



Final Report



10th Anniversary Seminar of the Nordic Forum
Equal opportunities – for WoMen

Turku, Finland 12–13.8.2004



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1. Introduction

Ten years ago, more than 15.000 participants attended the Nordic Forum “Women’s Life and Work - Joy and Freedom” in Turku. To celebrate the anniversary of this huge and succesful event a seminar on “Equal Opportunities – for WoMen” took place in Turku on the 12th and 13th of August 2004. About 400 invited participants from 11 countries around the Baltic Sea took part in the seminar, which was one of the international key events of the City of Turku 775-years’ celebrations. The Seminar was arranged by the Nordic Council of Ministers, City of Turku and Centre for Continuing Education at Åbo Akademi University. The President of the Republic of Finland, Ms Tarja Halonen, was the patron of the seminar.

The purpose of the 10th anniversary seminar was not just to celebrate. The seminar was an important part of a larger process, where international and parlamentarian institutions, regional and local authorites as well as NGO’s hand

in hand strive for a stable development of the Baltic Sea region and a continuous improvement of human rights and democracy. The main theme for the Seminar was Equal Opportunities, shared on Violence, Working & Family Life and Power & Decision-making. All these topical questions were discussed on international level, as well as on regional and local levels. Globalization, education, different cultures and city-countryside differences were topics considered in all discussions.

The Baltic Sea is our common sea and the challenges are as well common to all of us. Problems in any geographical or social area radiate to and have effects on the whole region and society . But so do successes and good ideas as well. The 10th Anniversary Seminar of the Nordic Forum was a place for analysis, discussion and change of ideas. It was as an important milestone in our joint process. It is up to us all to keep this process going on. ♦



Armas Lahoniitty
Mayor, The City of Turku

Per Unckel
Secretary General, The
Nordic Council of Ministers

2. History

2.1. Background

Held in Turku 1-6 August 1994, the Nordic Forum "Women's Life and Work - Joy and Freedom" was the regional Nordic preparatory meeting for the Fourth United Nations World Conference on Women in Beijing and Huairou 1995. It was preceded by the following UN events:

- UN International Woman's Year 1975
- UN Decade for Women 1975-1985 which led to
- First World Conference on Women in Mexico 1975
- Second World Conference on Women in Copenhagen 1980
- Third World Conference on Women in Nairobi 1985

After Nairobi, the first Nordic NGO (Non-Governmental Organisation) Forum was held in Oslo in 1988, with around 8,000 participants; the Official Conference dealt primarily with the Equality Plan drafted by the Nordic Council of Ministers. In 1994 the plan was developed further in Turku, with the discussion results being taken to Beijing and Huairou to the Fourth World Conference on Women in 1995.

After Beijing, several follow-up meetings have been held in the Nordic countries and the Baltic region during the period 1997-2003. Following the 10th Anniversary Seminar in Turku 2004, the next follow-up meeting will be held in St. Petersburg in 2005.

2.2. The Nordic Forum in Turku 1994

General

Over 15,000 participants primarily from the Nordic and Baltic countries took part in the Forum, for which an impressive opening ceremony was held on the banks of the Aura River. The Seminar Programme consisted of 716 lectures, workshops and seminars in six different theme "Houses": House of Spirits; House of the Future; House of Good and Evil; House of Innovation; House of Welfare; and House of the World. There were also 277 exhibitions, 27 sporting events and 162 theme discussions. In all, 1,182 different events were staged.

Special attention was given to such groups as the Sami (Lapps), the Romany (Gypsies), immigrant women, youth, sports and cultural groups, the disabled as well as women inventors. The cultural programme included a huge range of art and culture produced by Nordic women, including a special Women's Film and Video Festival.

The Secretary-General of the Beijing Conference, Mrs Gertrude Mongella attended the Forum, as did the 1992 Nobel Peace Prize winner, Rigoberta Menchú Tum, among other dignitaries.

The Official Conference

Arranged by the Nordic Ministers of Equal Opportunities, the Official Conference was held on August 4-5, dealing with the main areas of Nordic cooperation on equal opportunities. The themes of this Conference, which concluded with a panel discussion, were the following:

- Towards equal opportunities. What has happened since 1988?
- Political and economic power. How do women get it?
- Women's human rights
- Access to and participation in all communication systems
- Inequalities in the management of natural resources and in the safeguarding of the environment
- Discrimination against and violation of the rights of the Girl Child

The Beijing Platform for Action

A Fifth World Conference on Women will not be arranged in 2005. Instead, a review of the Beijing Declaration and Platform for Action will be made on three levels.

Firstly, the Commission on the Status of Women (CSW) took the matter up at its 49th session in March 2004, and the review was based on an analysis of government responses to a questionnaire. Secondly, the Economic and Social Council will look at the themes spanning several global summits and conferences. Thirdly, other more policy-related issues may be taken up at the General Assembly level, during its 60th session. ♦

3. Organisation

The Seminar was arranged by the Nordic Council of Ministers, City of Turku and Centre for Continuing Education at Åbo Akademi University. Turku's 775th anniversary celebrations served as the inspiration for holding the Anniversary Seminar of the Nordic Forum in Turku in 1994. The Nordic Council of Ministers accepted and preparations for the Seminar began on 24.10.2003. Two committees, the International Programme Committee and Local Programme Committee, met on a regular basis.

3.1. Members of the International Programme Committee

Member of Parliament *Majja Perho*,

Chair Member of Parliament *Heli Paasio*, Vice Chair

Åbo Akademi University; *Nina Söderlund*, Committee Secretary.

Nordic Council of Ministers; Senior Advisor *Carita Peltonen*.

Nordic Council of Ministers; Senior Advisor *Astrid Naerum*.

City of Turku; Head of International Affairs Unit, *Mika Akkanen*.

City of Turku; Special Advisor of International Affairs, *Irmeli Torssonen*.

City of Turku; Project Planner of International Affairs, *Nina Björkfelt*.

City of Turku; Equality Committee Secretary *Sinikka Reinikainen*.

Denmark; Authorized Representative *Sofie Carsten Nielsen*.

Estonia; Head of Equality Bureau *Ülle-Marike Papp*.

Faroe Islands; Authorized Representative *Kristianna Winther Poulsen*.

Finland; Secretary General *Hannele Varsa*.

Germany; Ms *Brigitte Pleß*.

Greenland; Authorized Representative *Jette Eistrup*.

Iceland; Director of Centre for Gender Equality *Margrét María Sigurðadóttir*.

Latvia; Head of Gender Equality Unit *Agnese Gaile*.

Lithuania; Chief Specialist of the Labour Market *Vanda Jurseniene*.

Norway; Head of Department *Arni Hole*.

Poland; Secretary of the Plenipotentiary for Equal Status *Zuzanna Dabrowska*.

Russia; Rector *Elena Kalinina*.

Sweden; Deputy Director *Katarina Schmidt*.

UBC Women's Network; Project Co-ordinator *Ulla Lundqvist*.

Åland's Government and Administrative Board; Ms *Vivan Nikula*.

3.2. Members of the Local Committee

Executive Manager *Leena Koikkalainen*, Chair.

Head of Information *Ulla Achrén*, Vice Chair.

Secretary of the Equality Committee *Sinikka Reinikainen*, Secretary.

Head of International Affairs Unit *Mika Akkanen*.

Special Advisor of International Affairs *Nina Björkfelt*.

Communication Planner *Ann-Marie Nystedt*.

Sirpa Ruisniemi, Femina Aboensis.

Planner *Nina Söderlund*.

Special Advisor of International Affairs *Irmeli Torssonen*.

4. Seminar venue

The Seminar took place at the University of Turku, in Natural Sciences Building I on University Hill. Address: Vesilinnantie, Yliopistonmäki, FIN-20500 Turku. ♦

5. Programme

The main theme of the Seminar was Equal Opportunities, shared on Violence, Working & Family Life and Power & Decision-making. All questions were discussed at the international level as well as regional and local levels. Globalisation, education, different cultures and city-countryside differences were topics considered in all discussions. Master of ceremonies was actor *Johan Simberg*.

Original programme

Thursday 12.08.2004

08.00-09.00 Registration

09.00-10.30 Opening Session

Greeting words of the City of Turku, Mayor *Armas Lahoniitty* • Chairperson of the Nordic Forum 1994, *Margareta Pietikäinen* • The International Organising Committee, MP *Maija Perho* • The Nordic Council of Ministers, Minister *Siv Friðleifsdóttir*. **Cultural programme:** *Birgitta Ulfsson & Lowe Pettersson*.

10.30-11.00 Coffee Break

11.00-12.45 First Group Session

- 1) Parental responsibilities (chaired by Iceland)
- 2) Women in private business (Russia)
- 3) About rape and its consequences (Sweden)

12.45-14.30 Lunch

14.30-16.30 Second Group Session

- 1) Gender segregated labour market (Denmark)
- 2) Media reflecting decision-making (Estonia)
- 3) Prostitution & Trafficking in Women (Sweden)

16.30-17.00 Coffee Break

17.00-18.30 Panel Discussion

"Equality today and 1994." • Minister *Sinikka Mönkäre* and Former Minister *Elisabeth Rehn*, Finland • MP *Giedre Purvaneckiene*, Lithuania • *Ülle-Marike Papp*, Estonia • *Zuzanna Dabrowska*, Poland • *Solvita Vevere*, Latvia. **Moderator:** Consultant *Marianne Laxén*.

20.00-21.30 Reception of the City of Turku

Friday 13.08.2004

09.00-10.30 Plenary Session

UN Ambassador *Marjatta Rasi* and Vice Governor of St. Petersburg *Ljudmila A. Kostkina*.
Discussion, moderator MP *Sirkka-Liisa Anttila*.

10.30-11.00 Coffee Break

11.00-12.45 Third Group Session

- 1) Women at work (Poland)
- 2) The sex-industry - focus on pornography and children (Sweden)
- 3) Gender responsive budgeting (Nordic Council of Ministers)
- 4) Women in local decision-making (City of Turku)

12.45-14.30 Lunch

14.30-15.30 Plenary Session

Summary of the Group Sessions

15.30-16.00 Coffee Break

16.00-17.00 Closing Session

Invitation to St. Petersburg 2005. **Cultural programme:** Song group TSMO, *Ulla Bürger & Merika Torn*, *Sohon Torwet*.

Icelandic Minister *Siv Friðleifsdóttir*, The Nordic Council of Ministers, and Former Minister *Elisabeth Rehn*, Finland, were not able to attend the Seminar. ♦



5.1. Opening session

Greeting by the President of the Republic, *Tarja Halonen*

The Nordic Forum was held in Turku ten years ago. It was wonderful to see how many non-governmental organisations and private citizens attended the forum. Now it is time to evaluate how the themes from ten years ago have progressed.

The 10th Anniversary Seminar of the Nordic Forum will cover important subjects, such as global promotion of democracy, justice, human rights and equality. The theme of the seminar "Equal Opportunities – for WoMen" campaigns for equal opportunities for everyone. The seminar will review the themes through working life, social influencing, as well as private and family life. In addition, women trafficking as well as violence towards women and its consequences receive a great deal of attention.

Gender equality in Finland, as in other Nordic countries, is good when looked at from an international viewpoint, although there remains room for reforms. To achieve global equality we need to combine our strength. The advantages and disadvantages of globalisation are neither equally distributed between nor within countries. Especially women have a lot to gain from a fair globalisation that would promote well-being and employment and reduce poverty.

The UN aims at promoting equality between women and men and at empowering women in society, which is a good way to create sustainable development. When women and men have equal opportunities at work, as well as in education and decision-making, there is twice as much potential and resources available. This is what makes the promotion of equality also promotion of human rights and development.

The UN has drawn attention to women's empowerment especially in the conference in Beijing in 1995, and after that to monitoring women's status. The 10th Anniversary Seminar of the Nordic Forum is a part of this continuum.

I wish you all a very interesting and thought-provoking seminar! ♦

Message of greeting by the Mayor of the City of Turku, *Armas Lahoniitty*

Distinguished Participants of the Anniversary Seminar, Ladies and Gentlemen.

Ten years ago, more than 15,000 persons interested in questions concerning equality gathered together in the Nordic Forum in Turku. The Forum was a preparatory meeting for the Fourth United Nations World Conference on Women, which was held in Beijing and Huairou in 1995.

Now the time has come to gather together under these signs again, to see what has changed during ten years, to evaluate the present situation and to discuss the future. The City of Turku has had the pleasure of being one of the organisers, together with the Nordic Council of Ministers and the Centre for Continuing Education at Åbo Akademi University. The theme for this anniversary seminar is Equal Opportunities - for WoMen. Several top delegates are attending, and they will discuss highly topical issues in their addresses.

The seminar is also one of the international key events of Turku's 775-years celebrations.

Turku, the oldest town in Finland, is often said to have been founded in 1229. Actually, Turku was never founded in the proper sense of the word. The year 1229 has been chosen because the Pope then decreed the transfer of the episcopal see from Nousiainen to Koroinen in Turku. From the very beginning, Turku was a site for international commerce, and cultural influences from the west spread to other parts of Finland from here.

Today Turku is the centre of Southwest Finland that has half a million inhabitants. Turku has three universities, several polytechnics and many research institutes. Our strength is the special know-how that we have in biotechnology, information technology, metal technology and other technical branches. Today Turku has large international co-operative and interest surveillance networks in different parts of Europe, but especially in the Baltic and the Nordic countries.

