

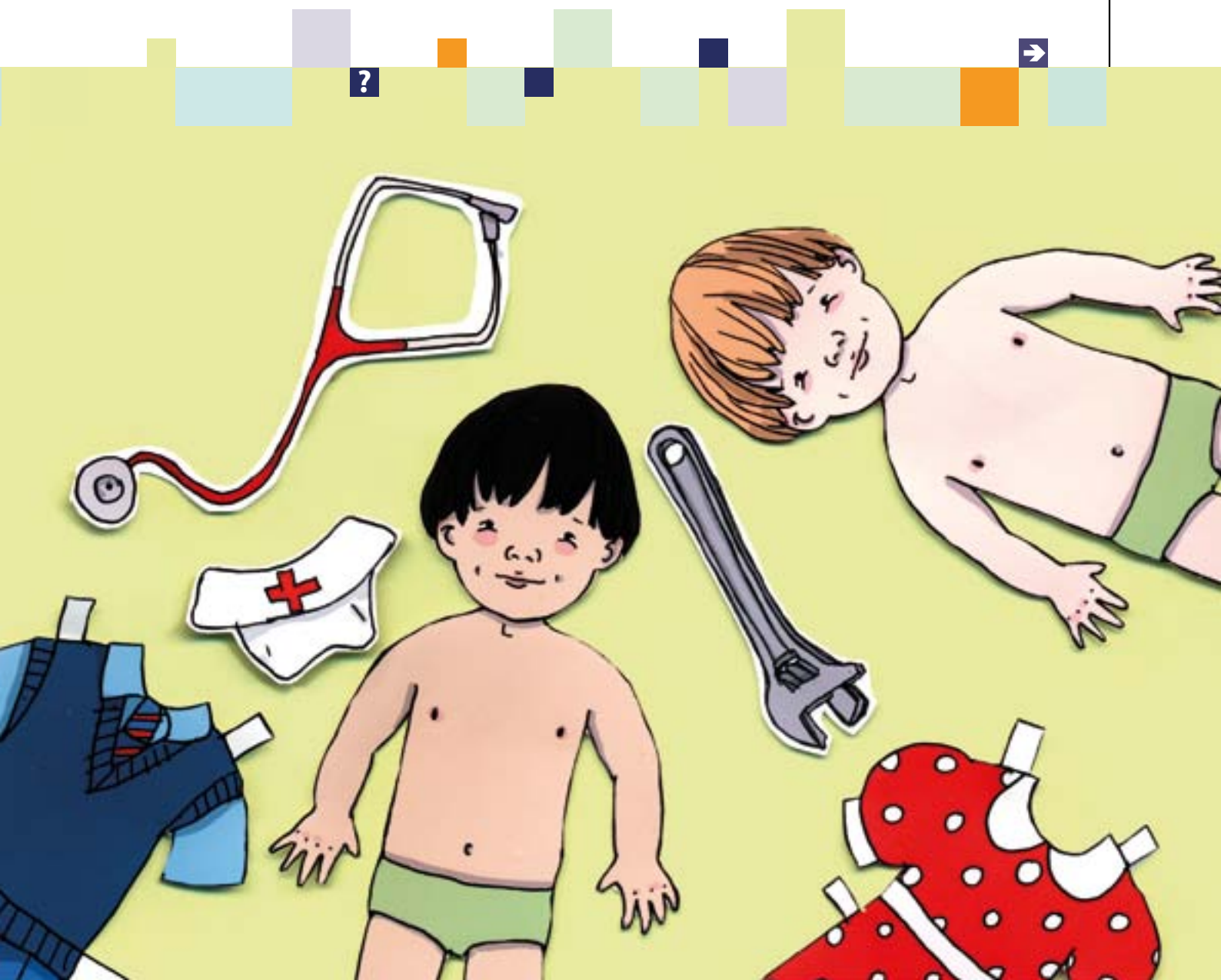


NORWEGIAN MINISTRY OF CHILDREN,  
EQUALITY AND SOCIAL INCLUSION

Action plan

# Equality 2014

– the Norwegian Government's gender equality action plan







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# Foreword



Norway is regularly nominated as one of the most equal countries in the World. Good political decisions over the years and ambitions of an equal society have yielded results. Women and men participate in working life on an equal footing and more or less to the same degree. At the same time birth rates remain high. Legal protections, generous welfare arrangements for parents and widely shared values that no-one should be discriminated against because of their gender, provides a foundation for real equality. Gender balance in the board rooms in publicly listed companies has been achieved. In Norway it is common for dads to push a stroller while mum is in a company board meeting.

The political will to see the connections between working life, family, welfare and gender equality has been crucial for us to get where we are today.

The welfare state has been and is a precondition for gender equality, but at the same time gender equality is also necessary to develop and maintain the welfare state. It is first and foremost our human resources that make Norway a rich country. Gender equality makes good economic sense. It is through participation in working life that we secure the foundations of the welfare state in the future.

We should be proud of what we have achieved, but not all goals have been reached. Despite the fact that the issue of equal pay has been on the agenda since the 1950s, we still have not achieved equal pay for work of equal value. Working life is very gender segregated,

and many women work part time. There is a need for measures to promote the inclusion of immigrant women in working life. Mothers still take out most of the parental leave. Power and resources are not equally distributed between women and men, neither in an economic nor in a political sense. The unequal gender balance in publicly elected bodies is a challenge to our democracy.

Only 17 percent of board members in privately listed companies are women. Few women are chairs of boards, and 95 percent of top-level managers in the country's biggest companies are men.

An equal society is just, profitable and in the best interest of boys and girls, women and men. Efforts must be made in all areas of society. It is especially important that the municipalities, where people live their lives, address the real challenges. Equality in practice means that both genders should have access to economic resources, positions of power and family responsibilities. We must prevent the transmission and reinforcement of traditional and unhealthy gender stereotypes.

I am proud to present the Government's first comprehensive action plan for gender equality in twenty years. The action plan emphasises the responsibility of government ministries to promote gender equality in their fields and underlines our political ambitions. I hope that this action plan will contribute to a renewed commitment and a broader understanding of the importance of gender equality in the further development of the welfare state.

November 2011

A handwritten signature in blue ink, which appears to read 'Audun Lysbakken'. The signature is fluid and cursive.

*Audun Lysbakken*



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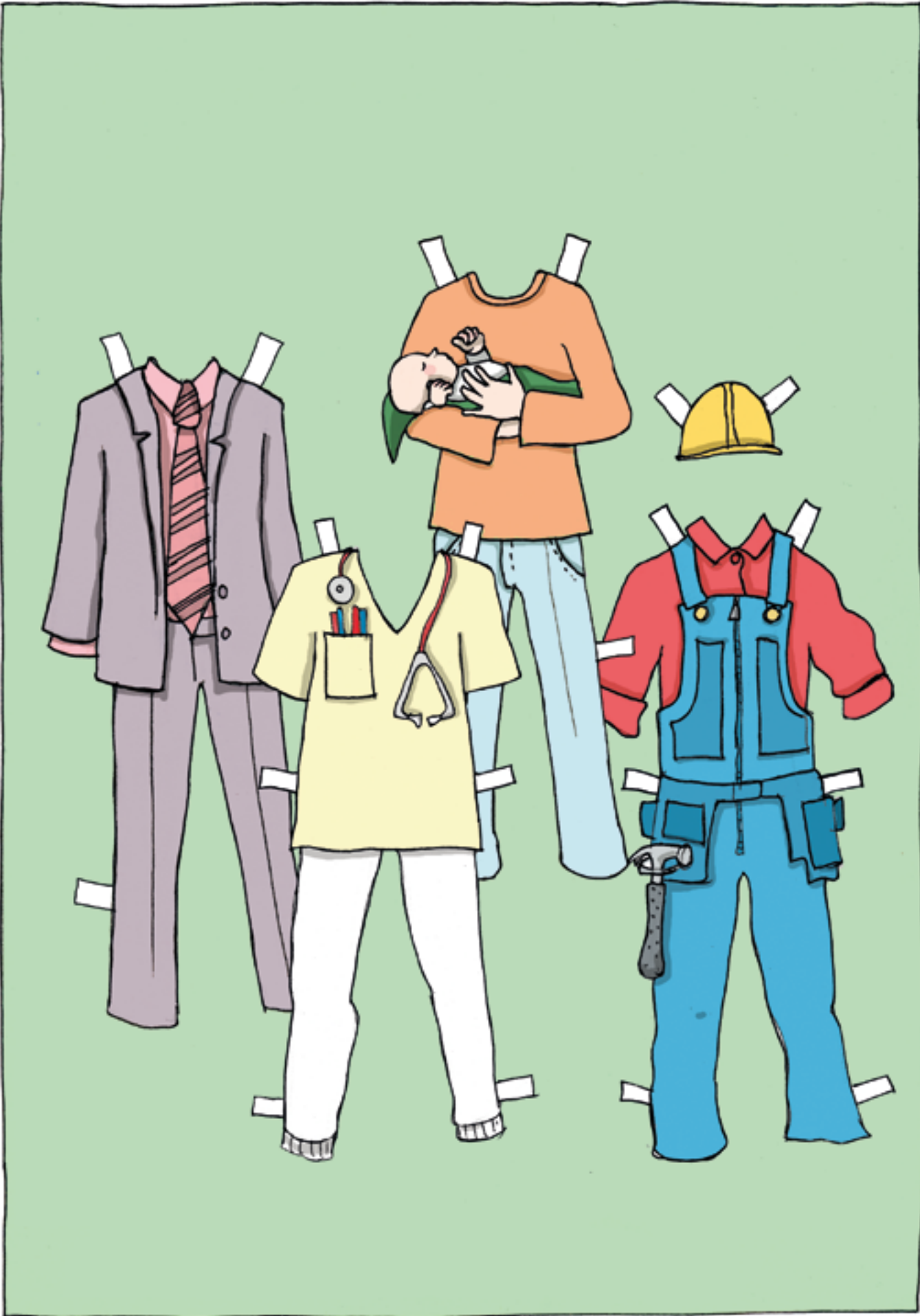
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## PART 1

# The Government's goals and new measures to promote gender equality



# Introduction

Equal opportunities and rights for women and men are basic human rights. In addition, gender equality makes good economic sense. Norway is regularly nominated as one of the best countries to live in. The emphasis on an equal society where women participate on an equal footing with men is an important explanation for this. By ensuring equal opportunities for all, both women and men, a country will achieve progress socially, economically and politically. Gender equality is therefore at the heart of the UN Millennium Development Goals and is one of the priorities in the Government's development policy.

## **THE PURPOSE OF THE GOVERNMENT'S POLICY IS TO**

- give women and men equal legal rights and combat all forms of discrimination
- ensure women and men real equality through the equal distribution of resources, responsibilities and power
- see gender in relation to ethnicity, sexual orientation, disability, age and class

Equality means that all resources must be utilised, regardless of gender, functional ability, ethnicity, age or sexual orientation. The value of the labour power and competence of the Norwegian population is many times higher than the value of the Government Pension Fund. Current and future work efforts make up about 73 percent of the national wealth, whereas oil and gas make up 12 percent of the national fortune. It is our labour force that is the foundation of our welfare.

The Norwegian Government promotes equality on all arenas, such as political participation, economic independence, absence of violence, working life and equal parenting. Norway has a long tradition of promoting equality through welfare and family policies. A number of welfare arrangements enable both parents to participate in both working life and in the family. This includes the statutory right to kindergarten, paid parental leave, the right of parents to stay home when their children are sick, the right to part-time work and so forth. Nevertheless, we often see that both men and women choose traditionally. Mothers stay home with children longer in the parental leave period, and many work part time. Meanwhile, most men only take the father's quota of the parental leave, and very few fathers work part time. To a large extent we can say that whereas women adapt their professional life to the family, men adapt the family to their professional life. Such individual choices affect career trajectories, income, salary increases and pension rights. Our individual choices also have macroeconomic consequences, i.a. for the labour market and for the national economy.

In the work to promote equality it is important to distinguish between formal and real equality. Formal equality means that all human beings should have equal opportunities to participate in different areas of society and make choices that affect their lives. But due to traditions and historical conditions, equal formal rights are not sufficient to achieve real gender equality. Real equality is about equal distribution of participation, resources, power and responsibilities.

Equality and anti-discrimination legislation is an important tool in the Norwegian Government's work to promote gender equality. However, real equality cannot be achieved only through statutory obligations. In order to promote real equality, structures that hinder equality must be challenged, changed or removed. In the work to achieve real equality it is necessary to implement laws and measures that allow special treatment of individuals who in reality are disadvantaged because of their gender.

Equality policy therefore includes a wide range of political tools in addition to laws and regulations, such as economic stimuli, information measures or other types of incentive schemes. A central strategy in equality policy is the mainstreaming of the equality perspective in all areas of policy development, on the central as well as on the regional and local levels. The Government is committed to the strategy of sector responsibility for gender equality. This means that each Ministry is responsible for gender equality within their field. However, the Ministry of Children, Equality and Social Inclusion (BLD) is responsible for coordinating equality policies.

Legislation and measures to promote equality should aim to give everybody the same opportunities to make their own choices, regardless of gender. The purpose is not to force men to stay home with children or train to be nurses. Nor is it to pressure women to return to working life just after giving birth or into leading positions. The goal is that everybody should have the opportunity to make real choices, without gender stereotypes and inhibiting structures limiting the choices that people make.

The development of equality policy should be knowledge based and conducted in close cooperation with the social partners and organisations in the field.

## ABOUT THE ACTION PLAN

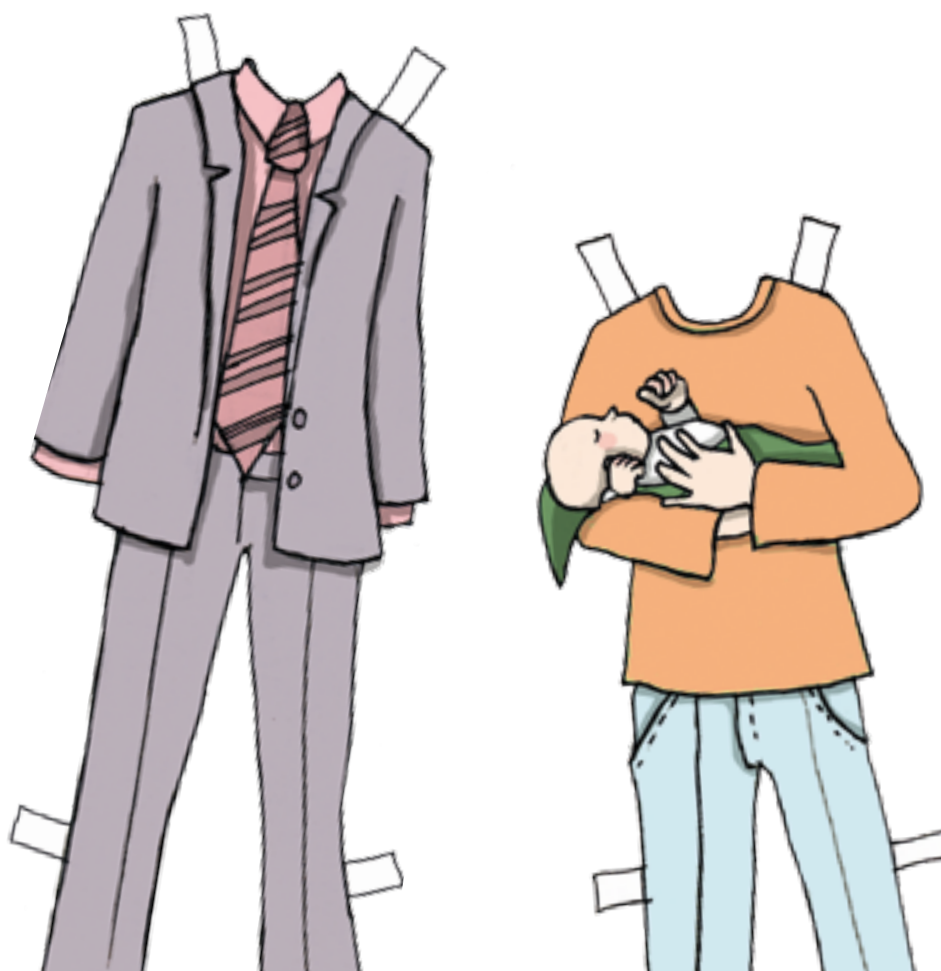
In this action plan the Government wants to provide a comprehensive description of political goals, strategies and measures to promote gender equality. The plan will be a tool to help implement and further develop equality policy in the years to come.

The Government wants this action plan to provide direction for a good debate on equality and to increased commitment among both women and men.

The action plan is divided into goal areas. Each goal area is described in a separate chapter which gives an overview of the Government's political goals in the area, key political challenges, a description of new measures and a list of equality indicators. Only the Government's new measures will be described in the goal chapters. For measures and initiatives already implemented by the Government, see overview in part 2.

While the action plan is divided into goal areas there are also clear links between the different areas. Gender segregation in working life is to a great extent the result of traditional educational choices. And the space boys and girls, women and men have in which to shape their own gender identity depends, among other things, on how kindergartens and schools address gender, what opportunities exist for diversity in working life and in men's and women's economic situation.

The action plan has a multidimensional perspective. All human beings have a biological and a social gender. The challenges in the equality field apply to the whole population. At the same time all individuals have a certain age, ethnicity, sexual orientation and varying degrees of functional ability. All these factors mean that different groups of men and women will face different challenges. There are for instance some challenges that are unique to people with immigrant backgrounds. A woman with an immigrant background may experience double discrimination, where she is discriminated against both because she is a woman and because she is an immigrant. Equality policy must take this into consideration.

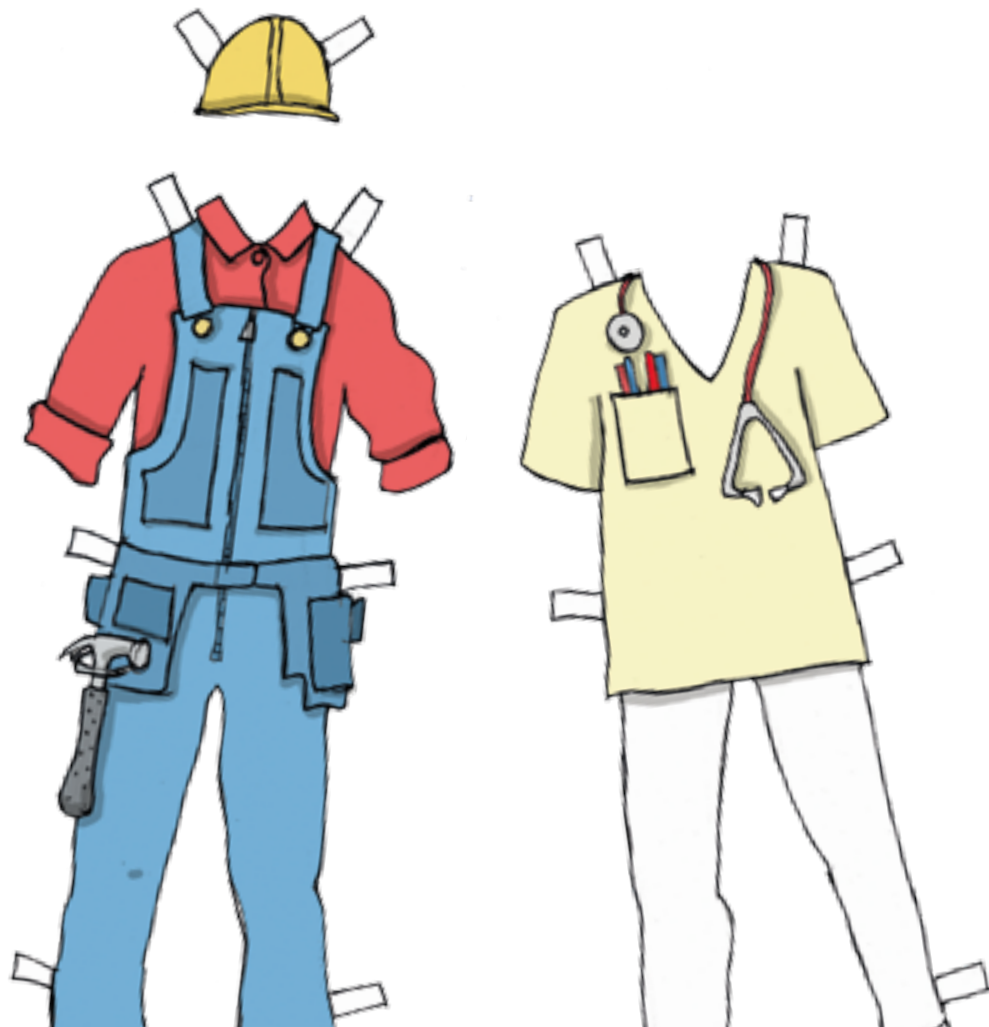


The action plan touches on the areas of responsibility of many Ministries. The implementation of the plan will be coordinated by BLD, among other things through regular reporting. The indicators in each goal chapter are designed to measure long-term results in the individual sectors of society and will be used actively in the reporting. The revision of the action plan will be seen in connection with the upcoming white paper on gender equality.

## EQUALITY POLICY FOR THE FUTURE

Equality policy must develop in pace with new social developments and tackle the cultural and social diversity of Norwegian society. Boys and girls, men and women benefit from an equal society. The Men's Panel highlighted the importance of gender equality in their proposals to the Government. This was followed up by the Government in the white paper on men, male roles and gender equality.


The Government has taken a number of initiatives to get proposals for policy development in this field. In 2010 the Women's Panel submitted their proposals to the Government. These proposals have been considered in the preparation of this action plan and will be included in the upcoming work on a white paper on equality. A Government Equality Commission has also been appointed. In autumn 2012 it will submit its recommendations on an equality policy for the future in light of ethnicity, lifecycle and social class. A special report on the institutional and organisational framework will be submitted as early as autumn 2011. Several other Norwegian Official Reports will provide a broader knowledge base on which to develop equality and inclusion policy in the years to come, among others the reports *Welfare and Migration and Better Integration*.



## THE GOVERNMENT'S NEW CROSSCUTTING MEASURE POLICIES

In addition to the Government's new policies within the nine goal areas of the action plan, the Government will introduce some crosscutting policies. These will be relevant for several of the goal areas and are therefore difficult to place in any one goal chapter.

