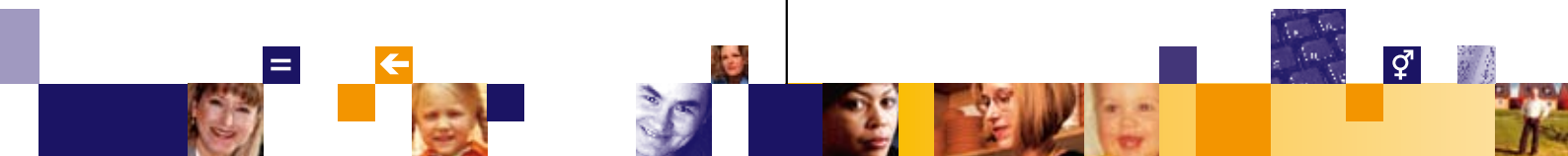


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NORWEGIAN MINISTRY  
OF CHILDREN AND EQUALITY

Report

# Gender Equality 2009?

Objectives, strategy and measures for ensuring gender equality







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# Foreword

The Government will combat all forms of discrimination. All people should have the same opportunities to develop and make use of their abilities, irrespective of gender, social background, religion, ethnicity, skin colour, functional ability or sexual orientation.

The Government's political platform, 2005

I am committed to the work for equality. In this context the term "equality" was formerly used to refer mainly to gender equality, but today it encompasses equal rights and opportunities for many more groups. Working for equality involves combating discrimination on grounds of age, gender, religion, functional ability, sexual orientation or other personal attributes. In the present report the focus is on equality between the sexes; still further work is needed in this area if we are to achieve true gender equality. Where there is inequality both sexes lose out, and in contrast to our earlier efforts we are now targeting men as well as women.

The report sets out the Ministry's objectives and strategies for promoting gender equality, and the challenges that must be addressed. It points out areas where more efforts are needed and gives specific examples of the Government's work for gender equality.

This Government has high ambitions with regard to gender equality, and has maintained a high profile in this area. As the report shows, all the ministries are contributing in their own sectors of responsibility, and the information given here is by no means exhaustive.

I am pleased to be able to present this report. The Government will continue its efforts to promote a more equitable society where there is no discrimination. Equality does not occur by itself. It requires specific measures.



Anniken Huitfeldt  
Minister of Children and Equality

# Equality between women and men

## **Overriding objectives for gender equality:**

- Equal opportunities, rights and obligations in every sector of society
- Freedom from sex-related violence
- Equitable distribution of power, influence and care work
- Financial independence for both sexes
- Equal opportunities in the labour market
- Equal responsibility for childcare and work in the home
- Equal access to education and the development of talents and ambitions

## **Mainstreaming the gender equality perspective**

Norway follows the recommendation of the Fourth World Conference on Women, held in 1995 in Beijing, that the gender equality perspective should be mainstreamed in all areas and sectors and should not be treated as a separate issue. At the government level this means that each ministry is responsible for matters relating to gender equality in its own area of responsibility.

The reason for integrating the gender equality perspective in the government budget is to ensure that policies promote gender equality. The ministries therefore integrate this perspective in their budget propositions wherever appropriate. This is laid down in the master budget of the Ministry of Finance.

In addition the ministries must describe the consequences of the various measures they take in this field. The aim is to consider the effects of the various political decisions on the situation of women and men, girls and boys. This requirement will prevent apparently gender-neutral policies and administrative decisions from upholding or reinforcing gender stereotypes.

## **The Gender Equality Act**

The Gender Equality Act is particularly aimed at improving the position of women. The Act applies to all areas of society apart from specific internal conditions in religious communities. Section 1a requires all public authorities to make active, targeted and systematic efforts to promote gender equality in all sectors of society, and enterprises to report on the status of gender equality in the enterprise.

## **The Gender Equality and Anti-discrimination Ombud**

The Gender Equality and Anti-discrimination Ombud plays a leading role in promoting gender equality and combating discrimination based on sex, ethnicity, reduced functional ability, language, religion, sexual orientation or age. The Ombud deals with matters related to gender equality and discrimination, and in these matters is independent of, but administratively subordinate to, the Ministry of Children and Equality.

[www.ldo.no](http://www.ldo.no)

## **The Equality Tribunal**

The Equality Tribunal deals with appeals against the Gender Equality Ombud's decisions. The Tribunal may decide that a particular action is in contravention of the Act. It may then order the action in question to be halted or corrected, or decide on some other action that is necessary to ensure that the discrimination, harassment, instruction or reprisal ceases and to prevent it from being repeated. The Tribunal may set a time limit for compliance with the order.

The Tribunal may decide to impose a coercive fine in order to ensure compliance in cases where the time limit for complying with the order has been exceeded.

[www.diskrimineringsnemnda.no](http://www.diskrimineringsnemnda.no)

## **Regional centres for equality and diversity**

The Government has facilitated the establishment of three pilot centres for equality and diversity. The centres cover the counties of Finnmark, Nordland, Troms and Trøndelag (where they are subordinate to the KUN Centre for Gender Equality), Hedmark and Oppland (where they are subordinate to the Northern Feminist University) and Øst-Agder and Vest-Agder (where they are subordinate to the University of Agder). The centres provide guidelines and play a leading role in the work for gender equality. They also provide expertise on practical measures in their respective regions.

[www.kun.nl.no](http://www.kun.nl.no)

[www.kvinneuniversitetet.no](http://www.kvinneuniversitetet.no)

[www.uia.no](http://www.uia.no)

# Objectives, strategy and measures for ensuring gender equality

# Daycare, education and research

Daycare, education and research policy aim to promote gender equality in Norwegian society. Gender roles and role models are established early in life, and efforts must be made at the daycare stage to equalise systematically imposed gender differences that are found in the learning and behaviour patterns in boys and girls. Key areas for such efforts are the teaching environment in daycare centres and primary and lower secondary school, and the unequal gender distribution among employees in daycare centres, schools, university colleges and universities. A relatively equal gender distribution among teachers and researchers is essential in order to create a broad knowledge base.

## Goals

- To facilitate the inclusion of gender equality among the fundamental values on which daycare is based, and in the fields of education and research
- To promote a more equal gender balance in the choice of education and occupation (especially in vocational training)
- To increase the proportion of men in daycare centres and primary and lower secondary schools
- To increase the proportion of women among researchers in the university and university college sector
- To increase the proportion of women in senior academic posts in the university, university college and research sector

## Examples of measures

### More men in daycare centres

A number of measures have been taken as a result of the Action Plan for Gender Equality in Daycare (2004–2007), “Good daycare is equitable daycare”:

- Five county governors have provided incentives and information to municipal and private-sector daycare owners, university colleges and daycare centres, and supported local measures.
- The networks “Men in daycare” have been continued.
- The Ministry of Education and Research has held annual national conferences and awarded a prize for successful efforts to recruit men.



”Promoting gender equality requires immediate action. It also requires systematic, long-term public education. Plus, it requires a systematic approach and systematic participation by all those who have direct contact with children and youth in daycare and primary and lower secondary school: leaders, teachers and other educational personnel.”

