



Equality and
Anti-Discrimination Ombud

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An account of
equality and
discrimination
in Norway



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EQUAL STATUS — ONLY ON PAPER?

As far as legislation is concerned, 2008 has been a good year in Norway. The Anti-Discrimination and Accessibility Act has been passed by the Storting and will protect people with disabilities in all areas of society. A new Marriage Act gives lesbians and homosexuals the right to marry and to be considered for adoptive parenthood. Lesbians also acquire the right to artificial insemination in line with heterosexuals. The self-employed have received full rights to parental pay. Fathers have had their father's quota increased by two weeks.

Improvements in the legislation do not mean that everything is moving in the right direction for equality. This year, like last year, our annual account of equality and discrimination in society contains a range of negative numbers. For example, the pay difference between women and men has increased. Women still work more part time than men and often more than they want themselves. That costs them dearly when they become older. The number of

women living on the minimum state pension is increasing.

This year's SaLDO has an additional item dealing with living conditions. The key words are health, sport, discrimination against especially exposed groups and work in the home. The lopsided distribution of care work is one of the main reasons for women lagging behind with regard to pay and pensions. Even if more and more fathers are opting to take out their father's quota, women still take nearly 90 percent of the parental leave. Legislation is needed so that fathers receive the right to a third of the parental leave and an independent right to accrue parental pay.

To be able to look after oneself is a fundamental condition for true equality. That applies to everyone. At present, far too many people from immigrant backgrounds or with disabilities are excluded from the job market. People from immigrant backgrounds, women and young people are also over-represented in industries that are characterised by temporary

contracts, poor working conditions and inadequate supervision. We lack important information about this part of working life.

Statutory rights and duties are necessary, but do not in themselves give any guarantee of true equality. Next year it is 30 years since the Gender Equality Act came into force and 50 years since Norway signed the ILO Convention on equal pay. The numbers in this year's SaLDO show that the differences have not been eradicated, in spite of well-crafted legislation. There is no foundation for taking a relaxed approach, in the comfortable belief that all it takes is to legislate and the results will then take care of themselves.

Oslo, November 2008

Beate Gangås
Equality and Anti-discrimination
Ombud

EDUCATION AND RESEARCH

Boys and girls make traditional choices about education. In upper secondary schools vocational lines are sharply divided by gender. In some courses of study, pupils are almost exclusively of one gender. If the split of the labour market by gender is to be broken up, more boys and girls need to make non-traditional educational choices.

It is more usual for girls to go on to upper secondary education than it is for boys. The difference is greatest between boys and girls from non-immigrant backgrounds, but the same tendency applies to young people with immigrant backgrounds. More boys than girls leave upper secondary school prematurely. Boys from immigrant backgrounds are at the highest risk of dropping out.

Women are in the majority in higher education. At the same time more women are attending previously male-dominated courses. The number of women taking doctorates has increased. Here, about half are now women. Nevertheless, there are few female employees in scientific posts in universities and higher education colleges.

Entry into higher education is less usual among disabled people than for the population as a whole. In general, education leads to higher labour force participation. This correlation is even more marked for disabled people than for the population generally.

EDUCATION AND RESEARCH

S A L D O = 6

$$\text{BALANCE} = 2+1+7+10+4+7+8 = 39/7 = 6 \text{ POINTS}$$

CALCULATION OF POINTS

Points are calculated on the basis of the real situation compared with the ideal situation and express the extent to which targets are achieved. Full achievement gives 10 points.

- women
- men
- other factors

1. Pupils, health and social studies

	girls	boys
2007	90%	10%
2006	89%	11%
2005	89%	11%

Source: Statistics Norway (Statistisk Sentralbyrå, SSB)

TARGET: Equal gender distribution

ACHIEVEMENT OF TARGET: $10/50 = 20\% = 2$ points



2. Pupils, building and construction technology

	girls	boys
2007	4%	96%
2006	4%	96%
2005	4%	96%

Source: SSB

TARGET: Equal gender distribution

ACHIEVEMENT OF TARGET: $4/50 = 8\% = 1$ points



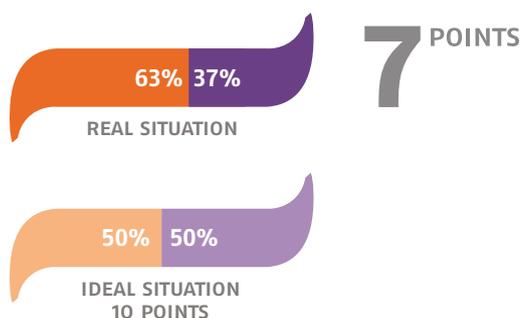
3. Graduates from universities and higher education colleges

	women	men
2007	63%	37%
2006	62%	38%
2005	62%	38%

Source: SSB

TARGET: Equal gender distribution

ACHIEVEMENT OF TARGET: $37/50 = 74\% = 7$ points



4. Postgraduates

	women	men
2007	50%	50%
2006	49%	51%
2005	47%	53%

Source: Norwegian Social Science Data Services
(Norsk samfunnsvitenskapelig datatjeneste, NSD)

TARGET: Equal gender distribution
ACHIEVEMENT OF TARGET: 50/50 = 100% = 10 points

+++++



10 POINTS



5. Professors

	women	men
2007	18%	82%
2006	16%	84%
2005	17%	83%

Source: NSD

TARGET: Equal gender distribution
ACHIEVEMENT OF TARGET: 18/50 = 36% = 4 points

+++++



4 POINTS



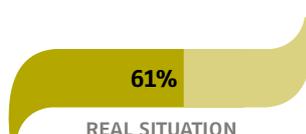
6. Proportion of people with higher education who are in work

	disabled people	population
2007	61%	87%
2006	63%	86%
2005	58%	88%

Source: SSB

TARGET: Equal proportion of disabled and non-disabled people
ACHIEVEMENT OF TARGET: 61/87 = 70% = 7 points

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7 POINTS

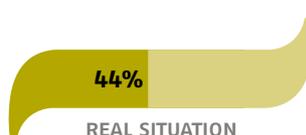


7. Completed upper secondary education in the prescribed time

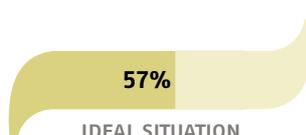
	pupils with immigrant backgrounds	all pupils
2001 YEAR GROUP	44%	57%
2000 YEAR GROUP	44%	56%

Source: SSB

TARGET: Equal extent of completion for pupils with and without immigrant backgrounds
ACHIEVEMENT OF TARGET: 44/57 = 77% = 8 points



8 POINTS



“The aim is not to achieve equal numbers of men and women in all occupations, but to break down the visible and invisible barriers that prevent girls and boys from taking non-traditional options. Equality of opportunity is just as important for boys as for girls and measures need to target both groups.”

