

«More than a decade after world leaders agreed to eliminate all forms of discrimination against women, their empowerment remains a necessary element in attaining development targets»

*UNs Secretary-General Ban Ki-moon. 2010*

# GENDER EQUALITY

– a key to democracy



**norway  
grants**

**eea  
grants**  
Iceland liechtenstein norway

COOPERATION ON GENDER EQUALITY  
EU – Norway

## THE EEA AND NORWAY GRANTS

Norway provides a substantial contribution to the reduction of social and economic disparities in Europe. Through the EEA and Norway Grants 2004–2009, more than 1200 development projects, programmes and funds within a range of priority areas are supported in the 12 new EU member states, Greece, Portugal and Spain. The projects are run by central, regional and local authorities, research and academic institutions, non-governmental organisations and businesses. The EEA and Norway Grants also aim to strengthen the relations between Norway and the beneficiary states.

For the 2009–2014 programme period, EUR 1.79 billion will be made available to important areas with a particular focus on the environment, climate change, health, education, research and the judiciary. Efforts to strengthen the civil society will be continued, and a new fund to promote tripartite cooperation and efforts to combat social dumping will be established. Norway, as the largest donor, provides 97 percent of the EEA and Norway Grants funding.

## GENDER EQUALITY

– a key to social and  
economical development



## WOMEN IN POWER

The Council of Europe calls on governments to promote full participation of women in all levels of decision-making. As the figures show, great challenges still remain in this field.

Gender equality is a key factor for the development of a democratic society and economic growth. Countries which suppress or exclude girls and women from political, social or economic participation are lagging behind. These countries are slowing down their development.

During the last 40 years women in Norway have entered the political arena at a progressive rate. But experience shows that the proportion of women in political bodies does not increase without special efforts, and quotas have proved the most effective means of achieving a more balanced representation. The issue of quotas was highly controversial when introduced in the 1970s and early 1980s.

The Norwegian experience is that affirmative action and legislation in the field of gender equality is needed and lead to change. The use of quotas is simply a tool to display women's competences. It started in the 1970-ties when some political parties on voluntary basis adopted quotas on the electoral lists. Today the gender balance is complete with the 50 – 50 per cent representation. Also, five of the six major Norwegian political parties apply a gender quota system.

The Gender Equality Act has since 1981 contained a clause of at least 40 per cent of both men and women to be represented in publicly appointed

committees etc. The positive effects of this affirmative action, has led down to our legal regulation – quota – of 40 per cent of the underrepresented group in 4 types of companies. The most famous being the large Public Limited Companies (PLCs), (which often are noted on the stock exchange). Today highly competent women have taken their righteous seats at the boardroom tables.

## WOMEN AT WORK

### EQUAL WORK – UNEQUAL PAY

The right to equal pay for work of equal value is stated in Norwegian as well as in EU legislation. But this is not always the case in reality. There are still major differences in what men and women are paid.

### PENSIONS

Pensions reflects women's pay and positions in the labour market. In addition to lower wages in female dominated occupations, many women also receive lower pensions than men due to part time work or unpaid maternity leave. In some countries, unequal retirement age for men and women further widens the gap on pensions. It is a challenge for all countries to secure gender-neutral insurance schemes.

«The employment rate of the population aged 20–64 should increase from the current 69% to at least 75%, including through the greater involvement of women, older workers and the better integration of migrants in the work force».

*Fra Europe 2020. A European strategy for smart, sustainable and inclusive growth.*



## WOMEN AT WORK

### PERCENTAGE OF WOMEN AMONG UNIVERSITY STUDENTS:

EU-27: 55,2 (2007)	NORWAY: 61 % (2009)
-----------------------	------------------------

### EMPLOYMENT RATE BY GENDER (15–64 YEARS) (2008):

EU-27: Male 72,8% Female 59,1%	NORWAY: Male 80,5% Female 75,4%
--------------------------------------	---------------------------------------

