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# Sweden

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

Covering the period between 2009–2014

## Section One: Overview and analysis of achievements and challenges since 1995

### Achievements since 1995

The goals of gender equality policy have been stable over time. Despite intervening general elections and changes of government, the goals adopted by the Riksdag in 1994 remained in force until 2006. In 2006, the Riksdag adopted a new overarching goal for gender equality policy: Women and men are to have the same power to shape society and their own lives (Govt. Bill 2005/06:155). That goal remains to this day. Four sub goals indicate the direction of the Government's efforts in gender equality policy: Equal distribution of power and influence; Economic gender equality; Equal distribution of unpaid care and household work; An end to men's violence against women.

In some areas, society has made significant strides forward since 1995. In others, the pace of development has been considerably slower, with major challenges still remaining. The following presents some of the major features of developments since the 1990s.

#### Increased representation by women since the 1990s

One area that has shown a distinct positive trend since the 1990s is the distribution of power and influence in elected political assemblies. The 1991 general elections saw the first decline in the proportion of women in the Riksdag since 1929 (from 38 per cent to 33 per cent). This led to strong reactions in the women's movement, and a group of feminists formed the network "Stödstrumporna" ("the Support Stockings"), whose aim included influencing parties prior to elections to increase female representation.<sup>1</sup> Stödstrumporna gained a great deal of attention, and the following years saw intense public debate on gender equality issues. Several Riksdag parties chose to work actively to increase female representation in their organisations, and in the 1994 elections, female representation in the Riksdag increased once again. In light of the political parties' internal development work, female representation also increased in local government.

Today, most political parties have nomination lists where every other candidate is a woman and every other a man. This development has been achieved on a voluntary basis, that is, without mandatory legislation on quotas, for example. Since 1994, female representation has shown a positive trend, with the exception of the 2010 elections, where female representation in the Riksdag reverted slightly, from 47 per cent to 45 per cent.

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<sup>1</sup> See, i.a. the dissertation on women's political representation at both the national and local level, "Kvinnors politiska representation i ett jämförande perspektiv – nationell och lokal nivå" by Jessika Wide, Umeå University (2006).

Other progress in the work towards greater female representation is seen in the results within central government. Since the 1990s, systematic efforts have been made to achieve a more even gender distribution in the agency boards, state-owned company boards, committees and agency leaderships appointed by the Government.

	Agency boards		Chairs of agency boards	
	Women	Men	Women	Men
<b>1996</b>	43	57	29	71
<b>2013</b>	48	52	41	59

**Source:** Govt. Bill 1997/98:1 Expenditure area 14 and Govt. Bill 2013/14:1 Expenditure area 13.

Committee members (including chair)		
	Women	Men
<b>1996</b>	38	62
<b>2013</b>	42	58

**Source:** Committee Activities Report 1996 Comm. 1995/96:103 and Committee Activities Report 2014 Comm. 2013/14:103.

Agency heads		
	Women	Men
<b>1994</b>	20	80
<b>1997</b>	23	77
<b>2006</b>	33	67
<b>2013</b>	45	55

**Source:** Budget bill and committee report 1995/96:AU1.

The Government has also worked actively to improve gender distribution in the boards of companies wholly owned by central government so that today this is 50 per cent women and 50 per cent men. This policy has thus surpassed other areas of society in terms of quantitative gender equality.

Companies wholly owned by central government				
	Board members		Chair	
	Women	Men	Women	Men
<b>1999</b>	28	72	-	-
<b>2001</b>	37	63	-	-
<b>2008</b>	49	51	33	67
<b>2013</b>	50	50	41	59

**Source:** Skr. 1999/2000:24 and Statistics Sweden's publication "Women and Men in Sweden" for the relevant years.

One area where progress has been more modest is the distribution of power and influence in the private sector, in boards and in leadership positions at companies. Although the proportion of women in the boards of listed companies has increased since the 1990s, there is still a strong male dominance in company managements (see also Section Four: Emerging priorities).

### **Men are assuming a greater responsibility for home and children**

Developments have gone in a more gender-equal direction with regard to the distribution of unpaid care and household work. The three time use surveys conducted by Statistics Sweden since the early 1990s show gradual shifts in time use, where the trend is that women are increasing their paid work and men are increasing their share of the unpaid work performed in households.

The use of parental insurance has also changed in a more gender-equal direction. The parental benefit reforms implemented since the 1990s have been important to this outcome. Today, parental benefit can be paid for a total of 480 days, where the compensation for 390 days is based on the sickness benefit qualifying income and the remaining days are compensated at the minimum level. In the case of joint custody of the child, the parents are allocated half the days each, but may transfer days of parental benefit to the other parent, except for 60 days at the sickness benefit level that are reserved for each parent. This non-transferable period is usually called “daddy months”, but are just as much “mummy months”. The first month (30 days) was introduced in 1995 and the second month in 2002.

Fathers' withdrawal of parental benefit has largely followed the change in legislation. Fathers' withdrawal of parental benefit was about 25 per cent of the total number of days of parental benefit paid in 2013. Fathers' share of paid days of parental benefit has increased between 2000 and 2012 from 12 to 24 per cent. It is more common for fathers to withdraw parental benefit when the child has become somewhat older. Of four-year-olds born in 1999, 22 per cent had a father who had withdrawn more than 60 days, compared with four-year-olds born in 2008, of whom 46 per cent had fathers who had withdrawn more than 60 days.

Upon introduction of the first reserved month, the proportion of fathers who used parental benefit increased from 44 to 77 per cent, while the proportion of mothers who used parental benefit was unchanged. The groups that increased their withdrawal most were those where relatively few fathers had used parental benefit before the reform was introduced, including fathers with low income, pre-upper secondary education and fathers born abroad. The introduction of the first month thus had an equalising effect among different groups of fathers. The second reserved

month also reduced the relative difference between women's and men's withdrawal of parental benefit, but both fathers' and mothers' withdrawals increased as the reform also entailed a one-month expansion of parental benefit. However, the second month did not have the equalising effect among different groups of fathers as the first month had had.<sup>2</sup>

Developments have thus gone in a positive direction, but at a slow pace. On 1 July 2008, the Government introduced an “equality bonus” to give parents better economic opportunities and incentives to share parental leave more equally and also to improve the conditions for greater gender equality in the labour market. Evaluations of the effects of the equality bonus have shown that the bonus has so far had a limited impact on men's withdrawal of parental benefit.

### **Extensive reforms to combat men's violence against women**

Significant reforms have been implemented since the late 1990s to combat men's violence against women and prostitution. The ‘Protection of Women's Integrity reform’ included amended and new legislation, preventive measures and better personal treatment of vulnerable women. In 1998, the Government invested SEK 41 million (about EUR 4.5 million) in this reform. A new provision was introduced in the Penal Code covering gross violation of integrity and gross violation of a woman’s integrity. The crime of gross violation of a woman’s integrity focuses on repeated criminal violations that a man commits against a woman in a close relationship. It is intended that penal law should take a more serious view of acts that have constituted part of the systematic violation of those in close relationships. The crime of rape was given a broader definition. A new provision was introduced in the Social Services Act stipulating that the social welfare committee has an obligation to take action to provide women subjected to violence in their home with support and help to change their situation. The term female circumcision was replaced in the law by genital mutilation, and the penalty was increased. Legislation and initiatives in the area has continued to develop since the reform.

The purchase and attempted purchase of sexual services was banned as prostitution results in serious harm both to individuals and society. The sale of sexual services was not criminalised, which is important for enabling women and men in prostitution to seek help.

The Gender Equality Act was tightened with regard to sexual harassment.

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<sup>2</sup> Ett jämställt uttag? Reformer inom föräldraförsäkringen [Gender-equal sharing? Reforms within parental leave insurance] (Swedish Social Insurance Inspectorate, Report 2012:4).

A number of social agencies and law enforcement authorities received various types of assignment in order to delineate their responsibilities and obligations to take action. The assignments were long-term and aimed at changing the agencies' ordinary activities. The assignments ran from 1998 to the end of 2003.

As in other countries, men's violence against women remains a major challenge and a serious social problem in Sweden (see Section Two D and Section Four).

### **Gender mainstreaming**

Since 1994, gender mainstreaming has been the Government's principal strategy for the implementation of gender equality policy. This strategy entails the incorporation of gender equality in all policy areas and in all stages of decision-making, planning and implementation of policies. Since 1994, the strategy has been developed and applied in a variety of areas and activities. Important initiatives have included the introduction of rules on statistics broken down by sex in the official statistics, investments in gender equality action in municipalities, county councils and regions, investments to train politicians and officials in public administration, method development and the production of strategies for implementation and follow-up. Since 1994, special experts have been in place at the regional level in the 21 county administrative boards. Their task is to promote gender equality in the counties on the basis of the national objectives for gender equality policy. The work of gender mainstreaming is developed further in Section Two H Institutional mechanism for the advancement of women and also in the previous report.

The achievements highlighted here have had great significance and are responsible for various shifts in the perception of Swedish gender equality policy. These achievements have also had implications for the practical implementation of gender equality policy. However, a lot of work remains in order to maintain and make further advances that build on the results that have been achieved thus far.

Remaining challenges in this area are described in Section Four.

### **Allocated resources**

SEK 1.6 billion (about EUR 177 million) was added to the appropriation for gender equality policy for the period 2006–2010. For the period 2011–2014, SEK 970 million (about EUR 107 million) was added. The resources injected during recent terms of office have mostly focused on combating men's violence against women and on developing gender mainstreaming at national, regional and local levels. But initiatives have also been implemented in other areas.

Besides the resources specifically allocated to gender equality policy, the Government has also set aside resources for initiatives to promote gender equality within the areas of other ministries, such as the Ministry of Enterprise, Energy and Communications, the Ministry of Health and Social Affairs and the Ministry of Justice.

### **Dialogue with civil society**

A Gender Equality Council, convened by the Minister for Gender Equality, has existed since 1982. The Council is made up of representatives from over 50 nationwide organisations that work with gender equality issues. The parties in the Riksdag are also part of the Council. The Gender Equality Council convenes three to four times a year and serves as a forum for information, discussion and consultation on current gender equality issues. In spring 2014, the Government's work with the Beijing Platform for Action (PfA) was presented at the meeting of the Gender Equality Council.