Ministry of Education and Research in its Action plan for Equal Opportunities, April 2008

Upper secondary education

More boys drop out

More girls than boys complete upper secondary school. 73 percent of the boys who started on the general studies line in 2001 completed them within the prescribed time, compared with 80 percent of girls. The corresponding figures for the vocational studies line were 31 percent for boys and 49 percent for girls. On average, girls achieve better results than boys in all subjects at the lower secondary stage, except physical education.

Children with immigrant backgrounds take more time, and fewer of them complete upper secondary education, compared with the average for all pupils. The tendency is strongest for boys who take vocational subjects. The term “with an immigrant background” means first generation immigrants and people born in Norway of two foreign parents. More than half (55 percent) of boys with an immigrant background, who take vocational studies, leave during the course. By comparison 33 percent of boys without an immigrant background leave early.

Girls born in Norway of immigrant parents complete vocational studies within the prescribed time to a somewhat greater extent than girls who do not have an immigrant background.

Pupils who started upper secondary school in 2001

In percent
Source: SSB

		COMPLETED IN PRESCRIBED TIME		LEFT DURING THE COURSE	
		BOYS	GIRLS	BOYS	GIRLS
VOCATIONAL SUBJECTS	Immigrants	21	38	55	33
	Norwegian born with immigrant parents	22	57	39	19
	Without immigrant background	32	50	33	22
GENERAL STUDIES	Immigrants	47	56	25	17
	Norwegian born with immigrant parents	60	71	12	8
	Without immigrant background	76	82	6	4

TABLE 1.1

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“Girls have attained the status where they MUST obtain an education and must not leave school to get married. The same focus does not apply for boys.”

Representative Fuat Karatepe in Bjerke Town Youth Council to *Aftenposten* 22 September 2008

“Experience shows that schools and teachers often have too low a level of ambition for minority pupils, both as regards the efforts they themselves put in, and in respect of the results they expect from these pupils.”

Manager Rita Kumar in Norway’s Contact Committee for Immigrants and the Authorities to *Aftenposten* 22 September 2008

“The gap between boys’ and girls’ marks at the primary and lower secondary stage is twice as big this year – in the girls’ favour. This is shown by new figures from SSB and Norwegian Social Research (Norsk institutt for forskning om oppvekst, velferd og aldring, NOVA). Fewer boys complete upper secondary school and fewer enter higher education. The development is disturbing and demands both analysis and concrete initiatives.”

Leading article in *Aftenposten* 17 October 2007

The parents' level of education has an influence on whether the pupil completes upper secondary education. Whilst 89 percent of pupils whose parents have higher education achieve completion, only 46 percent of pupils with parents with just primary and lower secondary education do so (SSB). When the results from primary and lower secondary school are the same, and the parents' educational level is the same, pupils with an immigrant background complete upper secondary school to a greater extent than those without an immigrant background.

Pupils with an immigrant background have less access to work experience places and apprenticeships than others (Ministry of Education and Research).

Vocational subjects divided by gender

The vocationally orientated subjects in upper secondary education are divided by gender. This applies particularly to health and social studies, design and handicrafts, electrical subjects and building and construction technology. In health and social studies the proportion of girls has been about 90 percent since the start of the 1990s. The opposite applies to electrical subjects, where the girls' share has stayed level at about 5 percent over the same period.

Pupils who choose non-traditional courses of study leave school early more often than others. This applies to both girls and boys.

Gender distribution in upper secondary education, vocational subjects

School year 2006–2007

Source: SSB

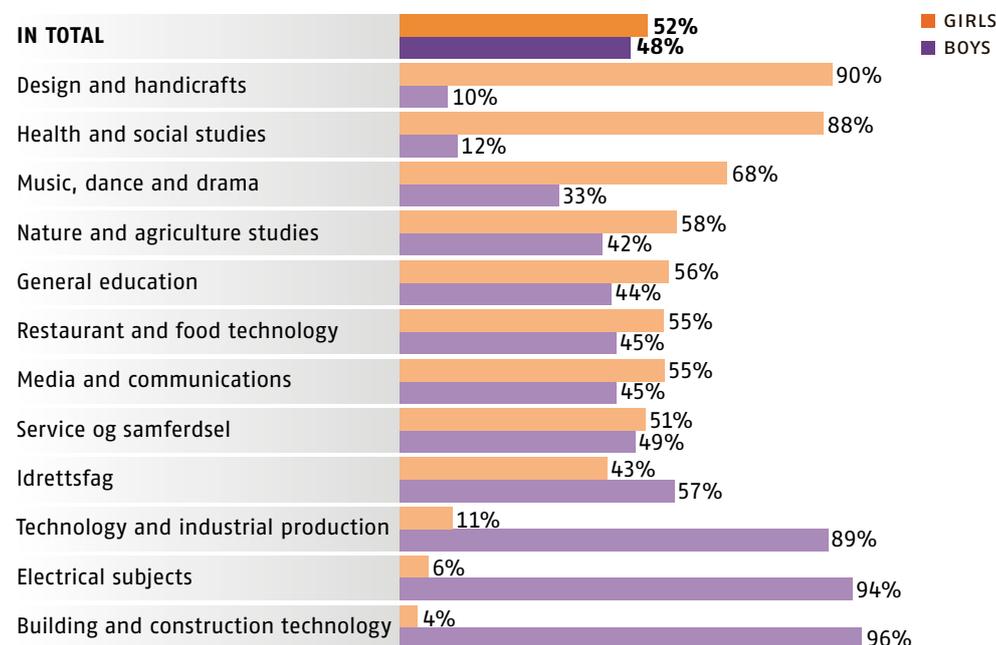


FIGURE 1.2

"Boys do worse than girls at school and to improve this fathers must involve themselves more than they do today."

Professor Thomas Nordahl in *Aftenposten*, 4 January 2008

"What is wrong with girls being cleverer? Stigmatisation of girls' success at school should stop."

Teacher Leif Tore Sædberg at Dalane Upper Secondary School to *Dagbladet*, 4 September 2007

MOTHER DEALS WITH SCHOOL

Aftenposten has carried out an informal investigation in 10 kindergartens and primary schools in Oslo and the tendency is crystal clear: 78 percent of parent contacts and members of FAU (the executive committee members of parents' associations in Norwegian schools) are mothers and 22 percent are fathers.