- 1. Equal municipalities:** The Government will develop a special programme for equal municipalities. The purpose of the programme will be to increase competence on and efforts towards the integration of the equality perspective in municipal policies and services. (BLD)
- 2. New white paper on equality:** As a follow-up to the recommendations the Government has and will get from i.a. the Equality Commission the Government will begin the work on a white paper on equality policy (BLD)
- 3. Forum for equality in working life:** BLD will establish a forum where civil servants and the social partners can cooperate on specific, practical measures in the action plan. (BLD)
- 4. Nordic Council of Ministers:** In 2012 Norway holds the Presidency of the Nordic Council of Ministers, where equality policy will have a central place. Important proposals for measures that will be considered include a report on Nordic equality policies targeted at men, workshops on the recruitment of men to care professions, a children's book anthology and an expert meeting on gender balance on company boards. (BLD)
- 5. The follow-up of the Nordic Youth Study:** A research project at Norwegian Social Research (NOVA) called *Youth, gender and equality in the Nordic countries*. (BLD)



What are you going to be when you grow up, my boy?

A beautician

Electrician?



## GOAL 1

# On muscles and miniskirts – combating gender stereotypes

Boys and girls, women and men have significantly more freedom of action today compared to a few decades ago. Both men and women live their lives and work in professions that were unthinkable in the 1950s and 1960s. Today men push prams and take parental leave, while women have demanding positions on corporate boards of directors and are professional athletes. Still there is not full gender equality. Men own more, earn more and have the most prestigious positions. Women still take the main responsibility at home and with the family and work part-time in the health and care sectors. How can we contribute to a development where boys and girls are not locked in traditional norms, but have greater freedom to choose contrary to expectations and in line with their own interests?

### WHAT THE GOVERNMENT WANTS TO CHANGE

- The Government wants room for a multitude of roles so that girls and boys, men and women, irrespective of background, have ideal freedom to choose regardless of traditional expectations
- The Government wants to combat a commercial market that targets children and young people and reinforces gender stereotypes
- The Government wants to reduce the pressure on both boys and girls to have the perfect body and combat a fashion ideal which is hostile to the body
- The Government wants to ensure that children and young people feel confident about their own body and sexuality

## BACKGROUND

Through political work and thanks to great commitment from private individuals and organisations we as a society have changed traditional gender roles and social norms. Particularly the freedom of action for girls and women has increased, and the battle for freedom for homosexuals and lesbians has led to greater acceptance for different ways of being a man and a woman.

Most people agree that both heredity and the environment influence people's development and the choices we make. Through external influence, such as parenting, we learn from the moment we are born what is expected of us as women and men. We adapt to these expectations, make them our own and gradually act accordingly.

The freedom of action for girls has increased in the last 30-40 years. Even if many girls still make traditional educational choices, the share of women in traditionally male workspaces such as law, medicine and economic and administrative subjects has increased significantly. Women have also made their entry into for instance politics and sports. Girls and women today constitute around 40 per cent of all active athletes, an arena which until a few years ago was dominated by men. There is also much evidence that the girl role is changing, which research findings in schools confirm.

The opportunity for boys and men to choose contrary to expectations has changed to a lesser degree. Men who choose unconventionally can still experience negative reactions, such as having their masculinity challenged by people around them. Still time use studies show that men on average do more domestic work today than earlier, and that the father role is expanded. Fathers today take greater part in children's everyday lives, experiences and activities. More fathers take longer parental leaves than they did before.

There is still a need to challenge narrow definitions of gender roles. Men and women, boys and girls often meet traditional norms associated with gender. For example there still exists a clear expectation that the mother has more responsibility for the care of small children. When women in leading positions in business or politics become mothers, they are asked far more often than fathers in the same position how they plan to combine motherhood and their career.

For many breaking with traditional gender stereotypes means breaking with strong social control. There is much evidence to suggest that some young people in strongly patriarchal or closed environments face more expectations of what a girl or a boy can and should do and say, and that they live under stronger social control than other youths. For many this is associated with traditional gender roles, which prevents women from participating on a par with men. In some cases the norms and expectations faced by some young men with immigrant backgrounds can be strong. They may have the role as their sisters' guardian imposed on them. Conflicting pressure arises between the expectations of the family and expectations of the majority society. Nevertheless, all individuals have the right to make their own choices.

Advertising can create a growing body image pressure and force especially children and young people into an unhealthy body ideal which very few can live up to. Women as well as men are represented as objects in public space, for instance in adverts. The Marketing Control Act regulates gender discriminating advertising and is based on gender equality motives. The act is enforced by the Consumer Ombudsman and the Market Council. The Consumer Ombudsman receives around 50 complaints a year about gender discriminating advertising. The act "shall ensure that the marketing does not conflict with the equality of the sexes and that it does not exploit the body of one of the sexes or convey an offensive or derogatory appraisal of women or men." We also see examples of gender stereotyped advertising.

A Norwegian and an international study show that half of all girls feel too fat, even if they objectively speaking are not. The share of boys and men who are dissatisfied with their own bodies will soon be the same as we find among girls and women. In addition 20 per cent of boys aged 12-18 are at risk of developing eating disorders.

At the same time as young girls and boys become more aware of their own bodies, they enter puberty and become more conscious of their own sexuality. Young people get information about this from school, health visitors and different online services. In later years the Internet has opened new possibilities to find information online. Young people need a safe environment to explore their sexuality and become conscious of their own limits. Sexuality should be without violation. Stripping and porn are based on sale of the body and sex and are impediments to achieving the goal of gender equality in society.

## NEW MEASURES

6. **Dialogue:** The government wants to enter into dialogue with the advertising industry and the media to reduce the level of advertising which contributes to unattainable body ideals for young men and women, including retouched advertisements. (Ministry of Children, Equality and Social Inclusion, BLD)
7. **Study:** The government will investigate the need for compulsory labelling of retouched advertisements and the influence of such advertising compared to other “media”. (BLD)
8. **Information about rights to women with immigrant backgrounds:** Information to women with immigrant backgrounds about rights in selected gender equality and family policy areas will be strengthened through different activities. This includes adapted information in BLD’s domain, competence enhancement among teachers of Norwegian language and society for adults with minority language backgrounds, cooperation with Legal Advice for Women (JURK) and dialogue with relevant voluntary organisations. (BLD)
9. **Regional meeting places:** Reform – the Resource Centre for Men will co-ordinate regional conferences for and with men and boys with minority backgrounds. The theme will be how men can contribute towards inclusion and gender equality in practice. (BLD)
10. **Sami men’s conference:** During Norway’s term as chair of the Nordic Council of Ministers a Nordic conference on gender equality and the male role in a Sami context will be organised. The conference will be held in cooperation with KUN Centre for Knowledge and Gender Equality, the Sami Parliament, Gáldu – Resource Centre for the Rights of Indigenous Peoples and Reform. (BLD)
11. **Dialogue:** The government wants to enter into dialogue with the clothing and toy industries in order to break with traditional gender stereotypes aimed at children. (BLD)
12. **Gender-based social control:** During Norway’s presidency of the Nordic Council of Ministers in 2012 the government will follow up initiatives from the Danish presidency in 2010 associated with social control of young people with immigrant backgrounds. During the Norwegian presidency the perspective will be broadened to encompass gender-conservative environments generally. In 2010 the Danish Minister for Gender Equality took the initiative to organise a Nordic workshop for practitioners. Norway will follow up this measure and assess if further measures are necessary. (BLD)
13. **Masculinities studies conference in 2012:** The conference will take research on men and gender equality as its starting point and trigger debate on Nordic gender equality policy targeted at men. The conference, which will receive funding from BLD, is organised by Centre for Gender Research (University of Oslo) in cooperation with the Nordic Association for Research on Men and Masculinities, Reform and the Nordic Gender Institute. (BLD)
14. **Women’s conference:** BLD will take the initiative to organise a conference on gender equality and feminism in cooperation with women’s organisations. (BLD)

## INDICATORS

- Different professions, including management positions, by gender and immigrant background
- Gender distribution among employees in public and private sectors
- Parental leave benefit use among fathers and mothers, in per cent
- Reported cases of gender discriminating advertisements to the Consumer Ombudsman

## GOOD EXAMPLE

**Project Lily** The project aims to increase the recruitment of young people, and especially girls, to education and work in the natural sciences, particularly in mathematics, physics and technology. Project Lily and its research fellows is a cooperation project between the employer and employee organisations, the government and others. See <http://www.naturfagsenteret.no/c1515601/prosjekt/vis.html?tid=1512157>



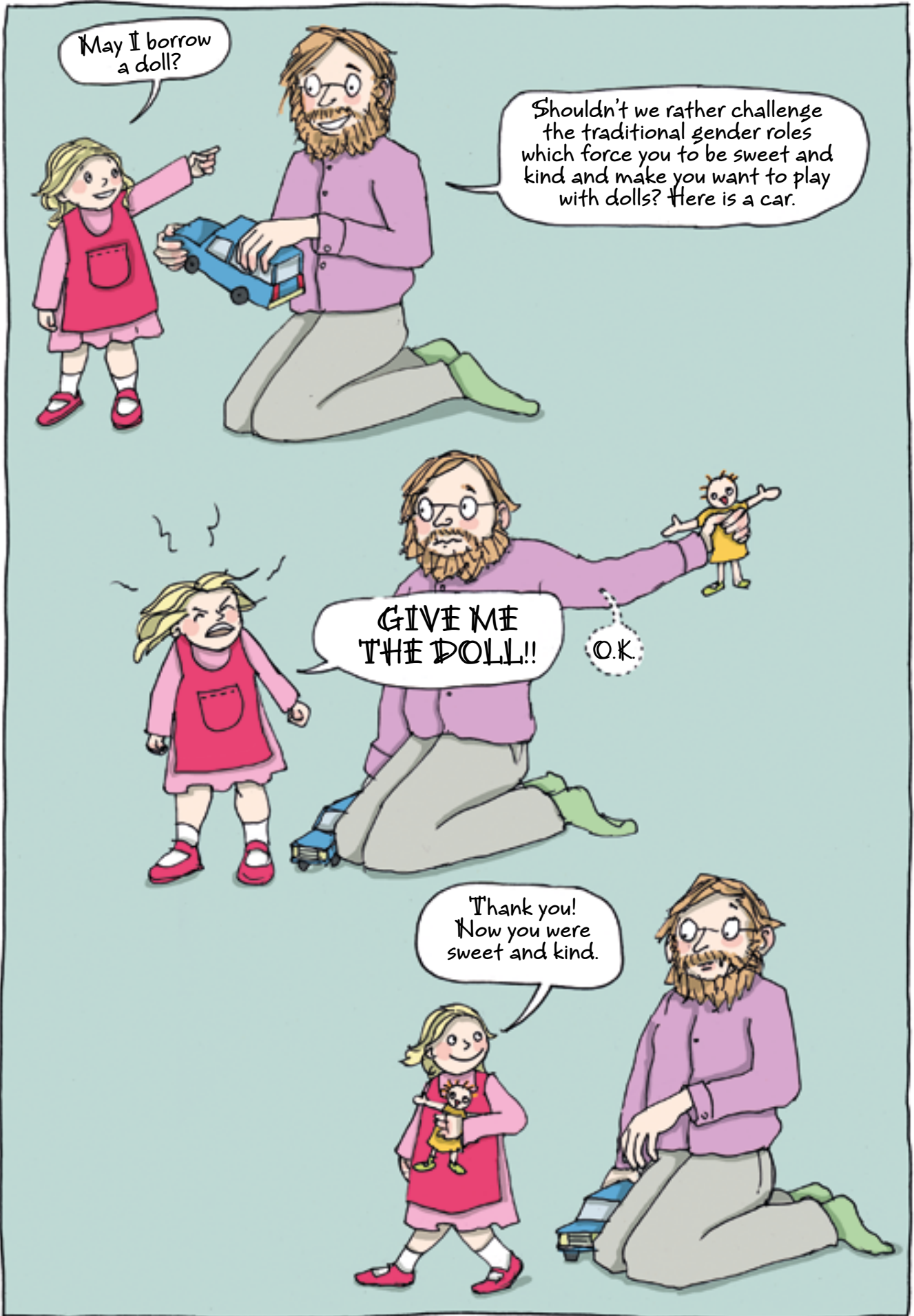
May I borrow a doll?

Shouldn't we rather challenge the traditional gender roles which force you to be sweet and kind and make you want to play with dolls? Here is a car.

GIVE ME THE DOLL!!

O.K.

Thank you!  
Now you were sweet and kind.



## GOAL 2

# Gender equality for the future – increase awareness of equality in kindergartens<sup>1</sup> and education

The education level in the Norwegian population is high among both men and women. The Government has implemented and initiated gender equality policy measures in several areas within kindergartens, schools and institutions of higher education. Norway has, among other things, achieved better results than the EU countries in terms of the share of men in kindergartens. Still we have challenges in several areas. Even if kindergartens and the education sector are instructed to work to promote gender equality, studies show that awareness of gender equality and gender roles is low. We have a relatively high percentage of drop-outs in upper secondary education, which particularly affects boys, and in some subject areas the educational choices are very gender divided.

### WHAT THE GOVERNMENT WANTS TO CHANGE

- The Government wants kindergartens and the education sector to promote gender equality and combat all forms of discrimination
- The Government's goal is zero tolerance for sexual harassment in all schools
- The Government wants to reduce drop-out rates in upper secondary education
- The Government wishes to stimulate more untraditional educational choices for boys and girls in upper secondary and higher education
- The Government wants to work to increase the share of men employed in kindergartens to 20 per cent and men employed in primary schools to 40 per cent
- The Government wants a better gender balance among students in pre-school teacher education, primary school teacher education and child welfare education

<sup>1</sup> Kindergartens are pedagogical institutions that comprise education and care for children 0 – 5 years of age.

## BACKGROUND

Boys' and girls' learning results in primary and secondary education differ in favour of the girls. In PISA there are significant gender differences in reading in favour of girls in all countries. There is a weak tendency that gender differences have increased in the period 2000 to 2009 in the Nordic countries as well as in the OECD overall. The reading results in PISA are measured in 5 levels where 5 is the highest. It is particularly important to focus on the share of pupils below level 2 and work to reduce it. Even if the majority of these pupils technically speaking can read, their reading competence may turn out to be so poor that it limits their opportunities for further education, employment and in other situations in life. Among Norwegian girls there are 8 per cent who score below level 2, while the corresponding number for boys is 21 per cent. Readers on level 4 and above may be characterised as strong readers, and in Norway 22 per cent of boys and 39 per cent of girls score on these levels in 2009.

To complete upper secondary education is an important prerequisite for entering the labour market. The battle to reduce drop-out rates therefore has high priority in the Government's education policy. The government has launched a new initiative, "NY GIV" (approx. "new deal/initiative" – completion of upper secondary education), to get more people to finish.

There are more girls than boys who complete upper secondary education. In 2005 75 per cent of girls and 64 per cent of boys had completed after five years. In the Sami areas the differences are slightly higher. Lowest completion rate can be found among immigrant boys (at 42 per cent). Among girls and boys with immigrant backgrounds born in Norway there is, however, positive development with decreasing drop-out rates. People born in Norway of immigrant parents, and especially women, take higher education to a larger degree than the population average. Generally, drop-out rates are related to poor primary school results. Early intervention is therefore important.

Women have increasingly applied for traditionally male-dominated educations such as medicine, economics and administration. At the same time there have been few changes in men's educational choices. In university colleges women dominate overall, but

the traditional gender division is strong with women in health subjects and men in technical subjects.

The Government has allowed the use of gender points for admission to higher education in special cases, but thinks it is important that this is done in a way that does not threaten quality. Gender points are most effective where there are more qualified applicants than the total number of students entered – not where everyone who applies is admitted. The Government does not want to govern educational and vocational choices, but wants primarily to emphasise systematic work to change attitudes and active measures.

The goal to balance differences in choice of education is important in order to achieve economic equality. Better balance will also make it easier for boys and girls to choose without having to consider what is regarded as possible or appropriate for their gender. Work-force demands are large and will increase in future, particularly in the female-dominated professions in the health and care sectors. It is particularly important to increase male recruitment to these professions. Administrative regulations make clear that each individual pupil shall be aided to develop and make use of his or her resources without consideration of traditional gender roles. A report from SINTEF shows that neither advisors nor schools give much attention to gender perspectives. The report criticises the lack of measures specifically aimed at boys.

An evaluation of how the Framework Plan for the Content and Tasks of Kindergartens was implemented, used and experienced, *Alle teller mer* ('Everyone counts more'), and the status report for gender equality work in Norwegian kindergartens 2010, *Nye barnehager i gamle spor? Hva vi gjør og hva vi tror* ('New kindergartens following old patterns? What we do and what we think'), both point out that awareness about gender equality and gender roles is low among employees in kindergartens. It seems as if there is a knowledge gap when it comes to practical work on gender equality in kindergartens.

An increase in the share of men working in kindergartens and schools will promote contact between children and men, provide more diversity among employees, combat a gender-segregated work market and contribute to changing gender-stereotypical expectations that women are best suited to care for and edu-

## GOOD EXAMPLE

### Project “Free Choice” in Agder

A project run by the Agder Council. A ten-year effort that shall contribute to good gender balance in working life in Agder and help youths choose on the basis of their own talents and desires. [www.frittvalg.no](http://www.frittvalg.no)



cate children. It is also important that kindergartens and schools themselves try to combat stereotyped expectations for male and female employees.

Even if we are still far below the goal of 20 per cent male employees in kindergartens nationwide, Norway is the country that has achieved the best results compared to the EU countries. There has been a big increase in the number of men who work in kindergartens, but the increase in per cent has been smaller due to the sharp increase in the number of kindergartens in later years. The share in 2010 was at around 10 per cent. The number of men who have been accepted to and have completed pre school teacher training, has increased.

In schools, too, there have been challenges in recruiting male employees. In primary school 30 per cent of teachers are men, while in upper secondary school there is good gender balance. The percentage of men who apply for teacher training has risen, but the

Government wants more men to the teaching profession. In particular, the Government wants more men in the lowest grades. One of the goals of the GNIST campaign was to recruit more men with minority-language backgrounds to schools.

Surveys in different parts of society show that girls and women to a larger extent are exposed to sexual harassment, but that boys and men are also affected. Children and young people should experience safe and responsible adults who can help them if they are victims of harassment. School management is responsible for ensuring that routines and resources are in place in the individual school. Discrimination, harassment and bullying should not be a problem that is solved by those who are victims of such wrongs.

## GOOD EXAMPLE

### Gender Loops

Gender Loops Example Collection – practices which can promote gender equality and gender sensitivity in kindergartens. Reform [www.reform.no/images/stories/pdf/Gender.pdf](http://www.reform.no/images/stories/pdf/Gender.pdf)



## NEW MEASURES

15. Increased competence in kindergartens: Develop and implement measures for increasing employee competence in practical gender equality work in Norwegian kindergartens so that work in kindergartens reflects the basic values of the framework plan. (Ministry of Education and Research, KD)
16. Gender equality teams in all counties: Gender equality teams will be organised. They will work to recruit and keep men in kindergartens. Based on experiences and local needs, provisions will also be made for raising competence, local development work and exchange of experiences to promote gender equality between boys and girls in kindergartens. (KD)
17. Status survey: Conduct a new status survey for the gender equality work in kindergartens in 2014. (KD)
18. Children's book anthology: In cooperation with the Nordic Council of Ministers the Government will consider supporting a Nordic children's books anthology. The book will consist of a selection of Nordic texts which highlight gender and gender roles. (BLD)
19. Manifesto against bullying: The Government will consider following up the prevention of and fight against gender-related bullying through the Manifesto against Bullying. The Manifesto against Bullying is a binding cooperation between the Government, the Norwegian Association of Local and Regional Authorities (KS), the Union of Education Norway, Norwegian Union of Municipal and General Employees, Skolenes landsforbund (National Association of Schools), the Association of School Leaders, the National Parents' Committee for Primary and Secondary Education (FUG) to promote good and inclusive living and learning environments for children and young people. (KD)
20. Courses on limit setting: Develop courses on limit setting, gender, body and sexuality for girls and boys in upper secondary education. (BLD)
21. Short films on gender equality and gender roles: The Government will commission four short films on gender equality for use in social subjects in comprehensive schools (to fifth form). (BLD)
22. Competence development to improve boys' reading skills: PISA results show that boys in lower secondary education have particularly weak results in reading. KD will launch efforts to raise competence in reading training for boys as detailed in Report to the Storting no. 22 (2010-2011) *Motivasjon – Mestring – Muligheter* (Motivation – Mastery – Opportunities). (KD)
23. Educational guidance: Information to pupils and parents on enlightened and conscious educational choices. (KD)
24. The subject Educational Choices in lower secondary schools: Consider measures to investigate how gender is addressed in the teaching of this subject. Followed up in Report to the Storting no. 22 (2010-2011) *Motivasjon – Mestring – Muligheter*. (KD)
25. Teacher and primary teacher training: The NOKUT report and the advice given in the Gender Loops report *Integrering av perspektiver på kjønn og likestilling i førskolelærerutdanningens fagplan* (*On Integration and Perspectives on Gender and Equality in the Curriculum for Pre-School Teacher Training*) will be followed up with regard to awareness of equality and gender in teacher and pre-school teacher training. (KD)



26. Increase competence among teachers and advisors: In the course of the action plan period the Government will consider launching a project to ensure that advisors and teachers in lower and higher secondary schools to a larger extent address the gender and equality perspectives in their work. The goal is to even out gender differences between boys and girls in their choices of education and line of study, and at the same time ensure that the needs of pupils with minority backgrounds are met. (KD)
27. The gender perspective in supplementary training of advisors: Consider how the gender perspective is integrated in supplementary training of advisors. Dialogue with relevant institutions. (KD)
28. The pilot project at the Child welfare education at Oslo and Akershus University College of Applied Sciences (HiOA): A three-year pilot project to increase recruitment of men and students with minority backgrounds to child welfare pedagogy education. HiOA will establish a national reference group to ensure contributions and exchange of experiences among the different specialists nationwide. (BLD)
29. Uke Sex (Week Sex) in Norway: Uke Sex and the pupil-run website [www.sexfordeg.no](http://www.sexfordeg.no) are part of a pilot project and a campaign which offer free material for teaching about sexuality for 7<sup>th</sup> to 10<sup>th</sup> grade. Uke Sex is adapted to suit teaching to different grades, subjects, genders, sexual orientations, social and ethnic backgrounds and differences in terms of maturity, sexual development and experience. (KD)

## INDICATORS

- Pupils in upper secondary education by education programme, gender and immigrant background
- Students in higher education by field of study and gender
- Share of men employed in kindergartens and schools
- Share of kindergartens which have one or more male employees

I understand that you want  
parental leave and the father's quota.  
But breastfeeding breaks?



## GOAL 3

# A chance to balance – family friendly working life and equality in parenting

Almost as many women as men are active in working life in Norway, and the birth rate is high. However, the parenting roles of mothers and fathers differ. Mother still takes the lead responsibility in caring for children and house work, while father is the main provider. Nevertheless, the good opportunities to combine family and working life are an important reason why Norway manages so well both economically and as a welfare society. Working life plays a key role in giving fathers and mothers a chance to adapt work to family life. A better balance between the care roles and work activities of fathers and mothers will give fathers a better connection with their children and mothers more time for work activity.

