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1 Overview of achievements and challenges in promoting gender equality and women's empowerment

1.1 Coordination

Responsibility for coordinating the Government's gender equality and anti-discrimination policies (all grounds protected against discrimination) lies with the Ministry of Children, Equality and Social Inclusion (BLD). Responsibility for enforcing current gender equality and anti-discrimination legislation lies with the Equality and Anti-Discrimination Ombud (LDO) and the Norwegian Equality Tribunal (LDN). This arrangement provides a good basis for developing a multi-dimensional approach to gender equality.

In addition, the Government's work on gender equality is based on *the principle of sectoral responsibility*. This means that all competent authorities and sectors are responsible for promoting gender equality and for evaluating measures to ensure that they provide the whole population access to services.

Responsibility for preventing violence in close relationships, which also falls under the Government's work on gender equality, is shared by several ministries and underlying

directorates. The Ministry of Justice and Public Security is responsible for coordinating the Government's work on violence in close relationships.

BLD's main tasks related to gender equality policy are as follows:

- To administer national laws and ensure implementation of obligations under treaties and directives related to gender equality and anti-discrimination in Norwegian law.
- To promote and coordinate the Government's gender equality policy.
- To contribute to developing a knowledge-based policy for gender equality and good systems of documentation and analysis of the status of gender equality.

Integration of a gender equality perspective in all policy areas and at all levels has been a declared strategy in Norway's official gender equality policy since the 1980s. From the mid 1990s, further instructions that matters with significant consequences for gender equality be described in official studies were given in the Instructions for Official Studies and Reports. A key policy instrument in the ministries' work on gender equality is the activity and reporting obligations prescribed in equality and anti-discrimination legislation, requiring employees, public authorities, and employer organisations to make active, targeted, and systematic efforts to promote equality. These obligations were incorporated into the Gender Equality Act in 2002. Furthermore, the main budget circular issued by the Ministry of Finance has since 2007 provided guidelines on how the gender equality perspective should be incorporated into the national budget (Proposition 1 S). Several guides have been prepared showing how ministries should follow up these guidelines.

BLD has established its own high-level steering group to coordinate the Government's work on gender equality. Cross-sectoral action plans and white papers on gender equality constitute important tools for coordinating and further developing the Government's efforts in the area of gender equality. Some of the key white papers and action plans concerning gender equality issued in recent years are:

- Report No. 8 (2008 - 2009) to the Storting *Men, Male Roles and Gender Equality*
- Report No. 6 (2010 - 2011) to the Storting *Gender Equality for Equal Pay*
- An action plan for gender equality entitled *Gender Equality 2014*
- *Action Plan against Forced Marriage, Female Genital Mutilation and Severe Restrictions on Young People's Freedom* (2013 - 2016)
- Report No. 15 (2012 - 2013) to the Storting *Preventing and Combating Domestic Violence. A Matter of Life.*
- *Action Plan against Domestic Violence* (2014 - 2017)
- *Action Plan against Rape* (2012 - 2014)

The action plan entitled *Gender Equality 2014* proposed 86 new measures in many ministries' areas of responsibility.

BLD has overall administrative responsibility for several grant schemes in the area of gender equality.

Furthermore, the Ministry has been assigned responsibility for developing knowledge on gender equality and on gender equality work related to different grounds for discrimination. For example, the Ministry initiated a comprehensive fact-finding report on the status of gender equality in Norway from the perspectives of life cycle, social class, and ethnicity. The Equality Commission has prepared two reports: NOU 2011: 18 *Structure for Equality* and

NOU 2012: 15 *Policy for Equality*. BLD has contributed to establishing a national research centre on gender equality.

1.1.1 Directorates under the Ministry of Children, Equality and Social Inclusion

BLD has two underlying directorates: the Norwegian Directorate for Children, Youth and Family Affairs (Bufdir) and the Directorate of Integration and Diversity (IMDi). In addition, the Norwegian Labour and Welfare Administration (NAV) administers on behalf of BLD public welfare schemes such as child benefit, cash-for-care benefit, and parental benefit on behalf of BLD. Both directorates are assigned key tasks related to gender equality issues, but Bufdir plays a special role as the competent directorate in areas such as gender equality and anti-discrimination related to gender, ethnicity, disability, and sexual orientation.

The Directorate now has responsibility for tasks involving documentation and knowledge development, promotion and guidance, implementation of measures prescribed in national action plans, and grant scheme administration, including grants to family and gender equality organisations and, from 1 January 2013, grants to centres for equality previously administered directly by the Ministry.

1.1.2 Grants to the centres for gender equality and the Reform Resource Centre for Men

The Centre for Equality, the KUN Centre for Gender Equality, the Centre for Gender and Equality, and the Reform Resource Centre for Men receive operating subsidies and/or government funding to support them in their roles as promoters of and providers of information on gender equality. These centres should focus on finding practical ways in which municipalities can work on gender equality issues. The justification for providing funding to Reform is that a need exists for an actor that works specifically on drawing men and men's perspectives into the work done on gender equality.

1.1.3 County governors

BLD has charged county governors with responsibility for encouraging municipalities to work actively on promoting gender equality related to different grounds for discrimination. The county governors are also charged with gender equality tasks that fall under the ambit of other ministries, such as the Ministry of Education and Research, where county governors are expected to help strengthen gender equality measures in kindergartens.

1.2 Legislation

In the late 1970s, the national machinery for gender equality and the advancement of women was established, and equality legislation entered into force.

BLD has responsibility for legislation dealing with all forms of discrimination. The Storting (Norwegian parliament) passed four new anti-discrimination laws on 13 June 2013: the Gender Equality Act, the Ethnicity Anti-Discrimination Act, the Anti-Discrimination and Accessibility Act, and the Sexual Orientation Anti-Discrimination Act. These acts entered into force on 1 January 2014. The first three replaced the Gender Equality Act of 1979, the Anti-Discrimination Act of 2006, and the Discrimination and Accessibility Act of 2009

All the anti-discrimination acts contain clauses prohibiting direct and indirect discrimination, harassment, incitement, and participation in discrimination. The acts also contain rules governing the activity obligation of public authorities, employers, and employer organisations. Employers must account for how the activity obligation is fulfilled.

The section on equal treatment in the Working Environment Act (1977) prohibits discrimination on the basis of political views, membership in trade unions, sexual orientation, disability, and age. The Act applies to working life. The section on equal treatment was amended and strengthened in 2004.

1.2.1 Enforcement system

The Norwegian Gender Equality Ombud was the first ombud of its kind when created in 1978. From 1 January 2006, the following joint enforcement system was charged with enforcement of Norwegian gender equality and anti-discrimination laws: the Equality and Anti-Discrimination Ombud and the Norwegian Equality Tribunal. Both bodies are based in Oslo, are professionally independent, and operate at national level. Their respective purposes and tasks are stated in the Anti-Discrimination Ombud Act.

Equality and Anti-Discrimination Ombud

One of the main intentions behind establishing the Equality and Anti-Discrimination Ombud (LDO) was to create a low-threshold service to which individuals who felt exposed to discrimination could turn and seek protection of their rights under the different laws. The main tasks of LDO are to promote equality and to combat discrimination irrespective of gender, ethnicity, religion, physical ability, sexual orientation, gender identity, gender expression or age. The Ombud enforces the laws prohibiting discrimination, provides guidance, and serves as a promoter of equality and diversity. The Ombud should view the different grounds for discrimination in relation to each other and should develop the necessary cross-disciplinary expertise and ability to address multiple discrimination and discrimination at the intersection between gender and other grounds for discrimination.

The Ombud should also supervise Norwegian law and administrative practices, ensuring that they are in keeping with Norway's obligations under the UN Convention on the Elimination of All Forms of Discrimination against Women, the UN International Convention on the Elimination of All Forms of Racial Discrimination, and the UN Convention on the Rights of Persons with Disabilities.

Norwegian Equality Tribunal

The Norwegian Equality Tribunal (LDN) is an appeal body for the Ombud's recommendations, and as such plays a vital role in legal developments in the area of anti-discrimination. The Tribunal decides whether a case contravenes anti-discrimination legislation and may issue orders to remedy or stop discrimination or order measures to stop discrimination or prevent discrimination from reoccurring. The Tribunal may also impose fines and request prosecution proceedings if orders are violated. A party may bring a case before the Tribunal for consideration after the Ombud has made a decision. This may be done either by the Ombud's bringing a case before the Tribunal when a party fails to comply with the Ombud's decision or by the Tribunal itself requesting that a decision made by the Ombud be brought before the Tribunal for review.

The Tribunal's decision is final, but decisions may be brought before a court of law for a full review of a case. Bringing a case before a court of law can require considerable financial

resources, so the Ombud and the Tribunal are intended to serve as supplements to judicial proceedings.

1.3 Positive trends

Norway wishes to highlight the following four positive trends in gender equality that have emerged since its adoption of the Beijing Declaration and Platform for Action:

- An increase in the number of female students
- High levels of employment for both men and women
- Gender balance on boards
- More gender equality in the home

1.3.1 Women in the majority in higher education

The past 30 years have seen a huge increase in the number of women taking higher education. This trend has contributed to strengthening women's position in the labour market and in society in general. Statistics show that many women apply for higher education and that the majority of students at university colleges and universities are women: 60% in 2012.¹ Until the mid 1980s, the majority of students were men, but in 1986 more women than men were registered as students at university colleges and universities. Since then, the number of students has increased significantly every year, and the number of female students has increased faster than the number of male students.

The proportion of women studying is greater than that of men. This applies both to the general population and to immigrants and Norwegian-born youth with immigrant parents. The education level of Sami men is slightly lower than for the rest of the population, whereas that of Sami women is on the same level. In 2012, the proportion of Sami women and men aged between 19 and 24 taking higher education was 39.1% and 26.1% respectively. The corresponding figures in 1995 were 29.7% for Sami women and 22.5% for men.

Young people's educational choices are strongly influenced by the level of education of their parents, but more young women than men take higher education, even if they come from families of low social background. Immigrants and Norwegian-born with immigrant parents seem to break with their social inheritance more than others do in the sense that their level of education is less influenced by that of their parents.

1.3.2 High employment among women and men

Labour force participation in Norway is also high compared with that in other countries. This is mainly due to the high level of labour force participation by women and elderly. In the OECD area, women in Norway have the second-highest employment rate, after Iceland, by percentage of the working-age population.

In 1996, the percentage of women employed was 63%, whereas the percentage of men employed was 73%. In 2013, the percentage of women employed rose to around 66%. The proportion of men in employment in 2013 was 71% (15 - 74 years).

¹ Education statistics. Students attending universities and university colleges, 1 October 2012, Statistics Norway.

Labour force participation increases with level of education. Women with the highest level of education have 33% higher labour force participation than women with the lowest level of education, while the corresponding difference between men is 26%.² Norway is the OECD country with least disparity in labour force participation between women and men with higher education.³

In 2012, the proportion of immigrant women in employment was 57%, whereas the corresponding figure for immigrant men was 68%. Employment statistics for 2010 of Sami settlement areas show fewer gender disparities in the employment rate than for the rest of the population.

1.3.3 Gender balance on boards

By introducing quotas or regulations to improve the gender balance, the Government has contributed to enabling women to participate more in the economy.

Rules concerning gender balance on boards of all publicly wholly-owned enterprises entered into force already in 2004, with a transitional period of two years. The rules concerning gender balance on the boards of privately owned public limited companies (ASA) entered into force in January 2006, and require a minimum of 40% of each gender on the boards of public limited companies.

From 2008, co-operatives with more than 1,000 members are obligated to comply with requirements regarding gender quotas. On 1 January 2009, the rules were extended to boards of private limited companies where municipalities own two thirds or more.

Gender quotas have not been introduced for boards of limited companies (AS), which make up the majority of all companies.

In 2013 (1 January) there were 236,000 limited companies and 277 public limited companies.

Share of women on boards of limited companies:	18%
Share of women on boards of public limited companies:	41%

Source: Statistics Norway 1 January.2013

The State Ownership Report for 2012 includes 53 companies that are state-owned and whose ownership is managed directly by the ministries. The average proportion of women among shareholder-elected board members in these companies was 47%, and 20 out of 53 companies had female chairs on 1 January 2014. The Government strives to maintain as equal a balance as possible between men and women on boards in state-owned companies.

1.3.4 More equal parenthood

In Norway, men's roles have undergone considerable changes during the past two decades. Fathers, regardless of education, now spend more time than previously on childcare, on routine housework, and on other unpaid family work. They spend less time than before on paid work. A majority of men now cook dinner, pick up their children from childcare, and are

² NOU 2009: 10 *Commission on Economic Inequality*

³ OECD (2010) *Education at a Glance*. Paris: OECD

home from work when a child is sick. They are also steadily increasing their time with newborn babies.

To ensure that men may care for their own children, Norway introduced paternal leave exclusively for fathers – known as the father's quota – in 1993.

