If the two above-mentioned documents are amended, or if new general control documents are drawn up, the affected parts of the four-year programme for co-operation will also be amended. As stated in these two documents, co-operation must include “*the development of gender equality*” and ensure that “*gender-equality principles are central and will be integrated into the co-operation*”.

All of the themes are developed in dialogue between the Council of Ministers' offices in the region and the Secretariat, civil society and the voluntary sector in each country. The priorities for the plan period 2011–2014 were developed against the background of the input received, which was processed and approved by the authorities responsible for gender-equality policy in the region.

The prioritised general themes for the co-operation with North-West Russia on gender-equality policy are:

1. gender-equality training
2. zero tolerance of gender-related violence.



Current activities can be adapted to suit the prioritised themes and local conditions and prerequisites. For example:

- Equality training in kindergartens and schools (by adapting materials developed in the Nordic Region) as a starting point for further dissemination in the region
- Developing an improved conceptual system for gender-equality policy in the region by encouraging interest in gender equality among new target groups
- Implementing gender mainstreaming in specific public and private institutions (partly using methods/materials developed in the Nordic Region), for dissemination in the region by key local players
- Creating local networks of experienced experts who are able to share their own experiences with new groups and stakeholders
- Providing information about equality-policy co-operation between North-West Russia and the Nordic Region at new or existing meeting places and networks
- Translating positive Nordic experiences of gender-equality work into Russian (including adaptation to Russian conditions and language)
- Establishing meeting places and operational networks for civil society and voluntary organisations in order to ensure further development of an equal society
- Work to end gender-related violence, including initiatives to prevent human trafficking for sexual purposes.

The country holding the Presidency of the Nordic Council of Ministers can, in its sectoral programme and annual action plan, expand the range of activities as long as those activities can be embraced under the two prioritised overall themes for the co-operation.

All themes related to co-operation with North-West Russia involve two themes: *I. Integration of the gender and gender-equality perspective* and *II. Active participation by men/boys*. These must be integrated into the two prioritised themes and the activities derived from them.

#### **4.4 International co-operation**

Nordic gender-equality policy already attracts major international interest. The focus of this attention is on the continually growing awareness of the value of gender equality within the workplace, family life and in society in general. The Council of Ministers for Gender Equality therefore puts a great deal of effort into supporting ongoing fruitful international co-operation under the auspices of the UN, EU and Council of Europe.



The area within Nordic gender equality co-operation that is particularly important in a European context is women's participation in working life and in decision-making processes, as well as the ways in which men and women share and participate in duties of care within the immediate family. The Nordic experience of the even distribution of care, power and influence has proven more sustainable than other models in terms of positive social developments.

Where relevant, the Nordic countries and autonomous territories already work with a number of EU institutions and international organisations such as the Organisation for Economic Co-operation and Development (OECD), the Organization for Security and Co-operation in Europe (OCSE and International Organization for Migration (IOM). In the new plan period, the Council of Ministers for Gender Equality will also work towards closer and regular co-operation with the new European Institute for Gender Equality in Vilnius.

In the UN, the Nordic countries and autonomous territories participate on equality-policy initiatives that, among other things, underline the importance for women's rights of the 1995 UN Platform of Action. The Nordic Council of Ministers for Gender Equality will continue to participate in the UN's annual Commission on the Status of Women (CSW) to raise the profile of Nordic co-operation on gender-equality policy, and underpin the importance of global co-operation in this area. The CSW will also be used as a source of new perspectives for Nordic co-operation.





## 5. Appendix

# Milestones in Nordic co-operation on gender-equality work 1974–2010

### 2010

New four-year Programme for Nordic Gender-equality Co-operation 2011–2014 drawn up during the Danish Presidency. Nordic fringe events about results and challenges in relation to Beijing +15 at the UN's annual CSW in New York. Evaluation of the Nordic Gender Institute (NIKK).

Major conferences/seminars and projects:

- Conference on 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 on the labour market
- Project on gender equality among ethnic minorities in the Nordic Region
- Project on globalisation initiatives.

