

Pan-Arctic Report

GENDER EQUALITY

IN THE ARCTIC

PHASE 3

April 2021

POLITICAL AND LEGAL INSTRUMENTS AT THE INTERNATIONAL, REGIONAL, FEDERAL, NATIONAL AND TERRITORIAL LEVELS



TABLE I Overview of Political and Legal Instruments at the International Level

Political agendas and non-legally-binding instruments

	Canada	United States	Russia	Faroe Islands	Greenland	Denmark	Finland	Sweden	Iceland	Norway
2030 Agenda for Sustainable Development (SDG)	2015 (adopted by consensus)	2015 (adopted by consensus)	2015 (adopted by consensus)	2015 (adopted by consensus)	2015 (adopted by consensus)	2015 (adopted by consensus)	2015 (adopted by consensus)	2015 (adopted by consensus)	2015 (adopted by consensus)	2015 (adopted by consensus)
Regional implementation				NORDIC COUNCIL OF MINISTERS: "A good life in a sustainable Nordic region", 2013 (Replacing Nordic Strategy, 2001)						
National implementation	Towards Canada's 2030 Agenda National Strategy, 2019 ^{1,2}		Voluntary National Review of the Implementation of the 2030 Agenda for Sustainable Development			Report for the Voluntary National Review Ministry of Finance Denmark's implementation of the 2030 Agenda for Sustainable Development	Government Report on the implementation of the 2030 Agenda for Sustainable Development	Action Plan - 2030 Agenda, 2018	"Iceland's Implementation of the 2030 Agenda for Sustainable Development - June 2019 Voluntary National Review"	One Year Closer, 2019 ³
Beijing Declaration and Platform for Action (Fourth World Conference on Women)	Signatory The government committed in 1995 to use gender-based analysis (GBA) to advance gender equality in Canada, following adoption of the United Nations 'Beijing Platform for Action'	Signatory	Signatory	Via Denmark	Via Denmark	Signatory	Signatory	Signatory	Signatory	Signatory
Universal Declaration of Human Rights (UDHR), 1948	1948	1948	1948 (Abstained)	via Denmark	via Denmark	1948	1955 ⁴	1948	1948	1948
UN Declaration on the Right of Indigenous Peoples	2007 (Voted against in 2007, but endorsed in 2010) ⁴	2007 (Voted against)	2007 (Voted against)	via Denmark	via Denmark	2007	2007	2007	2007	2007
Report of the Special Rapporteur on the rights of Indigenous Peoples	2004 ⁴ , 2014 ⁴	2012, 2017	2010 ⁷	2020, postponed	2020, postponed	2020, postponed	2011, 2016	2011, 2016	No action	2011, 2016

Legally binding instruments (human rights)

	Canada	United States	Russia	Faroe Islands	Greenland	Denmark	Finland	Sweden	Iceland	Norway
Covenant on Civil and Political Rights (ICCPR) - 1966	NA/1976*	1977/1992*	1968/1973*	via Denmark	via Denmark	1968/1972*	1967/1975*	1967/1971*	1968/1979*	1968/1972*
Optional Protocol to the International Covenant on Civil and Political Rights - 1966	NA/1976	No action	NA/1991	via Denmark	via Denmark	1968/1972*	1967/1975	1967/1971*	NA/1979*	1968/1972*
Second Optional Protocol to the International Covenant on Civil and Political Rights	NA/2005	No action	No action	via Denmark	via Denmark	1990/1994	1990/1991	1990/1990	1991/1991	1990/1991*
International Covenant on Economic, Social and Cultural Rights (ICESCR) - 1966	NA/1976 ⁶	1977/-	1968/1973	via Denmark	via Denmark	1968/1972*	1967/1975	1967/1971*	1968/1979	1968/1972*
Optional Protocol to the International Covenant on Economic, Social and Cultural Rights - 2013	No action	No action	No action	No action	No action	No action	2009/2014	No action	No action	No action
UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) - 1979	1980/1981 ¹⁰	1980/-	1980/1981	via Denmark, despite the legislative and administrative authority in the area ¹²	via Denmark, despite the legislative and administrative authority in the area ¹¹	1980/1983	1980/1986	1980/1980	1980/1985	1980/1981
States expressed their determination to: - take all necessary measures to eliminate all forms of discrimination against women and girl children and remove all obstacles to gender equality and the advancement and empowerment of women, and - advance the goals of equality, development, and peace for all women everywhere in the interest of all humanity. ²										
Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women, 2000	NA/2002 ¹³	No action	2001/2004	via Denmark, despite the legislative and administrative authority in the area	via Denmark, despite the legislative and administrative authority in the area	1999/2000	1999/2000	1999/2003	1999/2001	1999/2002
ILO / C169 - Indigenous and Tribal Peoples Convention, 1989	No action	No action	No action	via Denmark	via Denmark	1996	No action	No action	No action	1990
Art. 20: the measures taken shall include measures to ensure that workers belonging to these peoples enjoy equal opportunities and equal treatment in employment for men and women and protection from sexual harassment										
Convention on the Elimination of All Forms of Racial Discrimination (CERD) - 1965	1966/1970	1966/1994*	1966/1969*	via Denmark	via Denmark	1966/1971*	1966/1970*	1966/1971*	1966/1967*	1966/1970*
year/year = Signature/Ratification * = Reservation or objections										