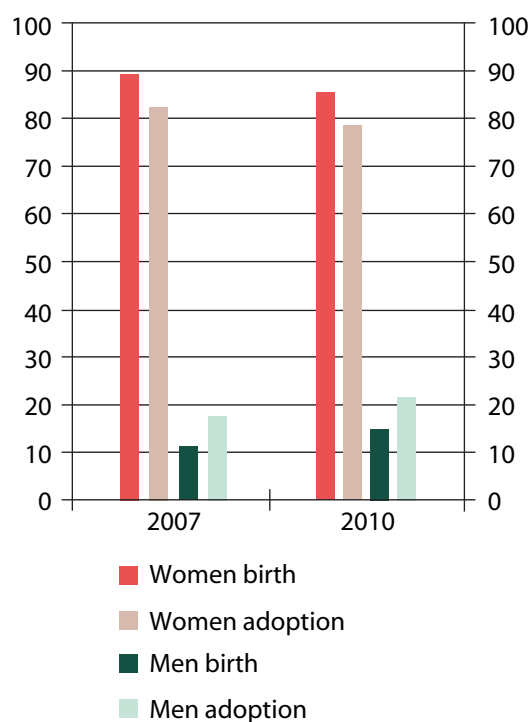
### WHAT THE GOVERNMENT WANTS TO CHANGE

- The Government's goal is that working life should provide better opportunities for both fathers and mothers to combine working life and family life
- The Government's goal is that parents should divide the parental leave period more equally
- The Government's goal is that employees should not be discriminated against because of pregnancy and parental leave periods
- The Government's goal is that children should have the best connection possible with both parents, also when the parents do not live together.

## BACKGROUND

Men and women who live in equal relationships and share house work and care for children more or less equally, report higher quality of life than others. There is also less violence in families with equal parents. Parents who share the parental leave period have more children and more rarely get divorced than others. Fathers who have been home alone with children during the parental leave period follow them up more than fathers who have not had sole responsibility for the child during the parental leave period. Furthermore, fathers who use the father's quota spend less time at work even when the children get older. Father's parental leave also influences mother's salary development – mother's future salary increases for every month father is on leave. In other words, when fathers use the father's quota, it leads to more equal parenting even after the leave period is over. Nevertheless, it is often the case that women adapt work to family, whereas men adapt family to work. Fathers of small children spend more time at work than mothers of small children. Father is prioritised when it comes to career – 63 percent of fathers and 24 percent of mothers consider their job to be more important than that of their partner. Whereas father feels that the career train leaves now or never, mother tells herself that there is always the next train.

*Father's and mother's use of parental leave benefits at birth and adoption in 2007 and 2010:*



We have a long paid parental leave period, paid absence when children are sick and rules about the right to reduced working hours due to caring responsibilities. These welfare arrangements are directed at both mother and father. Nevertheless, mothers make use of both paid parental leave and the right to reduced working hours to a much greater extent than fathers. Even though fathers with strollers are a common sight in our age, mothers use almost all the leave days both in case of birth and adoption. This indicates that attitudes and traditions among mothers as well as fathers have a greater impact on how parents share the leave period than biology and physical factors. The vast majority of fathers who have the right to the father's quota, uses this right. Some fathers do not get parental benefits, even though they have earned this right, because mother does not enter the work force, education or similar (the activity requirement).

## FACTS: THE PARENTAL BENEFIT SCHEME

- Parental benefits ensure parents' income in connection with pregnancy, birth and adoption
- Occupationally active people who have had a pensionable income for at least six of the last ten months before the start of the benefit period, have the right to parental benefits from Nav.
- The parental benefit period at birth is 47 weeks with 100 percent salary compensation or 57 weeks with 80 percent salary compensation. Nav covers incomes up to six times the national insurance basic amount per year.
- Three weeks before and six weeks after birth are reserved for the mother for medical reasons.
- 12 weeks are reserved for the father (father's quota). The father has a right to the father's quota when both parents are entitled to parental benefits.
- 26 weeks of full compensation or 36 weeks with 80 percent compensation can be split between the parents if both are entitled.
- If the father claims parental benefits beyond the father's quota, or if the mother has not earned the right to parental benefits, it is a requirement that the mother is in a work-oriented activity (activity requirement). Employment, full time studies at an accredited educational institution or participation in the introduction programme for recent immigrants are examples of activities that meet this requirement.
- Parental benefits can be combined with work until the child is three years old.

Despite generous welfare arrangements and protection through the Working Environment Act, both mothers and fathers may feel that it is challenging to return to work after parental leave. This is more to do with the lack of systematic human resource policies than with intentional discrimination. Conditions at the work place affect father's use of parental leave, to what extent he drops off and picks up his children in kindergarten and working hours after the leave period is over. It is necessary to have a culture and a management which not only accepts, but also supports the needs of both fathers and mothers to take parental leave and work shorter or more flexible hours. Leaders who are able to strike a good balance between work and private life are a source of inspiration!

Family-friendly human resource policies are also an advantage for employers. Employees are happier with their jobs and their work place. Moreover, family-friendly human resource policies can also be a competitive advantage in the recruitment of new employees.

While part time work is uncommon among fathers, almost 40 percent of women with children under the age of 16 work part time. The share of mothers who work part time shows a slowly declining trend – in other words, more mothers work full time. It is also a positive trend that fewer men work long hours.

Even though about 75 percent of all children still grow up with both their parents, a large number of children experience that their parents split up. The legislation aims to give children the best contact possible with both parents after the break-up. In decisions on residence and contact issues the best interests of the child shall be the primary consideration. In the case of break-ups most parents decide that the child shall reside with mother. However, there seems to be a growing number of parents who choose dual domicile or grant extensive contact rights.

## NEW MEASURES

- 30.** Dividing the parental leave period in three: The Government wants to divide the parental leave period in three. Earmarking one part for mother and an equal part for father will highlight the fact that the rest of the leave period belongs to both parents, and that they actively have to decide how they want to divide it among themselves. (BLD)
- 31.** Expand the father's quota: In order to promote a more equal distribution of the parental leave period, the father's quota was expanded from 10 to 12 weeks for children born or adopted as of 1 July 2011. The Government's goal is to expand the father's quota to 14 weeks (Soria Moria II). (BLD)
- 32.** Fathers' circles: Fathers' circles invite new fathers to discuss various aspects of being a dad and give fathers a chance to meet other fathers in the same situation. BLD will provide funding for information activities and support the establishment of fathers' circles in Norwegian municipalities. (BLD)
- 33.** Strengthen competence on fathers and equal parenting in public services: Develop standardised courses directed at employees in municipal services, such as child health centres and teachers at the introduction programme for recent immigrants. The purpose is to promote early involvement of the father and motivate both parents to share care for children more equally. (BLD)
- 34.** Good information to parents: Secure good and gender neutral information to fathers and mothers who contact Nav in connection with childbirth. In dialogue meetings with the Labour and Welfare Service BLD will stress how important it is that Nav, both in their oral and written communication, clearly inform fathers and mothers about the possibilities parents have for sharing parental benefits. (BLD)
- 35.** Conferences about family-friendly working life: In 2011 BLD will organise two regional conferences to increase awareness of and commitment to a family-friendly work environment also for men. (BLD)
- 36.** Project on family-friendly working life: BLD will support a project by KUN centre for Knowledge and Gender equality, which will examine how women and men can share care responsibilities more equally, and how participating businesses can arrange for a better balance between work and family also for fathers. (BLD)
- 37.** Life cycle dialogue: The Government, in collaboration with the social partners, will consider developing a model for a life cycle dialogue between expectant fathers and mothers and their closest supervisor. The purpose of the dialogue is to stimulate reflection on how to balance work and family, and to inform about rights and opportunities. (BLD)
- 38.** Parents' rights: The Government will examine whether there is a need to clarify employee rights during and after parental leave. The goal is that employees' salaries and work situation should not suffer as a consequence of taking parental leave. (BLD)
- 39.** Nursing break: The Government considers a proposal to introduce the right to 1 hour nursing break per day until the baby turns one year, paid for by the employer. This will allow women to return to work sooner after giving birth and thus promote a more equal sharing of parental leave and care responsibilities between mother and father. (BLD)

## GOOD EXAMPLE

### **Kantega AS**

Kantega is one of Norway's leading consulting companies within system development, integration and application outsourcing. Kantega is an employee-owned company and aims to be a leader in workplace satisfaction. Their corporate culture is based on equal opportunities, solidarity and gender equality in practice. Both genders should experience full equality with regard to salaries, influence and career opportunities. Kantega emphasises a good social environment, generous welfare arrangements and family-friendly working conditions. In 2008 the company was awarded Gullriset, the prize for Norway's most family-friendly workplace. In 2007 and 2008 the *Financial Times* picked Kantega as one of the best workplaces in Europe. [www.kantega.no](http://www.kantega.no)



## INDICATORS

- Use of parental benefits by fathers and mothers, in percent
- Use of graded parental benefits by gender
- Use of care benefits among fathers and mothers who participate in the introductory programme
- Overtime among fathers and mothers with small children
- Number of contact days when the child resides with one of the parents

Would you like to come to a Tupperware party at my house on Tuesday?





## GOAL 4

# Breaking the barriers

## – better gender balance in all parts of the labour market

Norway has a gender-segregated labour market. To a large degree, women and men work in different industries, sectors and professions. Female-dominated professions are not as well paid as male-dominated professions, and part-time work is more widespread in female-dominated work places. In addition there are far more men than female managers.

The uneven gender distribution in working life affects the individual's choice of professions and positions. The uneven gender balance in working life also means that we do not take full advantage of the resources and talents of both sexes. What is more, conflict levels are lower and satisfaction is higher in work places with better gender balance.

### WHAT THE GOVERNMENT WANTS TO CHANGE

- The Government's goal is that more professions and positions will have better gender balance
- The Government wants to increase the share of women in top management in the public sector and facilitate for more women in top management in the private sector
- The Government wants to stimulate more women with immigrant backgrounds to be employed
- The Government's goal is to reduce involuntary part-time work, and pave the way for full time work

## BACKGROUND

Norway has a high employment rate among both men and women. Of people aged 25-66 years 86 per cent of men and 79 per cent of women are part of the workforce. Also among women and men with immigrant backgrounds, more men than women are employed. Here women's work participation varies with country origin.

Working life in industrialised countries is to a large extent gender segregated. That means that many professions are dominated by either women or men. The uneven gender balance is closely associated with the big gender differences in education (see goal 2). In Norway only around one in five employees are found in work places where both sexes are represented with at least 40 per cent. In the private sector men are in a majority and constitute 63 per cent of the employees. In the public sector women dominate, constituting close to 70 per cent of all employees. In the health care and welfare sectors 83 per cent are women, while 92 per cent of those who work in construction are men. One example of an industry with an even gender balance is professional services (for example real estate management, legal advice services, accounting, advertising, architecture and advising engineers) with 47 per cent women and 53 per cent men.

Even if women constitute around half of all employees, two in three managers are men. In top management the difference is even bigger; among managing directors women only make up 16 per cent.

It is important to see the gender-segregated labour market as a challenge and an opportunity rather than a static condition. A good example showing that change is possible are the police force, where more than 40 per cent of the workforce are women. The change from male dominance to almost gender balance has come in the course of relatively few years, and the new workforce has become a resource for the police. The Armed Forces, too, work purposefully to increase the number of women among conscripts as well as among employees. International comparisons suggest that the potential for more women in the Armed Forces is significant. A number of countries have a higher, and in some cases, a much higher share of women than Norway.

Academia is also gender-segregated, not least when it comes to the highest academic positions. Even if there have been huge changes in the gender balance among students, the degree to which these changes are reflected varies significantly between different disciplines. Since the mid-1980s women have been in a majority among students in higher education, and today they constitute a little over 60 per cent. The gender balance among those who complete a doctorate has also improved in the last decades. While there were 10 per cent women who completed a doctorate in 1980, the percentage of women today is at around 45. The share of female professors, however, is still at around 20 per cent.

In the last decade the share of men in user-oriented nursing and care services has been at around 10 per cent. At the same time, the biggest challenge in the care sector in the years to come is to recruit enough trained personnel. Recruiting more men will therefore contribute to meeting the need for increased staffing in this sector.

Norway has around 350 public limited companies (plc., Norw. "ASA") and around 212 000 limited companies (Ltd, Norw. "AS"). The boards in private companies have traditionally been very male-dominated. In 2008 there were around 40 per cent women on public limited company boards compared to only 7 per cent in 2003. The strong increase is due to the law that was passed in 2003, which requires that both women and men shall be represented by at least 40 per cent on plc. boards. In 2010 the share of board members with minority backgrounds was at 4 per cent, and more than half of these were women. When it comes to chairmen of the board there is still considerable difference between the genders. 93 per cent of all chairmen in public listed companies are men. There is still no legal regulation of gender balance in private limited companies. In these companies there are only 17 per cent female board members.

There are clear generational differences when it comes to sharing housework. The older the couples are, the more traditional the gender division. Both gender roles and the culture for sharing paid and unpaid work have changed over generations. High work participation among women and positive attitudes to gender equality have meant that fathers to a greater extent take their share of responsibilities and care work in the home. Housework, maintenance work

## GOOD EXAMPLE

### Girls in automotive and electrical trades

The project is financed by the Norwegian Confederation of Trade Unions (LO) and the Confederation of Norwegian Enterprise (NHO) and is managed in cooperation with the Electrician and IT Workers' Union, Norwegian Technology, The Norwegian United Federation of Trade Unions and the Norwegian Motor Trade Association. The main aim is to develop methods for creating training and working environments that make the industries attractive to women and contribute towards enabling businesses to keep the women who are already in the industry. The long-term goal of the industry is to have 20 per cent women in the workforce by 2020. See [www.jenteribilogelektro.no](http://www.jenteribilogelektro.no)



## GOOD EXAMPLE

### HSH Womentor

The mentor programme is aimed at educated and ambitious women with non-Western backgrounds and shall help more women to be noticed and valued in working life. The Confederation of Vocational Unions (YS) also supports the programme. See [www.hshwomentor.no](http://www.hshwomentor.no)



and care work is still gender divided. Despite equal education and equal preferences for management positions, career and pay, women and men in couples have different careers. Uneven sharing of care responsibilities limits mothers' work participation, because mothers to a greater degree take the consequence of wanting more time with the children. Traditional work division can also be better for the couple's economy. To ensure equal career opportunities and equal pay for men and women, it is necessary to enable families to achieve gender equality among other things through more equal sharing of parental leave.

Far more women than men work part-time. Around 40 per cent of women and 14 per cent of men in working life have a part-time position. Part-time is most common in the public health and care sectors and in the private hotel, restaurant, retail and cleaning industries. Many part-time employees in these sectors also have temporary contracts and extra work. Nearly 10 per cent, 70 000 part-time employees, say that they are underemployed and that they have actively tried to get

more work. 20 per cent of part-time employees say that they want longer working hours. At the same time, there are many people who prefer part-time jobs, among other things in order to combine work with family responsibilities or studies. In an inclusive working life such freedom of choice is important. It is important that women and men have the same opportunities to choose between full-time and part-time work.

The Government wants to reduce the amount of involuntary part-time work. Part-time work is a challenge to real gender equality. More full-time work for women is a precondition for economic equality, the ability to be the breadwinner and for having a salary to subsist on. Part-time work affects the opportunity for exciting work responsibilities, increased pay and future pensions. One important reason why many want longer regular working hours is higher and more predictable income. Involuntary part-time work is a form of unemployment. It is therefore a goal that as many as possible should be offered full-time employment.

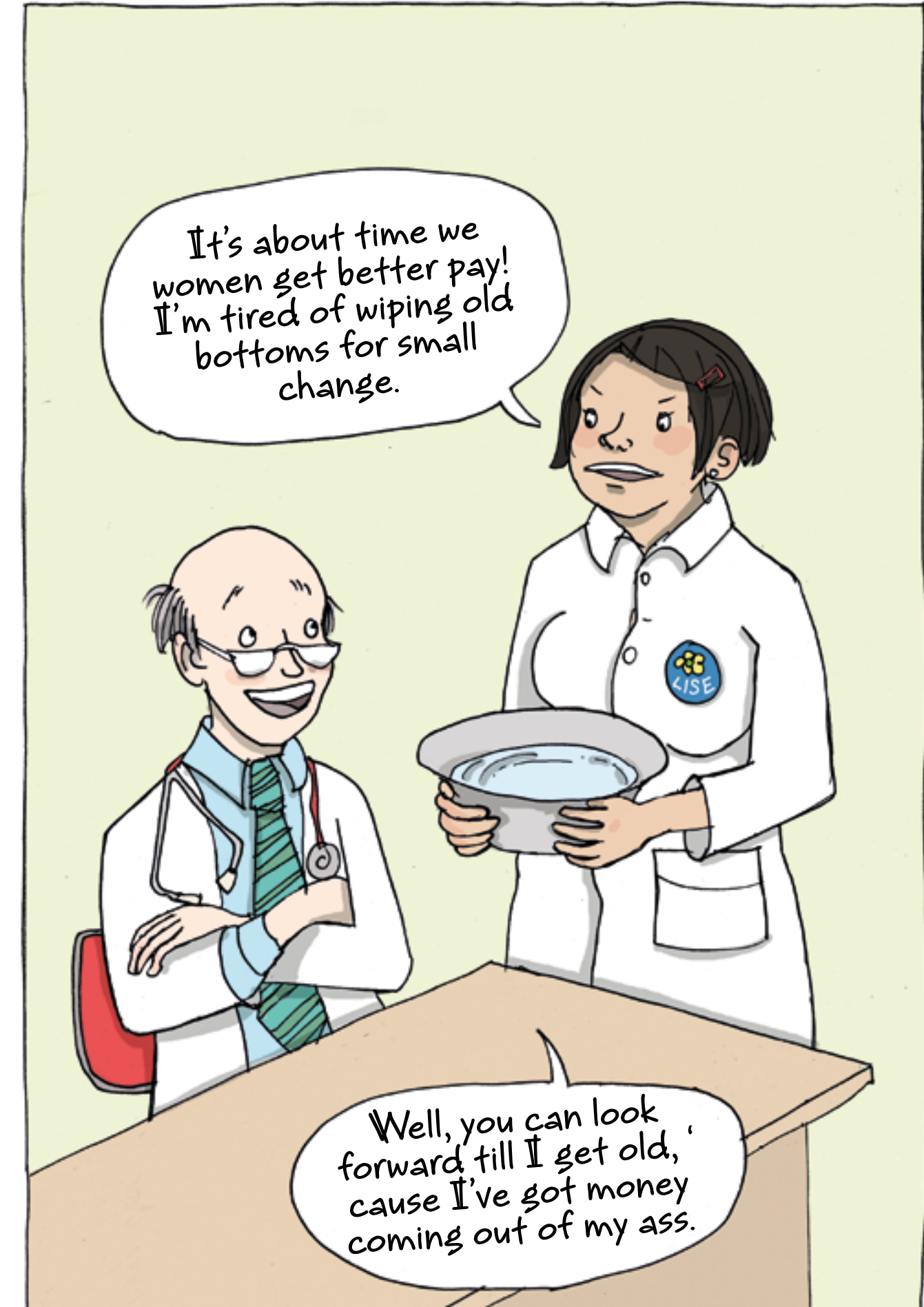
## NEW MEASURES

- 40.** Together for a better municipality: The Government has entered into an agreement to cooperate with the Norwegian Association of Local and Regional Authorities (KS) and the workers' trade union associations on the programme, which focuses on the issues of full-time/part-time work, sick leave, reputation, competence and recruitment. The cooperation shall contribute to developing projects and measures initiated locally in the participating municipalities. (Ministry of Local Government and Regional Development, (KRD))
- 41.** Initiative against involuntary part-time work and for more full-time work: A three-year trial programme from 2011 which will deal with alternative work organisation and initiatives which can strengthen the individual's chance to get full-time employment. Experiences will be evaluated and examples of good solutions will be distributed. (Ministry of Labour, AD)
- 42.** Evaluation of the preferential rights of part-time employees: The preferential right gives part-time employees the right to an extended post over a new recruitment. The Government emphasises that this right should exist in practice and has initiated an evaluation of the practice of the Disputes Resolution Board. (AD)
- 43.** Duty to discuss the use of part-time work: The Government will send out for comments a proposal to introduce an employer's duty to discuss the use of part-time positions regularly with employee representatives. (AD)
- 44.** Right to a work fraction that corresponds to actual working hours: The Government will commission a report on a proposal to introduce the right to a higher work fraction following regular use of extra work over an extended period of time. (AD)
- 45.** The employer's efforts against involuntary part-time positions: The Government will consider in what ways businesses' efforts against involuntary part-time positions can become part of the employer's activity and reporting duties pursuant to the Gender Equality Act. (BLD)
- 46.** Less part-time in the hospital sector: The Government wants to contribute to reducing the use of part-time employment in hospitals and has required the hospitals to reduce the share of part-time work by at least 20 per cent by 2011. This will increase the share of women in full-time employment in the regional health authorities. (Ministry of Health and Care Services, HOD)
- 47.** Gender balance on the boards of private limited companies (Ltd): The Government will commission a report on the possible regulation of the gender balance on the boards of large privately owned limited companies. BLD leads the work in cooperation with the Ministry of Justice, the Ministry of Trade and Industry and the Ministry of Finance. (BLD)
- 48.** More female chairs in state-owned companies: Through the work in election committees and preparation for elections to the boards in wholly state-owned companies the Ministry will work to increase the share of female chairs in state companies. (Ministry of Trade and Industry, (NHD))
- 49.** More female top managers in state-owned companies: The Government expects companies with state ownership to develop a strategy for how the best competence in the company is used. The Government expects a positive development, and the issue will be addressed in owner dialogues with the companies. (NHD)

50. Integration of the gender equality perspective: The Government will provide funding for the regional centres for gender equality and diversity to develop and implement a training programme for managers in public and private sectors. The training programme shows how businesses can go about integrating the gender equality perspective as employers, service providers, producers, in research and development and as decision makers. (BLD)
51. Dialogue with the social partners: Take initiative to discuss effective measures concerning recruiting and keeping employees of the underrepresented sex and for gender balance in management. (BLD)
52. Recruitment of men to care professions: To follow up the report *Nordiske mænd til omsorgsarbejde* (*Nordic men to care professions*) from 2011 two Nordic seminars will be organised for researchers and representatives from the employee and employer organisations in 2012. The aim is to agree on a proposal for political initiatives which can contribute to increase male participation in care professions in the Nordic countries. (BLD)
53. Recruitment of women to the Armed Forces: Research projects have been initiated to help the Armed Forces recruit and keep more women, which in turn highlights the whole issue of diversity. (Ministry of Defence, (FD))
54. Mapping of the gender-segregated labour market: The Government will fund a mapping analysis of the gender-segregated labour market. The analysis will map the distribution of men and women by profession, position level, industry, working hours and sector. (BLD)
55. Meeting point function for mentor programmes: BLD will consider organising a meeting point function for mentor programmes in working life. This will be a pilot project which will focus on gender equality in working life. (BLD)
56. Gender equality in reindeer husbandry: To strengthen women's participation in reindeer husbandry, the parties in the reindeer husbandry negotiations have produced the report *Likestilling i reindriften* (*Gender Equality in Reindeer husbandry*). The report has been out for comments during the spring of 2011 and will be followed up in connection with the reindeer husbandry negotiations. (Ministry of Agriculture and Food, (LMD))

## INDICATORS

- Different professions, including management positions, by gender and immigrant backgrounds
- Gender distribution among employees in the public and private sectors
- Extent of part-time work in female-dominated and male-dominated professions
- Work participation by gender and immigrant backgrounds



It's about time we  
women get better pay!  
I'm tired of wiping old  
bottoms for small  
change.

