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Ministry of Integration and Gender
Equality Sweden

Sweden

Sweden's follow-up of the Platform for
Action from the UN's Fourth World
Conference on Women in Beijing (1995)
and Beijing +5 (2000)

Covering the five-year period between
2004 and 2009

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Part One: Overview of achievements and challenges in promoting gender equality and women's empowerment

The aim of the Swedish Government's gender equality policy is, on the one hand, to combat and change systems that preserve the gender based distribution of power and resources at societal level, and on the other, to create the conditions for women and men to enjoy the same power and opportunities to influence their own lives. Sweden considers it necessary to have women and men sharing power and influence in all aspects of community life. This is a prerequisite for a democratic society. The Government also recognizes that gender equality contributes to economic growth by promoting all people's skills and creativity.

Legislation

Work to promote equal rights and opportunities is a priority area for the Swedish Government. Effective, comprehensive antidiscrimination legislation is necessary to combat actions that directly or indirectly violate the principle of equal worth of all people. In the spring of 2008 the Government put forward to the Riksdag (Parliament) a proposal of a new comprehensive and cohesive law against discrimination. In the new Act seven different laws were to merge into one single Anti-Discrimination Act, covering discrimination on the grounds of sex, sexual orientation, transgender identity or expression, ethnic origin, religion or other belief, disability and age. Two new grounds of discrimination have been added: age and transgender identity or expression.

On 1 January 2009 the new Discrimination Act (Swedish Code of Statutes 2008:567) entered into force. At the same time a new agency, the Equality Ombudsman, was established to supervise compliance with the Act.

Moreover, the Abortion Act has been amended so that a woman no longer has to be a Swedish citizen or resident in Sweden to have an abortion.

Allocated resources

In recent years, gender equality policy has been allocated considerable resources. A tenfold increase of the budget was decided upon from approximately EUR 4 million to 40 million a year. Along with other measures taken, these new resources have greatly contributed to develop gender equality policy and made it become more forceful and consequently enabled it to play a more active role in policymaking. Continued efforts on gender mainstreaming, aimed at ensuring an impact on gender equality policy objectives throughout government policy, are accompanied by the creation of greater opportunities for supplementary initiatives.

Examples of initiatives include inter alia:

- An action plan to combat men's violence against women, violence and oppression in the name of honour. The Government has earmarked about EUR 90 million over a three-year period (2007–2010) for implementing measures proposed in the action plan.
- An action plan against prostitution and trafficking in human beings for sexual purposes. The background is that the Swedish Government views prostitution and trafficking in human beings for sexual purposes as a serious obstacle in achieving gender equality. This problem must be addressed by both judicial and social measures, with a focus on combating the demand for sexual services. For this roughly EUR 20 million are granted over a three-year period. The Swedish law prohibiting the purchase of sexual services is an important factor in preventive work to combat the demand for trafficking and sexual exploitation of women and children. It is important to stress that the law should be seen as a support for the work being done by social services. In April 2008 the Government appointed an Inquiry to evaluate the current provision on purchase of sexual services (chapter 6, section 11 in the Swedish Penal Code). A report is to be delivered no later than 30 April 2010.
- Allocation of resources for further research in the area of women's health.
- Allocation of resources for initiatives to implement a gender equality perspective in activities on regional and local levels.
- Investment of about EUR 1,10 million concerning gender equality in schools. The Swedish National Agency for Education is responsible for the assignment of planning and implementing measures aimed at promoting gender equality. The task also includes continued professional development of teachers and other school staff in the area of honour traditions, sex and relationship training and the recruitment of more male teachers. The assignment is to be presented no later than 31 December 2010.
- Appointment of a committee for gender equality, the Delegation for gender equality in schools, with the purpose of highlighting and improving knowledge about gender equality in schools. Methods that can be used to break traditional gender patterns and gender roles in schools should be focused on. The committee shall also identify areas where further knowledge about gender and gender equality is needed, including student's health. It is to deliver a final report no later than 30 August 2010.
- A Committee for Gender Equality in Higher Education has been commissioned by the Government to support and propose measures to promote gender equality in higher education. The committee is assigned to pay special attention to and counteract gender based study choices of higher education, including the declining proportion of men that apply for university programmes and courses. The committee is also commissioned to study gender

related differences concerning ratio of study, dropouts and inclination to take a degree. Women's and men's different conditions for making an academic career and the unequal gender distribution among those holding senior positions within the higher education institutions will also be addressed. An official committee report is to be submitted on January 2011.

Gender equality in the labour market

In 2007 the Government set up a target stating that the unwarranted pay gap between women and men in the state sector should be eliminated by 2010.

An important reason for the gender pay gap in the state sector is that women do not reach high level positions to the same extent as men do. Therefore, the Government has commissioned the Swedish Administrative Development Agency (Verva)¹ to set up a programme on women's career development in the state sector.

In the autumn of 2008 the Government also initiated the work of a comprehensive strategy to further develop initiatives to promote gender equality in the labour market and the business sector.

In order to protect employees on parental leave a new extended prohibition of disfavoured treatment has been adopted in the Parental Leave Act (1995:584). The act prohibits an employer to disfavour a job applicant or an employee for reasons related to parental leave. A new rule has also been adopted in the Employment Protection Act (1982:80) stating that the period of notice shall not start to run until the employee has resumed work.

Women's enterprise

Approximately EUR 10 million has been allocated for a three-year programme, 2007-2009, to promote women's entrepreneurship and to increase research and knowledge on women's business opportunities. The programme includes co-financing of business advisers and the development of internet based services, role models etc.

Moreover the Government has initiated a research program on women's entrepreneurship. The Swedish Agency for Innovation Systems (VINNOVA) is in charge of the three-year programme, for which approximately EUR 1 million per year is allocated. Two sub-programmes will illuminate women's enterprise both at individual and structural industrial level. The barriers for women's enterprise as well as conditions for growth in gender-segregated industries will be highlighted.