Monitoring Human Rights Bodies

	Canada	United States	Russia	Faroe Islands	Greenland	Denmark	Finland	Sweden	Iceland	Norway
Committee on the Elimination of Discrimination against Women, Issues raised	CEDAW/C/CAN/CO/8-9, 2016 <ul style="list-style-type: none">• Lack of awareness of CEDAW,• discrimination against Indigenous women, e.g. lack of formal equality and discriminatory provisions in the Indian Act and limited access to adequate legal aid for women in all jurisdictions,• existence of gender-based violence, particularly against indigenous women and girls,• failure of police and justice system to effectively protect Aboriginal women, hold offenders to account, ensure victim' s redress and to address murder and disappearances,• indigenous women's organizations not included in countrywide nation-to-nation relationship as other Indigenous People's organizations.	The United States did not ratify the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) - 1979	CEDAW/C/RUS/CO/8, 2015 <ul style="list-style-type: none">• Indigenous women face restrictions with regard to access to traditional lands and livelihoods, food, water and health, as well as limited representation in local, regional and federal decision-making bodies and the lack of disaggregated data on their situation,• persistence of patriarchal attitudes and stereotypes concerning roles and responsibilities of women and men in the family and in society,• low representation of women in political and public life, in decision-making positions,• limited use of temporary special measures aimed at achieving substantive equality of women and men and the absence of a comprehensive strategy for implementing such measures.	CEDAW/C/DNK/CO/8, 2015 <ul style="list-style-type: none">• Nonincorporated treaties do not have the same status in national law as incorporated treaties• State Party is responsible for implementation of the convention in the territories of Greenland and the Faroe Islands,• Low representation of women in the parliaments of Greenland and the Faroe Islands,• high prevalence of abortion, especially by underage women, in Greenland, and legislation on abortion in the Faroe Islands does not allow for same access to abortion services,• geographic isolation of the Faroe Islands may lead to unnecessary risks or disadvantages compared with women and girls in mainland Denmark and Greenland.• stereotypes concerning traditional roles in the family and society,• need for development of gender mainstreaming tools for legislation and for context-specific strategy plans.			CEDAW/C/FIN/CO/7, 2014 <ul style="list-style-type: none">• Low representation of women in the Saami parliament and other political decision-making bodies,• Maternity clinics, hospitals, day-care and educational institutions rarely provide services in Saami languages• Lack of domestic violence shelters in northern Finland for Saami women,• budgetary and human resource constraints hindering measures and policies for advancement of women and effective use of gender mainstreaming,• lack of specific institutions for advancement of women and gender equality (as a result of replacing the Ombudsman for Minorities with a new ombudsman for equal treatment),• lack of coordination, effective follow-up, and monitoring of such measures through a high-level coordinating mechanism, and insufficient resources allocated to existing mechanisms.	CEDAW/C/SWE/CO/8-9, 2016 <ul style="list-style-type: none">• A gender-blind constitution with a formal equality principle,• low awareness of CEDAW,• CEDAW not incorporated into domestic law,• lack of effectiveness in monitoring and accountability mechanisms, including sanctions for noncompliance, for gender mainstreaming at the municipal, regional, and governmental level,• barriers for women victims of discrimination,• indigenous women face disadvantages and Saami women continue to suffer from discrimination within their communities and in society at large,• many indigenous women live in rural settings and experience discrimination based on their ethnicity, language and traditional way of life,• discrimination against women inextricably linked to other factors, such as ethnicity/race, indigenous or minority status, and affect their lives,• rural women often face intersecting discrimination.	