



Government of Iceland
Ministry for Foreign Affairs

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CIG
COMISSÃO PARA A CIDADANIA
E A IGUALDADE DE GÉNERO
Presidência do Conselho de Ministros

 Ligestillings-
og diskrimineringsombudet



Reykjavík, Iceland 31 October and 1 November 2019

The participants in this conference are the National Focal Points and key stakeholders in the field of gender equality in the EEA Grants Beneficiary and Donor States, including Donor Programme Partners, Programme Operators, the FMO and stakeholders from Iceland.

- You are the agents of change for gender equality in the Beneficiary and Donor States and you will hopefully be able to foster potential future bilateral co-operation under the EEA Grants.
- We would like to introduce successful tools and techniques in the field of gender equality, in particular the Nordic approach.
- And we would also like to facilitate transfer of best practices from Iceland, Portugal, Norway and the Beneficiary States.

The Icelandic Ministry for Foreign Affairs, in partnership with the Comissão Para a Cidadania e a Igualdade de Género (Portuguese Equality Ombud), the Norwegian Equality and Anti-Discrimination Ombud and the EEA Grants Financial Mechanism Office (FMO).

A warm welcome to Reykjavík!

<https://eeagrants.org/>



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Day 1: 31 October

Venue: Veröld – The House of Vigdís 07:45-08:15

The **registration desk opens at 07:45** at **Veröld – The House of Vigdís**. The group will then be picked up there by a **bus at 08:15**, passing important sights in a short bus-tour to the venue.

Gender guides will highlight key milestones in the Icelandic quest for gender equality and women's empowerment. This session is primarily for the international participants.

Session 1: 09.00-12.50

Venue: Hellisheiði Geothermal Power Plant

Moderator: Ambassador for Gender Equality, **Kristín A. Árnadóttir**, Ministry for Foreign Affairs

09.00 Welcome and introduction of the event

09.25 Women in Energy Iceland – Elevating Women in a Male-Dominated Field
Nanna Baldvinsdóttir, Vice Chairman, Women in Energy Iceland

09.35 An awarded Power Company – meaning what?
Bjarni Bjarnason, CEO, Reykjavik Energy

09.45 Why we need to lift the gender veil – Mars calling Earth!
Þórhildur Þorleifsdóttir, one of the founders of the Women's Alliance, former Member of Parliament, Theatre Director

09.55 Gender equality – a top Government priority
Steinunn Valdís Óskarsdóttir, Director, Prime Minister's Office, Department of Equality, former Member of Parliament, former Mayor of Reykjavik

10.05 From a local approach to a global approach; Beyond Beijing 1995
Hanna Birna Kristjansdóttir, Chair, Executive Board of Women Political Leaders, Senior Advisor to UN Women in NYC, Former Minister of the Interior, former Mayor of Reykjavik

10:15 Coffee Break

10.25 Me too - immigrant women have a voice
Tatjana Latinovic, Chair, The Icelandic Women's Rights Association

10.35 Transfer of knowledge: The United Nations University Gender Equality Studies and Training Programme (UNU GEST Programme) in Iceland
Dr. Irma Erlingsdóttir, Director, UNU-GEST-United Nations University

10.45 Human resource perspective; there is no way back
Víðir Ragnarsson, HR specialist, Reykjavik Energy

10.55 Madam Digital Disruptor
Þorbjörg Helga Vigfúsdóttir, Founder and CEO, Kara Connect

11.05 Q&A

11.40 Lunch at Hellisheiði Geothermal Power Plant

12.50 Departure by the bus to Veröld



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Session 2: 13.55-19.00

Venue: Veröld – House of Vigdís

Moderator: Ambassador Þórir Ibsen, Ministry for Foreign Affairs

Guest of Honour: Former President of Iceland, Ms. Vigdís Finnbogadóttir

The Icelandic partners will join the programme in this session.