¹ The Swedish Administrative Development Agency was closed down on 31 December 2008 and the commission was transferred to the Swedish Council for Strategic Human Resources Development (KRUS).

Promotions to harmonize work and family responsibilities for women and men

Sweden has had an ambitious and flexible parental insurance for many years. A cross cutting political consensus on the fundamentals of this model makes the system predictable and secure. Studies have shown indications that gender equality in the family provide stable family relations with reduced risk for separations, as well as higher birth rates.

To strengthen gender equal economic independence and opportunities in the labour market, further measures, however, must be addressed. In this context, after a proposal from the Government, the Riksdag (Parliament) on July 2008 adopted a gender equality bonus in the parental insurance. The aim was to improve the conditions for gender equality in both working life and family life. The bonus should provide for a strong incentive to share the parental allowance equally. It is calculated on the basis of how the parental leave is divided between the parents. The bonus implies that the parent who stays at home the longest time, receives a tax credit when he or she goes back to work, if the other parent is on parental leave at the same time. To get a maximum bonus the parents must share the parental leave equally.

A child raising allowance has also recently been introduced. The aim is to enable parents to make a smoother transition between parental leave and work. This allowance is administered and financed by the municipalities and it is voluntary for them to offer this benefit. The child raising allowance can only be used for the care of a child not enrolled in full time public childcare. It can be combined with paid employment, but in order not to disgrace parents from the labour market, it cannot be combined with other social security benefits which are due to sickness or unemployment.

To further improve the conditions for women and men to combine gainful work and family life a tax credit was introduced on 1 July 2007 for the purchase of household related services. For the purpose of reducing (mostly) women's double workload.

Public child care facilities

In order to enable women and men to participate in working life on equal terms it is of great importance to have access to public childcare of high quality combining education and care (ECEC). Each municipality is responsible for providing pre-school or after school activities for the children 1–12 years old, whose parents work or study. This also includes 15 hours per week for those children 1–5 years old, whose parents are unemployed or are at home on parental leave with a baby. Childcare is mainly financed through public funds. Parents are required to pay a fee with an upper limit. Universal pre-school free of charge for 525 hours per year must be provided from the autumn term of the year the child turns 4. The Government has recently made a

proposal that from 2010 this should also include children from the age of 3 years.

Promotion of gender equality among national minorities

There are five recognised national minorities in Sweden: Jews, Roma, Sami (also an indigenous people), Swedish Finns and Tornedalers. Swedish minority policy covers all five of Sweden's national minorities. Common to these minority groups is that they have lived in Sweden for a long period and that they are groups with a distinct affinity. They also have their own religious, language or cultural affiliation and a will to retain their identity.

There is a general need to strengthen the position of women belonging to national minority groups. Measures aimed at strengthening, practicing and developing skills in their own language and culture are important and prioritized parts of Swedish minority policy.

To increase participation of minority women in democratic processes, the Government has initiated special measures aiming at empowering the women to help them promote their rights and wishes.

The University of Uppsala has been commissioned to investigate the potential need for education targeting minority women. This training could for example concern democratic rights, the use of information technology etc.

The Sami Parliament has been commissioned to promote a more equal distribution of women and men among their Parliament members.

The Government has also commissioned The National Institute of Public Health (Folkhälsoinstitutet) to look into the situation of minority women exposed to violence. The objective is to map the knowledge and competence at the agencies concerned and to map what support minority women require.

Part two: Progress in implementation of the critical areas of concern of the Beijing Platform for Action and the further initiatives and actions identified in the twenty-third special session of the General Assembly

I. Women and poverty

1. The National Board of Health and Welfare (Socialstyrelsen) has been commissioned by the Government to continue its analysis and follow up on gender differences within the county and municipal agencies for health care and social services. In March 2008 a report was published "*Towards more gender equality within the Health Care and Social Services*". The report revealed that a gender perspective had attracted an increased attention within the Social services during the last few years. 70 per cent of the agencies had paid attention to the continuous gender imbalance among their own staff and specific measures regarding gender equality among clients had been carried out by 50 per cent of the agencies. The report stresses that there remains a lot to do. The National Board of Health and Welfare will therefore continue to spread information through seminars and conferences on how to apply gender mainstreaming.
2. The National Board of Health and Welfare has also been commissioned by the Government to develop its statistics on social assistance. The statistics will be supplemented with data on the reasons behind the need for social assistance as well as what kind of support and activities the social services offer women and men receiving social assistance. These data will improve the analyses on women's and men's need for social assistance and thereby allow for appropriate policy measures. The publishing of some of the statistics will begin in 2010.
3. The National Board of Health and Welfare's report on social services will continue to form a basis for the Government's deliberations concerning measures to strengthen gender equality within the social services.

II. Education and training of women

Ensure equal access to education

1. During the period of 2002–2005 the Government allocated funds for training in gender equality issues and gender studies for pedagogical resource personnel, called gender pedagogues. The training course was designed for teaching staff in pre-school, compulsory school and upper secondary school. So far, a total of 255 gender pedagogues in 145 municipalities have been trained.