I wish you warmly welcome to Turku. I'm sure that your seminar will be interesting and rewarding, and I hope you will enjoy your stay here in 775-year-old Turku. ♦

Chairperson of the Nordic Forum 1994,
Margareta Pietikäinen

Distinguished Audience, dear Friends!

It's a great pleasure for me – as chairperson of Nordic Forum 1994 - to be here today – to feel the thrill and expectations in the air just like ten years ago. "Women's Life and Work - Joy and Freedom" was the theme of the Nordic Forum 10 years ago - and work, joy and freedom it really did bring.

Nordic Forum in Turku 1994 was an unforgettable experience. The goal of the steering committee was to let all "flowers bloom", i.e. with open arms we did welcome seminars, workshops and exhibitions in conclusion to gender equality. The response was enormous: during the Forum Week, 716 seminars, 277 exhibitions and presentations, 327 cultural events and 27 sports and exercising events were arranged. A very special experience was "The night of arts", a traditional cultural event of the City of Turku, that took part during Nordic Forum and gathered more than 52.000 participants. I want to seize the opportunity to once again thank the City of Turku for their share of arrangements 10 years ago. It was a true pleasure to co-operate with the city and all enthusiastic inhabitants of Turku that supported us.

Forum '94 wanted to increase the Nordic spirit by involving the Baltic countries both in the planning of the Forum and participation in Turku. Some preparation meetings and seminars was therefore held in the Baltic states. Approximately 600 Russians and Balts participated in the Forum.

How did we succeed in our main goals for Nordic Forum, i.e. to inspire everyone working for gender equality, to stimulate new ideas, to activate new groups in the equality work on national and Nordic level, to give possibilities to boundless contacts for women and women organisations in the Nordic countries and the adjacent areas in Eastern Europe?

My conviction is that a lot has been done in 10 years - we have a more equal society, new attitudes and, in many countries, new legalization. But at the same time we have gained more knowledge on violence and violent acts on women: rape as part of horrible warfare, circumcision and prosti-

tution. It is excellent that some of these themes are brought forward during this seminar.

I hope that these days in Turku will give you lots of inspiration and power to work against injustice and to work for a more equal society. That power and that inspiration we – almost 16.000 women and men – gained here in Turku ten years ago. I wish you success with the seminar! ♦

The International Organising Committee,
MP Maija Perho

Human rights cannot be realised without equality.

Next year will mark the tenth anniversary of the United Nations Fourth World Conference on Women in Beijing. We are gathered here in Turku for the 10th Anniversary Seminar of the Nordic Forum to assess advances made during the past ten years as well as future prospects. The issues are primarily the same as those addressed in Beijing: Are women's rights today human rights or vice versa?; Do women have the right to a discrimination-free workplace, education, marriage and family life; to equality under the law, in political decision-making, receiving the same pay for the same job; the right to sexual and reproductive health? The list goes on and on. Finland and other Nordic countries have actively championed the cause of women's rights in the UN, its special organisations and operative programmes as well as in international conferences. Specific areas of focus are the human rights of women and girls, the promotion of, for example, sexual and reproductive rights, the eradication of violence against women, the emphasis of education for women and girls; and issues concerning the impacts of globalisation on women.

The education of girls is the key to improving human rights and increasing national development. Educated girls have an understanding of society, its inequities and their own position within it. Educated girls have a better understanding of health, contraception and nutrition. Educated girls grow up to become women who understand the issues affecting family, career and society, and often continue educating themselves. Most importantly, educated women almost invariably send their children to school! UNICEF and its many projects has put forth a very simple idea. When wells are put in near settlements, girls do not spend their

time fetching water, they use it to go to school. We Finns are only too happy to advertise that the women in our country were among the first in the world to be granted the right to vote; 2006 will mark the centenary of this momentous achievement.

The right to vote and participation in regional and local politics has had a significant impact on the development of equal rights for women and the well-being of children and families. If the political participation of women would have seen a much lower level of development, Finland and the other Nordic countries would most likely not have comprehensive daycare, school meals, long maternity leaves, paternity leaves and child-care leaves. The sufficiency, quality and benefits of these basic services are not givens, but must be defended vigorously when deciding on the allocation of budgetary funds. Almost all economists would prefer that the above-mentioned services, which are necessary for women to be able to work, were not a part of the business environment. In terms of equality these very services are what protect women from the whims of economic fluctuations.

When forming municipal and local administrative decision-making bodies as well as state organs gender quotas have brought a much greater women's perspective to committees and municipal governments, where, prior to the law, men had the clear majority. The women's perspective is of the utmost importance in deciding on land use and construction, i.e. social function of mobility and availability of services for children, families without cars and working mothers as well as the elderly and handicapped.

Balancing work and family life is a broad social values issue and long-term goal for equality, which affects both men and women. It is not only a question of how long a workday for a mother or father of a small school-age child can be or how much home assistance is available to a stay-at-home parent. These examples are important, concrete concessions for the well-being of families, but they will only be enjoyed by a few as long as work and corporate cultures continue to favour the relentless commitment of employees to their jobs at the cost of everything else in life. In co-operation with labour market organisations, the government should lay a foundation for workhour arrangements, in which the needs of families and children's interests are

better taken into consideration. Responsibility for achieving this balance lies with political decision-makers as well as trade unions and employers.

Women have long represented only a third of all entrepreneurs and family business operators. In Finland this percentage is slightly higher compared to other EU member states. Women primarily establish small, local businesses with only a few employees. These businesses are usually associated with the improvement of local services and vitality. Women entrepreneurs do not enjoy the same status as men entrepreneurs or women with salaried positions. The threshold for becoming an entrepreneur should be lowered by guarantees women entrepreneurs the same status in legislation and social welfare as women earning a salary. At the same time, active support should be given to various projects for the expansion of supplementary enterprise throughout Finland.

In conclusion, I would like to thank the active members of our international programme committee for the wide-ranging and high-profile programme provided in co-operation by the various participating countries. The status of women in the workplace, family, social decision-making and media is addressed multifariously, focusing on the Baltic region's worst human rights violations affecting women – violence against women, human trafficking and prostitution. I also think it is wonderful that we were able to get lecturers in international human rights policy and champions of women's rights, the distinguished *Marjatta Rasi* among many other strong, influential women.

I hope that you will return from this anniversary seminar to your own positions committed to the struggle for the rights of women here in Finland and all over the world. Take courage from the fact that, despite many setbacks, progress has been made through co-operation and solidarity. Give praise to women every day, believe in yourself and that a woman's euro can be 100% of a euro, that the harmonious combination of work, family life and participation as well as a strong, equal partnership with men is possible.

I hope you all have a productive, gratifying seminar! ♦

The Nordic Council of Ministers,

Minister *Siv Friðleifsdóttir*.

Icelandic Minister of the Environment, Minister of the Nordic co-operation. The chairman of the Nordic Council of Ministers 2004.

Speech held by *Margrét María Sigurðadóttir*

It was an unforgettable experience for me as a young woman to have participated in the Nordic Forum here in Turku ten years ago. I was one of many Icelandic women to make their way down here to Finland to participate in a truly outstanding gathering, where excellent contacts were made between women in the Nordic countries. The strength and feeling of unity I experienced here was a great inspiration to me. I also vividly remember the cartoons in Icelandic newspapers about the exodus of women to Turku. They showed helpless, abandoned Icelandic men on the Island of Sagas, men without food or someone to look after them – this comic scene was like a modern version of Antigone, where the men were completely subjugated by the power of women. Personally, it was also a fateful visit for me. While here in Turku, I was invited to run for the Icelandic Centre party, which I did. I was consequently elected to the Althing, where I have served for many years.

Mainstreaming was a key concept in the gender equality debate in the 1990s, arriving on our shores in 1994, where we discussed strategies in gender policy. Mainstreaming comprehends the inclusion of gender perspectives at all political levels; gender equality is included as a natural parameter in the legislation and development of the Nordic welfare state.

The mainstreaming ideology, which has since established itself in all Nordic countries and gave rise to various state initiatives, builds upon cumulative experiences and dialogues between gender research, politics and administration. At the Nordic Forum ten years ago, we showed that there was a real advantage to women joining forces and using the knowledge we have at our disposal in the form of research and analyses. The requirements that were at that time placed on the Nordic countries in connection with the Final Draft Declaration from the UN World Conference on Women in Beijing 1995 required that gender perspectives be included in political decisions as well as state budgets. Within a rela-

tively short period of time, we have seen broad acceptance of the mainstreaming concept in international agreements, social institutions and the workplace, even though it often is difficult to realise formal gender equality agreements.

The Nordic Council of Ministers has worked with gender equality for almost 30 years. The current gender equality programme is the third five-year programme that the Nordic Ministers for Gender Equality have agreed upon. The current co-operative programme will run until the end of 2005 and has three main themes:

- Integration of gender perspectives in Nordic state budgets,
- men and equality
- and the Swedish expression "kvinnofrid" (roughly translated: peace for women), which comprehends initiatives that combat violence against women.

Since 1995, the goal for Nordic gender equality co-operation has been an equal society, which quite simply means that women and men truly have equal rights in every area of society. One of the main goals of the 1995 Nordic gender equality policy was to give women access to economic decision-making processes. It was here that development was far too slow – women still run into closed doors when it comes to economic power. At board and annual meetings we see big groups of middle-aged men in dark suits; women are so rare that most look like peacocks in a sea of penguins. The result of this is that a majority of women on the labour market are not only undervalued in a completely unacceptable way, they are underpaid. In Iceland's case, with an inexplicable difference in salaries of 7.5-11%, it is a fact that women generally earn 30% less than men.

Many gender researchers have pointed out that to a large extent the gender equality concept is built upon a vision where the individual is freed from social and cultural constraints. We can therefore not ignore the fact that gender roles are determined by culture and learning. This is most plainly evident on the labour market. Research indicates that men are still the rule – men are the workforce which can devote themselves to their employer with greater loyalty and generally with longer working hours than women.

Powerful forces in society also constantly send women signals that they should attach the greatest significance to their appearance, perhaps even serving as little more than

sexual objects for men. This so-called "pornification" is not only found in strip clubs, it is spreading into many aspects of society. Violence against women has assumed new forms of expression. We not only see the pornification of our public commons, but also bigger problems in the trafficking of women. The social and cultural barriers are exceptionally high, and we cannot ignore how culturally determined gender roles affect our identity, even on the labour market.

The most important result of the Nordic Forum, which started in Oslo in 1988 and was held here in Turku six years later, is, in my opinion, the broad acceptance of the fact that we must strive for the realisation of a more pluralistic society. In the Nordic countries today it is absolutely crucial that we involve men in gender equality work and include them in the formulation of demands. It is not due to a consciously negative attitude that men oppose gender equality – their opposition is deeply rooted in latent social structures. Both men and women have use for new and more equal forms of co-habitation and co-operation, and we have already achieved excellent results. In Iceland we have a new type of parental leave, which completely equalises parental rights and in just a short period of time has got many young men to participate a great deal more in the raising of their children as well as in family life. Parental leave and Sweden's "pappa quotas" are also excellent examples of how politicians can use reforms in parental leave policy to liberate women and men from culturally determined gender roles and push social development in a positive direction. Gender-based salary inequity, however, is still a sticking point. In Iceland women who receive money from the parental leave fund have much lower salaries than men - in 2002 women's salaries were approximately 60% of men's that took a parental leave.

Honoured guests! The Nordic Council of Ministers co-operative programme for 2001-2005 includes "Gender equality deals with fundamental values, such as respect, equality, understanding, quality of life and identity... When both women's and men's competencies, skills, experience and values influence and enrich development in every aspect of society, society develops in a more democratic direction". For me, this is the very essence of gender equality work – gender-based imbalance must not remain a stain on our democratic society in the 21st century.

In conclusion on behalf of Minister for the Environment *Siv Friðleifsdóttir* I would like to thank you for giving us this opportunity to speak here at the Anniversary Seminar. Minister Friðleifsdóttir hopes that the uplifting and powerful atmosphere she experienced here in 1994 is still here, as well as that our combined strength and sense of justice brings us closer to our goal. In that struggle each and every one of us plays a vital role. ♦

5.2. Summaries of the group sessions

Ten group sessions were arranged during the Seminar. Each group session was chaired by a participating country or organisation. The moderators for the group sessions were appointed by the chairing country/organisation.

Parental responsibilities

Iceland, moderator *Ingi Valur Jóhannsson*

In Western society, many traditional gender roles are changing. The stereotypical roles of women and men as parents are among these. During the session representatives from Denmark, Lithuania and Iceland discussed recent developments in the parental leave schemes and actual use of parental leaves in their respective countries:

- *Agnete Andersen*, Legal adviser in the Ministry of Employment, Denmark
- Head of Social Payments Division *Ramune Mikstaite*, Social support centre of Vilnius municipality, Lithuania.
- Director *Margrét María Sigurðadóttir*, Centre for Gender Equality, Iceland

Agnete Andersen stressed the flexibility of the present Danish parental leave system. Until 1990 the maternity schemes were completely inflexible when it came to combining maternity leave with part-time work or studies. Today one can work, study or be active in a trade union without losing one's benefits. This flexibility has also resulted in an increase in the interest showed by fathers in taking parental leave. Today both parents have the same right to parental leave during 32 weeks, provided that the employer agrees. The maternity leave comprises a total of 18 weeks and paternal leave two weeks directly after the birth of the baby. Of all Danish fathers, 75% use their two week leave. During

maternity leave, employees are legally protected against dismissal. However, people who are not employed fall outside the parental benefit system and are thus not entitled to any benefits. The dispersion of employer costs for maternal leave was discussed. The sharing of costs between parents and employers is not considered a solution in Denmark. Effective from July 1:st 2005, all Danish employers, regardless of whether they have employees on maternity leave or not, has to pay a certain amount per employee.

