

# Gender equality for regional growth

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Länsstyrelsen  
Västerbotten

# Swedish gender equality policy

## Overall objective

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



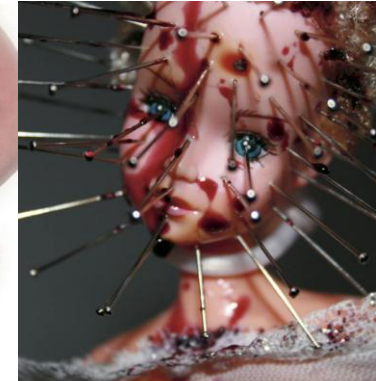
— Kvinan stannar inte länge i politiken,  
de upplever att de inte får plats.



— Det bestäms av män när de kvinnor och män



Men ska dela upp hemarbetet så att båda trivs med hur de har det.



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# Swedish gender equality policy

## Subgoals:

1. An equal distribution of power and influence
2. Economic equality
3. An equal distribution of unpaid housework and provision of care
4. An end to men's violence against women



# Directions of policy 2013

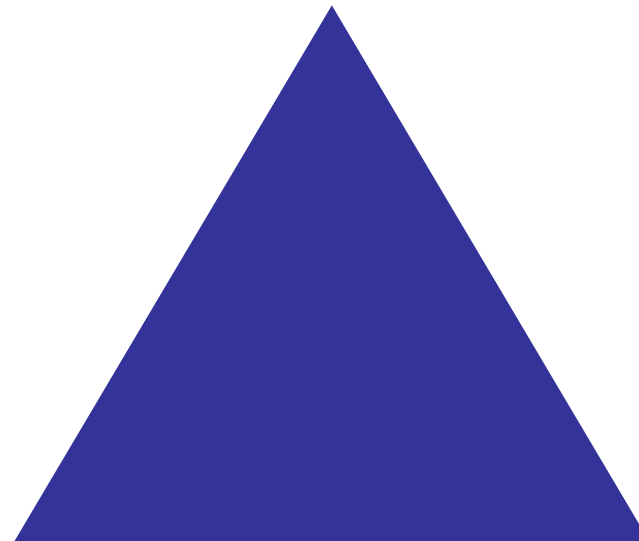
## **In 2013 work will continue on:**

- Developing and creating conditions for gender mainstreaming within central government, municipalities and county councils
- Promote gender equality in the labour market and in schools
- Increase knowledge about women's health
- Combating men's violence against women, honour-related violence and oppression and violence in same-sex relations and preventing young people from marrying against their will.
- Combating prostitution and trafficking



# What?

Politics  
**Gender equality policy**



# Why?

Theory  
**Gender system**

# How?

Strategy  
**Gender mainstreaming**



Länstyrelserna

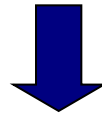
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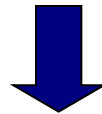
EUROPEISKA UNIONEN  
Europeiska socialfonden

# Gender Mainstreaming

Include a gender perspective in all decision-making and documents



Gender issues become part of everyday activity rather than a single issue



With an integrated approach to gender equality there is lesser risk that issues of power and gender will be disregarded in any part of the decision-making process



# Mandates from Swedish Government

## Directions:

- to help meet the national aim for gender equality
- coordinate, support and monitor gender equality in Västerbotten
- The county administrative board must account for how a gender perspective is integrated into their activities of the regional growth process