Well, you can look  
forward till I get old,  
cause I've got money  
coming out of my ass.

## GOAL 5

# Economic power – more equal distribution of economic resources and power

In the last 30-40 years there has been a positive development towards a more equal distribution of economic resources between men and women. This is mainly due to women's increased participation in the labour market. But still women earn less than men. The reason is that women work shorter hours, they are slightly less active in working life and on average women earn lower hourly wages than men. Most recipients of basic pension are women. Furthermore, ownership and management of larger capital values appear to be a male domain. These factors affect women's economic independence and power.

### WHAT THE GOVERNMENT WANTS TO CHANGE

- The Government wants to reduce gender-based salary differences between men and women
- The Government wants to strengthen women's and men's awareness of the consequences of work participation, working hours and ownership for their own economic situation and pension rights

## BACKGROUND

While women's work participation is a precondition for welfare and economic growth, participation in working life is also of great importance to the individual's economy and living conditions. Work provides economic independence, secures benefits from the national insurance scheme and is a crucial tool to achieve equality.

Women have always worked and participated in the economic growth, as farmers' and fishers' wives and in industry. In the interwar period most women in paid positions were unmarried, and many did not have children. Wages and income differences were huge, and the special women's tariffs were not abolished until the early 1960s. Women's education and work participation have increased significantly since the 70s, and women and men share the unpaid work and care for children more equally. This has led to greater economic equality, but women still have a significantly lower annual income than men, and they make less money per working hour than men (see facts).

Income levels among people with immigrant backgrounds vary by country of origin and length of residence in Norway. Most immigrants have lower income levels than average, and women's income levels are significantly lower than for women without immigrant backgrounds. One of the most important reasons for this income difference is lower work participation and more part-time work. Per today we do not have sufficient data to show whether there are wage differences between immigrants and the rest of the population.

Pension rights are earned through work participation and earned income, and women today receive lower pensions than men. Four in ten women pensioners are basic pensioners, compared to only one out of ten men. For future pensioners this will change with growing work participation among women and a better system for rights acquired for care work in the new national insurance retirement pension model.

Women are underrepresented as entrepreneurs in Norway. 34 per cent of all who start an individually owned business are women. Among those who start private limited companies (AS, equivalent to ltd) or public limited companies (ASA, equivalent to plc) only 18 per cent are women. Also when it comes to ownership there is a difference between women and men. Among those who own shares in private (AS) or public limited companies (ASA), 74 per cent are men and 26 per cent are women. Only 15 per cent of all who are sole owners of a private limited company are women.

Elements in the tax system and proposed changes will often affect women and men differently. This is due to the gender differences in both income levels and the composition of income. On average, men have more capital and a larger share of stock dividends. For instance, men received 80 per cent of stock dividends paid to individuals in 2009 and paid almost 70 per cent of all capital tax revenues. The Government's efforts to improve the distribution profile through changes in capital taxation and the introduction of dividend tax contribute to reducing economic differences between women and men.

Women's work participation is more strongly influenced by changes in taxation. Changes that make it more attractive to work for people with low and medium incomes can therefore reduce differences between women's and men's incomes. Such changes include for instance lower marginal tax rate on low and medium incomes, or making it more profitable to work rather than to receive social security. The marginal tax rate on wages has been reduced in recent years through increased minimum deductions, reduced surtax and changes in pension taxation. This may have positively influenced women's employment opportunities and thus also contributed to economic redistribution of income in the longer term.

In the period from 1 May 2008 to 1 May 2010 the basic pension rate for single people was raised from 1.7922 to 2 times the basic amount of the National Insurance Scheme. Also basic pension recipients who have a partner with low pension got an increased pension. Since the vast majority of basic pension recipients are women, the raising of basic pensions has given a large group of women an economic boost.



## FACTS

**Income** is a wider concept than wages. In addition to income from paid work, it includes capital income, business income and benefits from the National Insurance Scheme. In addition there are tax exempt transfers such as child benefits, housing benefits, cash benefits and social security. Women's taxable income makes up about 66 per cent of men's income. Government transfers are an important source of income for women because they more often care for children and more women are age pensioners.

**Wages** are remunerations in return for work in an employment situation. Pay differences between women and men are expressed as a percentage of men's wages adjusted to full-time rates. The average hourly wage difference between all women and men in working life is about 15 per cent. This average figure is used as an indicator and shows the development over time, but says little about the causes of the wage differences.

**The Gender Equality Act** §5 states that women and men in the same enterprise shall have equal pay for the same work or work of equal value. This right applies regardless of whether employees belong to the same trades or profession or whether the pay is regulated by different collective wage agreements. A general protection against wage discrimination due to gender also follows from the Gender Equality Act §3, which states that direct and indirect differential treatment of women and men is prohibited.

Wage differences between women and men increase through life and with age, among other things because of mothers' long absence from the workplace in connection with parental leave. Among employees under 25 years women on average make 8.5 per cent less than men, and for the age group between 55 and 59 years the difference has increased to slightly over 17 per cent (see table). Analyses show that this also applies to new generations and is a life cycle effect. In other words, wage differences increase with age for both new and old generations of women and men. These issues have been discussed in the Report to the Storting (Meld. St. 6 (2010-2011)) *Gender Equality for Equal Pay*.

**Women's wages as percentage of men's wages, by age.**  
*Annual wages for women and men. Full-time employees. 2010*

Age	Women's wages in % of men's wages
- 24 years	91,5
25 - 29 years	92,7
30 - 34 years	91,1
35 - 39 years	88,0
40 - 44 years	87,1
45 - 49 years	85,5
50 - 54 years	82,8
55 - 59 years	82,8
60 og over	82,0
All	87,2

The Government has presented the Report to the Storting (Meld. St. 6 (2010-2011)) *Gender Equality for Equal Pay*. An equal society is a precondition for levelling of incomes between women and men. In order to reduce the wage gap there is a need for measures in wage formation, in family policy and in working life. Wage settlements and wage formation are the responsibilities of the social partners, but political encouragement can help ensure that equal pay is on the agenda in wage settlements. This happened in 2010, and wage

statistics show women's wages grew compared to men's from 84.7 to 85 per cent of men's average wages (hourly wages for full- and part-time employees).

The Report to the Storting also shows the importance of family and equality policy on women's wages and how political decisions can contribute to the levelling of incomes between the genders. The Government's family policy measures are presented under goal 3.

## NEW MEASURES

57. Openness about wages: The Government will put forward a proposal that enterprise-level wage statistics by gender and occupational groups should be made available. (BLD)
58. Obligatory information concerning wages: The Government will put forward a proposal that will oblige employers to make information about wages available if there is suspicion of wage discrimination. (BLD)
59. Evaluation of action plan: The evaluation of the Government action plan to promote entrepreneurship amongst women was finished in June 2011. Based on this report the Government will consider changes in the measures to reach the goal of 40 per cent women among new entrepreneurs by 2013. (NHD)
60. Analysis of wage differences: The Government will conduct regular analyses of the factors that influence wage differences between women and men. (BLD)
61. Regular information and statistics: The Government will provide regular information and statistics on the distribution of economic resources between women and men. (BLD)
62. Study the management of household finances: The National Institute for Consumer Research, on commission from the Ministry of Children, Equality and Social Inclusion, will study women's and men's role in the management of the family economy. (BLD)

## GOOD EXAMPLE

### **Sør-Varanger municipality's efforts to promote equal pay**

Sør-Varanger was originally a male-dominated mining community. When mining ended in 1996 the municipality made a strategic decision to emphasise gender equality. Municipal leaders were involved from the start. Sør-Varanger focuses on equal pay in every wage settlement. After all central wage settlements the municipality goes through the results and examines whether there are unintended consequences. The municipality's main message is that gender equality is a long-term, continuous process that never ends. Sør-Varanger is the only municipality reviewed by the Equality and Anti-discrimination Ombud where women on average earn more than men. [www.sor-varanger.kommune.no/](http://www.sor-varanger.kommune.no/)



## INDICATORS

- Various types of incomes and transfers, by gender and immigrant background
- Women's monthly wages (full-time equivalents) as a percentage of men's monthly wages for full- and part-time employees, for all and by business and sector
- Women's monthly wages (full-time equivalents) as a percentage of men's monthly wages for full- and part-time employees, by education, profession and age
- Share of low-wage workers among full- and part-time employed women and men
- Share of new basic pension recipients by gender
- Average pension for new pensioners by gender
- Distribution of fortune and capital income by gender and immigrant background

I have the pleasure of welcoming you to this panel discussion on how to get more women in politics.



## GOAL 6

# A reflection of the population? – equality in representative government

Equal distribution of women and men in all positions of power in society is crucial in order to create a democratic and equal society. We have achieved good results with almost 40 per cent women in the Storting (parliament), but we are still not quite there. Local government is where the gender balance among representatives is most uneven. The greatest challenges are thus in local government, where just under one in four mayors is a woman. A living democracy presupposes not only public bodies which reflect the population, but also the broadest possible support of representative government at elections.

### WHAT THE GOVERNMENT WANTS TO CHANGE

- The Government wants to stimulate good gender balance in all elected public bodies
- The Government will particularly work to increase the share of women in mayoral positions and in municipal councils

## BACKGROUND

Universal suffrage for men was introduced in 1898. In 1910 women got the right to vote on the same terms as men in local elections and also the same opportunity to hold office in local councils. Three years later, in 1913, the Storting decided to introduce universal suffrage for women in parliamentary elections. Yet, not until the 1987 election the voter turnout among women reached the same level as among men. Since then women have had a slightly higher turnout than men. If we look at the immigrant community as a whole, voter turnout is as high among women as men (2005). This is also true if we look at continent of origin. There are, however, variations when it comes to country background.

The share of women in politics has increased significantly since the end of the 1960s. After the general elections in 2009 the share of women in the Storting was 40 per cent. After the 2007 local elections the share of women was at almost 38 per cent, but the trend seems to have levelled off in the last local elections. The Sami Parliament is the elected body with the best gender balance with 49 per cent women. Most political parties have a gender quota system, but the practice varies between parties. The only parties that do not have regulations for gender quotas are the Conservative Party and the Progress Party.

At the county level the share of women is slightly higher than in the Storting at nearly 45 per cent of county councils representatives. Among mayors in the municipalities the share of women is particularly low. After the 2007 elections only 23 per cent of the country's mayors were women. The share of women chairpersons on municipal boards, councils and committees is at 23 per cent, and 23 per cent of top candidates on polling lists were women. Election research shows that the parties have an important responsibility for ensuring gender balance in county councils and other municipal positions.

Democratic participation through party membership is low in Norway. The share of people who are members of a political party has declined since 1980 when 21 per cent of men and 12 per cent of women were party members. Corresponding numbers for 2007 are 9 per cent for men and 7 per cent for women. Voter turnout is also declining. National averages for turnout at local elections have been lower than at general elections. Since 1983 turnout has been below 70 per cent in all local elections. Turnout is higher at general elections. Since the election in 1930 voter turnout has never been below 70 per cent, but has declined steadily since the 1965 general election. In 2009 voter turnout for the general election was 76.4 per cent. In all Nordic countries voter turnout is around 80 per cent, except in Finland where people participate to a smaller degree than in Norway.

## GOOD EXAMPLE

### **Pre-approval of list proposals for the elections to the Sami Parliament**

Before the 2009 election to the Sami Parliament administrative regulations were developed which stipulated that list proposals for the Sami Parliament elections should have at least 40 per cent of each sex to be approved. The result is that the Sami Parliament today has an even gender balance with 49 per cent women.

## NEW MEASURES

63. Gender balance in municipal councils: After the 2011 elections the Government will evaluate the gender balance in municipal councils and the experiences with the project *Showcase for Women in Local Politics*. Based on the evaluation the need for further measures to promote gender balance in municipal councils will be considered. In this connection both legal and/or non-legal measures will be considered. (KRD)
64. Information leaflet: The Government has published a leaflet aimed at the nomination committees of local parties on the significance of ballot composition and advance prioritizing if parties wish to have more women in municipal councils. The information leaflet is distributed to all parties, also locally, before the nominations. (KRD)
65. The report on young people, power and participation: The Government has appointed a public committee to report on young people's power and participation. The committee is among other things asked to include the gender perspective in their work. The report will be submitted on 15 December 2011. (BLD)
66. Book to stimulate debate among young people: The Government will celebrate the universal suffrage centenary 1913-2013 by publishing a book to stimulate interest in and debate on gender equality and the right to vote, participation and representation for all. (BLD)
67. Grant scheme: A grant scheme will be established in connection with the universal suffrage centenary in 2013. Funding will be awarded to organisations by application, and criteria will be determined before the 2013 elections. (KRD/BLD)

## INDICATORS

- Gender balance in the Storting
- Gender balance among party-nominated candidates for general and local elections
- Share of women and men with cumulative votes on polling lists
- Gender balance in municipal councils
- Gender balance among mayors
- Voter turnout by gender and immigrant background
- Share of women and men who are members of a political party

Get out of the way,  
I've got angina

You get out of the way,  
I've got diabetes

High blood  
pressure

Low blood sugar

I've got cold  
feet

I've got hot  
flashes

I'm a man

Poor thing...





## GOAL 7

# Women suffer, men die – equal opportunities for women and men to achieve good health

*Women suffer – men die*, reads the title of a book on public health in a gender perspective. The title is a concise summary of health inequalities between men and women. On average women live four years longer than men, however, in their lifetime women suffer more from illness and health problems. In recent years gender differences in life expectancy have decreased. Women's health problems also show up in the disability statistics. More women than men receive disability benefits, but men who are awarded disability at a young age have a higher degree of disability. Everybody should have equal access to health and care services, regardless of gender, diagnosis, residence, personal economy, ethnic background and individual life situation.

### WHAT THE GOVERNMENT WANTS TO CHANGE

- The Government will continue its efforts to ensure that the gender perspective is at the heart of the health and care sector, in research as well as in policy development, prevention and services.
- The Government wants to reduce health inequalities between women and men

## BACKGROUND

The Government's health policy emphasises equitable health and care services and the reduction of social inequalities in health. Users and patients need to be sure that services are available and that they will be met with care and respect. The Government's strategy for women's health requires that the gender perspective should be at the heart of the health and care sector, in research as well as in policy development, prevention and services.

From 2004 there has been a strategic focus on women's health under the auspices of the Research Council of Norway. Research on women's health has a wide thematic range, including everything from mental health to muscle and skeletal diseases, cancer, violence against women, reproductive health and more. The gender perspective is integral to the Research Council's new programme plan in the field of health. The gender perspective and awareness of gender differences in clinical research are addressed in the instructions to the regional health authorities.

We live in a class-divided society in which the most economically privileged also have the best health. Gender, ethnic background and residence are often closely connected with social inequalities. The connections between gender and social inequalities in health are complex. If we look at life expectancy, the social inequalities are greater for men than for women. For other measures of health, such as mental health, social inequalities are more pronounced for women. Some studies also indicate that there are gender-based differences in access to health and care services.

Women live approximately four years longer than men. Life expectancy is just over 83 years for women and almost 79 years for men. Women go to both general practitioners and medical specialists more often than men. Cardiovascular diseases have long been the most important cause of death for both women and men. However, we now see a significant reduction in cardiovascular mortality for both genders, and the reduction has been most pronounced among men. The reduction in cardiovascular mortality is a contributory cause of the increase in life expectancy for both genders. With regard to cancer, which is the other dominant cause of death, there has been little change over the last 20 years for men as well as for women. Another factor that has contributed to raising life expectancy and reducing gender differences is the reduced risk of infant death.

The traditional masculine expectation that boys and men should be more active, assertive and daring than girls and women, is reflected in the accident statistics. Already from early childhood boys are much more exposed to accidents and injuries than girls. More men than women are injured and killed in traffic. There are significantly more men than women among injured drivers; however, there are more women among injured passengers. Young boys are especially at risk of being injured and killed in traffic. This must be seen in light of their tendency to aggressive driving and speeding. There has been a gradual convergence between women and men in accident mortality. Since 1980 lethal accidents have become rarer among both women and men, but the reduction has been most pronounced among men.

Up until their 60s men suffer more injuries than women. In the oldest age groups, however, more injuries occur among women. Norway is one of the countries in the world with the highest incidence of osteoporosis. Fall injuries, osteoporosis and hip fractures affect women more often than men.

Women attempt suicide 10-20 times more often than men. However, far more men than women take their own lives. The explanation of the sizeable difference between suicide attempts and committed suicides is that men use more violent methods when they take their own lives.

Traditional masculinity influences men's behavioural choices in ways that affect health and risk of death. This applies to nutrition, physical activity, tobacco, sexual health, alcohol and substance use as well as risk of injury.

Health behaviours contribute to gender differences and social inequalities in health. For instance, national surveys show that the physical activity level in the population is low, unequally distributed, and that trends point in the wrong direction. The share of the population who are physically active increases with increasing socio-economic status and decreases with age. Boys are more active than girls, while women in general are more active than men. Among nine-year-olds 91 per cent of the boys and 75 per cent of the girls have a satisfactory activity level, whereas only half of 15-year-olds meet the recommendation of at least 60 minutes of daily physical activity. A study from 2009 shows that among adults between 20 and 85 years 22 per cent of women and 18 per cent of men meet the recommendation of at least 30 minutes of daily, moderate physical activity.

Statistics on sexually transmitted infections show clear gender differences. Two in three who are registered with HIV/AIDS are men. Far more men than women are infected with hepatitis C, whereas women are over-represented when it comes to registered cases of chlamydia. There is little doubt that gender differences in sexual habits and sexual practices influence the incidence of infections.

Before the age of 16 boys are slightly more exposed to illness than girls, whereas young women between 16-24 years report more illness and symptoms than young men. Women's higher morbidity is paradoxical since women in many ways live much healthier lives than men. Up until today there have been fewer women smokers, women drink less alcohol and less frequently than men. Evidence also suggests that women have a healthier diet, exercise more frequently and are more rarely overweight than men.

Working women have higher sickness absence rates than men. Whereas the sickness absence for men today is just over six per cent of the total number of man-days, the share for women is over nine per cent. There is no simple explanation of why women have so much higher sickness absence than men. Some of it can be explained with absence in connection with pregnancy and female-specific health problems. But women have a higher absence than men also when we control for pregnancy, number of children, wages, education and profession.

We lack information about how much of the sickness absence in the health and care sector is due to sector-specific factors, work tasks and working environment. We do not know what factors are most significant and how these affect health, well-being and future work activity.

In the mid-1970s the number of disability pensioners was approximately 140 000, with slightly more men than women. During the 1980s the number rose sharply, especially among women. After a period of levelling out, the number has risen again since 1995. In 2009 the total number of disability pensioners was 341 000, 198 500 women and 142 900 men. The increase in the number of female disability pensioners is connected to the sharp increase in women's work participation during this period. More women than men receive disability benefits, and the largest difference between men and women is found among recipients of time-limited disability benefits.

## GOOD EXAMPLE

### **The Street Hospital**

The Salvation Army's Street Hospital provides services to substance users who need inpatient treatment with nursing, care and medical follow-up. The experience from the Street Hospital shows that women need sheltered and tailored care. The Ministry of Health and Care Services has increased funding for the project, and from the fall of 2008 the Street Hospital added a separate women's clinic.

Statistics show that in addition to poorer health, immigrants also score poorly on a number of other social indicators. Studies of living conditions show that women with an immigrant background are an exposed group. More than one in four women with an Indian or Pakistani background have diabetes. Among men the share is one in seven.

Awareness of gender differences in health and use of health services will contribute to better population health and improve the quality of health and care services.

The new Public Health Act is part of the implementation of the Coordination Reform. The Act enters into force on 1 January 2012, and will apply to municipalities, county authorities and central government authorities. The purpose of the Act is to contribute to societal development that promotes public health and reduces

social inequalities in health. Public health work shall promote the population's health, well-being and good social and environmental conditions. The work shall also contribute to the prevention of mental and somatic illness, disorders and injuries among both women and men. The new Public Health Act supplements the Planning and Building Act in that municipalities and county municipalities are required to acquire an overview of the population's health status and the positive and negative factors that may influence this.