Ramune Mikstaite began by stressing the special situation of maternity, paternity and parental leave schemes in Lithuania. Due to the fact that the country is technically very young, the schemes are constantly changing. New experiences bring about reforms. Mikstaite briefly presented the legal framework of maternity and parental leave and the characteristics of the present leave and benefit system. Among the problems of the present situation, Mikstaite especially emphasised difficulties with getting fathers to take more responsibility for child care. Mikstaite identified unfavourable attitudes that hold mothers as being the only capable and suitable child raisers, citing the patriarchal structures of society as the reasons for these difficulties. Still, her conclusion was that although the participation of fathers has been very low, things are changing and men are starting to participate more.

Margrét María Sigurðadóttir began her presentation by looking back at the development of the Icelandic parental leave. She summarised the main criticisms directed towards the parental leave system as it was before the year 2000. In 2000 the Parental Leave Act was passed by the Icelandic Parliament, thus extending parental leave from six weeks to nine months. In this new leave system three months are reserved exclusively for the mother, another three months exclusively for the father and the last three months for either parent or to be shared between them. Persons in the labour market normally receive compensation equivalent to 80% of their salaries. The reform aims at increasing men's participation in child raising and facilitating women's participation in the labour market. The results are encouraging; 80-85% of fathers use their paternity leave, with 13% using more than their allotted three months. Men have started taking more leave than expected and since they earn more than women the Parental Leave Fund is empty! In

addition, the public has expressed very positive views about the new system in opinion surveys. After the presentation a commentator stressed the fact that the parental leave system is now costing much more than expected, which increases the pressure for an income tax raise.

In conclusion, the three countries Denmark, Lithuania and Iceland have very different parental leave systems. Yet, all seem to agree that both parents should share the responsibility for child care and that especially fathers should be encouraged to increase their responsibility and participation. ♦

Women in private business

Russia, moderator *Elena Kalinina*

- Managing Director *Ritva Nyberg*, Women's Enterprise Agency (www.naisyrittajyyskeskus.fi)
- Senior Vice President *Siv Hellén*, Nordic Investment Bank

Siv Hellén:

Innovative Financing for Women Entrepreneurs

- The idea was born at a conference in 1999 in Reykjavik called "Women & Democracy at the dawn of the new Millennium".
- The first loan facility of EUR 1 million was established in 1999 under NIB's Baltic Investment Program.
- The facility was divided into three equal parts per country.
- NIB signed agreements with one bank in each country which banks then onlent the money for 44 projects.
- The facility was fully used up in September 2000.
- Surveys were made in all Baltic countries concerning female entrepreneurs.

Experience gained: Banks' point of view

- Banks found it difficult to combine profitability and small credits.
- Banks were not used to address women's particular concerns.
- Banks should not give advice on how to prepare business plans.
- Business plans prepared by external consultants often not of good quality.

- Women in rural areas with start-up projects were difficult to reach
- Loan applicants did not have sufficient collateral

Experience gained: Women's point of view

Surveys showed:

- Women set up their companies still with own capital
- Women have equal opportunities to access credit
- Women need more encouragement and support
- Women want role models
- Women need more information on credit possibilities
- Women are more careful and take less risks than men
- Women feel that credits for SMEs are in general too expensive ♦

About rape and its consequences

Sweden, moderator *Jenny Westerstrand*

Associate professor, psychologist *Lars Jalmert*, Stockholm University:

An analysis of gender-based violence with focus on rape as a way to uphold the old gender power order.

Lars Jalmert presented rape as one of many signs of men's violence against women and talked about the gender power order in our patriarchal societies. According to Jalmert, we should *name the men* - we should not speak of youth violence, but call it "young men's violence", we should not talk about wife-battering but speak of man's battering of wives. He gave a number of examples of gender-based violence, trying to show that they all are a part of men's trying to uphold a dominant position towards women. Jalmert presented some data from quite new reports, that stress the idea of gender-based violence as a means to be in power. Research results from the last ten years show that a majority of all rapes are planned. Very often acts of violence are described as being due to the consumption of alcohol or drugs and performed by socially-excluded groups. But the main factor is that men are the perpetrators of violence.

More information:

Ferguson, H., Hearn, J., Holter, Ø. G., Jalmert, L., Kimmel, M., Lang, J. & R. Morrell, 2004. Ending gender-based vio-

lence: A call for global action to involve men (download at www.sida.se). Statistics Sweden: www.scb.se

By Bye Pornstar

The film "*Bye bye pornstar*" was shown during the group session. Film production company Rum: Stockholm and ROKS (Riksorganisationen för kvinnojourer och tjejjourer i Sverige) co-produced the film "*Bye bye pornstar*" in 2003. The film was created to get young people to start talking about what it is like to be in a situation where one has experienced a sexual assault, but is unsure about what really happened. Was it really rape? Or wasn't my no clear enough?

"Bye bye pornstar" is 20 minutes long and the target audience is school pupils from 14 years of age. The dialogue is in Swedish but the film is available with English subtitles.

More information:

Rum: Stockholm Produktion, info@rum-stockholm.com
ROKS, info@roks.se

Deputy Head of clinic *Annika Björck*:

Ten years' experience from the National Center for Battered and Raped Women, Uppsala, Sweden

Men's violence against women is a serious health hazard. According to WHO, violence against women causes injuries and death to the same extent as cancer (1997). A National Centre for Battered and Raped Women was established in Uppsala, Sweden in 1994. It is a centre of knowledge and resources that offers patient services with accessibility round the clock. Education, information, research and development are also important pillars of the centre. The woman is always in focus. Collaboration between various clinical departments, public institutions and volunteer organizations is crucial.

Björck concluded that violence constitutes a threat against women's health and well-being, and that the medical services are an important actor in society to deal with men's violence against women. ♦

More information:

www.akademiska.se/rkc

Gender segregated labour market

Denmark, moderator *Sofie Carsten Nielsen*

The BRYT-project was carried out in all the Nordic countries between 1985 and 1989, producing more than 30 reports and publications. The aim of the project was to develop and test new methods for changing the gender segregation of the labour market.

The BRYT-project more than 10 years later – results and future prospects:

Key speakers, former project leaders of BRYT:

- Professor *Drude Dahlerup*, Stockholm University
- Senior researcher *Helle Holt*, Danish National Institute of Social Research

Additional speakers:

- *Valgerður H. Bjarnadóttir*, then Icelandic project leader of BRYT
- *Gunnel Brameus*, then Swedish project leader of BRYT
- *Leila Räsänen*, then Finnish project leader of BRYT

Drude Dahlerup, Head Coordinator of BRYT, recapitulated the overall experiences and findings of the BRYT-project, the first being that the gender segregated labour market and gender roles are continuously reproduced, with divisions being upheld both horizontally and vertically. Men and women do different things, but the male gender remains the norm. The gendered division of labour is working also globally. In line with the overall gender equality of the 1980's the BRYT-project sought to bring women into male dominated occupations, but there both was and is doubt about whether this is the right method. Different problem diagnoses also bring about different policy proposals. The Nordic countries have made very different diagnoses and thus adopted different policies. If the gender segregated labour market is seen to depend on the narrow and traditional occupational choices of girls it is the girls that are to be blamed, but if the segregation is grounded on a factual exclusion of women the employers are to take responsibility.

In addition to remedying a future shortage of labour and bringing about a better working place atmosphere, the mixing of women and men is thus likely to produce more fac-

tual choices and less unemployment for women, a more equal pay, a more equal distribution of power and a confrontation of the biologism on the labour market. Dahlerup summed up her presentation by stressing the importance of defining the goals of the work towards less gender segregated labour markets. Are we still interested in full integration, i.e. a 50/50 division in all occupations and on all levels of the hierarchy, or could we settle for the alternative aim of breaking the vertical but not necessarily the horizontal segregation? Should the aim not be equal worth and equal possibilities for advancement rather than women and men sharing the same occupations?

According to **Leila Räsänen**, sub-projects on education and employment were successfully carried out in Finland. The focus was mainly on encouraging girls and women to choose non-traditional occupations. Räsänen listed a number of good practices in physics and technology as significant outcomes of the Finnish BRYT-project. The gender pay gaps remain at the level of 80%, but the gender gap in labour force participation is continuously narrowing. However, the gap in unemployment has turned unfavourable to women.

The Swedish BRYT-project, led by **Gunnel Brameus**, was carried out in the local area of Västmanland, where in the 1980:s unemployment rates were more than double compared to the rest of Sweden. The educational choices of girls and boys were traditional and the labour market segregated. A fact underlined by the ten Swedish sub-projects was that both girls and boys encounter problems related to gender equality, but in their own ways. Measures to be taken in the future, based on the Swedish BRYT-project, would be organising networks for girls and boys, women and men. Another prospect would be to make visible the problems of "being alone", so common for people who in their occupation represent the minority gender.

During the time for the Icelandic BRYT-project, headed by **Valgerður H. Bjarnadóttir**, there was no unemployment on Iceland. Therefore, the problems were conceived in a different way than in the other Nordic countries. The project projected on the traditional focus on girls' choices of education and enforced the thinking that certain fields of work would have to change in order to interest girls and not the

other way around. A Women's Learning Centre as well as the appearance of equality consultants and women entrepreneurs were visible results of the project.

Helle Holt summarised the overall teachings of the Nordic BRYT-project. The effects of the "women into male dominated occupations" strategy are now clear; girls readily choose male dominated occupations but when they graduate they do not find employment in the sector. The barrier is thus not only education but also how employers view women employees. Family and working life are conciliated on different terms in male and female dominated working places. Holt concluded that both workplaces and homes are to be involved in order for the gendered division of labour to change.

The open debate that concluded the group session emphasised questions around power, both over one's own work and tasks and over money. The fifty-fifty division of women and men in occupations can be viewed as a goal or a means, but it is absolutely necessary to increase integration. Finally, we need more analyses of the effects of policy measures such as Equality Acts on the gender segregated labour market. ♦

Media reflecting decision-making

Estonia, moderator *Ülle-Marika Papp*

- BA student *Helina Lindma*, Tallinn Pedagogical University

Representation of women politicians in printed media. Content analysis on the representation of women politicians in mainstream printed media. How are the gender stereotypes and understanding of women's position, and thus participating in political decision-making, (re)produced by the media texts and "traditional" journalistic choices? What is symbolic annihilation and trivialization of women politicians in media texts? ♦

Prostitution & Trafficking in women

Sweden, moderator *Jenny Westerstrand*

Detective inspector *Cajsa Ojakangas*, Stockholm Police Department:

A case study on trafficking in women through four countries – two women's destinies from the beginning to the end.

In September 2001, two Russian girls, *Lera* and *Nadja*, met a man in Moscow who offered them a job in a bar in Lithuania. They accepted, thus beginning a six-month nightmare. After two other girls and a guard were arrested in Norway at the end of February 2002, the whole story began to unfold. During the investigation, a network of trafficking and prostitution operating in the Nordic and Baltic countries was revealed as well as the destinies of many young women, forced into prostitution, raped and abused on a daily basis. In March 2003 two Lithuanian men received a prison sentence of 12 years for grave procuring, kidnapping and grave rape etc. Four girls, among them *Nadja*, served as witnesses. The most important evidence given was the statements made by the young women against the defendants. Each taken on its own merit, the individual statements lacked some impact, but taken together they showed the reality of organized crime, with its trafficking and prostitution. ♦

Special advisor, lawyer *Gunilla Ekberg*, Swedish Division for Gender Equality:

Swedish policy and legislation concerning prostitution and trafficking in human beings.

Prostitution and trafficking in women and girls for sexual exploitation have shown an alarming increase during the past several decades. The prostitution industry is booming. Trafficking and prostitution of women and girls for profit is one of the fastest growing global enterprises, after drug and arms trafficking. In Germany, for example, turnover in the sex industry is 6.4 billion €/year, with 400,000 prostitutes and 1.2 million buyers/day.

Throughout history, focus has been put on women regarding prostitution. Already in the mid 18th century, prostitution was regulated to prevent men from catching diseases. In 1875, prostitutes in 13 Swedish cities (mostly university cities and garrisons) were to be examined by a gy-

naecologist two times a week. If they didn't show up, they were sentenced to hard labour. History repeats itself, as the Czech Republic among other countries wants to legalize prostitution and make prostitutes register their firm and have compulsory health checks on a regular basis.

Today, "working" as a "sex worker" is seen as a legitimate career path for women, and employment centers in the Netherlands, where prostitution and brothels are legalized, suggest *brothel worker* as an appropriate professional choice. In New Zealand brothels were legalized in 2003. At the same time, guidelines for the sex industry were published - the prostitutes should use good beds, regularly check their health and carry a torch (!) to look for sexually transmitted diseases. But who works in prostitution? Most prostitutes are homeless, indigent drug addicts from unstable countries with poor social security or persons subjected to prior sexual abuse. They are often the victims of physical violence and many suffer from mental or physical illness. Their "profession" is very seldom taken of their own volition; they are usually coerced into the position.