### **Cooperation for implementation of the Beijing PfA**

Sweden participates actively in the follow-up of the Beijing PfA at EU-level. Since 1999, sets of quantitative and qualitative indicators have been developed by EU-Presidencies in 11 of the 12 critical areas of concern in the Beijing PfA. Within that process, Sweden carried out the third review of development at EU-level” Beijing +15: The Platform for Action and the European Union” and statistics Sweden updated then the statistics in some of the critical areas for that report. Sweden also proposed Council Conclusions on the same theme, adopted by the Council of the European Union, which called on the member states and the European Commission to further develop the annual review and the implementation of the Beijing PfA at EU-level.

## **Section Two: Progress in the implementation of the critical areas of concern of the Platform for Action since 2009**

### **A. Women and poverty**

1. The proportion of older women with a low economic standard increased between 2007 and 2011. Furthermore, there was also an increase in the disparities between older men and women. However, this trend appears to have been broken, and the proportion of women and men with a low economic standard decreased in 2012 and is also continuing to decrease in the forecast for 2013. This break in the trend is primarily due to a raise in housing supplement over these years. This is given to those with the least financial resources and mainly benefits older women living alone.

2. In 2012, the Government invested SEK 1.2 billion (about EUR 132 million) to raise the housing allowance. This reform reaches all of the approximately 233 000 households that receive housing allowance. Among single parents, the reform affects 35 per cent. Of these, 92 per cent are women. As of 2014, a further improvement has been made to the housing allowance of SEK 466 million (about EUR 51 million).
3. From 1 January 2013, the basic level of parental benefit was increased for parents with low or no income. Women withdraw a far greater number of days at the basic level than men. Raising the basic level therefore affects the economic situation of more women than men. An increase in the basic level particularly favours younger parents who have not had the chance to establish themselves in the labour market as they generally withdraw a large proportion of their days at this level.
4. In January 2012, the Government appointed a national homelessness coordinator to support municipalities in the creation of sustainable structures and effective procedures to combat homelessness and exclusion from the housing market. A particular focus has been placed on families with children at risk of eviction. The coordinator will present a report at the end of July 2014. The commission of the homelessness coordinator is not specifically focused on investigating the consequences of homelessness for women. However, it has emerged that it is common for women to remain in sheltered accommodation longer than intended due to the lack of housing in many municipalities making it difficult to find homes for them. The National Board of Health and Welfare's most recent national homelessness survey from 2011 showed that the proportion of women who are homeless or excluded from the housing market is increasing. Among the homeless, 36 per cent are women and 64 per cent men. In conjunction with supporting municipalities in the work to plan housing provision in accordance with the Act (2000:1383) on Municipal Responsibility for Housing Provision, the county administrative boards have been tasked with analysing how the municipalities take into account the work to combat homelessness.
5. The Swedish Enforcement Authority has been in charge of the government assignment to develop and clarify eviction statistics. Since 2013, it has been possible to see whether children reside in the dwelling from which an eviction takes place, whether the family had moved out at the time of the eviction and whether children were present at the eviction. Enforcement Authority statistics show that in 65 per cent of the eviction cases in which children permanently reside in the dwelling, it is a single parent who is being evicted. Of these single parents, about 82 per cent are women.

## **B. Education and training of women**

1. A new Education Act has been in force since 1 July 2011. The Education Act, which covers every form of school and out-of-school centre, stipulates that education shall be designed in accordance with fundamental democratic values and human rights such as the sanctity of human life, individual freedom and integrity, the equal value of all human beings, gender equality and solidarity between people. The Delegation for Gender Equality in Schools appointed by the Government in 2008 has completed its commission, and the Delegation's reports represent important documents for current gender equality work within the school system.
  
2. Starting in the 2011 autumn term, new curricula are applicable to the compulsory school forms and for upper secondary schools. The curricula state that every person working in education shall contribute to a state of affairs where the pupil's academic and career choices are not limited by gender or by social or cultural background. The pre-school curriculum specifies, inter alia, that pre-school shall counteract traditional gender patterns and gender roles. The curriculum for compulsory school, pre-school class and out-of-school centres states that education shall actively and consciously promote the equal rights and opportunities of women and men. It also states that education has a responsibility to counteract traditional gender patterns and thus afford pupils scope to test and develop their abilities and interests irrespective of gender. The curriculum for upper secondary school states that the teacher shall ensure that the content and structure of instruction is characterised by a gender equality perspective.
  
3. In 2009, the Government tasked the National Agency for Education with implementing initiatives to promote, enhance and disseminate knowledge about the values of the school system. This commission highlighted the responsibility of schools to work actively to prevent and combat degrading treatment in the form of sexism and gender discrimination. In 2011, the Government renewed the commission of the National Agency for Education to strengthen the values of the school system and combat discrimination and offensive treatment. The commission particularly emphasises the importance of a gender perspective in the choice of measures against bullying. A final report is to be submitted in January 2015. Also in 2011, the National Agency for Education was tasked with carrying out initiatives for gender equality within the school system. These included efforts to stimulate the development of pupils' language, reading and writing skills. The initiatives are intended for pre-school teachers and teachers in pre-school and pre-school class and for teachers in Swedish and Swedish as a second language in compulsory school and upper secondary school. The aim is to spread knowledge

of science-based methods that improve the conditions of all pupils to achieve educational goals regardless of gender and background, and that increase knowledge of gender differences in language, reading and writing development. The commission also includes the implementation of initiatives to enhance the quality and gender equality perspective of study and vocational guidance. Here, the National Agency for Education is to offer professional development activities for study and vocational guidance counsellors. A final report is to be submitted in March 2015.

4. The Higher Education Act (1992:1434) requires the activities of universities and university colleges to observe and promote gender equality between women and men at all times. Among first-cycle students, the proportion of women and men is largely unchanged since 2001, 60 per cent and 40 per cent, respectively. In third-cycle education, the gender distribution among entrants is largely even; in 2012, there was also an equal number of women and men graduating with a PhD. Students' academic choices in higher education are still largely gender typed. This is most evident in teaching and nursing programmes and in certain programmes in engineering and the natural sciences. This state of affairs is also reflected in third-cycle education. The Government is aiming for an even gender distribution at the first-cycle and third-cycle levels and therefore places annual requirements on higher education to report measures taken to achieve a more even gender distribution. In 2009, the Government appointed a Delegation for Gender Equality in Higher Education, whose overall mission was to promote gender equality in higher education. Some of the problems to be addressed were gender-typed higher education choices, women's and men's differing opportunities for research careers and the uneven gender distribution in senior positions in the higher education system. As a result of the Delegation's proposals, the recruitment targets for women professors have been reviewed (see more under G Women in power and decision-making). The Government has also assigned the Equality Ombudsman to examine the gender equality work of higher education institutions. The Delegation distributed about SEK 47 million (about EUR 5.2 million) to 37 different gender equality projects. The Swedish Council for Higher Education has been commissioned to compile, analyse and disseminate experience of overall project activities. The Council's report on the projects recommends, inter alia, that decision paths in academia should be reviewed, that explicit guidelines and procedures to provide transparency in all processes in academia should be introduced, that all universities and university colleges should perform gender mainstreaming work and that a national survey of gender equality at higher education institutions should be carried out.

5. The student finance system is still designed in a gender-neutral way. The finance is generally designed so that all students receive equal amounts. In all parts of the student finance system (compulsory school level, upper secondary level, post-secondary level and study abroad), there is a greater percentage of women than men who receive student finance.
6. To make it easier for people with children to study, it has been permitted since 2006 to provide student finance in the form of an additional grant. Following the proposal in the 2013 Budget Bill, the additional grant has been raised by 10 per cent in order to increase the financial security of studying parents and their children.
7. In 2008, the Government decided to commission the Swedish National Council of Adult Education to promote gender equality initiatives in Swedish 'folkbildning' with a special focus on women's entrepreneurship. The commission included initiatives tailored for women from the national minorities. The projects have been running for three years and have in many ways contributed to making it possible for women to influence their own life situation and foster participation in the development of society. The initiative has also led to new start-up companies, employment and further studies as well as greater self-confidence and less exclusion among participants.
8. The Swedish Governmental Agency for Innovation Systems (Vinnova), in consultation with the Swedish Research Council, has the task of allocating funds for research that is of the highest scientific quality within various disciplines and that is expected to contribute to the advancement of practical gender equality action in academia, business and the public sector. The investment covers SEK 32 million (about EUR 3.5 million) in 2013 and 2014.

### **C. Women and health**

1. Swedish legislation stipulates that health and medical care shall be provided on equal terms. Evaluations by the National Board of Health and Welfare show that there are usually no unwarranted disparities between men and women with respect to care and treatment. However, there are still examples of women receiving poorer care than men for the same medical condition.
2. The Government has adopted a strategy for a good and more equitable care for the period 2012–2016. This strategy raises disparities between various groups, various areas of care and geographic disparities as challenges to the achievement of a more equitable care. The strategy highlights the existence of deficiencies in how different groups are received in health and medical care. For this reason, part of the work seeks to develop a training package for health professionals on various aspects of medical interviewing.

Among other things, the training package covers all the grounds of discrimination. A development project has also been implemented in first-line care to identify methods and strategies to make this more equitable.

3. The period has seen several initiatives to improve pupil health (focusing on knowledge in the areas of physical education and health, nutrition) and to promote gender equality, including support for the teaching of sex and relationships and efforts to prevent violence and oppression in the name of honour. The work will continue until 2015.
4. In recent years, total sick absence has fallen sharply in Sweden. A remaining problem, however, is the major disparity in sickness absence between women and men. The overall sickness absence of women is 47 per cent higher than that of men. For this reason, the Government has taken a number of measures aiming to reduce unwarranted disparities and to increase knowledge about why disparities exist. Central government and the county councils have entered an agreement to ensure a gender-equal sick leave process. The county councils will implement an action plan, produced by every county council, for a gender-equal sick leave process containing short-term and long-term measures. These action plans will then be followed up by means of specially developed indicators. The National Board of Health and Welfare has also been tasked with a gender analysis of its guidelines to support decisions on sick leave.
5. The report on women's and men's sickness absence (IFAU 2011:2) shows that the sickness absence of women increases relative to that of men in connection with starting a family. The Swedish Social Insurance Agency has also in a report to the Government indicated that women who assume a primary responsibility for the family while working full-time have an increased risk of sick leave.
6. There are also differences in outcome in the area of work injuries. Women and men are granted a work injury annuity to different extents. In 2012, 42 per cent of applications for a work injury annuity from women were granted. The corresponding figure for men was 56 per cent. The Swedish Social Insurance Inspectorate has been commissioned by the Government to analyse what this disparity is due to. The Inspectorate considers the main reason to be gender segregation in the labour market. When comparing men and women in the same industry, the differences in granted annuities are very small. The Inspectorate believes that one explanation for why women and men are granted a work injury annuity to different extents may be that work environment research has been more extensive in the typically male professions. The Government has therefore commissioned the Swedish Council on Health Technology

Assessment (SBU) to compile current knowledge overviews on the significance of the work environment to the emergence of sickness, with particular regard to the work environment of women. For several years, the Swedish Social Insurance Agency has worked to integrate a gender equality perspective in the application of the social insurance system. The Agency is to produce a plan for how its activities will help to achieve the objectives for gender equality policy, e.g. that no unwarranted gender differences should exist in processing and decision-making.