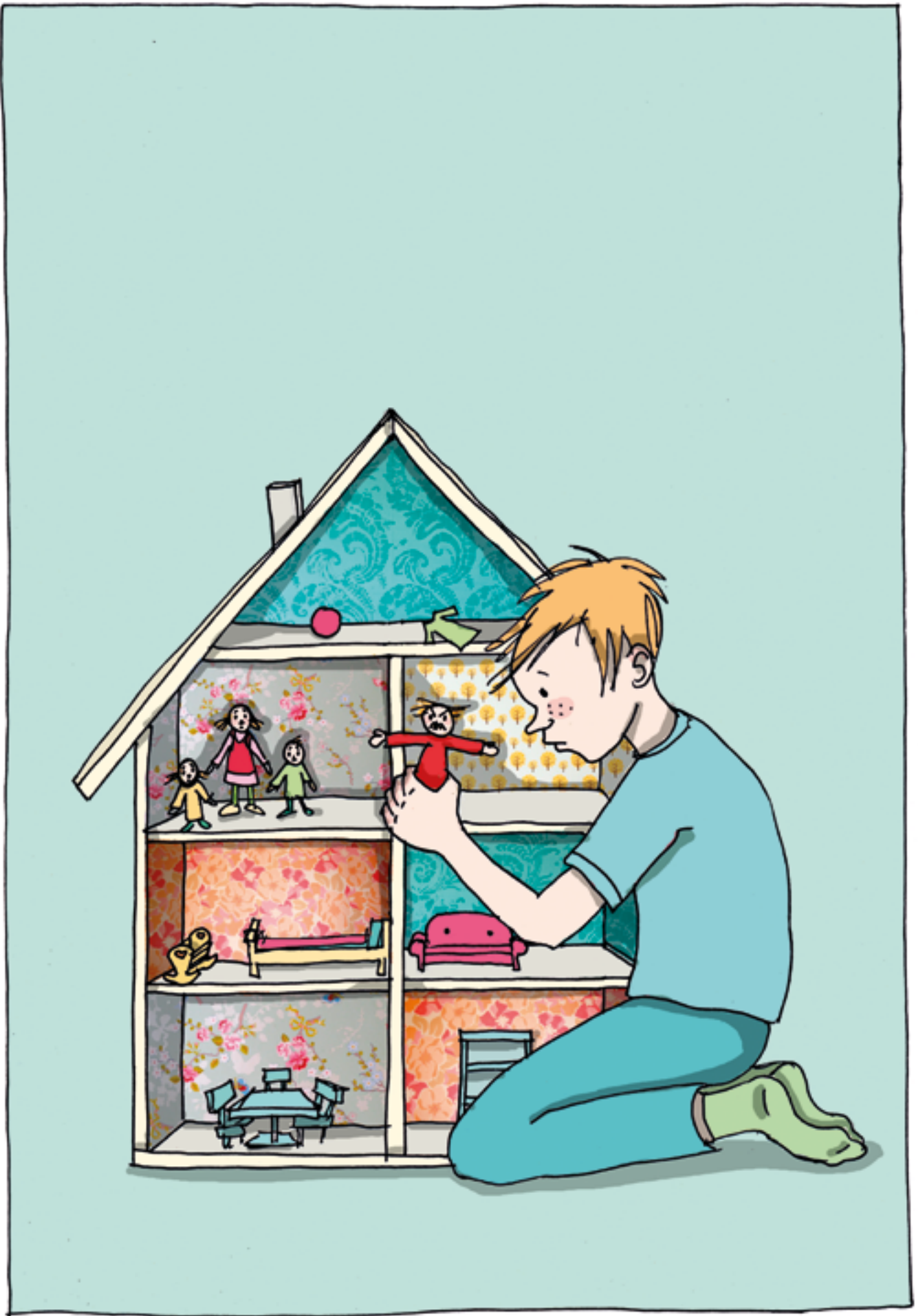
Gender-specific data are an important tool in public health, and information about gender differences shall be an important premise for political measures. The overview shall be included as a basis for work on regional and municipal planning strategies. Based on the overview of public health challenges, the municipalities and county municipalities shall define goals and strategies and implement necessary measures.

## NEW MEASURES

68. Review of the Women's Health Strategy 2003-2013: On commission from the Ministry of Health and Care Services (HOS), the Directorate of Health shall review the measures in the Strategy for Women's Health. Based on this review, the Directorate shall propose new measures in the field of gender and health. (HOD)
69. Men's use of health services: Through the new official health portal *www.helsenorge.no* the Government will strengthen the information about health services targeted at men. The web portal has dedicated pages for men. (HOD)
70. Information on non-communicable diseases: Consider following up the pilot project Stork Grodudden, which aims to improve antenatal care in child health clinics. Through contact with pregnant women child health clinics can identify women with e.g. gestational diabetes and low vitamin D levels and collect information about nutrition, lifestyle and physical activity. (HOD)
71. Statistics and information: The Government will improve the data material on gender and health. Increased knowledge will contribute to a greater understanding of the connections between gender and health. (HOD)

## INDICATORS

- Life expectancy, total for the whole population, by gender and immigrant background



## GOAL 8

# Freedom from violence, coercion and sexual abuse – a precondition for gender equality

Violence is prohibited and unacceptable, regardless of whom it affects and which form it has. The state has a special responsibility, and changing governments have over many years worked to combat violence. Violence, coercion and abuse are important challenges for gender equality. Violence against women is both a cause of in-equality and an impediment to real gender equality.

### WHAT THE GOVERNMENT WANTS TO CHANGE

- The Government wants to combat and prevent all forms of violence, coercion and abuse
- The Government will ensure that victims of violence, coercion and abuse receive the help and protection they need regardless of sex, age, sexual orientation, ethnic background or physical ability
- The Government will engage men in the fight against violence against women and children

## BACKGROUND

Both women and men are victims of violence, and both men and women are perpetrators of violence. Available data show, however, that women to a larger extent than men are victims of sexual assaults and violence with severe injury potential from partners. Women are also to a larger extent victims of violence characterised by prolonged and systematic use of physical and psychological abuse and control in close relations. It is therefore especially important to combat men's violence against women.

At the same time we know that men, too, are victims of domestic violence in the form of physical, psychological and sexual violence. According to the Crisis Centre Act, which came into force on 1 January 2010, all municipalities in the country are obliged to have tailored services for both women and men.

Domestic violence constitutes a violation and betrayal of trust by a person who is close to the victim. Domestic violence is often recurrent, and it happens in the home – the place where one should feel safest.

Some groups of women may be especially vulnerable and at greater risk of being exposed to different forms of violence. This concerns in particular girls and women who live in closed or strictly gender-conservative environments, foreign women who immigrate through family reunion and women in prostitution. A survey from 2010 shows that women with disabilities are more exposed to certain types of abuse than other women. The survey also shows that the abuse goes on over longer periods of time, and that the women rarely contact help services.

Economic factors and social living conditions influence how exposed a person is to violence. Lack of independent economy and the fear of a life in poverty are some of the reasons why women stay in abusive relationships. Another explanation may be the fear of being excluded from the family or the community they belong to.

The Committee to study the situation of rape victims estimated that between 8 000 and 16 000 persons are raped yearly in Norway. Most of these are women, and the perpetrator is usually a man. The majority of rapes are committed by a person who is known by the victim. Many therefore feel that it is difficult to report the assault case and the lack of witnesses often makes investigation difficult. In addition, only a small percentage of the cases reported lead to convictions. New investigation methods, quicker reporting and better procedures for securing evidence may result in more cases leading to prosecution and conviction.

There are no certain data on incest, but we know that both boys and girls are victims. Incest is a serious offence against children which can lead to long-term and extensive injuries.

Female genital mutilation has huge consequences for health and social life. In addition to being a crime in Norway, it violates a range of fundamental human rights and equality principles, among other things women's right to control their own body, sexuality and health. There is no certain information about how many girls/women who are affected in Norway.

To freely choose to marry and whom to marry is a human right. To force someone into marriage is illegal according to Norwegian law and international conventions. At the same time, we know that young people in Norway are exposed to different forms of force and undue pressure to get married. There is no certain information about how many boys and girls who are affected.



## FACTS

### **Murder**

- Since 2000 83 women and 6 men have been killed by their current or former partner

### **Statistics from the crisis centres in 2010**

- A total of 2075 adults spent the night in a crisis centre. Of these 37 were men, the rest women.
- 63 per cent of the residents had immigrant backgrounds. Among these 23 per cent named a perpetrator without immigrant background.

Human trafficking is one of the world's biggest illegal economies. All over the world children, women and men are victims of ruthless exploitation in the slavery of our time. Especially women and girls from poor countries are exploited for prostitution and the porn industry. Trafficking also exists in Norway. 319 people were followed up by public offices and organisations as possible victims of trafficking in Norway in 2010. They came from 44 different countries, and among these 217 were women/girls and 102 men/boys.

A limited, temporary residence permit has been introduced (6 months with a possibility for extension) for victims of human trafficking. The period gives the victims protection and the opportunity to cooperate with the police to identify the people behind the crime.

As part of the work to reduce exploitation for prostitution it became illegal to purchase sexual services in 2009. Norwegian police have in later years investigated and prosecuted people involved in human trafficking. In our biggest cities special teams and targeted projects have been established with a main focus on exploitation in the prostitution market. The effort has contributed to reducing the extent of human trafficking. The Government's new plan of action against human trafficking covers the period from 2011-2014.

## NEW MEASURES

- 72.** The Action Plan against Forced Marriage 2012: Some of the measures in the Action Plan against Forced Marriage 2008-2011 will be continued and developed further in 2012. (BLD)
- 73.** Action Plan Against Female Genital Mutilation 2012: Some of the measures in the Action Plan against Female Genital Mutilation 2008-2011 will be continued and developed further in 2012. (BLD)
- 74.** Domestic violence: A new action plan on domestic violence, as well as a report to the Storting on the status and the future content of the work against domestic violence. (Ministry of Justice and Public Security, (JD)
- 75.** Awareness campaign against rape: The Government will strengthen its efforts against rape and in this connection run an awareness campaign against rape in the action plan period. (BLD)
- 76.** Information gathering: The Government wants to investigate working conditions in the country's strip clubs and the possible connection between stripping and prostitution or human trafficking. (BLD)
- 77.** Football against violence: Awareness campaigns aimed at boys and men to motivate them to contribute actively in the fight against violence against girls and women. Initially, the Government wants to reach men through football. The campaign will be conducted in cooperation with White Ribbon Norway and is supported by different football clubs. (BLD)
- 78.** Statistics from crisis centres: BLD wants to establish permanent data collection from the municipalities within the the Municipal-State Reporting framework (KOSTRA). Over time this will partially or completely replace the current separate reporting. BLD will proceed in steps and will be content with a limited data set for 2011. (BLD)
- 79.** A service for perpetrators of violence: A nationwide help and treatment service for perpetrators of violence is being developed. The Alternative to Violence organisation (ATV) has a central role in this work. (BLD)

## A GOOD EXAMPLE

### White Ribbon Norway

A national campaign against sexual harassment and men's violence against women. The campaign is aimed at boys and men of all ages and aims to influence men's attitudes through information, awareness and establishing good role models. White Ribbon Norway is organised by Reform – Resource Centre for Men and is part of the international White Ribbon Campaign, which was started in Canada in 1991. The campaign is an example of a good way to involve men in gender-equality policy issues. More information on [www.hvittband.no](http://www.hvittband.no)



## INDICATORS

- The number of registered murders by the victim's and the perpetrator's sex, age and relation
- The number of punitive reactions in the crime categories violence, rape, abuse in the family and murder
- The number of victims of human trafficking by gender, age and presumed form of exploitation
- The number of people who use the municipal crisis centres by gender, age and – if applicable – immigrant background
- The number of contacts with help services in connection with threats of forced marriage (by gender) and female genital mutilation

In Norway it's completely natural for a man to do the dishes. We've come far with gender equality

Yes, I guess it's easier to bring about gender equality in a country where everybody's got a dishwasher



## GOAL 9

# Global challenges – gender equality in international politics

Norway has high ambitions when it comes to gender equality.

Women's rights and gender equality are therefore a central dimension in Norwegian foreign, security and development policy.

This work takes place within a number of international forums, for instance the Nordic regional cooperation, the Council of Europe, the EU and EEA cooperation and in the UN and NATO. The Government places high priority on efforts to follow up international human rights obligations, including obligations regarding gender equality and women's rights.

### WHAT THE GOVERNMENT WANTS TO CHANGE

- The Government will work actively to promote gender equality as a strategy to reach the UN Millennium Development Goals (MDGs) within 2015
- The Government will strengthen the gender perspective in its foreign policy and in other international processes, including processes in the UN
- The Government will contribute to increasing women's participation in its peace building and peace negotiations
- The Government will strengthen the gender perspective in international operations
- The Government will support the gender and equality perspective in the individual countries' development goals and international obligations adapted to local challenges and possibilities for change
- The Government will work to improve children's health and maternal health in line with the UN MDGs

## BACKGROUND

Norway has come far in achieving gender equality, but in a global perspective the situation is quite different, especially in the South. According to UN about one billion people live in extreme poverty. Seventy per cent of these are women and girls, despite the fact that two thirds of all work in the world is done by girls and women. Women make up half of all humanity, but own only 1 per cent of all property. They earn just one tenth of the world's income. In all countries, including Western countries, women are discriminated against in the labour market and receive lower wages than men. Many also argue that we see a feminisation of poverty. In many cases, culture and religion limit women's rights. At the same time women's efforts and rights are crucial in achieving the UN's Millennium Development Goals, (MDG). It is widely recognised that the Millennium Development Goal on eradicating extreme poverty cannot be reached without putting women at the centre of development. Women's rights are therefore a goal in itself.

Norway is bound by the UN Women's Convention (CEDAW) and the action plans from the Fourth UN Women's Conference in Beijing to promote gender equality and women's rights within the UN system. These documents provide clear direction for Norwegian foreign policy. Norway is also bound by the non-discrimination principle as it is applied in the UN conventions, ILO conventions and Council of Europe conventions. Furthermore, through the EEA agreement, Norway is bound to a non-discrimination principle, and to implementing all directives pertaining to equal treatment of women and men.

Internationally, the equality aspect emerges clearly in Norwegian aid and development policy. The implementation of the policy is done in line with the national Action Plan for Women's Rights and Gender Equality in Development Cooperation, which was launched in 2007. The Government has decided to continue the plan until 2013. The goal is to strengthen the gender perspective in development policy through targeted use of political dialogue forums and development funds.

Women are hard hit by armed conflicts. A clear example of this is the extensive use of sexualised violence as a weapon in war. Furthermore, wars and conflicts often mean that women's general rights are undermined, such as participation in political processes, access to the legal system, healthcare and education.

Norway participates in a number of international forums in the Nordic countries as well as the Council of Europe, EU/EEA, NATO and the UN, sharing competence on Norwegian experiences and putting new issues on the agenda. All ministries are responsible for integrating the gender perspective in their international work. By sharing competence and experience, Norway also contributes to legal and policy development in other countries. For instance, Norway's statutory requirement of gender balance in the board rooms has stimulated several European countries to pass similar laws. Furthermore, Norway is a driving force in the work on NATO's action plan for the UN resolution 1325.

The Ministry of Defence and the Ministry of Justice and Public Security have important roles to play, among other things through Norwegian military and police participation in international operations. This involves both how Norwegian contributions carry out operations and how they contribute to guiding and placing demands on security forces and the legal sector locally. Women's special needs for protection in and after conflicts must be handled better, and at the same time their participation in conflict resolution and peace processes must be strengthened.

Norway has played an active role in establishing the new UN organisation UN Women, which will strengthen women's rights and gender equality globally. Norway's ambition is to influence the work of the new UN body through our place on the board of UN Women in the next three years until 2014.

Norway is a driving force of the work to achieve the UN MDGs. In 2010 the UN Development Fund presented a status report on goal attainment, measures and forms of collaboration towards the MDGs. The report emphasises the lack of gender equality and limited opportunities for women as the single most important factor that prevents the realization of the MDGs. Securing girls' access to healthcare, education and the means of production has a significant effect on all the MDGs.

## NEW MEASURES

80. On equal terms: The Government will follow up The White Paper no. 11 (2007-2008) *On equal terms: Women's rights and gender equality in international development policy* (Ministry of Foreign Affairs, UD)
81. Commission: In 2011 the Government will appoint an inter-ministerial commission on human rights issues. The commission will coordinate the various processes connected with the Government's work on implementing Norway's human rights obligations. (UD)
82. Decent work: Targeted support for decent work, with a focus on support for and follow-up of ILO's Gender Equality Action Plan for the period 2010-2015. (UD)
83. Women's and children's health: Targeted support for women's and children's health, with a focus on follow-up of the Global Strategy for Women's and Children's Health, which was launched at the time of the UN Leaders' Summit for the MDGs in New York in September 2010. (UD)
84. Action plan: The Government will implement the Action Plan for Women's Rights and Gender Equality in Development Cooperation (2010-2013), with an emphasis on strengthening efforts on the country level and systematically mainstreaming the gender perspective in priority areas. Special focus on climate and the environment, oil and energy, business development and peace and reconciliation efforts. (UD)
85. Towards a greener future: The Government will strengthen development policy efforts to improve food safety and climate-adapted agriculture in Africa, with a special focus on female producers and their roles and potential in agriculture. (UD)
86. Women, peace and security: The Government will implement the strategic plan 2011-2013 for implementing UN Security Council resolution 1325 on women, peace and security, with an emphasis on strengthening women's participation and the protection of women in conflicts and promoting an integrated gender perspective in peace building, peace negotiations and in international operations. (UD)

## INDICATORS

- Girls' access to health, education and means of production
- Resources spent on work-related measures targeted at women/girls in developing countries
- Statistics on women's/girls' life expectancy
- Statistics on women's/girls' literacy, i.e. schooling and education
- Statistics on women's property and income compared to that of men
- Statistics on international operations which report systematically on the implementation of UN resolution 1325

## GOOD EXAMPLE

### Network of Global Leaders

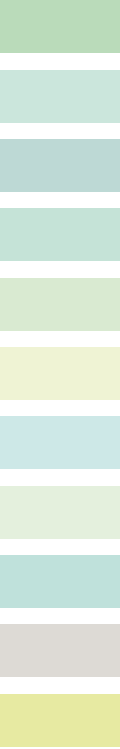
The network was initiated by Norway and led by the Prime Minister to provide political backing and advocacy for the health Millennium Development Goals. The aim for 2010 was to mobilise heads of states and governments in other countries in a political network to promote stronger commitment and clearer political leadership for actions on maternal, child and women's health.





## PART 2

# Existing measures and initiatives



# Existing measures and initiatives – an inventory

This list provides an overview of some of the measures implemented by public authorities to promote gender equality, as well as a selection of initiatives and projects run by other organisations and bodies.

For information about actors listed as responsible for measures, see appendix 1

## CROSS-CUTTING INITIATIVES AND MEASURES

### Governmental measures and initiatives

- **Discrimination protection:** The Gender Equality Act protects women and men against discrimination in all areas of society. The protection is especially strong in working life. Employees are protected against dismissal during pregnancy and parental leave. Furthermore, employees have the right to return to the same position that s/he had before the leave period. The Gender Equality Act prohibits all differential treatment due to pregnancy, birth and exercise of rights to take leave. (For more information about the legal framework, see appendix 2) (BLD)
- **Activity and reporting duty:** Pursuant to the Gender Equality Act §1 public authorities and enterprises, employers and workplace organisations have a duty to work actively, in a targeted and planned manner to promote gender equality. An account of the actual state of affairs as regards gender equality in the enterprise shall be given in the annual report or annual budget. An account shall also be given of measures that have been implemented or are planned to be implemented in order to promote gender equality. (BLD)
- **Guidelines:** *Veileder til statlige virksomheters likestillingsredegjørelser etter aktivitets- og rapporteringsplikten* (“Guidelines for gender equality reports in public enterprises pursuant to the activity and reporting duty”) proposes a template for public enterprises in their reporting pursuant to the activity and reporting duties. (Ministry of Government Administration, Reform and Church Affairs, FAD)
- **Instructions for Official Studies and Reports:** The instructions require all governmental bodies to assess the consequences of the decisions that are made, i.a. to assess the consequences for gender equality. The instructions apply to all work relating to official reports, regulations, reforms and measures, as well as to propositions and reports to the Storting. (FAD)

- Guide to the Government Instructions for Official Studies and Reports: Special guidelines on equality impact assessments regarding gender, reduced functional ability, ethnic origin, religion, etc., provide guidance on equality impact assessments. (BLD)
- Budget circular No 1: The budget circular from the Ministry of Finance requires all Ministries to integrate a gender and equality perspective in their respective budgets. (Ministry of Finance, FIN)
- Equality and anti-discrimination in the Sami community: BLD, in collaboration with FAD and the Sami Parliament, have established a post at Gáldu – Resource Centre for the Rights of Indigenous People. The post is a follow-up of the Sami Parliament's Action Plan for Gender Equality and will increase knowledge and competence in work on equality and anti-discrimination in the Sami area. This is a trial project over three years from 2010 to 2013. (BLD)
- Grant schemes: The Norwegian Directorate for Children, Youth and Family Affairs administers grant schemes for non-governmental organisations in the policy area family and gender equality. The organisations can apply for operating grants and funding for activities. (The Norwegian Directorate for Children, Youth and Family Affairs )

## Other measures and initiatives

- The Norwegian Equality Tribunal's webpage: The Norwegian Equality Tribunal handles complaints regarding the Equality and Anti-discrimination Ombud's recommendations and decisions. The webpage provides a good overview of legal developments in the field. (Norwegian Equality Tribunal, LDN)
- Control of gender equality reports: The Equality and Anti-discrimination Ombud uses control of gender equality reports as a tool to increase awareness of gender equality work. (The Equality and Anti-discrimination Ombud, LDO)
- Standardised reporting templates: The Equality and Anti-discrimination Ombud takes the initiative and contributes to developing standardised reporting templates for activity and reporting duties in order to provide better gender equality data. The data can be used as valuable background information when measures are implemented. (LDO)
- Guide for working life: The Equality and Anti-discrimination Ombud has published the guidelines *Hvordan fremme likestilling og hindre diskriminering* ("Promoting equality and preventing discrimination"). The publication provides guidance on activity and reporting duties and is targeted at all sectors of working life. (LDO)
- Web-based guidance: The Equality and Anti-discrimination Ombud is developing their web-based guidance service for working life. The main focus of the guidance service will be discrimination law and systematic equality work. (LDO)
- SaLDO: Annual social accounting of gender equality and discrimination. (LDO)
- Praksis: Annual report on the legal aspects of the work of the Equality and Anti-discrimination Ombud. (LDO)
- Guidelines for municipalities: The Centre for Equality has developed guidelines on municipal activity and reporting duties which include examples of status reporting and measures for municipal employers. (Centre for Equality)

- Analysis of municipal gender equality reports: The Centre for Equality has conducted analyses of municipalities in seven counties in Eastern Norway. The municipalities are also offered guidance and training. (Centre for Equality)
- LOFT: In 2011 the Equality and Anti-discrimination Ombud has an information and awareness raising campaign on equitable public services (LOFT). As part of the campaign, the Equality and Anti-discrimination Ombud offers free training courses on the characteristics of equitable public services. The courses discuss, among other things, equity challenges on the basis of good examples. The goal is to develop various tools that can be employed to improve service delivery. (EAO)
- The Sami Parliament Plan of Action for Equality 2009-2013: The action plan has three focus areas: gender equality, tolerance of different sexual orientations and the fight against domestic violence and abuse. (The Sami Parliament)
- Helpline for men (Mannstelefonen): The oldest helpline in the country that specifically targets men. The helpline receives calls from men who struggle with many different problems, particularly violence, anger management, relationship problems and mental health problems. The helpline is manned by volunteers and is based on the help to self-help principle. (Reform – Resource Centre for Men)
- STATUS: The Centre for Equality has compiled available gender-differentiated statistics on the municipal and county level in Hedmark and Oppland counties. This is an important tool in long-term and strategic planning in the region. (Centre for Equality)
- Report: In *Veileder til et likestilt Hedmark* ("Guide to a more equal Hedmark county"), the Centre for Equality reviews a number of municipal service points to see if they are equitable for girls and boys, women and men. (Centre for Equality)
- Checklist for municipalities: The checklist is a tool to review the measures municipalities and county authorities have implemented as exercisers of authority, service providers and employers. (Centre for Equality)
- Local community mapping in Herøy: Community mapping with an emphasis on gender and life cycle in the municipality of Herøy in 2008. The analysis of the municipality looked at living and working conditions for women and men in order to uncover possible gender differences. Based on the analysis, concrete measures were developed to support the municipality in planning processes. The goal is that the municipality should be attractive for women and men. It is a particular priority that young, educated women should find it attractive to settle in the municipality. (KUN – Centre for Knowledge and Gender Equality)
- Local community mapping in Nord-Salten: The project was carried out in 2008-2009. Its goal was to stimulate the desire to live and stay in the region as well as to recruit new people to the region with the help of information, awareness raising and positive identity. The project focused on gender and life cycle. (KUN)
- Equality and diversity in Nord-Trøndelag County Authority 2009-2010: Cooperation agreement between KUN Centre for Knowledge and Gender Equality and Nord-Trøndelag county authority on the development of a strategy for equality in the county. (KUN)
- Equality and diversity as priority area: KUN Centre for Knowledge and Gender Equality has compiled equality statistics for Finnmark county 2009-2011. This overview will provide insight into the equality situation in the county and be a tool in planning processes and community development in Finnmark. (KUN)