– Minister of Education and Research Bård Vegar Solhjell

One consequence of the above measures is that a number of municipalities have included the national objective in their municipal plans, recruitment plans and similar documents. The following results have been obtained:

- In the period 2004–2007 the number of men in this sector has risen by 50%.
- Many daycare centres have achieved the goal of 20% male employees using relatively simple methods.
- The proportion of men in private-sector daycare centres has increased more than that in the municipal centres.

A report has been published summarising lessons learned and presenting good examples of activities that promote gender equality in daycare centres.

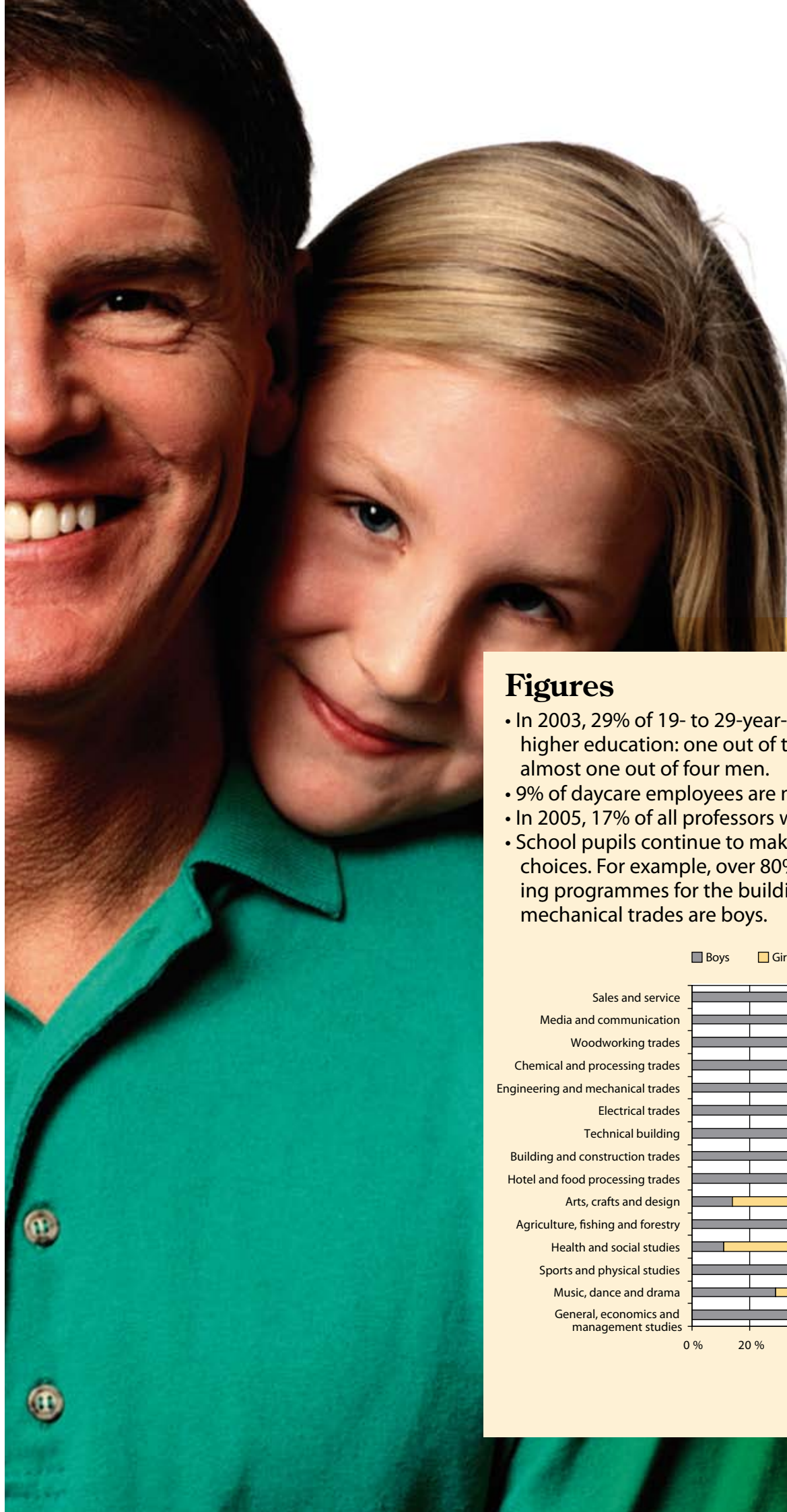
#### **D@mer og data**

The project “D@mer og data” (W@men and ICT) was initiated and is headed by Oslo municipality. One of its purposes is to establish meeting places and develop specially tailored courses for women with immigrant backgrounds.

#### **Women in research**

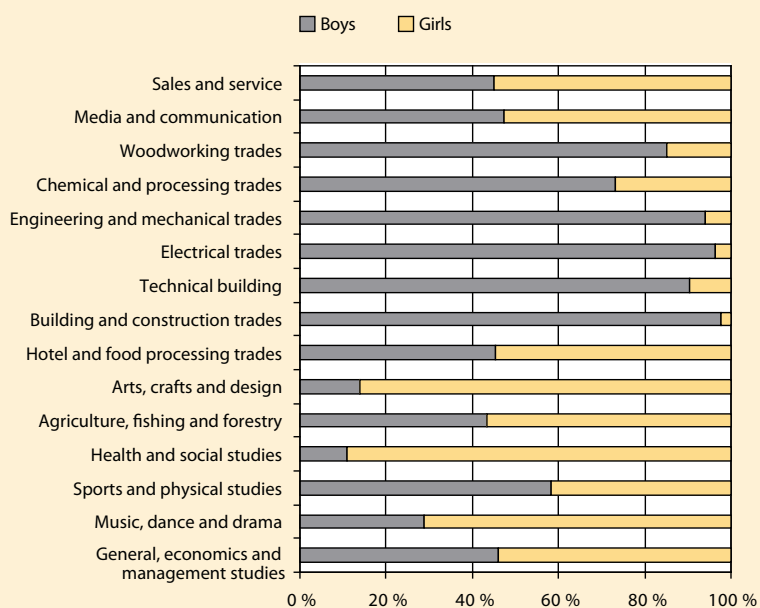
The Committee for Mainstreaming – Women in Science was established in 2004 to support higher education institutions in their efforts to promote gender equality. The Committee has conducted a dialogue with the various communities and proposed policy instruments, assessed the effect of these instruments, and made recommendations in a number of fields, including that of organisational development. The Committee has also established meeting places and initiated debates between institutions, and has served as the Ministry’s advisory body and national prime mover for mainstreaming gender equality.





## Figures

- In 2003, 29% of 19- to 29-year-olds were taking higher education: one out of three women and almost one out of four men.
- 9% of daycare employees are men.
- In 2005, 17% of all professors were women.
- School pupils continue to make very traditional choices. For example, over 80% of pupils following programmes for the building, electrical and mechanical trades are boys.



Source: Statistics Norway

# Family, children and health

A good family policy is a fundamental condition for promoting gender equality. Women and men must be able to harmonise working life and family obligations if a high birth rate and high employment are to be maintained. The Government gives priority to the development of measures to ensure that men take greater responsibility for childcare and that women develop stronger links with the labour market.