In Sweden prostitution is officially acknowledged as a form of male sexual violence against women and children. On 1 January 1999, a Swedish law prohibiting the purchase of sexual services entered into force. The law is the first attempt by a country to address the root cause of prostitution and trafficking in human beings: the demand, i.e. the men who assume the right to purchase persons for prostitution purposes. From 1999 until today, the number of women involved in street prostitution has decreased by at least 30% to 50%. Significantly, the number of women in street prostitution in Sweden today is no more than 500 (Sweden has 9 million inhabitants). In Denmark (4.5 million inhabitants), which does not have a legislation prohibiting the purchase of sexual services, 2,000 women were involved in Danish street prostitution at the beginning of the 1990s, compared to 5,500-7,800 in 2004. ♦

Women at work

Poland, moderator *Zuzanna Dabrowska*

Specialist *Małgorzata Perkowska*, Secretariat of the Government Plenipotentiary for Equal Status of Women and Men in Poland:

Gender and Economic Opportunities in Poland: Has Transition left Women Behind? Report of the World Bank, March 2004.

In the transition period in Poland, gender inequalities became more visible. The situation of working women is affected by a double role they are expected to fulfill according to the stereotypical model of family life. Employment among men (50.8% in 2002) is higher than employment among women (38.9%), even if women, on average, are better educated than men. Women's salaries are about 20% lower than that of men. The retirement benefits level is 30% lower for women, due to different retirement age for women (60 years) and men (65 years), lower wage base and longer periods of unemployment for women. One of the main recommendations of the Report is to implement the same retirement age for men and women to reduce poverty among older women.

Today in Poland, equality doesn't have a high value in itself – in freedom and times of free market it is important that everyone can take care of themselves.

According to Deputy Director *Solvita Vevere*, State Employment Agency, the picture of Latvia is a bit different. Latvia is a small country with a small percentage of rich people, who can afford to fund political parties. These parties are very much part of the business life, which leads to a sort of business budgeting for the whole country. Entrepreneurship is decreasing in Latvia, in correlation to the establishment of international companies. Women, who used to be the ones establishing new firms, can now get high positions in the new companies.

The employment rate is rising (1996 - 20%, 2002 - 11% unemployed). Due to alcoholism, more men are unemployed. The salaries of women are 100.8% compared to the figures of men. But men are three times more often employers than women. In 2004 Latvians will get 70% of their salary for child care, which used to be 50€/month. ♦

**The sex industry – focus on pornography and children
Sweden, moderator Jenny Westerstrand**

Former police superintendent, Vice Chair *Monica Dahlström-Lannes*, ECPAT Sweden:

The most brutal and disgusting category of crime: commercial sexual abuse and exploitation of children.

The acronym ECPAT stands for End Child Prostitution, Child Pornography and Trafficking of Children for Sexual Purposes. The prevalence of commercial sexual abuse of children in Sweden has been studied by both ECPAT Sweden and the Swedish government. Estimates vary between 400 and 2,000 victims aged 4 months to 18 years. To prevent these crimes Dahlström-Lannes stressed that all children have to be informed and taught how to avoid the risks and the victims have to be treated. But also the abusers need treatment. To debase the possibilities of abuse travel, policies against child sex tourism has to be created. ECPAT has developed a Code of Conduct against child sex tourism that has been adopted by nearly all Swedish tour operators. Around 30 million travellers in Europe and millions in the United States and Canada are affected through their travel agencies. Last but not least everyone should take personal responsibility and act when they see something.

It has been estimated that every eighth website is pornographic and that every fourth web search is for porn. Child pornography implies the sexual abuse and torture of children. Child pornography means moving limits, confirming and normalising perversity, but above all it entails the gaining of big profit. Child pornography is also about giving access to forbidden websites where paedophiles save, collect and exchange pornography. Dahlström-Lannes emphasised that without exception child pornography always implies a sexual crime. The possession, production and circulating of child pornography is illegal in Sweden. But the law has weaknesses and the sentences passed for the circulating and possession of child pornography are very low in Sweden. ECPAT has developed a set of Net Smart Rules to protect children Online. However, the ultimate solution and aim should be to stop the demand for child prostitution and pornography altogether.

More information:

Code of Conduct against child sex tourism,
www.thecode.org
Stop the demand for child prostitution and pornography,
www.stopdemand.org

Former Member of European Parliament

Marianne Eriksson:

The actual reasons behind the rapid growth of the global sex industry and how to fight it

Marianne Eriksson presented her experiences of the difficulties involved in talking about prostitution and the demand behind it in the EP. It took e.g. four years for her to be permitted to write a preliminary report on the sex industry for the Committee on Women's Rights and Gender Equality. According to Eriksson, changing asylum and other immigration policies is central to alleviate the situation of the victims of trafficking for sexual purposes. The core problem is that sex is viewed as any other commodity. There are strong links and even business agreements between companies in the sex industry and e.g. mobile phone operators such as Vodafone and Virgin. Many companies that provide pornography and prostitution services are listed on the stock exchange.

No one knows how big the sex industry is. This is partly due to the lack of clear boundaries and the normalization of commercial sex. To combat this industry, Marianne Eriksson proposes real and well-planned sex education, re-writing of the EU TV-directive, a prohibition of unethical stock exchange business, a discussion of the bank secrecy and general education or "brainwash". Male dominated and respected institutions have to be used to better put the message through. No one should be forced to confront commercialized sex, freedom from it should be a fundamental right. In this respect the Internet is an enormous challenge.

More information:

<http://www.marianneeriksson.com> ♦

Gender responsive budgeting

Nordic Council of Ministers, moderator *Catharina Brottare Schmitz*

- Senior adviser *Søren Juel Andersen*, The Nordic Council of Ministers
- Project director *Catharina Brottare Schmitz*, Gender responsive budgeting, The Nordic Council of Ministers
- *Ann-Marie Sandquist, Marianne Laxén & Indrė Mackevičiūtė*

The European Council's definition of gender budgeting

Gender budgeting is an application of gender mainstreaming in the budgetary process. It means a gender-based assessment of budgets, incorporating a gender perspective at all levels of the budgetary process and restructuring revenues and expenditures in order to promote gender equality (definition by The Council of Europe). The workshop made a brief introduction to the rationality and motivation behind gender budgeting. Around the world some sixty initiatives are currently ongoing; some are run by the governments, some by NGO's and some in cooperation between the two. Two ongoing initiatives from the Baltic region was presented. The workshop also brought up experiences made so far and ended with an open discussion. ♦

More information on gender responsive budgeting

Ombudsman *Indrė Mackevičiūtė*

Office of the Equal Opportunities

More information can be achieved from the Nordic Council of Ministers Gender Responsive Budgeting Project:

www.norden.org

Women in local decision-making

Turku, moderator *Ruth Hasan*

- Researcher *Sari Pikkala*, Åbo Akademi University
- *Eva Larsson*, Member of the City Council, Beauty Board, Stockholm.

Trends in female representation, implementation of gender quotas in municipal boards and the impact of women in local decision-making.

Ruth Hasan stated, that in 1995 the Finnish Parliament had passed an amendment to the Quota Act, according to which all political organs at all levels must be composed of at least 40% of each gender. The research of *Sari Pikkala* shows, that Finnish figures show a slow growth during the period 1960-2000. The female percentage varies from municipality to municipality, with an average of 34% being women. This can be compared with 41% (Latvia), 29% (Iceland), 21 % (Estonia), 18% (Lithuania) and 16% (Poland). For the past decades the percentage of women has grown due to higher levels of education and income.

There is a connection between the percentage of women and social and economic structures. According to *Pikkala*, the situation has changed since Finland became a member of EU, which brought on a cultural change. *Pikkala* concluded that number matters. With less female representation in municipalities there is less influence.

According to *Eva Larsson*, a Swedish politician, women have to communicate "up-down-up". Women can change the more military structure of men, but they need time. Women have to stand together and continue to have fun. Business needs networking, and it is important that women lobby for other women. ♦

5.3. Panel discussion: Equality today and 1994

- Minister *Sinikka Mönkäre*, Finland
- MP *Giedre Purvaneckiene*, Lithuania
- Head of equality bureau *Ülle-Marike Papp*, Estonia
- Co-ordinator *Zuzanna Dabrowska*, Poland
- Deputy Director *Solvita Vevere*, Latvia
- Advisor of the President of Chamber of Commerce, St. Petersburg *Tatiana Avetikyan*, Russia
- Moderator: consultant *Marianne Laxén*, Sweden

5.4. Plenary Session

- Moderator MP *Sirkka-Liisa Anttila*
- UN Ambassador *Marjatta Rasi*

Statement by Ambassador *Marjatta Rasi*, Permanent Representative of Finland to the United Nations, President of ECOSOC:

Women at the UN - From Mexico to the Millennium Summit and beyond

Excellencies, ladies and gentlemen,

It is an honour and a pleasure for me to be here to today, to address the tenth anniversary seminar of the Nordic Forum. I have been asked to talk about women at the United Nations – the work of the organisation related to women's empowerment, women's human rights, women and development – in short, the global women's agenda.

Let me say right at the outset that there could not be a better time or place for us to discuss these matters than right now and right here. At the United Nations and worldwide, preparations are currently ongoing for the tenth anniversary of the Beijing World Conference on Women and the Beijing Platform for Action, the blueprint for international efforts for the advancement of women. The tenth anniversary of Beijing will simultaneously mark the thirtieth anniversary of the International Women's Year, 1975, and the first World Conference on Women, held in Mexico that same year. Also, in a years' time, heads of state and government will come together in New York to examine the progress made in the implementation of the Millennium Development Goals, agreed to in the year 2000. Only one of

those goals relates directly to women, but it is generally agreed that progress towards that goal is a necessary precondition for the attainment of all eight of them. - And still this autumn, we will be marking 25 years since the adoption by the General Assembly of the CEDAW convention, the Convention on the Elimination of all forms of Discrimination Against Women. So it is indeed an exciting time to be working on these issues.

As far as our location and the occasion are concerned, I find these very fitting as well. Without any exaggeration, it is safe to say that the Nordic countries were instrumental in bringing women onto the UN agenda, and in articulating the global commitments regarding women. Even today, the Nordic and Baltic countries remain amongst the most active proponents of the rights of women and of gender equality - together with a great many other countries, I am happy to admit. The global women's movement has its roots here, with us, and therefore we have a special duty to see to its progress.

In the following, I would first like to give you a brief overview of the history of women at the UN and then discuss a few topical issues in more detail.

When thinking about women at the UN, the thoughts of all Finns turn almost automatically to Helvi Sipilä, the first woman to hold the rank of Assistant Secretary-General at the UN, and the driving force behind many of the early achievements of women in the organisation. Helvi Sipilä invested some twenty-odd years of her life in the UN, first as a government delegate, and later as a staff member. Her legacy continues to be a source of inspiration and encouragement for all of us, both at the UN and indeed here in Finland. I am sure that it was not always easy for her to be the first woman to rise to the post of Assistant Secretary-General, back in 1972. She once told me that at her time there were only seven women in expert or managerial positions (principal officer or higher) in the whole organisation. That meant less than three per cent!

The United Nations Commission on the Status of Women was established in 1946, and as early as 1963 it started work on what was later to become the CEDAW convention. The Commission together with women activists also had a crucial role in drafting the Universal Declaration of Human Rights between 1946 and 1948, making sure that the reference to equal rights of men and women, already accepted in

the UN Charter, would also be included in the Universal Declaration. In the end, member states voted on the inclusion of this phrase in the declaration, with thirty-two in favour and two against - China and the United States - and three abstentions. So as you see, opinions differed on these issues even in the early days.

Throughout the sixties, with a growing number of newly independent developing countries joining the world organisation, development issues gained in prominence on the UN agenda. The interests of the new members were focused more on issues such as poverty, food production, and the effects of population growth than on conventional political and security issues. It was in tackling development that the UN "discovered" women, and realised that addressing the situation of women was key to solving problems as diverse as agricultural production, environmental degradation, education, health and population growth.

From the seventies onward, there was a real explosion of action. The International Women's Year in 1975 acted as an engine for change for women the world over. An NGO initiative at first, it was enthusiastically embraced by Helvi Sipilä and her colleagues, members of the Commission on the Status of Women at its 24th session in 1972.

From the declaration of the year followed the decision endorsing the first major UN conference on women, which was held in Mexico City in 1975. The World Plan of Action adopted by the conference crystallised the objectives of the women's movement under the theme of equality, development and peace - an overarching theme which has served also the following three world conferences, in 1980 in Copenhagen, in 1985 in Nairobi, and in 1995 in Beijing. From the beginning the three objectives were seen as interrelated and mutually reinforcing, so that the advancement of one contributes to the advancement of the others.

For the contemporary audience, however, one crucial element seems to be missing from that list of objectives: that of rights. As already mentioned, 25 years ago the UN adopted what is today the secondmost widely ratified international human rights instrument, the Convention on the Elimination of all forms of Discrimination Against Women. The convention does not imply any specific rights for women, but seeks to ensure the equal enjoyment by women of the rights guaranteed to them in the Universal

Declaration and the core human rights conventions. The very existence of the CEDAW convention is proof of the fact that this equality in terms of actual enjoyment of human rights is still far from achieved.