The number of fathers drawing parental benefit has gradually increased since the father's quota was introduced. In 1995, fathers used 6% of all parental benefit days, whereas in 2012 the proportion of parental benefit days used by fathers increased to 20%.

In 1993, the quota was four weeks. Today it is 14 weeks. However, the father's quota is constantly debated and the new government has decided to reduce the quota from 14 to 10 weeks to give parents greater flexibility and freedom of choice.

The large majority of eligible fathers use the quota (90%). Mothers and fathers also share (almost equally) the right to be at home with sick children.

We also see that fathers have reduced their time spent on paid work and have enhanced their family work, while the opposite changes have taken place in mothers' time-use patterns. On average, fathers today work about 20 minutes less than did fathers in 1990 and are doing 40 minutes more family work than did fathers in 1990. The situation for mothers is the opposite: they work about one hour more than did mothers in the 1990s and are doing 40 minutes less family work than did mothers in 1990.

There has been a distinct increase in fathers' family work. Family work encompasses routine housework, family care (for children), and maintenance work. Fathers with a youngest child below 15 years of age spent on average 3.5 hours more per week on family work than did fathers in 2000. This is a huge change in only 10 years and clearly indicates greater participation at home. The father's new role is primarily notable for fathers with children below school age. They use daily almost one hour more on family work than did fathers at the turn of the millennium.

Norway has introduced several welfare rights aimed at helping both men and women balance their participation in the labour force with caregiving responsibilities at home for both children and adults.

Many of the abovementioned welfare rights have been improved since 2009: for example, the parental benefit scheme, the right to paid breastfeeding leave during the child's first year, the right to two weeks' paternity leave in connection with a birth, protection against discrimination on the grounds of pregnancy, and parental leave.

Measures have been implemented to gain more expertise in the area of fathers and equal parenthood in public service provision. The Reform Resource Centre for Men holds courses on this topic for the municipalities, commissioned by the Ministry. The purpose of these courses is to facilitate early involvement by fathers and to motivate both parents to share more of their childcare responsibilities.

In recent years, Norwegian authorities have also financed several studies of the status of equality in the home.

1.4 Our main tools to promote gender equality

What we have achieved when it comes to gender equality is due to a system of policies which closely link welfare and family policies with gender equality policy. We have free higher education and a number of welfare schemes for students. We have strong and targeted family policies through legal acts, economic provisions, and different regulations to support equality.

The Working Environment Act, National Insurance Act, and Gender Equality Act all contain provisions intended to ensure employees the right to adapt their work, family life, and care work. Some examples:

- Full coverage of early childcare at an affordable price, and afterschool services for children up to 11 years of age (paid by parents).
- Extensive paid parental leave schemes: 49 weeks with 100% cover, up to a certain level (or 59 weeks with 80% cover) with a mother's quota and a father's quota.
- Mothers have the right to up to one hour off with pay for breastfeeding every day when the child is under a year old.
- Parents have the right (by law) to stay home from work with sick children (up to 12 years old), with pay up to 10 days for both the mother and the father.
- Employees are entitled to leave of absence and attendance allowance to nurse relatives in the final phase of life (60 days).
- Employees are entitled to leave of absence of up to 10 days a year to provide necessary care for a parent, spouse, cohabitant, or registered partner.
- Employees are entitled to reduced working hours on welfare grounds. This scheme is intended for parents of young children and for people with care obligations for elderly or sick relatives.
- Employees are entitled to acquire rights for caring for children under the age of six or for sick, disabled, or elderly people.
- Any form of discrimination on the grounds of pregnancy, birth or leave entitlement is prohibited under the Gender Equality Act.
- Tax deductions for all families with children below 18 and tax deductions for single providers.

Norway has also introduced legislation to improve the gender balance in different areas. The Gender Equality Act accommodates positive differential treatment to achieve gender balance, and this opportunity is made use of; for example, since 1981 the Gender Equality Act has contained a provision stating that public bodies should strive to achieve as equal representation between women and men as possible when electing or appointing members to committee, boards, councils, etc. The Local Government Act has contained a similar provision since 1993. The father's quota was introduced in 1993. In 2003, legal requirements were introduced governing gender balance on boards in several types of companies. These provisions were subsequently expanded to include other company types; see sections 1.3.3

and 1.6 for further discussion. Furthermore, since 2002 the Gender Equality Act has contained activity and reporting obligations for employers, public authorities, and employer organisations.

1.5 Remaining gender balance challenges

Implementation of sound political measures over many years and ambitions for a gender-equal society have produced good results for the status of gender equality in Norway. However, some challenges remain. Norway wishes to highlight the following four key challenges:

- The gender-segregated labour market
- The high level of part-time employment among women
- Low employment among women with immigrant background
- Violence against women

1.5.1 The gender-segregated labour market

Some vocational education programmes in upper secondary schools and several subjects offered at universities and university colleges are highly gender segregated. The education preferences of young people taking vocational education in the upper secondary schools have been gender segregated for many decades. For example, nine out of 10 pupils studying health and social care subjects are female, and nine out of 10 pupils studying technology and industrial production are male. Women account for the majority of students taking higher education, but they often choose female-dominated subjects that offer poorer opportunities in terms of pay and recruitment to senior management positions.

A Norwegian study of the gender-segregated labour market shows that little has changed in terms of gender balance in various industries, sectors, and professions over the past 20 years.⁴

There are significant differences between men and women according to the industry in which they work. Women dominate in health and social care, teaching, and service provision, whereas men dominate in building and construction, oil, agriculture, industry, and mining.

The study shows that gender segregation has increased in both the public and private sectors. Over time, the public sector has become increasingly dominated by women, who account for around 70% of public-sector employees. The proportion of women in the municipal sector is 78%, and in government agencies 57%.⁵

The trends within the respective professions are more complex. The large care professions have become slightly less female-dominated over the past 10–15 years. Simultaneously, the number of employees in these professions has increased. Nonetheless, the proportion of female pre-school teachers and nurses is around 90%.

During the same period, some male-dominated professions in the private sector have become even more so. Today, occupations such as building and construction workers, mechanics, and electricians are regarded as 'men's jobs'.

⁴ Jensberg et al. 2012

⁵ Ibid.

Examples of gender-neutral professions (that is professions with a gender balance of between 40% and 60%) are some academic professions such as teachers in the upper secondary school system, executive officers in senior positions in public administration, and the medical professions. The status of the medical professions has shifted from being *male dominated* to *gender neutral* during this period. The proportion of women in other professions requiring a science background is also increasing.

The same study reveals a growing trend over the past 20 years in the proportion of women holding positions of influence and decision-making power in Norwegian working life. Nonetheless, men still dominate when it comes to managerial positions. A comprehensive management survey was conducted in 2001 and updated in 2011 (known as the Norwegian Elite Study). This study documents an overwhelming male dominance within the Norwegian elite in 10 different sectors in society. The study covered top-level positions in the military services, the judicial system, state bureaucracy, research, the church, the cultural sector, the cooperative sector, media, and private business. The average proportion of male dominance in the Elites Study conducted in 2001 was 83%. In the updated study conducted in 2011, the average proportion of male do 75%. In other words, three out of four top leaders are men. The most noticeable change has occurred in the public sector. The proportion of female top leaders in the business sector is only 13%.

Wage levels in professions and industries dominated by women are generally lower than in those dominated by men. The gender wage gap is also due to the differences between the positions held by women and men in the labour market. The disparity between men's and women's average wage decreased between 2003 and 2013. In 2013, the average wage for women in full-time employment was 87.9% of that of men.

One dilemma for men today is that they would not benefit financially from entering female-dominated professions. Women would benefit financially from entering male-dominated professions. Future demands for labour in, for example, the health and care sector, indicate that it will be vital to recruit more men.

1.5.1.1 Measures to redress the gender-segregated labour market

Developing measures to redress the gender-segregated labour market has proven difficult. The gender-segregated labour market is closely linked to gender-segregated educational choices.

Measures aimed at educational choices

In a society where children grow up seeing that women and men dominate certain professions, it is important that boys and girls gain an early awareness and see more opportunities than have previous generations. A considerable amount of competence building and development work towards a more gender-sensitive pedagogy in the kindergartens has been going on in Norway in recent years. One example is measure no. 15 in the Equality 2014 action plan concerning competence building in Norwegian kindergartens. This measure was implemented through the course entitled 'Søt eller tøff – et fritt valg?' [Cute or Cool – A Free Choice?], which was arranged for kindergarten staff in counties nationwide between 2011 and 2013.

The Norwegian Directorate for Education and Training works on competence-building measures for teachers and school counsellors that focus on non-traditional gender choices. Attempts have also been made to introduce subjects in working life in the lower secondary schools to strengthen pupil interest in the vocational subjects offered in upper secondary

education and training programmes. A course entitled Educational Choices was made compulsory in lower secondary schools in 2008. The aim of the course is to forge closer ties between primary and lower secondary school on the one hand and upper secondary school on the other by informing pupils more about the options available to them in upper secondary education.

Particular efforts have been made to encourage more women to study science and technical subjects, and several educational institutions have begun actively recruiting more girls into these subject areas. This has contributed to an increase in the proportion of female applicants to these subjects.

The Regulations concerning Admission to Higher Education contain provisions intended to improve the gender balance in certain programmes. This can be done by setting special quotas for admission to certain programmes.⁶ For example, the Norwegian University of Science and Technology (NTNU) has set gender quotas for its programmes in computer science and communication technology.

There is a desire to strengthen underrepresented genders in many programmes, and a provision has therefore been made to achieve this. Section 7–9 of the Regulations concerning Admission to Higher Education states as follows:

The Ministry may decide in the case of particular programmes that one or two additional credits be awarded to applicants whose gender is clearly underrepresented among students or practitioners in the educational programme in question.

Two additional credits are awarded to female applicants on admission to certain programmes at NTNU. Two additional credits are awarded to male applicants on admission to certain programmes at the Norwegian School of Veterinary Science.

Additional credits for underrepresented genders must not reduce the academic requirements for admission to a programme. However, these schemes should be continually evaluated, because experience shows that their effects are short-lived or minimal.

Measures aimed at the labour market

Government measures, such as legal measures, are aimed at redressing the gender balance in the labour market. The Gender Equality Act contains provisions concerning positive differential treatment. These have particular relevance for recruitment to professions and job categories where one gender is underrepresented.

The Gender Equality Act allows positive differential treatment of the underrepresented gender when this promotes equality in the long term. Pursuant to the Gender Equality Act and the Regulations concerning the Differential Treatment of Men, men may be shown differential treatment in connection with appointments to positions where the primary duty consists of teaching or caring for young children.

Employers have a statutory obligation to actively promote gender equality.⁷ Diversity in recruitment would be one way of fulfilling this obligation.

⁶ See section 7-3 in the Regulations concerning Admission to Higher Education and circular dated 30 November 2010 (F-15-10).

⁷ See activity and reporting obligations in the Gender Equality Act, Ethnicity Anti-Discrimination Act, Anti-Discrimination and Accessibility Act, and Sexual Orientation Anti-Discrimination Act.

Recruitment of men into the care sector

Projections show that the public sector will have a growing need for employees with health and social care backgrounds. It is therefore vital that more men be recruited into this sector. A nationwide project entitled *Men in the Health and Care Sector* has been initiated to encourage men to choose occupations in health and care in the home care services and residential homes as their future workplace and vocation.⁸ At the same time, municipalities, educational institutions, and organisations are encouraged to put recruitment of men high on their agendas and to come up with measures that could help redress the gender balance in workplaces in the health and care services sector.

All the county governors have in recent years had their own gender equality teams and allocations earmarked for measures to improve the gender balance among kindergarten staff and to implement a more gender-sensitive pedagogical practice.

National service for women

Compulsory national service still applies exclusively to men. The Storting has decided to introduce gender-neutral national service. The new regulations are expected to apply from 2015.

Greater gender balance in management

There are a number of measures, projects, and programmes aimed at women in management. These are run by companies, organisations, municipalities, county municipalities, and employer organisations, and as state-funded initiatives.

The Government has supported the Confederation of Norwegian Enterprise's mentoring programmes for managerial recruitment (Female Future and Global Future) and the Enterprise Federation of Norway's mentoring programme (Womentor) for women with immigrant background. The Centre for Equality in Hamar has received funding from BLD to develop its role as a nationwide hub for adoption of mentoring schemes.

The goal of an action plan for 2008 - 2013 to stimulate entrepreneurship among women has been to increase to 40% the proportion of women among entrepreneurs. The proportion of female entrepreneurs is relatively stable, estimated at 25%.

The Ministry of Education and Research (KD) has appointed a Committee for Gender Balance in Research (Kif) to help raise general awareness about issues connected to the skewed gender balance in academia and the research sector. KD has also initiated an incentive scheme to increase the proportion of women in senior research positions in mathematics, science, and technology subjects.