7. The Government considers it important to be able to monitor developments in health and medical care. The Government supports the development of open comparisons of various aspects of care quality and efficiency, such as medical outcomes, patient experience, availability and costs. There are numerous indicators that, among other things, report regional differences in care and differences between women and men. The aim is to make health and medical care transparent and to stimulate greater learning and improved outcomes. A comparison with the previous measurement period shows that in 2013, the outcomes for women had been improved for 73 per cent of these indicators. A national follow-up is also being carried out of the availability of care, with a focus on cancer diagnosis and comorbidity in the elderly.

#### **D. Violence against women**

1. The implementation of the various action plans in the area of men's violence against women adopted by the Government since 2007<sup>3</sup> at a cost of nearly SEK 2 billion (about EUR 221 million) has entailed a significant raising of ambition in efforts to prevent and combat men's violence against women (see also the remaining challenges in Section Four).
2. Evaluation of the efforts between 2007 and 2010<sup>4</sup> shows that these have contributed to greater awareness and knowledge at the relevant agencies and to a better structure and organisation of work within and between agencies. Furthermore, the efforts have led to the development of both existing and new activities and to the production of new working methods. Collaboration between agencies has been strengthened, and attention has been drawn to exposure to violence in particularly vulnerable situations, such as

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<sup>3</sup> Action plan for combating men's violence against women, violence and oppression in the name of honour and violence in same-sex relationships (Government Communication 2007/08:39) and Action plan to prevent young people from being forced into marriage (Government Communication 2009/19:229).

<sup>4</sup> The Government's Action plan for combating men's violence against women has been evaluated by the Swedish National Council for Crime Prevention (Brå) and the National Centre for Knowledge on Men's Violence Against Women (NCK) at Uppsala University.

violence and oppression in the name of honour, violence against women with disabilities and women with substance abuse.

3. The number of reported crimes and person-based clearances increased during the period, but the proportion of reports resulting in a person-based clearance remained at about the same level. No clear fall in the number of women stating in self-report surveys that they have been victims of violence can be discerned either. This may be because it is too early to see the effects of initiatives.
4. In 2011–2014, the Government followed up on the action plans with new initiatives primarily aimed at securing the sustainability and long-term nature of development efforts, and integrating methods, knowledge and approaches in the agencies' ordinary activities. Greater emphasis has also been placed on activities aimed at men that perpetrate violence. Some examples from various areas are highlighted below.

#### Work developed for protection and support

5. The National Board of Health and Welfare has developed general advice and regulations for municipal work with women subjected to violence and children who witness violence, and has designed training materials on particularly vulnerable groups such as older women, women with disabilities, women with abuse/addiction problems, women with foreign backgrounds and victims of violence and oppression in the name of honour. The knowledge developed has been adapted according to target groups and will now be disseminated and followed up.
6. In 2014, the Health and Social Care Inspectorate presented its report on a national inspection of the work performed by municipalities, health care and women's shelters with women subjected to violence and children who witness violence. The inspection results show that extensive development work is in progress and that the inspection is in itself driving this development. Furthermore, the report shows that the municipalities possess considerable knowledge on the issue of men's violence against women, but that several municipalities demonstrate deficiencies in investigations and documentation, risk assessment, follow-up and long-term support. The inspection also shows that women's shelters have a high level of expertise but sometimes lack, e.g. documentation and procedures for their reporting obligation. Both within the health care system and among municipalities, there are differences in approach between regions and various activities.
7. Since 2007, all county administrative boards have had a government assignment to support the coordination of measures aimed at combating men's violence against women and preventing children

from being forced to witness violence. This assignment includes consultation, coordination and competence-enhancing measures as well as the distribution of development funding. As of 2008, the assignment was expanded to include violence and oppression in the name of honour.

8. In order to strengthen the work of non-profit women's shelters, the Government has increased funds allocated to non-profit organisations working to combat violence against women. The sum of SEK 10 million (about EUR 1 million) previously determined by the Government was increased with an additional SEK 13.4 million (about EUR 1,5 million) in 2014. The total amount of SEK 23 million (about EUR 2,5 million) will then be a permanent allocation from 2015.

Violence in the name of honour, forced marriage and female genital mutilation

9. Since 2013, the County Administrative Board of Östergötland has had a commission to develop a national competence team to combat forced marriage, child marriage and violence in the name of honour. The commission has been extended to 2015. In 2013, the County Administrative Board of Östergötland and the National Board of Health and Welfare were commissioned to carry out preventive work against female genital mutilation. Their commissions include measures adapted to health and medical care and a study to gain knowledge about how many are at risk of becoming victims of female genital mutilation. Furthermore, proposals are to be developed on how agencies and activities can work with prevention, protection and support in cases in which a girl or a woman risks subjection to genital mutilation. Reports on the completed commissions are to be presented in 2015.

The judicial system

10. In 2007, the National Police Board was instructed to carry out an information campaign concerning crimes in close relationships. These initiatives have continued in 2012–2013. The campaign has a particular focus on reaching women with ethnic backgrounds other than Swedish. Overall, the evaluation shows that the campaign has helped to broaden the image of what crimes in close relationships are, and has created favourable conditions for increasing the number of reports from the victims and witnesses of crime. Within the police service there are victim support coordinators and special contact persons for crime in the name of honour. Many police authorities cooperate with women's and girls' shelters associations, school staff, social services and personnel at sheltered accommodations.

11. The work to combine non-contact orders with electronic surveillance (see Sweden's previous report) has continued. The equipment has been available for use since June 2013. Special training and method development regarding men's violence against women, honour-related violence, violence in same-sex relationships and human trafficking are provided by a number of agencies within the judicial system; the Crime Victim Compensation and Support Authority, the National Police Board, the Swedish Prosecution Authority and the Swedish National Courts Administration are among those offering their personnel such training. For example, in 2010, the Swedish Prosecution Authority in collaboration with the National Police Board started a method development project to achieve a faster and more legally secure way of working with, i.a. violent and sexual crimes in close relationships and against children. The results showed that this approach leads to shorter managing and processing times and enhances the quality of the work. The Swedish Prosecution Authority has worked to implement the model across the country. Today, virtually every local public prosecution office in the country has domestic violence specialists. The Crime Victim Compensation and Support Authority has been commissioned in 2011–2014 to further develop and implement a training programme for the treatment of victims of sexual crimes. This training is intended for personnel in the police, the Swedish Prosecution Authority and the judiciary. Lawyers will also be given the opportunity to attend. A report is to be submitted in June 2014.
12. In 2012, the Government tasked the Swedish National Council for Crime Prevention (Brå) with conducting an in-depth national survey of violence in close relationships. The survey was conducted within the framework of the Swedish Crime Survey (NTU), an annual survey concerning people's safety and victimisation, carried out by Brå in the form of telephone interviews. A report was submitted in May 2014. Among other things, the study finds that women and men in 2012 were subjected to violence in close relationships to essentially the same extent. However, women were more frequently subjected to more gross and repeated violence, and women were more frequently in need of care on account of aggravated assault. The case of children living in households with the presence of some form of violence was relatively common. A very small percentage of the crimes committed in close relationships was reported to the police. Few of the victims had been in contact with health and medical care, the social services or other support activities on account of what they had been subjected to.
13. In its 2014 appropriation directions, Brå was instructed to conduct a follow-up of the use and function of the alarm and protection packages provided by the National Police Board since 2010. The purpose of the alarm and protection packages is to strengthen the

protection of persons who have been found to be exposed to harassment and threats. Among other things, Brå is to study the extent to which the alarm and protection packages have come to practical use and how they affect the victims' perception of security.

#### Work with perpetrators and prevention

14. The Government's investment in activities within the Swedish Prison and Probation Service aimed at violent men has had a clear impact. Among other things, the efforts have led to a significant increase in the number of completed treatment programmes for convicted men. In 2013, the Swedish Prison and Probation Service was instructed to intensify recidivism prevention through measures during the sentence of those convicted of violent crime. The focus of the activities, in collaboration with relevant actors, is to be on planning the post-release period in order to prevent recidivism. A report is to be submitted in March 2017. The social services also have an important role to play in initiatives aimed at perpetrators of violence. The National Board of Health and Welfare has been tasked with developing assessment instruments and support initiatives for persons exposed to violence or other abuse by those in close relationships. The commission runs from 2012 to 2014.
15. The Government has also granted Karolinska University Hospital funds for 2011–2014 to develop and quality assure activities of the Centre for Andrology and Sexual Medicine (CASM) that receive persons who perpetrate or are at risk of perpetrating sexual violence. The commission includes the development of a national telephone support line for sexual offenders. A report is to be submitted on 31 December 2014.
16. The Crime Victim Compensation and Support Authority has been instructed to allocate SEK 42 million (about EUR 4,6 million) for research, method development and other related efforts, with the aim of increasing knowledge about men's violence against women, including sexual violence and other sexual abuse.
17. The Government has also focused some initiatives on young people who practise violence or who may come to do so. The Swedish Agency for Youth and Civil Society<sup>5</sup> has been tasked, during the period 2011–2014, to increase the knowledge about boys' and young men's attitudes and values regarding gender equality, masculinity and violence. The Agency is also to produce knowledge support focusing on attitudes and values in order to combat men's violence against women.

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<sup>5</sup> The National Board for Youth Affairs changed its name to the Swedish Agency for Youth and Civil Society on 1 April 2014.

