



Questionnaire Gender Equality and Culture - answer from Sweden

**A. National policies in the field of culture**

1. Does your country have (or is in the process of elaborating) a cultural policy that includes a specific reference to gender equality and/or women's empowerment?

In Sweden gender equality is a policy area of its own and relevant for all policy areas. The implementation is mainly made within the scope of other policy areas, including culture.

So how are gender equality policy and cultural policy interconnected in Sweden?

A 'Swedish delegation for equality between women and men' was established by the Government already in the early 1970s and Sweden has recognized gender equality policy as a separate policy area ever since.

In 2006 the Swedish Parliament decided on new gender equality policy objectives. The overarching objective of the policy is to promote an equal distribution of power and resources. This is formulated thus: *women and men are to have the same power to shape society and their own lives.*

The following objectives of this policy contain the direction of the gender equality policy:

- *Equal division of power and influence:* women and men must have the same rights and opportunities to be active citizens and to shape the conditions for decision-making.
- *Economic equality:* Women and men must have the same opportunities and conditions for education and paid work which is the foundation for lifelong economic independence.
- *Equal distribution of unpaid domestic work and provision of care:* Women and men must have the same responsibility for domestic duties and have the opportunity to give and receive care on equal terms.
- *An end to men's violence against women:* Women and men, girls and boys, must have the same right to, and possibility to exercise physical integrity.

In 2013 239 million SEK was allocated to gender equality policy. More information is available at <http://www.regeringen.se/sb/d/108/a/197317>

### *Gender equality in the field of culture*

The Swedish Government's policy for culture is to all - women, men, girls and boys - the opportunity to take part in cultural life. Women, men, girls and boys shall have the same opportunity to take part of our common cultural resources to create and experience culture. The stories and knowledge of both women and men shall, as far as possible, be equally highlighted, given form to and represented within all areas of culture.

The ordinance for the state authorities in the field of culture stipulates that every authority and institution shall apply gender mainstreaming. Gender mainstreaming is the principal strategy for achieving the national gender equality policy objectives. This means that decisions in all policy areas and at all levels are to be permeated by a gender equality perspective and that a gender equality perspective must be an integral part of day-to-day decision making, resource allocation and norm creation. The reason why a gender mainstreaming strategy has been developed is to counteract the tendency to neglect gender equality issues or consider them secondary to other political issues and activities which is common in all areas.

Gender mainstreaming also means to ensure that services are provided and resources distributed to all, on equal terms. The Government has decided upon a development program to strengthen gender mainstreaming in public authorities. Participants are 'The Swedish Arts Grants Committee' and the 'Music Development and Heritage Sweden' (The task of this organization, Statens Musikverk, is to promote a wide-ranging musical offering throughout the country, distinguished by excellence and artistic regeneration, and to preserve and bring to life theatre, dance and musical heritage). The idea is to turn the participating authorities into pioneers and good examples of how gender mainstreaming contributes to the overall gender equality objectives. The University of Gothenburg has been assigned to support the authorities in this programme and to spread good examples to other authorities, <http://includegender.org/>

In addition to general gender mainstreaming work, the Swedish Government has decided to make special efforts during 2011-2014 to improve gender equality in the areas of music, museums, movies and media. Evaluations of this initiative shows increased awareness of gender equality issues and that the strategies and efforts within these fields have become more precise and more attuned to the target group and that a number of projects show good results. The media has shown great interest in these efforts as well.

The Swedish government appraise that these efforts have contributed to extensive activity for gender equality within these fields of culture. The development is going in the right direction but there's need to continue the work and efforts need to be made at every level, national, regional and local and for all fields of culture.

### **B. National implementation strategies of UNESCO Culture Conventions**

In 2008 the Swedish Government adopted an over-all strategy for all work in cooperation with UNESCO and gender equality is one of the priorities in this strategy. Apart from that the same goes here as is explained in the opening text: the central level steering of authorities is made through general policies. All state authorities shall work with a gender mainstreaming perspective at the core of their activities.

### **C. Access to decision-making**

2. What measures exist in your country to promote and ensure the equal representation of women and men in decision-making processes in the field of culture?