Reference is also made here to the statutory regulations that have been introduced to increase representation of women on boards in several types of companies; see section 1.3.3 for further discussion.

⁸ See measures in Report No. 29 to the Storting (2012–2013) *Future Care*.

1.5.2 Large proportion of part-time workers

Statistics Norway's Labour Force Survey for 2013 shows that Norway's labour force numbers 2.6 million. Around 40% of women and 14% of men work part time. Many of these choose to work part time. The most important reason why employed people work part time is because of school or studies. Many also work part time because of care obligations, impaired health, or disability. In all, 685,000 employed men and women work part time (annual average for 2013). About 66,000 of these are underemployed, the majority of them (72%) women (annual average for 2013). Working part time over several years has an impact on career opportunities, wages, the ability to support oneself, and future pension.

The proportion of part-time workers is greater among immigrants, both men and women. A range of different work-hour cultures has gradually evolved in different sectors of the labour market. Part-time work has become a dominant feature in some female-dominated occupations. Around 60% of women employed in the municipal sector work part time. The largest proportion of part-time workers comprises women employed in the nursing, health, and care services sectors, where 70% work part time. Women with short education work far more part time than do women with long education.

1.5.2.1 Measures to reduce involuntary part-time employment

In recent years, the Ministry of Labour and Social Affairs has implemented development measures and changes in legislation to make it easier for people who want to work more to do so. Over a three-year period (2011 - 2013), almost NOK 25 million was allocated annually to measures to reduce the extent of involuntary part-time work. The Government has cooperated with the social partners on this initiative. In 2013, 45 projects received funding from this initiative. The initiative is currently being evaluated, and the results are expected to be ready in autumn 2014.

In 2011, the Ministry of Local Government and Regional Development formed an agreement with the social partners on the programme entitled *Saman om ein betre kommune* [Working Together for a Better Municipality]. This is a framework programme for local development projects concerned with issues such as sickness absence/sickness presenteeism, full-time/part-time work, competence, recruitment, and reputation that will run until 2015. A total of 110 municipalities are participating. Around 20 municipalities are working on the issue of full-time/part-time work, aiming to establish a full-time work-hour culture and to try out measures and models that do away with involuntary part-time work and increase the average number of working hours for positions.

The Government will also consider appointing a working group to prepare a report on the best way of using the labour force in the future.

Furthermore, new amendments to the Working Environment Act aimed at reducing involuntary part-time work came into force on 1 January 2014. Employers are now obligated to discuss the use of part-time positions with employee representatives at least once a year. This obligates employers to regularly and systematically put their use of part-time positions on the agenda. A new rule has also been incorporated into the Working Environment Act giving part-time employees the right to positions that correspond to their actual working hours if they regularly work more than their agreed working hours for a period of 12 months. Although this provision does not constitute a new right, it will contribute to simplifying the

process for part-time employees who want their employment contract to reflect their actual working hours.

In 2006, an amendment was made to the Working Environment Act requiring employers to give part-time employees a preferential right to an extended position rather than make a new appointments.

1.5.3 Low labour force participation among women with immigrant background

Employment and financial independence for women are decisive for increasing gender equality and for achieving greater economic and social equality. Relatively large and persistent employment disparities prevail between immigrant groups and the rest of the population. The differences in employment rate between male and female immigrants are greater than for the population as a whole. However, some significant differences exist between country groups. Employment is notably low among women from Africa and Asia, with employment of 39% and 49%, respectively.

1.5.3.1 Measures to increase employment among women with immigrant background

The work aimed at increasing employment among immigrants is founded on two pillars, the first of which is to provide newly arrived immigrants with basic qualifications. Tuition in the Norwegian language and social studies is a key integration measure to which the Introduction Act gives immigrants a right and obligation. Additional efforts to prepare immigrants with no permanent connection to the labour market are made through the permanent qualification programme entitled *Jobbsjansen* [Job Opportunity]. *Jobbsjansen* provides participants with individually adapted programmes to improve their Norwegian language skills, provide them with insight into Norwegian society, and improve their qualifications for entering the labour market. Many immigrants – including women – participate in various employment schemes arranged by NAV. Participation in employment schemes is not a right; it is provided on the basis of assessment of an individual's need for measures to prepare him/her for employment. Immigrants from countries outside the European Economic Area, including newly arrived immigrants who have completed the introduction programme, constitute one of the priority target groups.

The second pillar entails measures to better utilise the competence of immigrants. The Government will continue its policies of inclusive recruitment and anti-discrimination. The Government will facilitate immigrants' opportunities to establish businesses and improve the system for approving foreign qualifications. The action plan entitled *We need the Competence of Immigrants* will be followed up during the plan period, which is from 2013 to 2016.

1.5.4 Violence against women

Violence that occurs within the confines of close relationships is a serious and often hidden social problem. Women and children are the primary victims of such violence, but men are also affected. Such violence may be either physical or psychological in nature. Statistics show that 9% of women and 2% of men have been subjected to violence with a high risk of injury at the hands of a current or former partner. Many more have experienced a lower level of violence or use of force.

In recent years, the number of incidents of domestic violence reported to the police has increased significantly. The increase is most likely due to a growing tendency to notify the police in such cases, which may indicate increasing confidence in police handling of

such cases.

In the last decade, intimate-partner homicide accounted for 20 - 30% of the total number of killings in Norway. Fifteen of 45 victims of homicide in 2013 were killed by a current or former intimate partner. In more than half of the cases in which women were killed, the perpetrator turned out to be the victim's present or former partner. A three-year research project has been initiated to review all intimate-partner homicide cases from 1991 to 2011 in order to identify risk factors and to develop more effective prevention strategies.

Sexual harassment and abuse are not, unfortunately, marginal phenomena. A representative survey of the Norwegian population shows that 35% of women and 13% of men experienced sexual assaults while young, that is, before the age of 16.⁹ Other surveys have documented that sexual harassment is widespread in schools, working life, and sports.¹⁰ Women are generally more vulnerable to sexual harassment than are men, and younger individuals are more vulnerable than are older individuals. As much as 13% of young women report having experienced this type of harassment in the workplace.¹¹

1.5.4.1 Measures

The Government will continue to give high priority to efforts to combat violence in close relationships. Measures to prevent such violence are also vital for promoting gender equality, since gender-based violence reinforces and underpins discrimination.

In 2013, a white paper on domestic violence was submitted to the Storting; it describes measures that have already been implemented, identifies the challenges ahead, and outlines ways of tackling them. The white paper has been followed up with an action plan for 2014 - 2017.

Funds have been provided for a five-year research programme to investigate such issues as the causes of domestic violence, domestic violence in a lifelong and generational perspective, and particular vulnerability. A national prevention strategy is also to be developed. Cooperation with NGOs will be strengthened through the establishment of a new grant scheme and other measures.

The school system, too, focuses on topics related to family, relationships, and sexuality. Teaching plans include goals relating to the development of critical attitudes towards violence, abuse, sexual violence, and domestic violence. Additional goals relating to gender roles and equality have been introduced in primary and secondary education.

To ensure more comprehensive protection for persons exposed to violence and threats, all police districts in Norway are to implement the Spousal Assault Risk Assessment Guide (SARA) in 2013/2014. SARA contains a checklist to ensure that relevant information be collected to better assess the risk of future partner violence and to take appropriate measures.

A specific provision on domestic violence, Section 219 of the General Civil Penal Code of 1902, was adopted by the Storting on 21 December 2005. When the new General Civil Penal

⁹ Steine et al. 2012: "Forekomsten av seksuelle overgrep i et representativt befolkningsutvalg i Norge" [The prevalence of sexual abuse in a Norwegian representative population sample], *Tidsskrift for norsk psykologforening* [Journal of the Norwegian Psychological Association] (49): 950–957.

¹⁰ NOU 2012: 15 *Policy for Equality*.

¹¹ Statistics Norway 2010: *Unge kvinner trakasseres mest i arbeidslivet* [Young women most exposed to harassment in the workplace].

Code of 2005 enters into force, the maximum sentence for abuse in close relationships will be increased to six years, and to 15 years for cruel and abusive treatment. Stricter punishment is also envisaged within the sentencing frameworks. Violence witnessed by children is deemed to be an aggravating factor for sentencing purposes.

The new General Civil Penal Code has not yet taken effect because it will require significant changes to police computer systems. In 2010, however, amendments were made to the General Civil Penal Code of 1902 that entailed increasing the maximum sentence for abuse in close relationships from three years to four years and significantly increasing the normal penalty level as well. Sentencing for child abuse is also set to become considerably stricter.

The Immigration Regulations contain a special provision that targets abused women and children. Pursuant to this provision, abused women and children who have been granted a residence permit on the basis of family reunification must be given a renewed residence permit on independent grounds if they are victims of abuse. The purpose of the provision is to ensure that the victim of abuse is not forced to remain in that situation in order to keep the permit to reside in Norway. In the Immigration Act of 2008, the rule regarding renewal of residence permits on independent grounds for abused family members was made gender neutral and was incorporated into the act as a statutory provision.

1.6 Recent developments in legislation and policymaking

Norway ratified the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) without reservation in 1981. In 1999, the 54th Session of the UN General Assembly adopted the Optional Protocol to CEDAW, which was ratified by Norway on 5 March 2002. Norway ratified the optional protocol in 2000. The CEDAW and Optional Protocol were incorporated into the Gender Equality Act in 2005.

In 2009, CEDAW was incorporated into the Human Rights Act with statutory precedence. In the event of conflict, the treaties incorporated into the Human Rights Act must take precedence over provisions in other legislation. This means that these treaties are formally ascribed higher status than are other laws. Including CEDAW in the Human Rights Act with statutory precedence ensured that gender equality and the prohibition of discrimination against women would be key considerations in future work on drafting and administering legislation.

Activity and reporting obligations

The Gender Equality Act was amended several times during the 2000s. The activity obligation for public authorities was sharpened in 2002 by extending it to employers and employee and employer organisations in the private sector, thereby obligating them to promote equality in their undertakings and areas of responsibility. The reporting obligation as it appears in the current Act was also adopted.

Stronger protection in connection with pregnancy, etc.

Protection against pregnancy discrimination was strengthened during the 2000s. Since the Gender Equality Act was passed in 1978, legal, political, and attitudinal changes have given rise to a new view of pregnancy discrimination as a form of gender discrimination, and of non-discrimination on the ground of pregnancy, etc. as a legal right. A new provision was incorporated into the Gender Equality Act in 2010 prohibiting questions being asked about pregnancy, adoption, or family planning during appointment processes.

Better protection of parental leave

Protection of parental leave was also recently improved by the passing of a new provision in the Gender Equality Act. This new provision legally establishes what can already be inferred from the prohibition of gender discrimination in the Gender Equality Act. The prohibition in the Gender Equality Act against gender discrimination protects employees from non-objective differential treatment based on parental leave. The Act now clearly states that an employee who has taken parental leave is entitled to return to the same or an equivalent position, to make pay claims, to be assessed in connection with pay negotiations, and to benefit from general improvements in pay and working conditions.

Purchase of sexual services

In 2009, a provision was incorporated into the General Civil Penal Code prohibiting the purchase of sexual services. The purpose of this provision was to protect women and men engaged in prostitution and to combat human trafficking.

Act relating to Municipal Crisis Centre Services

Norway's Act relating to Municipal Crisis Centre Services entered into force on 1 January 2010, and highlights public-sector responsibility to ensure that persons exposed to domestic violence receive protection, help, and follow-up services. The act requires municipalities to make crisis centre services available to women, men, and children as well as to offer a comprehensive set of measures tailored to meet the needs of individual disabled persons. Crisis centres are to provide users with support, guidance, and assistance to contact other service agencies as well as safe temporary housing, a daytime programme, a 24-hour telephone service, and follow-up during the reestablishment phase. All services are free, with no referral requirement. The research institute Norwegian Social Research (NOVA) is conducting an evaluation of municipal-level implementation of the Act.

Gender balance on company boards

According to section 80a of the Local Government Act, municipally-owned companies are obligated to have gender balance (40 - 60%) on the board. In January 2010, the law came into effect, and from January 2012 it will apply to all companies without exception; see section 1.3.3 for further discussion.

1.7 Funding

Responsibility for coordinating the Government's gender equality and anti-discrimination policies lies with BLD. In addition, each ministry is responsible for ensuring that measures that fall within their sectors, laws, and regulations align with the overall objectives of the Government's gender equality policy and legislation: what is referred to as the principle of sectoral responsibility.

The principle of sectoral responsibility is rooted in an *integration strategy* (mainstreaming), which means that work on promoting gender equality should be integrated with everyday work at all levels within an organisation.

The ministries are also instructed to incorporate a gender and equality perspective when preparing propositions for the fiscal budget; see the Ministry of Finance's main budget circular from 2007. In the 2000s, different forms of gender equality annexes to the fiscal budget were adopted as tools to incorporate a gender equality perspective.