CEDAW/C/ISL/CO/7-8, 2016 <ul style="list-style-type: none">• CEDAW not incorporated in all aspects into national legislation,• EU directives against discrimination, 2000/78/EU and 2000/43/EU, not implemented through• the adoption of a comprehensive antidiscrimination law,• limited use of temporary special measures to accelerate substantive equality, in particular representation of women in decision-making positions at the local level, in academic institutions and in the justice, foreign policy, private and law enforcement sectors,• increasing use of gender-neutral policies in the State party could unintentionally result in an increase of substantive inequality,• continuing existence of stereotypes regarding roles in the family and society with a negative impact on women's position and opportunities, especially in education and the labour market.	CEDAW/C/NOR/CO/9, 2017 <ul style="list-style-type: none">• Various forms of stereotypes affect minority women and girls, in particular Saami women,• and women with a migrant background; also gender-based violence, and cultural and linguistic barriers,• Saami communities' distrust public authorities impeding Saami women and girls access to effective prevention, protection and redress for domestic and sexual violence,• discrimination and limited access for Saami women to health services and social services.
Human Rights Committee monitoring on ICCPR (only for the United States)		CCPR/C/USA/CO/4, 2014 <ul style="list-style-type: none">• Domestic violence continues to be prevalent and ethnic minorities, immigrants, American Indian and Alaska Native women are at particular risk,• victims face obstacles to obtain remedies, and law enforcement authorities are not legally required to act with due diligence to protect victims of domestic violence, often inadequately respond to such cases.								
Committee on the Elimination of Racial Discrimination (CERD)	CERD/C/CAN/21-23 13 May 2016	CERD/C/USA/7-9 13 Jun 2013	CERD/C/RUS/25-26 05 Mar 2020		CERD/C/DNK/22-24 21 Dec 2018		CERD/C/FIN/23 23 Dec 2015	CERD/C/SWE/22-23 11 Jan 2017	CERD/C/ISL/21-23 10 Jul 2018	CERD/C/NOR/23-24 20 Sep 2017
The Special Rapporteur on violence against women, its causes and consequences	Report of the Special Rapporteur on violence against Women, its causes and consequences, Mission to the United States of America, 6 June 2011 (A/HRC/41/42/Add.1)	Report of the Special Rapporteur on violence against women, its causes and consequences, Visit to Canada, 4 November 2019 (A/HRC/17/26/Add.5)	INTEGRATION OF THE HUMAN RIGHTS OF WOMEN AND A GENDER PERSPECTIVE- VIOLENCE AGAINST WOMEN Report of the Special Rapporteur on violence against women, its causes and consequences, MISSION TO THE RUSSIAN FEDERATION, 26 January 2006 E/CN.4/2006/61/Add.2)					Report of the Special Rapporteur on violence against women, its causes and consequences, MISSION TO SWEDEN, 6 February 2007 (A/HRC/4/34/Add.3)		
The Working group on discrimination against women and girls		Report of the Working Group on the issue of discrimination against women in law and in practice on its mission to the United States of America, 4 August 2016 (A/HRC/32/44/Add.2)							Report of the Working Group on the issue of discrimination against women in law and in practice, Mission to Iceland , 16 September 2014 (A/HRC/26/39/Add.1)	

Notes to the Table: Overview of Political and Legal Instruments at the International Level