### 2009

The Nordic and Baltic ministers for equality approve a new Nordic–Baltic Programme for Co-operation on Gender Equality 2009–2010. Nordic fringe event on gender equality and climate change at the annual UN CSW in New York. Nordic fringe event on gender equality and climate change at COP-15, Copenhagen, Denmark.

Major conferences/seminars and projects:

- Seminar on gender equality in the law, Torshavn, Faroe Islands
- Seminar on gender equality in the school, Torshavn, Faroe Islands
- Nordic conference on teaching gender-equality issues in the school, 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 Council of Ministers for Education and Research. MR-JÄM supports the project.



The report *Global Pressure – Nordic solutions? Nordic Globalisation Barometer 2008* is written for the Nordic Globalisation Forum in Sweden. A Nordic conference is later held 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 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.

Major conferences/seminars and projects:

- Nordic seminar: *Men’s violence against women, honour-related violence and oppression, and measures to combat trafficking in human beings for sexual purposes*
- Session of the Nordic Council.

## 2007

Nordic–Baltic Ministerial Conference. The ministers for gender equality discuss human trafficking for sexual purposes. Nordic fringe event on the new Nordic role of the father at the annual UN CSW in New York. Tenth anniversary of *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*, Tammerfors/ Tampere, Finland. A new report is published about the impact of parenthood on women’s and men’s wages. A conference is held on the theme.

Major conferences/seminars and projects:

- Nordic project on leadership in the Nordic Region in a gender perspective
- Project on human trafficking and prostitution in the Nordic Region
- Presentation of the Nordic study *The family and welfare policy schemes in the Nordic Region: Different models and their consequences for equality between the genders*.

## 2006

MR-JÄM approves a new programme for co-operation for Nordic gender-equality work 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 in New York. At the annual Session of



the Nordic Council, the 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 their work. NB8 MR meeting, Tønsberg, Norway. The Nordic and Baltic ministers for gender equality adopt a Nordic-Baltic programme for co-operation on equality for the years 2007–2008. A Nordic white paper on youth and gender equality is presented to the ministers by a Nordic youth panel.

Major conferences/seminars and projects:

- Conference on research into men, Reykjavik, Iceland
- Conference on family and welfare schemes in the Nordic Region
- The conference *The process towards integrating a gender perspective into the budgetary process (gender budgeting): The Nordic experience* concludes the Nordic project in this area.
- Seminar on co-ordinated efforts to combat human trafficking, implemented in collaboration 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 annual UN CSW in New York. An evaluation of the Nordic Gender Institute (NIKK) is conducted by Rambøll Management at the behest of EK-JÄM.

Major conferences/seminars and projects:

- Nordic conference on gender and youth, with special focus 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
- The co-operation project *Equality in the Nordic Region* follows up on a previous seminar on integration and equality.

## 2004

30th anniversary seminar for Nordic gender equality co-operation, Reykjavik, Iceland. Action Plan for Men and Gender Equality 2004–2005 approved. The action plan takes up four themes: gender socialisation, men and violence, men and the gender divide on the labour market, and men, work and family. Various activities are launched. NB8 ministerial meeting adopts a new Nordic–Baltic co-operation programme for 2004–2006. The ministers decide to propose co-ordination of authorities', organisations' and the various task forces' efforts in the fight against trafficking. Collaboration is initiated with the Council of Ministers for Narcotics and the Council of Ministers for Health and Social Affairs, with a particular focus on North-West Russia. Action



Plan for Social Wellbeing drawn up and presented at a kick-off seminar in St Petersburg in September. Nordic fringe event at the Northern Dimension Partnership on Public Health and Social Wellbeing (NDPHS) a ministerial meeting in Tallinn, Estonia.

Major 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/Åbo, Sweden. 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*. This is a collaborative project between EK-FINANS AND EK-JÄM.
- *Evaluating Equal Pay* project starts as part of a collaboration between EK-JÄM and EK-A.

## 2003

Major 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 public space.