BLD issued a guide to gender equality assessments and a discussion of them in the ministries' budget propositions in 2006. BLD has also provided the other ministries with guidance and follow-up on this issue in the form of courses, conferences, and bilateral meetings.

No consolidated overview exists of how much the ministries spend on their work to promote gender equality. In addition, it is difficult to distinguish between funding spent on promoting gender equality and funding spent on other areas, since the gender perspective is supposed to be incorporated into all areas. For example, in Norway, family policy is also regarded as a key instrument for promoting gender equality.

To give an example of the funds used, BLD's budget for measures devoted to family policies, gender equality, and non-discrimination with particular relevance for the work on gender equality is presented below:

Measures for family policies, gender equality, and non-discrimination	(in NOK 1,000s)
Crisis services ¹² (including preventive measures against violence in close relationships, crisis centres, etc.)	117,312
Mediation and conflict resolution:	30,891
Family counselling:	392,498
Norwegian Equality Tribunal:	4,807
Equality and Anti-Discrimination Ombud:	54,035
Research and reporting activities:	53,150
Parental benefit and lump-sum grants	18,573,000

National Insurance benefits

The Norwegian National Insurance Scheme plays a crucial role in our achievements in the area of gender equality. The National Insurance Scheme entitles citizens to: retirement pension; survivors' benefits; disability pension; disability benefits; benefits for improving ability to work and function in everyday life (including assistive aids); work assessment allowance; occupational injury benefits; single-parent benefits; sickness benefits in connection with own sickness or with that of a child or close relative; benefits in connection with birth and adoption; unemployment benefit; medical benefits in connection with sickness, injury, pregnancy, childbirth or termination of pregnancy; and funeral grants.

The National Insurance Scheme is financed by member contributions from employees, self-employed persons and other members (National Insurance contribution), employers' national insurance contributions, and state subsidies. The size of the contributions and the state subsidies are determined by the Storting. The figures given in this section apply for 2013.

¹² Most of the work against violence in close relationships is financed from the budget of the Ministry of Justice and Public Security.

For 2012, expenditure on the National Insurance Scheme totalled approximately NOK 345,209 million. This figure accounts for approximately 35.4% of the total expenditure of the national budget and for approximately 12% of the gross domestic product. The state subsidy to the National Insurance Scheme in 2012 amounted to approximately NOK 96,575 million, or approximately 28% of the total expenditure of the National Insurance Scheme.

Child benefit and cash-for-care benefit for parents with young children are financed under the national budget.

1.8 Dialogue with civil society

Public consultation is a well-established and widespread form of public administration in Norway, and is entrenched in the Public Administration Act and the Instructions for Official Studies and Reports. Government propositions that are to be considered by the Storting are distributed for public consultation so that citizens, organisations, and business and industry can voice their opinions and monitor what the public administration is doing and how it performs its duties. Participation in formulating public policy is a democratic right.

Civil society is deeply involved in Norway's reporting on its international obligations. As well as distributing draft reports for public consultation so that organisations, institutions, and others can give their input, Norwegian authorities give financial support to NGOs to prepare shadow reports.

FOKUS – Forum for Women and Development is an umbrella organisation for 65 Norwegian women's organisations. FOKUS' secretariat serves as a competence and resource centre for international women's issues, with emphasis on the dissemination of information and on women-focused development cooperation. FOKUS' activities are primarily based on the UN Convention on the Elimination of All Forms of Discrimination against Women and on the action plan from the UN Convention on Women in Beijing in 1995. Most of FOKUS' activities are financed by public funds via the Norwegian Agency for Development Cooperation, the Ministry of Foreign Affairs, and BLD.

FOKUS arranges the annual Contact Conference in cooperation with the Ministry of Foreign Affairs and BLD. The Contact Conference serves as a forum to provide organisations with opportunities to provide input to the Government's international efforts. Since 2000, the Contact Conference has been an important annual meeting place for actors from civil society and Norwegian authorities. FOKUS' member organisations and other interested parties meet representatives from Norwegian authorities to discuss and prepare proposals for the UN Commission on the Status of Women (CSW). Proposals from civil society are often incorporated into the Norwegian authorities' international lobbying activities for gender equality. Civil society represents a large part of CSW and is also represented in Norway's official delegation.

The authorities maintain close dialogue with the Reform Resource Centre for Men in connection with the Contact Conference, as a contributor to the UN Women's Commission and to other relevant international arenas.

Norwegian authorities also maintain close dialogue with civil society through bilateral meetings. It is relatively common for NGOs to request meetings with ministers or civil service officials to raise issues that concern them.

1.9 International development policy

Women's rights and gender equality are among the most important priorities of the Government's international development policy. An action plan for gender equality and women's empowerment in Norwegian foreign and development policies was launched in August 2013 as a tool for mainstreaming gender equality in all aspects of foreign-policy formulation, coordination, and implementation.

At the end of 2013, Norwegian Prime Minister Erna Solberg accepted an invitation from UN Secretary General Ban Ki-moon to co-chair the Millennium Development Goals Advocacy Group. She has placed particular emphasis on efforts in the area of girls' education, not only as a right and a contribution to gender equality, but also as the most efficient path to sustainable poverty eradication.

The Government see women's participation and women's rights to be of paramount importance if we are to realise the vision for the world's future as enshrined in the UN Millennium Declaration. If the world is to succeed in reaching the goals, we must target our efforts directly at women. We must help ensure that women be empowered and enabled to take their rightful place in development processes on equal terms with men.

2 Progress since 2009 in implementing the critical areas of the Platform for Action

2.1 Women in power and decision-making

The Government has implemented the project called Local Election Day during the local nomination processes prior to the September 2015 local elections in Norway. The project is targeted at municipal councils that have less than 30% of council positions filled by women. These are 72 municipalities (out of 428). The municipalities must arrange a council meeting where all local parties running for office in the next local election are invited. The theme for the meeting should be how to recruit more women to local politics and to increase the proportion of women candidates at the top of the party lists. The Ministry of Local Government will then offer the municipalities a full scrutiny of the proportion of women on their councils, in all local positions and municipal boards, and an analysis (by a researcher) of the reasons for the low proportion of women in local politics in each municipality. The researcher will present the results at a council meeting. This presentation should serve as a platform for an informed debate at council meetings and as an incentive to the local parties to strengthen efforts to recruit more female candidates to their lists – and to rank them on the lists in such a way as to give them the best possible chance of being elected. The reasons for the small proportion of women in some municipalities are not, of course, always related to the ranking of female candidates on the party lists. There should be other strategies for increasing the proportion of women. Based on their research, the researchers will, advise local parties of what measures to take. It is up to the local parties to decide which candidates they put on their list and put forward in their local election campaigns.

The proportion of women among Government ministers has been over 40% ever since the 'women's government' was appointed in 1986. The gender distribution among ministers in the present government is 50/50.

A survey conducted in January 2014 showed that the proportion of women among state secretaries was 24%. The corresponding figure for political advisers was 37%, which was lower than in the previous government, where a survey in January 2012 showed a gender distribution of 50/50 among state secretaries and advisers.

Most of the parties represented in the Storting are led by women. Two out of eight group leaders are women. Three out of six members of the Presidium are women. Five out of 12 committees are chaired by women for the period 2013–2017.

Following the local elections in 2011, 96 out of 429 mayors are women (22%) and four out of 18 are county council chairs.

In 2001, Sámediggi (the Sami Parliament) had only seven female members, which constituted 18% female representation. Prior to the election in 2005, Sámediggi started a campaign with the objective of increasing female representation. In 2005, Sámediggi achieved the coveted 50% balance as 22 women were elected. Media campaigns and publicity may be one key to this result. In some constituencies, women were nominated as first or second candidates on the ballots, partly as result of the campaign. Sámediggi has maintained the 50 - 50 gender balance in subsequent elections and now also has a female president.

2.1.1 Women and entrepreneurship

In 2008, the Government submitted an Action Plan to Increase Entrepreneurship among Women. The objective was to strengthen women's position and participation in industry. Despite several measures, there were few significant changes in the proportion of female entrepreneurs between 2008 and 2011, which has remained stable at around 30% for the past 10 years.

The Ministry of Trade and Industry supports the organisation Young Entrepreneurs Norway, which works to promote entrepreneurship in education, and has established a separate management-development programme for girls called "*Jenter og ledelse*" [Girls and Management]. This initiative has produced positive results, and reports show that the proportion of women in management and on boards is approximately 50% in Young Entrepreneurs Norway's youth enterprises.

2.1.2 Women-focused measures in rural and regional politics

Women represent one of three priority target groups for rural and regional politics. Forty per cent of business development funding from the Ministry of Local Government and Modernisation (KMD) is intended for women.

Reports from Innovation Norway, Industrial Development Corporation of Norway (SIVA), and the Research Council of Norway (NFR) show that the work on prioritising measures for women in business has made good progress and achieved good results. Thirty-nine per cent of Innovation Norway's business-related policy instruments allocated from KMD's budget went to companies owned or led by women. The proportion of women owning or leading companies has risen in recent years. The aim of SIVA's Female Entrepreneurship Programme

(financed by KMD and concluded in 2013) was to increase the proportion of women in its business garden and incubator programmes. Overall, the proportion of women participating in SIVA's programmes in 2012 was around 30%. NFR's Programme for Regional R&D and Innovation reached its national target of at least 40% participation by women at management level.

2.2 Women in the economy

Women in Norway have the same financial rights as men. They are entitled to earn their own wage and to have control over their own income. They also have the same inheritance rights as men. Nonetheless, women neither earn nor own as much as men. In 2013, women's average monthly wage (full-time equivalents) was equivalent to 85.8% of men's. This represents an increase of 1.1% on the figure for 2009, but a decrease of 0.7% on the figure for 2012. When the total annual income (wage, net entrepreneurial income, transfers, and property income) is compared, the differences are greater. The main reason for this is that more women work part time than do men. In 2013, women's annual gross income was equivalent to 66.5% of men's. This represented an improvement on 2008 of 3%. Both women and men in Norway have relatively more part-time employment than do their counterparts in many other countries. In 2013, 40% of women worked part time compared to 14% of men.

The labour market is divided by gender along both a horizontal and a vertical axis. Horizontal segregation of the labour market means that women and men are concentrated in different occupations, industries, and sectors. The gender differences largely correspond to the division between the public and private sectors in that women dominate in the public sector (70%) while men dominate in the private sector (61%). The Norwegian Government has made efforts to encourage women to take higher education, especially in subjects that are male dominated. This has been done using a number of tools: among other things, women are given extra credits when applying for many courses where women are under-represented, such as engineering.

Unemployment in Norway is quite low, although it has increased slightly (and more for the women than men) during the past year. Women's unemployment rate has been lower than men's over the past two decades and it is still lower. According to the Labour Force Survey (Arbeidskraftundersøkelsen), unemployment among women was in 2013 3.3% compared to 3.7% for men. Norway has no unemployment measures aimed specifically at women.

In 2013, 6.4% of Norway's economically active population was registered with the Norwegian Labour and Welfare Service as having reduced work capacity, 56% of which were women. These individuals are offered participation in employment schemes to help them find employment. The proportion of women who participated in these schemes in 2013 was around 50%.

2.3 Education and training of women

In Norway, school attendance is compulsory from the age of six.

Boys and girls make different educational choices, and the educational system is highly gender segregated, especially in secondary schools and universities/university colleges.

The distribution of boys and girls in vocational education programmes in secondary education follows a traditional gender pattern with small signs of change. Building and industrial technology, electronics, engineering, and industrial production are typical 'boys'

subjects', with boys making up over 90% of students enrolled in the programmes. In programmes for nursing, social service, and design and craft there are only about 10% boys. Girls and boys also choose along traditional gender lines when they apply to higher education at colleges.

In the field of higher education, the proportion of female students has increased – and stabilised – from 48% in 1980 to more than 60% in 2005 and later (also in 2013). The choice of some subjects is highly gender biased. Males constitute only 12–13% of students in nursing and veterinary medicine and 17% of students in kindergarten-teacher education. Females constitute only 19% of engineering students (bachelor) and 38% of those studying mathematics or technical subjects. However, new trends suggest that more women than men are now taking higher education and that they are entering fields that previously were male dominated. No parallel trend exists suggesting an increased flow of male students into traditionally female-dominated education.

A change in educational choices made by individuals is necessary in order to improve the gender-segregated labour market. The goal to balance differences in educational choices is important in order to achieve economic equality.

The challenges ahead will require continued efforts to counteract gender-typical choices in upper secondary education and to pursue projects aimed at increasing girls' interests in science and technology subjects.

In 2011, The Ministry of Children, Equality, and Social Inclusion coordinated the work on the gender equality action plan, *Equality 2014*. This plan proposes a number of ways to improve the gender balance, and emphasizes the responsibility of government ministries to promote gender equality in their areas of responsibility. Although the action plan is divided into goal areas, there are clear links between them. Gender segregation in working life is largely the result of traditional educational choices. And the opportunities for boys and girls and women and men to shape their own gender identity depend, among other things, on how kindergartens and schools address gender, what opportunities exist for diversity in working life, and on men's and women's economic situation.