- ¹ "The 2030 Agenda also recognizes the central role that achieving gender equality and empowering all women and girls plays in realizing all 17 SDGs, which is why it is not only a stand-alone goal (SDG 5) but also one that is integrated into the targets and indicators of all 17 SDGs. Sustainable development cannot be achieved if half of humanity continues to be left behind." (Towards Canada's 2030 Agenda National Strategy, 2019).
- ² "Implement the 2030 Agenda with full regard for the rights of Indigenous Peoples by protecting and promoting these rights, as reflected in the 10 Principles of Reconciliation, the TRC's calls to action, the National Inquiry into Missing and Murdered Indigenous Women and Girls' calls to justice, and the UNDRIP" (Towards Canada's 2030 Agenda National Strategy, 2019).
- ³ "Recent research shows that Sami women are subjected to violence more frequently than women in the population at large. Sámediggi (the Sami parliament) and the Government have initiated further research on this topic". (One Year Closer, p. 39).
- ⁴ Following the request of the PM in 2015, the Minister for Women and Gender Equality and Rural Economic Development stated that the ministry would implement UNDRIP through: (1) "support the Minister of Crown-Indigenous Relations to continue to implement the Truth and Reconciliation Commission's Calls to Action and the National Inquiry into Missing and Murdered Indigenous Women and Girls' Calls for Justice in partnership with First Nations, Inuit and Métis Peoples," and (2) "work to sustain historic Government funding commitments to Canadian women's organizations and equality-seeking groups, with a particular focus on vulnerable women, including Indigenous women".
- ⁵ "The Native Women's Association of Canada and other institutions report that approximately 500 Aboriginal women have been murdered or reported missing over the past 15 years. According to government sources, Aboriginal women are five times more likely to experience a violent death than other Canadian women. Many of these reports signal discriminatory and gender bias in policing, as well as overrepresentation of native women in the prison system. Disproportionate numbers of Aboriginal women are held in federal prisons. Although they account for only 3% of the female population in Canada, in 2003 they made up 29% of the women in federal prisons. They are singled out for segregation more often than other inmates and suffer higher rates of inmate abuse. There appears to be a need for an Aboriginal programme strategy for women sentenced at federal level.
- ⁶ Indigenous women and girls are also disproportionately victims of violent crime. The Native Women's Association of Canada has documented over 660 cases of women and girls across Canada who have gone missing or been murdered in the last 20 years, many of which remain unresolved, although the exact number of unresolved cases remains to be determined. Since 1996, there have been at least 29 official inquiries and reports dealing with aspects of this issue, which have resulted in over 500 recommendations for action. More: undocs.org/A/HRC/27/52/Add.2
- ⁷ "Special attention should be paid to the well-being of women and children, and more data should be collected on women's and children's specific health and social indicators during the next nationwide census (scheduled for 2014)" (A/HRC/15/37/Add.5)
- ⁸ In its most recent sixth report, Canada provided its response to a number of gender-related concerns raised by the Committee which may bear upon questions of gender equality in the Arctic, including the role of gender-based analysis development projects undertaken on Indigenous lands in relation to Article 1 of the ICESCR, and domestic laws and measures in Canada taken to promote women's representation in power-sharing and decision-making positions in the public and private sectors, address the gender wage gap, and occupational segregation by sex pursuant to Article 3 of the ICESCR.
- ⁹ The States also reaffirmed their commitment to: the equal rights and inherent human dignity of women and men and other purposes and principles enshrined in the human rights instruments (the Charter of the United Nations, to the UDHR and other international human rights instruments, in particular CEDAW and the Convention on the Rights of the Child, as well as the Declaration on the Elimination of Violence against Women and the Declaration on the Right to Development); ensure the full implementation of the human rights of women and of the girlchild as an inalienable, integral, and indivisible part of all human rights and fundamental freedoms; empowerment and advancement of women, individually or in community with others, and thereby guaranteeing them the possibility of realizing their full potential in society and shaping their lives in accordance with their own aspirations. The governments also stated that: women's empowerment and their full participation on the basis of equality in all spheres of society, including participation in the decision-making process and access to power, are fundamental for the achievement of equality, development and peace; Women's rights are human rights; Equal rights, opportunities and access to resources, equal sharing of responsibilities for the family by men and women, and a harmonious partnership between them are critical to their well-being and that of their families as well as to the consolidation of democracy.
- ¹⁰ In its most recent national report, submitted in 2015, the Canadian government did not address issues of gender equality in the Arctic to any great extent. However, it did include information on steps taken to advance equality in the Northwest Territories through emergency and long-term protection for victims of family violence and by offering increased childcare spaces to allow mothers to return to work or school.
- ¹¹ In the Concluding Observations from 2015, the Committee recommended a comprehensive law prohibiting discrimination based on sex in all areas of the law, as the Committee was "(...) concerned at the absence of legislation for the general prohibition of all forms of discrimination against women under the Convention (...)".
- ¹² UN report from 2009 concerning CEDAW recommended increased gender mainstreaming in the Faroese gender equality policy work.
- ¹³ In 2011, nongovernmental organisations initiated an inquiry under article 8 of the Optional Protocol, which resulted in the finding that Canada had committed a "grave violation" of the rights of Aboriginal women by failing to promptly and thoroughly investigate the high levels of violence they suffer, including disappearances and murders. Canada was also subject to an individual complaint on discrimination against Canada under article 2 of the Optional Protocol. The complaint involved an Indigenous woman from the Northwest Territories, Cecilia Kell, a victim of domestic violence who was displaced from her housing by the local housing authority. The CEDAW Committee found that the federal government had engaged in intersectional discrimination against Kell, in violation of several articles of CEDAW.
- ¹⁴ Finland joined the United Nations in 1955; however in 1947 it agreed to uphold international human rights norms.