2. In its appropriation directions for 2004 the Agency for School Improvement² was charged with the task of undertaking general measures in the area of gender equality. The agency has reported to the Government on the area of democracy, that gender equality and influence is one of five development areas, that should be given priority in the agency's work of development support. In the 2006 appropriation directions to the agency, the Government pointed out gender equality as a prioritised area.
3. During its last years of office, the Agency for School Improvement has produced books, movies and other kinds of materials on gender equality issues for using in schools. On the agency's website there is also a collection of examples where municipalities present their work on gender equality issues.
4. The Government has given the Swedish National Agency for Higher Education (Högskoleverket) the mission to revise the gender differences in study choices regarding various specialisations in teacher education, like: why men dominate among dropouts, which of the higher education institutions have implemented strategies to increase the proportion of men, the ratio of men going on choosing a teaching career, gender differences among students enrolled in distance learning and/or education on part time and what factors make women and men choose a teaching career.
5. The Higher Education Act states that equality between women and men should always be borne and kept in mind in the activities of the higher education institutions. They have an obligation, following a provision in the annual appropriation directives, to counter unequal sex ratio in recruitment to programmes and courses where the sex ratio is unequal.

Eradicate illiteracy among women

6. Basic municipal adult education aims at providing adults with the knowledge and skills equivalent to the level acquired in compulsory school. Municipalities are obliged to offer basic adult education corresponding to compulsory school level (up to ninth grade) to all women and men above the age of 20 who lack the proficiency normally gained in compulsory school. The municipalities are also obliged to offer lessons in Swedish to adult immigrant women and men who are registered in Sweden and lack knowledge in the Swedish language, Swedish for immigrants (sfi). Illiterate immigrants are also offered training in reading and writing skills within sfi.

² The Agency for School Improvement was discontinued on 1 October 2008. The major part of the agency's operations have been transferred into the Swedish National Agency for Education (Skolverket).

Improve women's access to vocational training, science and technology, and continuing education

7. The Law on Advanced Vocational Education and Training (2001:239) stipulates that an education, eligible for state grants, must contribute to breaking traditions regarding gender biased choices of education and careers.
8. In 2007 the Swedish National Agency for School Improvement made grants for 29 municipalities to organise summer courses in technology for girls. The purpose was to increase girls' interest in technology and to encourage them consider choosing the Technology Programme in upper secondary school. The project was considered successful.
9. In 2008 the Government appointed a stakeholder composed committee on MST (maths, science and technology) and ICT, the Technology Delegation. The main purpose was to promote and increase young people's interest in engineering studies and put special stress on increasing girls' and women's interest in math, science, technology and ICT. The result is to be presented no later than 30 April 2010.
10. In 2008 a new structure for upper secondary education was presented. In the official report the consequences for gender equality were taken into account. In connection with this the Government will present proposals for necessary changes in the upper secondary education.
11. The Swedish National Agency for Education has been instructed to investigate the occurrence of discrimination in schools, including harassment on the basis of sex, and to follow up the enforcement of the Act on Prohibiting Discrimination and Other Degrading Treatment of Children and School Students. The results will be presented to the Government on 1 March 2009.
12. The Swedish National Agency for Higher Education is to propose suitable measures to help achieve a more even distribution of women and men in teacher education. The remit also includes the sharing of best practices from different education institutions.

Promote life long education and training for girls and women

13. For all adult education and training within the public system it is stipulated that everybody working in the area has a responsibility to promote gender equality and to actively counteract all forms of discriminatory treatment.
14. The state and municipalities have an overall responsibility for providing an infrastructure for life long learning including all women and men. The goal of adult education and training is to help adults to supplement their education in order to strengthen their position both socially and in working life.

15. In 2005 the Agency for School Improvement invited the municipalities to participate in a project regarding adult education, aiming at raising awareness of gender issues and intensifying efforts to promote gender equality.

III. Women and health

Increase women's access throughout the life cycle to appropriate, affordable and quality health care, information and related services

1. The right to subsidised health care in Sweden is due to residency. The patients fees are low and there are also high cost schemes for both health care and pharmaceuticals. Health care should be given on equal terms.
2. The work with gender equality issues within the health care system has been intensified during recent years in accordance with the instructions given by the Government to the National Board of Health and Welfare.

Strengthen preventive programmes to promote women's health

3. Public health has constantly improved in recent years, measured in average life expectancy and mortality. At the same time a great deterioration has occurred as regards mental health, such as anxiety and sleep disorders. This applies to the entire population, but above all to women.
4. In 2005 the Government presented national action plans against narcotics and alcohol damage. The action plans will run until the end of 2010. To implement the proposed measures the Government has allocated about EUR 26 million per year. Measures in both prevention and treatment services should be designed to meet the different needs of women and men. Support to families, pregnant women and activities targeting girls and young women are prioritized.
5. The Government has allocated about EUR 3,4 million every year for the period of 2008–2010 for the purpose of strengthening the work of tobacco prevention. Several initiatives, directed particularly at women and girls, will be undertaken.
6. Overweight and obesity are some of the most severe problems in Sweden in the field of public health. Results from a national inquiry carried out by the National Institute of Public Health showed that overweight was more common among men than women and normal weight was more common among women. The proportion of obesity was equal, while more women than men suffered from underweight. Concerning the development, inquiries carried out in 2004, 2005 and 2007 have shown that the proportion of obese women has increased.

Undertake gender sensitive initiatives to address sexually transmitted diseases, HIV/AIDS, and sexual and reproductive health issues

7. About 4 500 people with HIV live in Sweden at present. During recent years the reported number of infected people has increased, 55 percent are men and 45 percent are women.
8. Within the framework of the annual appropriation of EUR 9 million to prevent HIV and AIDS, all supported measures at local and regional level are obliged to have a gender perspective.
9. The National Board of Health and Welfare has drawn conclusions from research on methods to be use in preventive work for men who have sex with men and sexual health among young people.
10. The Government has established a council for coordination of the work against HIV/AIDS and sexually transmitted diseases. The council's task is to analyze measures at local and regional level. The follow-up of the measures used for fighting HIV/AIDS shows that Sweden has achieved a more coherent approach in preventing these infections/diseases.

