

Gender Equality in Sweden

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Statement of Government Policy

- “Sweden’s new Government is a feminist government. Inhibitive gender roles and structures must be combated.”
- “Gender equality policy will be given greater weight in the Government Offices. Ministries and government agencies will receive a clearer mandate for gender mainstreaming in all of their activities. Work will begin on gender budgeting in the Budget Bill.”

Important Reforms to Promote Gender Equality



Swedish Gender Equality - Resulting from Several Factors

- Major reforms mainly motivated by a demand for increased labour force, not primarily gender equality
- Strong women's movement
- A political will to shape a fair and gender equal society

National Policy Objectives for Gender Equality in Sweden

Women and men shall have equal power to shape society and their own lives.

1. Equal distribution of power and influence.
2. Economic equality between women and men.
3. Equal distribution of unpaid care and household work.
4. Men's violence against women must come to an end.

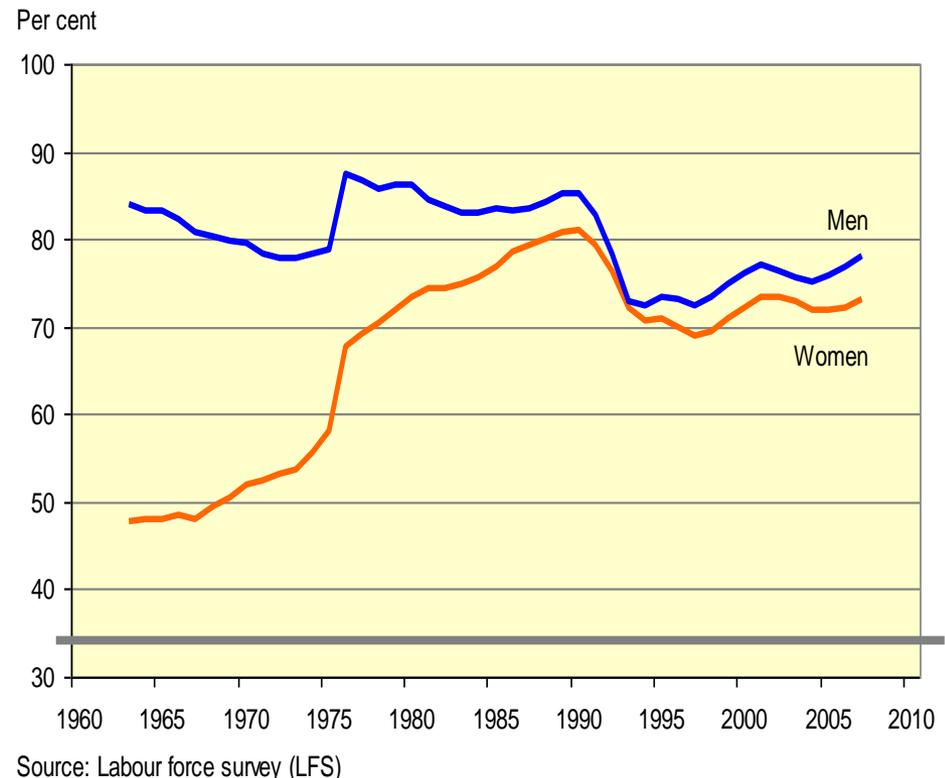


1 Equal Distribution of Power and Influence

- In the Swedish Parliament (Riksdagen) 44% MPs are women and 56% are men
- On boards of state enterprises, 47% women and 53% men
- In the private sector, 24% women on company boards