2.4 Women and poverty

Norway is a country with a relatively minor poverty problem, and the proportion of children living in low-income families is small, seen from an international perspective, even when compared with industrialised countries alone. In 2009 - 2011, the proportion of people with persistent low income (income less than 50% of median income (OECD scale) during three years) shows that this share in Norway amounts to 3.3%. The reason for this is that there exist relatively small wage differences in Norway, and that Norway has a well-developed welfare system and a high rate of employment.

Even so, poverty is recognised as a problem in Norway. The thesis of a feminisation of poverty has been shown to be too general to be useful for discussing poverty in Norway today. Poverty is more widespread among single people living alone than among single providers. The former group comprises mostly men, while single providers are mostly women. Families with many children and families whose adult family members were born in a non-Western country are strongly overrepresented among the poor. In the three-year period 2009 - 2011, approximately every fourth child under 18 years of age with a non-Western background was living in a household with persistent low income (OECD scale).

The Government aims to strengthen the safety net for the socially and economically vulnerable through universal welfare schemes, by providing every individual with an opportunity to participate in employment, and by giving children and young people opportunities to participate in society and to develop themselves. The Government is committed to preparing a package of special measures targeting children who are growing up in socially and economically disadvantaged families.

Since 2010, every municipality in Norway is obligated to offer participation in the Individual Qualification Programme. The target group is individuals who have substantial and complex problems, have considerably reduced working and earning capacity, are dependent on social assistance benefits, and who are trapped, or in danger of becoming trapped, in a passive situation characterised by income poverty. The programme is offered to those who are considered capable of gaining a foothold in the labour market after closer and more binding follow-up. The programme's aim is to enable more individuals in this group to enter employment through an individual one- or two-year scheme. The general objective of this programme is to include in work-oriented activities more recipients of subsistence allowance, while securing the applicants a minimum income. About 50% of the participants are women.

The Government emphasizes the importance of good dialogue with voluntary organisations and representatives of disadvantaged and marginalised groups. In spring 2008, a liaison committee between the Government and organisations for socially and financially disadvantaged groups was established, along with a cooperation forum consisting of these organisations. Batteriet, a nationwide self-help service run under the auspices of the Church City Mission, serves as secretariat. Funds have been allocated for the operation of this cooperation forum, for the establishment and operation of new self-help service offices in other parts of Norway, and for grants to organisations that work to reduce poverty and social exclusion.

Transitional benefit for single parents (overgangsstønad)

Single parents may be more vulnerable to poverty than others. The Norwegian benefit scheme for single parents consists of a transitional benefit, childcare benefit, education benefit, and grants to cover necessary relocation expenses in order to gain employment. The transition benefit is intended to cover subsistence expenses and is the most extensive of these benefits. Approximately 95% of transitional benefit recipients are women. The benefit has a dual purpose: to temporarily cover living expenses for single parents with young children and to promote future self-sufficiency.

The benefit is reduced when income reaches a certain threshold. From when the youngest child is one year old, the recipient is required to be engaged in an occupational activity, in the form of education or work, for at least 50% of full time, establishing a business or reporting to NAV as a genuine job seeker. As a general rule, transitional benefit may be granted until the youngest child attains the age of eight, but not for more than three years overall.

Advance payments of child support (bidragsforskotteringsordningen)

Single parents are entitled to advance payments of child support when support from the non-custodial parent is not paid on time or when the amount of monthly support is lower than the advance payment rate, or even when there are no support payments at all. This secures single parents – subject to set conditions – a minimum monthly income to provide for their children.

Advance payments of child support are means-tested on the basis of the recipient's income. The monthly rates per child from 1 July 2014 are:

Reduced rate	Normal rate	Increased rate
NOK 730	NOK 1,100	NOK 1,470

No payments are made if the recipient's income exceeds NOK 460,800.

During later years, changes have been introduced with the aim of strengthening the advance payments as a measure to combat poverty among single parents. The income limit for receiving payments with the increased rates has been raised considerably, and is as of 1 July 2013 NOK 235,100. Furthermore, from 1 July 2014, recipients of payments at the increased rate and with children over 11 years old will be entitled to an increase of approximately NOK 370 per month per child over 11 years, or NOK 4,440 per child per year.

Statistics Norway prepares an annual report on economic and living conditions for vulnerable groups, including families with children and children in low-income households.

2.5 Women and health

2.5.1 Reproductive health

The maternity policies and practices in Norway are based on the Report to the Storting No. 12 (2008–2009) *A Happy Event – Continuous Care through Pregnancy, Birth and the Postnatal Period*, debated by the Storting in May 2009.

Women under 20 have access to free prescription contraceptives. Health stations for youth are free of charge and aim at preventing unwanted teenage pregnancy and sexually transmitted diseases.

The birth rate in Norway is 1.78 children per woman.

Important preventive programmes, such as prenatal and postnatal care, are free of charge. In general, local authorities are responsible for providing prenatal care and for following mothers up after they are discharged from the delivery unit. The hospitals are responsible for providing care during labour, delivery, and the first days of confinement. In recent years, the length of maternity stays in hospital has decreased to 2 - 3 days. Norway is working on strengthening services offered locally, which is also in line with the Coordination Reform. This reform emphasizes prevention of, among others, NCD diseases in order to reduce the need for specialist health services, and that more medical care should be provided at local or municipal level.

Patients' and users' rights have been strengthened in Norway since 1999. The pregnant woman has the right to choose the hospital in which she will give birth. The woman (and, if possible, her partner) is invited to participate in decisions concerning care at delivery (method of pain relief, etc.).

Norway has a well-developed system of prenatal care with regular maternity check-ups. Antenatal care for uncomplicated pregnancies is mainly located at regular general practitioner (GP) surgeries or at the maternal and child health centres. The women are attended to by GPs

and midwives or both, and sometimes also by health visitors. Complicated pregnancies are handled by the specialist health services (for example, in hospitals).

After mothers are discharged from the maternity unit, the maternal and child health centre is responsible for following up mothers and their babies in the postnatal period and for following up children up to school age (5 - 6 years).

Almost the entire population uses the services offered by the maternal and child health centres. The maternal and child health centres have many different tasks during both the antenatal and postnatal periods. It is an important arena for promoting public health and welfare and for preventing NCD diseases, mental illnesses, and domestic violence.

Special measures for antenatal care in 2013 include:

1. Uncovering violence, abuse, and other kinds of stress that may cause damage and may reduce the welfare of mother and child. The Storting has recently debated a white paper on preventing and combating domestic violence (Report No. 15 to the Storting (2012–2013). Today, GPs and midwives are encouraged to be aware of symptoms indicating that pregnant women are being exposed to violence and to give the necessary support. The Norwegian Directorate of Health is in the process of developing national guidelines whereby health personnel will receive training in how to routinely question pregnant women about violence and how to follow up when violence is uncovered. The guidelines are expected to be published in May 2014.
2. Preventing congenital birth defects due to women's use of alcohol and drugs during pregnancy. In general, it is considered important to connect with women at an early stage of pregnancy to achieve good results. Under a pilot programme in one county (so far), women are offered an extra maternity check-up with a midwife before nine weeks of pregnancy (ordinary check-ups start at around 10–12 weeks). The counselling covers lifestyle habits during pregnancy, with a particular focus on alcohol consumption. The midwife must respect the woman's right to self-determination. Women are also given the opportunity to bring up other subjects of concern.

The three levels of public delivery units are: midwifery units, general obstetric units, and specialised obstetric units. The Norwegian Directorate of Health has set quality requirements for each level. A considerable centralisation process has taken place within birth care over the past 40 years. About two thirds of children are now born in specialised obstetric units in large hospitals. Home births are not very common in Norway.

2.5.2 Specialist health care in Norway (2008 - 2012)

The latest figures show that more women than men are receiving treatment in hospitals. The gender difference in the age group 20 - 49 years is mainly related to pregnancy and childbirth. For the age group 50 - 80 years, the differences are fewer between the sexes. For the oldest age group, the difference between women and men is great, and is due to the gender composition of the population. Far more women than men are 80 or older.

2.5.3 Cancer

The decline in cancer deaths observed in recent years continues, with a reduction from 179 to 160 deaths per 100,000 inhabitants in the five-year period 2008 - 2012. Cancer mortality among women is lower than among men.

In 2010, 2,839 women were diagnosed with breast cancer. Women under 40 are affected in less than 5% of cases. The results of breast cancer treatment have improved over many years. Relative survival five years after diagnosis has increased from 76% to 89% in the past 20 years. However, almost 700 women still die of breast cancer each year.

Two national cancer-screening programmes have been established in Norway: the mammography programme and the cervical cancer–screening programme. The cervical cancer–screening programme recommends that all women aged 25 - 69 take a Pap test once every three years. Since the programme was established, the incidence of cervical cancer has declined by 30%. In recent years, fewer women have participated in the screening programme, particularly younger women. The mammography programme invites all women aged 50 - 69 to a mammography screening every two years. The results from two new analyses of the effect of mammography screening show reductions of 20% and 30% in breast cancer mortality among women invited to participate in the screening programme. The programme is now undergoing evaluation.

In 2012, Norway launched a National Cancer Strategy 2013 - 2017. The Government will elaborate an action plan based on this strategy.

To inform national policies and clinical practice guidelines for prevention and treatment of cancer, several systematic reviews and other reports summarising research findings have been produced by the Norwegian Knowledge Centre for the Health Services – many specifically for gynaecological and breast cancers.

2.5.4 Cardiovascular disease

Fewer middle-aged Norwegians are dying from cardiovascular disease. The decline was steep in the 1990s and has continued after 2000. The reduction applies to both sexes, but the changes are greatest for men because middle-aged men have had a significantly higher mortality rate than have women. Today the differences are smaller, but we also see a clear reduction in the mortality rate for middle-aged women. In 2000, the so-called lifetime risk of dying from a myocardial infarction was halved compared to the period 1970 - 1975, and the lifetime risk has fallen further in the period 2000 - 2010. Most heart-attack deaths now occur after the age of 80.

2.5.5 Osteoporosis

As many as 380,000 people in Norway may have osteoporosis. The vast majority are elderly women. Fourteen of 22 hospitals offer treatment for osteoporosis. Osteoporosis is, according to NFR, one of the most common research areas in women's health. According to information from NFR, a total of NOK 30 million has been spent on osteoporosis research in the last five-year period. The primary prevention efforts to improve skeletal health and prevent osteoporosis take place through the general preventive and health-promoting work in the municipalities. There have been several action plans and strategies in areas such as the promotion of physical activity, better diet, and accident prevention in order to prevent the development of osteoporosis.

2.5.6 Policy and measures

According to The National Plan on Health and Care Services (2011 - 2015), the overall policy states that the gender perspective should be included in all activities where this is relevant – in

prevention, treatment, and rehabilitation, as well as in research and in the education of health-care professionals.

Norway's Strategy for Women's Health (2003 - 2013) describes the need for measures in four main areas: decision-making, research, development of health practices, and violence and abuse. The strategy has triggered academic engagement and initiated research and changes in clinical practice. Strategies and action plans have been implemented for cancer, diabetes, prevention of unwanted pregnancies, mental health, and professional guidelines for the prevention and treatment of osteoporosis. The Norwegian Directorate of Health will carry out an evaluation and draw up proposals for new measures in the field of gender and health.

Research on women's health is being emphasized, in accordance with the Norwegian Ministry of Health's research strategy (2006 - 2012).

According to the Strategy for Women's Health, NOK 54.3 million has been given to 15 research projects on women's health. Topics studied are osteoporosis, breast cancer, heart/vascular disorders, pregnancy, physical activity, violence, and social inequality.

The Government has required that gender be integrated into all clinical medical research conducted in hospitals. Priority must be given to increasing research expertise in women's health. Guidelines for the inclusion of both sexes in medical research have been established. Inclusion of women of childbearing age and pregnant women, as well as gender-specific analysis, is emphasized.

Significant research activity, as well as outreach activities related to the proliferation of expertise and teaching, have been conducted at the Norwegian Resource Centre for Women's Health. The centre especially focuses on reproductive health, maternity and birth care, lifestyle diseases, immigrant women's reproductive health, disorders that progress differently in women compared to men, and on the prevention and treatment of heart disease in women. Five more centres for national competence and skills have been established since 2009, for breastfeeding, gynaecological oncology, pregnancy, rheumatic diseases, and incontinence.

2.5.6.1 Transgender

The Ministry of Health and Care Services has decided to establish an expert group to consider all aspects of the scheme for gender confirmation surgery in Norway, including whether the sterilisation requirement should be waived. The expert group will start its work in 2014. This will give patients who disagree with decisions from the National Service for Transsexualism an opportunity to obtain a second opinion. The Norwegian Directorate of Health has also been requested to develop measures for strengthening the health services on all levels for persons with gender identity issues. It is especially important that persons whose applications for treatment are rejected by the National Treatment Service for Transsexualism be ensured proper follow-up by the local health service.