## Legislation

18. From 1 July 2014, there will be greater protection against forced marriage and child marriage. This comes through the introduction of a new offence, coercion to marry, which applies to a person who, by unlawful coercion or exploitation of another person's vulnerable situation, induces this person to enter into marriage or a marriage-like relationship. Certain preliminary stages to the offence of coercion to marry are made punishable through criminalising the offence at the stage of attempt or preparation and through a specific penal provision for the offence of luring someone to travel abroad with the purpose of forcing them to enter into marriage. Furthermore, the possibility for children to obtain an exemption from impediment to marriage is removed, and the possibility to recognise foreign forced marriages, child marriages and proxy marriages is significantly curtailed.
19. The Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention) was signed by Sweden in May 2011. The Riksdag decided to approve the Convention on 27 May 2014 and as a result Sweden ratified the Convention in 1 July 2014.
20. The crimes covering violations of integrity have recently been evaluated. On 1 July 2013, the minimum penalty for these crimes and their area of application were broadened in order to further strengthen penal protection against repeated violations of persons in close relationships. Today, the violation of integrity crimes cover various types of violent crime, disturbing the peace, sexual crime, infliction of damage and infringement of a non-contact order.
21. In October 2011, amendments entered into force in the Act on non-contact orders, formerly restraining orders. The purpose of the amendments was to improve the situation of persons who in various ways have been exposed or risk being exposed to violence, threats or harassment, often on repeated occasions, known as stalking. In order to strengthen the protective effect, it will be possible to use electronic surveillance for some non-contact orders. At the same time, a new crime was introduced in the Penal Code, unlawful harassment. This relates to harassment consisting of repeated criminal acts against one and the same person. The Government has tasked Brå with following up and evaluating the reform on enhanced protection against stalking. A report is to be submitted in January 2015. In January 2014, a further amendment was made to the Act on non-contact orders. The amendment means that the risk of crime will no longer be required to be palpable in order for a non-contact order concerning joint dwellings to be imposed.

22. In July 2013, certain amendments were made in order to further enhance the protection of sexual integrity and sexual self-determination. Among other things, the crime of rape was given a broader definition. More cases of sexual exploitation are to be deemed as rape through replacing the concept of “helpless state” with the broader concept of “particularly vulnerable situation”. Furthermore, the illustrative list in the legal text is supplemented with the concept of “serious fear”. This makes it even more explicit that the crime of rape also cover situations in which a victim meets an assault with passivity.

#### Continued strategic work

23. The Government appointed a national coordinator against violence in close relationships in April 2012. The coordinator's task included considering how preventive initiatives against violence can be further developed and implemented. Furthermore, the coordinator was commissioned to review how protection and support for victims can be developed and, in this regard, particularly consider how the activities of women's shelters and other relevant non-profit organisations can be strengthened. The completed assignment was presented on 30 June 2014.
24. In February 2014, a committee of inquiry was appointed with the task of drafting a national strategy to achieve one of the objectives for the gender equality policy ‘Men's violence against women must stop’. Within this framework, the inquiry is, among others things, to produce a strategy containing short-term and long-term objectives for the policy area, and propose how these should be followed up. The inquiry is also to evaluate the initiatives carried out during the current term of office and to analyse and assess the need, within an existing agency structure, for gathering and disseminating knowledge and experience of the work to combat men's violence against women. A final report is to be submitted on 29 May 2015.
25. The Victims' Directive (2012/29/EU) entered into force on 15 November 2012. The Directive aims to ensure that victims receive appropriate information, appropriate support and protection and that they are able to participate in criminal proceedings. The Directive must be implemented no later than 16 November 2015. A ministry memorandum (2014:14) has been drafted to set out a position on how the Victims' Directive should be implemented in Swedish law. According to the memorandum, Swedish law complies with a great majority of the Directive's requirements. These include the right of the injured party to have access to support activities, the right to recover property, the right to a decision on compensation from the perpetrator, the right to reimbursement and training by officials in the judicial system on issues concerning victims of crime. In some areas, statutory amendments or other measures are deemed

warranted in order for Sweden to live up to the requirements of the Directive. This involves, among other things, an extended information obligation on the part of the police, prosecutors and the court. In addition, there is a proposal on a structured protection assessment of the injured party's need of specific measures during the preliminary investigation and trial. The memorandum has been referred for consideration.

### **Prostitution and human trafficking**

26. The evaluation of measures contained in the Action Plan against Prostitution and Human Trafficking for Sexual Purposes, implemented in 2007–2010, showed that the work helped to raise awareness and knowledge of the problems of prostitution in Sweden among professional groups that come into contact with persons who are in prostitution or are victims of human trafficking for sexual purposes.<sup>6</sup>
27. Several of the activities started through the action plan have continued in 2010–2014. For example, the County Administrative Board of Stockholm has continued to coordinate the work carried out by agencies to combat prostitution and human trafficking for sexual purposes. The Swedish Institute has further developed the visiting programmes aimed at key individuals in the judicial systems, government agencies and voluntary organisations of various countries who are interested in studying Swedish efforts to prevent and combat prostitution and human trafficking. The Government has also provided further support and funding for the Task Force against Trafficking in Human Beings at the Council of the Baltic Sea States.
28. The ban on the purchase of sexual services, the ‘Sexual Purchases Act’, was introduced in 1999. An evaluation of the Act's effects was made in 2010, ten years after its introduction.<sup>7</sup> The evaluation shows that street prostitution has been reduced by half. This is presumed to be directly related to the ban. Neither is this prostitution assessed to have moved into prostitution on the internet or indoor prostitution (e.g. at hotels and sex clubs). It is difficult to say how great a proportion of the women in prostitution are victims of human trafficking. But according to the National Bureau of Investigation, Swedish legislation counteracts the establishment of human traffickers in Sweden since criminal organisations consider Sweden a poor market.

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<sup>6</sup> Prostitution and Human Trafficking for Sexual Purposes. Follow up report on the implementation of the Government's Action Plan (Brå Report 2011:18).

<sup>7</sup> The Ban against the Purchase of Sexual Services. An evaluation 1999-2008 (SOU 2010:49)

29. The ban on the purchase of sexual services is estimated to have had a normative effect on the general view of prostitution and have acted as a deterrent to prospective purchasers of sex. It is not possible to establish any negative effects of criminalisation for those exploited in prostitution. There is nothing to confirm the view that buyers have become more violent since the ban was introduced. Neither is there any indication that the criminalisation of sexual purchases has made it more difficult for persons exploited in street prostitution to get in contact with the authorities.
30. In 2011, the maximum penalty for the purchase of sexual services was raised from imprisonment of six months to imprisonment of one year. The severity was increased in order to create additional scope for a more nuanced assessment of the penal value in serious cases of the purchase of sexual services. Aggravating circumstances may be likely to occur, for example, when the person performing a sexual service is the victim of human trafficking or other similar organised crime.
31. On 1 July 2010, the crime of human trafficking was amended in order to streamline the penal provision and strengthen the penal protection against human trafficking. Among other things, the amendments entailed the removal of the requirement for the perpetrator to assume control of the victim by commercial means – the ‘control prerequisite’. Furthermore, the amendments abolished the requirement of dual criminality to allow a Swedish court to pass sentence on human trafficking committed abroad.
32. Sweden has, within the allotted time, taken the necessary measures to implement Directive 2011/36/EU of the European Parliament and of the Council of 5 April 2011 on preventing and combating trafficking in human beings and protecting its victims, and replacing Council Framework Decision 2002/629/JHA.
33. Sweden signed the Council of Europe Convention on Action against Trafficking in Human Beings (CETS 197) on the day it was opened for signature in Warsaw, Poland on 16 May 2005. In connection with strengthening the penal protection against human trafficking, the legislative changes that were needed for ratifying the Convention were also made. Sweden deposited the instruments of ratification of the Convention on 31 May 2010. The Convention entered into force for Sweden on 1 September 2010.
34. In 2013, the National Board of Health and Welfare was tasked with regularly examining prostitution trends and on this basis, collecting data on the needs of support and assistance that persons selling and buying sexual services themselves see. The County Administrative Board of Stockholm was commissioned to survey and gather

knowledge about the development and extent of prostitution in Sweden. The commission includes an analysis of the prevalence, extent and forms of prostitution and a description of international developments in the area. A report is to be submitted in March 2015.

#### **E. Women and armed conflict**

1. Sweden is undertaking a great number of initiatives at national, regional and international levels to implement UN Security Council Resolution 1325 on women, peace and security.
2. In 2012, the Government decided on a number of indicators, according to which six agencies (The Swedish Armed Forces, the Swedish Prison and Probation Service, the Swedish Civil Contingencies Agency, the National Bureau of Investigation, the Folke Bernadotte Academy and Sida) were to annually quantify and report on their implementation of the national action plan for 1325. The indicators are intended at the national level to capture general developments over time, but also to give concrete examples of how the agencies are working to implement the national action plan for 1325.
3. In 2010, the Government instructed the Folke Bernadotte Academy to convene a national collaborative forum for 1325. The forum serves as an important platform for the exchange of information, knowledge and experience between civil society and central government actors in this area. The forum has also included thematic discussions of importance to 1325 work in Sweden.
4. Sweden's priorities in 'mission preparation courses' include work on gender equality and 1325. The aim is to improve the overall quality and efficiency of the international missions.
5. Sweden is also working actively to ensure the inclusion of Resolution 1325 in NATO policies. The work is performed at all levels, in working groups, committees and up to the highest level of the North Atlantic Council (NAC). Within this context, Sweden is a driving force for 1325 to be a natural part of the planning, design, implementation and evaluation of all crisis management initiatives. Sweden has actively participated in the work of evaluating the implementation of 1325 in ongoing missions in Afghanistan and Kosovo. Sweden has also been consulted in its capacity of a partner country with specific expertise and has contributed Swedish operational experience. In January 2012, the Nordic Centre for Gender in Military Operations (NCGM) was created at SWEDINT. The Centre serves as a hub of knowledge and expertise with regard to gender equality perspectives in military operations and provides

training, exercises and the development of capability and policy in the field.