Promote research and disseminate information on women's health

11. The improved awareness is partly a consequence of a more active work with indicators and open comparisons within health care. Sex-disaggregated statistics have given new knowledge.
12. In general, the National Board of Health and Welfare does not find any differences in health care outcomes due to gender. However, there are differences in treatment. The gender dimension within Swedish research has mainly been within cardiology. Studies show that there are still further steps to be taken regarding the information, for example, concerning heart attacks where symptoms have shown to differ between women and men.

IV. Violence against women

Take integrated measures to prevent and eliminate violence against women

1. Combating men's violence against women is a top priority for the Swedish Government in the field of gender equality. In November 2007 an action plan to combat men's violence, violence in the name of honour and violence in same-sex relationships was presented.
2. Overall, the action plan looks at the circumstances and situations that make women especially vulnerable to being subjected to violence, for example physical and psychological disabilities, substance abuse problems, an immigrant background, belonging to a national minority. The action plan covers six key areas:

- protection and support for victims
 - preventive work
 - the judicial system
 - violent offenders
 - cooperation and coordination
 - knowledge and competence
3. The action plan includes 56 measures through which the Government is creating the potential for a higher and more enduring level of ambition on the part of government agencies and regional and local authorities. NGOs also have an important role to play and measures are taken to better enable their involvement.
4. An account for some of the concrete measures in the action plan is made below:
- The Social Services Act has been amended to clarify the obligation of social welfare committees. The revision specifies that a municipality shall give special consideration to the needs of women exposed to violence and of children who have witnessed violence.
 - Funding to municipalities to develop and strengthen protection, support and sheltered housing for women subjected to violence.
 - A national programme for the care of victims of sexual crimes has been established and is being developed and implemented in the health care service.
 - The county administrative boards are commissioned to counteract violence and oppression in the name of honour and to support sheltered housing specialized on the needs of victims of violence in the name of honour.
 - The National Board of Health and Welfare will provide training materials focusing on the problem of violence against women with disabilities. The board will also compile and disseminate current knowledge on women exposed to violence to those working with substance abuse prevention.
 - A virtual youth clinic for sexual and reproductive health has been established (www.umo.se).
 - Resources for a safer urban environment from a gender perspective are allocated at regional and local level. The Board of Housing, Building and Planning is commissioned to compile, develop and disseminate methods and knowledge.
 - The Crime Victim Compensation and Support Authority is implementing a training programme aimed at improving the treatment of victims of sexual crimes, targeting police authorities, public prosecution offices and courts of law.
 - The National Police Board is intensifying its efforts to combat men's violence against women.
 - The Prison and Probation Service will further develop measures targeting men convicted of sexual crimes and those convicted

of violence in close relationships. All men will be asked to take part in an appropriate programme. Efforts in terms of risk assessment, methodology and controlled release into society will be intensified.

- Methods and procedures used in the social service work with violent men are also being evaluated and improved.
 - Coordination and cooperation at regional and local level is being strengthened.
 - The National Centre for Knowledge on Men's Violence Against Women will disseminate knowledge and information concerning violence and oppression in the name of honour and violence in same-sex relationships.
 - The National Board for Youth Affairs is providing training programmes targeting staff charged with coordinating and developing leisure time activities, social services and education at municipal level.
5. On 1 April 2005 a new and reformed legislation on sexual crimes entered into force, containing a series of important changes. The purpose of the legislation was to further strengthen and make clear the absolute right of every individual to personal and sexual integrity and sexual self determination and to highlight and strengthen in different ways protection for children and young people from sexual violations. One of the changes were that the crime of rape was expanded. The provision of rape was broadened by lowering the requirement of force and by including cases of "sexual exploitation". The scope of definition of gross rape was also broadened. The new legislation also includes special provisions for sexual crimes against children, i.e. rape of a child, sexual exploitation of a child and sexual abuse of a child. The area of application of these crimes was broadened by removal of the requirement of coercion.
6. In connection with the introduction of this legislation, emphasis was placed on the need to monitor its impact and to determine whether it was being applied in an appropriate and effective way. In July 2008, the Government therefore appointed an inquiry with the task to evaluate the application of the 2005 sexual offences reform.

Study the causes and consequences of violence against women and the effectiveness of preventive measures

7. A funding of about EUR 4,5 million is given for research during the period of 2009–2010, on men's violence against women, violence and oppression in the name of honour and violence in same-sex relationships.
8. A survey is being conducted on the prevalence of marriages arranged against a person's will. The report is to include an

overview of the knowledge in the field among relevant agencies and proposals for future preventive action.

9. The Swedish National Council for Crime Prevention has been commissioned to follow up the results of all measures in the action plan.

Eliminate trafficking in women and assist victims of violence due to prostitution and trafficking

10. The Swedish Government views prostitution and trafficking in human beings for sexual purposes as a serious obstacle in achieving gender equality. This problem must be addressed by both judicial and social measures, with a focus on combating the demand for sexual services. In accordance with this an action plan against prostitution and trafficking in human beings for sexual purposes was adopted in 2008.
11. The Act Prohibiting the Purchase of Sexual Services that entered into force in 1999 has, in connection with the sexual reform in 2005, been revoked and replaced by a new provision in the Penal Code concerning the purchase of sexual services. The provision, in addition to applying to a person who obtains for him or herself a casual sexual relation by giving recompense, has been broadened to apply also to a person who takes advantage of sexual services paid for by another person.
12. In April 2008 the Government appointed an inquiry with the task to evaluate the application of the penal provision on purchase of sexual service and its effects.
13. In 2004 the Swedish legislation on trafficking in human beings was amended to accommodate the UN Protocol on Trafficking in persons and its definition of trafficking in human beings and the EU Framework decision on combating trafficking. The offence now criminalize all forms of trafficking in persons, including trafficking within national borders and for other purposes than sexual exploitation, for example, forced labour. The wording of the law closely follows the UN Protocol on Trafficking in persons. The penalty is imprisonment for at least two and at most ten years. In less serious cases imprisonment is maximized at four years.
14. The Swedish penal legislation against trafficking in human beings has recently been subject to a review. In April 2008 the Commission of inquiry on trafficking in human beings etc. submitted a report to the Government with several proposals in order to make the penal legislation more effective and to further strengthen the protection of victims. The report has been subject for consultation and is now being processed within the Ministry of Justice.

