A NORDIC PROGRESSION: MAKING WAY TOWARD GENDER EQUALITY
The Nordic countries frequently top the list of the 144 countries in the World Economic Forum’s annual Global Gender Gap Support.

Here are some facts:

- The Nordic countries have replaced the male breadwinner model with the dual-earner model.
- 74% of women in Nordic countries work.
- 61% of those with higher education qualifications are women.
- In the Nordic Region, ensuring that both parents are able to combine work with raising a family is a policy priority. Both mothers and fathers receive paid paternal leave from work.

Even though wage discrepancies in Nordic countries still persist, they are consistently declining.

How did these 5 Nordic countries get there?

- Subsidized childcare promotes economic growth: Childcare is available to all children regardless of family social status or financial situation.
- Shared leave promotes equality: Both mothers and fathers are entitled to take paid paternal leave. This has encouraged parents to divide leave time equally. Fathers in the region spend more time on parental leave than the average in the rest of the world.
- Equal representation in the workplace: Multiple policies have been launched to encourage equal opportunities at work.
- Flexible work schedules: Having a flexible schedule to successfully combine work and family life.

Source: Knowledge hub: The Nordic Gender Effect at Work.

All Nordic countries have closed over 80% of the gender gap. Iceland has closed 87% (Rowley, 2018)
Here is a look at nations around the world and females that hold leadership positions. These charts continue to show the discrepancies between Nordic countries and the rest of the world.

**NORDIC VS. THE UNITED STATES**

- In Denmark, more than 78% of women ages 18-24 are in the labor force, compared to only about 69% in the United States.
- When more men take paternity leave, it will help eliminate bias and normalize parenting in the workplace. The U.S. still does not have mandatory parental leave.
- In Iceland, companies and organizations with at least 25 full-time employees must obtain government certification proving their pay policies are based on factors such as education, skills and performance, not gender. The United States does not.
- Nordic families with children spend approximately 10% of net income on childcare. In countries where childcare is significantly more expensive, it is not always economically viable for both parents to go out to work. In the U.S. it is 26% of income.
- In the 2003 Swedish Election, more than 45% of the parliamentarians who were elected were women. This contrasts with the United States where women only hold 14% of congressional seats.
The gender gap in The United States continues to persist. Regardless of the narrowing numbers, America falls behind in gender equality in comparison to the northern region. According to the 2016 Census Bureau Data, women earn 81.8% of what their male counterpart earns. Although we have seen a rise in recent history, it seems that only 2% of that rise occurred between the years of 2007 and 2016 (Berman, 2018). As you can see in the data shown above, when annual earnings are divided by race, an even bigger disparity has become apparent. Combined with motherhood, the discrepancies continue.

39% of men DO NOT believe there is a gender wage gap compared to the 83% of women that do! (Ellevest Team, 2018).
Annotated Bibliography


   This site is helpful in providing facts and statistics to my audience. I was given the idea in these 10 facts on how to compare Nordic countries to the United States.


   I used this article to break down what the data shows in the United States. To truly understand the discrepancy, I wanted to give background information on all countries before doing the comparison.


   I wanted to give an idea of how Nordic countries compare to the U.S. I wanted to use all five countries in comparison to the United States. I searched each Nordic country individually to pull statistics on how they differ from America.


   I wanted to incorporate a closer look into the differences in the United States. Along with my comparison of the two regions, I wanted to dive deeper into America and what men and women think.


   The sole purpose of using this report for my project was to state what the United States was ranked in gender equality.


   I chose this article to give myself a better idea of what the United States can learn from the Nordic countries. We are a developed nation and it is frustrating that we do not have similar policies that reflect equality.


   I used this site to explain further on how Nordic countries are closer to reaching equality. It points out some of the key factors that are needed to explain the differences in these Nordic countries.


   The Gwen Moore reading is what originally brought my attention to the progression in Nordic countries. I can use this article to make comparisons to the United States. It also gives brief descriptions on how Nordic countries differ.


   I used this site to better understand how gender equality/inequality is scored on global ranking systems. I learned that it is scored on four categories. Economic participation and opportunities, education, health and survival, and political participation.


    This report is beneficial for my visual project because of its break down in the Nordic approach. It shows that gender equity contributes to economic growth. However, as Nordic countries get closer to closing the gap entirely, it seems that the remainder will have very little effect on GDP growth.


    I used this article to find facts specific to Iceland. Each of the 5 Nordic countries lead in gender equality. I want to show specific policies about the top 4 to show what needs change in the United States.


    This Huffington Post article is useful in my project for two reasons. It further breaks down education and women. The article states that there is 15 women attending a university for every male. This article also speaks of how Nordic countries lead in women who are in parliament.


    This is an article published by Forbes. It is useful to my visual project because it talks about specific policies throughout the Nordic countries that contribute to their movement toward gender equality. Policies such as fines for wage gaps, paid mandatory paternal leave, flexible schedules, and affordable childcare all contribute to a closing wage gap. There is also statistics that can be compared to the gender inequality in the United States.