



Checklist for Gender Mainstreaming the Nordic Council of Ministers

NCM's work is conducted so that a more even distribution of women and men achieved within NMR operations and that NMR will help to men and women receive a more equal influence on the development of NMR's areas of cooperation in the Nordic countries. NMR will also encourage both women and men's experiences and opinions influence the development in all sectors. NMR will also ensure that the business resources (money, time, space, education, information etc.) are distributed and used in an equivalent way of both men and women in NMR and in the Nordic cooperation. And that NMR's activities actively contribute to highlight, emphasize and reinforce the needs, desires and experiences in all sectors.

How to integrate a gender perspective in program and project mandate?

Logistics is one of the cornerstones of the integration process. It can be divided into three parts: preparation, implementation and conclusion. Each part includes what to do, why to do and how to go about it. What is the goal / the overall vision? What is the target?

For all development projects and programs, it is relevant to think about the social groups involved.

Consider:

- Where are the men and women - what roles do they have?
- What areas are they represented in?
- What about diversity?
- What about age?
- Are there systemic differences between the sexes? I.e. which gender patterns exist within the project area.
- What are the obstacles to equal participation, influence and impact for both sexes?
- Using data and statistics, you ensure that gender integrated on the basis of facts and not on assumptions.
- Statistics and data can be searched in various statistical databases and institutions.
- Make goal-setting specific to women and men in the parts relevant.

How do you design the project description - activities so program / project identifies and takes into account above equality pattern?

- Lifted women and men alike and different preferences, wants and needs presented in programme1?
- Contributes things to highlight and make visible gender-specific goals or challenges? It contributes to highlight and discuss salaries? Emphasize the gender aspects of the results.
- Ensure that the summary conveys the results and knowledge of the gender aspects of the project helped to highlight.

How to integrate a gender perspective seminars and conferences?

Participants at conferences and seminars invited and selected so that the balance between women and men achieved. The selection of participants will contribute to diversity also consistent opportunity employer. In cases where the immediate target is dominated by one sex, alternative groups invited as a supplement. Where multiple audiences to participate such as civil servants, politicians and civil society should men and women



from the various groups invited. It is maybe sometimes also relevant to have young people to participate in the event.

How to Design the agenda so that gender relevant issues are highlighted?

Can you use other people's experiences of the question? This may mean that illustrates where women and men are in the art. Ev. significant differences between women and men in relationship to job opportunity, influence, accessibility, health, economy etc. If possible problematize the differences and refer to ev. studies / research that illustrates the problem.

Are there specific organizations / actors working with gender and sector?

- Think about whether they or their knowledge can be presented / integrated into the program.
- Think about if all lecturers to integrate certain aspects / issues in his presentation, or should a specific lecturer highlight the issue.

How to report the results from the seminar?

Make sure they discussed the gendered aspects also integrated into the objectives and expected outcomes of the workshop / Conference so that it is highlighted in debriefing, is listed in the row decision or subsequent activities etc. knowledge helps to design solutions and recommendations. Lecturer at seminars and conferences should be chosen so that a balance of women and men achieved. With balance means the number of female and male speakers but it can also be important to think about diversity and age here. To find a lecturer in an area that is dominated by one sex may be necessary to use new channels and networks, use e.g. NIKK centers, national network, industry-specific operators or university to find relevant lecturer.

- If there is no relevant lecturer can think wider, anything related topic is included?
- Perhaps the topic is too narrowly formulated and only represents one sex views on the issue?
- Can it be relevant to allow lecturers with other sex reflect on why there are both women and men with this knowledge?

Why gender mainstreaming?

In principle, all activities affecting women and men living conditions. NMR activity in all sectors must contribute that everyone's living conditions are taken into account, and that both women and men influences the development and contribute to innovative solutions to the challenges that lie ahead.