V. Women and armed conflict

1. Women's participation in conflict prevention and peace support operations is a priority issue for the Government in the area of international conflict management. Sweden was one of the first countries to adopt a national action plan (NAP) for the implementation of UN Security Council Resolution 1325. This first

action plan was adopted in June 2006, covering the period of 2006 -2008. The Swedish Government has recently, in February 2009, adopted a second NAP for 1325, for the period of 2009 to 2012. The plan has been drawn up in collaboration with government agencies and NGO:s. This plan will now be implemented on national, regional and international level.

2. UNSCR 1820 is included in NAP 1325 as an important aspect of UNSCR 1325.

National level

3. At national level the work of the Government on UNSCR 1325 is based on a holistic view of security, development and human rights. Agencies, ministries and governmental offices are working together to achieve the goals of the Resolution. These are implemented through improved forms of national cooperation, the development of knowledge and methods, preparatory training and through conducting peace support operations and evaluating our contribution to these. In 2007 ethical guidelines and a code of conduct for Swedish personnel preparing for, and participating in, international missions was adopted. Specific training programmes will be held regarding this code of conduct.
4. Gender equality is identified as one of three focus areas in the policy of Swedish international development cooperation. As part of this Sweden gives financial support to many international and national organizations working with these issues. Sweden also works actively with the 1325 tool within the framework of its new focused development policy "*category 2 countries*".
5. The NAP not only invite department and ministries concerned, but also the agencies and NGO:s that carry out relevant research, train and/or send staff on international missions.
6. The scope of the UNSCR 1325 is reflected in the broad range of measures taken. Some examples in recent years are:
 - A special working group has been appointed under the International Humanitarian Law Delegation in the Government Offices to identify the need for further development of the international discussion on gender aspects of international humanitarian law.
 - As a way to achieve a coordinated approach to the implementation of UNSCR 1325 a project called "Genderforce" was initiated in 2004. The project, partly financed by the European Union (EU), brought together governmental agencies such as the Swedish Armed Forces, the Swedish Rescue Services Agency, the Swedish National Police Board and NGO:s in order to develop common approaches on how to implement 1325 focusing on issues such as training and planning for international missions. Genderforce was finalised as an EU-project in December 2007. However, the network is still

running providing valuable exchange of knowledge and experiences between the participating agencies and NGO:s. Genderforce works to improve Swedish international operations by securing and increasing women's participation in operations and increasing knowledge of gender and diversity issues.

- Active dialogue with, and support to, NGO:s working with UNSCR 1325.
- The National Police Board has implemented special initiatives to increase the proportion of women in the police contingents in peace support operations. UNSCR 1325 training packages for police officers in international peace support and security operations have been developed. The gender training course in police officers' basic training for service abroad, the 'United Nations Police Officers Course' (UNPOC) was developed in line with UNSCR 1325. These courses are also offered to other UN member states.

Regional level

7. Regionally efforts by Sweden has been focused on actively contributing to the development of policy, guidelines and checklists for the implementation of the Resolution. The European Union action plan for the implementation of Resolution 1325 in European Security and Foreign Policy (2005) has been complemented by a checklist (2006) to ensure that a gender equality perspective, as well as the implementation of Resolution 1325 are integrated into the planning and implementation process of ESFP operations. The EU Handbook on gender for planning and conduct of operations as well as the fairly new feature of gender advisers in EU missions are examples of concrete measures.
8. In addition to bilateral development cooperation commitments, Sweden is an active partner within the EU in the formation of EC development cooperation strategies with developing countries. In discussions on conflict affected countries, Sweden has raised the issue of women's participation and gender equality.
9. In the Organisation for Security and Cooperation in Europe (OSCE), Sweden initiated the decision on women's participation in conflict prevention, crisis management and post conflict situations that was adopted at the ministers' meeting in Ljubljana in 2005. Sweden continues to work actively for the inclusion of res. 1325 in all aspects of the OSCE's work

International level

10. At international level Sweden has an obvious interest in the full implementation of Resolution 1325 in United Nations peace support activities. Sweden is an active member of the UN and contributes to the implementation of UNSCR 1325. Both by being a major donor to the UN system and an engaged contributor of

personnel to UN missions. Within the framework of the UN, Sweden has worked actively to promote the concept to appoint gender advisers in UN missions. Sweden also plays an active role in the annual debate on the follow-up evaluation of Resolution 1325 at the UN Security Council.

VI. Women and the economy

1. There are three strategic reforms, carried out already in the 1970s, that have had a major impact on female labour force participation in Sweden. These are: individual income taxation, a major development of public child care and elderly care facilities and parental insurance, which replaced the maternity benefit. Sweden has an almost equal number of women and men, aged 20–64, in the labour force. Today, there are 81 per cent women and 87 per cent men in the labour force.
2. The Swedish Government's overall goal is to restore the work-first principal and fight labour market exclusion. Although labour market participation is relatively equal for women and men but more women work part-time and more women than men have temporary employment. Long periods of part-time work affect salaries, career opportunities and pensions. Thus, this undermines equal economic independence between women and men.

Eliminate occupational segregation and all forms of employment discrimination

3. According to the Discrimination Act (2008:567) employers and employees are to cooperate on active measures to bring about equal rights and opportunities in working life regardless of sex, ethnicity, religion or other belief. Every three years employers are obliged to draw up a plan for their gender equality work. This applies to employers with at least 25 employees.
4. Employers are to promote an equal distribution of women and men in different types of work and in different employee categories, by means of education and training, skills development and other appropriate measures.