TABLE II Overview of Political and Legal Instruments at the Regional Level

					EUROPEAN UNION			EUROPEAN ECONOMIC AREA	
ORGANIZATION OF AMERICAN STATES (OAS)					NORDIC COUNCIL OF MINISTERS				
OBSERVERS TO THE COUNCIL OF EUROPE ¹					COUNCIL OF EUROPE				
Canada	United States	Russia	Faroe Islands	Greenland	Denmark	Finland	Sweden	Iceland	Norway
			Kingdom of Denmark						
Federal states			Unitary states						

Political agendas and non-legally-binding instrument

Canada	United States	Russia	Faroe Islands	Greenland	Denmark	Finland	Sweden	Iceland	Norway
ORGANIZATION OF AMERICAN STATES (OAS)		COUNCIL OF EUROPE							
Inter-American Program on the Promotion of Women's Human Rights and Gender Equity and Equality ²		Council of Europe Gender Equality Strategy 2018-2023							
		Resolution and Action Plan 'Bridging the gap between de jure and de facto equality to achieve real gender equality'							
American Declaration on the Rights of Indigenous Peoples - 2016 ³		Declaration 'Making gender equality a reality'							

					NORDIC COUNCIL OF MINISTERS				
					The Nordic Cooperation Programme on Gender Equality 2019-2022				
					Nordic Council of Ministers policy for mainstreaming sustainable development, gender equality, and a child rights and youth perspective				
					Nordic Partnerships for the Arctic: The Nordic Council of Ministers' Arctic Cooperation Programme 2018-2021				

					EUROPEAN UNION				
					European Commission, Gender Equality Strategy 2020-2025 ⁴				
					The European Institute for Gender Equality (EIGE) ⁵				

Legally Binding

Canada	United States	Russia	Faroe Islands	Greenland	Denmark	Finland	Sweden	Iceland	Norway			
ORGANIZATION OF AMERICAN STATES (OAS)		COUNCIL OF EUROPE										
The Charter of the Organization of the American States, 1948. Article 106 and 145 of the OAS Charter gives the Inter-American Commission on Human Rights competence in monitoring member states' conduct regarding human rights, thus the Declaration has binding force over all member states, including Canada and USA		European Convention on Human Rights (ECHR) ^{1a}										
		1998		Via Denmark		Via Denmark		1953	1990	1953	1953	1953
		Optional protocol N.12 to ECHR ^{1b}										
		Signed		No action		No action		No action		Ratified	No action	Signed

					EUROPEAN UNION				
					Treaty on European Union (TEU) and the Treaty on The Functioning of the European Union (2016/C 202/01)				
					Charter of Fundamental Rights of the European Union, 2016 (replacing EU Charter of Fundammental Rights, 2000) ¹				

TABLE III Overview of political and legal instruments at the federal, national, and territorial levels

Canada			United States	Russia ^a						Kingdom of Denmark			Finland	Sweden	Iceland	Norway	
Yukon ^a	Northwest Territories ^a	Nunavut ^a	Alaska	Kola	Arkhangelsk	Nenets	Yamal-Nenets	Taimyr-Turukhan	North Yakutia	Chutkotka	Faroe Islands	Greenland	Denmark				

Responsible Ministries

Federal and National levels	Minister of Status of Women				Prime Minister of the Russian Federation.									Ministry of Employment and Gender Equality	Ministry of Social Affairs and Health ¹²	Ministry of Employment - Minister for Gender Equality, with responsibility for antidiscrimination and antisegregation	Ministry of Welfare	Ministry of Culture - Department for Equality, Non-discrimination and International Affairs
Territorial Level	Minister responsible for the Women's Directorate	The Minister responsible for the status of women at the women's advisory division of the Ministry of Executive and Indigenous Affairs		The Status of Women portfolio is under the responsibility of the Minister of Family Services									Ministry of Social Affairs	Ministry for Housing, Infrastructure, Raw Materials and Gender Equality				