## Goals

- To increase fathers' use of parental leave
- To promote greater involvement among men in the gender equality project
- To raise general awareness of men's situation and male roles
- To ensure that men take greater responsibility for childcare and elderly family members
- To pay particular attention to diseases in which women or men are overrepresented
- To strengthen care services for women during pregnancy, childbirth and the postnatal period
- To ensure that higher priority is given to gender differences in disease prevention
- To strengthen the position of pregnant women and takers of parental leave in working life

## Examples of measures

### The child barometer

Acquiring more knowledge about the importance of environmental factors in the health of children and youth, and sharing such knowledge are a national objective. A national child barometer will be developed under the auspices of the Ministry of Health and Care Services, other ministries, Statistics Norway, the Directorate of Health and the National Institute of





“Giving fathers specific rights has been an undoubted success. Before we introduced specific paternal leave, only 10% of fathers spent a period at home with small children. Now 90% of all fathers *[entitled to paternity leave]* are at home with their children. There is a broad-based debate on the system of parental benefits for this kind of leave. I believe we should allow parents a certain flexibility in the way they divide parental leave that will benefit both the parents and the child. This will ensure that women have stronger links with the labour market and men have greater responsibility for childcare.”

– Minister of Children and Equality Anniken Huitfeldt

Public Health. The purpose of the child barometer is to increase knowledge of children's environment and health, for example by coordinating statistics, and to make this knowledge available to the authorities, researchers and the public. The efforts to develop the child barometer will take account of knowledge about possible gender differences in exposure to environmental factors.

### **Recruiting girls with immigrant backgrounds to sports activities**

Girls with immigrant backgrounds take little part in organised sport. Measures for encouraging them to participate should be implemented in activities with a low threshold such as swimming, various types of dance, open sports halls for free play and “sports for kids” programmes.

The Ministry of Culture provides grants for sports clubs that develop inclusive sports activities and social integration in sports clubs. The target groups are children and youth with immigrant backgrounds, particularly girls, and children and youth from families with little ability to pay. Support is also available for measures to increase partici-





pation by parents with immigrant backgrounds and involving them in sports clubs. The system is administered by the Norwegian Olympic and Paralympic Committee and the Confederation of Sports.

#### **Sustainable families – equitable life courses**

The pilot project “Sustainable families – equitable life courses” aims to develop a model for cooperation between the family and the workplace that will make it easier for fathers of small children to combine work and family life.

The project aims to influence the content of performance assessment interviews and to offer courses for couples that focus on equality. The goal is to find useful tools for family counselling services and others.

The project is being implemented by Asker municipality, Boliden AB and Odda municipality. These organisations realise the need to give their male employees better opportunities to reconcile work and childcare. The initiative has been welcomed by trade unions, management and the participants.

#### **A common marriage act**

The new Marriage Act gives gays and lesbians the same right to marry as heterosexuals and ensures that the children of lesbian couples have two legal parents from birth. Same-sex couples will also be evaluated as adoptive parents on the same basis as heterosexual couples. The new Act was passed on 17 June 2008 and will enter into force on 1 January 2009.

## **Figures**

- 14.5% of all children live with their mother.
- 2.7% of all children live with their father.
- 57.5% of all children live with their married parents.
- Fertility is 1.9 (2006).
- The percentage of men who take more leave in addition to paternity leave is rising: it was 15.7% in 2006 and 17.3% in 2007.

Source: Statistics Norway

# Working life

The Norwegian labour force is one of the most gender-segregated in the whole OECD area. Girls and boys make more traditional choices than they did 20 years ago, and this affects for example women's future incomes and pensions. In its political platform, the Government stated that it will pursue a policy that emphasises gender equality, equal pay, equal opportunities and equal access to competence-building.

## Goals

- To facilitate a reduction in involuntary part-time work
- To increase the percentage of women with immigrant backgrounds in the labour force
- To facilitate a better gender distribution in the labour market
- To increase the proportion of women in management positions in the central government administration
- To increase the proportion of women among officers and recruits in the armed forces by 2020
- To increase the percentage of women to 40% of management positions in the area of fisheries and coastal management.

## Examples of measures

### **The Norwegian Equal Pay Commission**

In its report on gender and pay (Official Norwegian Report 2008:6), the Norwegian Equal Pay Commission gave five main reasons for the (hourly) pay differential between women and men, which is currently around 15%.

- Differences in age and educational attainment have little to do with the current wage gap.
- Women and men have approximately equal pay in the same position in the same organisation.
- The wage gap corresponds to gender segregation in the labour force.



”We want more qualified women in the armed forces. We need them as a resource in order to function well as a modern organisation that reflects society at large. Although the defence establishment places great emphasis on personal qualities, it also focuses on recruiting larger numbers of women so that the organisation can make use of their expertise and resources. This will increase the breadth and diversity of the defence establishment, which has traditionally been dominated by men. A larger proportion of women will result in greater diversity. This will strengthen our organisation, both here in Norway and when we participate in international operations.”

Minister of Defence Anne-Grete Strøm-Erichsen

- The wage-negotiation system maintains stable wage relationships, including those between women and men.
- Wage disparities increase during parenthood.

### **Women in senior management positions**

The Minister of Fisheries and Coastal Affairs has appointed two new woman director generals, of the Norwegian Coastal Administration and the Directorate of Fisheries respectively. This is the first time these male-dominated organisations have been headed by a woman.

### **Measures to recruit more women to management positions in the central government administration**

The Ministry of Government Administration and Reform wishes to encourage the efforts to promote gender equality in important person-

nel policy areas in the central government administration? Advertisements for management positions encourage women to apply. Women department heads participate in senior management meetings in the various enterprises, and the Ministry offers these women individual coaching. The gender balance is emphasised in internal groups and projects. The gender balance figures for the Ministry are published on the intranet at regular intervals.





### **Measures to encourage more women with immigrant backgrounds to join the labour force**

Fewer women than men with immigrant backgrounds participate in the labour market, and particularly women immigrants from non-western countries. The greatest difference between women and men is to be found among individuals from Somalia, Iraq and Pakistan. These three groups also have the lowest employment rate as a whole.

Several of the measures set out in the Government's Action Plan for Integration and Social Inclusion of the Immigrant Population focus on women's participation in working life and in society as a whole.

### **Figures**

- In 2006, 75.6% of men and 68.3% of women in the age group 15–74 years were economically active.
- 12.6% of economically active men work part-time, as opposed to 43.6% of economically active women.
- 30% of employees in the public sector and 63% in the private sector are men. In the local government sector the figure is 22%.
- 82% of employees in the health and social welfare sector and 65% in the education sector are women.
- 93% of employees in the construction industry and 81% in the petroleum industry are men.
- In 1999, 64% of primary and lower secondary school teachers were women; today the figure is 76%.
- In the private sector, including public enterprises, 70% of management positions are held by men (senior and middle management). 38% of middle managers are women.

\*The labour force consists of the sum of the employed and unemployed. Economically active persons are considered to be part of the labour force.

Source: Statistics Norway

# Domestic violence

Domestic violence is a widespread problem that affects women more than men. Women with immigrant backgrounds are particularly at risk. If we are to have an equitable society, efforts must be made to combat forced marriage, genital mutilation and other honour-related violence.

