

Vision-led coordination architecture for women’s health

The Nordic Charter for Women’s Health 2040 Framework



Julia Persson
Women’s Health2040 · Denmark

For decades, gap analysis has documented women’s health deficits without producing systemic transformation. A vision-led foresight process asked a different question — and *five independent expert groups converged on the same answer.*

— AN ECONOMIC IMPERATIVE

USD 30–50bn

Annual opportunity in the Nordic region from closing the women’s health gap — productivity, reduced costs, innovation growth.

7–8 million

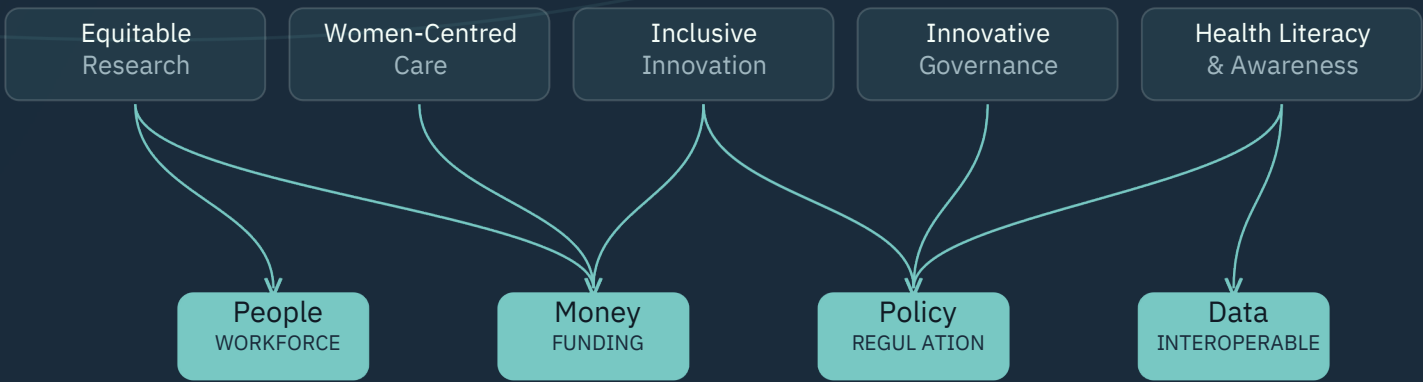
Nordic women navigating menopause and ageing simultaneously by 2040.

Women’s health is foundational infrastructure — not merely an equity concern.

— THE METHOD

- 8-month participatory strategic foresight, working backwards from a shared 2040 vision
- 136 contributors across Denmark, Finland, Iceland, Norway & Sweden
- September 2025: 50 experts at the Danish Parliament, five independent thematic groups
- Outputs systematically mapped across all groups to surface convergent patterns

We expected five plans.
We found *one architecture.*



All five groups — regardless of starting lens — independently identified the same four infrastructure conditions.

	RESEARCH	CARE	INNOVATION
PEOPLE	Centres of excellence	Professional education programme	Women’s health data ambassadors
MONEY	Horizon Europe / FP10 integration	Value-based reimbursement pilots	Strategic Co-Investment Facility
POLICY	Sex-stratified analysis requirements	Sex-differentiated care guidelines	AI regulatory sandbox
DATA	Federated Nordic cohorts	Registry sex-disaggregation	Nordic intelligence layer
AWARENESS <i>the system’s cognitive infrastructure</i> Health Literacy Standard · Life-course Education · Corporate Reporting · Evidence Commons			

28 named infrastructure needs across the 3×4+1 matrix — one representative need shown per cell

— WHAT IT MEANS

Convergence as validation

Independent convergence on identical requirements suggests these are genuine system properties — not artefacts of any single discipline. Methodological validation for coordination frameworks built through participatory foresight.

An open coordination architecture

Published as open commons (CC BY 4.0). Institutions engage on their own terms — coordinated Nordic strategy, bilateral collaboration, individual initiatives, or funding alignment. No central mandate.

Complements, not competes

Works alongside the European Health Data Space — offering coordination architecture rather than prescriptive mandates. A replicable method, transferable beyond the Nordic context.

• NOW LIVE

The [Implementation Playbook](#) — published May 2026 with the Copenhagen Institute for Futures Studies — maps 28 named infrastructure needs against existing Nordic and European initiatives.

Build on, not beside

Every need is anchored in work already underway — FinnGen · deCODE · MoBa · Forte centres · NKTEA · Findata · Sitra VALO2 · LUMI · NordForsk · OMOP CDM · EU AI Act · Horizon Europe / FP10 · EHDS