2.5.6.2 The Sami population

The Sami population receives special protection as an indigenous people. Health service provision to the Sami population received special attention by the Government, as evidenced in the requirement issued by the Ministry of Health and Care Services (HOD) to the Northern Norway Regional Health Authority.

The Northern Norway Regional Health Authority carried out an analysis in 2010 on the provision of specialist health services granted to the Sami population. The analysis focused on specialist health services provided in the fields of both somatic and psychiatric medicine. The analysis showed that the Sami population had a significantly lower incidence of cancer (especially breast and lung cancer). There was equal access to radiation therapy when cancer was discovered. Despite a lower incidence of breast cancer, participation in the national breast cancer–screening programme was just as good in Sami-language municipalities as in the control group. The proportion of proven breast-cancer cases in the screening programme was lower in the municipalities of the Sami population (67% to 86%). No differences were observed between the two groups in terms of admission frequencies or number of days in psychiatric hospitals.

In 2012, a population survey was conducted in the four northern counties (SAMINOR II). The data are currently being analysed, and the survey results will be used in studies of mental health from perspectives of ethnicity and gender, among others.

2.5.6.3 HIV/AIDS

The gender perspective is implemented in the national HIV strategy, *Acceptance and Coping* (2009 - 2014), published by the Norwegian ministries in 2009.

During the past ten years there has been an increased focus on women, because heterosexual practice now causes more new HIV cases than in the early phases of the epidemic and because more women in Norway are living with HIV. In addition, there are more immigrants living in Norway than ever before, many of whom score low on several living condition variables (education, economy, sexual autonomy) and face greater barriers to health services, which may indicate poor sexual health. This is especially relevant for many women coming from areas that have a high prevalence of HIV.

Preventive strategies and follow-up measures must have a clear gender perspective that particularly takes into consideration the high level of risk many women run of contracting HIV. Among other things, the risk level for women may involve a lack of sexual autonomy, a lack of self-determination with regard to the use of contraceptives, biological factors, and their personal economic situation. Thus, organisations receiving public grants in Norway are required to take the gender perspective into account in their applications and project descriptions.

In 2013, Primærmedisinsk verksted [Primary Health Care Workshop], a women-based organisation, received state grants for a project to strengthen the empowerment of immigrant women and girls in the context of HIV. HivNorge, an organisation committed to safeguarding the rights and interests of people infected and affected by HIV, also received state grants. It also arranged seminars for women living with HIV. The routine offer of HIV tests to pregnant women in Norway and the use of antiviral prophylaxis for mother and child in connection with childbirth have resulted in a significant reduction in the risk of infection for the child. The last child with congenital HIV infection in Norway was born in 1999. Of children with HIV infection, most cases reported in the past 10 years have involved children who have come to Norway together with asylum-seeking parents, usually from Africa.

2.6 Violence against women

The Norwegian Government has given priority to efforts to combat violence against women; see section 1 for further discussion.

2.6.1 Human trafficking

Crisis centre services are available to women, men, and children who have been subjected to trafficking. The Government continues to support the ROSA project, which offers safe housing and provides information and advice on following up trafficking victims.

In December 2010, an action plan to combat human trafficking was introduced. Norway has ratified the Council of Europe Convention on Action Against Trafficking in Human Beings, which establishes a monitoring mechanism to verify that countries are living up to their obligations under the Convention. The Council of Europe's Group of Experts on Action against Trafficking in Human Beings (GRETA) released its report on Norway in the spring of 2013, and in June of that year, the Committee of the Parties of the Council of Europe Convention on Action against Trafficking in Human Beings adopted a number of recommendations to Norway on how to strengthen efforts in this area. The Government will examine these recommendations.

Norway is working systematically to improve data collection on human trafficking. In the period from 2003 to June 2013, 42 people were convicted of human trafficking. The national coordination unit for victims of human trafficking has produced statistics showing that 136 persons were identified as new victims of trafficking in 2012. That same year, 349 victims received assistance from public authorities and other organisations on the basis of their status as victims. Of those, 213 had been identified in previous years.

2.6.2 Treatment services for offenders

Measures to help perpetrators of domestic violence are important for efforts to prevent this form of violence. The Government is therefore strengthening treatment services both for young people who commit acts of violence and for children exposed to violence and sexual abuse. It will fund a collaborative project involving the research and treatment centre Alternative to Violence (ATV), which will strengthen therapist skills in the field of violence and sexual abuse, as well as increasing the capacity of family counselling services to provide assistance in this area. In 2013, ATV had 11 offices spread across much of the country.

2.7 The girl child

2.7.1 Sexual harassment and abuse

See section 1.5.4 for further discussion.

2.7.2 The Government will combat forced marriage and female genital mutilation

The *Action Plan against Forced Marriage, Female Genital Mutilation and Severe Restrictions on Young People's Freedom* for the period 2013 - 2016 was presented in February 2013. Evaluations of previous efforts to combat forced marriage and female genital mutilation (FGM) show that there is still a need for more knowledge, better preparedness, and increased coordination of ordinary public services. In this new action plan, emphasis is placed on enabling young people and their parents to participate actively in the various initiatives

offered and to shape developments in this area. The measures are seen in conjunction with and as a supplement to the efforts to combat domestic violence and violence against and sexual abuse of children.

NGOs play an important role in promoting dialogue with the population groups concerned, and on many occasions serve as bridge builders between these groups and the authorities. It is therefore important that the Government continue to support organisations that work to prevent FGM and forced marriage, and to maintain a dialogue with these organisations.

2.7.2.1 Efforts to combat FGM

The Norwegian Government has a duty to protect all members of society against abuse. In addition to the Action Plan, changes to legislation have been made, and guidelines and instructions have been prepared concerning effective application of the relevant legislation.

FGM in all its forms is illegal in Norway. Norway has passed a law prohibiting FGM, and it is a punishable offence to practice or aid and abet the practice of FGM. This prohibition also applies when the procedure is performed outside Norway.

The Norwegian Centre for Violence and Traumatic Stress (NKVTS) has established a national competence centre for FGM. Recent studies include a survey of people and organisations working with FGM and their need for knowledge, and a study has been initiated to document users' perceptions of the measures implemented in the health care sector.

Evaluation of the *Action Plan against Female Genital Mutilation* (2008 - 2011) shows that the plan's measures have generated a stronger focus on targeted/relevant health information, preventive health care efforts, and programmes offering health care for those in need. These services are to be made available in a way that does not lead to stigmatisation, by providing them through public health clinics and school health services that are low-threshold services available to the entire population.

To ensure that cases of FGM be effectively investigated, this issue has been on the agendas of training programmes for family violence coordinators in the police force and of the major Educational Conference for the police and prosecution service. Training programmes will also be conducted at local level.

Circular I-2/2010 Prevention of Female Genital Mutilation: This circular provides information on how the municipal health services can offer genital examinations of girls and women with a background from areas in countries where the incidence of FGM is 30% or more according to WHO. An interview and genital examination are offered to girls and women from such countries of origin within one year of their arrival in Norway, and to Norwegian-born girls with parents from such countries when starting school (5 - 6 years of age), in the fifth grade of primary school, and in lower secondary school. The provision to school pupils was tested in targeted municipalities in 2009 and was implemented nationwide in November 2010.

2.7.2.2 Forced marriage

To clarify and reinforce the public sector's responsibility, shelters for victims or potential victims of forced marriage have been incorporated into a national housing and support scheme.

Specific importance has been attached to reinforcing the education system's role through the counselling service for (ethnic) minorities. To date, this has proved to be an effective low-threshold service for teenagers and upper secondary school pupils and has helped to identify cases at a relatively early stage, and to develop expertise in the field. This knowledge has proved important in preventive work.

In the *Action Plan for Combating Forced Marriage* (2012), emphasis is placed on further entrenching major initiatives such as the the counselling service for (ethnic) minorities and the integration counselling service, and on continuing measures intended to develop expertise and spread information. The plan also attaches importance to entrenchment at local and regional levels through further development of the Expert Team for the Prevention of Forced Marriage.

Voluntary organisations have contributed significantly to initiatives to combat forced marriage, and will continue to play a vital role. The Government therefore continues to grant support to voluntary organisations' preventive and opinion-forming work.

The evaluation of the *Action Plan against Forced Marriage* (2008 - 2011) concluded that the plan's measures had reinforced preventive efforts and led to wider availability of support services. Young people needing assistance now contact the health and social services to a greater degree. The action plan has strengthened the competency of and services provided by public welfare services.

The Government's political platform states that amendment of two regulations concerning family establishment/reunification will be considered, with the aim of preventing forced marriage, namely raising the financial support requirement in family establishment/reunification cases and introducing more liberal discretionary assessment of earning potential. Furthermore, the Government will introduce an age limit of 24 for family establishment. The purpose of these amendments is to combat forced marriage and to ensure that couples can provide for themselves.

Four integration counsellors are stationed at embassies in the countries of origin of the largest immigrant groups in Norway, and in which experience shows that forced marriage and FGM occurs. The integration counsellors reach a vulnerable group that otherwise has few opportunities to access help. Experience shows that most forced marriages are contracted abroad, when young people are on holiday with their family or when they are left behind after a holiday in order to be married off. The integration counsellors represent an opportunity to help these young people, who would otherwise have nowhere to turn.

Integration counsellors communicate their knowledge through the Directorate of Integration and Diversity's electronic newsletter to local councils and through reporting to government agencies in Norway. This knowledge will help raise awareness of the work of the integration counsellors, strengthen the expertise of the support services, and increase understanding of the importance of migration and integration policies in Norway.

2.7.3 Influence and participation of children and young people

The main focus of BLD is on the rights of children and young people to influence their everyday lives and social development. The Ministry promotes these rights through its contact

with and support of local authorities, public agencies, and NGOs. Stimulating the exchange of ideas and experiences is an important part of this work.

BLD is concerned with promoting the influence and involvement of organisations for children and young people. The Ministry grants basic funding to national and international efforts undertaken by voluntary organisations for children and young people. The objectives of the basic funding are to facilitate participation by children and young people in these organisations, stimulate involvement and co-responsibility by the organisations both nationally and internationally, and support to them as arenas for empowerment and democracy.

The project funding programme *Mangfold og inkludering* [Diversity and Inclusion] was established in 2008 as a continuation of the European youth campaign *All Different – All Equal*. The funding targets children and young people who want to focus on diversity, attitudes, and participation. The funding programme is administered by the Norwegian Children and Youth Council (LNU) on behalf of the Ministry.

2.8 Women and the media

The number of women editors and commentators has increased in recent years. In 2014, the percentage of female members of the Association of Norwegian Editors increased from 20% in 2006 to 30%. Of those who held the title editor-in-chief, 27% were women (an increase from 16% in 2006).

In recent years, interest in issues relating to gender equality in the film sector has grown. This growth is especially due to a survey entitled *Tallenes tale* [The Figures Speak for Themselves] concerning the representation of women in key positions in the film sector. The survey was conducted at the initiative of the sector itself and showed gender disparities in leading roles and in the distribution of funding. Men held 80% of the positions as directors, scriptwriters, and producers.

The Ministry of Culture and Church Affairs submitted a white paper (Veiviseren) to the Storting in 2007. One of the themes dealt with was gender equality in the film sector, and the white paper set a goal that women should hold at least 40% of key positions in the film sector by 2010. In 2013, this goal was not fully achieved; however, 38.5% of key positions are now held by women.

We see challenges regarding women's freedom of speech. Women who express their opinion in the media, especially on women's rights, occasionally experience hateful comments, threats, and other silencing strategies. This may cripple the public debate and deny women their freedom of speech. Newspapers online have intensified their editing of comments, but there is also a need for more active measures.

2.9 Women and the environment

Norway has actively promoted gender concerns where relevant in the international climate negotiations under the UN Framework Convention for Climate Change (UNFCCC), and particularly within the field of adaptation to climate change.

The Government of Norway's International Climate and Forest Initiative was established in 2008 and supports efforts to reduce deforestation and forest degradation in tropical forests

(REDD+) by up to USD 500 million yearly. The initiative cooperates with key forest countries, such as Brazil and Indonesia, through multilateral organisations, and civil society. Norway has actively encouraged our partners to develop knowledge on gender-sensitive policies to reduce deforestation and to apply a gender perspective in their work. We are beginning to see the results of this initiative, as more and more countries include a gender perspective in their international REDD+ strategies, and the level of knowledge developed by the UN, civil society, and pioneering forest countries has increased.