## **F. Women and the economy**

1. From an international perspective, the labour force participation of women in Sweden is high. In 2013, approximately 69 per cent of women aged 15-74 participated in the labour force, which is a slight increase compared with 2009. The percentage of women working full-time has also increased over time and in 2013 was about 42 per cent of the population in the same age group.<sup>8</sup>
2. In June 2009, the Government adopted a strategy for gender equality in the labour market and the business sector (Government Communication 2008/09:198). The strategy set out the Government's overall, long-term policy focus. This includes combating gender divisions in the labour market and the business sector; promoting equal conditions for entrepreneurship; equal participation in working life; and equal working conditions. These are realised principally in the context of the general initiatives carried out within the relevant policy areas.
3. Since 2009, the Government has raised its ambition with respect to gender equality in regional growth efforts, such as business support, consultation and financing, as well as professional development and matching, which are financed with central government funds and EU funds. The goal is for women and men, regardless of background, to have the same opportunity for influence and the same access to resources within regional growth efforts so that the skills, innovative capacity and entrepreneurship of the entire population can be harnessed.
4. In March 2012, the Government adopted an action plan for a gender-equal regional growth 2012–2014. The action plan includes a mandate to those responsible for regional growth to produce and implement regional action plans for gender mainstreaming in the growth efforts of their respective counties from 2012 to 2014. The Swedish Agency for Economic and Regional Growth received special funding to support the counties in their work by means of training, exchange of experience and to select and disseminate examples of best practice. The report by the on-going evaluators shows that work on the action plans has increased the regions' knowledge of gender mainstreaming and strengthened understanding of the importance of gender equality for sustainable regional growth and attractiveness. Much work remains, i.a. to increase the proportion of women entrepreneurs, to reduce gender

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<sup>8</sup> Source: Statistics Sweden, Labour Force Survey.

segregation in the labour market and to use channels that also reach women from different minority groups with information about available initiatives, business advice, etc. A final report will be submitted in 2015.

5. In 2011, the Government appointed a Delegation for Gender Equality in Working Life to compile and spread knowledge about the different conditions and opportunities of women and men in working life, as well as the circumstances on which these differences are based. The Delegation's assignment also includes stimulating debate and submitting proposals on how to promote gender equality in working life and to reduce the pay gap between women and men. The completed assignment is to be presented by 31 May 2015.
6. The Government has instructed the Equality Ombudsman (DO) to expand supervision and promotion efforts regarding employers' work to map wages and the work of higher education on active measures under the Discrimination Act. The assignment will run for the period 2013–2014, and a total of SEK 9 million (about EUR 1 million) has been allocated for the purpose. The Equality Ombudsman is to present the results of the assignment by 1 March 2015.
7. The committee of inquiry on men and gender equality submitted its report in February 2014. The inquiry's task was in part to present an overview of relevant research on the life situation of men, their attitudes to gender equality and responsibility with respect to parenting, unpaid household work and care of family members. The inquiry was also to disseminate the knowledge compiled and encourage dialogue concerning issues of men and gender equality. The report focuses, among other things, on developments relating to men's responsibility for unpaid care and household work. This is an important prerequisite for economic gender equality. The time use survey and the withdrawal of parental benefit indicates that the distribution has become more even, but that there is still a great difference in how much responsibility men and women assume for unpaid care and household work (see also parental insurance in Section One).
8. The previous Swedish report described the commission, "Women's Career Advancement within the Swedish Central Administration". The commission ran from 2008 to 2011 and was primarily carried out by the Swedish Council for Strategic Human Resources Development (Krus). The objective was to increase the proportion of women in management and senior expert positions in government agencies, and thereby contribute to a decreasing pay gap between women and men. The process of change covered 20 government agencies. The Swedish Agency for Public Management has evaluated

the commission and concluded, among other things, that the overall progress in these agencies was positive and that the degree of gender equality appeared to be on the increase. The use of gender equality indicators has made it possible to monitor the proportion of women in management and senior expert positions and also compare this with other agencies and with the central administration as a whole. The results indicate a positive trend with regard to the proportion of women in senior management teams, and in management and strategic positions at the participating agencies. The change has occurred at a faster pace in the participating agencies than in the central administration as a whole.

9. The Swedish Social Insurance Agency has had commissions to conduct a survey of parental leave and to develop an online tool to promote the gender-equal withdrawal of parental benefit. The reports on these commissions, presented in 2013, show that both women and men are on parental leave for a far longer period than that for which they withdraw days of parental benefit. Women take parental leave for an average of 15.3 months, but only withdraw days of parental benefit for 9.5 months. Men take parental leave for an average of 3.8 months and withdraw days of parental benefit for 2.2 months. The distribution of parental leave covaries with the distribution of both paid and unpaid work. When women and men increase their share of parental leave, they perform a greater share of care and household work, and their share of gainful employment decreases.
10. From 1 January 2014, pregnant women who are self-employed are covered by the right to pregnancy benefit due to risks in their work environment. Pregnancy benefit can be paid towards the end of a pregnancy when a woman has a physically demanding job that reduces her work capacity. A woman who has been prohibited from continuing her work due to risks in her work environment is also entitled to pregnancy benefit.
11. In 2007, the Government launched the programme “Promoting Women's Entrepreneurship” (see previous report). The programme, which covers about SEK 100 million per year, has been extended in stages and continues until the end of 2014. The primary implementers have been the Swedish Agency for Economic and Regional Growth and ALMI. Ambassadors for women's entrepreneurship have, among other things, met 150 000 girls and women to share their entrepreneurial experience. During the programme period, the number of businesses run by women increased by 13.2 per cent between 2006 and 2010. The net turnover of these businesses rose by 38 per cent and the number of people employed by 22 per cent. The salary level in the businesses rose by 44 per cent between 2006 and 2010.

## G. Women in power and decision-making

1. After the 2010 elections, 55 per cent of the members of the Riksdag were men and 45 per cent women. Compared with the 2006 elections, the proportion of women in the Riksdag had decreased by 2 percentage points. Voter turnout was 85 per cent and was 1 percentage point higher for women than for men. The Government consists of 24 ministers, of whom 54 per cent are women and 46 per cent men. In municipalities, women occupy 43 per cent of elected positions (municipal council, municipal executive board and committees) and men 57 per cent. The proportion of women who chair the municipal executive board is 29 per cent and the proportion of men 71 per cent. In county councils, women occupy 48 per cent of elected positions and men 52 per cent. The proportion of women who chair the county council executive board is 45 per cent. After the 2014 European Parliament elections, Sweden's 20 seats were distributed among 11 women (55 per cent) and 9 men (45 per cent). Voter turnout in the Swedish EU elections in 2014 was 51 per cent.
2. In companies wholly owned by central government, 50 per cent of the board members are women and 50 per cent men, and the proportion of women who hold the position of chair is 41 per cent. The Government's intention is for companies wholly owned by central government to set a good example regarding gender equality. The target for the minority gender in the board of a state-owned company to be at least 40 per cent of the members was reached as early as 2003. Since the previous report, the Government has initiated sustainability efforts for all state-owned companies. A sustainable business model takes into account aspects such as the environment, human rights, working conditions, anti-corruption, business ethics, gender equality and diversity. Gender equality is thus one of the areas highlighted and linked closely with a decent way to run a business and with long-term profitability and risk management.
3. In the boards of all listed companies, the proportion of women stands at 24 per cent and the proportion of men at 76 per cent. The proportion of women who hold the position of chair is just under 5 per cent, while the proportion of men is 95 per cent. In 2013–2014, a special investment is being made through the Golden Rules of Leadership, which is an initiative to create gender equal leadership and entrepreneurship. The investment includes leadership development and mentoring for women.
4. The proportion of female professors since 2006 has increased by about one percentage point each year, from 17 to 24 per cent in 2012. Among lecturers, the proportion of women increased from 37 per cent in 2006 to 45 per cent in 2012. To promote an increase in

the proportion of female professors, the Government has set targets for 34 universities and university colleges regarding the recruitment of female professors for the period 2012–2015. Women and men are to be equally represented in the preparation of teaching positions and the appointment of professors at universities. The Swedish Higher Education Authority has the task of continuously monitoring higher education activities. This includes gender equality analysis.

5. In 2009–2013, the Government commissioned the Swedish Agency for Youth and Civil Society (MUCF) to distribute about EUR 15 million in government grants for women's organisations. The purpose of the grant is to support women organising in their own associations. The grant also promotes women's participation in democratic processes and social life, and enables women to look after their rights and pursue their demands. Among other things, project grants for women's organisations have been used for a mentoring programme for young women in order to increase the proportion of female managers in the business sector. Another example is a careers and entrepreneurial network that serves to make visible the invisible opportunities in the labour market and in society.
6. MUCF also distributed about EUR 4 million in government grants to gender equality projects in 2009–2013. About 100 applications are received every year. Of these, most that are granted fall within the gender equality policy sub goal of power and influence.
7. In 2009–2013, the Government implemented a special investment in Civil Society Guides of about SEK 40 million. The aim of supporting these guides is for their outreach activities to stimulate the residents of areas with a lower number of organisations, especially young people and women, to have contact with civil society organisations in different sectors. Over the years, a majority of the projects funded through MUCF has focused on women and girls. The results of the investment have shown, among other things, that dialogue on attitudes and values with parents has a significant impact on young women especially being given the opportunity or access to participate in associations, local democratic processes and community development.

#### **H. Institutional mechanism for the advancement of women**

1. The Ministry for Integration and Gender Equality was disbanded in 2011, and gender equality issues were moved to the Ministry of Education and Research. The Minister for Gender Equality is also the Deputy Minister for Education, with responsibility for issues within the education system.

2. In 2010, the Government's action plan for gender mainstreaming 2004–2010 was evaluated. The evaluation of the plan showed that political demand for a gender equality perspective is central to achieving success in gender mainstreaming. Furthermore, the evaluation showed that the organisation of gender mainstreaming with gender equality coordinators at every ministry and governing documents had been effective, and the recommendation was therefore to retain this structure. More explicit goals and a shorter period for a new plan for gender mainstreaming were requested. Based on the evaluation of the previous action plan, the Government adopted a strategy for gender mainstreaming at the Government Offices in 2012. This strategy is in force from 2012 to 2015. The strategy contains guidelines regarding, e.g. statistics broken down by sex and gender equality analysis in government bills, communications, and terms of reference and ministry memoranda. The strategy also concerns the control of agency governance and Sweden's work in European cooperation.
3. A quantitative follow-up of the strategy is conducted annually by Statistics Sweden, which examines all government bills, reports and terms of reference adopted by the Government during the year. The follow-up of documentation from 2013 showed a considerable improvement compared with the previous year. For example, 92 per cent of government bills contain some form of gender analysis compared with 76 per cent the year before. The follow-ups are communicated to the ministries and form the basis for discussions on how the work can be developed.
4. The work for gender mainstreaming is organised as before, with a gender equality coordinator at each ministry. The coordinators are responsible for producing annual development plans for the ministries' gender mainstreaming and for acting as a link to the Gender Equality Unit at the Ministry for Education and Research. The coordinators are part of an inter-ministerial working group that discusses common development issues and exchange of experience.
5. The Government's communication to the Riksdag on the focus of gender equality policy (Government Communication 2011/12:3) presented a platform for how gender mainstreaming is to be carried out 2011–2014. The platform covers gender mainstreaming at the Government Offices, a development programme for agencies, support for gender mainstreaming at the regional level, gender mainstreaming in local government, as well as continued efforts to gather and disseminate experience and knowledge of practical work on gender mainstreaming.