Wage disparities between women and men

5. The Mediation Institute (Medlingsinstitutet), the agency responsible for mediating in labour disputes and promoting an efficient wage formation process, publishes an annual report on wage trends from a gender perspective.
6. The gender pay gap persists in the labour market and women's salaries amount to about 84 per cent of the salaries of men. This can be explained, at least partly, by the fact that women and men are to be found in different professions, sectors, and positions. When adjusted women's salaries amount about 93 per cent of the salaries of men. To change this situation the processes behind the

outcome must be visualized and tackled. Such efforts are continuing.

7. In 2006 the former Equal Opportunities Ombudsman (JämO) was assigned by the Government to increase measures concerning examining and supporting employers work with pay surveys and analyses. Employers, both within the private and the public sector, were examined. As a result, more than 5 000 people, 90 per cent of them women, had their pay revised.
8. The 2007 round of collective bargaining included practically the entire labour market. To a great extent the agreements at national level were worded with the aim of achieving equal pay between women and men.

Targeted initiatives to promote women's enterprise

9. The Government has initiated a number of general actions to make it easier and more profitable to start and run companies. This is supposed to have a positive impact on entrepreneurship in general and also benefit women. For example, the wealth tax has been abolished, health care and nursing have been opened up to more private competition, tax incentives to strengthen the demand for household services have been introduced, the maximum level of micro loans has been increased etc.
10. The Government considers it important to ensure that general programs for promoting entrepreneurship and enterprise are designed from the outset so that they also reach and meet the needs of women entrepreneurs. The Government therefore continuously reviews how monitoring and current systems, for example financing, can be designed to be better adapted to the needs of women's enterprise.
11. The encouragement of women to start businesses and the growth of women run companies are the overall objectives of the programme *Promoting Women's Enterprise*. This programme will significantly increase women's access to business development services and also other services, such as: financing, mentorship programmes, high level entrepreneurship training, innovation support and product development. This will strengthen women's financial situation and increase the number of women legible for senior management positions. The programme was launched in 2007 and will run until 2009. The Government has commissioned the Swedish Agency for Economic and Regional Growth to implement and coordinate the programme. At regional level the county administrative boards are responsible for granting projects for women's business development that are carried out by private, non profit and public actors.
12. The programme consists of four sub-programmes:
 - *The information, advice and business development sub-programme* includes co-financing of business and innovation

development measures at regional level; the dissemination of well tried models, methods and tools, the development of new methods and tools for business development, the training of business advisers and the development of Internet based services.

- In the sub-programme *Action in existing programmes*, support is provided for development concerning ownership changes, entrepreneurship among young people and mentorship.
 - For *the development of financing opportunities*, the ALMI³ has been allocated an additional EUR 0,7 million. The grants shall be used for analysing the effects of government actions for the supply of capital, information and match making measures to link up women entrepreneurs with “business angels” interested in providing risk finance and other forms of assistance.
 - The *attitudes and role models* sub-programme focuses on visualizing women’s enterprises, role models and networks. As a complement to the programme the Government has initiated a network of 880 ambassadors for women’s entrepreneurship. The ambassadors have been chosen to encourage women and girls across the country to start and run businesses. By being seen in the media, talking to school classes and at universities and also participating in various networks, the ambassadors will help to increase the knowledge of enterprising and inspire other women to see enterprise as an option. The ambassadors’ network has so far been successful in getting media coverage both in local and regional media. This has helped making enterprising women more visible and portrayed a different picture of an entrepreneur than being a man.
13. The Swedish Government financially supports activities at local and regional women’s resource centres. The Agency for Economic and Regional Growth (NUTEK) is responsible for the National Programme for Development of Women’s Resource Centres. The programme grants funding to both basic activities and different development projects at the resource centres. The purpose is to contribute to improve women’s conditions when it comes to the efforts of achieving regional growth and development. In 2007 about EUR 3,5 million were granted to local and regional women’s resource centres within the framework of the programme.

VII. Women in power and decision-making

1. There are 47 per cent women and 53 per cent men in the Swedish Riksdag (Parliament). In the Government there are 45 per cent women and 55 per cent men. In the county council assemblies the

³ ALMI Företagspartner AB is owned by the state and is the parent company of a group of 21 subsidiaries, which are 51 per cent owned by the parent company. Other owners are county councils, regional authorities and municipal cooperative bodies.

proportion of women is 48 per cent and of men 52 per cent and in the municipal council assemblies there are 42 per cent women and 58 per cent men. On the boards of state owned companies the interim target of 40 per cent women was achieved in 2003. In 2008 the proportion of women was 49 per cent and of men 51 per cent.

2. In 2008 the Government decided to initiate a national board chair programme for women. It is intended to make women, who can be suitable as board members, more visible and to create a debate on how increased representation of women in the boards of directors can contribute to growth. Moreover, the programme is to spread good examples through networking events, mentoring and training.
3. The Government will continue the efforts to achieve gender balance in the boards of companies. A special focus will be laid on encouraging the private sector to increase women's representation.

VIII. Institutional mechanisms for the advancement of women

Please, see part three of this document.