2.10 Women and armed conflict

To implement Security Council Resolution 1325, Norway launched its first national action plan in 2006. An updated and enhanced version of the plan was developed for 2011 - 2013, in the form of a strategic plan with a measurement framework. The strategic plan also addressed the additional four resolutions on women, peace, and security. The main objectives of the 2011–2013 strategic plan are to strengthen the participation of women in peace and security efforts and to promote the integration of the gender perspective into the design and implementation of all Norwegian policies related to peace and security. Norway has since 2005 earmarked funds for women, peace, and security initiatives, and NOK 30 million a year has been allocated over the past few years. Yearly progress reports on the implementation of the strategic plan were developed. The strategic plan was reviewed in the winter of 2013/2014, and an updated strategic plan is being developed.

The shift from an action plan to a strategic plan was a significant improvement in facilitating implementation of the objectives of the Women, Peace, and Security Agenda. The strategic plan stated goals, activities, and indicators for each priority area, a framework that works better as a tool for implementation. A challenge has been to measure and assess results of the Government's work on women, peace, and security. The progress report has largely focused on activities conducted, and not so much on achieved results.

In recent years, humanitarian efforts have focused on the importance of protecting and helping women and on their participation in humanitarian initiatives. This is crucial for protecting and assisting girls and women in situations of armed conflicts. Since 2006, the Ministry of Foreign Affairs (MFA) has required organisations that receive funding for humanitarian assistance to include the gender perspective in their activities and to report on them. This issue is followed up routinely in bilateral dialogue with major humanitarian organisations. For example, the Norwegian Refugee Council developed specific gender goals for all programme areas under its Partnership Agreement 2013–2015 with the MFA. Another example is the International Committee of the Red Cross, which since 2013 has focused on strengthening the response to sexual violence throughout all its programmes. The MFA has since 2009 commissioned two reviews, one on Norwegian humanitarian NGOs' efforts to mainstream gender, and one on the UN humanitarian organisations' mainstreaming efforts.

To increase efforts on work on gender equality through our embassies, the Government launched in June 2013 the new Action Plan for Women's Rights and Gender Equality in Foreign and Development Policy.

2.11 Institutional mechanism for the advancement of women

See sections 1.1, 1.2, 1.3, 1.6, and 3.1 for further discussion.

2.12 Human rights of women

See sections 1.2 and 1.6 for further discussion.

2.12.1 Provision of legal information to women with immigrant background

In 2011, BLD allocated funds to Legal Advice for Women (JURK) to undertake a women's rights tour aimed at women with immigrant background, among others. In 2012, JURK received funding to develop and implement a competence-building initiative to reach more women from minority backgrounds, based on a train-the-trainers model. In addition to this, IMDi has provided financial support for JURK's activities aimed at women arriving in Norway through family immigration.

The objective is to improve the quality of information provided to women with immigrant background on their rights and obligations in specific areas of gender equality and family policy. This includes specially adapted information in connection with developing the competence of teachers of Norwegian language and social studies working with adult minority-language speakers, in cooperation with JURK and in dialogue with relevant voluntary organisations.

JURK has also contributed in other ways to developing the competence of teachers of Norwegian language and social studies working with adult minority-language speakers.

IMDi runs the New in Norway website, which publishes practical information provided by public agencies. The website was expanded in 2012 to provide specially adapted information for family immigrants.

In 2013, VOX (Norwegian Agency for Lifelong Learning) launched a website called samfunnskunnskap.no providing the syllabus for the 50-hour course in social studies for adult immigrants. The website provides information on rights, obligations, and opportunities in Norwegian society.

3 Data and statistics

3.1 Indicators of gender equality

Statistics Norway has published indicators of gender equality in the municipalities since 2009. These have been adjusted in recent years and are now presented as 12 individual indicators describing local gender equality conditions. Ten of the indicators for gender equality in the municipalities define gender equality as gender balance, and measure the degree to which difference resources are distributed between women and men within each municipality. The degree of gender balance looks at gender-based differences in benefits; see the attached overview of these indicators.

The *Gender Equality 2014* action plan outlines nine goals for promoting gender equality. Each goal is presented with a set of indicators, numbering 44 in all. The purpose is to monitor trends in gender equality and the degree to which the goals are achieved. Several central sources of statistics are used to measure the trends, and the sources used for each indicator are stated in the plan. Each ministry is responsible for reporting on the indicators within its area of responsibility. When the action plan expires at the end of 2014, BLD will coordinate the

work on reporting on the overall status of the indicators; see the attached overview of the indicators.

The government-appointed Equality Commission was given a mandate to discuss indicators that could measure trends in gender equality. The Commission proposed a number of indicators that could show how social benefits and burdens are distributed and how the situation in the equality-relevant fields of democracy, freedom of choice, distribution, and vulnerability changes over time. The Commission proposed indicators that attempt to map a multidimensional gender equality situation. This is achieved by distributing each indicator, as far as possible, according to gender combined with various operationalisations of ethnicity, social class, and life cycle. According to the Commission, this mapping would reveal greater diversity within groups of women and groups of men.

In 2013, Bufdir was tasked with developing a system for documenting the living conditions and quality of life for people with disabilities. This work will continue in 2014. Bufdir will also begin further developing the documentation system to cover the other grounds for discrimination. This work involves evaluating existing indicators and developing new indicators of all grounds for discrimination. These indicators should, as far as possible, also reflect relevant indicators on which Norway reports internationally, particularly to the UN. Bufdir must ensure good accessibility to the data it prepares.

Since 2004, BLD has partly funded the post of a gender equality coordinator at Statistics Norway to handle statistics on gender equality related to all grounds for discrimination.

Regarding the set of indicators developed by the UN and the umbrella project known as the *Global Gender Statistics Programme*, no regulations for compiling or publishing these data exist. However, Statistics Norway has previously reviewed this set of indicators in connection with annual meetings in the *UN Statistical Division (UNSD)* and concluded that it can report on most of them.

Norway has also responded to the *Global Review of Gender Statistics* organised by the *UN Economic Commission for Europe (UNECE)*, and submitted the completed questionnaire in February 2012. The review mapped how the gender perspective is integrated into national statistics and how work on producing and disseminating gender statistics is organised.

3.2 Violence against women indicators

The Norwegian Government has not yet decided whether to collect data on the nine indicators of violence against women.

As part of the effort to assess the prevalence of violence against women, the Norwegian Centre for Violence and Traumatic Stress Studies (NKVTS) was tasked with studying the prevalence of violence in Norway. The study employed a cross-sectional method to study Norwegian men and women aged 18 - 75. Structured phone interviews were conducted during spring 2013. Altogether, 2,435 women and 2,092 men participated. The results were presented in February 2014.

Of those we were able to reach by phone, 42.9% accepted participation (45.0% women and 40.8% men). The telephone interview comprised direct and behaviourally specific questions about violence and assault in childhood and adulthood, as well as about mental health and sociodemographic issues. Unfortunately, we have no more age-specific data than +/- 18 years of age.

When it comes to sexual abuse, we have no data for the last 12 months. Our data are based on experiences of sexual abuse during lifetime.

Indicator 1

A similar proportion of women (5.0%) and men (6.0%) reported “less severe” physical violence during the last 12 months (slapping, hair pulling, scratching, pinched hard). Younger men and women were more frequently exposed to such violence than were older men and women. More women than men experienced severe violence from an intimate partner or ex-partner, but many women also experienced severe violence from customers, patients, or clients. Men were more often victims of physical violence from strangers, from friends, acquaintances, neighbours, and colleagues.

Indicator 2

As many men (16.3%) as women (14.4%) reported “less severe” physical violence from an intimate partner/ex-partner in their lifetime (pinching, scratching, hair pulling, or slapping). Over 40% of the exposed women had been subjected to less severe violence from a partner/ex-partner more than five times.

More men (45.5%) than women (22.5%) had experienced severe physical violence at least once after the age of 18 (hit with a fist or an object, kicked, strangled, beaten up, threatened with a weapon, or attacked physically in other ways).

More women (8.2%) than men (1.9%) had been exposed to severe physical violence from an intimate partner/ex-partner (kicked, strangled, beaten up), after the age of 18.

Two thirds – both of male and female victims of severe violence from a partner/ex-partner – were also exposed to controlling behaviour from a partner or ex-partner.

Indicator 3

Information not available.

Indicator 4

The prevalence of lifetime rape was 9.4% in women and 1.1% in men. Nearly half (49%) of the women who reported rape had been raped before the age of 18. There was no indication that rape of young women decreased over time. As many young as older women reported rape before the age of 18.

Many of the women who reported rape had been afraid of being severely injured or killed (44%) or were physically injured (29%).

The vast majority of the victims knew the perpetrator (most often a friend, an acquaintance, a neighbour, a colleague, or a current or previous partner).

Indicator 5

Information not available.

Indicator 6

A total of 21% of ever-partnered women were exposed to sexual/physical violence from an intimate partner/ex-partner during their lifetime.

Indicator 7

Information not available.

Indicator 8

Information not available.

Indicator 9

There were no reported cases of FGM in Norway in 2013.

4 Emerging priorities

Norway elected a new government in the autumn of 2013. Under this Government, key focus areas for promoting equality between boys and girls and between men and women will be to pursue this work and, where appropriate, to develop new measures to:

- strengthen protection from discrimination for everyone
- promote non-traditional educational choices
- reduce involuntary part-time work
- increase participation by minority women in working life
- provide families with young children the flexibility and freedom to choose the solutions best suited to them
- strengthen competence in the public support services as a whole and improve coordination of efforts to combat violence and coercion in close relationships

The Government is also concerned that future gender equality policy can view gender equality challenges in the complex contexts in which they arise. We cannot discuss gender in isolation, without taking into account other important conditions that affect people's opportunities in a given society. When we discuss men and women, we must also discuss issues such as ethnicity, disability, sexual orientation, age, social background, etc. People are more than their gender, and this must be taken into account when formulating an effective gender policy.

All forms of discrimination must be actively counteracted. One of the primary tasks for the Government is to formulate a universal gender equality and anti-discrimination law. Protection against discrimination is currently spread across several laws. A comprehensive law could make it easier to address multiple and intersectional discrimination; for example, when individuals are subjected to discrimination on the grounds of both gender and ethnic origin or sexual orientation. The Government is already working on this issue, and will also consider what the consequences for violating discrimination legislation should be.

In addition, the Government will contribute to closer cooperation between the authorities and the social partners with a view to addressing gender equality challenges in working life. The social partners have first-hand knowledge of working life at organisational, regional, and national levels.

The Government also wants to further develop a family policy based on freedom of choice and flexibility where emphasis is placed on the fact that children and families are different and therefore have different needs. Each family must be ensured the flexibility and freedom to choose the solutions best suited to them. The Government will therefore maintain the number of parental benefit days but will reduce both the mother's and the father's quotas by four weeks (to 10 weeks) and will increase by eight weeks the period of shared parental leave that can be divided freely between the parents. The lump-sum grant received by women who do not qualify for parental benefit has also been increased in 2014. This is an important contribution to mothers with the lowest income.

Initiatives against violence in close relationships are an important part of the work on gender equality. The Government will continue initiatives to follow up the white paper on violence, the measures in the action plan against domestic violence, and the strategy to combat violence and sexual abuse against children and adolescents.

The Government is concerned with strengthening competence in the public support services as a whole and with improving coordination of efforts to combat violence and coercion in close relationships. Spirals of violence can be broken, and treatment provision for perpetrators of violence is an important element in preventive measures. In its budget for 2014, the Government is strengthening the services provided by the family counselling services and Alternative to Violence to young perpetrators of violence and to children exposed to violence. It is important that we have good, accessible crisis centres that can both offer emergency help and follow up individuals who are subjected to violence in close relationships. The large proportion of residents with immigrant background in crisis centres indicates that measures aimed at women with immigrant background are important. The Government will continue to work on this issue.

4.1 Norway's priorities in the post-2015 agenda

Among the priorities for Norway's engagement in the current discussion on Sustainable Development Goals and the post-2015 agenda are;

- To intensify efforts to fill gaps in Millennium Development Goals, including in universal access to primary education, maternal and reproductive health, and gender equality, and to carry on unfinished goals in the post-2015 agenda.
- To develop a universal and global post-2015 agenda that integrates the three dimensions of sustainable development, is people-centred and rights-based, and contributes to tackling the global challenges of poverty and inequality.
- To create a set of universal, communicable, and measureable post-2015 sustainable development goals and to target supporting the realisation of all human rights for gender equality and women's rights.
- Norway supports a stand-alone goal on gender equality, one that will be integrated through targets and indicators into all the goals in the new framework.
- Norway also supports the report of the High-level Panel of Eminent Persons on the post-2015 development agenda, including a target for universal access to sexual and reproductive health and rights.
- More detailed positions will be developed during the next months, including taking into consideration positions from the global south.

Annex 1 - Information on the process of preparing the national review

The report is coordinated by the Ministry of Children, Equality and Social Inclusion. The Ministry has obtained contributions to the report from the other ministries concerned. It has also been held meeting regarding the report where relevant ministries were invited.

