



Jafnréttisstofa

Side by Side

Gender Mainstreaming in Iceland

The Centre for Gender Equality
Bergljót Þrastardóttir
Hugrún R. Hjaltadóttir

12. November 2012
www.gender.is

Gender Mainstreaming


- Beijing 1995
- UN definition 1997
- First mentioned in a policy document in Iceland 2003 – regulation regarding the operations of the Centre for Gender Equality
- In 1998 or 99 a information pamphlet
- Implemented by law in 2008



Legislation on GM

The Act on Equal Status and Equal Rights of Women and Men – 2008

1. article: The aim of this Act is to establish and maintain equal status and equal opportunities for women and men, and thus promote gender equality in all spheres of the society. All individuals shall have equal opportunities to benefit from their own enterprise and to develop their skills irrespective of gender.



This aim shall be reached by the following means:

- a. observing gender equality perspectives and working towards gender mainstreaming in policy-making and decision-taking in all spheres of society




Definition

2. article: Organizing, improving, developing and evaluating the policy-making process in such a way that gender equality perspective is incorporated in all spheres in the policy-making and decisions of those who are generally involved in policy-making in society.




Gender mainstreaming

17. article: Gender mainstreaming shall be observed in all policy-making and planning on the part of the ministries and the public institutions operating under their realm. The same shall apply, as appropriate, to all decision-making within ministries and institutions.




Analysis of statistical data

16. article: In the compilation of official economic reports on individuals and in canvassing interviews and opinion surveys, a distinction shall be drawn between the sexes in the collection of data, data processing and the publication of information unless special circumstances, e.g. the protection of personal privacy, argue against doing so.



The Centre for Gender Equality

4. article: The tasks handled by the Centre for Gender Equality shall include:
- a. monitoring the application of this Act
 - b. supervising educational and informative activities
 - c. advising government authorities, institutions, companies, non-governmental organisations and individuals on gender equality issues
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Gender equality representatives


Article 13:

- Each ministry shall have a gender equality representative with an expert knowledge of gender equality issues.
- Shall deal with and monitor, gender equality work in the policy areas of the ministry and its institutions, i.e. the expert shall work on gender mainstreaming in the fields administered by the ministry.



Parliamentary resolution on a gender equality action programme

Article 11:

- Minister shall present to the Althingi a motion for a parliamentary resolution on a four-year gender equality action programme
 - The gender equality action programme shall include projects intended to secure equal status and equal rights of women and men in Icelandic society (cf. Article 1).
 - The actions planned, and the estimated funding for projects, shall be itemised in the programme.
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Role of the Centre

- Promote awareness
- Capacity building
 - Education
 - Training
 - Guidance
 - Coaching
- Cooperate with others who are implementing GM



Side by Side

The object is to enhance awareness of the importance of GM, improve knowledge of the method and develop tools for its implementation. This will give women and men equal access to government services and resources as well as insuring a sustainable change in policy making.



How to reach the objective

- To create knowledge on the issue within our institution
- Awareness raising in society about GM
- Provide education and training
- Provide guidance and coaching
- Developing methods for GM
- Create opportunities for exchange of experience and best practices



Target group

- The staff of the Centre
- People working in the public sector that should be aware of the legal obligation of GM
 - Permanent Secretaries in the ministries
 - the Gender Equality Representatives of the ministries
 - senior staff in the public sector
 - staff responsible for the practical work



Network of experts on gender mainstreaming

- The projects brought together experts on gender mainstreaming in Iceland and created an internet-based forum for information exchange. Also, the projects provided further training for experts. The type of training these projects provided has not been fully available before due to geographical distance and travel costs. The training for experts included seminars held for them and the project management by experts in the field



Seminars



- Ministries
- Government offices
- Public institutions
- Municipalities
- Universities
- Teams working on the main policy area



Training for trainers

GM expert days

2008: Three days workshop with Ann Boman,
Swedish expert from Jämstöd

2009: Two days workshop with Ann Boman

2011: A howl day training with dr. Diane Elson

2011: A howl day training with dr. Elson and
dr. Himmelweit

2011: Tie the Threads-Gender and Public
Administration

2012: Mainstreaming work and family life



Conferences

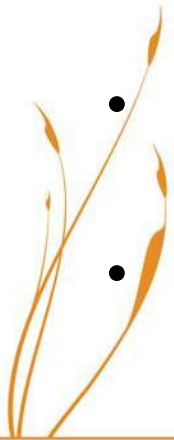
Exchange of good practises



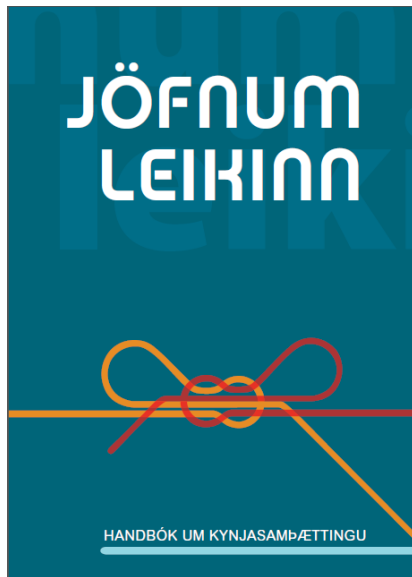
- Gender budgeting – what's that?
 - *Three Ministries and Centre for Gender Equality*
- New Era - Different Economic Management
 - *Keynote speaker dr. Diane Elson*
- Improved Economic Management - Better Society
 - *Keynote speakers dr. Elson and dr. Himmelweit*
- Gender mainstreaming in public management
 - *Keynote speaker Reeta Siukola - Gender glasses*