- Preliminary project: Preliminary project on the establishment of a regional centre for inclusion and diversity in Møre og Romsdal county 2010. KUN Centre for Knowledge and Gender Equality carried out a study of whether municipalities and businesses in Møre og Romsdal county needed more information about inclusion and diversity, and whether a centre with specialised expertise on practical equality work would be a resource for the development of the region. (KUN)
- Municipal development network in Nord-Trøndelag county 2008-2009: A cooperation project with Verdal, Flatanger, Inderøy and Namdalseid municipalities. The project looked at how men and women, boys and girls receive municipal services. Differences and similarities that are revealed provide a basis for reflection and discussions on quality and the need for change and further development. (KUN)
- Understanding and integration of the equality perspective in planning and democracy development: This project from 2000-2002 builds on several years of cooperation between KUN Centre for Knowledge and Gender Equality and the Ministry of the Environment on projects dealing with the issue of women and planning. The project was a cooperation project between KUN Centre for Knowledge and Gender Equality, the County Governor of Rogaland, Rogaland County Authority, Gjesdal municipality and Eigersund municipality. The main goal of the project was to develop guidelines for the integration of the gender perspective in municipal planning. (KUN)
- Equality activities in the municipality – how, why 2004-2006: The goal of the project was to strengthen motivation and increase competence in municipal equality work and lay the foundations for targeted and systematic equality work. Three municipal networks were affiliated with the project: Agder, Bergen and Oslo. (KUN)
- The reporting duty 2008: A study of the annual reports from 50 businesses in 2006 to see the degree to which the activity and reporting duty in the Gender Equality Act yields results, how businesses work to promote equality and the understanding that forms the basis of their activities. (KUN)
- Web-based reporting tool: In 2008-2009 KUN Centre for Knowledge and Gender Equality, in collaboration with selected municipalities and the Equality and Anti-discrimination Ombud, developed a web-based reporting tool that will facilitate municipal reporting and show that the activity and reporting duty is a practical tool to prevent discrimination. (KUN)
- The MiRA Centre's advice and guidance service: MiRA Resource Centre for Black, Immigrant and Refugee Women has its own advice and guidance service in connection with, among other things, intergenerational communication, rights related to cohabitation, marriage and divorce, as well as in the case of discrimination. (MiRA Centre)
- School project on information on legal rights: JURK – Legal Advice to Women has developed a school project that provides minority women with an introduction to various rights and obligations in the Norwegian society. Per today the project addresses immigration law, family law, violence and abuse and children's law. (JURK)
- Discrimination project: JURK – Legal Advice to Women in cooperation with the Department of women's rights law, children's rights law, equality and discrimination rights law (KVIBALD) at the University of Oslo have prepared a presentation for minority women that provides an introduction to discrimination law. After the presentation clients are received. (JURK)
- Equality Monitor in Agder: The Centre for Gender and Equality has received funding from BLD to develop a regional equality monitor that will show current status and track changes in practice in various fields that are relevant for equality in the region. The monitor was published in May 2011. (Centre for Gender and Equality)

## GOAL 1 – ON MUSCLES AND MINISKIRTS

### Governmental measures and initiatives

- The Gender Equality Act: The Act protects against gender-based discrimination. This Act shall promote gender equality and aims in particular at improving the position of women. According to §1 women and men shall be given equal opportunities in education, employment and cultural and professional advancement. The law applies to all areas of society. (BLD)
- Prohibition against gender-discriminating advertising: The Norwegian Marketing Act contains a provision against gender-discriminating advertising. The provision was included when the Gender Equality Act was passed. By including a provision on gender-discriminating advertising in the Marketing Act, the idea was that advertising should promote gender equality. (BLD)
- Report no. 8 to the Storting (2008-2009) on men, male roles and gender equality: The report to the Storting on men addresses gender equality from men's perspective. The report provides a status report on the gender-equality situation for Norwegian men and contains a range of proposals for political measures. (BLD)

### Other efforts and initiatives

- KAST Norway – advice and sex purchase: Offers sexological advice and STD tests to men who buy sex. Experiences with similar measures in Sweden show that guidance helps male sex customers to find alternatives to buying sex. (Reform)
- Lag Bølger (Make Waves): A film project which will be completed in 2011. The films will present opportunities, challenges and diversity in coastal societies in the north with a particularly gender-segregated labour market and strong gender stereotypes. (KUN)
- Industry, gender and social development in Northern Norway: Focus for this project from 2009 has primarily been on working life in the three northernmost counties. The project has looked at the male-dominated primary industry and the very female-dominated tertiary industries, and on the drop-out rates in vocational training. The project formed the basis for the article *Polar bears, glaciers and educated women – endangered species in the rural North Atlantic?* (KUN)
- The good life on the south coast of Norway and traditional gender roles: The project has mapped resistance against gender equality in the Agder counties. The results are described in a separate report, which gives a range of suggestions for what can be done in future to improve gender equality in the region. (Centre for Gender and Equality)
- Boys and multicultural family life: A qualitative survey and suggestions for the development of methodology financed by The Directorate of Integration and Diversity (IMDi). The topic for the survey is boys' roles and experiences associated with conflicts in immigrant families. (Institute for Social Research)

## GOAL 2 EQUALITY FOR THE FUTURE

### Governmental measures and initiatives

- Preferential treatment of men in kindergartens: There is opportunity to prefer men over women to improve the gender balance in kindergartens. The Gender Equality Act and the special regulations on affirmative action allow moderate affirmative action for men to professions where the main task is teaching or care for children. (BLD)
- Trials with four hours a day of free kindergarten: The trials will among other things ensure targeted follow-ups for parents with minority backgrounds, so that they can contribute to enabling the children to take part in ordinary teaching in school. Through services for parents, such as Norwegian courses and parent counselling, parents have been helped to become able to support their children in developing their language skills. The measure is mostly used by women. (BLD)
- NY GIV ("New Deal"): Efforts to reduce drop-out rates among the pupils who have the biggest risk of dropping out of higher secondary education. (KD)
- GNIST Campaign: The new teacher recruitment campaign GNIST and the partnership campaign for comprehensive efforts for teachers both aim to ensure the gender-equality and diversity perspectives in education. (KD)
- Thematic brochures: The Ministry of Education and Research has produced *Temahefte om menn i barnehagen, om å rekruttere og beholde menn i barnehagen* («Thematic brochure on men in kindergartens, on recruiting and keeping men in kindergartens») and *Temahefte om likestilling i det pedagogiske arbeidet i barnehagen* («Thematic brochure on equality in the pedagogical work in kindergartens»)
- Action Plan for Gender Equality in Kindergarten and Basic Education 2008-2010: The action plan was completed in 2010 and had gender equality in the learning environment, gender balance in choice of education and profession, and gender balance among staff in kindergarten and basic education as prioritised main goals. (KD)
- Report: The report *Likestilling er jo ikke lenger det helt store..., likestillingsarbeidet i skolen 2009–2010* («Gender equality is no longer the big thing, gender-equality work in schools 2009-2010») describes the status of gender-equality work in Norwegian schools. (KD)
- *Nye barnehager i gamle spor? Hva vi gjør og hva vi tror* ("New kindergartens in old patterns? What we do, and what we think"): Report from 2010 by the Centre for Equality on the status on gender-equality work in kindergartens. (KD)
- Statistics on girls and mathematics and sciences: The Ministry of Education and Research has gathered new statistics to increase knowledge on whether the efforts to make girls choose mathematics and scientific subjects have yielded results in the form of more girls choosing scientific majors in higher secondary education. (KD)
- The candidate survey: BLD is financing an update on the candidate survey from 2009 in order to extract more knowledge on educational choices and gender. The survey is carried out by Nordic Institute for Studies in Innovation, Research and Education (NIFU) and is an annual questionnaire among candidates from universities and university colleges on their adaptation to the labour market. (BLD)

- Teaching on sexuality: Resource leaflet for use in schools, which among other things deals with questions related to gender-related harassment. (KD)
- Mennibarnehagen.no: Continue the national website on recruitment of men to work in kindergartens. (KD)

## Other measures and initiatives

- Guide for positive action for men in kindergartens: Together with the Ministry of Education and Research Reform has developed a guide for positive action in order to recruit more men to kindergartens. The guide gives information on and encourages kindergartens to use the regulations in the Gender Equality Act. (Reform)
- Dreams for the future?: A conference on experiences of women's and men's unconventional educational choices organised in Kristiansand in September 2011. The committee Gender Balance in Research (KIF), Centre for Gender and Equality and the University of Agder were responsible for the conference. Following the conference a leaflet with tips and ideas concerning educational choices will be developed. (KIF)
- Boys' day and girls' day for tenth graders in Larvik municipality: A day of self-development on the topic of being a good girlfriend, boyfriend and friend. The project has had an explicit message of self-development for boys. (Reform)
- Sexual limit setting, violence and relational knowledge in school: From 2006 the theatre production *Seksuell empati vol. 1* ("Sexual empathy volume 1") visited Norwegian schools and was played over 280 times. The performance was about youth and setting sexual limits. It also invited youth to a separate online forum for discussion after the performance. (Reform)
- Development network for kindergartens in Hedmark and Oppland counties: The development networks are part of a strategy for increasing knowledge. The networks examine gender equality in the pedagogical programme and use such methods as observation, filming and statistics to unveil undesirable practices. (Centre for Gender and Equality)
- Society Day in lower secondary school: Society Day for eighth-graders in Løten lower secondary school aims to increase the interest in getting involved in society. Among the themes raised were sexuality, boundary setting and self-defence for girls. (Centre for Gender and Equality)
- Kvinesdal – a gender-equal community: KUN Centre for Knowledge and Gender Equality participated in the subproject *Jo visst nytter det – likestilling i det pedagogiske arbeidet i Kvinesdal* ("It's certainly possible – gender equality in the pedagogical work in Kvinesdal") in the period 2007-2009. The subproject studied the role of fathers in children's lives and how employees in schools, through their encounters with boys and girls, contribute to moulding gender roles. (KUN)



## GOAL 3 A CHANCE TO BALANCE

### Governmental measures and initiatives

- Parental benefits: See facts under Goal 3 (BLD)
- Care leave for fathers: Fathers have the right to two weeks' leave when the child is born. This period is paid leave for state and municipal employees. As for fathers in the private sector, some will have the right to paid care leave on the basis of tariff or work agreements. (Ministry of Labour, AD)
- Maternity leave: Mothers have the right to and are required to take a minimum of six weeks' leave after birth. This part of the parental leave period is called maternity leave and is motivated by the woman's physical need to let the body heal after pregnancy and delivery (post-natal period). (AD)
- Parental leave: Parents have the right to a total of one year leave in connection with birth and adoption. In addition the parents have the right to one year leave each in addition to the first year. (AD)
- Right to full compensation: Parental benefits are not given for incomes that exceed six times the Social Insurance's basic amount (6G). In the case of public employees, the employer covers the difference between 6G and actual salary so that parents with incomes that exceed 6G get full compensation. Some employees in the private sector, too, will get compensation for incomes over 6G on the basis of tariff or work agreements. (FAD)
- Nursing break: The Working Environment Act gives employees who are breastfeeding the right to unpaid breaks of up to one hour per working day. In the public sector the rights to nursing breaks are even more extensive. Public employees who breastfeed have the right to two hours off with pay every day. Women in the private sector may also have the right to paid nursing breaks on the basis of tariff or work agreements. (AD)
- Rights in the case of child's or childminder's sickness: The Working Environment Act gives parents the right to leave of absence if the child (or the childminder) is sick. Employees have the right to care benefits during their absence (regulated in the National Insurance Act). Each of the parents has the right to ten days leave in connection with children's sickness in the course of one year. If there are more than two children the parents have the right to up to 15 days' leave each. Single providers have the right to up to 20 days' leave when they have one or two children and 30 days if they have more than two children. (AD)
- The Gender Equality Act: Discrimination in working life on the grounds of pregnancy, birth and leave is not permitted. A prohibition against asking about pregnancy, adoption or family planning in job interviews was implemented in 2010. The law is enforced by the Equality and Anti-discrimination Ombud. (BLD)
- Kindergarten coverage: An essential precondition for mothers' and fathers' work participation is access to kindergarten places for children between 1 and 5 years, and services related to school and extra-curricular activities for children aged 6 years and older. 89 per cent of 1-5-year-olds had a place in kindergarten in 2010. (KD)
- Right to a place in kindergarten: The right to a place in kindergarten applies to all children who turn at least one before the end of August in the year the application is submitted. The right shall be met from August in the year one applies for a place. (KD)
- Maximum fees in kindergartens: The Government has introduced a cap on the fee parents have to pay for a kindergarten place. This is a measure both to encourage as many as possible to use kindergartens and to ensure that kindergarten use is not dependent on the parents' economy. (KD)

- Tax policy: Several tax policy measures are designed to make it easier for parents to work and to have children in kindergarten. In the tax settlement, parents can for instance get a deduction for kindergarten expenses. (FIN)
- Reduced working hours: The Working Environment Act gives employees the right to reduced working hours. Both mother and father have the right to reduced working hours if they need it for weighty welfare reasons. Among such weighty welfare reasons is the wish and need of parents of small children to spend more time with their children. (AD)
- Limitations on overtime and extra work: In accordance with the Working Environment Act employees are entitled to exemption from overtime and extra work if it negatively impacts the child. (AD)
- Sickness during pregnancy: If a pregnant woman gets sick during pregnancy it is counted as regular sickness absence. Rights connected with sickness absence apply. Pregnant women also have the right to paid leave from work to attend pre-natal examinations. (AD)
- Adjustments for pregnant women: The Working Environment Act requires employers to make necessary adjustments or find alternative work if you are pregnant and cannot continue in your regular job for health reasons. If it is not possible for the employer to adjust the work of the pregnant woman and she therefore has to stop working, she may be entitled to pregnancy benefits. Pregnancy benefits are calculated in the same way as sickness benefits. (AD)
- Family-friendly working life: The booklet discusses family-friendly human resource policies in the government sector and gives concrete advice on what the employer can do to achieve more family-friendly human resource policies in their organisation. (FAD)
- Earmarking for fathers: The regulations on absence and leave for participants in the introductory programme for newly arrived immigrants was changed in 2010 so that ten weeks of the total parental leave period is reserved for the father. The motivation for this is to give fathers the opportunity to spend more time with the child during the first year, and to reduce the interruption of mother's participation in the introductory programme. (BLD)
- Strengthen combined parental contact: The Children's Act was changed in 2010 for the purpose of improving parental cooperation and helping children maintain good contact with both parents after a relationship breakdown. (BLD)
- Improve natal and post-natal care: The Government seeks to make natal and post-natal care more adapted to fathers in general and minority fathers in particular. (HOD)
- Focus on men: The family protection service's special magazine on men and fathers looked at the male role from a wide variety of perspectives. (The Norwegian Directorate for Children, Youth and Family Affairs)
- Conferences on family-friendly work life in 2010: The conferences were held in Oslo, Bodø and Ålesund. The purpose of the conferences was to stimulate debate and interest and to share good examples. (BLD)
- Strengthen information about fathers' rights: Information film on NAV's webpage. The film is also available with English subtitles. (NAV)

- Pay appraisal interviews: The introduction of a provision in the Basic Collective Agreement for the Civil Service §3 that gives employees the right to an annual interview on competence, responsibilities, pay and career development. The interview shall contribute to equal pay for men and women. (FAD)
- Family-friendly working life: In 2008-2009 the Church of Norway carried out a work environment study among pastors. In this connection the issue of adjustments to different life phases was raised and will be pursued in the on-going work to strengthen recruitment to the clergy. (FAD)
- Sustainable families – equal life cycles: The goal of the project was to get employers to adjust to more equal relationships through flexible work arrangements, to see how municipal services influence the chances that men succeed as equal partners and how family protection services can carry out development projects in organisations as part of their outreach activities and preventive work. (BLD)
- Adam – where are you?: The goal of the project was, among other things, to stimulate awareness of gender equality, joint responsibility and more equal sharing of work in the home. The project also looked at how working life, gender culture and expectations affect the interplay between men and women in different ways. (BLD)
- Strengthen women's position in working life: From 1 January 2011 parental benefits, pregnancy benefits and pregnancy-related sickness benefits count as earned income with regard to the right to unemployment benefits. (AD)
- More knowledge about mothers' and fathers' working hours: Data on parents' working hours shall be updated and the possibility that selected tables can be included in the continuous reporting from the Labour Force Survey will be considered. (BLD)

### **Other measures and initiatives**

- Brochure: The Federation of Norwegian Professional Associations has produced a booklet on pay appraisal interviews for use by employees in appraisal interviews with their employers. (The Federation of Norwegian Professional Associations)
- Handbook: Handbook on equality and diversity with tips and checklists for workplaces. The handbook gives employers useful tools in the work for a more equal human resource policy. (Equality and Anti-discrimination Ombud)
- Nordic course on family-friendly working life: NIVA Education will organise the course *The Nordic model: work-life balance – a trap or an opportunity?* in Oslo in April 2012. (NIVA)
- Tempo: A film based on a doctoral work about a couple who struggle to juggle the demands of everyday life. A humoristic short film that many people will identify with, and which is well suited as a trigger for debates about stress and how we spend our time.
- Guide: The guide for municipalities on the activity and reporting duties includes examples of reporting and measures for municipal employers. (Centre for Equality)
- Perspektivkonferansen in Hamar: An annual leader's conference on work environment, where innovation, equality and the good working life are among the topics discussed. (Centre for Equality)

## GOAL 4 BREAKING THE BARRIERS

### Governmental measures and initiatives

- The Gender-Equality Act: It is against the law to discriminate on the basis of gender in working life, both when it comes to hiring and when it comes to other aspects of the employment. The Act also protects against sexual harassment and harassment on the basis of gender. In 2010 a ban on questions concerning pregnancy, adoption or family planning in job interviews was introduced. (BLD)
- The Work Environment Act: The Act has several paragraphs which are important for better gender balance in working life. The rights to parental leave in connection with birth and infant care, the right to flexible hours and the right to reduced working hours make it easier to combine work and family life. In 2010 employees also got the right to leave of absence up to ten days every year to care for parents, spouse, cohabitant, partner or adults with disabilities or chronically ill children. The Act prohibits discrimination against part-time employees or temporary employees. Part-time employees have preferential rights to an extended post in connection with new appointments. (AD)
- Gender balance on company boards: In later years there has been a legal requirement to have gender balance on the boards of different legal forms of businesses. The law concerns public limited companies, state-owned enterprises, some special law companies, inter-municipal companies, cooperatives and private limited companies where municipalities own more than 2/3 of the shares. (JD)
- Increased share of women in top state management positions: The state's central employer will make provisions for increasing the share of women in top state management positions. Support will be given to female managers who are candidates to top management positions. Legal requirements to look for suitable female candidates will be considered. (FAD)
- New chances: A qualification programme aimed especially at stay-at-home women with immigrant backgrounds who are not in contact with or reachable by the public qualification system. The qualification is a full-time, individually tailored programme based on the introduction programme model. The programme aims to increase the share of women with an immigrant background who participate in work life. (BLD)
- Gender balance in the maritime sector: *Handlingsplan for økt kvinneandel i marin sektor* ("Action plan for increasing the proportion of women in the maritime sector») has measures which will increase the proportion of women in the maritime sector. (Ministry of Fisheries and Coastal Affairs, FKD)
- Gender equality in the maritime sector: Innovation Norway and the Research Council of Norway are obliged to promote gender equality through their management of funds. There are separate targets concerning share of women in relevant offers under the Marine Innovation Programme. (FKD)
- Sett Sjøbein ("Find your sea legs"): The project will increase recruitment to the maritime sector and strengthen the share of women in the industry. (FKD)
- More female parish ministers: The goal is to encourage more women to seek service as parish pastors. The implemented measures and the focus on recruiting women have yielded results. The number of female parish pastors has increased steadily from 12 per cent in 1998 to 26 per cent in 2009. The Church of Norway National Council has also adopted a strategic plan for gender and equality for the period 2009-2014. (FAD)

- More women in the Armed Forces: Report to the Storting no. 36 (2006-2007) concerns the work done to increase recruitment of women among personnel including officers, enlisted personnel and civilians. Research is also conducted on culture and attitudes in the Armed Forces. In addition a special position as coordinator for diversity and gender equality has been established in the Defence Staff. There is a goal to increase the share of women in national service as a measure to increase recruitment. Mandatory service-liability examination for women was introduced in 2010. (FD)
- The Armed Forces programme of leadership training: A programme for career and personal development for women, introduced in 2009, continues and is followed up in 2011, among other things through the programmes *Kvinnetopp* (a programme for female officers 35+ entering leader positions), and *Lupro – Lederutviklingsprogram for sivile* (“LUPRO – leader development programme for civilians”). (FD)
- Gender equality as a success factor: In 2009 gender equality was integrated into the management system of the Norwegian Public Roads Administration. Gender equality is one of three critical success factors in their focus on employees. Line leaders have a direct responsibility for goal achievement and are measured on gender equality. (Ministry of Transport and Communications, SD)
- Recruitment of women to the Norwegian Public Roads Administration: The NPRA has good experiences with expecting a written statement if qualified women who apply are not appointed. Questions are asked about what has been done to invite women to apply if there are no female applicants for a position. (SD)
- Knowledge gathering: The NPRA has financed the doctoral dissertation *Kjønnsbalanse eller likestilte prosesser, forståelser av likestilling i Statens vegvesen* (“Gender balance or gender-equal processes, conceptions of gender equality in the Norwegian Public Roads Administration”). The dissertation will be used in the NPRA’s further work on gender equality. (SD)
- Gender equality in academia: Universities and university colleges are required to develop action plans for gender equality, and many aspects of the gender-equality work are brought to the management meetings. (KD)
- Incentives in mathematical, scientific and technological subjects: This trial project was established in 2010. The project rewards workplaces that employ women in permanent positions (not promotions) as professors, assistant professors, lecturers or senior lecturers in subjects where women are under-represented. (KD)
- Committee on gender balance in research: The committee is appointed by the Ministry of Education and Research. It is to support and give recommendations on measures which can contribute to the integration of gender equality work in the institutions in the university and university college sector and the research sector. The committee has established meeting places and debate between different institutions, and it is a driving force for integration and gender equality. (KD)
- Gender in research: The Norwegian Research Council is required to report on gender distribution for a range of indicators on the separate subsidiary goals for its work. (KD)
- Report: The report *Kvinner og menns representasjon og innflytelse i olje- og energisektoren* (“Women and men’s representation and influence in the oil and energy sector») was completed in May 2006. (Ministry of Petroleum and Energy, OED)