2 Economic Equality Between Women and Men

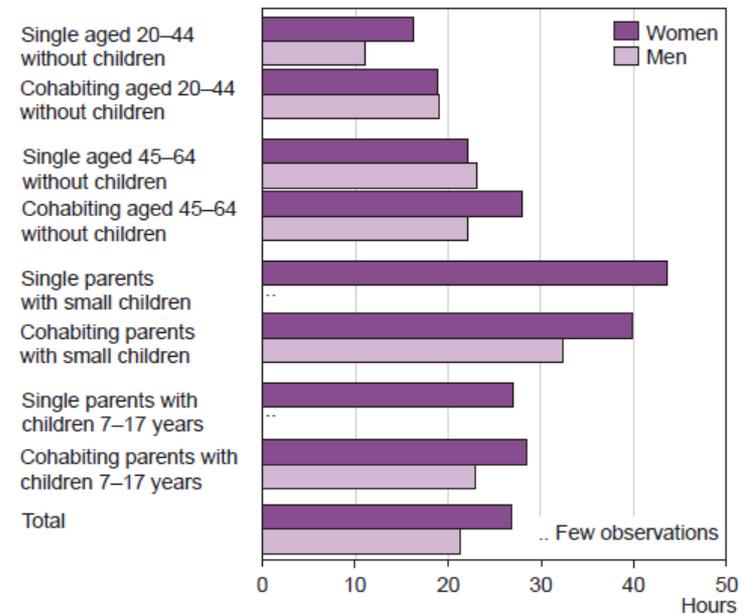
- Employment rate: 77% women, 82% men
- 30% of working women work part-time (fewer than 35 hours a week)
- On average, women earn 14% less than men.



3 Equal Distribution of Unpaid Care – and Household Work

- Time use survey: women spend increasing time on paid work and less on unpaid work – and men vice versa.
- Women spend close to one hour more per day on unpaid work compared to men
- Men spend 1,5 hours more per day on paid work, compared to women
- In 2013, men took out almost 25% of all the parental benefit

Time for unpaid work for persons aged 20–64 by life cycle 2010/11
Hours per week



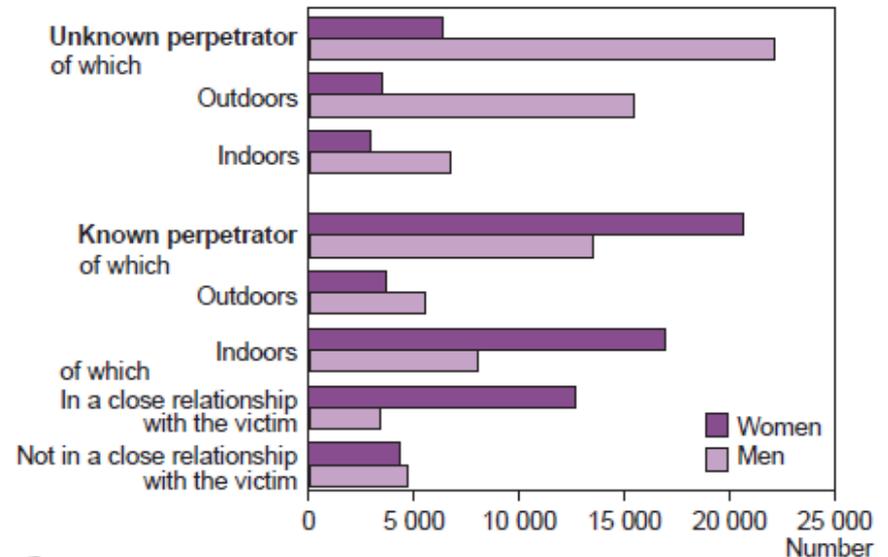
Source: Time use study, Statistics Sweden

4 Men's Violence Against Women Must Come to an End

- In Sweden, there are 180 women's and young women's shelters. In addition, municipalities in larger cities run shelters
- Women are more often than men subjected to violence from a known perpetrator.

Reported assaults 2013

Number of crimes reported that victims aged 18 and above have been subjected to, relation between victim and perpetrator and place of crime



Source: National Council for Crime Prevention

Gender Mainstreaming

- GM has been the Swedish Government's main strategy to achieve the national gender equality policy objectives since 1994.
- “the incorporation of a gender equality perspective in all policy areas, at all levels and at all stages, by the actors normally involved in the policy making process”.