Source: *Aftenposten*, 4 January 2008

Gender distribution in upper secondary education, general studies

School year 2006–2007

Source: SSB

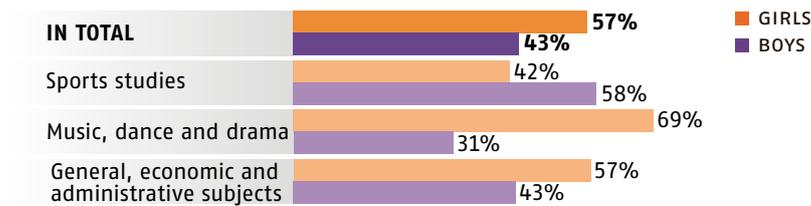


FIGURE 1.3

Education level in the population

Women in the majority in higher education

There are still more men than women in the population with a lengthy education. However, that is changing. Today, more women than men are studying at higher education colleges and universities.

Highest completed education

In percent, 2007

Source: SSB

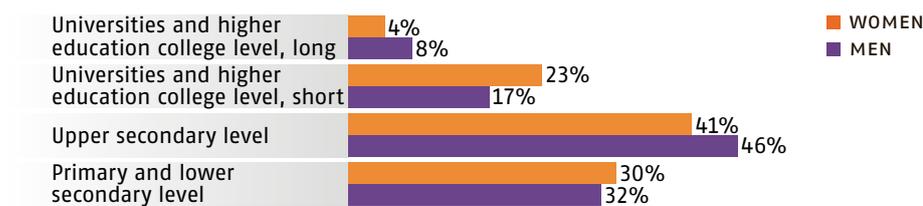


FIGURE 1.4

Immigrant women undertake education more often

On average, women born in Norway of two immigrant parents undertake higher education more frequently than in the population as a whole. More women than men undertake higher education. This applies to all population groups and at all levels of education. The biggest gender gap is in the whole population, where 37 percent of the women undertake higher education, compared with 25 percent of the men.

Students in higher education

Age group 19–24 years, in percent, 2006

Source: SSB women

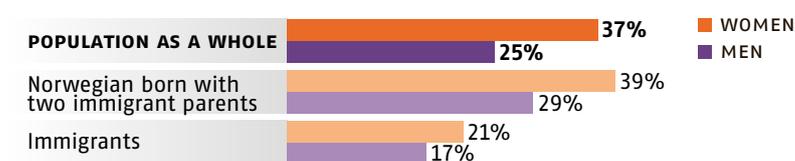


FIGURE 1.5

SCIENCE POPULAR AMONG MINORITIES

Pupils with an ethnic minority background have stronger motivation to master science and do well in it, than do pupils from the majority population. They also think the subject is more interesting. This is shown by an investigation based on numbers from five upper secondary schools in Oslo.

Source: Journal for Youth Research
30 October 2007

Universities and higher education colleges

More women on male-dominated courses of study

The proportion of women amongst the students has increased in the last 30 years. In 1980, 48 percent of the students in higher education were women, compared with 63 percent in 2007.

More and more women are studying subjects that were previously dominated by men, for example economic and administrative disciplines. Here the female share has increased from 25 percent in 1980 to over 50 percent today. There is also a higher proportion of women than before in scientific and technical subjects. One third of the students in these specialist fields are now women. There has been a marked increase in the number of women doing medical studies and the proportion of female doctors rose from 12 percent in 1970 (Official Norwegian Reports (Norges offentlige utredninger, NOU) 2008:6, Gender and Pay) to 36 percent in 2005 (The Norwegian Medical Association).

Graduates by type of institution and gender

In percent

Source: Norwegian Social Science Data Services 2007

	WOMEN	MEN
State higher education colleges	67	33
Universities	59	41
Private higher education colleges	62	38
Scientific higher education colleges	45	55
Higher education colleges for the arts	63	37
In total	63	37

TABLE 1.6

“Too few girls choose science. We must become cleverer at showing the feminine sides of science. The world will be a better place with more female engineers.”

Researcher Camilla Schreiner to the Internet newspaper *Familia*, 1 July 2008

Fewer male nursing students

There were 12 percent of men amongst those who chose nursing studies in 2008, whilst the corresponding proportion for nursery school teaching studies was 13 percent. During the last three years, there have been fewer male applicants for nursing, nursery school teaching and general teaching studies.

Applicants for higher education

First choice in percent

Source: Norwegian Universities and Colleges Admission Service

Nursing studies

	WOMEN	MEN
2008	88	12
2007	87	13
2006	85	15

TABLE 1.7

Nursery school teaching studies

	WOMEN	MEN
2008	87	13
2007	85	15
2006	86	14

TABLE 1.8

General teaching studies

	WOMEN	MEN
2008	72	28
2007	70	30
2006	68	32

TABLE 1.9

Not accessible to all

So that disabled people shall have an equal right to education, it is important for education institutions to be physically accessible. Statsbygg (Public Construction and Property Management) has documented that very few of the current buildings in further education colleges and universities are accessible to all. The barriers include door thresholds, doors that are too narrow, doors that are too heavy and a shortage of lifts.

New discrimination and accessibility legislation comes into force from January 2009. The Accessibility Act includes a duty of universal design for undertakings that cater for the general public. This does not mean that the whole building must be universally designed, but that the main solutions must be such that as many people as possible can use them. (Proposition to the Odelsting group of the Norwegian Parliament no. 44 (2007–2008)). Universal design means that solutions must be planned on the basis of the majority of the population. For example, schools and kindergartens must be adapted in such a way that disabled people can use the buildings as well.

The requirement for universal design covers new buildings, new outside areas from 2010 and new means of transport from 2009. There are requirements for universal design of new ICT from 2011 and existing ICT from 2021.

ACCESSIBILITY FOR ALL

The institutions have gradually gained knowledge of the requirement for universal design of the learning environment, but the overriding impression is that many struggle to get to grips with the concept's subject matter. In many places of learning it is still a matter of "adaptation for the disabled", rather than "accessibility for all". The places of learning must realise that it is only to be expected that a certain proportion of the population will suffer from one sort of incapacity or another.

Source: Status Report 07, The National Centre for Documentation on Disability

Research and scientific positions

Few female professors

The higher the level in academia, the fewer women employees there are in scientific positions. The proportion of women amongst professors increased by one percentage point to 18 percent between 2006 and 2007. In 2007, half of the postgraduate doctorate students were women.