Publications and awareness raising material

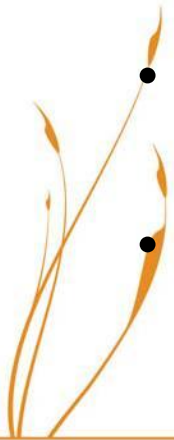
- Booklets
 - Handbooks on the methodology of gender mainstreaming with Icelandic projects
 - Website: www.samstiga.is
 - Interviews and articles on Gender Mainstreaming and Gender Budgeting in newspapers and on line, about the seminars and the purpose and gains of Gender Mainstreaming
 - Advertisements about the seminars and conferences on the radio and in the newspapers
 - Material used in seminars: Folders, pens, articles on gender mainstreaming
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Publications



The Experience

We are now able to give information on GM especially developed for Icelandic society

- In our language
 - Practical examples of GM developed through real projects
 - Well equipped to teach and guide people that is starting out with GM
 - Wide spread understanding of GM and the legal obligation
 - Gender Analysis available from Pilot Projects, Main Policy Areas, Student Projects
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Next steps


- Plan of Action on Gender Equality for the period 2011-2015
- Increasing work in the municipalities
- Insure that GM becomes sustainable within the system



www.gender.is

The screenshot shows the homepage of the Centre for Gender Equality. At the top, there is a logo consisting of a stylized 'S' inside an orange circle. Below the logo, the text 'The Centre for Gender Equality' is displayed. To the right of the logo, there are controls for 'Font Size' and 'Language', with the latter showing flags for Icelandic and English. A navigation bar below the logo contains links for 'News' and 'Contact Us'. A secondary navigation bar lists various sections: 'The Centre', 'Facts and figures', 'Legal Framework', 'Issues', 'Action Plans', 'Organizations', 'Projects', and 'Publications'. The main content area is titled 'NEWS' and features two primary articles. The first article, 'Gender Equality in Iceland - An overview', includes a sub-header 'Information on Gender Equality Issues in Iceland' and a brief description of the document's content. The second article, 'Analysing women and men in decision-making positions', includes a sub-header 'Publication' and a description of the report's focus on gender and power in the Nordic countries. On the right side of the page, there is a vertical sidebar with several icons and links: 'Gender Equality in Iceland' (An overview), 'Women & Men in Iceland 2012' (PDF Document), 'Side by Side', 'Your Rights' (Information for Foreign Women in Iceland), 'Men Take Responsibility', and 'MINISTRY OF WELFARE'.

Font Size Language




The Centre for Gender Equality

News Contact Us

The Centre Facts and figures Legal Framework Issues Action Plans Organizations Projects Publications

NEWS




Jafnréttisstofa

Gender Equality in Iceland - An overview
Information on Gender Equality Issues in Iceland


The Centre for Gender Equality has published an overview of gender equality in Iceland. The publication provides information on context as well as legal and practical aspects of gender equality in Iceland. The document also attempts to offer insight into successes, best practices and lessons learned. Chapters are designed to give a comprehensive overview and sections include links to further information on topics as well as contact information for the relevant organizations and institutions. The document will only be published online and will be updated annually. ([see here](#))

29. 2. 2012 TH Read




Gender and Power in the Nordic Countries
with focus on politics and business


In this report, three articles from the project "Gender and Power in the Nordic Countries" are made available in English. The articles present comparative figures, analyse measures taken and discuss different explanations for the existing distribution of women and men in decision-making positions within politics and business.




Gender Equality in Iceland
An overview




Women & Men in Iceland 2012 PDF Document




Side by Side



Your Rights
Information for Foreign Women in Iceland



Men Take Responsibility




MINISTRY OF WELFARE

Gender Budgeting in Iceland

2009: Government Coalition Platform of the Social Democratic Alliance and Left-Green Movement

“Gender budgeting will be a key concern in budget preparation and economic policy.”



Steering Committee

- The Ministry of Finance
- The Prime Minister's Office
- The Ministry of Welfare
- The Centre for Gender Equality
- RIKK-*The Research Centre for Gender Equality*



Project outline

2010-2011

- Pilot Projects
- At least one pr ministry
- Results in the 2012 budget proposal
- Project Manager hired




2011-2014

- Three Year Plan approved by the government in April 2011
- Each Ministry has chosen a Main Policy Area to work with during the next three years. Main Policy Areas
- Intermediate reports presented in the 2013 budget proposal
- Handbook published



Three year plan

- Main Policy Areas - All Ministries participate
 - Pilot Projects Continued - where relevant
 - Integration - integrating GB into the system, f.ex. decision making, formalize/make statutory, publish results annually in the budget proposal, develop criteria for measuring progress, etc.
 - Gender Disaggregated Statistics
 - Further Cooperation and Education
- 

Gender budgeting projects

Prime Minister's Office

Gender effects of new legislation (bills)

Ministry of the Interior

Legal aid and other public procedural assistance

Ministry of Welfare

The elderly

Ministry of Finance

Analysis of the gender impact of the VAT system

Ministry of Industry

Grants from funds intended to support business and innovation



Ministry of Education and Culture

Universities and research, especially research funds

Ministry of Fisheries and Agriculture

Agricultural agreements

Ministry of the Environment

Climate change and its gender impact

Ministry for Foreign Affairs


Developmental cooperation

Ministry of Economy and Business

Economic affairs



The biggest aspects

- Main Policy Areas introduced in the 2012 budget proposal
 - Ministries delivered the first intermediate report in 2012
 - First results were introduced in the 2013 budget proposal
 - Second intermediate report in the 2014 budget proposal.
 - Final results will be introduced in the 2015 budget proposal.
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GM is about...