6. In 2013–2014, eighteen selected agencies have received a specific assignment to develop the work on gender mainstreaming. The aim is to spread experience and knowledge from this programme to other parts of the central government administration. The Swedish Secretariat for Gender Research at the University of Gothenburg has been commissioned to support the government agencies in this assignment and to disseminate the lessons learned from the agencies' work to the other parts of the central government administration and social life.
7. Since 1994, every county administrative board has had a special expert on gender equality issues. In 2013, all county administrative boards were tasked with producing a strategy for their work on gender mainstreaming for 2014–2016. The County Administrative Board of Gotland has been commissioned to provide support, coordinate the work of the county administrative boards and to implement professional development initiatives.
8. As mentioned in the previous report, the Government granted the application by the Swedish Association of Local Authorities and Regions (SALAR) for gender mainstreaming at the regional and local level. This initiative ran until the end of 2010, at that time covering SEK 145 million (EUR 16 million). For the period 2011–2014, the Government has granted an additional SEK 100 million (EUR 11 million).
9. The integration of gender equality aspects in the control and management systems of several municipalities and county councils has resulted in more gender-equal municipal services. This has also led to positive effects for their citizens. This relates, for example, to a more gender-equal distribution of municipal resources, an equitable treatment of women and men and the equal influence and participation of women and men. At the same time, SALAR reports that the greatest obstacle to the development efforts yielding long-term effects for citizens is difficulties in quantifying and following up the work and the fact that it takes time for new procedures to take hold. In 2014, SALAR has been commissioned to harness and disseminate experience from the programme.
10. The web portal Jämställ.nu serves as a valuable instrument for gathering and sharing experience and knowledge of practical work and research in the area of gender mainstreaming. Among other things, the portal provides methods, models and interactive tools designed to simplify and quality assure gender mainstreaming efforts. The Swedish ESF Council, the Swedish Secretariat for Gender Research, SALAR, VINNOVA (Sweden's Innovation Agency) and the county administrative boards are the joint owners of the portal.

11. In order to systematise the follow-up of gender equality policy, the Government's 2014 Budget Bill presented 25 indicators<sup>9</sup> for annual follow-up. As of the 2015 Budget Bill, gender equality policy will be followed up on the basis of these indicators (see Section Three and Annex 1 for further information on the indicators and gender equality statistics).
12. In April 2014, the Government appointed a committee of inquiry to follow up and analyse progress towards gender equality and the implementation of gender equality policy. The inquiry's task includes describing progress towards gender equality in society over the past ten years and assessing the efficiency and performance of gender equality policy and its implementation. The inquiry will perform an in-depth follow-up and analysis of progress over the past ten years. The follow-ups and indicators are expected to contribute to the continuity and structure of gender equality policy and to greater knowledge and more accurate initiatives in the policy area.

#### **I. Human rights of women**

1. In 2014, work is in progress to draft the third national strategy for human rights in Sweden. This is being done in light of the final report of the Delegation for Human Rights in Sweden (SOU 2010:29) and the evaluation of the second national action plan for human rights (SOU 2011:29). These reports state that further systematic work on human rights issues at the national level is necessary for Sweden to meet the objectives set by the Government and the Riksdag in this area. Supporting documentation has also been obtained through observations and recommendations from international monitoring bodies and from consultations with civil society organisations and other relevant actors.

#### **J. Women and the media**

1. The media has a major impact on the image that citizens have of society. For this reason, the Radio and Television Act (2010:696) stipulates that a media service provider of television broadcasts, on-demand television or searchable teletext pages shall ensure that its programming as a whole is characterised by the fundamental ideas of democratic governance and the principle of the equal value of all human beings and individual freedom and dignity (the 'democracy provision', see also Sweden's previous report). The same Act places

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<sup>9</sup> The 25 indicators are a subset of a total of 88 indicators available on the Statistics Sweden website and are updated twice annually. See also Section Three: Data and statistics in this report. They are presented in Annex 1 and are also available in the form of tables and diagrams here [www.scb.se/jamstalldhet](http://www.scb.se/jamstalldhet).

corresponding requirements on those who broadcast sound radio with the permission of the Government.

2. The Government Bill “Culture and Accessibility – Radio and Television in the Service of the Public 2014–2019” (Govt. Bill 2012/13:164) was adopted by the Riksdag in November 2013. The bill expresses the Government's view that the public service companies, Sveriges Radio AB (SR), Sveriges Television AB (SVT) and Sveriges Utbildningsradio AB (UR), through their special status and their programming, have greater opportunity than other media companies to influence attitudes and events in society, and that it is therefore natural to place higher demands on public service programming. Therefore, the broadcasting licences for SR, SVT and UR for the period 2014–2019, which were determined in December 2013, have been introduced with a provision to the effect that their programming as a whole shall be operated on the basis of a gender equality and diversity perspective. Their range of programming must also reflect conditions in the whole of Sweden and the variation present in the population.
3. On 1 January 2011, the Swedish Media Council, a government agency, was formed. The Council's mission covers tasks that the Council on Media Violence and the National Board of Film Classification previously performed. The task of the Swedish Media Council is to empower children and young people as aware media consumers and to protect them from harmful media influences. As with other government agencies in the area of culture, the Council is to have a gender equality and diversity perspective in its activities. In January 2014, the Swedish Media Council presented a qualitative study of children's and young people's use of social meeting places on the internet from a gender equality perspective, which it had performed on behalf of the Government. The Swedish Media Council also has a government assignment in 2014 to run the Council of Europe's campaign, No Hate Speech Movement, in Sweden. The campaign's target group is young people aged 13-18 years, and its aim is to combat internet hate, with a particular focus on racism and sexism.

## **K. Women and the environment**

1. The Swedish Research Council for Environment, Agricultural Sciences and Spatial Planning (Formas) is to pursue the impact of a gender perspective in research and promote equality between men and women. Formas annually reports on its work on, among other things, the distribution of women and men in its drafting groups and in applications received and approved applications.

2. Women made up 52 per cent and men 48 per cent of the drafting groups in 2013. The proportion of women that are granted research support increased from about 20 per cent in 2001 to 42 per cent in 2013. The proportion of principal applicants that were women was 45 per cent. In terms of gender perspectives in research, Formas runs some projects where these perspectives are explicit in spatial planning and with respect to the health effects of chemicals.
3. The Network of Women Ministers and Leaders for the Environment (NWMLE) is an informal network of female environment and deputy environment ministers and other female leaders in the environmental field. The network was formed in 2002. Since December 2012, the Minister for the Environment, Lena Ek, has served as co-chair of the network together with the South African Deputy Minister of Water and Environmental Affairs, Rejoice Mabudafhasi. The network's aims include drawing attention to the links between the environment/climate and gender equality, supporting women's representation and participation in international negotiations and informally discussing current issues. The NWMLE Secretariat is located at the United Nations Environment Programme (UNEP) in Nairobi, Kenya. The Network meets two to three times per year in conjunction with major international environmental and climate meetings.

#### **L. The girl-child**

1. In 2009–2013, the Government invested SEK 140 million (about EUR 15 million) in development work to strengthen and spread support for parents in parenting. Support in parenting also includes knowledge of children's rights and what rights entail. Children's rights and gender-equal parenting are key starting points in this work. The Ombudsman for Children in Sweden has been commissioned to produce and disseminate information material to parents and parents-to-be about children's rights. A particular focus is on the relationship between children and parents and children's right to protection from violence, such as corporal punishment. The follow-up of the actors' views on the material shows, among other things, that most are positive to the material and that it has promoted a discussion about how the parental support can be developed. Special efforts have been made to strengthen the support to parents who have children with disabilities. In summary, the Government's initiatives have led to intensive development work in Sweden with the participation of 80 municipalities.
2. MUCF has had the task of implementing initiatives to promote young parents' opportunities to complete their compulsory and upper secondary school education. There are more young women than young men who have children before the age of 20. MUCF

presented two reports in 2011 and 2012 which show, among other things, that the majority of young women and men who become parents before the age of 20 do not complete their upper secondary education. There are also great differences between young parents and those who are not young parents with regard to higher education. Among young mothers, 6 per cent have a post-secondary education compared with 48 per cent of those who are not mothers. It is primarily the education of young women that is adversely affected by early parenthood.

3. The Government has adopted an action plan for the protection of children from human trafficking, exploitation and sexual abuse (Government Communication 2013/14:91). This contains measures to be implemented in 2014–2015. The measures aim to increase knowledge about children's vulnerability to human trafficking, exploitation and sexual abuse, to increase the effectiveness of government agencies' work to protect children from these violations and to enhance the contribution of Swedish agencies to international cooperation. The action plan is primarily aimed at central government and municipal bodies and at county councils that are responsible for promoting and protecting children's rights. Some measures also take into account the need to provide civil society and the private sector with opportunities to contribute to the protection of children from exploitation and sexual abuse.
4. On 1 July 2013, amendments to the legislation on sexual crimes entered into force. These aim to strengthen the protection of children from sexual violations. The scope of the provision on the gross sexual abuse of a child has been expanded, and the minimum penalty for that crime was raised from imprisonment of six months to imprisonment of one year. In order for Sweden to meet the obligations of the Council of Europe Convention on Protection of Children against Sexual Exploitation and Sexual Abuse ('the Lanzarote Convention'), the requirement of dual criminality has been abolished for the exploitation of a child for sexual posing and for the purchase of a sexual act from a child. Moreover, the statutory limitation period has been extended for the normal degree of the crime of exploitation of a child for sexual posing in that this period only begins to run from the date the child attains or would have attained the age of 18. Sweden acceded to the Lanzarote Convention on 1 October 2013.
5. In 2013, a new Act entered into force regarding checks against the register of criminal records for persons who are to work with children. This was part of Sweden's implementation of the EU Directive on combating the sexual abuse, sexual exploitation of children and child pornography. The Act introduced an obligation for anyone who is offered a position of employment, an assignment

or a placement in certain activities to present upon request an extract from the register of criminal records if the work involves direct and regular contact with children. At the same time, the statutory limitation period was also extended for the purchase of a sexual act from a child and for sexual molestation committed against a child in such a way that this period only begins to run from the date the plaintiff attains or would have attained the age of 18.