Responsible Agencies (Agency A = Education/Information Agency B = Complaints Agency C = Funding)

Federal and National Levels	The Council for Implementing National Strategy for Women													Ombudsman for Equality (C) and the Gender Equality Board (A)	The Swedish Gender Equality Agency, Swedish Secretariat for Gender Research, includegender.org, National centre for knowledge on men's violence against women, European Institute for Gender Equality, Monitoring by the Equality Ombudsman	Directorate for Equality (A), Equal Rights Council	Equality and Anti-Discrimination Ombudsman (A,C), Anti-Discrimination Tribunal (B), 2018
Territorial Level	Yukon Women's Directorate (A,C) Yukon Human Rights Commission (B)	Status of Women Council (A) NWT Human Right Commission (B)	Qullit Nunavut Status of Women Council (A,C) Nunavut Human Rights Tribunal (B)	Alaska State Commission for Human Rights (C)							Javnstøðuneyndin (Advisory Committee) (A,B) - Gender Equality Council - 'Demokratía' ¹¹	Council of Gender Equality of Greenland (Nalgississitaanissamat Siunnersuisooqeligit) , 1985 (A,B)	Equal Treatment Board (C) The Danish Institute for Human Rights (A,B) The gender equality committee				

Policies

Federal and National levels	Women and Gender Equality Canada (WAGE) ¹ Canada's Action Plan on Gender-based Analysis (2016-2020) ² It's Time: Canada's Strategy to Prevent and Address Gender-Based Violence, 2017 Annual Forum of the Federal-Provincial-Territorial (FPT) Ministers Responsible for the Status of Women ^{3a} Igaliut Declaration, 2007 ^{3b}				National Security Strategy 2017 Strategic Plan 2019-2022 Violence against Women Act Family Violence Prevention and Services Act	National Strategy for Women, 2017-2022									Government Action Plan for Gender Equality for 2020-2023	Gender equality policy in Sweden. A feminist Government (2019)	Action Programme for Gender Equality for the years 2020-2023	White paper on Equality in practice - equal opportunities for women and men
Territorial Level	Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls 2019 A Strategy on Missing and Murdered Indigenous Women, Girls and Two-spirit+ people, 2020	Policy for the Equality of Men and Women (1998)				Strategic Plan 2017-2022 - Alaska State Commission for Human Rights							Equality policy with an action plan, 2018	National Strategy against Sexual Assault 2018-2022 "Kiniisa"	Danish action plan for gender equality ⁷			

Legal Documents

Federal and National levels	The Constitution Act, 1982, Schedule B to the Canada Act 1982 (UK), 1982, c 11 ¹ Labor Code, art. 2 The Canadian Human Rights Act (CHRA) , 1985 • Bill-16 ⁴ Employment Equity Act, 1995 ⁵				No mention of gender equality in the Constitution ⁹ , Title VII Civil Rights Act	Constitution of the Russian Federation, Part 3 of Article 19 ¹⁰ Labor Code, art. 2									Constitution, 2000, (section 6) Act on Equality between Women and Men (1987) Criminal Code • Contracts of Employment Act (2001) Anti-Discrimination Act (2004)	The Instrument of Government, IG (Constitution and Fundamental Law) Discrimination Act, 2009 Criminal Code, chapter 6, section 11, prohibition of purchase of sex ¹⁸ Marriage act 2010 The Act on Gender Autonomy , 2019 Amedment to the Penal Code (Prostitution, Gender Based Violence - Sexual Offences), 2009	No mention of gender equality in the Constitution Gender Equality Act 150/2020 • Amendment (Gender Pay Gap), 2017, Gender Equality Administrative Act 151/2020 ¹⁴ Act on Equal Treatment in the Labour Market no. 86/2018 In 2011 the parliament approved a law that expands provisions that authorities must protect victims of violence in close relationships Marriage act 2010 The Act on Gender Autonomy , 2019 Amedment to the Penal Code (Prostitution, Gender Based Violence - Sexual Offences), 2009	The Constitution of the Kingdom of Norway, CEDAW incorporated in the Human Rights Act, 2009 and The Equality and Anti-Discrimination Act, 2018
Territorial Level	Yukon's Human Rights Act- 2002	NWT Human Rights Act, 2004		Nunavut Human Rights Act (NHRA) ⁷ Nunavut Land Claim Agreement (NLCA)		Alaska Human Rights Act (AS 18.80)							Act on Equality between women and men, 'Javnstøðulögin, 1994 Criminal Code • Contracts of Employment Act (2001)	Equality Act (Inatsisartutllof number 3 of 29th November 2013 regarding equality of men and women) Law on Equal Pay,Ligelslaven 2006 (1976)	The Gender Equality Act, Ligestillingssloven Act on Equal Treatment of men and women as regards Access to Employment			

