Is the Nordic Countries a Paradise for Women? And what about the Men?

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Marilyn Monroe

Diamonds are a girl’s best friend
Norden – the Nordic countries

The Nordic countries: Iceland, Norway, Sweden, Finland and Denmark and the autonomous areas: Greenland and Faroe Islands (DK) and Åland Islands (FIN)
“Power and influence should be 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.”

Nordic Cooperation program for gender equality 2011-2014
Gender Equality Index - Report

This report is a result of the Institute’s work of the past three years, which presents a synthetic measure of gender equality – the Gender Equality Index. It is the only index that gives a comprehensive map of gender gaps in the EU and across Member States based on the EU policy framework.

Publication date: 13/06/2013

Related publication:
Gender Equality Index - Main findings (publication date 04/11/2013)
Gender Equality Index - Country profiles (publication date 13/06/2013)
The Global Gender Gap Index introduced by the World Economic Forum in 2006, is a framework for capturing the magnitude and scope of gender-based disparities and tracking their progress.

The Index benchmarks national gender gaps on economic, political, education- and health-based criteria, and provides country rankings that allow for effective comparisons across regions and income groups, and over time.

The rankings are designed to create greater awareness among a global audience of the challenges posed by gender gaps and the opportunities created by reducing them.

The methodology and quantitative analysis behind the rankings are intended to serve as a basis for designing effective measures for reducing gender gaps.
Global Gender Gap
2012 (Survey conducted in 135 Countries)

RANK  Least gap
1. Iceland
2. Finland
3. Norway
4. Sweden
5. Ireland
6. New Zealand
7. Denmark
8. Philippines
9. Nicaragua
10. Switzerland

Source: The Global Gender Gap Report 2012

Economic Participation and Opportunity
1.2.1 Educational Attainment
1.3.4 Health and Survival
1.7 Political Empowerment
Women in the Nordic Parliaments

<table>
<thead>
<tr>
<th>Country</th>
<th>Percentage</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sweden</td>
<td>44.0%</td>
<td>2014</td>
</tr>
<tr>
<td>Finland</td>
<td>42.5%</td>
<td>2011</td>
</tr>
<tr>
<td>Iceland</td>
<td>39.7%</td>
<td>2013</td>
</tr>
<tr>
<td>Norway</td>
<td>39.1%</td>
<td>2013</td>
</tr>
<tr>
<td>Denmark</td>
<td>38.9%</td>
<td>2011</td>
</tr>
<tr>
<td>Belarus</td>
<td>26.6%</td>
<td>2012</td>
</tr>
</tbody>
</table>
Vigdis Finnbogadottir

President of Iceland 1980 – 1996
Gro Harlem Bruntland

The first woman to be Prime Minister in Norway and in the Nordic countries in 1980
Elisabeth Rehn
Minister of Defence, Finland
Archbishop Antje Jackelén

First Female Archbishop for Lutheran-Evangelical Church in Sweden
Nordic Gender Equality Ministerial Meeting 2013
GENDER EQUALITY MINISTERS NORWAY, FINLAND, ICELAND 2010
DENMARK IN 2012

Government in Denmark 2012 was formed by three political parties led by women: Prime minister Helle Thorning Schmidt in the middle and Annette Vilhelmsen to the left and Margrethe Vestager to the right.
NORWAY IN 2013

Prime Ministers Erna Sohlberg and Minister of Finance Siv Jensen
NEW LEGISLATION

WOMEN IN COMPANY BOARDS

Legislation adopted in:

• Norway 2002
• Spain (2007)
• Iceland (2010)
• France, Netherlands, Belgium and Italy (2011)
THE ICELANDIC FATHERS
Øremærket barselsorlov til mænd er den store nøgle til ligestilling. Earmarked paternity leave is the big key to gender equality. The newspaper Politiken.
POWER TODAY
A gender perspective in all decisionmaking, on every level and in every step of the process.

From proposal, to implementation and evaluation.

Is done by the persons that usually does the work…

… with knowledge and process support!
3R method

Representation

Resources

Reality
Challenges for the Nordic countries

• How to guarantee that both women and men are included in all decision-making processes in our societies

• How to reach a balance between women and men in the governments and in boards of companies

• How to get women and men to share the power, resources and caring
THANK YOU

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