Proportion of women in scientific positions

Selective positions in universities and higher education colleges, 2005–2007, in percent
Source: Norwegian Social Science Data Services

	2007	2006	2005
Professors	18	17	17
Professors II	15	13	13
Associate professors/readers	36	34	32
Assistant professors/teachers in higher education college and universities	56	55	54
Post doctorate	42	42	43
Postgraduates	50	49	47

TABLE 1.10

More female doctorate candidates

Nearly one half (47 percent) of those who took doctorates in the first half of 2008 were women. There are large differences between the disciplines. Women made up 56 percent of those who presented their doctoral theses within the medical and social science disciplines. In technology one in five was a woman. A quarter of doctorates are taken by people of foreign nationality.

Doctorates by gender and discipline, 2008

Source: Norwegian Institute for Studies in Innovation, Research and Innovation (NIFU STEP)

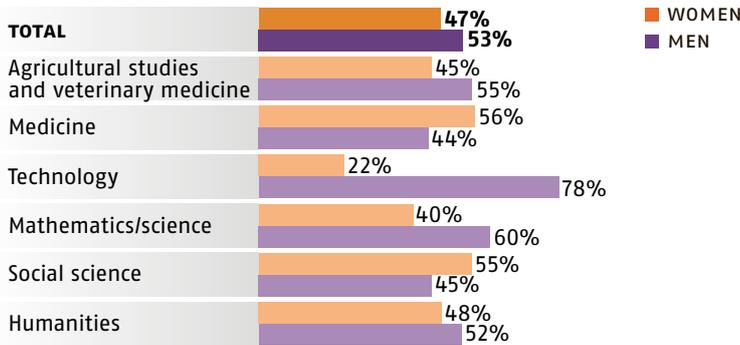


FIGURE 1.11

70 percent of research funds from The Research Council of Norway go to male-dominated research areas. In 2007, 26 percent of the total number of applications to the Research Council's programmes was from female project managers. The allocation of funds was in line with the gender distribution of the applicants (The Research Council of Norway).

WOMEN WANT, MEN GET

At the beginning of their doctorate courses 47 percent of the women, compared with 40 percent of the men, responded that they wanted a career in a university or higher education college. Nonetheless, more men than women are appointed to permanent positions in universities and higher education colleges after completing their doctorates and relevant work.

Source: Norwegian Institute for Studies in Innovation, Research and Innovation (NIFU STEP) report 19/2008 'Karriereløp i Akademia' (Career Progression in Academia)

"We believe that the subject staff is weakened if the gender balance is skewed, so it should be permissible to use salary to attract women."

Professor Victor Norman at the Norwegian School of Economics and Business Administration to *Dagsavisen* 28 January 2008

REINTRODUCES EARMARKING

Some subject areas still have a long way to go with regard to women's participation in higher academic positions.

"In particular, the sciences and the technological subjects lag behind. These are some of the most important subjects for us in future and we must succeed in using all the brainpower we have", says Cabinet Minister Tora Aasland.

The minister promises to reintroduce earmarking of scientific positions for women in 2009.

Source: *Universitas* 5 September 2008

Education and employment

Education is important, but it is not enough

17 percent of people with disabilities have education up to the level of university or higher education college (SSB). In the population as a whole, 25 percent are educated to this level. Based on registered enquiries to the advisory services of the education institutions, it looks as though the number of students with disabilities is increasing. (National Centre for Documentation on Disability).

In general, there is an interrelationship between level of education and employment. The higher the education a person has, the greater the probability that the individual concerned is in work. As far as people with disabilities are concerned, the employment percentage is twice as high for those with higher education than for those with a lower level of education. The correlation between education level and work is stronger for people with disabilities than for the population as a whole. In spite of this, disabled people are in work less often than the rest of the population, regardless of education level (SSB).

Total people in work, and disabled people in work, by level of education

Percentage of all in each group, 2008

Source: SSB

	DISABLED PEOPLE IN WORK	TOTAL PEOPLE IN WORK
Lower secondary school level	33	60
Upper secondary level	50	81
Univ. and higher education college level (1–4 years)	64	88
Univ. and higher education college level (more than 4 years)	64	92

TABLE 1.12

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TOP MARKS

Cabinet Minister Tora Aasland for reintroducing scientific positions earmarked for women in 2009. This is necessary to gain a foothold in women's participation in higher academic positions



BOTTOM MARKS

EF Language Travel – which refuses to send a student on a language trip to Germany. The bureau does not believe that it will be able to find a host family for her, because she has diabetes. The pupil has had diabetes for ten years and the illness is under control. – The worst that happens is that I tremble a bit, she told the newspaper Østlendingen.

THE OMBUD'S OPINION IS...

The traditional pattern of education must be broken up

The young make traditional choices about education. This contributes to maintaining a labour market divided along gender lines. To break up the pattern, the authorities must work actively to persuade the young to take non-traditional educational options.

Boys and girls who choose traditional subjects often discontinue their education. This may indicate that it is difficult for the individual to break with prevailing structures and expectations. Pupils must know about equal opportunities and be supported in making non-traditional educational and career choices.

MEASURES

- + Knowledge about equal opportunities and the problems in connection with gender-traditional choices of education and career must be prioritised in teacher training, so that teachers and educational and careers advisors can pass on this knowledge to pupils.
- + The Ministry of Education and Research must map out why boys and girls who make non-traditional choices drop out, and must implement measures to prevent such dropping out.
- + Introduce positive discrimination on admission to studies.

Far too many boys drop out of school

There is systematic imbalance regarding the knowledge pupils acquire through school. Research shows that social background and gender are significant for performance at school. It is important that schools provide pupils with equal opportunities. The high proportion of boys with an immigrant background who do not complete upper secondary school is a sign that the teaching is not sufficiently adapted to the individual pupil's or apprentice's needs, requirements and aptitudes. Pupils who are in the danger zone for dropping out of school need to be followed up.

MEASURES

- + Upper secondary schools must have sound procedures and systems, so that they can react to dropout danger signals and can manage accordingly. In addition, there must be investment in bringing those who have already dropped out back into education.
- + Newly arrived refugees and immigrants, who start in the middle of a course of education, must receive tailored teaching and close individual follow up.

- + Equal access to work experience placements and apprenticeships must be secured for all pupils. Larger apprenticeship grants should be made to firms who work actively to award apprenticeships to pupils with immigrant backgrounds on a par with other pupils.