Gender Mainstreaming

- Every Minister in the Government is responsible for gender mainstreaming his or her areas of responsibility
- The Minister for Gender Equality is responsible for coordination, development and follow-ups of the gender mainstreaming work

Gender Mainstreaming

- “Platform for Gender Mainstreaming” for the period 2012-2015
- Aim is to intensify gender mainstreaming in the public sector
- Efforts are made at national, regional and local level

Strategy for Gender Mainstreaming in the Government Offices

- The strategy outlines the overall framework for GM within the Government Offices for the period 2012-2015
- Five guidelines are presented in the strategy to ensure an efficient and cohesive work with GM in the Government Offices
- Targeted at central processes within the Government Offices

Guidelines - Strategy for Gender Mainstreaming in the Government Offices

- Statistics presented in bills etc. must be disaggregated by sex
- Analysis of consequences for gender equality when proposals are presented
- GM of instructions for government agencies
- GM of terms of references for committees
- Gender equality analysis as part of preparation of EU matters

Strategy for Gender Mainstreaming in the Government Offices

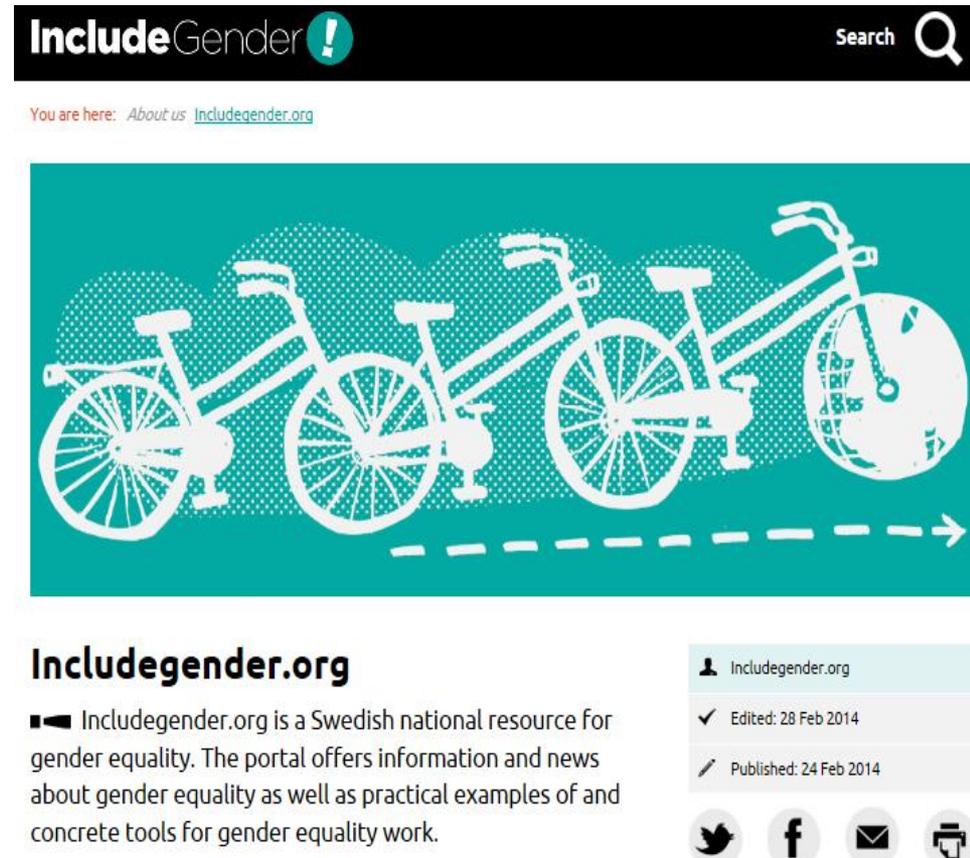
- Each ministry develops an action plan for how to work in accordance with the strategy
- The Division for Gender Equality is responsible for coordination and support, including to follow up the work
- POC:s for GM appointed at each ministry at civil servant level, regular meetings in network for these “GM POC:s”

Platform for Gender Mainstreaming - National Level

- Development program for gender mainstreaming in government agencies 2013-2014
- 18 agencies have drawn up a plan for gender mainstreaming that is now being implemented
- The programme will include more agencies in 2015

Platform for Gender Mainstreaming - Support Structure

- An internet portal designed to support gender mainstreaming work – for exchange of lessons learned, best practices, information
- Provides methods and tools on how to successfully implement gender mainstreaming
- www.includegender.org



IncludeGender! Search

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Includegender.org

Includegender.org is a Swedish national resource for gender equality. The portal offers information and news about gender equality as well as practical examples of and concrete tools for gender equality work.