# County Delegation for Gender Equality

## **Participants:**

- representatives from government, private enterprise and trade unions

## **Purpose:**

- to work for gender equality in the county and contribute to the national aims

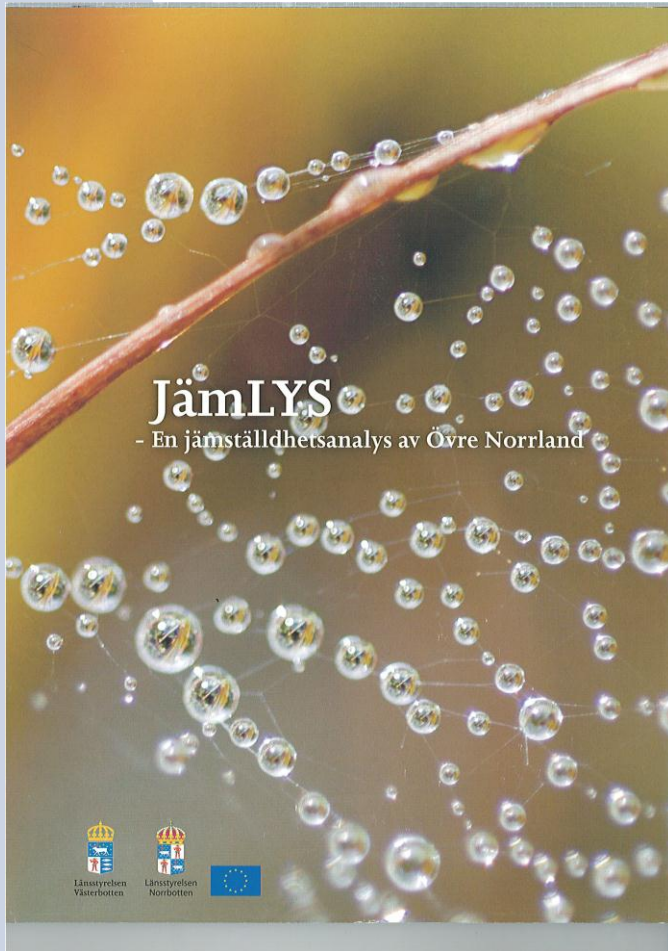
## **Work method:**

- create discussion regarding significant issues
- arrange and/or participate in relevant conferences concerning gender equality policy
- support extensive projects and activities in the region and nation
- in an accessible way mediate knowledge of new research in the field of gender equality





# JämLYS



- Gender analysis of upper north ,Sweden
- Analysis made in coherence with national aims
- Based on national and regional statistics



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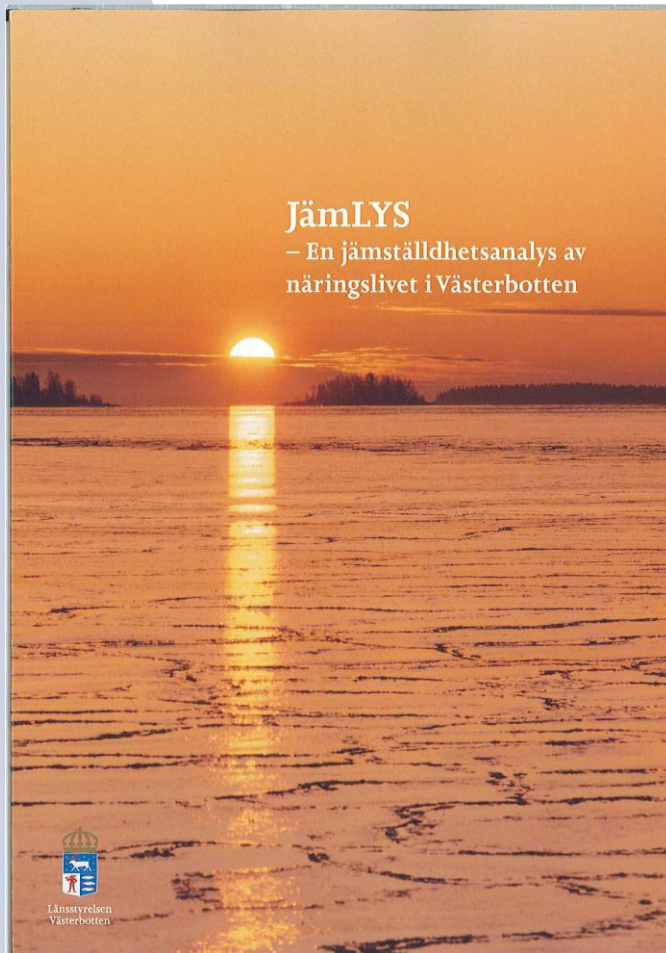
# JämLYS

## Conclusions of analysis:

- predominantly men in senior positions in politics
- differences in wage between women and men due to a segregated labour market
- women take a higher degree of parental leave than men
- most reported assaults against women occurs indoors and by a known perpetrator



# JämLYS



- Gender analysis of enterprise in Västerbotten
- Based on statistics and interviews
- Offers concrete interventions