### Section Three: Data and statistics

1. Statistics Sweden reports the development of gender equality every other year in the publication “På tal om kvinnor och män. Lathund om jämställdhet” [“Women and Men in Sweden. Facts and Figures”]. This booklet contains easily accessible statistics on women and men in a number of areas (population, health, education, time use, care, gainful employment, wages/salaries, income, violence and crime; influence and power). The first booklet was published in 1984. It is now published every other year in a Swedish version and in an English translation. Similar statistics have also been produced for the regional and local level.
2. During the period 2008–2011, Statistics Sweden carried out work on behalf of the Government to further develop gender equality statistics. The result of this development work was a thematic area on gender equality that was launched on the Statistics Sweden website in early 2012. The thematic area contains indicators for monitoring gender equality policy and in-depth gender equality statistics within three areas: “In and not in the labour force”, “Entrepreneurship and enterprise” and “Education and research”.
3. In total, this thematic area contains about 200 tables, 88 of which are indicators for monitoring gender equality policy. Among these indicators, 25 have been selected as primary indicators<sup>10</sup>, which will be used for the annual monitoring of gender equality policy from 2014. The statistics in the thematic area are regularly updated. The 88 indicators are listed in Annex 1.
4. In Sweden, the production of government statistics is decentralised, and statistics reflecting gender equality issues are produced by a number of different actors within their respective areas of responsibility. Statistics Sweden compiles and publishes statistics that reflect gender equality issues. The gender equality statistics do not have their own data collection. The statistics are instead drawn from existing surveys or registers. Sometimes the statistics presented as gender equality statistics are the result of special processing.

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<sup>10</sup> A link to the list of the 25 primary indicators is found in Section Two H, on page 29.

5. A prerequisite for being able to produce statistics with a gender equality perspective is access to statistics broken down by sex. Since 1994, Sweden has required that official statistics related to individuals shall be disaggregated by sex, unless there are special reasons for not doing so, as stated in Section 14 of the Official Statistics Ordinance (2001:100). In recent years, surveys have been conducted in order to examine compliance with Section 14. The results of the surveys have shown that deficiencies still exist. Against this background, the surveys have every other year been replaced by feedback to the statistical agencies. The purpose of this feedback is to enhance compliance with Section 14. Overall, the requirement for disaggregation entails the availability of statistics on women and men, girls and boys in a number of areas.
6. In Sweden, a large part of the statistics contained in the “Minimum set of gender indicators” is available within the context of various existing surveys. However, the reference period, for example, can differ between the statistics available in Sweden and those referred to in the “Minimum set”. At present, the national gender equality statistics report some of the indicators included in the “Minimum set”, though often with additional grouping and sometimes with other, or more detailed, age classification.
7. No work is currently being done that specifically aims to report statistics in accordance with the nine established indicators concerning violence against women. Continuous statistics on men's violence against women are, however, being produced and reported. A brief description is given below of the recurrent sample surveys carried out in Sweden, the type of questions these aim to answer as well as similarities and differences with respect to the nine indicators.
8. Since the early 1980s, the Living Conditions Surveys have regularly posed questions on exposure to violence and threats and on perceived safety. The surveys do not, however, make it possible to analyse the incidence of violence in close relationships. Since 2006, Sweden has carried out an annual crime survey. This Swedish Crime Survey measures the public's exposure to crime, perceived safety, and experience of contact with the judicial system as well as confidence in the judicial system. One of the advantages of the Swedish Crime Survey is that it also captures events of a less serious nature that are rarely reported to the police.
9. In spring 2012, the Swedish National Council for Crime Prevention (Brå) was commissioned by the Government to survey crimes in close relationships at the national level (see Section Two D). The survey, published in May 2014, is based on a new section of

questions introduced in the 2013 Swedish Crime Survey. The section contains questions about exposure to various forms of psychological, physical and sexual violence and it is addressed both to women and to men. Besides exposure to crime, the survey also examines how common it is for those subjected to violence in close relationships to report the incident to the police and why the victim chooses not to make a report to the police. In addition, the survey reports on how common it is for persons subjected to violence in close relationships to have children living in the household and on how many victims have been in contact with, e.g. health care, the social services and women's/men's shelters on account of what they have been subjected to. The survey also reports on how common it is for them not to have had their need for care, support, help or protection satisfied. 'Violence in close relationships' is a broad term whose meaning can differ between different sources. Brå's survey includes violence that has taken place between two persons who have or have had a partner relationship of at least one month in duration.

10. There are both similarities and differences between the statistics produced for the Swedish Crime Survey and those referred to in the nine indicators. The Swedish Crime Survey examines exposure during a specific year. The reference period is thus not the past 12 months, but the preceding calendar year. The survey of crimes in close relationships, published in May 2014, also poses questions on lifetime exposure. Assault and aggravated assault as well as sexual crime and gross sexual crime were examined separately. The population in the Swedish Crime Survey is composed of women and men aged 16 to 79. Exposure to economic violence is not specifically examined. However, a special module in the 2013 Swedish Crime Survey asked if respondents had been exposed to the attempt by a current/previous partner to curtail their freedom, which to some extent can be assumed to also include economic violence. It should also be mentioned that Sweden does not have official statistics that measure the rate of women subjected to female genital mutilation. But there are available statistics on female genital mutilation when it comes to crime convictions. Constant development work is performed regarding official crime statistics. This work weighs the need for greater statistical detail against the extra administrative burden entailed by introducing more crime codes. There is also extensive work in progress to introduce an electronic flow of information in the criminal trial procedure, which will result in tangible development opportunities regarding the official crime statistics.
11. When developing the indicators, Statistics Sweden chose, for a large number of indicators, to propose more than one quotient. The reason is that a single quotient, in light of the indicators' purpose,

can be too blunt and simplistic. The majority of indicators therefore consist of tables. This is also the case for the other statistics presented as gender equality statistics. This means that a large part of the statistics, where deemed relevant, includes reporting for several different groups – such as those born in Sweden and those born abroad. At the same time, there is scope in the official gender equality statistics for further work on an intersectional perspective in the selection of the statistics to be produced and reported.

## Section Four: Emerging priorities

### Gender pay gap

1. One of the most important challenges for gender equality policy concerns gender pay differentials. Historically, the gender pay gap closed sharply in the interwar period and in the 1960s and 1970s, but since the 1980s, this trend has stalled<sup>11</sup>. Between 1994 and 2012, the overall pay gap between women and men decreased by 2 percentage points; in 1994, women earned 84 per cent of what men earned and in 2013 women earned 87 per cent of what men earn.
2. Anti-discrimination legislation covers prohibitions and obligations for employers to take active measures against unwarranted pay differentials based on gender. The most important reason for gender pay differentials is gender segregation in the labour market, i.e. that women are found in certain professions and industries, while men are found in others. One area singled out as strategic in this context is the responsibility and ability of employers to influence the structures relating to pay and positions in central and local government. The overall responsibility for wage formation lies with the social partners, and the Government's opportunities to influence the outcome are small. However, the National Mediation Office has been tasked, among other things, to analyse wage development from a gender equality perspective. In their deliberations with the social partners on forthcoming and ongoing agreement negotiations, the Office is to draw attention to the importance of designing central collective agreements so as to promote the local partners' work on pay issues from a gender equality perspective. The Government has, however, implemented some initiatives to reduce pay differentials in the central government sector. These include a programme for women's career development in the central government sector and a commission to the Equality Ombudsman (DO) to expand

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<sup>11</sup> In the interwar period, women's salaries rose from 58 to 67 per cent of men's salaries) and from 1960 to 1980 (women's salaries rose from 70 to 86 per cent of men's salaries). Chapter 1, Kvinnomaktutredningen [Report of Committee on Women's Power] SOU 1998:6.

supervision and promotion efforts regarding employers' work to map wages (see Section Two F Women and the economy). Since 2005, the pay differentials have decreased by 5.2 percentage points in the central government sector. The corresponding decrease was 2.5 percentage points in the private sector during the same time period. However, the challenge of the gender pay gap will probably persist and continue to be an important issue for the foreseeable future.

### **Women's sickness absence**

1. In recent years, total sick absence has fallen sharply in Sweden. A remaining problem, however, is the major disparity in sickness absence between women and men. The overall sickness absence of women is 47 per cent higher than that of men. For this reason, the Government has taken a number of measures aiming to reduce unwarranted disparities and to increase knowledge about why disparities exist. Central government and the county councils have entered an agreement to ensure a gender-equal sick leave process. The county councils will implement an action plan, produced by every county council, for a gender-equal sick leave process containing short-term and long-term measures. These action plans will then be followed up by means of specially developed indicators. The National Board of Health and Welfare has also been tasked with a gender analysis of its guidelines to support decisions on sick leave (read more about women's sickness absence in Section Two C Women and health).

### **Men's violence against women**

1. A third challenge concerns men's violence against women. Following the 'Protection of Women's Integrity reform', continued initiatives have been implemented in order to strengthen society's overall preparedness to handle and combat this problem (see Sweden's previous report and Section Two D Violence against women). The action plan on men's violence against women has resulted in a number of advances, and the work has been developed. However, as regards effects on the target groups, in terms of less exposure to violence, the results are more uncertain. During the period 2007–2014, it is difficult to see any clear trend regarding exposure to violence<sup>12</sup>. According to the major self-report surveys, the total percentage of assault victims in Sweden has remained fairly constant in Sweden in the 2000s. It is not possible to discern any clear trend towards either decreased or increased exposure. Women's exposure to violence in different locations is evenly distributed across public places, work/school and the home. The most common relationship

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<sup>12</sup> See table, page 40

[http://www.bra.se/download/18.35c681d4143337cb6b29e9/1395068368052/2013\\_1\\_N TU\\_2013.pdf](http://www.bra.se/download/18.35c681d4143337cb6b29e9/1395068368052/2013_1_N TU_2013.pdf)

to the perpetrator for women exposed to violence was acquaintance (41 per cent), followed by close relationship (37 per cent) and finally unknown perpetrator (21 per cent). At the same time, it should be mentioned that where the perpetrator is someone in a close relationship, the number of unreported cases is estimated to be very large and larger than for the other categories. When women are subjected to violence by a casual acquaintance, this is often associated with work. This applies primarily to women in the public sector, in health care, education and social care. The trend over time shows that occupational threats and violence have risen since the mid-1980s. This rise ceases in the early 2000s. The rise cannot be explained solely as an expression of an increased propensity to report, but is probably also related to changes in work environment and the general trend towards a lower tolerance of occupational violence. About two thirds of the women who indicate that they have been subjected to violence state that it caused some form of physical injury. Just over 85 per cent of those suspected of assault against women are men (2010).