School must be for everyone

For disabled people there is a clear connection between education and work. Therefore it is important that the disabled have the same real prospects of education as everyone else.

So that disabled people shall have an equal right to education, it is important for education institutions to be physically accessible. The availability and adaptability of the place of learning, purely on the basis of chance, must not be the factor that decides what education people with disabilities can receive.

Lack of physical accessibility, and in some cases sickness, can lead to the disabled making worse progress with their studies. It is important that their studies be supported by sound financial arrangements, to take this into account.

The rehabilitation regulations must be amended, for young disabled people in higher education. At present, occupational rehabilitation is only given for education beyond three years on an exceptional basis, despite the fact that it increases the probability of finding work.

MEASURES

- + The authorities must arrange for education institutions to be accessible to all.
- + The loan fund must improve the study financing schemes, so that students whose studies are delayed because of disability are not at risk of being left with higher student loans than others.
- + People with disabilities must be given the right to occupational rehabilitation for studies lasting more than three years.

Academia has a shortage of women

There are few women in scientific positions, despite the basis of recruiting being good. The proportion of women amongst assistant professors and readers is 56 percent. 47 percent of doctorates taken in the first half of 2008 were taken by women. Nonetheless, only 18 percent of the professors are women.

MEASURES

- + Universities must review the position regarding equality of opportunity as it applies to employment, salary and career prospects and on that basis make a plan to correct imbalances.
- + The Research Council of Norway ought to apply equal opportunities provisions to the research grants it awards, including those made to universities. When carrying out its activities, it is a part of the Research Council's duty to work actively for equality of opportunity in academia.

The Research Council should follow up to check that the equal opportunity provisions are being adhered to.

- + To ensure balance between the sexes, universities and higher education colleges must use the positive discrimination provisions now included in the Gender Equality Act. The Act provides for encouragement of particular classes of people to apply, the application of reasonable quotas and the use of qualifying and completion scholarships for both men and women, where one gender is underrepresented.



WORKING LIFE

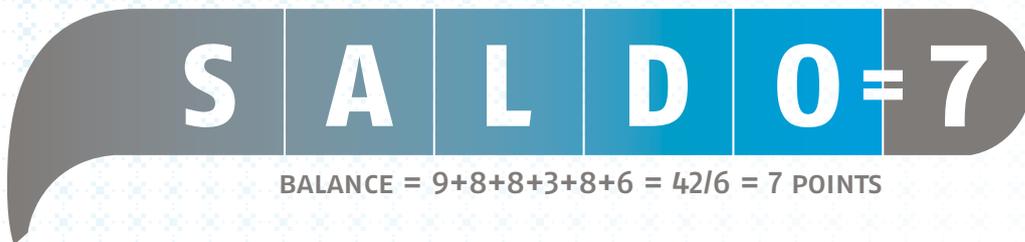
In recent years the labour market has been characterised by good times, with high demand for labour. It is an express political objective for the Norwegian labour market to be open to all. Nonetheless, many of those who wish to work are excluded. Less than half of people with disabilities are in work. One third of them want to work, whilst at the same time the proportion of them registered as unemployed is low.

More people with an immigrant background are in work now than previously, but there are large gender differences internally within the various immigrant groups.

Both women and men have high labour force participation in Norway. However, the labour market is still divided along gender lines both horizontally and vertically. Women dominate the public sector. Male managers are in the majority. Part-time working is primarily a female phenomenon and women take most of the parental leave, whilst men with children work more than the average. Many women, especially in the health sector and in the distributive trades, work part time against their will. The pay difference between women and men has increased in the last year. Nine out of ten recipients of the minimum state pension are women.

Parts of Norwegian working life are hallmarked by poor working conditions, a poor working environment, temporary employment and a lack of supervision. People from immigrant backgrounds, women and young people are over-represented in the most exposed industries.

Work is not a safe place to be for all employees. A larger proportion of women than men report being exposed to violence and harassment, as well as undesired sexual attention, in the workplace. People from immigrant backgrounds, lesbians and homosexuals are more exposed to harassment than the population in general. More than half of all applications to the Equality and Anti-discrimination Ombud concern working life. The number of enquiries from pregnant women about discrimination in working life has increased.



CALCULATION OF POINTS

Points are calculated on the basis of the real situation compared with the ideal situation and express the extent to which targets are achieved. Full achievement gives 10 points.

- women
- men
- other factors
- equal gender balance

1. Labour force participation and gender

	women	men
2007	78%	85%
2006	77%	85%
2005	77%	85%

Source: Labour Force Survey (LFS), SSB

TARGET: Equal degree of labour force participation for women and men
 ACHIEVEMENT OF TARGET: 78/85 = 92% = 9 points



2. Working hours and gender (hours per week)

	women	men
2007	30.4	37.7
2006	30.4	38.0
2005	30.8	38.3

Source: LFS, SSB

TARGET: Equal number of paid working hours for women and men
 ACHIEVEMENT OF TARGET: 30/38 = 79% = 8 points



3. Pay and gender (NOK per month full time equivalents)

	women	men
2007	NOK 29,135	NOK 34,561
2006	NOK 27,653	NOK 32,672
2005	NOK 26,440	NOK 31,219

Source: LFS, SSB

TARGET: Equal average pay for women and men
 ACHIEVEMENT OF TARGET: 29,135/34,561 = 84% = 8 points

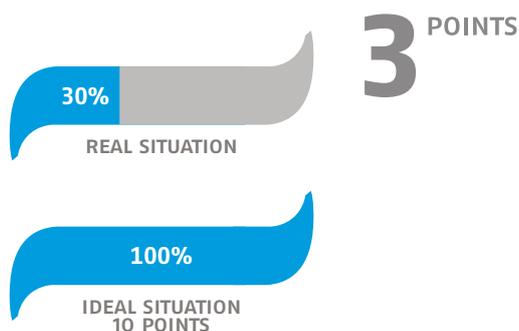


4. Employees in industries with an equal gender balance

	employees
2007	30%
2006	29%
2005	29%

Source: LFS, SSB

TARGET: Equal gender balance in all industries
 ACHIEVEMENT OF TARGET: $30/100 = 30\% = 3$ points