IX. Human rights of women

A new national action plan for human rights

1. The Government took a decision in March 2006 concerning a "National Action Plan for Human rights 2006–2009" (Government Communication 2005/06:95). The action plan, which was presented to the Riksdag (Parliament) in May 2006, is the Government's second national action plan for human rights. The first action plan, which was adopted in 2002 and covered the period of 2002–2004, has been followed up and evaluated. The new Government Communication contains an action plan for human rights for the period of 2006–2009 (Part I) and a survey of human rights in Sweden in 2005 (Part II). The action plan details measures based on the survey aimed at strengthening a number of rights. It focuses on protection against discrimination and specifies several measures aimed at combating discrimination on grounds of sex, ethnicity, religion or other belief, disability, sexual orientation and, to a certain extent, age. Other issues addressed include the rights of people with disabilities, children's rights, men's violence against women, including violence in the name of honour, and human trafficking, rule of law issues and asylum and migration. Other measures are announced which are aimed at increasing knowledge and information about human rights within the education system and the public sector as well as among the general public. A summary of the National Action Plan for Human Rights has been translated into English.

The Delegation on Human Rights in Sweden (ToR 2006:02)

2. In conjunction with the presentation of the action plan, the Government established a Delegation to support the long term task of securing full respect for human rights in Sweden based on the action plan. The Delegation shall deliver its final report to the Government by 31 March 2010.

The Swedish Government's human rights website

3. The Government's human rights website (www.humanrights.gov.se) was established in 2002 as one aspect of implementing the first action plan. Information posted on the website includes key human rights conventions translated into Swedish, as well as other important documents including Sweden's reports to the treaty monitoring bodies of the UN and the Council of Europe. A project commenced in 2006 aimed at further adapting the website to people with disabilities. Translations into minority languages spoken in Sweden were also addressed. The website is an important tool for the Government to disseminate information about human rights issues. More than 50 000 people visit the website each month, including public officials, students and the public at large.

X. Women and the media

1. Since 2006 all agencies and institutions in the field of cultural policy have got a pronounced gender equality objective: a gender equality and diversity perspective is to be mainstreamed into the work of the entire institution. The aim is to make clear that the gender equality and diversity perspective is an overall operational objective, not a "sideline" to the regular operations. Within certain areas of cultural policy, there have been specific measures to promote gender equality.
2. Public service radio and television have an important role to play in not spreading stereotypical images of women and men, or of power structures and gender roles in society. A Government bill about public service radio and television (Govt. bill 2005/06:112) contains proposals for conditions and guidelines to be applied during the licensing period of 2007–2009 for public service radio and TV broadcast by the Swedish Radio, the Swedish Television and the Swedish Educational Broadcasting Company. According to the bill, equality between women and men is an explicit aspect of the fundamental democratic ideal of equal rights for all. Asserting gender equality is also a consequence of the "democracy provision" in the Radio and Television Act.

XI. Women and the environment

1. A revised national strategy for sustainable development "Strategic challenges - A Further Elaboration of the Swedish Strategy for Sustainable Development" was decided upon in 2004. The

economic, social and ecological dimensions of sustainable development are addressed in the document and gender equality is one of the issues given priority in the social dimension. Four strategic challenges were emphasized:

- building sustainable communities
- encouraging good health on equal terms
- meeting the demographic challenge
- encouraging sustainable growth

2. A Nordic strategy for sustainable development was revised in 2008. This strategy focuses on four main areas:

- climate and renewable energy
- sustainable consumption and production
- the Nordic welfare state as a tool for sustainable development
- education and research, participation of the population and local sustainability strategies

The strategy is based on fundamental values such as: equal worth for all people, respect for human rights, justice, equality, gender equality, democracy, promotion of health and well-being. Equality between women and men represents one of the prerequisites for sustainable development and for carrying out Agenda 21, specially concerning participation in economic and political decision making processes.

3. In the field of gender equality the Nordic countries will inter alia:

- further develop the Nordic region to become an attractive gender equal labour market
- cooperate internationally in order to counteract human trafficking, prostitution and female circumcision

4. In 2006 the Swedish Chemicals Agency (Kemikalieinspektionen) was instructed by the Government to carry out an analysis on current knowledge regarding gender differences and human health risks of chemicals and to identify the needs for research activities. In 2007 they submitted a report concluding that the ongoing research project on environmental pollutants and sex related differences had made obvious the need for further research activities within this area. The aim of the ongoing project is to develop knowledge of the significance of sex related differences with regard to the exposure to, uptake, metabolism and effects of hazardous chemical compounds. This project is to continue until 2010 but the Swedish Chemicals Agency calls attention to the need for further research activities in 2011.

5. In 2008 the National Board of Housing, Building and Planning (Boverket) in cooperation with the county administrative boards, was commissioned by the government to strengthen safety in urban environments from a gender perspective. The project will continue until 2010 and its aim is to develop strategic methods based on best practices in order to mainstream a gender

perspective through the urban planning system and through the decision-making powers of planners, architects, surveyors, engineers and city managers.

XII. The girl child

1. In 2004 the Government appointed the Delegation for Gender Equality in Pre-school, with the aim to emphasise, reinforce and improve gender equality work. A final report was delivered in 2006, where outcomes from 34 funded projects were described (SOU 2006:75).
2. As mentioned earlier “age” is a new ground of discrimination in the new Discrimination Act which entered into force on 1 January, 2009. ‘Age’ means length of life to date. It applies to women and men, girls and boys of all ages.
3. In March 2009 the Government submitted a bill to the Riksdag (Parliament) proposing the introduction of a new crime called *contact with children for a sexual purpose*. The intention with the legislation is to further strengthen the penal law protection for children against being exposed to sexual abuse. The crime is targeted on contacts with children, for example through the Internet, which are aimed at making possible sexual abuse at a physical meeting with the child. It is proposed that this provision cover a person, who, with a view to commit acts constituting a certain sexual offence against a child under the age of 15, makes an agreement with the child on a meeting and takes some action intended to promote such a meeting taking place. It is proposed that the punishment be a fine or imprisonment for at most a year. The legislation is proposed to come into force on 1 July 2009.