### WOMENS AVERAGE EARNINGS (2008) As a percentage of mens:

EU-27: 82,6%	NORWAY: 84,3%
-----------------	------------------

### UNEMPLOYMENT WOMEN (2009) Of total unemployment:

EU-27: 8,9 %	NORWAY: 3,1 %
-----------------	------------------

### WOMENS PENSIONS As a percentage of mens:

EU-27: Not available	NORWAY: 73% (2009)
-------------------------	-----------------------



## DEMOGRAPHY

### LIFE EXPECTANCY

EU-27: Male: 76,06 (2007) Female: 82,20 % (2007)	NORWAY: Male: 78.40 % (2008) Female: 83,20 % (2008)
--------------------------------------------------------------	-----------------------------------------------------------------

### FERTILITY RATE:

EU-27: 1,53 (2006)	NORWAY: 1,98 (2009)
-----------------------	------------------------

### POPULATION (2010):

EU-27: 501 259 840	NORWAY: 4 854 824
-----------------------	----------------------

### PERCENTAGE OF ELDERLY POPULATION (2008):

EU-27: 17,1% over 65 years	NORWAY: 14,6% over 65 years
----------------------------------	-----------------------------------

### EXPECTED POPULATON OF ELDERLY IN 2060:

EU-27: 30% over 65 years	NORWAY: 24,5% over 65 years
--------------------------------	-----------------------------------

## WOMEN IN POWER

### WOMEN IN PARLIAMENT (2009):

EU-27: 33,3%

NORWAY: 39,6%

### FEMALE CABINET MINISTERS (2009):

EU-27: 33,4 %

NORWAY: 50%

### WOMEN IN LOCAL ASSEMBLIES:

EU-27: 26,6%

NORWAY: 37, 5 % (2007)

### WOMEN AMONG JUDGES IN THE SUPREME COURT:

EU-27: 32% (2008)

NORWAY: 42,1 (2010)

### PROPORTION OF WOMEN AMONG PRESIDENTS OF EXECUTIVE BOARDS QUOTED ON THE NATIONAL STOCK EXCHANGE:

EU-27: 3% \*

NORWAY: 7% (2009)

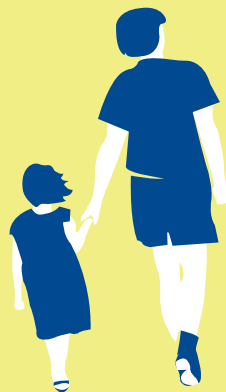
### PROPORTION OF WOMEN IN COMPANY BOARDS QUOTED ON THE NATIONAL STOCK EXCHANGE:

EU-27: 11% \*\*

NORWAY: 41% (2010)

\*[Only the top 50 firms rated in EU-27](2008)]

\*\*[Only the top 50 firms rated in EU-27] (2008)]



## FAMILY POLICY

### PARTICIPATION RATE OF 4-YEARS-OLDS IN PRE-PRIMARY AND PRIMARY EDUCATION (2009):

EU-27:  
86,8%

NORWAY:  
96,9%

GENDER EQUALITY  
– a key to democracy

## FAMILY POLICY

The strain on families with small children is tough in a modern society. It is expected a constitutional right, that both men and women should enjoy a job and a family life. A family-friendly policy must therefore be aimed at both women and men, where parental leave, child care and schools are concerned.

In Norway, the tripartite cooperation between the State, Employers Federations and the Unions in focusing on gender equality and family issues has been an important factor since the 50'ties. Norway has designed enabling structures and reforms which allow women - and men alike - to choose to have family and children combined with professional lives and incomes. Headwords have been:

- Greatly extended and improved parental leave rules and benefits
- Work-life-balance when having young children
- A rapid increase in kindergardens and day-care centers

The length of parental leave in Norway with 100% wage compensation is 46 weeks. Norway introduced the father's quota in 1993, and the parental leave scheme reserves today 10 weeks for the obligatory, nontransferable father's quota in Norway. For EU-27 there are significant variations between the member states. Council Directive 92/85/EEC gives a minimum maternity leave of 14 weeks. There is no common policy for fathers leave.