## Goals

- To ensure that domestic violence does not occur
- To provide protection from genital mutilation and forced marriage
- To ensure easily accessible, high-quality support and help for victims of domestic violence

## Examples of measures

### Domestic violence

Six ministers have agreed to cooperate on the following main objectives, which were set out in the action plan against domestic violence.

- To give the victims the necessary help and protection
- To break the spiral of violence by improving the treatment offered to perpetrators
- To enable victims to take part in structured discussions with the perpetrator
- To strengthen knowledge and cooperation in the treatment services
- To initiate research and development programmes
- To implement an awareness-raising campaign on domestic violence
- To prevent domestic violence through public education measures

The statutory obligation to provide crisis centres will also be an important measure for combating domestic violence.



”We know that violence in the home is seldom taken seriously. In spite of the fact that it affects us in the place where we expect to be safest – in our homes. Domestic violence is a crime. Crime is a matter for society. The debate on domestic violence must be directed towards measures that work. The Government seeks to ensure that the encounter with the public authorities is a turning point for the individual.”

Minister of Justice Knut Storberget

### **Forced marriage**

Forcing a boy or girl to marry violates fundamental human rights and is a significant barrier to gender equality. The right to choose one's spouse is set out in international agreements and in Norwegian law. In Norway, forced marriage is a type of violence that occurs in certain minority groups.

On 29 June 2007, the Government presented a new four-year action plan against forced marriage. It contains measures directed at prevention, awareness raising and public education. The following are some of the measures that will be taken:

- Newly arrived asylum-seekers will be given better information about the Norwegian ban on forced marriage.
- Participants in the obligatory Norwegian language programme will be made aware of the negative nature of forced marriage. The teaching will be based on the human-rights and gender-equality perspectives.
- More accommodation will be made available for young people both under and over the age of 18 who are forced to break off relations with their families for a period because of forced marriage or the threat of forced marriage. Special housing arrangements will be established for boys and couples.





### Combating genital mutilation

Control of women's sexuality takes many forms, and has existed at some time or another in most societies. Genital mutilation is an extreme form of control. It is often motivated by the belief that no man will marry a non-circumcised woman, and the reward for being circumcised is often that the woman in question enjoys respect and is more likely to get married. The practice is also believed to promote legitimate forms of sexual behaviour and reproduction and to prevent illegitimate sexual behaviour.

On 5 February 2008, the Government presented the new Action Plan against Female Genital Mutilation. Seven ministers have agreed to cooperate on the following main objectives:

- Effective enforcement of legislation
- Competence-building and knowledge transfers
- Prevention and public education
- Accessible health services
- Extra efforts during holidays
- Intensified international efforts

### Figures

- Approximately 9% of women over the age of 15 in Norway have suffered from gross abuse by a current or former boyfriend at some time in their lives.\*
- Every year, 1500 children have to spend the night in a crisis centre.\*
- Between 20 and 30% of all murders during the last 10 years have been perpetrated by a current or former boyfriend, spouse or live-in partner.\*
- Half the registered violence against women in the home has been perpetrated by individuals who are not relatives or family members, for example a friend, neighbour, colleague, acquaintance or unknown individual.
- 3% of men and 17.9% of women over the age of 16 are afraid of being exposed to violence or threats of violence.

\*Source: Action Plan "Domestic Violence – Turning Point", 2008–2011.

Figures: Statistics Norway.

# Gender and power

An equal distribution of women and men in positions of power in public life is an important factor in the development of a democratic and equitable society. The Norwegian Study on Power and Democracy, which was presented in 2003, revealed that positions of power continue to be almost completely held by men. A reasonable gender balance in important decision-making forums is a matter of justice and human rights. Equal distribution between the sexes in elected bodies and on the boards of public limited companies is important from the point of view of expertise and resources. Women and men often have different life experiences, needs and interests, and women's participation is essential to ensure that this breadth is reflected in decision-making processes.

## Goals

- To increase the proportion of women in political life
- To increase the proportion of women on boards, councils and committees

## Examples of measures

A display window for women in local political life  
The Government has granted NOK 20 million over four years to a project for increasing the proportion of women in political positions in local government. The Ministry of Local Government and Regional Development provides support for municipal initiatives with this goal. A number of methods will be employed: women networks, mentoring and write-ups in the local media of local women politicians. Encouraging party groups to recruit a larger number of women to their lists of candidates and to place more women at the top of these lists will also promote a better gender balance in local government. All the municipalities that take part in the project will be invited to attend meetings to increase their interest and knowledge regarding factors that prepare the way for women's participation in local political life.



“The Commission on Local Democracy in Norway has stated that the political parties are the very foundation of representative democracy. Political parties are a precondition for a well-functioning democracy. Women have had fewer opportunities to determine the agenda in this sector because they have traditionally been and still are underrepresented in the parties.”

State Secretary Dag Henrik Sandbakken,  
Ministry of Local Government and Regional Development

### **Gender representation on boards**

in June 2003 the Government proposed a bill making it a requirement that there should be equitable gender representation on the boards of public limited companies, state enterprises, inter-municipal enterprises, some hybrid state-owned companies and privately-owned public limited companies. It was considered necessary to pave the way for recognising and making use of both sexes' expertise. The Government's Bill was passed by a broad majority in the Storting in December 2003, and the Act entered into force on 1 January 2006. Today the goal of at least 40% of each sex on the boards of the privately-owned public limited companies has been achieved.

### **White paper on men, male roles and gender equality**

The Government will present a white paper on men, male roles and gender equality in autumn 2008.

Gender equality applies not only to the redistribution of power between the sexes, but also to the redistribution of care work. Gender equality benefits both men and women. It represents justice, equal opportunities and the use of all the human resources of a society.

The white paper will present existing knowledge in this field, describe positive and negative aspects of male roles, show how men both win and lose by gender inequality and propose specific measures.

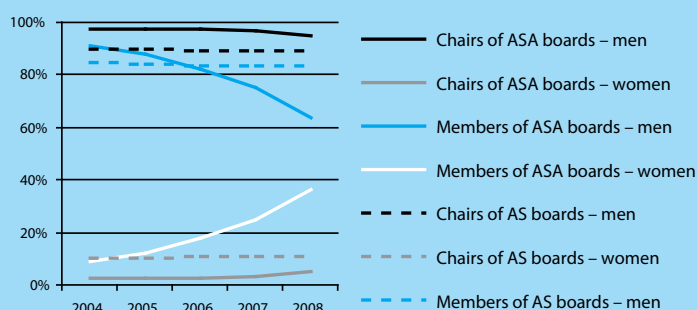


## Figures

Section 21 of the Gender Equality Act deals with gender representation on all public committees, boards and councils that are appointed by a public body. According to the Act, each sex should be represented by at least 40% of the members of all such committees. Today, 42% of members are women, but there are great variations between sectors.