## Other measures and initiatives

- **Assessment criteria:** The Research Council of Norway has changed its criteria for application assessment. Among the assessment criteria are recruitment of women, gender balance in projects and gender perspectives in research. The criteria apply to all kinds of applications. (The Research Council of Norway)
- **Labelling:** The Research Council of Norway has introduced labelling of their projects for gender balance and gender perspectives in research. The measure will provide better foundations for reporting in these fields. (The Norwegian Research Council)
- **Handbook for the university and university college sector:** The handbook contains check lists, examples and definitions. The aim is to offer the university and university college sector and the research institutes concrete aids in the active work for a more gender balanced human resource policy. (The Equality and Anti-discrimination Ombud)
- **Futura:** The aim for this programme is better gender balance where strategic decisions are made in the finance industry. The programme is aimed at talented women who are motivated to take greater responsibility and established leaders who are curious to develop the leader role and the culture in which they work. Futura is organised by Finance Norway (FNO), the Finance Sector Union of Norway and Finansnæringens arbeidsgiverforening (The Employers' Association for the Finance Industry).
- **Welcome in:** A mentor network for women with immigrant backgrounds which will strengthen their participation in the labour market. (Centre for Gender and Equality)
- **Female Future:** This one-year programme is open to companies and businesses that wish to work actively to increase the share of women in management and on company boards. Female Future is a leadership development programme for female talents in whom the company sees the potential and wants to invest. (The Confederation of Norwegian Enterprise)
- **Global Future:** The programme is a talent mobilisation programme for well-educated women and men with multicultural backgrounds and good Norwegian skills for central positions, management positions and board positions. Global Future is to increase companies' access to highly qualified workers and diversity in trade and industry. (The Confederation of Norwegian Enterprise)
- **The NEW Network:** NEW works to strengthen women's position in the oil and gas industry through networking and by initiating and developing measures for recruiting, marketing, and retaining critical workforce.
- **Men in the Health Services:** This two-year project aims at recruiting more men to work in nursing homes and home nursing care. (Trondheim municipality)
- **Men in Care Professions:** The project's aim was to develop recruitment strategies which could both maintain and strengthen recruitment of men in and to the care professions (Telemark University College)
- **Nordic Men in Care Services!:** This is a research-based experience gathering of initiatives to recruit, train and keep men after the credit crunch. An anthology published in February 2011 supported by the Nordic Council of Ministers. An article on the Norwegian effort to recruit more men to kindergartens. (NCM)
- **Mentor project for immigrant women in Steigen 2010-2012:** The project's aim is to enable women with immigrant backgrounds to network so that they can have real opportunities in the labour market and opportunities for a network which makes it easier to create job opportunities and to be included in the local community. (KUN)

- The Activity and Reporting Duty – a method in building reputation?: The project will be conducted by KUN Centre for Knowledge and Gender Equality in 2011 in cooperation with two private male-dominated businesses, and it looks at how the activity and reporting requirement can be used actively in the work to become an attractive employer for the whole population. The project was financed by BLD and Møre and Romsdal county council. (KUN)
- Well-being, diversity and gender equality in technology businesses: This survey and assessment of businesses' work with the activity and reporting duty looks especially at recruitment and working environment. (Centre for Gender and Equality)
- Survey of mentoring schemes in working life: Mentoring schemes are used among other things to make working life more easily accessible for certain groups, for career guidance and in connection with recruitment to management positions. The survey looks at the need for experience exchange, information and professional input for those who organise the schemes. The survey was financed by the Ministry of Children, Equality and Social Inclusion. (Centre for Gender and Equality)
- Investing in women is business development: The aim of this project (2004-2006) was to examine how one can create new workplaces and improve the economy in farming using women's workplaces on the farm as a starting point. (KUN)
- Steinkjer agriculture 2011-2013: The project looks at how the municipality can make provisions for allowing agriculture to be managed in different ways and at how the municipality can give women and men the same real opportunities to run a business in and in connection with agriculture. (KUN)
- Agriculture in many ways: The project was conducted in 2010 and was concerned with diversity in the agricultural sector in Nord-Trøndelag. (KUN)
- Development of the gender-equality work in the municipal agricultural office: A pilot project in Steinkjer municipality 2009-2010. The goal was to develop and test local work methods for gender-equality work in the agricultural sector in the municipality, increase women's participation in agriculture and make youth in agriculture in the municipality more conscious of the opportunities in agriculture and forestry. (KUN)
- Partners' involvement in running the farm: The project will be implemented in 2011 as a cooperation project between Nord-Trøndelag and Nordland county councils, KUN, the Norwegian Agricultural Economics Research Institute and the Centre for Rural Research. The intention of the project was to look at the significance of the partner's involvement in farm management, and what this means for motivation, well-being and economy. (KUN)
- Boundaries of knowledge – on women's experiences in forestry: Gender equality analysis 2009-2010. The project studies what it takes to recruit women to and make them stay in the industry. (KUN)
- The same boundaries of knowledge – on men's experiences in forestry. The project will be carried out in 2010-2011 and looks at men's experiences in forestry. It builds on the knowledge from earlier projects to see how forestry affects men and how men experience forestry. (KUN)
- Cooperation in south-western Norway: Cooperation is established between Nettverk for kjønnsforskning ("Network for Gender Research") (University of Stavanger), Centre for Gender and Equality (University of Agder), and Stord/Haugesund University College on research on gender and equality. This regional cooperation will start by developing a project which aims to improve the gender balance in research and education in these three institutions.

## GOAL 5 ECONOMIC POWER

### Governmental measures and initiatives

- **Tax policy:** The shift in recent decades from a household-based taxation system to an individual-based taxation system is important. Household-based taxation systems create tax barriers against one of the partners going from social security or housework to paid work. Such barriers have more or less been removed, but tax class 2 for married couples can still make it less profitable for a stay-at-home spouse to start working. The parental allowance gives the right to deduct expenses for childminding and thus entails a subsidy on childminding and child care. (FIN)
- **The pension reform:** Distributional effects, motivation to participate in working life and consequences for women and men were important themes in the debate on the pension reform. The pension system is gender neutral in the sense that it does not consider that women live longer than men. Payments for women and men are calculated in the same way, even though far more women than men receive old-age pension and benefits for surviving spouses. (AD)
- **Acquired pension rights for care work:** Differences in income over the life course for women and men mean that women on average receive lower pensions than men. To compensate for women's lower pension, parents have been compensated for lost pensionable income due to child care since 1992. In connection with the pension reform the pension entitlement for unpaid care work was raised from 4 to 4.5 G (National insurance basic amount). The pension entitlement of 4.5 G shall also apply to care for elderly, sick and disabled persons. The scheme is gender neutral in principle, but the pension entitlement goes automatically to the parent who receives the child benefits or has an income lower than 4.5 G. The scheme compensates for low or no pensionable income due to child care, and therefore gives many women a higher pension. (AD)
- **The Gender Equality Act:** An important tool in the work for equal pay is the Gender Equality Act §5, which states that women and men who are employed in the same enterprise have the right to equal pay for the same work or work of equal value. The right to equal pay shall apply regardless of whether such work is connected with different trades or professions or different collective wage agreements. (BLD)
- **Action plan:** In 2008 the Government launched a Plan of Action for More Female Entrepreneurs. The action plan aims for 40 per cent women as new entrepreneurs by 2013. Twelve measures under different Ministries were launched. (Ministry of Trade and Industry, NHD)
- **Strategy to promote gender equality in the agriculture sector:** The strategy was launched in 2007 and contains goals and measures to increase the share of women on different levels in the agriculture sector. (LMD)

### Other measures and initiatives

- **Women in business:** A three-year EU-funded project in the Kattegat-Skagerak region to stimulate innovation, development and sustainable growth in women-led small and medium size companies.
- **Equality test of occupational rehabilitation 2007-2008:** The project documents differences in men's and women's rehabilitation choices and the considerations on which choices are based. This provided a basis for expert discussions and development processes in the field of occupational rehabilitation and provided new insights into the meaning of gender. (KUN)



## GOAL 6 A REFLECTION OF THE POPULATION?

### Governmental measures and initiatives

- The regulations on gender balance in the Local Government Act: The Local Government Act has regulations with strict demands for gender balance in elected bodies. The regulations ensure good gender balance and contribute to gender equality in democratically elected bodies. (KRD)
- Showcase for Women in Local Politics: The project runs from 2007 to 2011 and aimed to increase the share of women in Norwegian municipal councils, especially in leading positions and among mayors. 22 municipalities were chosen to implement different measures in their municipalities. (KRD)

### Other measures and initiatives

- Of course – women in municipal political positions of power: The Norwegian Association of Local and Regional Authorities cooperates with the political parties on this measure. The project was started in 2006 with the goal of at least 40 per cent female mayors and deputy mayors by 2012. (The Norwegian Association of Local and Regional Authorities)
- Tick the box next to a woman: The Equality and Anti-discrimination Ombud has run the campaign *Kryss en kvinne* ("Tick the box next to a woman"), in which voters have been encouraged to influence the gender balance among elected representatives by giving personal votes (cumulate) to female candidates on the parties' lists. (EAO)
- Women can: *Kvinner Kan* ("Women can") is a programme for training in organisations and politics, which has been used in the Norwegian workers' movement and is currently used in both the Norwegian Labour Party and in a range of countries around the world. The project primarily trains local trainers, who in turn train people in their local communities. (The Labour Party)
- Survey: KUN Centre for Knowledge and Gender Equality has conducted a qualitative survey among municipal council representatives in Osen, Rissa, Verdal and Steinkjer. The survey was conducted in 2007-2009 and was part of the national project *Utstillingsvindu for kvinner i lokalpolitikken* ("Showcase for Women in Local Politics"). (KUN)
- Media training in Lindesnes: In 2011 The Centre for Gender and Equality develops a media training course combined with a course in debating and advocacy for newly elected women in local politics in the Lindesnes region. (Centre for Gender and Equality)

## GOAL 7 WOMEN SUFFER, MEN DIE

### The Government's measures and initiatives

- Strategy for women's health (2003-2013): The plan emphasises that the gender perspective shall be at the heart of the health and care sector – in research as well as in policy development, prevention and services. (HOD)
- National resource centre for women's health: In 2006 the National resource centre for women's health was established. The centre has special functions in the areas of research, competence building, counselling and dissemination of knowledge about women's health. The centre has a special emphasis on reproductive health, coronary heart diseases in women and typical women's diseases. (HOD)

- Gender perspective in the development of health services: The Regional Health Authorities and the Directorate of Health are asked to emphasise the integration of a gender perspective in the development of the health services. Special challenges connected to men's or women's health should be met with adequate knowledge and resources. (HOD)
- Clinical research: In the annual regulatory documents to the Regional Health Authorities the Ministry of Health and Care Services has stated that clinical research should consider the gender perspective, including ensuring that analyses of research results are carried out separately by gender where relevant. (HOD)
- National plan of action for road traffic safety 2010-2013: The plan provides a comprehensive description of 152 safety measures that will be implemented during the period. The plan establishes an intermediate goal of a maximum of 775 fatalities and severe injuries in 2020. Measures targeted at road user groups with high accident rates and risk behaviour will be prioritised. Young men are overrepresented in these groups. (SD)
- Follow-up: The National Committee for Medical and Health Research has been given special responsibility for the administration of the guidelines for the inclusion of women in medical research. (HOD)
- Research on women's health: The budget of the Research Council of Norway has been strengthened every year since 2004 with allocated funds for a strategic research initiative on women's health. (HOD)

#### **Other measures and initiatives:**

- The LOFT Project: The Equality and Anti-discrimination Ombud's information and awareness raising campaign, LOFT, focuses especially on equitable public services in the health sector. LOFT is described in greater detail above. (EAO)
- Studies on equal treatment: The Equality and Anti-discrimination Ombud has initiated a research project in cooperation with Norwegian Social Research (NOVA) and Alna District. The purpose is to help mother and child clinics to develop tools and possible measures to meet the requirements of equitable treatment and better framework conditions for service providers. The goal is to provide insight into how an equity perspective can enhance the professionalisation of service delivery. (EAO)
- Status report: In 2005 the Research Council of Norway prepared a status report on the council's research on women's health. (Research Council of Norway)
- Research: The Research Council of Norway has established a strategic research initiative on women's health. The gender perspective is integrated in the Research Council's new programme plans. (Research Council of Norway)
- Integration of a boy's perspective in traffic safety work: In 2010 and 2011 Reform and Trygg Trafikk – The Norwegian Council for Road Safety organised seminars on gender and traffic. The seminars looked at the possible contribution of gender research and gender perspectives to the efforts to prevent risk behaviour and accidents in traffic. (Reform)
- The vulnerability of the stronger sex – treatment, care and masculinity: Research project (2007-2012) which studies the gender perspective in health services, the importance of women as next-of-kin to sick men and what masculinity means for men's health. (Centre for Equality)

## GOAL 8 FREEDOM FROM VIOLENCE, COERCION AND SEXUAL ABUSE

### Governmental measures and initiatives

- A new criminal code more suited for women: After 100 years with a criminal code made by and for men the new criminal code will send clear signals to the courts that the punishment for sexual crimes, serious assault and murder will be stricter. Because it will take some time before the new criminal code comes into force, the Government has implemented several increases in punishment for sexual crimes, domestic violence and abuse in the existing criminal code. (JD)
- The Crisis Centre Act: The Act on Municipal Crisis Services requires municipalities to have a crisis centre service for women, men and children who are exposed to domestic violence or threats of violence and who also have a need for advice or a safe, temporary accommodation. (BLD)
- *Turning Point – Action Plan to Combat Domestic Violence (2008 – 2011)*. (JD)
- Forced marriages: Through *Action Plan against Forced Marriage (2008-2011)* the Government has implemented a range of measures to combat forced marriages. The action plan contains 40 different measures. The efforts will continue in 2012. (BLD)
- Genital mutilation: *The Governmental Action Plan against Female Genital Mutilation (2008-2011)* has as its primary goal to prevent genital mutilation of young girls. The action plan consists of 41 measures. The efforts will continue in 2012. (BLD)
- *Plan of Action against Human Trafficking 2005-2009*. (JD)
- *Strategi mot fysiske og seksuelle overgrep mot barn 2005–2009* («Strategy against physical and sexual abuse of children 2005-2009»). (BLD)
- Norwegian Centre for Violence and Traumatic Stress Studies: The Norwegian Centre for Violence and Traumatic Stress Studies (NKVTS) was established in 2005. The centre develops and disseminates knowledge on violence and traumatic stress. The aim is to contribute to prevention and to reducing the health-related and social consequences which violence and traumatic stress may entail. (HOD)
- Resource centres on violence, traumatic stress and suicide prevention: In the four health regions five regional resource centres on violence, traumatic stress and suicide prevention (RVTS) have been established to assist first-line services with competence building and networking. (HOD)
- Incest and rape centres: Two rape centres and 20 incest centres have been established across the country. The centres help and assist women and men who have become victims of incest, sexual assault and rape. (BLD)
- Violence and abuse reception centres: Violence and abuse reception centres, which are open around the clock, have been established in all counties in the country. The reception centres offer medical and psychosocial treatment to victims of abuse.
- Nationwide incest hotline: BLD funds the nationwide hotline for victims of incest and sexual abuse, which is run by the incest centre in Vestfold. The hotline is open around the clock and is a service for people who have become victims of incest and sexual abuse and their next of kin. (BLD)

- **Municipal action plans:** The Government has encouraged municipalities to establish municipal action plans against domestic violence where among other things measures against incest, forced marriage, honour-related violence, female genital mutilation and rape may be included. NKVTS and the RVTS centres have jointly developed a template for municipal action plans, which has been sent to all municipalities and chief municipal executives in the country. Many municipalities have already developed their own action plans in this field. (JD)
- **Service for perpetrators of violence:** A nationwide help and treatment service for perpetrators of violence, in which Alternative to Violence (ATV) plays a central role, is being developed (BLD).
- **Universally designed public transport stops:** The Government wants to increase women's sense of security when using the public transport system through universally designed public transport stops. This is done among other things by increasing lighting on public transport stops, erecting transparent shelters etc. Women use the public transport system more than men. (SD)
- **Prevention in higher secondary education:** As a project in higher secondary education a teaching programme in communication and conflict management with particular emphasis on couples and families has been developed. The project is run by the Norwegian Directorate for Children, Youth and Family Affairs in cooperation with family care services and schools. (BLD)
- **Counselling offices for victims of crime:** A service which offers help to all victims of crime, but in practice especially works with victims of violence and abuse. The counselling offices exist in 14 cities, and they have a good overview of rights and relevant help services. (JD)
- **Changes in the Children Act with regard to parental responsibility in connection with suspicion of violence and abuse:** In 2006 and 2007 the Children Act was changed to contribute to giving children better protection in parental responsibility cases where there is suspicion of violence and abuse. This means among other things that a parent who has been charged, indicted or convicted of having caused the other parent's death, no longer automatically get custody of the child. (BLD)
- **Competence in the municipal crisis centre services:** In 2011 the Norwegian Directorate for Children, Youth and Family Affairs will organise a conference for the municipalities on the crisis centre services with contribution from the Norwegian Association of Local and Regional Authorities. Furthermore, the Norwegian Directorate for Children, Youth and Family Affairs has commissioned from the RVTS centres a competence enhancement programme for employees in municipal crisis centre services.
- **Prevalence survey:** NKVTS has been commissioned to conduct a prevalence survey on domestic violence, including rape. The reason is the need for comprehensive statistics on the prevalence of domestic violence. (JD)
- **Research on domestic violence in immigrant families:** NKVTS has been commissioned to initiate a research project on domestic violence in immigrant families. (BLD)
- **Knowledge on violence against women with disabilities:** NKVTS has developed a state-of-knowledge report on violence against women with disabilities and has been commissioned to develop a corresponding state-of-knowledge report on violence and abuse against mentally disabled people. Where lack of knowledge is identified initiatives for research projects will be taken. (BLD)

- Meetings on violence and abuse against the mentally disabled: In 2011 BLD will organize four regional meetings on policies for the mentally disabled, where violence and abuse is one of the topics. (BLD)
- Competence team on forced marriages: The competence team consists of representatives from the Norwegian Directorate for Children, Youth and Family Affairs, the Police Directorate (POD), the Norwegian Directorate of Immigration (UDI) and the Directorate of Integration and Diversity (IMDi), that has the administrative responsibility for the team. The competence team gives advice, counselling and assistance to the first-line services in their work with specific cases concerning forced marriages or other types of honour-related violence and control. (BLD)
- Minority counsellors: 26 minority counsellors work in different higher secondary schools with a high percentage of minority pupils. They offer specific advice and follow-ups of individual pupils in cases of forced marriages and related problems. (BLD)
- Integration counsellors: Integration counsellors have been appointed at four Norwegian Foreign Service missions in countries and areas where forced marriages occur. The integration counsellors are to increase the competence and casework capacity in the Foreign Service missions in cases concerning forced marriages and other family-related issues. (BLD)
- Housing and support services: the Norwegian Directorate for Children, Youth and Family Affairs has been commissioned to improve and strengthen the housing and support services for people who come into conflict with the family because of forced marriage, or threats of forced marriage, and who may have to break with the family for a shorter or longer period of time. 30 places have been established for young people who have been exposed to or in danger of forced marriage. (BLD)

## Other measures and initiatives

- The Drammen project on domestic violence –honour-related violence: Development of cooperation routines and clarification of responsibilities between schools, police and child care and systematic training of employees in the services on the topics of domestic and honour-related violence, including forced marriage. Similar projects are now conducted in Stavanger, Bergen, Trondheim and Skien. (Drammen municipality)
- Lauras Hus (Laura's House): Lauras Hus was established in 2009 as a safe haven for women who are victims of human trafficking and who need time for reflection/asylum. The women are in an exposed life situation and most are pregnant or have given birth in Norway. Lauras Hus is also a service for women who have lived long in crisis centres. (The Church City Mission)
- Utsattmann.no: A website supported by BLD for boys and men who are victims of sexual abuse. The website is made by men who are victims of abuse in cooperation with SSMM (the Centre for Sexually Abused Men), ADAM – the Church Resource Centre against Violence and Sexual Abuse and the Change Factory. (The Change Factory)
- Facts and myths about men exposed to domestic violence: Information leaflet developed by Reform and based on their experiences from their personal counselling service for victims of violence, as well as research on the topic. The leaflet has been distributed to all municipalities and crisis centres. (Reform)
- Workshop service: Reform offers workshops on male victims of violence for crisis centres and other services that need increased knowledge on the topic. (Reform)

- Anger management course: This is low-threshold service aimed at men who manage their anger in an unhealthy way, for instance by acting out against others. The main aim is that each individual shall manage his anger in a healthy, constructive and good way by replacing the unhealthy responses with healthy ones. The courses are tailored to men with different ethnic and cultural backgrounds. (Reform)
- Youth with aggression problems: There is a dual aim of this measure. First, that young people shall change their behaviour by replacing aggression with healthy and constructive responses. Second that the people around them (parents, teachers etc.) shall get increased competence on young people's aggression problems and how they best can assist the young in the process of change. The measure is conducted in the form of personal counselling and group work. (Reform)
- Youth against violence at the Sami higher secondary school in Karasjok: A joint project between Reform, East Finnmark Police District and the Conflict Council in East Finnmark. The project deals with violence prevention and was integrated in the teaching of several subjects over a period of three months. The result was better knowledge on violence – what violence and sexual harassment are, the consequences of violence and tools for preventing violence. (Reform)
- Prevention of intimate partner violence: Violence prevention measures primarily aimed at young people, and the focus is on knowledge dissemination on violence and sexual harassment. The measure is implemented in higher secondary schools and is a continuation of the project *Ungdom mot vold* ("Youth against violence"). (Reform)
- JUWOBA: *Justice for Women Exposed to Violence in the Barents Region* is a joint project between local crisis centres in north-western Russia and Norway. The aim is to exchange experience and institutionalise the work against violence against women. (KUN)