Notes to the Table: Overview of Political and Legar Instruments at the Regional Level

1 The existing framework as established by the statutory resolution contains no formal commitments and foresees no monitoring procedures. Observers are not legally bound by specific Council of Europe standards as enshrined in the Council of Europe's Statute and core conventions and as upheld by various monitoring mechanisms (art. 6, Resolution 1600 (2008)) but, "In this context, the Assembly recalls that the Committee of Ministers' resolutions granting observer status to the United States, Canada, Japan and Mexico clearly state that those states share the ideals and values of the Council of Europe (1)" and "Furthermore, it can be argued that the granting of observer status to the four states under Statutory Resolution (93) 26 is recognition by the Council of Europe of a political commitment by observers to comply with in their legislation, to respect in practice, and to promote, universal principles of democracy, human rights and the rule of law (Council of Europe, The Council of Europe and its observer states - 'the current situation and a way forward, 2008).

2a Article 1 and 14 in the ECHR states that the enjoyment of any right set forth by law in general, and the Convention in specific, shall be secured without discrimination on any ground such as sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status, and that no one shall be discriminated against by any public authority on any ground such as those mentioned. Article 14 is a limited right to equality; only equality vis á vis the specified rights in articles 2-13 of ECHR. However, there is also an optional protocol on equality in terms of any right "set forth by law".⁴⁴

2b (Protocol No. 12). It extends the scope of the prohibition of discrimination to any right set forth by law. It goes beyond simple formal equality and reaffirms that the principle of nondiscrimination does not prevent States Parties from taking measures in order to promote full and effective equality, provided that there is an objective and reasonable justification for those measures.

3 The charter expresses that everyone is equal before the law (Article 20). The nondiscrimination principle protects from discrimination based on sex (Article 21) and equality between women and men must be ensured in all areas, including employment, work, and pay. The principle of equality shall not prevent the maintenance or adoption of measures providing specific advantages in favour of the underrepresented sex (Article 23).) It clearly states that formal equality can be overruled by specific measures to obtain equality in result (substantive equality).

4 Article 106 and 145 of the OAS Charter gives the Inter-American Commission on Human Rights competence in monitoring member states' conduct regarding human rights, thus the Declaration has binding force over all member states, including Canada and USA.

6 Canada and US made a formal objection to the Declaration.

7 Equality between women and men is a fundamental value of the European Union and the European Commission's Gender Equality Strategy 2020-2025 is based on the conviction that "[I]n all its activities, the Union shall aim to eliminate inequalities, and to promote equality, between men and women". The strategy raises concern regarding continued structural barriers for and underrepresentation of women in the labour market, often the result of the intersection of gender and additional conditions of vulnerability or marginalisation, such as belonging to an ethnic minority.

8 The European Institute for Gender Equality (EIGE) has, within this framework, the task of contributing to and strengthening the promotion of gender equality, including gender mainstreaming in all EU policies and resulting national policies, and to fight against discrimination based on sex, and raise the EU citizens' awareness of gender equality.

Notes to the Table: Overview of political and legal instruments at the federal, national, and territorial levels

^ These territories exercise delegated powers from the federal government and do not have the status of provinces under the Canadian Constitution Act, 1867.

***** The Russian federation is an asymmetric federation with several federal subjects, among which eight are situated within the Arctic region; Kola, Arkhangelsk, Nenets, Vorkuta, Yamal- Nenets, Taimyr-Turukhan, North Yakutia, and Chukotka.

1 Works to advance equality for women by focusing its efforts in three priority areas: increasing women's economic security and prosperity, encouraging women's leadership and democratic participation, and ending gender-based violence.

2 Assigns overarching responsibility to the Minister of Status of Women to ensure that government policy, legislation, and regulations "are sensitive to the different impacts that decisions can have on men and women" but also applies across all federal departments and agencies.