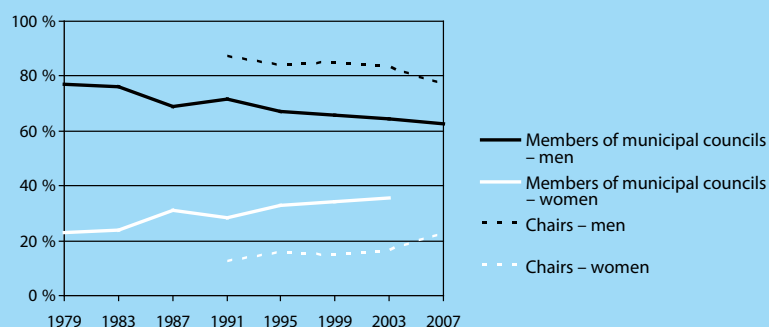
### • Chairs and members of boards of privately-owned public limited companies (ASA) in relation to private limited companies (AS)

The figure shows the effects of the Act. In 2008 the goal of 40% of each sex on ASA boards was achieved. However, there have been no changes in the areas that are not covered by the Act.



### • Percentage of men and women members and chairs of municipal councils

The percentage of male members of municipal councils has declined, and is close to 60%. The reason is that most political parties now enter women and men alternately on their lists of candidates. However, there has been little change with regard to the chairs of municipal councils.



### • The Government

The Prime Minister: one man  
 Ministers: 50% men  
 State secretaries: 66.6% men  
 Political advisers: 40% men

# The business sector

The Norwegian business sector consists largely of small- and medium-sized enterprises, many of which are family enterprises. There are few women entrepreneurs and women CEOs. One of the goals of the Government's political platform is to "develop a national action plan for women entrepreneurs and establish funding schemes designed specifically to encourage innovation and entrepreneurship among women." Innovation Norway plays a major role in these efforts and has set a number of goals to be achieved in this field.

## Goals

- To increase the proportion of women (to 40%) among new entrepreneurs over the next five years
- To facilitate the allocation of 40% of the industry-related support from the Ministry of Agriculture and Food to women by 2013
- To facilitate equal opportunities for women and men to own agricultural property
- To increase the proportion of women in the petroleum and energy sector
- To increase the proportion of women (to 40%) in key positions in the film sector by 2010
- To increase the proportion of women in the maritime sector

## Examples of measures

### **Action Plan for Increasing the Proportion of Women in the Maritime Sector**

The Action Plan for Increasing the Proportion of Women in the Maritime Sector is directed at all maritime enterprises, and describes the rules that apply to the representation of both sexes. The plan proposes specific targets in certain areas and presents a list of measures for achieving them. One of these is that each organisation appoints a contact person to follow up efforts in this field, and that the Ministry of Fisheries and Coastal Affairs reports on the follow-up in the budget proposition.

### **Action Plan for Promoting Entrepreneurship among Women**

In February 2008 the Government presented an action plan for promoting entrepreneurship among women to correct the underrepresentation of women in this area. This situation persists in spite of the fact that women have a high labour force participation rate, that three out of five students at universities and university colleges are women and that women are a large customer group. Furthermore, they are an important resource. A greater proportion of women in the business sector and among entrepreneurs will increase diversity and result in a better use of resources. It will also promote change, innovation, value creation and new jobs throughout



“The fisheries and aquaculture industry is and will continue to be one of the main industries in coastal communities. The Government’s policy in this field will promote the maintenance of viable local communities with stable, future-oriented jobs. In this context it is important that the fisheries and aquaculture industry is regarded as an attractive workplace for both women and men.”

Minister of Fisheries and Coastal Affairs Helga Pedersen

the country. One of the measures put forward in the plan is that self-employed women and men should receive maternity and parental benefits on the same basis as employees.

#### **Gender equality in the construction industry**

The construction industry is strongly male dominated, both at management level and among employees; only 10% of employees are women. The report by the Institute for Labour and Social Research, FAFO, entitled Women managers in the construction industry has shown that the industry tends to employ few women in spite of the shortage of labour in the sector.

In 2007 a mentoring and network project called “Kunnskapsringen” was started under the auspices of the Ministry of Local Government and Regional Development.

The following are among the project goals:

- To recruit more women to jobs in the construction industry
- To keep women in such jobs by encouraging those in the industry to be aware of the opportunities and challenges and therefore choose to remain
- To encourage more women to take on management responsibility

#### **Strategy to promote gender equality in the agriculture sector**

One of the goals of the Government’s agricultural policy is that women and men should have the same possibilities to engage in commercial activities related to agriculture. Since the amendment





to the Act relating to allodial rights in 1975, some of the key indicators for measuring gender equality in the agriculture sector have shown a positive trend. For example, the proportions of women farmers and women owners of agricultural property have increased.

However, in the last five years this process has stagnated. The Ministry of Agriculture and Food has therefore developed a strategy for gender equality in the agriculture sector.

The main goals of the strategy are:

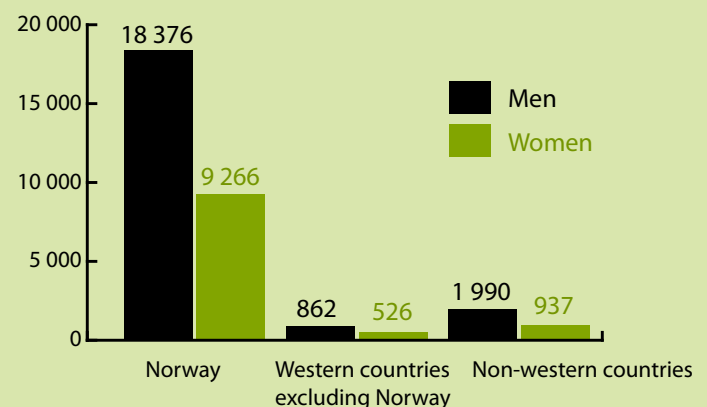
- To increase the proportion of women who own agricultural property and the proportion of owners who live permanently on their property
- To increase women's participation in agricultural industries and in commercial activities related to agriculture
- To strengthen women's influence and power in the agriculture sector

Measures for implementing the strategy have been proposed, and the responsibility for implementing and overseeing the various measures has been assigned to specific positions.

## Figures

- Currently women own 25% of Norway's 180 000 agricultural properties.
- The proportion of women farmers has increased from 7.3% in 1979 to 13.1% in 2001, and has remained stable over the last five years.
- 41% of employees in the fisheries industry are women.

Owners of unincorporated enterprises and new businesses, by sex and country of origin



Source: Statistics Norway

# International cooperation

Norway is regarded as a leading nation in the field of gender equality, and Norwegian initiatives and reforms have influenced the international debate. The country has become known for its export of gender equality, which enables it to exercise political influence and provide technical advice in international forums. This makes it possible for Norway to impose requirements, for example in connection with development cooperation and cooperation with the UN. The country is thus obliged to maintain a high profile with regard to gender equality at home.

## Goals

- To facilitate competence-development concerning women's rights and gender equality in all parts of the foreign service
- To pursue the following goals in its development cooperation:
  - that women and men participate in political life on equal terms
  - that women play roles of equal value in peace and reconciliation efforts
  - that women and men participate on equal terms in the work on climate change, the environment and humanitarian crises

## Examples of measures

### **Action Plan for Implementing UN Security Council Resolution 1325 on Women, Peace and Security**

The Government's Action Plan for the Implementation of Resolution 1325 sets out measures for intensifying the efforts in this field. These are to be mainstreamed in the work of the whole ministry, including the foreign service missions. A meeting is held every autumn in the Foreign Ministry's Forum for 1325, at which the implementation status and future plans



“Globalisation is not just about looking outwards and understanding the changes, but also about looking inwards and understanding one’s own strengths and skills. We must do so in our region, we must learn from each other and find new solutions. Gender equality is a cornerstone and basic value for a modern and fair welfare state; it is not a result of the welfare state!”