## 2002

Nordic–Baltic campaign against trafficking of women in the Nordic and Baltic countries. The campaign is a collaboration between the countries' justice and equality ministries. Meeting on equality between women and men in a multicultural Nordic Region, Oslo, Norway. New website launched: [gender.norden.org](http://gender.norden.org)

Major conferences/seminars and projects:

- Nordic research conference on politics and gender construction: *The equal Nordic Region as a future workshop*, Stockholm, Sweden
- *Of course we have gender equality – do we need to go on about it?* Nordic conference on girls' and boys' gender socialisation in public space.

## 2001

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



Major 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?* – the conference *Men, work and gender equality* is held in Copenhagen, Denmark.

## 2000

MR-JÄM approves a new co-operation programme for Nordic gender-equality work 2001–2005. It prioritises three themes:

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

Major 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

During the *Women’s World* conference in Tromsø, Norway, a Nordic Council of Ministers meeting is held and the equality ministers participate in a debate on welfare in the Region.

Major 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, a plan for integrating equal opportunities in the NCM Secretariat is approved. First Nordic-Baltic meeting of equality ministers held. Programme for Nordic-Baltic co-operation 1998–2000 approved.

Major conferences/seminars and projects:

- Nordic conference: *Women, work and the economy*, Reykjavik, Iceland
- Nordic-Baltic conference: *Women and Men in Dialogue*, Valmiera, Latvia.



## 1996

Major 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 programme for co-operation for Nordic gender-equality work 1995–2000. It prioritises five themes:

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

The Nordic Gender Institute (NIKK) is established and located at the University of Oslo.

## 1994

Nordic Forum, Åbo/Turku, Finland. In conjunction with the Forum, a meeting of equality ministers is held. Publication of *Women and Men in the Nordic Countries: Facts and figures 1994*.

## 1990

Nordic project on equal pay for men and women in the Nordic Region.

## 1989

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

## 1988

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

- Women's role in economic development
- Women's and men's opportunities to combine family and work.

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



## 1987

Major conferences/seminars and projects:

- Nordic project about men and gender equality
- Nordic project about Muslim immigrant women
- Nordic project about more women in the IT industry
- Nordic project: *Can we live together?*

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

## 1986

Nordic BRYT project on 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 co-operation programme for Nordic equality work approved by the Council of Ministers for Gender Equality.

Major conferences/seminars and projects:

- Nordic project on women in Nordic politics
- Nordic project on violence in the relationship.

## 1981

An advisor with responsibility for equality is appointed to the Nordic Council of Ministers' Secretariat. Meeting between the central Nordic employers' organisations and the Council of Ministers for Equality. Nordic project on the impact of technological development on women's and men's equality in the workplace.

## 1980

The equality ministers take over responsibility for Nordic gender co-operation. A meeting is held between the equality ministers and the Nordic Council's Social Affairs and Environment Committee. Meeting between the Equality Committee and the Nordic trade unions, Oslo, Norway. Nordic project on the gender divide in the labour market in the Nordic Region.

## 1979

Contact meeting about gender-equality co-operation arranged between representatives of the Nordic Council of Ministers, Nordic Council, trade unions, employers' organisations, representatives of national women's organisations, and officials from a number of ministries in the Region. Nordic project on *social planning and forms 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 the Council of Ministers for Nordic Co-operation. The meeting proposes to establish a Committee of Senior Officials for Equality (EK-JÄM). *Nordic Equality Bulletin No.1* published in June 1978. Nordic project on marriage and dependents in the Nordic Region.

## 1977

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

Major conferences/seminars and projects:

- Nordic seminar: *Legal protection of equality between women and men in the Nordic Region*, Espoo/Esbo, Finland
- Nordic project about mass media and gender equality
- Nordic project on maternity/paternity leave.

## 1976

Nordic seminar: *Gender equality in family and work*, Glumslöv, Sweden.

## 1975

A Nordic contact group on gender issues is set up. Its first meeting is in April 1975.

## 1974

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







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