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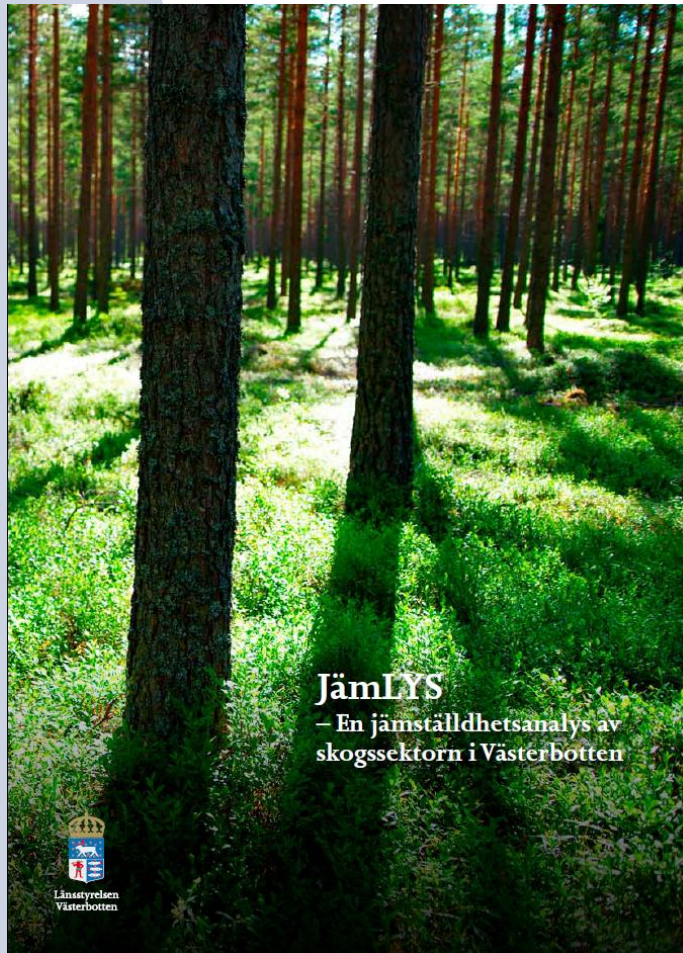
# JämLYS

## **Conclusions of analysis:**

- distinctly segregated labour market
- differences in wage between women and men
- only 30 % women in leading positions
- fewer women than men start their own businesses



# JämLYS



- Gender analysis of the forestry sector in Västerbotten
- Based on statistics and interviews
- Offers concrete interventions



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# JämLYS

## **Conclusions of analysis:**

- distinctly segregated labour market both horizontal and vertical
- The image of a forest owner is very stereotypical male
- internal recruitment results in a homogeneous and skewed work force





# Gender Equality within the County Administrative Board

## Internally

- Director of gender equality participate once a month in unit chief meeting.
- Gender equality is a recurrent item on the agenda at chief meetings
- Information about gender equality is a part of the introduction for new employees
- During 2013 all directors will get gender training in order to fulfill the internal aims of gender mainstreaming.



# Strategy 2013-2015

- Thematic years
- 2013 structures
- 2014 intersectionality
- 2015 innovations
  
- Gender analysis in all municipalities
  
- Gender equality as a trademark
- Regional development strategy





# Demography and gender equality as important questions

- Gender equality contributes to social, economical and ecological durability
- Both women and men are required to work in order for Västerbotten to have a sustainable labour market
- Work with gender equality must be implemented in management work
- Active work with issues of gender equality leads to beneficial effects on both the work and the working environment



# ”Governor speaks”

- 5 themes with a gender perspective
  - Demographic challenge
  - Energy transition and land use with a climate perspective.
  - Cultural and creative industries
  - The forest kingdom
  - Supercluster and smart specialization



# Climate and gender

- Project "Climate and gender"
- Integrate a gender perspective in the climate and energy strategy and action plan
- Identify gender patterns, how women and men are affected by climate and energy issues



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# The forest sector

- The Forest Kingdom – national level
- Strategy for gender equality in the forest sector i Västerbotten.
- Arranged a forrestcamp for girls
- Film



# Urban planning

- Project about "a safe city" with a gender perspective
- How men and women experience the public space



# Upcoming projects

- Innovative North
- Masculinity
- Youth