State Secretary Kjell Erik Øie,  
Ministry of Children and Equality

and challenges are discussed. The action plan has helped to strengthen the focus and raise awareness concerning the gender dimension, both within the Foreign Ministry and in relations with our cooperation partners.

### **UN Convention on the Elimination of All Forms of Discrimination against Women**

Norway ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in 1980 and delivered its seventh report in September 2006. In August 2007 the CEDAW Committee examined Norway’s compliance with the obligations in the Convention, and expressed its concern at the small proportion of women in political positions in local government, the gender segregation in the labour market and the extent of violence against women.

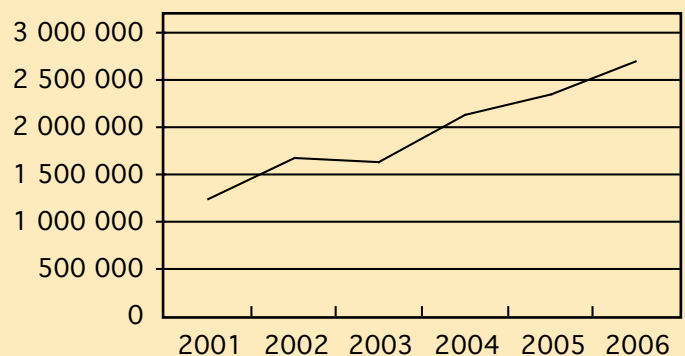
The Ministry of Children and Equality is following up the examination findings in the ministries concerned. The Ministry has also arranged regional conferences to provide information on the follow-up and consequences of the examination.





## Figures

Norway's bilateral development cooperation programmes in which women and gender equality is a goal or main objective, 2000–2006 (NOK 1 000)



The figure shows that Norwegian development assistance targeted at women has become steadily larger.

The figures are taken from Report No. 11 (2007 to 2008) to the Storting,  
On the same terms: women's rights and gender equality  
in development cooperation.

# The ministries' plans and measures for promoting gender equality

As part of its efforts to mainstream the gender equality perspective in the work on the budget, the Ministry of Children and Equality has summarised the efforts of all the ministries in the field of gender equality. The following is a list of the goals and challenges, strategies, plans and measures in the various sectors. More information can be found on the websites of the individual ministries and on [www.regjeringen.no](http://www.regjeringen.no).

## White papers, strategies and action plans

The following white papers (reports to the Storting), strategies and action plans either deal with gender equality or have a gender equality perspective.

### Ministry of Labour and Social Inclusion

- Action Plan for Integration and Social Inclusion of the Immigrant Population and Goals for Social Inclusion. Annex to the budget proposition (2006–2007)

### Ministry of Children and Equality

- Action Plan for Integration of the Gender Perspective (for internal use)
- Action Plan for Combating Female Genital Mutilation (2008–2011)
- Action Plan against Forced Marriage (2008–2011)
- Report No. 19 (2006–2007) to the Storting, Evaluation of new legislation for child support
- White paper on men, male roles and gender equality (to be presented in autumn 2008)
- Action plan against ethnic discrimination (to be presented in spring 2009)

### Ministry of Fisheries and Coastal Affairs

- Action Plan for Increasing the Proportion of Women in the Maritime Sector

### Ministry of Defence

- Report No. 36 (2006–2007) to the Storting, Increased recruitment of women to the armed forces
- Report No. 48 (2007–2008) to the Storting, A defence organisation for the protection of Norway's security, interests and values

- Action Plan for the Implementation of UN Security Resolution 1325 (2000) on Women, Peace and Security
- Ministry of Health and Care Services
- Strategy for Women's Health, 2003–2013. Presented in Report No. 16 (2002–2003) to the Storting, Prescription for a healthier Norway
- Action Plan for the Prevention of Unwanted Pregnancy and Abortion 2004–2008
- Action Plan for Physical Activity 2005–2009
- National Cancer Strategy 2006–2009
- National Diabetes Strategy 2006–2010
- National Strategy for Tobacco Control 2006–2010
- National KOLS Strategy 2006–2011
- Action Plan for Better Nutrition in the Population 2007–2011

### Environmental and Health Strategy for Children and Youth 2007–2016

- Report No. 25 (2005–2006) to the Storting, Coping, opportunities and meaning
- Report No. 20 (2006–2007) to the Storting, Strategy for reducing social disparities in health care
- Ministry of Justice and the Police
- Action Plan "Domestic Violence – Turning Point" 2008–2011.
- Action Plan "Stop Human Trafficking" 2006–2009

### Ministry of Education and Research

- Action Plan for Gender Equality in Daycare 2004–2007
- Action Plan for Gender Equality in Daycare and Primary and Lower Secondary School 2008–2010

### Ministry of Culture and Church Affairs

- Report No. 32 (2007–2008) to the Storting, Behind the scenes
- Report No. 22 (2006–2007) to the Storting on film

### **Ministry of Local Government and Regional Development**

- White paper on regional policy
- Report No. 33 to the Storting, Strong local democracy

### **Ministry of Agriculture and Food**

- Strategy for Business Development in relation to Agriculture, "Use the land!" 2007–2009
- Strategy for Gender Equality in Agriculture

### **Ministry of Trade and Industry**

- Action Plan for Promoting Entrepreneurship among Women, in cooperation with the Ministry of Children and Gender Equality, the Ministry of Local Government and Regional Development, the Ministry of Labour and Social Inclusion, the Ministry of Fisheries and Coastal Affairs, the Ministry of Education and Research, and the Ministry of Agriculture and Food

### **Ministry of Foreign Affairs**

- Action Plan for the Implementation of UN Security Council Resolution 1325 (2000) on Women, Peace and Security
- Action Plan for Women's Rights and Gender Equality in Development Cooperation

### **Other government agencies**

The Sami Parliament's Strategy for Gender Equality

## **Reports and research**

### **Ministry of Labour and Social Inclusion**

Report on the establishment of a qualification programme for persons [immigrating to Norway] who are not included in the introduction programme. If a pilot project is started women from non-western countries will be the main target group.

### **Ministry of Children and Gender Equality**

- Integration of the gender equality perspective in the work of the Ministry (Agency for Public Management and eGovernment 2006–2008)
- Evaluation of gender mainstreaming in the budget preparations (Agency for Public Management and eGovernment 2006–2008)
- Official Norwegian Report 2008:9, A focus on children – the provisions of the Children Act relating to parental responsibility, residence and right of access
- Official Norwegian Report 2008:6, Gender and pay. Facts, analyses and instruments for equal pay

- Official Norwegian Report 2008:1, Women and homosexuals in religious communities. The provisions of the Gender Equality Act and the Working Environment Act relating to the special exemption from the prohibition on discrimination

### **Ministry of Defence**

- Study of organisational culture and attitudes in the armed forces
- Follow-up study of conscripts from call-up over a period of several years.

### **Ministry of Justice and the Police**

Official Norwegian Report 2008:4, From words to deeds

### **Ministry of Government Administration and Reform**

The Ministry participates in a joint committee of representatives of the social partners. A qualitative study is planned on women in management positions in all sectors, entitled "A balance between working and private life".