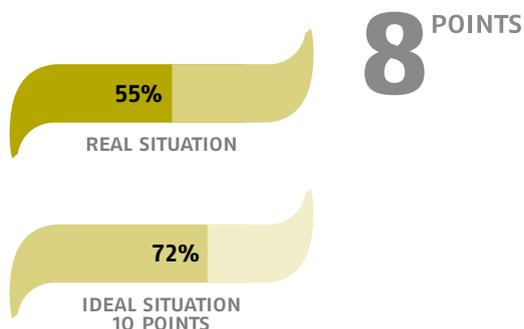


5. Employed people with immigrant backgrounds from Africa and Asia

	Immigrant background from Africa and Asia	employment in the population
2007	55%	72%
2006	51%	70%
2005	48%	69%

Source: Register-based employment statistics, SSB

TARGET: Equal extent of employment for people with and without immigrant backgrounds
 ACHIEVEMENT OF TARGET: $55/72 = 76\% = 8$ points

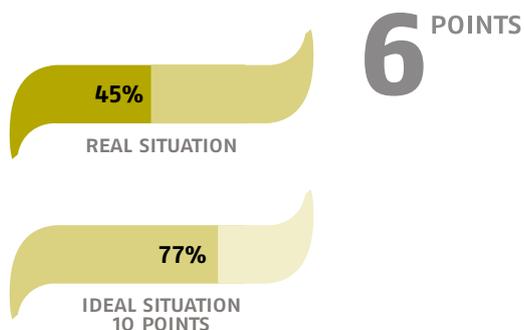


6. Employees with disabilities

	disabled	employment in the population
2008	45%	77%
2007	45%	76%
2006	43%	74%

Source: 2nd quarter LFS, SSB

TARGET: Equal extent of employment for people with and without disabilities
 ACHIEVEMENT OF TARGET: $45/77 = 58\% = 6$ points



“The Government’s vision is for Norway to be the most inclusive society in the world. Regardless of economic and social background, all shall have equal opportunities, rights and duties to participate in society and working life.”

Regjeringen.no, October 2008

Employment

Women’s labour force participation is increasing

It is nearly as usual for women to be in paid work as it is for men. The gap between women’s and men’s participation in the labour force is very small, compared with many other European countries. 85 percent of men and 78 percent of women in the most active working years, from 25 to 66 years of age, are included in the labour force (SSB). The labour force includes all the employed and unemployed. Women’s labour force participation has increased most, from the start of the 1970s up to today. Men’s participation in the labour force has been relatively stable in the same period.

Employed people by gender and selected country

Age group 15–64 years, in percent, 2007

Source: Eurostat

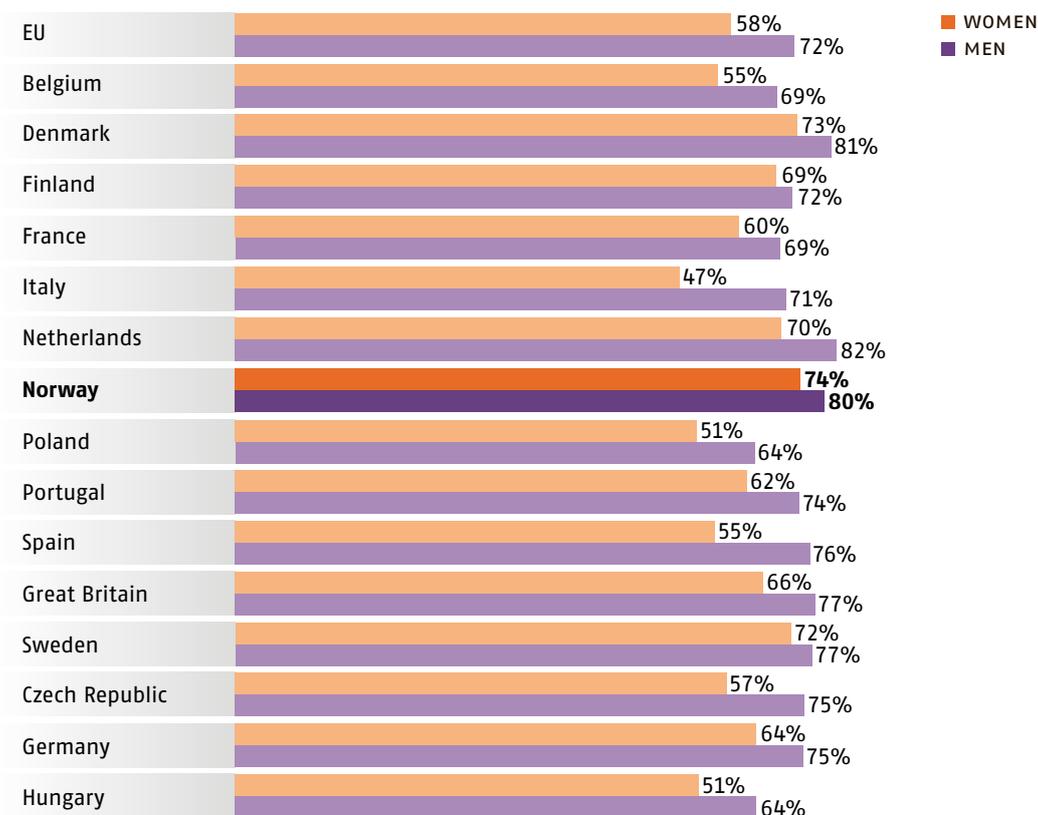


FIGURE 2.1

Proportion of people in the labour force 25–66 years of age

In percent
Source: SSB

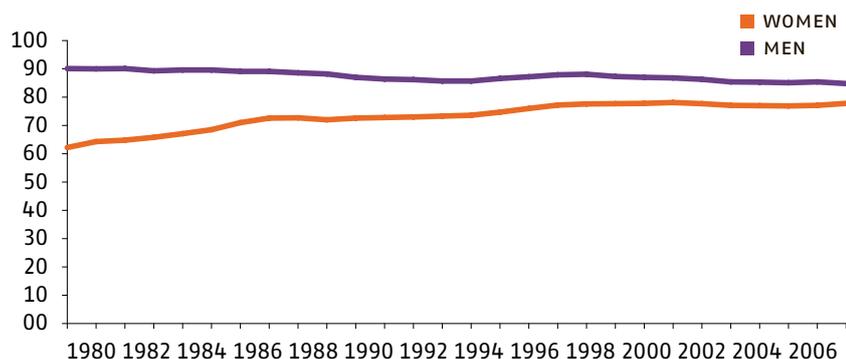


FIGURE 2.2

Large variation amongst immigrants

Many immigrants have come into work during recent years, when demand for labour has been high. Immigrant employment has increased from 60 percent in 2006, to 63 percent in 2007 (SSB). This means that immigrants were responsible for a third of the increase in employment in this period. In 2007 six out of ten immigrants were in jobs, compared with seven out of ten for the whole population. A larger proportion of male immigrants are employed, than are females.

