Gender Equality Policy in Norway

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Gender Equality Policy in Norway

1. Facts about Norway (past/present)
2. The Ministry of Children, Equality and Social Inclusion
3. Gender Equality Policy
   - Legislation
   - The Equality and Anti-discrimination Ombud
   - Work and care
   - Gender representation rules
   - New answers to main challenges
Marriage

• 1260 First regulation on marriage in Norway: Both husband and wife have separate property
• 1687 The wife's property disposed by the husband
• 1918 The right to divorce made easier
• 1927 Equal economic rights in marriage
• 1993 Civil Partnership Law
• 2009 Equal Marriage Law
Political statistics

- Cabinet: 9 men and 9 women (female PM)
- Parliament: 40% women
- Sami Parliament: 51.2% women
- Local municipalities (2011-2015):
  - women chairmen: 23%
  - women representatives: 38%
Gender Milestones

• 1913 All women obtain the right to vote

• 1981 Gro Harlem Brundtland becomes the first woman Prime Minister

• 1993 The first woman bishop is ordained

• 2005 CEDAW (the UN Convention on the elimination of all form of Discrimination against Women) is incorporated into Norwegian Law

• 2006 Norway is the first country in the world to impose quotas in private cooperate sector
Ministry of Children, Equality and Social Inclusion

Minister of Children, Equality and Social Inclusion

1 State Secretary
1 Political Advisor

Department of Communications

Department of Integration

Department of Child Welfare Services

Department of Consumer Policy and Equality

Department of Childhood, Youth and Family Affairs

Department of Planning and Administration
BLD's main tasks related to gender equality policy

• 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.
Gender mainstreaming

- Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels.

- Obligation for the ministries to assess gender consequences of all propositions

- Conduct gender sensitive analysis of the state budget (Gender Budgeting) and report
The Gender Equality Act
- §1a Duty to promote gender equality

- Applicable for public and private sector, NGOs, employee and employers organizations

- Impose active, targeted and systematic efforts to promote gender equality:
  - Employers within their enterprise
  - Employee and employer organizations in their spheres of activity
  - Public authorities in all sectors of society
The Equality and Anti-discrimination Ombud

- The Ombudsman is appointed for 6 years, and holds office for one term

- Keeps a high public profile

- Independent from the Ministry of Children-, Equality and Social Inclusion
The Norwegian Directorate for Children, Youth and Family Affairs

• Child Welfare Services
• Family Counselling Services

• **Equality and Anti-discrimination**: Working on all grounds of discrimination on behalf of BLD (gender, sexual orientation, disability, ethnicity/religion).
Work and care

• Close link between Family Politics and Gender Equality Politics

• Focus on the role of the fathers
Work and care politics

Parental leave

- 59 weeks: 80% pay
- 49 weeks: 100% pay
- Mother: 10 weeks obligatory (3 weeks before birth)
- Father: 10 weeks obligatory, not transferable
- 90% of fathers take their leave
Labour force participation

- 77% of women participate in the work force (20-66 years)
- 83% of men participate in the work force (20-66 years)
- 38% of women work part time
- 11% of men work part time
Fertility rate – development 1970-2008; p.t.: 1,8 (2014)
## Indicators for gender equality, 2013

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender gap in higher education</td>
<td>26.2%</td>
<td>32.3%</td>
</tr>
<tr>
<td>Gender gap in the work force (20-66 yrs)</td>
<td>82.7%</td>
<td>77.1%</td>
</tr>
<tr>
<td>Gender gap in part-time work (20-66 yrs)</td>
<td>13.9%</td>
<td>34.7%</td>
</tr>
<tr>
<td>Average gross income</td>
<td>NOK 487 800</td>
<td>NOK 326 400</td>
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</table>

### Gender distribution

<table>
<thead>
<tr>
<th>Public sector</th>
<th>Gender Distribution</th>
<th>Percentage</th>
<th>Gender Distribution</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender Distribution in public sector</td>
<td>Male</td>
<td>29.5%</td>
<td>Female</td>
<td>70.5%</td>
</tr>
<tr>
<td>Gender Distribution in private sector</td>
<td>Male</td>
<td>63.5%</td>
<td>Female</td>
<td>36.5%</td>
</tr>
<tr>
<td>Gender Distribution among leaders</td>
<td>Male</td>
<td>64.3%</td>
<td>Female</td>
<td>35.7%</td>
</tr>
<tr>
<td>Gender Distribution of municipal county members</td>
<td>Male</td>
<td>61.8%</td>
<td>Female</td>
<td>38.2%</td>
</tr>
</tbody>
</table>