### **Ministry of Health and Care Services**

- The National Committee for Research on Medical Ethics has been made responsible for monitoring compliance with the guidelines for inclusion of women in medical research.
- In 2005 the Research Council of Norway published a status report on the Council's research on women's health.
- The Council's budget has been increased every year since 2004 by earmarked funds for strategic efforts to promote research on women's health.
- In the annual letter of allotment to the regional health authorities, the Ministry has stated that clinical studies must take account of the gender perspective. This means that where appropriate research results should contain a gender analysis.
- In 2006 a national resource centre for women's health was established at Rikshospitalet University Hospital. The centre has special responsibility in the fields of research, competence-building, providing advice and publication of knowledge about women's health.

### **Ministry of Local Government and Regional Development**

- An internal study is being performed that includes women as a target group for regional policy.
- A study is being performed that includes an assessment of the significance for local democracy of women's appearance in the local media.

### **Ministry of Culture and Church Affairs**

A virtual centre for research on civil society and the voluntary sector is being established in autumn 2008. The research programme will cover gender equality issues.

### **Ministry of Agriculture and Food**

A study is being performed of the way women in agriculture are presented by the media and how this affects their role in the sector.

### **Ministry of Trade and Industry**

A study is being performed of the proportion of women PhD students who receive financial support from the Ministry via the Research Council of Norway.

### **Ministry of Petroleum and Energy**

A report entitled Women's and men's representation and influence in the petroleum and energy sector was completed in May 2006.

### **Ministry of Transport and Communications**

An external report on gender equality in the transport sector is one of the underlying documents in the preparation of a white paper on the National Transport Plan.

### **Other government agencies**

- The Public Roads Administration is providing financial support for a doctoral thesis on gender equality and technology, which is scheduled to be completed in 2007.
- The Directorate of Immigration and Diversity has started a research and development project to investigate how to eliminate the barriers to labour force participation facing women with immigrant backgrounds.
- The Directorate has published a survey in Report 3–2007, Women and working life, and held a conference on the subject.
- In 2005 the Research Council published a status report on research on women's health, which pointed out the need for further research in a number of areas.
- The National Resource Centre for Women's Health at Rikshospitalet University Hospital was

established in 2006, and has a special responsibility in the fields of research, competence-building, providing advice and publication of knowledge about women's health.

- In autumn 2008 the National Institute for Consumer Research started an internally financed project to survey, systematise and synthesise the Institute's knowledge about gender and consumption. Four of the Institute's researchers are involved in the project, which is scheduled to be completed in 2009.
- The Research Council is financing the project Contextualising adolescents' eGaming, 2007–2009. The project deals with gaming and playing online games among young people. Gender is a central factor in the project.
- RAM (Council for Applied Media Research) is financing the project "Young people's social participation online" in 2008. Gender is one of the main themes, and the project has revealed clear differences in participation between the sexes.

## **Other measures**

### **Ministry of Labour and Social Inclusion**

- The Ministry of Labour and Social Inclusion has requested the Labour and Welfare Administration to provide specific proposals on how to improve social and labour-force participation among women with immigrant backgrounds through labour market schemes.
- Women from non-western countries are a target group for the measure "A fresh opportunity" and in the ongoing research on ways of facilitating entrepreneurship among immigrants.

### **Ministry of Children and Equality**

- Regional conferences are being held on Norway's international commitments and local challenges in the field of gender equality.
- The Ministry is giving financial support to gender equality projects at the regional level.
- Financial support is being given to pilot projects for establishing regional centres for equality and diversity.
- The Ministry has initiated a pilot project entitled "Sustainable families – equitable life courses".
- Consumer education projects are being carried out.

### **Ministry of Fisheries and Coastal Affairs**

- Women are explicitly mentioned as a target group in the letter of allotment to Innovation Norway and the Research Council.

- The Ministry has requested Innovation Norway to take steps to ensure that the “Maritime value creation” programme promotes women’s participation in the maritime industry.
- The Ministry is funding a project for increasing recruitment to the maritime sector. One of the main goals is to recruit more women.

### **Ministry of Government Administration and Reform**

- The Ministry is heading a joint committee of representatives of the social partners that is examining the issue of equal pay in the government administration.
- The Ministry participates in a joint committee of representatives of the social partners that is implementing the EU Framework Programme on Gender Equality.
- Measures relating to minority women and ICT are being implemented.
- Twenty women heads of departments are being coached as a pilot project.

### **Ministry of Defence**

- Places in military colleges will be reserved for qualified women applicants, and the entry requirements will be revised.
- Women who complete an officers’ training programme will be offered leadership and personal development programmes on a regular basis at an early stage in their career.
- The Ministry and the armed forces are engaged in gender mainstreaming in core activities, including planning, terms of reference, training and education, and implementation and evaluation of operations.
- A position on the General Staff of Norway has been given specific responsibility for coordinating the work for gender equality and diversity.
- Efforts are being made to raise awareness about attitudes to diversity in the defence sector.

### **Ministry of Health and Care Services**

The Ministry has requested the regional health authorities and the Directorate of Health to emphasise the gender perspective in the development of health services. Sufficient information and resources should be made available to meet special challenges relating to the health of women and men respectively.

### **Ministry of Justice and the Police**

- On 31 August 2007 the Minister invited the whole of the justice sector to a seminar on gender equality.
- The Act relating to state compensation for per-

sonal injury caused by criminal act, etc. is being revised. The reason for this is that statistics show that fewer cases concerning sex-related crimes such as sexual abuse and domestic violence are awarded compensation than other types of cases.

- Minister of Justice Knut Storberget, together with two others, has published a book about domestic violence.

### **Ministry of Education and Research**

The Committee for Mainstreaming – Women in Science has been in existence for three years and will be continued for a further three (2007–2009), with expanded terms of reference.

### **Ministry of Local Government and Regional Development**

- The Ministry will intensify its efforts to support women in its policy instruments by focusing more directly on women entrepreneurs in for example research and development incubators and regional innovation instruments (VRI), and strengthen women-related measures through Innovation Norway and the industrial incubator SIVA.
- Through the project “A display window for women in local political life (2007–2011)” the Ministry is supporting a number of municipal initiatives to test measures for increasing the number of women members and chairs of municipal councils.
- A mentoring arrangement entitled “Kunnskapsringen” has been established for women in the construction industry.
- Indicators and appropriate targets for services and programmes supported by the Ministry are being developed as part of the increased focus on women in policy instruments. SIVA, Innovation Norway and the Research Council are drawing up plans for increasing the proportion of women among new entrepreneurs towards 2013.
- The action plan for encouraging entrepreneurship among women is being implemented by following up the enhanced emphasis on women in the work of Innovation Norway, and the new emphasis on women in the VRI programme (the Research Council) and the incubator programme under SIVA and other organisations.

### **Ministry of Culture and Church Affairs**

- In the budget propositions for 2007 and 2008 the Ministry included a survey of the gender dimension of the activities of cultural institu-

tions and awards of grants and other support schemes.