13:55 Welcome and introduction to Session 2

14.00 Opening remarks

Áslaug Arna Sigurbjörnsdóttir, Minister of Justice

14.10 EEA Norway Grants – what for, how and why?

Árni Páll Árnason, Deputy Director, FMO

14.25 National Focal Point Portugal: The importance of the Bilateral Fund

Susana Ramos, Head of NFP

14.40 Portugal, Iceland and Norway – a great match!

Moderator: Carlos Duarte, Vice-President of CIG - Commission for Citizenship and Gender Equality

Topics: Best practices from the EEA and Norway Grants – lessons learned in gender cooperation

Panelists:

Dr. Thomas Brorsen Smidt, RIKK Institute for Gender, Equality and Difference, University of Iceland; Tryggvi Hallgrímsson, Adviser, Directorate for Equality; Lene Nilsen, Senior Adviser, Ministry of Justice and Public Security Norway and Begoña Suarez, Instituto de la Mujer e para la Igualdad de Oportunidades (Spain)

15.25 The Gender Equality Road Map

Þórey Vilhjálmsdóttir, Director, Capacent

15.35 Barbershop¹

A Barbershop training session with all participants

16.30 Summary from Barbershop

17-19 A reception hosted by Guðlaugur Þór Þórðarson, Minister for Foreign Affairs Iceland

¹ Barbershop events encourage men and boys to become actively engaged in promoting gender equality through better understanding how gender inequality limits the ability of individuals, businesses, and communities to reach their full human, economic and social potential. Barbershop events provide men with tools to address this inequality and become agents of change. Through their own behaviour, men can work towards the positive transformation of social norms and take action; they can also hold other men accountable, and encourage them to join in. In this training session participants will be familiarized with the approach and the toolbox.



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Day 2: 1 November

Session 3: 09.00-16.30

Venue: Veröld – House of Vigdís

Moderator: Ragna Árnadóttir, Secretary General of Althingi (Parliament)

09.00 Opening remarks

09.10 Roundtable session: Institutional mechanisms and the Nordic Model; Special legislative measures and affirmative action

Moderator: **Kristín Ástgeirsdóttir**, historian, former Head of the Directorate for Gender Equality, one of the founders of the Women's Alliance, former member of Parliament

Topics:

- Equal Pay Standard and Certification of Equal Pay management system
- Parental leave
- Universal day care system – work life balance
- Gender Quotas – women in decision-making

Panelists:

Eiríkur Björn Björgvinsson, Director Education and Culture, Municipality of Garðabær; **Ásta S. Fjeldsted**, Managing Director of the Icelandic Chamber of Commerce; **Antonieta Ministro**, GEP/MTSS – Strategic and Planning Department of the Ministry of Labour, Solidarity and Social Security; **Gissur Pétursson**, Permanent Secretary of the Ministry of Social Affairs and former director General for the Directorate for Labour; **Cristina Trony**, UGT-General Workers' Union and **Pórdís Hadda Yngvadóttir**, Specialist at the Prime Minister's Office, Department for Equality

10.00 Combatting sexual violence – Translating realities into policies

Sigríður Björk Guðjónsdóttir, District Commissioner of Metropolitan Police

10.15 Coffee Break

10.30 Roundtable session: Combatting sexual and gender-based violence

Moderator: **Lene Nilsen**, Senior Adviser, Ministry of Justice and Public Security Norway

Topics:

- Prevention of sexual and gender-based violence
- Intervention
- Prosecution and support
- Counselling for survivors and perpetrators
- Hate speech and cyberbullying

Panelists:

Sigríður Björk Guðjónsdóttir, District Commissioner of the Metropolitan Police; **Tryggvi Hallgrímsson**, Adviser, Directorate for Equality; **Marta Silva**, CIG, Domestic and Gender Based Unit and **Margrét Steinarsdóttir**, Director of the Icelandic Human Rights Centre



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11.20 **Roundtable session: Women in the Workplace - Nordic Gender Effect at work – work-life balance**

Moderator: **Rósa Guðrún Erlingsdóttir**, Senior Adviser, Department of Equality, Prime Minister's Office

Topics:

- Sexual harassment in the workplace
- Challenges
- Work-life balance
- Combatting stereotypes

Panelists:

Bernardo Coelho, CIEG/ISCSP - Interdisciplinary Centre for Gender Studies; **Maria Teresa Cyrne**, CGTP-IN - General Confederation of Portuguese Workers; **Ólöf Júlíusdóttir**, PhD Sociology and **Tatyana Teplova** PhD, Deputy Head of Governance, OECD

12.10 **Introduction to Speed-dating Session**

Þórhalla Rein Aðalgeirsdóttir, Event Organiser, Ministry for Foreign Affairs

12.10 **Lunch buffet at Veröld**

13.00 **Roundtable session: Empowering women**

Moderator: **Brynhildur Heiðar- og Ómarsdóttir**, Director, Icelandic Women's Rights Association (IWRA)

Topics:

- Women's grass root movements
- Women's political participation
- Women in management positions
- Gender quotas

Panelists:

Helga Lind Mar, organizer of the Icelandic SlutWalk; **Margrét Jónsdóttir Njarðvík**, Owner of Mundo and in the board of the Association of Women Business Leaders in Iceland; **Aud Lise Norheim**, Ambassador of Norway to Iceland; **Carla Sequeira**, CIP – Confederation of Portuguese Business; **Fríða Rós Valdimarsdóttir**, organizer of the Woman's Day Off and **Auður Viðarsdóttir**, Project coordinator, Girls Rock! Iceland

14:00 **Speed-dating Session**

Each Icelandic organization/company will have their own dating-space at the "marketplace". All participants can book a short meeting (7 minutes) with a partner of their own choice through the Whova conference app

16.00 **Steps ahead – Getting further**

Ambassador **Þórir Ibsen**, Ministry for Foreign Affairs

16:15 **Closing remarks**

Carlos Duarte, Vice-President of CIG - Commission for Citizenship and Gender Equality; **Kristín A. Árnadóttir**, Ambassador for Gender Equality; **Aud Lise Norheim**, Ambassador of Norway to Iceland



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PRACTICAL INFORMATION

What: A conference on best practices in the field of Gender Equality. Hosted by Iceland, in co-operation with Portugal, Norway and the Financial Mechanism Office.

Where and when: Reykjavik, Iceland 31 October and 1 November 2019.

Venues: Hellisheiði Geothermal Power Plant and Veröld-House of Vigdís.

Aim: Bringing together agents of change for gender equality in the Beneficiary and Donor States and foster potential future bilateral co-operation under the EEA Grants.

Who: National Focal Points and key stakeholders in the field of gender equality in the EEA Grants Beneficiary and Donor States, including Donor Programme Partners, Programme Operators as well as the FMO.

Conference app: All participants should have received an invite to download the conference app Whova, supported by both IOS and Android. All participants were asked to fill out their personal profile and a profile for their NGO/Organization. The app can be used for networking, meeting set ups and social activities for up to a year after the conference and possibly longer.

Programme: This programme with names of speakers is also available in the conference app, Whova.

Costs: The seminar is free of charge and meals are provided during seminar dates (two lunches, coffee during breaks and a reception). Participants take care of airfares, accommodation and transport to and from the conference venues, except for the bus tour to the Hellisheiði Geothermal Power Plant.

Accessibility: All venues of the conference are accessible to wheelchairs.



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Hosts:

Ministry for Foreign Affairs, Iceland

EEA Grants Portugal – the National Focal Point

CIG - Comissão Para a Cidadania e a Igualdade de Género, also Programme Operator for EEA Grants Work-life Balance and Gender Equality Programme in Portugal

LDO – Norwegian Equality and Anti-Discrimination Ombud and Donor Programme Partner

FMO - the Financial Mechanism Office

Icelandic partners:

Rannis – The Icelandic Centre for Research <https://en.rannis.is>

Directorate for Equality www.gender.is

Icelandic Human Rights Centre (ICEHR) www.humanrights.is/en

Icelandic Women's Rights Association (IWRA) <https://kvenrettindafelag.is/en/>

Women of Multiple Ethnicity Network (WOMEN) <http://womeniniceland.is/en>

IceFemIn – Icelandic Feminist Initiative <http://icefemin.is/>

Women's Shelter (WS) www.kvennaathvarf.is/?lang=en

Women's Counselling (WC) www.kvennaradgjofin.is/english.html

Counselling and information centre for victims of sexual violence and on sexual violence (STIGAMOT)

www.stigamot.is/is/languages/english

UN Women Iceland/Barbershop www.heforshe.org/sites/default/files/2018-10/toolbox_allinone_v2.pdf

United Nations University Gender Equality Studies and Training Programme (UNU-GEST) <https://gest.unu.edu/>

Reykjavík Metropolitan Police (RMP) www.logreglan.is/english/

Icelandic Association of Local Authorities www.samband.is

Capacent Consulting <https://capacent.com/is/greiningar/>

Mundo international consulting <https://mundo.is/>

Kara Connect www.karaconnect.com

Maskína <https://maskina.is/en/>

City of Reykjavik <https://reykjavik.is/en>

Evris foundation <https://www.evrisfoundation.is/>

Girls Rock! Iceland <http://stelpurrokka.is/about-us>

The Metropolitan Police in Reykjavik <https://www.logreglan.is/english/>

FKA – Association of Women Business Leaders in Iceland <https://www.fka.is/english>

The Association of Women's Menopause

Icelandic Association of Local Authorities <https://www.samband.is/english/>

Exedra <https://www.exedra.is>