

# THE NORDIC CHARTER FOR WOMEN'S HEALTH 2040

Closing the women's health gap could unlock **USD 30–50 billion annually** in the Nordic region through productivity gains, reduced healthcare costs, and innovation growth.

## *A Coordination Framework for Systemic Transformation*

**The demographic imperative:** By 2040, **7–8 million Nordic women** will be navigating menopause and aging simultaneously. Women live longer but spend **25% more years in poor health** than men. Only **5% of global health R&D** is dedicated to women's health, and just **1% to non-oncology women-specific conditions**. Average diagnostic delay: **4 years across 770 diseases**. The time to act is now.

## WHAT IS THE CHARTER?

The Nordic Charter for Women's Health 2040 is a strategic coordination framework developed through an 8-month participatory process involving 136 Nordic experts across Denmark, Norway, Sweden, Finland, and Iceland. It transforms women's health from a fragmented concern into foundational infrastructure for equality, wellbeing, and economic resilience.

The Charter functions as a shared map and menu of initiatives—enabling institutions to align their strategies without requiring centralised control or binding commitments. It complements existing national health strategies, offering coordination architecture rather than prescribing parallel frameworks.

## THE INNOVATIVE APPROACH

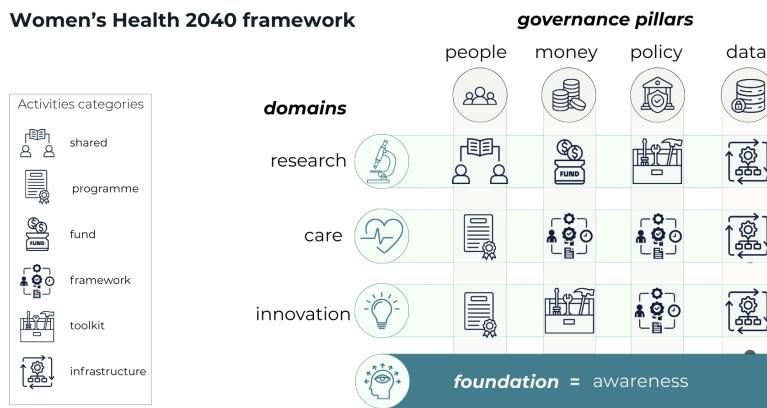
### Human-centered Vision-First Methodology

Unlike traditional problem-focused gap analysis, we began with a generative question: **"What must be true by 2040 for women's health to be a birthright, not a benefit?"** This vision-led approach creates alignment around shared futures rather than competing over problem definitions.

The Charter includes a narrative scenario following three generations — 15-year-old Nora, her mother Alma, and grandmother Sara (72) — illustrating what transformed women's health looks like in daily life by 2040.

### The Women's Health 2040 Framework

Five independent expert groups converged on the same systemic building blocks—providing powerful validation of the framework's logic. What emerged was the **Women's Health 2040 Framework**: a  $3 \times 4 + 1$  coordination matrix.



The framework organises:

**3 Domains:** Research, Care, Innovation — operational areas that deliver results

**4 Governance Pillars:** People, Money, Policy, Data — shared infrastructure enabling all domains

**1 Foundation:** Awareness — cultural legitimacy that makes everything possible

Each cell will contain validated activities anchored in existing Nordic and European initiatives

## Key Distinctive Features

- **Open commons architecture** — voluntary coordination without requiring centralised authority
- **Multiple engagement pathways** — from individual initiatives to comprehensive Nordic strategy
- **Anchored in reality** — all activities validated against ongoing European and Nordic initiatives
- **Reframes the narrative** — positions women's health as economic opportunity, not cost burden
- **Stress-tested vision** — explicitly addresses strategic uncertainties (governance fragmentation, inequality by design, cultural inertia), demonstrating realism over utopianism

## WHAT'S NEXT: THE IMPLEMENTATION PLAYBOOK

### Publication: Before Summer 2026 Democratic Festivals

The detailed Implementation Playbook will map specific activities against existing Nordic and European initiatives, identify institutional leads, define success metrics, and provide actionable roadmaps for each framework cell.

The Playbook does not create parallel infrastructure — it coordinates and amplifies existing efforts, identifying where Nordic joint action adds unique value.

**Research:** NordForsk/Nordic Commons, Forte, FinnGen, FAIR Principles, HL7 FHIR, National Quality Registries → *Charter adds: Coordination for mandatory sex-stratified analysis, Young Women's Health Cohort design*

**Care:** SwePROM, AmbuFlex, EQ-5D-5L, ESHRE guidelines, FEMaLe Project, Swedish menopause guidelines (2025) → *Charter adds: Cross-Nordic clinical pathway harmonisation, shared women's health outcome measures*

**Innovation:** EHDS, IHI, EIT Health, MyHealth@MyHands, Nordic sandboxes, EU AI Act Article 57 → *Charter adds: First women's health-specific regulatory sandbox, Nordic Women's Health Intelligence Layer*

## HOW TO ENGAGE

The framework supports multiple pathways for engagement:

- **Coordinated Nordic Strategy:** Joint action when institutions choose alignment
- **Bilateral Collaboration:** Two or three countries pursuing targeted coordination
- **Institutional Initiative Selection:** Individual entry points within the matrix
- **Funding Alignment:** Using the matrix to identify investment priorities



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