At the World Conference on Human Rights, held in Vienna in 1993, women's rights were famously recognised as an inalienable, integral and indivisible part of universal human rights. The Vienna Declaration and Programme of Action also dealt extensively with a topic that had been overlooked for decades - violence against women. Also, the International Conference on Population and Development, held in Cairo in 1994, discussed the topic of women's reproductive rights, on the basis of a definition contained in the CEDAW convention.

It was only the Beijing Platform for Action, however, that brought all of these advances together into one comprehensive document and consolidated the gains made. The Beijing Platform for Action sets clear goals for the promotion and protection of the human rights of women and girls, for advancing women's political participation, for eliminating violence against women, for promoting women's economic autonomy, for encouraging an equitable sharing of family responsibilities - and the list goes on.

In fact, the Beijing conference endorsed a completely new concept and school of thought, that of gender. This change of paradigm led to a shift in focus from women to gender and the power relations between women and men, and to the recognition that achieving gender equality requires more than equality of access to resources - it requires a restructuring of social, political and economic structures and institutions. Based on this recognition, the Beijing conference adopted the by now famous dual-track approach to advancing gender equality: On the one hand, mainstreaming a gender perspective in all policies and programmes, and on the other, specific, targeted actions aimed at improving the status of women in all areas of life. Both the member states and the UN system committed themselves unequivocally to implementing the mainstreaming approach in all their actions.

The Beijing conference was deemed a great success at the time, but the true value of its achievements has only really been grasped over the last few years, as those achievements have come more and more under attack. Some changes in the negotiating atmosphere were already visible at the five-

year review of the conference, held in 2000, but it is especially over the last few years that the whole extent of the "backlash" against the Beijing agenda has become clear. For several years already it has been extremely difficult in the UN context to refer to some detailed commitments included in the platform, and often member states have come close to voting on language stemming directly from the Beijing documents. This is particularly the case with issues such as sexual and reproductive health and rights (i.e., abortion), various forms of harmful customary practices (female genital mutilation) and certain forms of violence against women (honour crimes, dowry-related violence). Also questions surrounding marriage (early and forced marriages) and domestic violence (criminalisation of marital rape) are constant sources of disagreement in UN negotiations.

So it is clear that the preparations for the ten-year review and appraisal of the Beijing platform are taking place at a particularly challenging time. Ever since the March meeting of the Commission on the Status of Women it has been clear that any attempts to negotiate a new outcome document at the Beijing+10 event would inevitably only lead to opening up and putting into question all the achievements made ten years ago. With one member state opposed, even a simple political declaration confirming those commitments is clearly out of the question. Under the circumstances, the follow-up meeting, to be held in March next year, will concentrate on reviewing the country level implementation of the Platform for Action, and on identifying good practices, main obstacles, and new and emerging issues of relevance to the situation of women worldwide. Compared with grand political statements this may sound commonplace, but over the past few years, there has been a growing realisation throughout the UN, that ordinary, hard work at the regional, country and local levels is exactly what is needed after the great gains made on the political level in the early 1990s. The slogan today is: implementation, implementation, implementation. Given the very ambitious agenda agreed to in Beijing, I think you will agree that there is still much left of it to implement, even in our own countries, let alone on the global level.

Since the major UN conferences of the 1990s and the consolidation of their outcomes in the Millennium Declaration, attention at the UN level in general has been focused

on translating political commitments into concrete actions, on the country-level implementation of these actions, and on improving monitoring and follow-up of the progress made. The UN has adopted what is called an integrated and coordinated approach to conference follow-up, based on an understanding that the goals of the various global conferences are interrelated and mutually reinforcing. The adoption of the Millennium Development Goals (MDGs) was an attempt to summarise, in clear and precise format, some of the key targets and indicators to measure progress towards them - in other words, to create a road map for reaching the aims of the Millennium Declaration.

As far as gender equality is concerned, it is included in the MDGs as goal number three, with the target set at eliminating gender disparities in primary and secondary education by 2005 and at all levels by 2015. It is clearly understood, however, and explicitly spelled out in the Millennium Declaration, that gender equality is to be seen not only as a goal in its own right, but an essential ingredient for achieving all MDGs, be it poverty eradication, environmental protection or access to health care. Attempting to meet the MDGs without incorporating gender equality will both increase the costs and minimize success.

As already mentioned, the progress of the implementation of the MDGs will be examined in the autumn of 2005, in a high level event to be held in conjunction with the opening of the 60th session of the General Assembly. One of the tasks of the Beijing+10 event of next spring, therefore, will be to provide input to the MDG review. The task of all member states, on the other hand, is to make sure that gender perspectives are duly mainstreamed in the examination of all MDGs.

Before closing, I would like to briefly highlight a few issues that we, the Nordic and Baltic countries have identified as some of the "emerging issues" that require increased attention in the future. None of the issues are entirely new, but for one, they are all multifaceted problems that concern developing and developed countries alike. Also, they are issues where international dialogue, despite the current climate, has been seen to bring results. I notice that they are for the most part also issues that in one form or another are included on the agenda of this Forum - namely, gender mainstreaming, violence against women, trafficking and the role of women in questions of peace and security.

Firstly, gender mainstreaming. As mentioned earlier, the concept of gender mainstreaming made its breakthrough at the Beijing conference, and has since then had a profound effect on the way gender equality issues are examined both at the global and the national level. I think it is safe to say that the endorsement given to the gender approach was one of the achievements of Beijing that has had the most impact in our own countries, with gender impact assessments being conducted for new legislation and with the first tangible progress being made in terms of gender budgeting. This is quite an accomplishment, given the complexity of the concept and the sometimes misleading terminology in our national languages.

No wonder then, that at the global level, the difficulties encountered have been quite daunting. Through international cooperation and the incorporation of the approach in multilateral and bilateral development programmes, progress is however being made. At Beijing, the UN system, together with the member states, committed itself to applying the gender perspective in all its policies and programmes. When the achievements of the UN in this regard were evaluated this summer by the Economic and Social Council, the results were found to be generally positive, especially in the areas of the internal planning and administration of the system. In field level work, UN staff members encounter similar problems our civil servants used to (or maybe still) do, in trying to explain the concept to colleagues here at home. One UNICEF officer explained how she had been introducing her project plan in a small community in rural Cambodia, working with a local translator. Everything had gone according to plan until the concept of mainstreaming was brought up - at that point the audience looked confused, even shocked, and broke into heated discussion. The explanation for this came when the translator clarified that for lack of a better word, he had used the expression "throwing girls and boys in the river together". So it is clear that the terminology does not "travel well" - which of course only emphasises the importance of translating the theory into concrete actions and methods of work.

Secondly, violence against women. This a topic that the UN addressed for the first time in the early 1990s, when it adopted a Declaration on the Elimination of Violence Against Women. This declaration was used as a basis for

the discussions in Beijing, and later elaborated upon at the Beijing+5 Special Session of the General Assembly. Violence against women is a universal problem that affects every country in the world. At the same time, it is a problem with strong social and cultural underpinnings, which makes the discussions surrounding it very sensitive and difficult in the UN environment. So-called honour crimes, dowry-related violence and early and forced marriages are cases in point. In countering what they see as a one-sided and biased treatment of the issue, some Islamic countries have sought to define also for example (consensual) teenage sexual relations, pornography and (voluntary) prostitution as forms of violence against women. As you can imagine, this has been met with quite some opposition by most Western countries, although opinions and legislative solutions towards especially prostitution vary widely even within the European Union.

Domestic violence and sexual abuse on the other hand are topics that have only very recently been brought to the UN agenda. It is quite telling that when the Netherlands last autumn introduced a proposal for a comprehensive resolution dealing with all forms of violence against women, only the section on domestic violence could be adopted with consensus. Discussions around these topics are made even more complicated when this type of violence, most often committed by private individuals, is brought into the human rights context. Even the Nordic countries do not always see eye to eye on the type of terminology used in that context, but what is clear to all is that violence against women, as a whole, is a human rights issue and that states have the responsibility to actively combat it, to protect the victims and to prosecute the offenders. Within the UN, UNIFEM has the most concrete programmes targeting violence against women.

Thirdly, trafficking in persons. Trafficking is an issue which at the UN is addressed from three different, equally important angles. Firstly, trafficking, similarly as violence against women, is seen as a human rights issue, where states carry the responsibility for actively countering it, for bringing the perpetrators to justice, and for protecting the rights of the victims. Secondly, trafficking is clearly also directly linked to transnational organised crime, and therefore discussed also in the context of criminal justice and crime prevention. The

major achievement of the UN in this regard is of course the so-called Palermo protocol on trafficking in persons, supplementing the UN Convention on Transnational Organised Crime. Thirdly, through its root causes, trafficking is also clearly linked to poverty and the position of women in the societies of the countries of origin. Clearly there is a reason why trafficking in persons is often referred to as a contemporary form of slavery. At the same time, while we often look at trafficking as a phenomenon mostly linked to sexual exploitation of women and children, transported from poor countries to rich ones, at the global level it has been acknowledged that also many other forms of this type of slavery exist. There are various types of bonded labour, there is trafficking for the purpose of trade in organs, children are being trafficked for forced labour or for use as child soldiers, and grown men are being trafficked from one poor African country to another to be exploited as forced labourers.

The Nordic and Baltic countries, I am happy to say, have been active in various UN fora in addressing the issue of trafficking. In fact, the first ever joint Nordic-Baltic statement made at the LTN Commission on Human Rights dealt with our regional cooperation in countering trafficking. This statement has by now already become an annual tradition.

Fourthly, women, peace and security. The area of peace and security is the one sector of the work of the UN where women, until very recently, have been most notably absent. In terms of personnel, for example, women are still badly underrepresented in peace operations and field missions. Elisabeth Rehn, who served as Special Representative of the Secretary-General in Bosnia and Herzegovina, is still today one of the very few women who has served as the head of a UN field mission. At the moment, there is only one woman at the level of Special Representative heading a UN peace operation.

Over the past few years, increased attention has, however, been given to this field. In October 2000, the Security Council held its first open debate on women, peace and security and unanimously adopted resolution 1325 on women, peace and security. The resolution urged greater involvement of women in all stages of conflict prevention, management and resolution, at all decision-making levels in

national, regional and international institutions. It also called for the incorporation of a gender perspective into peace-keeping operations and peace-building measures and urged all parties to armed conflict to respect fully international law applicable to the rights and protection of women and girls, and to take special measures to protect women and girls from gender-based violence.

The crucial importance of this resolution lies in the recognition that while women are often the first victims of armed conflicts, they are also key to preventing, managing and resolving them. Peace is inextricably linked to equality between women and men, and maintaining and promoting peace and security requires women's equal participation in all decision-making. In adopting the Millennium Declaration, our heads of state and government accepted this premise. In the declaration they made a clear link between gender equality, combating poverty, and stimulating sustainable development - which, as we know, is the best form of long-term conflict prevention.

By way of conclusion, ladies and gentlemen, let me refer back to a phrase that was coined in the mid-1990s but that still holds true today: "Human development", it is said, "if not engendered, is endangered." Thank you! ♦

Ljudmila A. Kostkina, Vice Governor of St. Petersburg:
On the experience of state power bodies in resolving the issues of gender equality

Dear Ladies and Gentlemen.

On behalf of the Government of St. Petersburg I welcome participants and organizers of the 10th Annual Seminar on Gender Equality within the framework of the Nordic Forum. We are especially honored to be here in Turku, a sister city of St. Petersburg since 1977. I would like to take this opportunity to congratulate residents of Turku on the upcoming 775th anniversary of their beautiful city and to thank the people of Turku for taking an active part in celebrating the tercentennial of St. Petersburg. In 2003 we also celebrated 100 years of the Women's Movement in Russia.

Since the very beginning, St. Petersburg was a pioneer city in Russia in discussing women's issues, gender equality and education for women. It was here that first women's clubs, women's workshops, women's professional schools opened, women's charity organizations were set up, and the women's patriotic movement started. From here, the ideas of emancipation started disseminating throughout Russia.

Participating in women's movement became a way for women and female communities to self-actualize. Active women's groups bring women's problems to the forefront of the city agenda. State authorities and public organizations of the city work together productively in this area.

Before perestroika there was a tradition to represent women in state bodies of authority through quotas. Women's Councils, created at the time, were also managed by state bodies of authority. On the one hand it was a positive factor, but the system itself had no democratic foundations, and therefore was done away with during perestroika and dissolution of the Soviet Union. In the early 1990s there was an upsurge in women's public organizations throughout Russia, and especially in large cities like St. Petersburg. Appearing one by one, these organizations effectively replaced Women's Councils.

Economic Problems

In the early 1990s, when getting a job was a hard challenge in every sector of the economy, it had a direct effect first and foremost on women and children. With the purpose of

getting protection, or simply in order to survive, women began getting together in groups of interest for:

- single mothers and mothers with multiple children
- mothers with special-needs children.

Unemployment fostered unions of women scientists, school teachers, cultural workers and physicians.

The city saw the appearance of various public organizations, over 100 in number. Over 20 organizations have been working actively with bodies of authority helping solve the existing problems.