2. About 27 000 cases of assault against women over the age of 18 were reported in 2013, a decrease of just over five per cent compared with the year before. Prior to this, the number of reported cases of assault against women had risen over a long period. This may partly be explained by more cases being reported, among other things due to changes in legislation and norms. According to the major Swedish surveys, it is primarily two groups that are particularly exposed to assault: single mothers who are mainly subjected to violence by persons in close relationships and women subjected to violence in professional life. It is also within these two groups that the increase in reports has been most evident. Men's violence against women thus continues to be one of the most important challenges in the area of gender equality.

### **Women in leadership positions in the business sector**

1. Section One depicts the image of achievements concerning quantitative gender equality in elected political assemblies and the central government administration. Corresponding progress has not been made in the private business sector. In 1996, the proportion of women in the boards of listed companies was 3 per cent and the proportion of men 97 per cent. 17 years later, the proportion of women had risen to 24 per cent and the proportion of men dropped to 76 per cent. The proportion of women who chair the boards of these companies is just under 5 per cent, while the proportion of men is 95 per cent. The trend in the proportion of women in listed companies since 2000 has been an uneven one. Between 2002 and 2006, the number of women in the boards of listed companies tripled. The trend has slowed down since then.

	2000	2001	2002	2003	2004	2005	2006
Women as % of board members	4.8	5.3	6.1	11.6	14.6	16.1	18.1
Women as % of CEOs	-	-	-	2.2	1.0	1.4	1.7
Women as % of board chairs	-	-	-	1.3	1.7	0.0	0.7

	2007	2008	2009	2010	2011	2012	2013
Women as % of board members	18.3	18.5	19.5	22.0	23.7	23.6	23.7
Women as % of CEOs	2.0	2.4	3.0	2.7	3.0	4.8	6.1
Women as % of board chairs	2.7	3.1	3.7	3.4	3.0	4.3	4.8

Source: SIS Ägarservice.

- Listed companies are to comply with the Swedish Corporate Governance Code (the Code), prepared by the Swedish Corporate Governance Board (the Board). The Code serves as a complement to legislation and other rules by setting the standard of good corporate governance at a higher level of ambition. The standard is not mandatory, but companies that do not comply with it are to explain their reasons and what they have done instead. The Code specifies that the boards of listed companies are to exhibit diversity and breadth of qualifications, experience and background and strive for equal gender distribution. This ambition has been part of the Code since its introduction in 2005, but the Board is now proposing a tightening of the rules and clarification of the principles of good corporate governance. Among other things, nomination committees will be required to clearly explain its work to strive for equal gender distribution in the board and specifically report on this at the annual general meeting. In addition, the Board is to carry out special support activities with owners and nomination committees. In this way, it is hoped that pressure on nomination committees will increase, thus accelerating progress towards a more equal gender distribution. The Board's stated level of ambition is for the least represented gender to have a combined share of about 40 per cent in the boards of listed companies in 2020. By 2017, the major companies should have already reached an average of about 35 per

cent, and the smaller companies should have come close to 30 per cent.

3. In 2013, Statistics Sweden conducted a survey on behalf of the Government regarding gender distribution and gender equality at companies with at least 200 employees. The aim was to gain a more in-depth knowledge of women in leadership positions and the gender equality efforts of the companies. A similar survey was conducted in 2002, thus making it possible to see the development over time. The report shows that both the boards and corporate managements in general have become more gender equal, but that progress is slow. The proportion of women in management increased from about 17 per cent in 2003 to 28 per cent in 2013. Line management responsibility is the most common area of responsibility for women, while finances are the most common area of responsibility for men. In 2013, the companies had organised gender equality work to a slightly greater extent than 10 years earlier, but much remains to be done.

## **Annex 1**

### **Indicators for follow-up of the gender equality policy of the Government**

The indicators are divided into four areas, corresponding to the Government's gender equality policy objectives: Equal distribution of power and influence, economic gender equality, equal distribution of unpaid care and household work and an end to men's violence against women.

#### **Equal distribution of power and influence**

##### **Representation in politics**

- 1.1 Turn-out in general elections, by age
- 1.2 Nominated for and selected to stand at general elections, by region of birth
- 1.3 Composition of the Swedish Riksdag after elections, 1921–20xx
- 1.4 Members of parliamentary committees
- 1.4 b Chairpersons of parliamentary committees
- 1.5 Government and government offices, by position, 1973, 1985, 1998, 2010, 2013 and 20XX
- 1.6 Positions of trust in municipalities, by organisation
- 1.6 b Municipal and county council committee chairpersons
- 1.7 Positions of trust in county councils, by organisation
- 1.8 Positions of trust on municipal expert committees
- 1.9 Positions of trust on county council expert committees
- 1.10 Positions of trust in municipalities, by position
- 1.11 Positions of trust in county councils, by position
- 1.12 Swedish Euro MPs

##### **Representation in the business sector**

- 1.13 Boards and management teams of listed companies
- 1.14 Boards and management teams of companies wholly or partly owned by the state
- 1.15 Boards and management teams of public service companies
- 1.16 Managers in the private sector, by type of manager

##### **Trade union representation**

- 1.17 Elected representatives in trade union organisations, 1973, 1985, 2001, 2011 and 20XX

##### **Participation in civic activities**

- 1.18 16–84 year-olds active in a political party, by age
- 1.19 16–64 year-olds active in a trade union organisation, by age

##### **Representation in the public sector**

- 1.20 Managers in the public sector, by type of manager
- 1.21 Representatives on central agency boards and advisory councils, 1991–
- 1.22 Agency Directors-General, 6 September

##### **Other representation**

- 1.23 Professors at universities and university colleges

## Economic gender equality

### Income and salaries

- 2.1 From salary and business income to individual disposable income for 20–64 year-olds
- 2.2 Disposable income per consumption unit for households, 20–64 year-olds, by type of household
- 2.2 b Individual disposable income, by type of household and number of children
- 2.3 Economic support, by type of household
- 2.4 Compensated days for temporary care of children, 1974–
- 2.5 Full-week absence from work due to parental leave, by time absent and level of education
- 2.6 Women’s salaries as a percentage of men’s salaries, by sector, before and after standard weighting, 1994–
- 2.7 Salary spread, by sector and in total

### Access to work

- 2.8 Population aged 20–64 in and outside the labour force
- 2.9 Relative economic activity rate, by age, 1970–
- 2.10 Population and economic activity rate, by age and region of birth
- 2.11 Employment rate for 20–64 year-olds, by age
- 2.12 Employees 20–64 year-olds, by sector and level of activity on the labour market
- 2.13 The 30 largest occupations
- 2.14 Degree of gender segregation on the labour market
- 2.15 Segregation index, by age
- 2.16 20–64 year-olds in work, by age and normal number of hours worked
- 2.17 20–64 year-olds in work, by age and average normal number of hours worked
- 2.18 20–64 year-olds in work, by age and level of activity on the labour market
- 2.19 Temporarily employed 20–64 year-olds, by type of employment
- 2.20 Parents aged 20–64 years in work with children living at home, by age of youngest child and level of activity on the labour market
- 2.21 Parents aged 20–64 years in work with children living at home, by age of youngest child and length of working hours
- 2.22 20–64 year-olds in work, by age and normal number of hours worked full-time and part-time
- 2.23 Reason for part-time work among 20–64 year-olds.
- 2.24 Unemployed 20–64 year-olds by level of education and length of time in unemployment
- 2.25 Underemployed part-time employees, 20–64 years, by level of education and length of time underemployed
- 2.26 Underemployed part-time employees, 20–64 years, by age
- 2.27 20–64 year-olds not in the labour market, by main economic activity

**Access to education**

- 2.28 Population by age, region of birth and level of education
- 2.29 Students eligible to enter upper secondary school, by Swedish and foreign background
- 2.30 Degree of gender segregation in upper secondary school
- 2.31 Pupils who started upper secondary school in autumn 20xx and who completed their education within 4 years, by Swedish and foreign background
- 2.32 Upper secondary school leavers, by programme or link to programme
- 2.33 Graduates on first-cycle and second-cycle higher education level, by specialisation

**Working conditions**

- 2.34 Ongoing sickness benefit cases in December, 1974–
- 2.35 Persons claiming sickness benefit and activity allowance, by age, in December
- 2.36 Absence due to illness for the whole or part of the reference week, by age

**Self-employment**

- 2.37 Self-employed persons, 20+ years old, by industry and age
- 2.38 New start-up companies, by industry and composition of management team

**Equal distribution of unpaid care and household work****Access to childcare**

- 3.1 Pre-school, other educational activities and leisure-time centres, 1972–20xx, under municipal management
- 3.1 b Compensated days for temporary care of children, 1974–20xx

**Distribution between paid and unpaid work**

- 3.2 Average time use for 20–64 year-olds

**Unpaid work**

- 3.3 Time for unpaid work, by life-cycle
- 3.4 Time for unpaid work, by activity
- 3.5 Time for care of others, by family cycle
- 3.6 Time for care of others
- 3.7 20–64 year-olds in work, by age and full-time and part-time
- 3.8 Persons in work working part-time due to e.g. care of children and care of adult family member/relative
- 3.9 Persons aged 65 or older in ordinary housing who need and receive help every week, by age and care provider

**Men's violence against women****Anxiety**

- 4.1 Persons who feel anxious about being attacked or assaulted, by age
- 4.2 Persons who feel unsafe when outside late at night, by age

- 4.3 Persons who choose a different route or means of transport for fear of being a crime victim, by age

**Exposure to violence**

- 4.4 Persons exposed to assault, by family situation and age  
4.5 16–79 year-olds exposed to assault, by location  
4.6 16–79 year-olds exposed to assault, by relation to perpetrator  
4.7 Persons exposed to threats, by family situation and age  
4.8 16–79 year-olds exposed to threats, by location  
4.9 16–79 year-olds exposed to threats, by relation to perpetrator  
4.10 16–79 year-olds exposed to sexual offences, by age

**Reported crime**

- 4.11 Reported assault  
4.12 Gross violation of a woman's integrity  
4.13 Reported rape

**Persons found guilty of crime**

- 4.14 Persons found guilty of crime by main offence