3 Canada's constitution imposes gender equality obligations on federal, provincial, and territorial governments. Section 15 of the Charter guarantees that every individual is equal before and under the law and has the right to the equal protection and benefit of the law without discrimination based on several grounds, including sex. Section 28 of the Charter is also an important provision for gender equality, stating that other Charter rights and freedoms (e.g. freedom of religion, life, liberty, and security of the person) are guaranteed equally to male and female persons. However, under section 1 of the Charter, governments are permitted to create reasonable limits on rights and freedoms and courts have sometimes found that limits on gender equality are reasonable – for example, in cases involving pay equity. Part II of the Constitution Act, 1982 guarantees the rights of the Aboriginal Peoples of Canada. The key provision is section 35(4), which guarantees Aboriginal and treaty rights equally to male and female Aboriginal Persons (Inuit, Métis and First Nations). The Aboriginal Peoples of Arctic Canada are primarily First Nations and Inuit.

4 The CHRA prohibits discrimination based on sex as well as other grounds (section 3(1)). [7] Discrimination based on pregnancy or childbirth is explicitly deemed to be discrimination based on sex (section 3(2)). The CHRA also provides that discrimination claims can be brought on multiple grounds, explicitly recognizing the concept of intersectionality (section 3.1). Section 11 of the CHRA provides that it is a discriminatory practice for federal employers to establish or maintain differences in wages between male and female employees who are employed in the same establishment and are performing work of equal value.

5 Requires federally regulated employers (including those in the Arctic) to respond to the conditions of disadvantage in employment experienced by women, Aboriginal Peoples, persons with disabilities, and members of visible minorities. Federal employers must develop plans and have reporting obligations aimed at ensuring that members of these groups achieve a degree of representation in the employer's workforce that is proportionate to their representation in the Canadian workforce.

6 An amendment, The Equal Rights Amendment , designed to guarantee equal legal rights for all American citizens regardless of sex, was proposed in the beginning of the 20th century and approved by Congress for ratification by the states in 1972. The Amendment declares that "equality of rights under the law shall not be denied or abridged by the United States or any State on account of sex" and it seeks to end the legal distinctions between men and women in terms of divorce, property, employment, and other matters. The proposal included a seven-year deadline for ratification. Between 1972 and 1977, 35 state legislatures, of the 38 required by the Constitution, voted to ratify the ERA. Alaska was one of the first states to ratify the amendment in 1972. In January 2020 the amendment was ratified by the 38th state (Virginia). It has still not become law.

7 The NHRA applies within the framework of Inuit Qaujimajatuqangit, or Inuit traditional knowledge.

8a The FPT Forum also engages with National Indigenous Leaders and Representatives (NILRs) prior to the annual meeting.

8b The Igaliut Declaration, recognizing "the urgent need to improve the lives" of Indigenous women and girls and expressing the commitment of the FPT ministers to improve the social, economic and cultural well-being of Inuit, Métis and First Nations women.

9 Five overarching areas are addressed: rights and freedom for the individual, better utilization of resources and talents, safety, global gender equality measures, and comfort and equal rights for LGBTI+ persons (the last added in 2016).

10 The Danish constitution does not enshrine the principles of gender equality. On the other hand, Denmark applies the EU legislation on gender equality, meaning that such obligations exist.

11 In response to a low share of women in politics and following a recommendation in 1999 by the West-Nordic Council, the Faroese parliament appointed a committee – Demokratía - with representatives from all political parties. Its primary goal is increasing the proportion of women in Faroese politics.

12 All ministries are required to examine the central challenges concerning gender equality in their respective domains.

13 The Constitution of the Russian Federation expresses that the State shall guarantee the equality of human and civil rights and freedoms regardless of sex. Men and women shall enjoy equal rights and freedoms and equal opportunities to exercise them (Art. 19). There is generally no inequality between men and women, and no outright discrimination in rights from the formal and legal point of view.

14 Gender Equality Act 150/2020 and Gender Equality Administrative Act 151/2020 (15) are unofficial translations made by the Icelandic Contributors of this chapter for Lög um stjórnissýslu jafnréttismála (Lög nr. 151/29. desember 2020.), Lög um jafna stöðu og jafnan rétt kynjanna (Lög nr. 150/29. desember 2020.) At the time this table was compiled, no official translation was available in English.