Part three: Institutional development

1. The Swedish Government has since long decided that gender mainstreaming should be applied within the Government Offices. But time made obvious that a decision was not enough. Therefore, the Government in April 2004 adopted a comprehensive plan for implementing the strategy of gender mainstreaming within the Government Offices. The plan runs until 31 December 2010. This plan is to be completed by annual action plans on gender mainstreaming.
2. In October 2006 a new ministry was established, the Ministry of Integration and Gender Equality. Democracy, discrimination, gender equality, human rights, integration, national minorities and youth policy issues are some of the responsibilities for the new ministry.
3. The strategy of gender mainstreaming implies that each minister is responsible for gender equality in his or her policy area and the Minister for Gender Equality is responsible for ensuring that progress is made and for following up measures at overarching level. All ministries have set up organisations and plans for this work. As a first step, up to 70 gender equality analyses in 47 policy areas were carried out during the period of 2004–2005. The main outcome of these analyses was new objectives and indicators for the operations of the public agencies. The strategy also implicated staff training in gender equality.
4. As mentioned the comprehensive plan for implementing gender mainstreaming is followed up annually using qualitative and quantitative indicators. In addition, a final evaluation will be carried out in 2010.
5. In January 2008 the Government approved an Action Plan for Gender Mainstreaming in the Government Offices 2008–2009. The action plan intends to deepen and develop the work with implementing gender mainstreaming in the budgetary and legislative process. Swedish gender budgeting work focuses on three different areas: performance and financial management of government agencies, the decision-making material on which economic policy is based and statistics disaggregated by sex, which is an important tool in the work. The objective of this work is to engender the budget process in accordance with the Council of Europe's definition of "gender budgeting".
6. In the action plan for gender mainstreaming for the period of 2008–2009, there is a specific goal stating that, in all Government bills, statistics relating to individuals should be disaggregated by sex.

7. Since 1994 the Ordinance on Official Statistics has had a specific paragraph stating that official statistics related to individuals are to be disaggregated by sex. This means that public agencies producing official statistics are obliged to present all their data relating to individuals disaggregated by sex.
8. The Government has commissioned Statistics Sweden to build a database containing information from a gender perspective about entrepreneurs and companies in order to make it possible to analyse women's and men's enterprise from different angles.
9. Many of the institutions and services of a welfare state are to be found at local and regional levels. Local and regional agencies in Sweden are responsible for a major part of the basic services that influence people's everyday lives, such as schooling, childcare, healthcare and care of the elderly. It is therefore important not only that the Government Offices and national agencies apply gender mainstreaming, but also that local and regional agencies have a gender equality approach in their activities. Therefore, the Government recently allocated EUR 12,5 million to promote gender mainstreaming in local and regional agencies over the coming years. The resources will be used for development work in local and regional agencies, for staff development and training, for the development of management systems etc.
10. There are 21 county administrative boards working as an extension of the government at regional level. At each county administrative board there is a county expert for gender equality issues. The county expert supports the county administrative board's leadership in the work of applying the strategy of gender mainstreaming and in achieving the national, regional and local goals of gender equality.
11. As mentioned in part one, the Swedish Riksdag (Parliament) has adopted a new Anti-discrimination Act that entered into force on 1 January 2009. The new act merges the current seven acts against discrimination regarding different areas of society and different grounds of discrimination in a single piece of legislation.⁴ It includes protection on the five previous grounds of discrimination and two new grounds, age and gender identity. "Age" means length of life to date. It applies to women and men, girls and boys of all ages. "Transgender identity or expression" refers to a person who

⁴ The new Act replaces the following legislation:

- the Equal Opportunities Act (1991:433),
- the Act on Measures against Discrimination in Working Life on Grounds of Ethnic Origin, Religion or Other Religious Faith (1999:130),
- the Prohibition of Discrimination in Working Life on Grounds of Disability Act (1999:132),
- the Prohibition of Discrimination in Working Life on Grounds of Sexual Orientation Act (1999:133),
- the Equal Treatment of Students at Universities Act (2001:1286),
- the Prohibition of Discrimination Act (2003:307),
- the Act Prohibiting Discriminatory and Other Degrading Treatment of Children and School Students (2006:67).

does not identify herself/himself as a woman or a man, or who expresses belonging to another sex through his or her clothing or in some other way. People who identify or express themselves as transvestites will, for example, be able to invoke the prohibition of discrimination.

12. An inquiry chair has been tasked with investigating the effects of the provisions on active measures in anti-discrimination legislation. The remit also includes considering how requirements for active measures can be made clear and linked to effective sanctions, and whether the requirements for active measures should be extended to other grounds of discrimination and areas of society. The inquiry is to deliver its report no later than on 31 December 2009.
13. A new agency, the Equality Ombudsman, has been set up, responsible for the compliance with the new Act. The current four offices of the anti-discrimination ombudsmen, the Office of the Equal Opportunities Ombudsman, the Office of the Ombudsman against Ethnic Discrimination, the Office of the Disability Ombudsman and the Office of the Ombudsman against Discrimination because of Sexual Orientation phased out and have been replaced by the new Office of the Ombudsman against Discrimination. Another new feature of the act is that protection against discrimination is to be introduced into new sectors of society, where until now prohibitions on discrimination have not been legally regulated, such as public employment, national military service and civilian service, all parts of the education system, public meetings and public events. The act also underlines the importance of deterrent damages in cases of discrimination and introduces in this respect changes that are intended to substantially raise the level of damages awarded. Prohibitions against the discrimination of trainees and of temporary or hired labour have also been introduced.

Part four: Remaining challenges and actions to address them

As has been described in previous parts of this document there are action plans and a great variety of activities and measures going on within all of the 12 areas of concern in the Beijing Platform for Action.

It is still too early to learn enough from the initiatives taken. Follow-up of the implementation of measures and the evaluation results will lead to more in depth knowledge and provide a basis for further conscious actions for improvement on all levels and within all areas of concern.