World experience shows that to guarantee stable development of the society women must be integrated into the political, social and economic life of the society. There have been some achievements in St. Petersburg over the last four years. The number of women leaders has been growing continuously. At present there are 4 women-members of St. Petersburg Government, or 26% of the total number. St. Petersburg is headed by a woman, Gov. Valentina Matvienko.

During the last election season St. Petersburg showed an example to the country by electing a woman governor. It is especially important because the city is the conglomerate of scientific, technological, machine-building, educational and cultural establishments. A woman governor of a city of almost 5 million is testimony to the fact that both men and women were united in their choice.

Five women chair Committees of Departmental executive bodies (20%). Only two women, unfortunately, are members of the City Legislative Assembly (4%). The number of women managers has been growing due to increased number of small and mid-sized businesses. Additionally, women account for 70-80% of the managers in education, 60% in health care, and 80% in commerce and services.

The number of women managers in businesses and organizations is still very small, remaining below 6-9% overall, and on average women get paid 2/3 of what men make. Women account for 75.9% of civil servants within the City Administration of St. Petersburg, but of those only 18% are top managers.

At present gender issues are being considered as very important in defining the political course of the country. The equality principle is one of the major principles of emerging civil society where rights and liberties of the human being are of supreme value.

Russia has ratified all major international acts on human rights since the adoption of the UN Convention of 1952 on Political Rights of Women.

In our age equal rights of men and women have been defined in Article 19 of the Russian Constitution, and women participate actively in the economic life of the society, have the right to vote and access to education.

Although the Russian legislation does not infringe on the rights of women, this does not mean that both sexes are indeed equal. In reality, gender discrimination still exists in this country. This is shown in education, where it is well known that men are given preference over women with all other conditions held equal. This is true also for top positions. It must be noted here that when there is a top position announcement in job classifieds, every fifth announcement indicates that a male candidate is required; no openings are intended specifically for women. The same is true for politics, where regardless of the equal access to civil service, most positions, especially top positions, are taken by men. Men are discriminated against when divorcing their spouses and fighting for custody of children. With rights and possibilities of the parties being equal, child custody is usually awarded to the mother who may prevent the father from seeing a child. There are no real mechanisms to protect the rights of fathers in this situation.

Women live 11 years and more longer than men, many men die while still working actively. Defending the equal rights and opportunities for men and women we understand that these problems can be solved only by men and women working together actively. In St. Petersburg a good example is the work of *Men of the 21st Century*, a public men's organization. This seminar is attended by a member of this organization, Professor of Psychology Dr. *Alexei Mikhailovich Elishevich*.

Certain work is being done to achieve legal, economic and social equality in Russia both at the federal and regional level. Gender policy in the State Duma and the Federal Assembly is vested in committees and commissions, and analogous work is being done in the Government and in Ministries. It is only in St. Petersburg that after a Helsinki seminar on gender policy it was decided to set up in this city a special sector for development of equal rights policy for men and women in all spheres of life in St. Petersburg.

The main objective for the staff of the sector is to assess legal documents and legislative acts for observance of equal rights and to develop legislative acts in this area as well coordinate work of legislative bodies at all levels and public organizations in issues of equality. It was for this purpose that the Government of St. Petersburg created a Coordinating Board of Gender Equality Policy, consisting of 42 people representing all branches of power, health authorities, education authorities, legal enforcement bodies and leading public organizations.

The sector works together with the Department of Economics and Management of St. Petersburg State Technical University to organize and hold seminars and training in Gender Relations and the System of State Management for executive bodies, state organizations and personnel offices.

A considerable role in training of women executives is played by state (Northwestern Academy of Civil Service) and private educational establishments and institutions. A private educational establishment of the new type, *Women and Management Institute* (since 2001 – *Social and Economic Institute*), the first of its kind in Russia, was created in St. Petersburg in 1992 under the leadership of *E. I. Kalinina*.

Since 1994, under the auspices of St. Petersburg Government, the Social and Economic Institute holds annual conferences entitled "*Women in the Changing World*" and "*Women Changing the World*." These conferences and exhibitions of the "Women's Project" showcase the experience of women leaders, promote women entrepreneurs, and foster the development of business contacts and partner relations. They also facilitate establishment of national and international networks of professional and active women.

According to the information provided by the International Labor Organization, which differs from city statistics, there are 102,000 unemployed persons in St. Petersburg. The city sets the number at 17,000. The ILO says 71,000 women are unemployed; the city names the figure of 11,400. Therefore, the level of unemployment, counting in all the active population of the city (2.5 million), amounts to 4.1%. The unemployment situation in the city is different from the unemployment in other Russian regions. Additionally, the city can offer three times as many jobs as there are unemployed people. However, the low pay in the sphere of services and budgetary organizations does not allow to fol-

low through with the employment program. Three years ago the situation on the market had been worse than it is today. Annually, the city budget allocates monies for training, creating new jobs and assisting small business.

Documents regulating family relations include the Constitution of the Russian Federation and the Family Code of the Russian Federation were adopted in 1995. According to these documents, families, mothers, fathers and children are under protection of the state.

In changing economic and social conditions the role of the woman in the family has changed. Many women have found themselves dependent on their husbands, and young families experience housing problems. In many families women are battered, abused, threatened and sexually assaulted, psychological and physical violence is also often present.

Trafficking, a new modern form of slavery, has also appeared and become increasingly widespread. The state policy of St. Petersburg is geared toward support of the family, overcoming and preventing violence. Considerable attention is being paid to violence and trafficking by governmental and public organizations.

The City Family Centre and Women In Danger Social Assistance (Women Assistance) Centre were founded in St. Petersburg in 1995. These institutions are financed by the budget of St. Petersburg. The centres provide psychological, social, and legal assessment to women and their children who are subjected to any form of violence. Since December 1997 there is hotline available in Women's Assistance Centre. In special cases women and children who find themselves in a crisis situation are provided temporary housing, food, first medical aid, and stress relief therapy. In 2003 assistance was rendered to 1,435 women, and 61 persons were given shelter in the Centre's hospital. Understanding the importance of the problem, the city finances these institutions. Women assistance services were also set up in many city districts.

A good example of coordinating efforts to resolve family violence is a joint project of Alexandra Social and Legal Assistance Centre for Victims of Violence and the Interregional Association of Women's Crisis Centres.

Public organizations also initiated the draft law of the Russian Federation on fighting prostitution and hardening

punishment for those who use prostitute services. This year there was a Coordination Centre for opposing all forms of violence set up in St. Petersburg. All this testifies to the fact that we understand problems which have arisen full height before the city.

And there is another problem, underage mothers of 14-16 years of age, from low income families. This problem became especially sharp in 1995-1996 and the City Government in cooperation with public organizations resorted to assistance of social security centers for young mothers to assist them in this situation.

As of late, considerable attention was also given to fighting bad habits. Swedish specialists from Doctors of the World Organization and Swedish specialists, Substance Abuse and HIV prevention centres were set up along with family planning clinics that do large amounts of preventive work in schools and other educational establishments.

The active work on safe motherhood helped reduce the child mortality rate by 40% in St. Petersburg, which has a lower mortality rate than the Russian average. Considerable assistance has been provided by the St. Petersburg Division of the World Health Organization.

St. Petersburg has considerable experience within the framework of the Healthy Child Program. The city has allocated considerable support to children under two years of age. In addition to payments in the amount of 3.5 times the amount of minimal sustenance for children, the city pays money into the discount card of one of the parents to help him or her buy food, clothes and toys in the amount of 50% of the minimal sustenance rate for children.

A hefty sum is accumulated over a year. Additionally, a number of specialized stores selling children's commodities and foods at discount prices were set up, and this prevents the parents from using the money on the card for other purposes. This system has shown good results. In the last three years there is an annual increase of 2,000-2,500 children born in this city.

Given the positive experience of this programming, the city has been planning a new law, according to which children under 16 from low income families would get an allowance to buy food, clothes, transportation tickets and other services according to the same system. In 2005 we plan to introduce a unified social service card for each child.

Dear Ladies and Gentlemen: To develop the strategy for the policy of equal rights we need to involve in dialogue, discussions and feedback between authorities, public organizations, scholars, politicians and practitioners of different countries. In 2005 St. Petersburg will be happy to welcome Baltic Sea countries to a conference entitled "Women and Democracy."

Let me wish the participants of the conference creative success, health, personal happiness, warmth and cosiness in your home, all the very best. Thank for your attention.

5.5. Closing Session, Invitation to St. Petersburg 2005

An invitation to the conference in St. Petersburg 2005, "Women and Democracy", was conveyed by the Chief of the Department of family, women and children of the St.

Petersburg Administration, *Svetlana Yakovleva* and Deputy rector of the Institute of Social Sciences and Economy in St. Petersburg, *Olga Klimova*.

7. Evaluation

130 persons filled out the evaluation form, handed out before the closing session. The contents of the items on the programme, as well as administration and facilities of the seminar were given a grade from one to five (1=poor, 5=excellent).

Below are tables on the grading of the general sessions, the group sessions, the reception of the city and facilities and administration. ♦

Table 1. Descriptive statistics on the general sessions

	N (Answers)	Mean	Std. Deviation
Opening session	123	4,00	,914
Panel discussion	112	3,58	,917
Morning plenary	113	3,58	1,033
Afternoon plenary	79	3,62	1,017
Closing session	77	4,30	,933

Table 2. Descriptive statistics on the group sessions

	N (Answers)	Mean	Std. Deviation
Parental responsibilities	53	3,42	,969
Women in private business	43	3,14	,966
About rape and its consequences	19	4,21	,787
Gender-segregated labour market	45	3,73	1,009
Media reflecting decision-making	32	3,59	,946
Prostitution and trafficking in women	42	4,21	,951
Women at work	25	3,68	,988
The sex-industry	43	4,09	,840
Gender-responsive budgeting	35	3,57	,739
Women in local decision-making	21	4,14	,727

Table 3. Descriptive statistics on the reception of the city

	N (Answers)	Mean	Std. Deviation
Reception of the city	116	3,70	,935

Table 4. Descriptive statistics on the facilities and administration

	N (Answers)	Mean	Std. Deviation
Ease of registration	125	4,40	,813
University of Turku	124	4,44	,690
Translation services	127	4,24	,859
Information desk	119	4,24	,802
Accommodation	108	4,36	,716

Additional comments

In the evaluation form, there were room for additional comments. Here is a selection:

- A clear goal, what was hoped to be achieved, would have been useful
- Translation could be in all group sessions
- Provide handouts for various presentations
- The seminar was very well organized and the sessions interesting
- Quota for men at these seminars
- More time for discussion needed
- There should have been an agreed purpose/goal for the meetings
- Too few initiatives for inter-country exchange and networking
- Not enough time for expertise of NGOs
- Need of leadership of the conference
- Very good cultural performances

8. Appendix

8.1. List of speakers

Andersen, Agnete

Legal advisor at the Ministry of Employment, Denmark. Spoke at the group session Parental responsibilities.

Andersen, Søren Juel

Senior advisor at the Nordic Council of Ministers. Spoke at the group session Gender responsive budgeting

Anttila, Sirkka-Liisa

Finnish Member of Parliament. Chairperson of the Council for Gender Equality. Moderator for the discussion of the plenary session on Friday.

Avetikyan, Tatiana

Director, Business Co-operation Center, St. Petersburg. Former vice president of the Chamber of Commerce and Industry of St. Petersburg. Participated in the panel discussion "Equality today and 1994".

Bjarnadóttir, Valgerður H.

Icelandic project leader of BRYT. Participated in the group session Gender segregated labour market.

Björck, Annika

Vice Head of the National Centre for Battered and Raped Women, Sweden. Spoke at the group session About rape and its consequences.

Brameus, Gunnel

Swedish project leader of BRYT. Participated in the group session Gender segregated labour market.

Brottare Schmitz, Catharina

Project Director for Gender Responsive Budgeting at the Nordic Council of Ministers. Leader of the project "Integration of a gender perspective on Nordic state budgeting". Spoke at the group session Gender responsive budgeting.

Dabrowska, Zuzanna

Secretary of the plenipotentiary for equal status of women and men draft law, Poland. Moderator for the group session Women at work. Participated in the panel discussion "Equality today and 1994".

Dahlerup, Drude

Professor at the Department of Political Science, Stockholm University. Participated in the group session Gender segregated labour market.

Dahlström-Lannes, Monica

Vice chair, ECPAT Sweden. Former police superintendent at the Swedish National Police Academy. Consultant of children rights. Spoke at the group session The sex-industry - focus on pornography and children.

Ekberg, Gunilla

Special Advisor on issues of prostitution and trafficking in human beings at the Swedish Division for Gender Equality. Canadian barrister and solicitor, and a long-time feminist activist. Spoke at the group session Prostitution & Trafficking in women.

Eriksson, Marianne

Swedish Member of the European Parliament since 1995. First vice chairman of the "Committee on women's rights and equal opportunities". Main preoccupation: women's issues and gender equality. Spoke at the group session The sex-industry - focus on pornography and children.

Friðleifsdóttir, Sív

Icelandic minister of the environment, minister of the Nordic co-operation. This year the chairman of the Nordic Council of Ministers. Friðleifsdóttir took part in Nordic Forum in 1994. She will keep the speech of the Nordic Council of Ministers at the opening session of the seminar.