Includegender.org
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Platform for Gender Mainstreaming - Regional and Local Level

- County Administrative Boards are responsible for supporting GM at a regional level - Gender equality experts since 1994
- The Program for Gender Mainstreaming on local level has supported municipalities to mainstream gender in their publicly funded services

A Model for Sustainable Development Work with Gender Mainstreaming

Four central components:

- **Management and control**

- Support at highest management level, also at political level
- Policy documents and other types of formal decisions guiding the work
- Follow-ups & evaluations

- **Education and training**

- National gender equality policy & objectives
- Basic awareness of gender equality issues (and challenges)

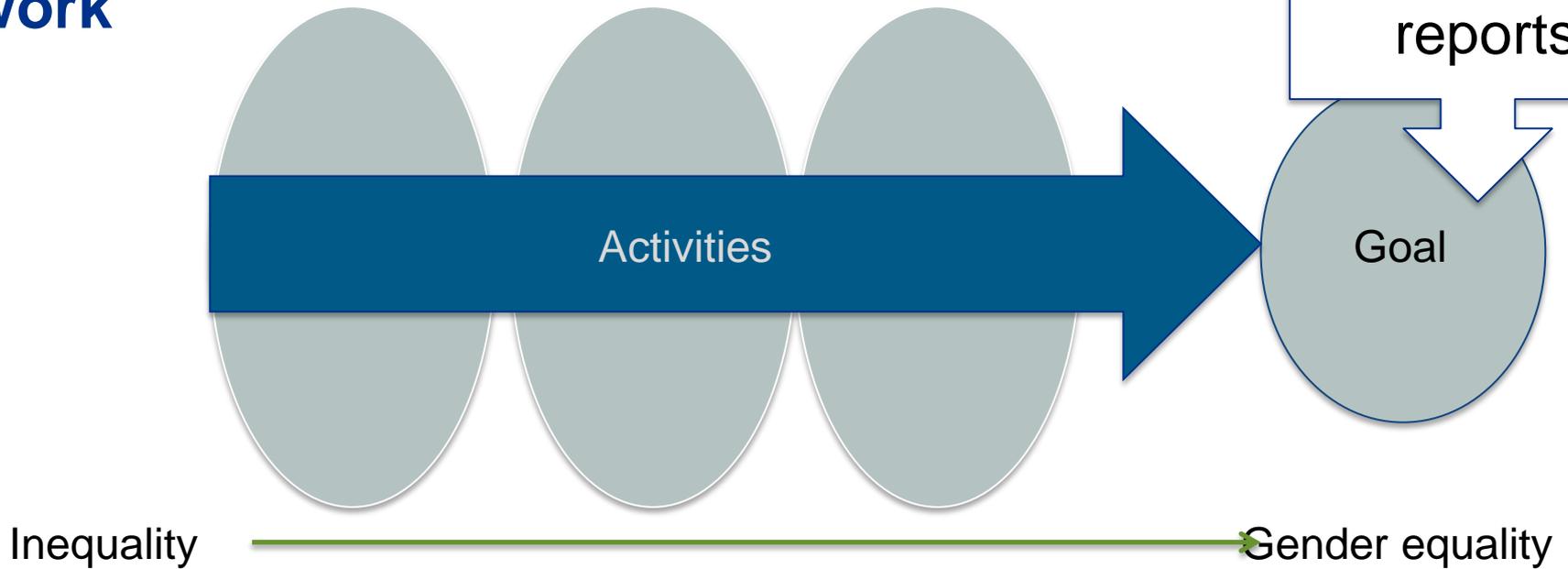
- **Methods and tools**

- Statistics disaggregated by sex an essential tool

- **Coordination, support and organisation**

- Important to involve all levels of the organisation, secure a shared ownership, and address the actors normally involved

Formulating goals for gender equality work





Privilege is invisible
for those who have it!

(Michael Kimmel)