Civil society has been involved in the process. A draft report has been circulated among civil society, the Sámi Parliament and the Equality and Anti-Discrimination Ombud.

Annex 2 - List of policies, strategies, action plans and publications

- Summary of "Structure for Equality" - Report by a commission appointed pursuant to a Royal Decree of 12 February 2010. Submitted to the Ministry of Children, Equality and Social Inclusion on 15 November 2011:
<http://kilden.forskningsradet.no/binfil/download.php?did=8242>
- Summary of "Policy for Equality" - Report by a commission appointed pursuant to a Royal Decree of 12 February 2010. Submitted to the Ministry of Children, Equality and Social Inclusion on 25 September 2012:
<http://kilden.forskningsradet.no/binfil/download.php?did=9672>
- Equality 2014 – the Norwegian Government's gender equality action plan:
http://www.regjeringen.no/upload/BLD/Action_plan_2014.pdf
- Action plan against forced marriage, female genital mutilation and severe restrictions on young people's freedom (2013–2016):
http://www.regjeringen.no/upload/BLD/IMA/tvangsekteskap/Handlingsplan_2013_ENG_web.pdf

Annex 3 - Act relating to gender equality (the Gender Equality Act)

Chapter 1. Purpose and scope

Section 1. Purpose

The purpose of this Act is to promote equality irrespective of gender. Equality shall mean:

- a) equal status,
- b) equal opportunities and rights,
- c) accessibility, and
- d) accommodation.

This Act has the particular objective of improving the position of women.

Section 2. Factual scope of this Act

This Act shall apply in all sectors of society.

The King may issue regulations providing that the service of women in the Norwegian Armed Forces shall fall entirely or partly outside the scope of this Act.

Section 3. Geographical scope of this Act

This Act shall apply throughout the country, including on Svalbard and Jan Mayen. This Act shall also apply on fixed and mobile installations in operation on the Norwegian continental shelf and aboard Norwegian ships and Norwegian aircraft.

The King shall issue regulations on the application of this Act to posted workers; see section 1-7 of the Working Environment Act.

Section 4. Invariability

The provisions of this Act may not be varied by agreement.

Chapter 2. Prohibition against discrimination

Section 5. General rule regarding the prohibition against discrimination

Discrimination on the basis of gender shall be prohibited. Discrimination on the basis of pregnancy and leave in connection with childbirth or adoption shall be deemed discrimination on the basis of gender. The prohibition shall apply to discrimination on the basis of a person's actual, assumed, former or future pregnancy or leave. The prohibition shall also apply to discrimination on the basis of the gender of a person with whom the person who is discriminated against has a connection.

“Discrimination” shall mean direct and indirect differential treatment that is not lawful pursuant to section 6 or section 7. “Direct differential treatment” shall mean an act or omission that has the purpose or effect that a person is treated worse than others in the same situation, and that is due to gender. “Indirect differential treatment” shall mean any apparently neutral provision, condition, practice, act or omission that results in persons being put in a worse position than others, and that occurs on the basis of gender.

Section 6. Lawful differential treatment

Differential treatment shall not breach the prohibition in section 5 if:

- a) it has an objective purpose,
- b) it is necessary to achieve the purpose, and

- c) the negative impact of the differential treatment on the person or persons whose position will worsen is reasonably proportionate in view of the intended result.

Section 7. *Positive differential treatment*

Positive differential treatment of one gender shall not breach the prohibition in section 5 if:

- a) the differential treatment is suited to promote the purpose of this Act,
- b) the negative impact of the differential treatment on the person or persons whose position will worsen is reasonably proportionate in view of the intended result, and
- c) the differential treatment will cease when its purpose has been achieved.

The King may issue regulations on the types of differential treatment that are permitted pursuant to this Act, including provisions on the differential treatment of men in connection with teaching of and care for children.

Section 8. *Prohibition against harassment*

Harassment on the basis of gender and sexual harassment shall be prohibited.

“Harassment on the basis of gender” shall mean acts, omissions or statements that have the effect or purpose of being offensive, frightening, hostile, degrading or humiliating. “Sexual harassment” shall mean unwanted sexual attention that is troublesome to the person receiving the attention.

Section 9. *Prohibition against retaliation*

It shall be prohibited to retaliate against anyone who has submitted a complaint regarding breach of this Act, or who has stated that a complaint may be submitted. This shall not apply if the complainant has acted with gross negligence. The prohibition shall also apply to witnesses in a complaint case.

It shall be prohibited to retaliate against anyone who fails to follow an instruction that breaches section 10.

Section 10. *Prohibition against instructions*

It shall be prohibited to instruct anyone to discriminate, harass or engage in retaliation contrary to this Act.

Section 11. *Prohibition against participation*

It shall be prohibited to participate in discrimination, harassment, retaliation or instruction contrary to this Act.

Chapter 3. *Active equality efforts*

Section 12. *Duty of public authorities to make active equality efforts*

Public authorities shall make active, targeted and systematic efforts to promote gender equality.

Section 13. *Gender balance on public committees*

When a public body appoints or selects committees, governing boards, councils, boards, delegations, etc., both genders shall be represented as follows:

- a) If the committee has two or three members, both genders shall be represented.
- b) If the committee has four or five members, each gender shall be represented by at least two members.
- c) If the committee has six to eight members, each gender shall be represented by at least three members.

- d) If the committee has nine members, each gender shall be represented by at least four members.
- e) If the committee has more members, each gender shall be represented by at least 40 per cent of the members.

The first paragraph shall also apply in connection with the selection of deputy members.

The Ministry shall be authorised to grant exemptions when special circumstances apply that make it clearly unreasonable to meet the requirements.

The first paragraph shall not apply to committees, etc. that pursuant to statute may only have members from directly elected assemblies. In the case of committees, etc. elected by publicly elected bodies in municipalities and county authorities, the provisions of the Local Government Act shall apply.

The King shall issue regulations on enforcement and reporting. The King may also issue regulations containing supplementary provisions under this provision.

Section 14. *Activity duty of employer and employee organisations*

Employer and employee organisations shall make active, targeted and systematic efforts to promote the purpose of this Act within their fields of activity.

Section 15. *Duty of organisations and educational institutions to preclude and prevent harassment*

The managements of organisations and educational institutions shall, within their areas of responsibility, preclude and seek to prevent the occurrence of harassment contrary to section 8.

Section 16. *Content of teaching aids*

The teaching aids used in schools and other educational institutions shall be based on equality irrespective of gender.

Chapter 4. Supplementary rules relating to employment relationships

Section 17. *Prohibition against discrimination in employment relationships*

The prohibitions in chapter 2 shall apply to all aspects of an employment relationship. This shall include the following:

- a) announcement of a position,
- b) appointment, reassignment and promotion,
- c) training and skills development,
- d) pay and working conditions, and
- e) cessation of the employment relationship.

The first paragraph shall apply correspondingly to the employer's selection and treatment of self-employed persons and hired workers.

Section 18. *Prohibition against collection of information in connection with appointment*

An employer shall not collect information about pregnancy, adoption or plans to have children during the appointment process, whether during interviews or otherwise.

Section 19. *Employer's disclosure duty to job applicants*

Job applicants who consider themselves to have been disregarded contrary to this Act shall be entitled to demand that the employer provide written information about the person who has been appointed. The employer shall provide information about education, experience and other formal qualifications.

Section 20. *Workers' rights in connection with parental leave*

A worker who is or has been on parental leave pursuant to section 12-5 of the Working Environment Act shall be entitled to:

- a) return to the same, or a corresponding, position,
- b) benefit from improvements in working conditions to which the worker would otherwise have been entitled during the absence, and
- c) make pay claims and, in pay negotiations, be assessed in the same way as the other workers in the undertaking.

The first paragraph shall not govern the setting of or changes to pay and working conditions as a result of circumstances other than parental leave.

This section shall apply correspondingly in connection with other types of leave linked to pregnancy and childbirth; see sections 12-2 to 12-8 of the Working Environment Act.

Section 21. *Equal pay for work of equal value*

Women and men in the same undertaking shall receive equal pay for the same work or work of equal value. Pay shall be set in the same way for women and men without regard to gender.

The right to equal pay for the same work or work of equal value shall apply irrespective of whether the work relates to different professions or pay is governed by different wage agreements.

Whether the work is of equal value shall be determined following an overall assessment in which emphasis is given to the expertise that is required to perform the work and other relevant factors, such as effort, responsibility and working conditions.

“Pay” shall mean ordinary remuneration for work plus all other supplements or advantages or other benefits provided by the employer.

The King may issue regulations laying down further rules on what shall be deemed the same undertaking in central government and the municipal sector.

Section 22. *Employer's disclosure duty regarding pay*

A worker who suspects discrimination in the setting of pay shall be entitled to demand that the employer provide written confirmation of the pay level and the criteria for the setting of the pay of the person or persons with whom the person in question is making a comparison.

A person who receives information about pay pursuant to this provision shall be subject to a duty of confidentiality and shall sign a confidentiality declaration. This shall not apply in the case of information covered by the Freedom of Information Act.

An employer who releases pay information about an employee under this provision shall simultaneously inform the person in question of what information has been released, and to whom.

Section 23. *Employer's activity duty*

Employers shall make active, targeted and systematic efforts to promote the purpose of this Act in their undertakings. The activity duty shall encompass matters such as recruitment, pay and working conditions, promotion, development opportunities and protection against harassment.

Section 24. *Employer's reporting duty*

Employers shall report on:

- a) the actual state of affairs as regards gender equality in their undertaking, and
- b) equality measures that have been implemented and that are to be implemented to satisfy the activity duty pursuant to section 23.

The reporting duty shall apply to undertakings that have a statutory duty to prepare an annual report. These undertakings shall include the reports in their annual reports.

The reporting duty shall also apply to public authorities and public undertakings that are not subject to a duty to prepare an annual report. These bodies shall include the reports in their annual budgets.

Section 25. *Employer's duty to preclude and prevent harassment*

Employers shall preclude and seek to prevent the occurrence of harassment contrary to section 8.

Chapter 5. Enforcement, burden of proof and penalties

Section 26. *Enforcement of this Act*

The Equality and Anti-Discrimination Ombud and the Equality and Anti-Discrimination Tribunal shall enforce and contribute to the implementation of this Act; see the Anti-Discrimination Ombud Act. However, the ombud and the tribunal shall not enforce the rules relating to:

- a) sexual harassment in section 8,
- b) active equality efforts in chapter 3 and section 23,
- c) handling of pay information in section 22, second paragraph, and
- d) compensation for non-economic loss and compensation for economic loss in section 28.

The ombud and the tribunal shall not enforce the prohibition against discrimination in family life and purely personal relationships. **Section 27. *Burden of proof***

Discrimination shall be assumed to have occurred if:

- a) circumstances apply that provide grounds for believing that discrimination has occurred, and
- b) the person responsible fails to substantiate that discrimination did not in fact occur.

This shall apply in the case of alleged breaches of the provisions in chapter 2 and sections 17, 18, 20 and 21.

Section 28. *Compensation for non-economic loss and compensation for economic loss*

A person who is discriminated against may claim compensation for non-economic loss and compensation for economic loss. This shall apply in the case of breaches of the provisions in chapter 2 and sections 17, 18, 20 and 21.

In an employment relationship, liability shall exist irrespective of whether the employer can be blamed for the discrimination. In other sectors of society, liability shall exist if the person who has committed the discriminatory act can be blamed for doing so.

The compensation for economic loss shall cover economic losses resulting from the discrimination. Compensation for non-economic loss shall be set at an amount that is reasonable in view of the scope and nature of the harm, the relationship between the parties and the circumstances otherwise.

These rules shall not limit the right of persons to claim compensation for non-economic loss and compensation for economic loss under the general principles of the law of damages.

Section 29. *Right of organisations to act as legal representatives*

In cases dealt with by the Equality and Anti-Discrimination Ombud and the Equality and Anti-Discrimination Tribunal, an organisation that has anti-discrimination work as its sole or partial purpose may be used as a legal representative.

In cases before the courts, a person appointed by and associated with an organisation that has anti-discrimination work as its sole or partial purpose may be used as counsel. This shall not apply to the Supreme Court. The court may refuse to accept an appointment as counsel if the court finds there to be a risk that counsel lacks sufficient qualifications to safeguard the party's interests satisfactorily. In addition to the authority mentioned in section 3-4 of the Dispute Act, counsel shall at the same time submit written information from the organisation regarding counsel's qualifications.

Chapter 6. Entry into force, etc.**Section 30.** *Entry into force*

This Act shall apply as of the date determined by the King. On the same date, the Act of 9 June 1978 No. 45 relating to gender equality shall be repealed

Section 31. *Continuation of regulations*

Regulations issued pursuant to section 2, fourth paragraph, of the Act of 9 June 1978 No. 45 relating to gender equality shall continue to apply after this Act has entered into force.