Employed people by country background and gender

15–74 years of age, 4th quarter 2007
Source: SSB

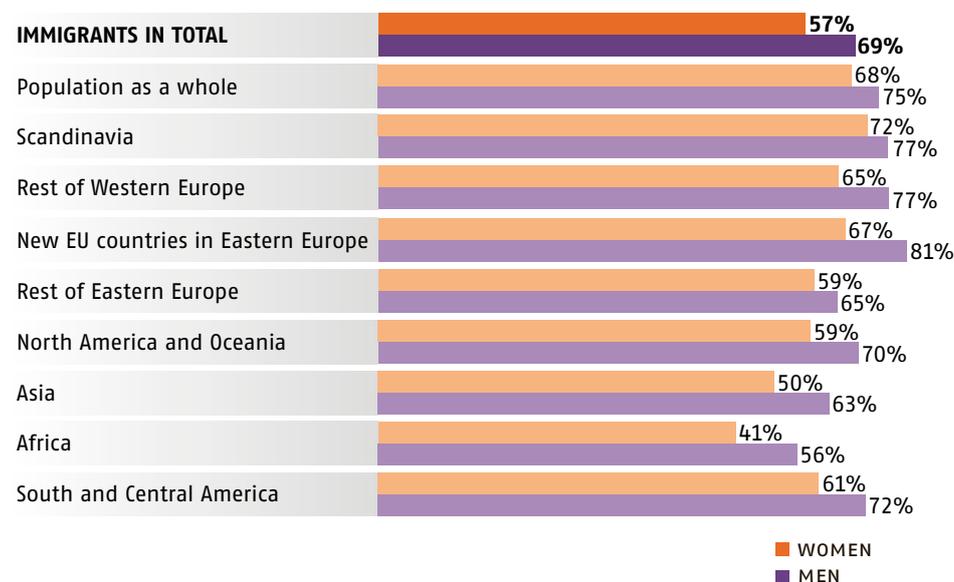


FIGURE 2.3

EQUAL EDUCATION DOES NOT GIVE THE SAME JOB PROSPECTS

Despite being educated in Norway and having equally good grades, Africans have much worse job prospects after their studies than ethnic Norwegians. Idunn Brekke's doctoral thesis at the University of Oslo shows that first generation immigrants who take higher education in Norway stand well back in the queue when they compete for jobs, even if they have equal education and equally good grades.

Ethnic Norwegians are employed first, then Western Europeans, Asians and Eastern Europeans. The Africans are at the back of queue. Even with the same master's degree from a Norwegian university and grades just as good as an ethnic Norwegian student, an African has only 30 percent of the native student's chance of getting a job after qualification.

Source *Dagsavisen*, 27 May 2008

LESS THAN HALF SATISFY THE GOVERNMENT'S OBLIGATORY INTERVIEW REQUIREMENT

In a survey carried out in the autumn of 2007, only 75 of 168 state enterprises stated that they followed Government instructions to invite at least one qualified applicant with an immigrant background to job interviews. Many of the replies revealed uncertainty as to how to identify an immigrant background and how the instructions should be applied in practice.

Source: LDO Report 2008 'Kartlegging av diskriminering i statlig sektor – første trinn?' (Survey of Discrimination in the State Sector – First Steps?)

The employment percentage varies by country background. The proportion of people in employment is high in certain groups of immigrants, namely those from Scandinavia, the rest of Western Europe and the new EU countries in Eastern Europe. Immigrants from Africa have the lowest level of employment. The gender difference is especially large for people with Pakistani and Iraqi backgrounds. Only two out of ten women from Afghanistan, Somalia and Iraq participate in the labour market (SSB). Many people with immigrant backgrounds are employed by the state. There has been an increase from 5.9 percent in 2003 to 7.5 percent in 2007

More over 55s are in work

Managers set 54 as being the average age limit for being regarded as an older employee in working life, according to an investigation carried out by market research company Synovate in 2007, commissioned by the Norwegian Centre for Seniors Policy. This is one year higher than the year before. Employees set the boundary higher than managers do and say that, on average, 57 is the age for being described as a senior worker.

443,000 (18 percent) of all occupationally active people in 2007 were 55 or older (SSB). This was an increase of one percentage point on the previous year. It is women, especially, who work longer.

Two out of three employees over 60 want to continue to work after they reach pension age. That is an increase, compared with previous investigations (Synovate 2007).

There are large differences between sectors. Drop out of employees in the age bracket 55–60 is nine percent higher in industry than in other sectors (Norwegian Labour and Welfare Organisation (NAV), 2008). Every fourth person in this age group who was employed in industry in 2003 had left working life four years later.

The Working Environment Act prohibits discrimination on the grounds of age in relation to recruitment, relocation and allocation of work assignments. The complaints received by LDO show that age discrimination does take place in practice, especially in connection with recruitment and job advertisements.

Disabled people often left out

Less than half of all people with disabilities are in work. The proportion has been stable in recent years.

555,000 people, or 17 percent of the population in the age group 15–66, reported in the 2nd quarter of 2008 that they had health problems that may lead to restrictions in daily life (SSB). Of these, 251,000 are in work, which equates to a labour force participation of 45 percent. 48 percent of men with disabilities were employed. The corresponding number for women was 43 percent.

Of the 304,000 people with disabilities who were not in work or who were unemployed, 90,000 (30 percent) said that they wanted to work. Three percent of the people are unemployed.

AGE DISCRIMINATION IN THE MINISTRY OF FOREIGN AFFAIRS

When the Norwegian Ministry of Foreign Affairs (Utenriksdepartementet – UD) was looking for candidates in 2008, the following formulation was used: "Based on experience, the age range for candidates is currently between 25 and 32." The Equality and Anti-discrimination Ombud (LDO) had approached the UD concerning the same matter in 2007, when the Ministry printed advertisements that required applicants for its candidate course to be between 25 and 32 years of age. LDO concluded then that the advertisement was in conflict with the prohibition against discrimination in the Working Environment Act. The new advertisement is also in conflict with the Act.

Source: LDO, 2008

WOMEN WANT TO WORK LONGER

Researcher Anna Inga Hilsen at the Norwegian Work Research Institute (WRI) thinks that to a greater and greater extent women over 55 want to follow the same working pattern as men of the same age.