- The Ministry is compiling gender equality statistics from state-supported cultural institutions. The information on gender distribution has been included in the ordinary reporting procedures since 2007.
- Since 2006 the Ministry has arranged annual seminars on gender equality for cultural institutions in connection with the International Women's Day on 8 March.
- Mentoring and recruitment programmes are offered to promote the recruitment of women in senior positions in theatre, music, film and television. At present the programme is in the form of a one-year trial project, beginning in September 2008.
- The Ministry is seeking to ensure that the proportion of women chairs of boards remains at around 50%.
- The Ministry will make it a condition of state support that theatre institutions develop strategies for ensuring that women and men are equally qualified for prestigious positions in the artistic, technical and administrative fields.

### **The Church**

- Statistics relating to gender and age distribution among all state-employed priests and on their working conditions are compiled annually.
- The evaluation of the religious education reform will include the gender perspective.

### **Sport**

- Measures for recruiting girls from immigrant backgrounds will be given high priority in the grant scheme for inclusion in sports teams.
- Policy programme for sports facilities: extra funding is being allocated to the development of riding facilities and to sports halls and artificial grass courts in urban areas. These types of facility are much used by girls.
- The Ministry of Culture has initiated a project to evaluate whether girls have particular wishes and needs with regard to design and access to multipurpose halls and other sports grounds that are much used by girls.
- In its letter of allotment to the Confederation of Sports, the Ministry of Culture requires that sports organisations at every level take active steps to promote gender equality and to implement the guidelines for combating sexual harassment.

### **Ministry of Education and Research**

The Committee for Mainstreaming – Women in Science has been in existence for three years and will be continued for a further three (2007–2009), with expanded terms of reference.

### **Ministry of Agriculture and Food**

- A special focus will be trained on women entrepreneurs in the dialogue between the Ministry and Innovation Norway. Women are also explicitly mentioned as a target group in the letter of allotment to Innovation Norway.
- As part of the innovation programme in the wood and wood products industry, Innovation Norway is encouraged to include more women as resource persons in projects in the industry.
- The guidelines for funds for rural development permit affirmative action in the case of the underrepresented sex.
- A programme for recruitment and gender equality has been developed by the rural youth association (har ikke kunnet finne noe engelsk navn) in cooperation with Innovation Norway, county governors and organisations in the industry.
- The Ministry will include information on gender distribution in the statistics on income distribution by industry and the statistics for ownership and transfers of property.

### **Ministry of the Environment**

The Ministry participates in the OECD Survey on Household Behaviour and Environmental Policy. The survey studies household behaviour in relation to environmental measures. One of the variables that will be evaluated is gender inequality.

### **Ministry of Trade and Industry**

- The government ownership policy document published in June 2007 states that recruitment of women to management positions in companies is the task of the company's board and management. This is a consequence of the division of roles in the Companies Act. The management is responsible for ensuring that a specific development and selection policy is practised throughout the company, so that there are a larger number of women to choose from when senior management positions are being filled. Company boards will have to account for their activities in this field in connection with ownership management.
- Innovation Norway implements a number of measures to strengthen the position of women in the business sector, both in existing businesses and as entrepreneurs.

### **Ministry of Foreign Affairs**

- A separate budget item for financing gender equality was introduced in 2007.
- Norway is a prime mover in UN reform, including the establishment of a new and stronger women's agency with greater resources and an independent status.

### **Other government agencies**

- A specialist committee for gender equality has been established under the Norwegian Board of Health Supervision.
- The National Committee for Medical Research Ethics has been made responsible for administering the guidelines for including women in medical research.

### **Equality and Anti-discrimination Ombud**

- The Ombud has developed guidelines concerning equal opportunities for all in working life.
- The Ombud has developed guidelines for improving gender equality reporting. In 2007 the Ombud initiated a project for monitoring annual reports from selected municipalities with a view to ensuring that the municipalities comply with their duty to report on their efforts to promote gender equality in accordance with the Gender Equality Act.
- SaLDO is an annual publication dealing with social accounting in the field of equality and discrimination.
- The Ombud also issues an annual publication on discrimination law in practice.
- The Ombud has published "Milestones in Norwegian Women's History".
- The Ombud has published the report *Fostering caring masculinities*, describing better ways for fathers to combine work and family life. This is a cooperation project with Iceland, Germany, Spain and Slovenia.
- The Ombud has requested the Ministry of Children and Equality to extend the possibility of affirmative action for men in positions where men are underrepresented.
- The Ombud has requested the Ministry of Local Government and Regional Development to amend the Election Act with a view to ensuring greater equality in the sex distribution on municipal councils.
- The Ombud has requested the Ministry of Children and Equality to introduce a legal prohibition on questioning job applicants about pregnancy and family planning.
- The Ombud makes use of legal appeals to point out and direct attention to conditions that the Ombud considers discriminatory.

- The Ombud has launched the project "Sport for all? On gender equality in sport – a survey of resource distribution, representation and recruitment". This is a joint project with the Norwegian School of Sports Sciences. The findings will be published in autumn 2008.

## **Plans and measures in personnel policy**

### **Ministry of Children and Equality**

A working group has proposed a number of personnel policy measures for a better gender balance in the Ministry.

### **Ministry of Defence**

The awareness-raising campaign among managers with personnel responsibility and the focus on increasing the number of women in management positions have resulted in greater attention being paid to the gender perspective in internal and external hiring procedures. Particular emphasis is being given to recruiting women in areas where they are underrepresented.

### **Ministry of Foreign Affairs**

- The Ministry has developed a strategy for gender equality in personnel policy (2007–2011).
- The strategy is followed up in the annual workplans.

### **Other government agencies**

- The following is a list of plans and measures in various government agencies.
- An Action Plan for Gender Equality 2005–2008 in the Civil Aviation Authority.
- An Action Plan for Gender Equality 2006–2008 in the Tax Administration.
- Guidelines for personnel policy in the Police Services (2008–2013).
- Plan for the promotion of diversity in the Police Services (2008–2013).
- A new personnel strategy being developed in the Correctional Services, which includes gender equality.
- "Gender balance in recruitment", a measure by the Norwegian National Collection Agency.
- A large-scale strategy for increasing the proportion of women implemented some years ago by the Correctional Services. One measure was gender mainstreaming in general personnel policy at the local level.
- Gender mainstreaming in general personnel

policy in the Correctional Services at the regional levels and in the Staff Academy and the Correctional Services' IT Centre.

- Motivation courses to increase the proportion of women in management positions in the Norwegian Competition Authority.
- Motivation courses in the Norwegian Post and Telecommunications Authority to encourage women to apply for management positions.
- Cooperation between the Post and Telecommunications Authority and the University of Agder on a scheme for encouraging women students to write their Master's thesis on a subject related to the Authority's work with a view to subsequent recruitment.
- Review of the rules applying to the Civil Aviation Authority with a view to ensuring that they reflect the needs of women and men in different life phases.
- Support for the training of women in the Public Roads Administration.
- A recruitment project discover why managers resign from the Public Roads Administration and why more women than men resign from management positions.
- A strategy being prepared in the Directorate of Customs and Excise to promote diversity, including gender equality.
- The Government Agency for Financial Management has defined gender equality as a specific area of its overall personnel policy and has set specific goals.
- A plan (2008–2013) to promote diversity, including gender equality, being developed by the Police Services.