In the EU-27, 74 percent of 3 year old children participate in pre-primary education. The coverage varies, but is increasing in almost all countries. In Belgium, France and Italy almost all 4 year old are

enrolled, while in Ireland, Poland and Finland less than 50 percent are enrolled. The other countries fall in between. (EU; «Key data on Education in Europe 2009»)

In the age group 1-5 years in Norway the coverage of children attending nursery schools was 87 percent in 2009. (Comparable data with EU-27 is not available)

States Parties shall take in all fields, in particular in the political, social, economic and cultural fields, all appropriate measures, including legislation, to ensure the full development and advancement of women, for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men.

*Convention of the Elimination of All Forms of Discrimination against Women. Article 3.*

«We must commit ourselves to ensuring a place for women at the peace table, on the village council and in national parliaments. By ensuring equal opportunities for women and men, we promote the progress of our entire society.»

*Ms. Rachel Mayanja, Assistant Secretary-General, Special Adviser on Gender Issues and Advancement of Women, CSW Beijing +15 i NY 2010.*

## PROMOTING GENDER EQUALITY

Equality between women and men is a fundamental right, a common value of the EU and the EEA/EFTA states, and a necessary condition to achieve economic growth, employment and increase social cohesion. Many EU member states are still facing considerable changes when it comes to addressing the gender dimension of issues such as access to employment, work life balance, private and family life, and participation in political and economic decision-making.

The EEA and Norway grants 2009–2014 aim to address the inequality between women and men and promote equality as a key to economic development and democracy in the beneficiary states. Supported programmes are expected to be launched from 2011 and onwards and may include:

- Establishment of gender equality authorities
- Mechanisms to improve work life balance
- Research and development projects
- Capacity building for organisations and networks
- Campaigns on gender awareness and specific gender issues
- Policies to improve gender mainstreaming

More information: [www.eeagrants.org](http://www.eeagrants.org)

«The EEA and Norway Grants gives Norway a historic opportunity to strengthen cooperation with EU member states»

*Foreign Minister Jonas Gahr Støre*

«The cost of gender inequality for national economies is not only indecent and wrongful towards the girls and women of the world – it's simply not smart economics!»

*Audun Lysbakken, Minister of Children, Equality and Social Inclusion. 2010*



## FURTHER INFORMATION ON GENDER EQUALITY IN NORWAY

All sites are available in English

Norwegian Ministry of Children, Equality and Social Inclusion  
<http://www.bfd.dep.no/engelsk>

The Equality and Anti-Discrimination Ombud  
<http://www.ldo.no/en>

KILDEN Information Centre for Gender Research in Norway  
<http://eng.kilden.forskningsradet.no/>

Women in Science  
<http://eng.kvinneriforskning.no/>

Nordic Gender Institute (NIKK)  
<http://www.nikk.no/English/>

Center for Equality  
<http://www.kvinneuniversitetet.no/English/tabid/2930/Default.aspx>

Women in Science – Norway  
<http://forskerbasen.no/>

FOKK Organization for Research on Women and Gender in Norway  
[http://kilden.forskningsradet.no/c35087/artikkel/vis.html?tid=61475&strukt\\_tid=35087](http://kilden.forskningsradet.no/c35087/artikkel/vis.html?tid=61475&strukt_tid=35087)

EEA Grants and Norway Grants  
<http://www.eeagrants.org/>



The Norwegian Labour and Welfare Administration  
<http://www.nav.no/English>

The Ministry of Education and Research  
<http://www.regjeringen.no/en/dep/kd.html?id=586>

The Norwegian Association of Local and Regional Authorities (KS)  
<http://www.ks.no/u/English/>



**NORWEGIAN MINISTRY  
OF FOREIGN AFFAIRS**



**NORWEGIAN MINISTRY OF CHILDREN,  
EQUALITY AND SOCIAL INCLUSION**

This publication is founded by the EEA and Norway Grants  
Publication number: Q-1060 E