### Level of gender balance

<table>
<thead>
<tr>
<th>Upper secondary schools</th>
<th>Level of gender balance</th>
<th>Percentage</th>
<th>Notes</th>
<th>Level of gender balanced</th>
<th>Percentage</th>
<th>Notes</th>
<th>Share of 1-5 yrs old in kindergarten</th>
<th>Percentage</th>
<th>Notes</th>
<th>Share of fathers taking the full fathers quota</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total inequality</td>
<td>0.67</td>
<td></td>
<td></td>
<td>Total equality</td>
<td>0.60</td>
<td></td>
<td>90.0%</td>
<td></td>
<td></td>
<td>68.5%</td>
<td></td>
</tr>
</tbody>
</table>

1. For more information on ‘level of gender balance’, visit [www.ssb.no/en/befolkning/statistikker/likekom](http://www.ssb.no/en/befolkning/statistikker/likekom)
Gender representation rules in public limited companies

- The rules regarding gender representation in public limited companies were put into force as of 1. January 2006 / 1. January 2008.

- The legislation on gender representation in boards implies for:
  - All publicly¹ owned enterprises
  - All public limited companies in the private sector

- In 1993, only 3 per cent of the public limited company (PLC) board members were women.

- In 2003, the equal number was approximately 7 per cent.

- 2015: 40 % of the board members are women

- 2015: All companies fulfil all the demands put down by the law
Gender representation perspectives

• Reaching a balanced participation is a question of democracy.

• It is an important step towards equality
  – between the sexes
  – a fairer society
  – a more even distribution of power

• It is an important factor in the creation of wealth in society.

• It will secure women's influence in decision making processes.

• It is of importance for the economy in the society.

• It is important to make use of all the human resources in our country, not just half of it.
The Gender segregated labor market and the gender pay gap

Differences in length of education and age explain very little of the pay gap today

Women and men are paid approximately the same for doing the same job in the same enterprise

The pay gap reflects the gender-segregated labor market

Pay differences increase during the infant stage
Common Equality and Non-Discrimination Act

- Protection against discrimination is a basic human rights regardless of gender, race, sexual orientation, ethnicity, religion and age.

- Purpose: A new common act will make it easy for an individual to recognized when experiencing discrimination, and for those who want to avoid discriminating others.

- The idea: A common Equality and Non-Discrimination Act is extracted from human rights. Its supported by a large majority of consultative bodies, among them the Equality and Anti-Discrimination Ombud (LDO).

- Soon it will be sent on public hearing.
- The Government wants to further develop the legal protection against discrimination. We believe that it is the substantive protection which each and everyone of us enjoy that is important, not how many laws we have.

- At the same time, we want a more user-friendly, coherent, and fair protection by merging the existing laws into one.
A White Paper on Gender Equality

• The Paper will discuss important topics that will strengthen equality in areas where we face particular challenges. Those areas include
  – Upbringing and education
  – Employment and work life
  – Entrepreneurship
  – Gender and health
  – Combating gender-based violence.

Goals:
• We need to create a working life where there is room for both women and men may to combine employment with family responsibilities.
• Preventing gender-based violence and ensuring proper support for victims remains a key priority.
• To stake out the direction for a future gender equality policy and focus on positive, stimulating measures.
• To address specific areas that are important to promote gender equality. In discussing these issues, both a minority perspective and the perspective of men will be included throughout the White Paper.
A White Paper on Family Policies

• The goals for the family area will be developed further in a new White Paper which will be forwarded to the Parliament in 2016.

• **Families** are our strongest and most important social unit. The goal is the years ahead of me to strengthen the family in our society. Families are different throughout the world, and should be supported regardless of shape, colour or number of members.

• The Norwegian government want less quotas and strict regulations and more freedom for individuals and the family. Different children and families have different needs.

• The goal is to secure children a safe upbringing in a warm, supporting and safe environment.

• To make the family a more robust unit, secure a gender equal parenthood and a safe and nurturing upbringing for the children.

• To secure the flexibility and freedom for the families to choose what’s best for them.