See answer to question 2 b above. In addition to this it could be mentioned that no decisions on the leadership of committees, commissions or state authorities can be made in Sweden without the participation of the gender equality division at the Ministry of Education and Science which has the overall coordinating role.

### **D. Education, Capacity-Building, and Training**

3. How has your country addressed gender gaps in educational, capacity-building and management programmes in the fields of heritage or creativity?

See answers above.

### **E. Access to credit and financial resources allocation**

4. What special policies, practices or other measures in your country exist to ensure that female cultural entrepreneurs can access credit?

The overall objective why the authorities should implement gender mainstreaming into their daily work is to ensure that services are provided and resources distributed to all on equal terms. The fundamental idea is that a gender equality perspective is an integral part of day-to-day activities where decisions are made, resources allocated and norms created.

5. Does the allocation of public financial resources in the fields of heritage and creativity take into account gender differences in cultural activities and practices?

Efforts to achieve gender equality must be continuous and impact every area of cultural policy. As in society as a whole, the cultural area must be characterized by equal treatment and equal terms for men and women. All state agencies in the area of culture must incorporate a gender equality perspective in their activities, as stated in Government's steering instruments.

#### **F. Visibility and awareness-raising**

6. Are there any actions in your country that aims to raise awareness of and give visibility to women's contribution to cultural life (e.g. heritage, creativity, the arts)?

As part of the mainstreaming policy, all documents, Government Bills etc. describe, and take in to account, how the proposal will affect women and men. Thus female contributions to culture do not go unnoticed.

To offer women training program to become directors has proven to be an efficient initiative to initiate change. Swedish performing arts has developed a one year director program for women in the music life.

During 2011-2014 the Swedish government allocates special financing to strengthen the gender perspective in various cultural areas:

- 6.5 M SEK to the Swedish Film institute, to improve the film making possibilities for young women.
- 8 M SEK to the Music Development and Heritage Sweden to strengthen gender equality within music life.
- 3 M SEK to the National Historical Museums (SHMM) to develop more gender equal representation in collections and exhibitions.
- 1 M SEK to The Swedish Media Council to undertake a qualitative study of the use by young adults and children of social meeting places on internet.
- 3 M SEK to the Swedish Arts Council together with the sports federations, to carry out initiatives aimed at boys and girls to promote reading.
- 0.5 M SEK to the Swedish Agency for Cultural Policy Analysis to evaluate these initiatives to strengthen gender equality within the cultural sector. The Swedish Agency for Cultural Policy Analysis has the task of assessing developments with regard to equality in the cultural field. The Agency has initially been surveying the gender perspective in three different authorities. Starting this year,

the Government has given the Agency the task to make a more extensive evaluation of the projects mentioned above.

## **G. Statistics and Indicators**

7. Are there any gender indicators in your country related to culture (e.g. heritage and creativity)? Are cultural statistics in your country disaggregated by sex?

The follow-up of the implementation of the gender equality policy takes many forms including the in the appendix to the annual Budget Bill for 2013. A gender equality policy follow-up system is presently being prepared. It uses a number of indicators linked to gender equality objectives. The purpose of the system is to measure to what extent national gender equality objectives are fulfilled over time.

These indicators and the follow-up will contribute to continuity and structure in the gender equality policy area. Gender disaggregated statistics are a key tool in highlighting gender differences and visualising the different conditions faced by women and men. Statistics Sweden (the central state agency for statistics) gathers a great deal of data important from a gender perspective in follow-up implemented policies and in identifying areas in need of other measures ([www.scb.se](http://www.scb.se)).

In the annual Budget Bill the Government presents a few indicators which show the development. Within the performing arts statistic shows women's share in activities that grants allowance. The statistic is divided into choreographer, composer, free music groups and organizer of musical events. By sex these statistic show a more equal development in the performing arts during the last years.

The Budget Bill also indicates the income side for culture professionals where women's share has increased, even if it varies between different culture areas. Grants from The Swedish Art Council are equally divided between the sexes. In the field of music, where by tradition male professionals have dominated, the women's share has increased essentially over the last years.