Hasan, Ruth

Member of the City Board, Head of the Equality Committee, City of Turku. Moderator for the group session Women in local decision-making.

Hellén, Siv

Senior Vice President, Nordic Investment Bank. Spoke at the group session Women in private business.

Holt, Helle

Senior researcher at the Danish National Institute of Social Research. Participated in the group session Gender segregated labour market.

Jalmert, Lars

Psychologist, Senior Lecturer in Education at Stockholm University. Chair of the Committee of Equality at the university. Spoke at the group session About rape and its consequences.

Jóhannsson, Ingi Valur

Head of Department, Ministry of Social Affairs, Iceland. Moderator for the group session Parental responsibilities.

Kalinina, Elena

Rector of the Institute of Social Sciences and Economy, St. Petersburg. Moderator for the group session Women in private business.

Klimova, Olga

Deputy rector of the Institute of Social Sciences and Economy, St. Petersburg. Invitation to St. Petersburg 2005.

Kostkina, Ljudmila A.

Vice governor of St. Petersburg. She is responsible for solving the issues of social and demographic policy, social support, healthcare and sanitary-epidemiologic welfare of population and preservation of the environment. Key note speaker.

Lahoniitty, Armas

Mayor of the City of Turku. Greeting words at the opening session.

Larsson, Eva

Member of the City Council, Beauty Board, Stockholm. Spoke at the group session Women in local decision-making.

Laxén, Marianne

Director, Division for Gender Equality, Swedish Ministry of Equality. Moderator for the panel discussion "Equality today and 1994". She delivered Ann-Marie Sandquist's speech at the group session Gender responsive budgeting

Lindma, Helina

BA student, Tallinn Pedagogical University. Spoke at the group session Media reflecting decision-making.

Mackevičiūtė, Indrė

Ombudsman, Office of the Equal Opportunities, Lithuania. Spoke at the group session Gender responsive budgeting.

Mikstaite, Ramune

Head of Social Payments Division, Social support centre of Vilnius municipality, Lithuania. Spoke at the group session Parental responsibilities.

Mönkäre, Sinikka

Finnish Minister of Social Affairs and Health, minister of equality. Participated in the panel discussion on equality 1994 and today.

Nielsen, Sofie Carsten

Head of Section, Department of Gender Equality, Denmark. Moderator for the group session Gender segregated labour market.

Nyberg, Ritva

Managing Director, Women's Enterprise Agency, Finland. Spoke at the group session Women in private business.

Ojakangas, Cajsa

Detective Inspector, Stockholm Police Department. Since 1999 working with trafficking and the application of trafficking legislation. Spoke at the group session Prostitution & Trafficking in women.

Papp, Ülle-Marike

Head of equality bureau, Estonia. Moderator for the group session Media reflecting decision-making. Participated in the panel discussion "Equality today and 1994".

Perho, Maija

Finnish Member of Parliament. Chair of the International Organising Committee of the 10th Anniversary Seminar of the Nordic Forum. Spoke at the opening session.

Perkowska, Ma³gorzata

Specialist, Secretariat of the Government Plenipotentiary for Equal Status of Women and Men in Poland. Spoke at the group session Women at work.

Pietikäinen, Margareta

Chairperson of the Steering and Planning Groups at Nordic Forum 1994. Former Finnish Member of Parliament, Member of the City Board, City of Helsinki. Spoke at the opening session. Spoke at the opening session.

Pikkala, Sari

Researcher at the Department of Public Administration, Åbo Akademi University. Studies the local government: local politics, local elections and the position of women in local decision-making. Spoke at the group session Women in local decision-making.

Purvaneckiene, Giedre

Lithuanian Member of Parliament. Participated in the panel discussion "Equality today and 1994".

Rasi, Marjatta

UN Ambassador, Permanent Representative of Finland, President of ECOSOC. Key note speaker.

Rehn, Elisabeth

Minister of equality 1994, Finland. Participated in the panel discussion "Equality today and 1994".

Räsänen, Leila

Finnish project leader of BRYT. Participated in the group session Gender segregated labour market.

Sigurðardóttir, Margrét María

Director, Centre for Gender Equality, Iceland. Spoke at the group session Parental responsibilities.

Westerstrand, Jenny

Doctoral student, Uppsala University. Moderator for the group sessions About rape and its consequences, Prostitution & Trafficking in women and The sex-industry - focus on pornography and children.

Vevere, Solvita

Deputy director, State Employment Agency, Latvia. Participated in the panel discussion "Equality today and 1994" and the group session Women in local decision-making.

Yakovleva, Svetlana

Chief of the Department of Family, Women and Children of the St. Petersburg Administration. Invitation to St. Petersburg 2005. ♦

8.2. List of participants

Andersen	Agnete	Ministry of Employment	Denmark
Andersen	Sören Juel	Nordic Council of Ministers	Denmark
Appel	Kira	Ministry of Gender Equality	Denmark
Arvidsson	Karin	Nordic Council of Ministers	Denmark
Blomqvist	Katarina	Kvinfo	Denmark
Drachmann Jørgensen	Charlotte	Nordic Council of Ministers	Denmark
Friis	Tove	HK-Kommunal	Denmark
Gram	Tine	Ministry of Employment	Denmark
Hallberg	Karen	Danish Womens Society	Denmark
Holt	Helle	The Danish National Institute of Social Research	Denmark
Jacobsen	Helle	HK-Kommunal	Denmark
Jensen	Jette Lykke		Denmark
Krag	Tove	Kultur / NF-94 and Women in Music	Denmark
Lundberg	Majken	Kvinderaadet	Denmark
Nærum	Astrid	Nordic Council of Ministers	Denmark
Nielsen	Sofie C.	Department of Gender Equality	Denmark
Ólafsdóttir	Kristin	Nordisk ráð	Denmark
Øxseth	Bente	Nordic Council of Ministers	Denmark
Peltonen	Carita	Nordic Council of Ministers	Denmark
Reinicke	Kenneth	Center for Ligestillingsforskning	Denmark
Sörensen	Torkil	Nordic Council of Ministers	Denmark
Sørensen	Anette Dina	NIKK	Denmark
Wallin Kucer	Rebecka	Nordic Council of Ministers	Denmark
Abner	Mare	Estonian Union of Disabled Women	Estonia
Eespere	Katri	Estonian Ministry of Social Affairs	Estonia
Fjuk	Margot		Estonia
Fomina	Ljubov	EENA	Estonia
Gustafsson	Tiina	Nordic Council of Ministers	Finland
Hindriks	Astrid	Estonian Women's Chain of Co-operation	Estonia
Hüvanen	Annika	Nordic-Baltic group of co-operation of gender equality	Estonia
Jänes	Anu	Estonian Women's Chain of Co-operation	Estonia
Järve	Malle	European Studies Institute	Estonia
Kase	Helve	Estonian Open Society Institute	Estonia
Kashina	Valentina	Estonian women's league	Estonia
Kiivit	Lea	Estonian Women's Chain of Co-operation	Estonia
Kõlvart	Liidia	Association of Cultural Groups of Ethnic Minorities	Estonia
Kööba	Anneli	Estonian Women's Chain of Co-operation	Estonia
Kovalenko	Julia	Estonian Women's Associations' Roundtable	Estonia
Kütt	Riina	Women's Training Centre	Estonia
Laan	Tiiu	Estonian Women's Associations' Roundtable	Estonia
Laas	Anu	University of Tartu	Estonia
Laja	Reet	Estonian Women's Study and Resource Centre (ENUT)	Estonia
Lamesoo	Katri	University of Tartu	Estonia
Lindma	Helina	Tallinn Pedagogical University	Estonia
Mänd	Kadi	UNFPA	Estonia

Metstak	Merike	Estonian Women's Chain of Co-operation	Estonia
Moldon	Galina	Narva Municipality	Estonia
Papp	Ülle-Marike	Nordic-Baltic group of co-operation of gender equality	Estonia
Poom	Virve	Business and Professional Women	Estonia
Rannamäe	Anne-Mari	MTÜ QUIN-Estonia	Estonia
Rass	Regina	Paldiski Town Government	Estonia
Reitelmann	Eha	Estonian Women's Associations' Roundtable	Estonia
Saare	Maiu	Paikuse Women's Union Martad	Estonia
Saareoks	Lea	Estonian Women's Union	Estonia
Selberg	Tiia	Estonian Women's Union	Estonia
Sirel	Kersti	Estonian Women's Associations' Roundtable	Estonia
Söderde	Heidi	Eesti Naisliit	Estonia
Tarvis	Laine	Estonian Women's Associations' Roundtable	Estonia
Tomingas	Silva	Estonian Women's Chain of Co-operation	Estonia
Urbala	Ene-Eha	Estonian Women's Associations' Roundtable	Estonia
Utno	Leili	Estonian Women's Union, Harju County Association	Estonia
Valing	Reet	Estonian Radio	Estonia
Vollmer	Küllli	Civil Training Centre	Estonia
Aaltonen	Tatjana	City of Turku	Finland
Aanila	Hanna	Center for Continuing Education (ÄA)	Finland
Achrén	Ulla	Local Committee of Equal opportunities - for WoMen	Finland
Akkanen	Mika	City of Turku	Finland
Alanko	Eila	Finnis UN Association	Finland
Anttila	Sirkka-Liisa	Council for Gender Equality	Finland
Auvinen	Tanja	NYTKIS	Finland
Björkfelt	Nina	City of Turku	Finland
Eronen	Sirkka Liisa	Femina Aboensis Turun Naisten Keskus ry	Finland
Essak	Batulo	ETNO	Finland
Essayah	Sari	Nordic Council	Finland
Etu-Seppälä	Minna	Confederation of Finnish Industry and Employers	Finland
Friman-Korpela	Sarita	Advisory Board on Romany Affairs	Finland
Grönroos	Birgitta	Femina Aboensis Turun Naisten Keskus ry	Finland
Hakomäki	Helena	Ministry of Defence	Finland
Hasan	Ruth	Suomen Sosiaalidem. Naiset	Finland
Hatakka	Elina	Vihreät Naiset ry	Finland
Hedman	Nadine-Carola	Svenska Kvinnoförbundet	Finland
Heickell	Ingrid	KD Naiset	Finland
Heinilä-Hannikainen	Tarja	Ministry of Social Affairs and Health	Finland
Hellén	Siv	Nordic Investment Bank	Finland
Hirvelä	Pirkko	SAK	Finland
Hjelt-Putilin	Paula	BPW Finland	Finland
Jalava	Maria	Centre for Continuing Education (ÄA)	Finland
Jung	Aagot	Svenska kvinnoförbundet	Finland
Jyväkorpi	Pirkko		Finland
Karlsson-Finne	Annalena	Svenska Kvinnoförbundet	Finland
Karunen	Helena		Finland
Kirveennummi	Onerva	Rakennusliitto	Finland

Kjällman	Petra	Victim Support Finland	Finland
Kolehmainen	Marjo	Tampereen Yliopisto/Naistutkimuksen laitos	Finland
Korpelainen	Nana	Vasemmistonaiset	Finland
Koskinen	Eeva	Pohjanakka	Finland
Laasonen	Kaisu	SLU	Finland
Lahoniitty	Armas	City of Turku	Finland
Lahti	Pirkko	The Finnish Association for Mental Health	Finland
Lapintie	Annika	Network of Finnish Women	Finland
Laukko	Helena	Finnish UN Assosiation	Finland
Lehtelä	Kirsi-Marja	STAKES	Finland
Lindqvist	Sofia	Åbo Akademi University	Finland
Lindroos	Paula	Centre for Continuing Education (ÅA)	Finland
Lintilä	Kaisa-Leena	Ministry of the Interior	Finland
Loijas	Sari	National Council of Disability	Finland
Lukkala-Ruohonen	Maikki	Yrittäjänaiset	Finland
Lundqvist	Ulla	Femina Aboensis Turun Naisten Keskus ry	Finland
Mäki	NN	NN	Finland
Manninen	Merja	Rakennusliitto	Finland
Markula	Lulu	Suomen Unifem ry	Finland
Martikainen	Riitta	Ministry of Labour	Finland
Martiskainen	Riitta	STTK	Finland
Mätäsaho	Marketta	Equality Committee of the City Of Turku	Finland
Metsälä	Kathy	Romano-Missio ry	Finland
Mikola	Sinikka	Suomen Kuntaliitto	Finland
Molander	Sole	Suomenkeskustanaiset ry	Finland
Mönkäre	Sinikka	Ministry of Social Affairs and Health	Finland
Mustakallio	Sinikka	WOM Oy	Finland
Nerdrum	Leif	Nordic Council of Ministers	Finland
Nurmi	Reet	Monika-Naiset Liitto ry	Finland
Nurmi	Eija	Femina Aboensis Turun Naisten Keskus ry	Finland
Nyberg	Ritva	Women's Enterprise Agency	Finland
Nyman	Pia	Centre for Continuing Education (ÅA)	Finland
Nystedt	Ann-Marie	City of Turku	Finland
Ojala	Outi	Nordic Council	Finland
Ojanen	Karoliina	Amnesty / Women's rights group	Finland
Onnela	Päivi	Soroptimist International of Finland	Finland
Onwen	Hanna	Ministry of Social Affairs and Health	Finland
Österroos	Tove	Centre for Continuing Education (ÅA)	Finland
Paju	Lena	Council for Gender Equality	Finland
Pärssinen	Venla	Ministry for Foreign Affairs	Finland
Pehkonen	Pirjo	Naisten Linja Suomessa ry	Finland
Perho	Maija	International Committee of Equal opportunities - for WoMen	Finland
Pietikäinen	Margareta	City of Helsinki	Finland
Pietilä	Hilkka	Finnish UN Association	Finland
Pihkala	Marja	Invaliidiliitto	Finland
Pikkala	Sari	Åbo Akademi University	Finland
Pulkkinen	Pia	Statistics Finland	Finland