## GOAL 9 GLOBAL CHALLENGES

### The Government's measures and initiatives

- International obligations: See appendix 3.
- The Girls' billion: Support for schools and education for girls, primarily through UNICEF's comprehensive education and equality programme. (Ministry of Foreign Affairs, UD)
- Gender equality cooperation with Vietnam: Project in 2009-2013 to strengthen the Government's work to promote gender equality and equal opportunities for women in Vietnam. The project is financed by the Ministry of Foreign Affairs and carried out by KUN Centre for Knowledge and Gender Equality in collaboration with the Ministry of Children, Equality and Social Inclusion. KUN has developed a project with measures and exchange of experiences in a number of areas. (BLD)
- Cooperation agreement: Cooperation with the Indian Panchayati Raj department on "effective promotion of women's political leadership and local governance" in India and Norway. The project is based on experiences from "Showcase for women in local politics". (KRD)

- Open Government Partnership: The aim of OGP is to promote an open, accessible and well-functioning public sector as a basis for democracy and participation, strengthened civil society, rule of law and adaptation for economic and social development in all countries in the world. One of Norway's three focus areas in this cooperation is to strengthen the role and position of women in politics, economy and social life. (UD)

## Other measures and initiatives

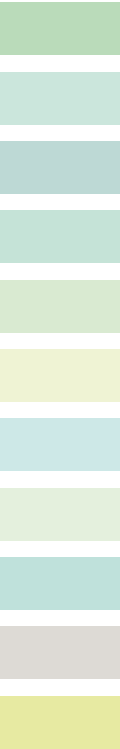
- Seminar during Plan Norway's Jentekonferanse ("Girls' conference") in 2011: Among other things the seminar addresses how development assistance organisations focus on gender in their work, and how men can be involved in development issues and in the work to combat violence against women. (Reform)
- MenEngage Norway: An informal network of organisations, individuals and groups who work to engage boys and men in changing male roles, both in Norway and internationally. The network is connected to MenEngage internationally and is coordinated by Reform. (Reform)
- Project on gender balance in the fisheries sector: The project *Women's participation in decision-making processes in arctic fisheries resource management* was carried out from 2002 to 2004 with sub-projects in Canada, Greenland, Iceland, the Faroe Islands, Sweden and Norway. The goal was to increase transparency and democracy in resource management in the fisheries sector, as well as to promote international cooperation on gender perspectives and gender equality in the management of marine resources. The project was commissioned by the Arctic Council and was financed by the Ministry of Foreign Affairs and the Nordic Council of Ministers. (KUN)
- Project on women and petroleum: The project *Women and resource management in the rural North* was carried out in 2005-2006 and identified barriers and developed tools to increase participation and influence. In the Norwegian subproject, KUN Centre for Knowledge and Gender Equality mapped women's power and participation in petroleum developments in Northern Norway in the report *Et eventyr uten prinsesser?* (A fairy tale without princesses?) (KUN)
- Out of the Crisis: A mapping of the consequences of the financial crisis for women in the Murmansk region in 2009. The project also provides a course in entrepreneurship, where the goal is to strengthen women in their search for a job or to help them start their own business. The ultimate goal of the programme is to prevent prostitution and trafficking as well as to strengthen the Norwegian-Russian collaboration in both the public and the private sector. (KUN)





## PART 3

# Appendices



## APPENDIX 1

# Overview of the policy implementation system

### THE MINISTRY OF CHILDREN, EQUALITY AND SOCIAL INCLUSION (BLD)

The Ministry of Children, Equality and Social Inclusion has the main responsibility for the Government's gender equality policy, but all ministries have a responsibility for gender equality in their areas. BLD acts as an advocate in gender equality policy. [www.regjeringen.no/bld](http://www.regjeringen.no/bld)

### THE EQUALITY AND ANTI-DISCRIMINATION OMBUD (LDO)

The Equality and Anti-discrimination Ombud shall promote equality and combat discrimination on the grounds of gender, ethnicity, reduced functional ability, language, religion, sexual orientation and age. LDO deals with complaints regarding gender equality and discrimination. LDO is an independent specialist agency, but administratively organised under BLD. [www.ldo.no/en/](http://www.ldo.no/en/)

### THE EQUALITY AND ANTI-DISCRIMINATION TRIBUNAL (LDN)

The Equality and Anti-discrimination Tribunal handles appeals against the Equality and Anti-discrimination Ombud's decisions. LDN may decide that a particular action is in contravention of the Act. The tribunal may order cessation, rectifications and other measures necessary to ensure that discrimination, harassment, instruction or retaliation stops and is not repeated. LDN may stipulate a deadline for compliance with the order. LDN can impose a coercive fine to ensure that orders are carried out. However, LDN cannot award damages. [www.diskrimineringsnemda.no](http://www.diskrimineringsnemda.no)

### THE DIRECTORATE OF CHILDREN, YOUTH AND FAMILY AFFAIRS (BUFDIR)

The Directorate of Children, Youth and Family Affairs is subordinate to BLD. It is a specialist agency on, among other things, equality and anti-discrimination, as well as domestic violence and abuse. In 2011 a resource centre for knowledge about lesbians, gays, bisexuals and trans persons was established. The centre was located in the Directorate of Children, Youth and Family Affairs. Among other things, the centre shall support and contribute to the Government's work to reveal, increase awareness of and tackle various challenges connected with sexual orientation and gender identity. The Delta Centre, the National Resource Centre for Participation and Accessibility, is also part of the Directorate of Children, Youth and Family Affairs. The centre works to enable persons with disabilities to participate in society on an equal terms with others. [www.bufdir.no](http://www.bufdir.no)

### THE DIRECTORATE OF INTEGRATION AND DIVERSITY (IMDI)

The Directorate of Integration and Diversity is a competence centre and a driving force for integration and diversity. IMDi implements integration and diversity policy in BLD's field of responsibility. The directorate supports the work of municipal and other actors in the field. Furthermore, IMDi shall contribute to BLD's policy formulation through analyses and summaries of experiences and methods. The main tasks are, among other things, the resettlement of refugees, following up the Introduction Act and administering important economic instruments in integration and diversity work. IMDi has six regional offices. [www.imdi.no](http://www.imdi.no)

## COUNTY GOVERNORS

The County Governor shall stimulate the municipalities to work actively to promote gender equality. Important activities include providing guidance and information to municipalities on how the activity and reporting duty can be followed up, encouraging the municipalities to integrate a gender perspective in their planning and considering gender equality issues when they carry out inspections. [www.fm-nett.no](http://www.fm-nett.no)

## REGIONAL CENTRES FOR EQUALITY AND DIVERSITY

The Government has facilitated the establishment of three pilot centres for gender equality and diversity. The regional centres for gender equality shall promote, implement and provide guidance in gender equality and diversity work. They shall have accessible expertise in practical gender equality work in their respective regions. KUN – Centre for Knowledge and Gender Equality covers the counties of Nordland, Finnmark, Troms, Sør-Trøndelag and Nord-Trøndelag. The Centre for Equality, which is situated in Hamar, covers the counties of Hedmark and Oppland. The Centre for Gender Equality at the University of Agder covers the two Agder counties.

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

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

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

## REFORM

Reform – Resource Centre for Men helps men who are in a difficult life situation and contributes to improving men's living conditions and quality of life. The centre works to increase men's real opportunities and to develop diversity in men's lives. Reform documents and disseminates knowledge about men's life situation and is an important element in the policy implementation system for gender equality. [www.reform.no](http://www.reform.no)

# Overview of legislation, international commitments and international cooperation

The right not to be discriminated against on the basis of gender is a human right. The non-discrimination principle is found in a range of international human rights conventions. With its adoption of the conventions and its participation in the UN, the European Council, the Nordic Council of Ministers and other international bodies Norway is committed to combating different kinds of discrimination.

Legislation on discrimination is the most important means for implementing these commitments. The Gender Equality Act protects against gender-based discrimination and requires businesses to work actively to promote gender equality. This Act has been particularly important in the work for gender equality. In addition we have other laws which prohibit discrimination on other grounds than gender. The Equality and Anti-discrimination Ombud monitors and contributes to the implementation of the Act.

Other legislation, too, has great significance for equality between men and women generally and for women in particular. An important example is the right to parental leave in the Working Environment Act and the right to parental benefits in the National Insurance Act. Such regulations are important measures for promoting gender equality.

In this appendix an overview of the regulations on gender discrimination in Norwegian legislation and in international human rights is presented. An overview of the most important arenas for international cooperation is also presented.

## THE PROTECTION AGAINST GENDER DISCRIMINATION IN THE GENDER EQUALITY ACT

### The purpose and scope of the Act

The Gender Equality Act protects against gender-based discrimination. The purpose of the Act is to promote gender equality between the sexes. Women and men shall be given equal opportunities in education, employment and cultural and professional advancement. Both women and men are protected against discrimination, even if the Gender Equality Act in its purpose section aims especially to improve the conditions for women, cf. § 1.

The Act applies to all areas of society, such as working life, education, health and culture. The Act applies to both the public and the private sectors.

### The ban on discrimination

The Gender Equality Act § 3 stipulates that differential treatment of women and men is prohibited. From this stipulation it follows that direct and indirect discrimination on the

basis of gender is prohibited. The general ban on discrimination is detailed in special regulations. The special regulations concern work, education and associations, which are important arenas when it comes to gender equality. In addition there is a special regulation concerning protection against sexual harassment and gender-based harassment.

Victims of illegal discrimination have the right to compensation and redress. Only courts can decide on this.

### **The duty to work actively for gender equality**

The Act obliges employers and public authorities to work actively for gender equality.

Pursuant to §1a of the Gender Equality Act all public and private employers shall make active, targeted and systematic efforts to promote gender equality within their enterprise. This duty of employers encompasses for instance recruitment, salary and employment terms, promotion, development opportunities and protection against harassment.

In annual reports or annual budgets a report shall be made on the actual state of affairs of gender equality in the enterprise. An account shall also be given of implemented or planned measures to promote gender equality.

Public authorities shall work actively for gender equality within their areas. Employer and employee organisations have the same duty within their fields.

### **Preferential treatment**

Pursuant to § 3a of the Gender Equality Act moderate preferential treatment of one of the sexes is allowed. Preferential treatment which is suitable as a means for promoting gender equality, and which does not constitute an undue encroachment on those who are affected negatively by this preferential treatment, is not considered discrimination. Preferential treatment shall cease when its purpose has been achieved. The access to preferential treatment of men is regulated in a regulation on preferential treatment of men in professions where the main task is teaching or care of children.

The Act stipulates gender quotas when appointing public committees. Pursuant to § 21 both sexes shall have at least 40 per cent representation when a public body appoints committees, governing boards, councils, boards etc.

### **Enforcing the Act**

The Equality and Anti-discrimination Ombud (LDO) monitors and contributes to the implementation of the Act. The Ombud also monitors the other anti-discrimination laws. In addition to the enforcement role, the Ombud also has the role of initiator and is a source of competence in gender-equality questions.

The Ombud treats complaints about breaches of the law and offers legal advice. This concerns breaches of the ban on discrimination and the reporting duty. The Ombud may also give an opinion on whether the law has been broken in individual cases, but it cannot make legal decisions. The Ombud decisions can be appealed to The Norwegian Equality Tribunal (LDN), which can make a legally binding decision.

The role, authority and organisation of the ombud and the tribunal are regulated in the Anti-discrimination Ombud Act.

Discrimination cases can also be taken to court. In most cases which raise questions of discrimination, and which are within the ombud's remit, the ombud can act as legal adviser alongside the discriminated party's legal representative. The Ombud can also give the court written statements to highlight general public interests in a case.

## **THE MARKETING ACT**

The Marketing Act shall protect consumers against undue and misleading practices. In the Act there is a regulation on gender-discriminating advertising. The regulation was added to the Act when the Gender Equality Act was passed. The purpose of the regulation is that marketing shall promote equality between the sexes. The Consumer Ombudsman enforces the Act.

## **THE UN SYSTEM**

The UN General Assembly unanimously passed the Universal Declaration of Human Rights in 1948. Central to this declaration is the principle of equality and the principle of non-discrimination. The human rights, as they are expressed in the universal declaration, are seen as inalienable and universal. Norway has adopted different human rights conventions through the European Council, ILO and the UN, and thereby committed the state to legal implementation of the human rights in Norway.

## **The UN Convention on the Elimination of Discrimination against Women**

The UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) is from 1979 and was ratified by Norway in 1981. The convention constitutes the legal starting point for Norway's work on gender equality.

The purpose of CEDAW is to give women collective and efficient protection against gender discrimination. The convention shall also be a tool for legal, social and cultural change.

In the convention are gathered existing commitments to ensuring women and men the same right to enjoy all economic, social, cultural, civilian and political rights. The state shall take all appropriate measures to abolish discrimination against women. This implies both a duty to protect women against discrimination and a duty to work actively to the advancement of women's status.

The convention prohibits all forms of discrimination of women. This includes direct, indirect and structural discrimination in all fields. The general protection against discrimination is detailed in special regulations on equal rights to health, education, work, political participation, citizenship, credit, resources such as land and water, as well as equality in family relations and marriage.

### **Other relevant UN conventions**

The UN International Covenant on Civil and Political Rights (ICCPR) was passed in 1966. The covenant has several regulations on non-discrimination. Article 26 prohibits any discrimination on any ground such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.

The UN International Covenant on Economic, Social and Cultural Rights (ICESR) was passed in 1966. The rights in the covenant are for everyone regardless of race, skin colour, sex, language, religion, political or other opinions, national or social origin, property, birth or other status.

The UN Convention on the Rights of the Child provides children and young people under the age of 18 special human rights protection. It was passed in 1989 and ratified by Norway in 1991. The rights in the convention are for all children without discrimination and regardless of the child's or its parents' race, colour, gender, language, religion, origin, wealth, ability or opinions.

These covenants and conventions apply as Norwegian law through the Human Rights Act. The conventions have priority if there is contradiction between rights pursuant to the conventions and other Norwegian legislation.

Other UN conventions also deal with discrimination and may have bearing on gender equality. The UN Convention on the Elimination of All Forms of Racial Discrimination is adopted in Norwegian legislation through the Anti-Discrimination Act (the Act on prohibition of discrimination based on ethnicity). The UN Convention on the Rights of Persons with Disabilities was passed in 2006. Norway signed the convention in 2007 with a view to ratifying it. The convention has a separate article on women with disabilities.

### **Monitoring bodies**

The implementation of the UN conventions mentioned above is monitored by different expert committees.

The CEDAW Committee supervises the implementation of the UN Convention on the Elimination of All Forms of Discrimination against Women. The states that have ratified the convention are to report regularly to the committee on how they fulfil their obligations.

Individuals can complain to the Human Rights Committee and the CEDAW Committee since Norway has allowed individual complaints to be handled in accordance with CEDAW and the Covenant on Civil and Political Rights.

The Equality and Anti-discrimination Ombud shall oversee that Norwegian legislation and administrative practices are in accordance with Norwegian obligations according to CEDAW.

### **The Beijing platform**

During the Fourth UN World Conference on Women in Beijing in 1995 a platform for action (the Beijing platform) was developed. It ensures that governments work on gender equality from a mainstreaming perspective. This means that gender equality is to be incorporated into all policy making and planning. At the same time the platform states that a particular focus on the status of women and girls is necessary.

The platform is an important tool for everyone who works for women and gender equality around the world and must be seen in connection with other important documents, among them CEDAW and the UN Resolution 1325 on women, peace and security. The platform is the starting point for Norway's work in the gender-equality field within the UN.

The platform states that women's rights are human rights, and that gender equality between women and men is a necessary prerequisite for development and peace. The platform deals with twelve critical areas which shall be prioritised especially in order to achieve equality between women and men. Each topic provides a description of women's status with suggested measures.

### **The UN Millennium Development Goals**

The UN is behind the initiative for a global effort against poverty as a realistic ambition for our time. The Millennium Development Goals constitute a joint understanding between rich and poor countries on what kind of development we want. They tell us that the human being is central, and that development means ensuring that the fundamental needs and rights of human beings are met.

The Millennium Development Goals play an important role in Norwegian development policies. We have a commitment to the international community to contribute to achieving the goals. There is agreement between the Government and the Storting to prioritise the Millennium Development Goals in Norwegian development cooperation. Money is an important part of this effort, but commitment and knowledge are also needed.

One of the Millennium Development Goals is to promote gender equality and the empowerment of women. This entails ensuring gender equality and providing women with greater opportunities. Further work will be done to eliminate differences in the share of boys and girls in primary and secondary school, on all levels, within 2015.

Another goal is to improve the health of pregnant women and women giving birth. The goal is to reduce maternal mortality by three quarters between 1990 and 2015.

### **Norwegian participation in different UN bodies**

Norway participates in the annual meetings in the Third Committee of the UN General Assembly, which is the highest UN decision-making body and covers human rights questions associated with gender equality and non-discrimination on the basis of gender, ethnicity, disability, sexual orientation, children and so on. Norway follows up and reports on central resolutions passed by the UN General Assembly or the UN Security Council.

The UN Human Rights Council is the most important political UN human rights body. The council was established by the UN General Assembly in 2006 and replaces the former

Human Rights Commission. The Human Rights Council's task is to advance universal respect and protection of all human rights and liberties for all people and groups. Norway is a member of the UN Human Rights Council in the period from 2009 to 2012. Norway contributes with national experiences from the gender equality field in the work of the Human Rights Council.

Norway participates in the annual meetings in the UN Commission on the Status of Women, which is a meeting place for governments, organisations and representatives of civil society and other UN bodies. The discussions and decisions in the Commission on the Status of Women form the basis for the themes and suggestions to the meetings in the Third Committee in the UN General Assembly to advance the status of women.

UN Women is the newest UN special entity. UN Women shall work for equality between the sexes and women's rights globally, with a particular focus on less developed countries. Norway has a place on the board for the period 2010-2013 and is one of the biggest contributors to UN Women. UN Women's efforts will be made in close cooperation with individual countries and in correspondence with the country's own priorities. There must be national ownership of the activities. UN Women shall have a leading role in the UN's general work for women's rights. In cooperation with all the other entities in the "UN family" (UNICEF, UNESCO, UNDP, UNFPA, ILO, WHO, the World Bank and others) UN Women shall contribute to making each entity take its responsibility for integrating the gender perspective and women's rights within their mandates and activities all over the world.

## **THE COUNCIL OF EUROPE**

The cooperation in the Council of Europe is based on parliamentary democracy, the rule of law and human rights. The Council of Europe has passed several human rights conventions.

### **The European Convention on Human Rights**

The ethical principles of the Council of Europe are primarily laid out in the European Convention on Human Rights (ECHR from 1950).

The ECHR has many of the same rights as the UN Covenant on Civil and Political Rights. The enjoyment of the rights in

the convention is secured, according to article 14, without discrimination on the grounds of sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status.

The convention is incorporated into the Human Rights Act. The convention is therefore to be considered as Norwegian law and has priority if there is contradiction between the rights in this convention and other Norwegian legislation.

The European Court of Human Rights is the most important monitoring body when it comes to human rights. The court rules on individual complaints about member states' violations of the rights set out in the European Convention on Human Rights. The court accepts complaints from citizens in the relevant member country and other states in the Council of Europe.

### **Convention on preventing and combating violence against women and domestic violence**

The Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence was passed in 2011. Norway has signed the convention and participated actively in its development. The purpose of this new convention is to prevent and combat all forms of violence against women and domestic violence, protect the rights of victims of such abuse and advance national and international cooperation against abuse.

## **EU/EEA COOPERATION**

To promote equality between women and men is one of the tasks of the EU. This is evident in the charter on the establishment of the European Union (The EU Charter). The EU Charter is not part of the EEA agreement. Still, it follows from the EEA agreement (articles 69 and 70) that Norway shall implement the principle of equal pay and equal treatment in employment. This corresponds to the article 141 of the EU Charter.

Several gender-equality directives on gender discrimination have been passed. These are part of the EEA Agreement and implemented by Norway:

- Directive 2006/54/EC on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation
- Directive 86/613/EEC on the application of the principle of equal treatment between men and women engaged in an activity, including agriculture, in a self-employed capacity.
- Directive 79/7/EEC on the progressive implementation of the principle of equal treatment for men and women in matters of social security
- Directive 2004/113/EC on the implementation of the principle of equal treatment between men and women in the access to and supply of goods and services

The EU has an extensive gender-equality agenda and a separate gender-equality strategy, *Strategy for Equality between Women and Men 2010-2015*. The strategy reflects many of the same challenges and opportunities that can be found in this action plan.

Norway is represented in the European Commission's Advisory Committee on Equal Opportunities for Women and Men. It is, furthermore, tradition that the Minister of Equality participates in EU's informal meetings for ministers of equality.

Norway participates in several EU programmes concerning equality: PROGRESS 2007-2013 ("Programme for Employment and Social Security"), Daphne 2007-2013 (an action programme which shall prevent violence against children, youth and women), and a programme for the exchange of good examples and experiences concerning equality between women and men.

## **NORDIC COUNCIL OF MINISTERS (NCM)**

The Nordic Council of Ministers is the cooperative body of the Nordic governments, which was established in 1971. NCM consists of several Councils of Ministers. One of these is the Council of Ministers for Gender Equality (MR-JÄM).

The basis for the Nordic gender-policy cooperation is the programme *Gender equality creates a sustainable society (2011-2014)*.



## APPENDIX 3

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Gender in Norway: [www.gender.no](http://www.gender.no)

IMDi – Directorate of integration and diversity: [www.imdi.no](http://www.imdi.no)

Kilden – Information centre for gender research in Norway: [www.eng.kilden.forskingsradet.no](http://www.eng.kilden.forskingsradet.no)

KUN – Centre for knowledge and gender equality: [www.kun.nl.no](http://www.kun.nl.no)

LDO – The equality and anti-discrimination ombud: [www.ldo.no/en/](http://www.ldo.no/en/)

Centre for equality: [www.likestillingscenteret.no](http://www.likestillingscenteret.no)

MiRA Centre: [www.mirasenteret.no](http://www.mirasenteret.no)

Nordic gender institute: [www.nikk.no/English/](http://www.nikk.no/English/)

The organisation database: [www.orgbase.no/en](http://www.orgbase.no/en)

Reform – resource centre for men: [www.reform.no](http://www.reform.no)

Centre for gender and equality (UiA): [www.senterforlikestilling.org/?sprak=gb](http://www.senterforlikestilling.org/?sprak=gb)

SSB – Statistics Norway's theme page on gender equality: [www.ssb.no/likestilling](http://www.ssb.no/likestilling)

SSB – Statistics Norway's theme page on immigration: [www.ssb.no/innvandring](http://www.ssb.no/innvandring)



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