Ramstedt	Kim	Centre for Continuing Education (ÅA)	Finland
Räsänen	Leila	Ministry of Social Affairs and Health	Finland
Rasi	Marjatta	UN Ambassador	Finland
Raunio	Christel	Finlands Svenska Marthaförbund r.f.	Finland
Reinboth	Ritva	Naistoimittajat ry	Finland
Reinikainen	Sinikka	Equality Committee of the City of Turku	Finland
Repin	Aleksei		Finland
Romanov	Päivi	Office of Equality	Finland
Ruisniemi	Sirpa	Femina Aboensis Turun Naisten Keskus ry	Finland
Ruohonen	Marita	Federation of Mother and Child Homes and Shelters	Finland
Ruuskanen-Parrukoski	Pirkko	Marttaliitto	Finland
Ruusuvuori	Leena	National Council of Women of Finland	Finland
Siivonen	Eeva	Equality Committee of the City Of Turku	Finland
Silfverberg	Anne	Ministry of Social Affairs and Health	Finland
Simberg	Johan		Finland
Söderlund	Nina	Centre for Continuing Education (ÅA)	Finland
Sundman	Harriet	Equality Committee of the City Of Turku	Finland
Tahvanainen	Marjatta	Ministry of Agriculture and Forestry	Finland
Tallskog	Tuula	Rural women's advisory organisation	Finland
Tolonen	Tarja		Finland
Torssonen	Irmeli	City of Turku	Finland
Tossavainen	Mirja-Maija	Employers Confederation of Service Industries	Finland
Tujunen	Taru	Women's league of the Coalitionparty	Finland
Tulivuori	Jukka	Equality Committee of the City Of Turku	Finland
Tuominen	Kirsti	TNJ Turun paikallisjärjestö	Finland
Tuomola	Juhana	Ministry for Foreign Affairs	Finland
Vainio	Irmeli	Equality Committee of the City Of Turku	Finland
Varanka	Jouni	Profeministimiehet	Finland
Varsa	Hannele	Council for Gender Equality	Finland
Vihersola	Riitta	The Central Association of women entrepreneurs	Finland
Vuorio	Reijo	Equality Committee of the City Of Turku	Finland
Yli-Pietilä	Päivi	Ministry of Social Affairs and Health	Finland
Baldursdóttir	Kolbrún	Association of Academics	Iceland
Bjarnadóttir	Valgerður H.	BRYT	Iceland
Björnsdóttir	Ásta María	The Icelandic Teacher's Union	Iceland
Brynjólfssdóttir	Rósa Björk	Women's Rights Association	Iceland
Einarsdóttir	Þorgerður	The Centre for Women's and Gender Studies	Iceland
Erlingsdóttir	Irma	The Centre for Women's and Gender Studies	Iceland
Friðleifsdóttir	Siv	Ministry of Environment	Iceland
Gísladóttir	Þórdís	Ministry of Social Affairs	Iceland
Gudmundsdóttir	Helga	Federation of Icelands Women Society	Iceland
Guðmundsdóttir	Ingibjörg R.	Icelandic Confederation of Labor	Iceland
Gunnarsdóttir	Margrét	Women's Rights Association	Iceland
Jóhannsson	Ingi Valur	Ministry of Social Affairs	Iceland
Jónsdóttir	Þórlaug	The Women's shelter	Iceland
Jónsdóttir	Siv	Federation of Icelandic Women's Societies	Iceland
Jónsdóttir	Guðrún	Icelandic Counselling and Information Center for..	Iceland

Latinovic	Tatjana	Women Of Multicultural Ethnicity Network	Iceland
Leiknisdóttir	Auðr Magnús	The Feminist association of Iceland	Iceland
Sigurðardóttir	Margrét María	Center for Gender Equality	Iceland
Stefánsdóttir	Hrafnhildur	SA-Confederation of Icelandic Employers	Iceland
Steinarsdóttir	Margrét	Women's counselling	Iceland
Thorarinsen	Ólöf	Iceland University of Education	Iceland
Thormodsdóttir	Þorveig	Jafnrettisrad	Iceland
Þórmundsdóttir	Þórveig	Equal Status Council	Iceland
Tran	Anh Dao	Women Of Multicultural Ethnicity Network	Iceland
Omondi	Judith	Lake Victoria Region Local Authorities Cooperation	Kenya
Abeltina	Ariadna	Free Trade Union Confederation of Latvia	Latvia
Abozina	Aiga	NGO Crisis center "Skalbes"	Latvia
Berezina	Natālija	Ministry of Economy	Latvia
Bogdanova	Tatjana	NGO Social Voluntary organization "ODIN / VITA"	Latvia
Dzenovska	Ilze	The Centre for Public Policy Providus	Latvia
Gaigala	Anita	Riga City Council	Latvia
Grinberga	Sandra	Riga City Council	Latvia
Kaleja	Ligija	Ministry of Transport	Latvia
Kikule	Inese	Coalition of the Gender Equality	Latvia
Korcagins	Edgars	Latvian Employer's Confederation	Latvia
Krisane	Jolanta	Baltic Institute of Social Sciences	Latvia
Kruzmetra	Maiga	Latvia University of Agricultur	Latvia
Kurova	Tatjana	NVO "Genders"	Latvia
Lace	Iluta	Resource Centre for women "Marta"	Latvia
Locmele	Regina	Business Women Coalition	Latvia
Majore	Laura	Latvia's Former Union, Womens organization	Latvia
Mezecka	Daina	Nordic Council of Ministers	Latvia
Mikelsone	Margarita	European Youth Human Rights network	Latvia
Palcuka	Vera	Center for Gender studies of University of Latvia	Latvia
Priekule	Marite	Family support coordination centre	Latvia
Rupenheite	Gundega	Gender Equality unit / Ministry of Welfare	Latvia
Simfa	Silvija	Union of Local and Regional Governments of Latvia	Latvia
Vevere	Solvita	Sate Employment Agency	Latvia
Arbaiauskienė	Nijolė	Elderly Women's Activities Centre	Lithuania
Atmanavilienė	Daiva	Lithuanian Trade Union Confederation	Lithuania
Barauskienė	Angelė	Women's Crises centre of Alytus	Lithuania
Blauzd-iknienė	Adolfina	Women activity center of Marijampolė district	Lithuania
Braziene	Ruta	Kaunas University of Technology	Lithuania
Cymbaliuk	Dalia	Lithuanian Women's Society	Lithuania
Daiva	Daugėlienė	Public organisation 'Let's give a smile'	Lithuania
Dirsinė	Nijolė	Shelter for women and children	Lithuania
Gela-anskienė	Ramunė	Lithuanian community of women with disability	Lithuania
Gritiene	Irma		Lithuania
Gusinskienė	Juratė	Kaunas University of Technology	Lithuania
Jakuionytė	Rita	Kaunas University of Medicine	Lithuania
Karavajeva	Svetlana	Siauliai Women's Association	Lithuania
Kulšis	Svetlana	Association of HIV affected woman and their intimates	Lithuania

Litvinaviciene	Sigute	Statistics Lithuania	Lithuania
Meilutienė	Nijolė	Taurage Women's Employment and Information Centre	Lithuania
Meskauskas	Algirdas	Commission on officary ethics	Lithuania
Mikštaitė	Ramunė	Social Support Centre of Vilnius municipality	Lithuania
Orlova	Likumida	Lithuanian community of women with disability	Lithuania
Pasērpskytė	Jurga	Klaipėda Social and Psychological Services Centre	Lithuania
Petretienė	Erika	Social and Psychological Services Centre	Lithuania
Poškienė	Dalia	LUMA	Lithuania
Puidokienė	Dalia	Klaipėda Social and Psychological Services Centre	Lithuania
Purvaneckiene	Giedre	LR Seimas	Lithuania
Rimkeviienė	Nijolė	Nongovernmental organization Women's centre	Lithuania
Rkkaitė	Dovilė	Women's Issues Information Centre	Lithuania
Sabaliauskaite	Dovile	Lithuanian association of disabled women	Lithuania
Šidlauskiene	Virginija		Lithuania
Sipavienė	Vitalija	Lithuanian women in business and management Societ	Lithuania
Šlekys	Albertas	Ministry of Social Security and Labour	Lithuania
Šopagaitė	Jurgita	Kretinga Women Information and Training Center	Lithuania
Stelbiene	Loreta		Lithuania
Trakymienė	Ramune	Zonta International Vilnius club	Lithuania
Urman	Liia	Businesswomen organization of Lithuanian	Lithuania
Vasilauskienė	Lilija	Vilnius Women's House	Lithuania
Vėsaitė	Birutė		Lithuania
Vyšniauskienė	Marija	Women's crises centre	Lithuania
Berdal	Torill	Kvinne universitetet	Norway
Bergman	Solveig	NIKK	Norway
Karstensen	Guro	NIKK	Norway
Lynggaard	Trine	NIKK	Norway
Nordstrand	Hege	Barne- og familiedepartementet	Norway
Aleksandrowicz	Karolina	Polish Women's League	Poland
Banaczowska-Auszc	Iwona	The Cancellery of the Prime Minister	Poland
Berent-Mieszczanowicz	Renata	DUK	Poland
BydBoD	Anna	Chief Labour Inspectorate	Poland
Chrostek	Leokadia	OPZZ	Poland
Dbrowska	Zuzanna	Secreteriat of Vice Prime Minister	Poland
Herman	Krystyna	Sejm of the Republic of Poland	Poland
Hewelt	Anna	Polish Women's League	Poland
Ikonowicz	Piotr		Poland
KamiDska	Anna	Federation Coalition of Women	Poland
Knothe	Marianna	Center for the advancement of women	Poland
Koszada	Aleksandra	Senate of the Republic of Poland	Poland
Krysiak	Irma	Ministry of Economy and Labour	Poland
Kubeisi	Gra yna	PKK	Poland
Machalica-PuBtorak	Anna	Association "Open Door"	Poland
Majka	Sylwia	Stowarzyszenie Pegaz	Poland
NapadBo	Anna	Stowarzyszenie Penitencjarne "Patronat"	Poland
Nowicka	Wanda	Federation for Women & Family Planning	Poland
PapoD	Urszula	The Slupsk Centre	Poland

Peretiatkowicz-Czyz	MaBgorzata	Karat Coalition	Poland
Perkowska	MaBgorzata	The Cancellery of the Prime Minister	Poland
Porowska	Violetta	Actice Women Club	Poland
Stasikowska-Wozniak	Dorota	Soroptimist Internat. Silesian Club "Nike"	Poland
Tokarz	Alicja		Poland
Wawer	Jadwiga	Liga Kobiet Polskicn Oddziak Terenowy w Elbliegu	Poland
Andrianova	Natalia		Russia
Antonova	Luodmila		Russia
Avetikyan	Tatiana		Russia
Chtyleva	Maria		Russia
Duodorova	Olga		Russia
Elyashevich	Alexey		Russia
Emelyanenko	Luodmila		Russia
Kalinchenko	Rimma		Russia
Kalinina	Elena	St. Petersburg Social and economic institute	Russia
Klimova	Olga		Russia
Konevich	Liliya		Russia
Kostkina	Ljudmila A.	Vice-governor of St. Petersburg	Russia
Kudryashova	Elena		Russia
Matveeva	Galina		Russia
Parshkova	Svetlana		Russia
Rodionova	Nadeza		Russia
Sagitova	Maria	Nordic Council of Ministers	Russia
Simbirtzeva	Lidia		Russia
Smirnova	Natalia	Administration of Leningrad Region	Russia
Telegina	Galina		Russia
Toloknova	Tamara		Russia
Tyaptina	Luodmila		Russia
Vershatskaya	Tatiana		Russia
Vinnichenko	Zoya		Russia
Yakovleva	Svetlana	Social Committee of Administration of Saint Peters	Russia
Yankovskaya	Galina	Kalingrad Region	Russia
Zonis	Elena		Russia
Zuravleva	Svetlana		Russia
Bergehed	Katarina	Amnesty International	Sweden
Björck	Annika	National Centre for Battered and Raped Women	Sweden
Björk	Lena	ROKS	Sweden
Brameus	Gunnel	BRYT	Sweden
Carlström	Marianne		Sweden
Dahlerup	Drude	Stockholm Universitet, Statsvetenskapliga Institutionen	Sweden
Dahlström-Lannes	Monica	Ecpat Sweden	Sweden
Ekberg	Gunilla	Ministry of Industry, Division for gender equality	Sweden
Engman	Eva	Network North	Sweden
Engström	Lina	ROKS	Sweden
Eriksson	Marianne	The Left Party Sweden	Sweden
Grände	Josefin	Team for raped women / Alla kvinnors hus	Sweden
Hedberg	Mildred	ROKS	Sweden