"Today's senior women have both education and experience at work that they want to use. To be sure, many have had periods where they have been at home as carers, but they have never seen themselves as full time mothers."

Source: *Newswire*, 15 november 2007

HEALTHY SENIORS

Previously, seniors were the least healthy group of employees in the Sørreisa municipality. Now, no one is healthier. Municipal Chief Administrative Officer Wigdis N. Andersen is very pleased with the development.

"All employees over 62 years of age receive 100 percent salary for 80 percent work. That means that they have the chance to get their strength back a bit in between. If they wish, they may also take leave from their jobs for a year, to try out living on their early retirement pensions. They can also take part of their early retirement pensions."

Source: *Troms Folkeblad*, 12 May 2008

Employed people with disabilities and people in general

As a percentage of all people in each group, 15–66 years of age

Source: SSB

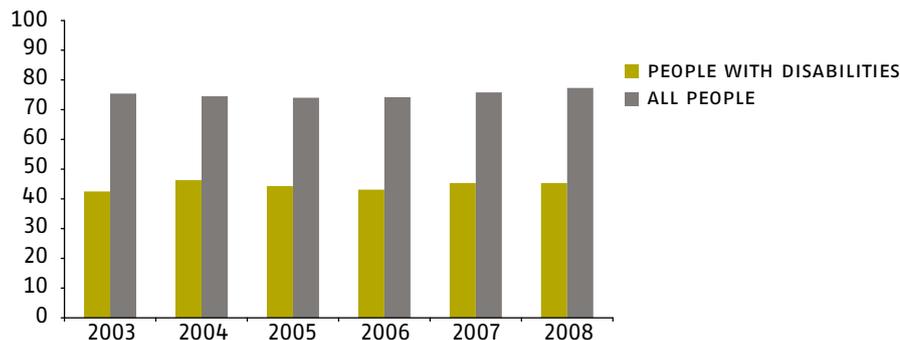


FIGURE 2.4

Labour force participation by people with disabilities

15–66 years of age, 2nd quarter 2008

Source: SSB

	IN TOTAL	PERCENT		
		ALL	MEN	WOMEN
Employees	251,000	45	48	43
Unemployees	16,000	3	3	2

TABLE 2.5

WHY ARE MORE PEOPLE NOT IN WORK?

Based on the hypothesis that vulnerable groups are used as a reserve workforce, the proportion of employed people with disabilities should increase in step with increased demand for labour. Possible reasons for this not being so may include the following:

- ✧ Lack of incentives to go and find a job.
- ✧ Lack of skills and qualifications, or employers do not want to employ people with disabilities, no matter what.
- ✧ Faults in the policy, and/or in the mechanisms for bringing disabled people into employment.
- ✧ The period of economic expansion has not lasted long enough for employers to think afresh.
- ✧ Social barriers.

Source: Steinar Widding and Knut Fossetøl, Annus Socialis 2007

EXPANDED ACTIVITY AND REPORTING DUTY

With effect from 1 January 2009 an activity and reporting duty is introduced for all public authorities, and all employers and industrial organisations, concerning equality for ethnic minorities and people with disabilities.

The activity duty involves working proactively, purposefully and methodically to secure equal opportunities and rights for these groups within the organisation. The Act particularly mentions recruitment, pay and working conditions, promotion, development opportunities and protection against harassment. Organisations are also required to report on this work in their annual reports.

The new activity and reporting duty resembles that which already exists for equality between genders, with two important exceptions.

- 1 The duties concerning ethnicity and disability do not include private sector employers with fewer than 50 employees.
- 2 For ethnicity and disability, reporting is only required on the actions taken, whilst for gender the employer has to report on both the state of affairs and on actions taken. LDO has authority to give direction and exercise control with regard to the activity and reporting duty. LDO's instructions to the municipal sector regarding gender: www.ldo.no/Veiledning.

Choice of occupation and career opportunities

Labour market divided along gender lines

Norway has one of the most gender-divided labour markets in the OECD area. Many occupations are either male or female dominated. 69 percent of all who work in the public sector are women, whilst men comprise 63 percent of employees in the private sector.

Employed people by sector and gender 2007

In percent
Source: SSB

	NUMBER	MEN	WOMEN
Public sector	796,000	31	69
Private sector	1,631,000	63	37

TABLE 2.6

Only one in three employees works in an industry where there is approximate gender balance, which means a minimum of 40 percent of each sex. More than a third of women work in industries where more than 60 percent of their colleagues are of the same gender. This applies to a lower proportion of men, 22 percent.

Proportion of employees by extent of gender balance in the industries they work in

2007
Source: SSB

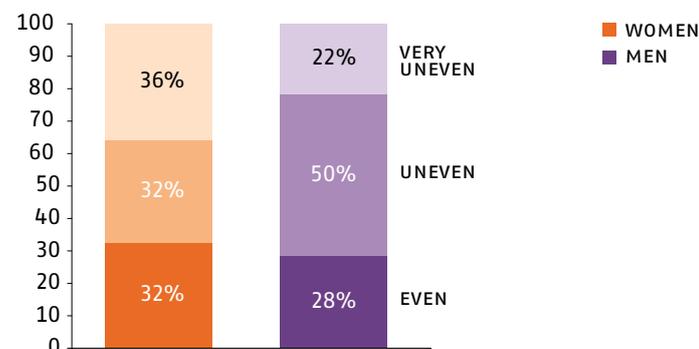


TABLE 2.7

There have been small increases in the proportions of male nursery school teachers and female engineers in the last 20 years. The female share of business executive positions has increased by about ten percent in the last 20 years to 18 percent in 2007 (SSB).

EQUALITY OF OPPORTUNITY STANDS STILL

In the home, equality has come a long way. A full 90 percent of those questioned consider agreed that there should be equality in housework, caring and the breadwinner responsibility. But in working life, equality has stood still for 20 years. Norwegian working life is still sharply divided along gender lines. Men choose industrial work, building and artisan occupations, whilst women choose health and caring.

"An overwhelming majority of those who work in female and male dominated workplaces want a better balance of the sexes. Therefore it is very surprising that more has not happened in the last 20 years, says Øystein Gullvåg Holler, project leader for the investigation 'Ligestilling og livskvalitet 2007' ('Equality and Quality of Life 2007') (Work Research Institute (WRI) report 2008:1)."

Source: *Dagsavisen*, 10 January 2008

Employed women and men in selected occupational groups

In percent, 1987 and 2007

Source: SSB

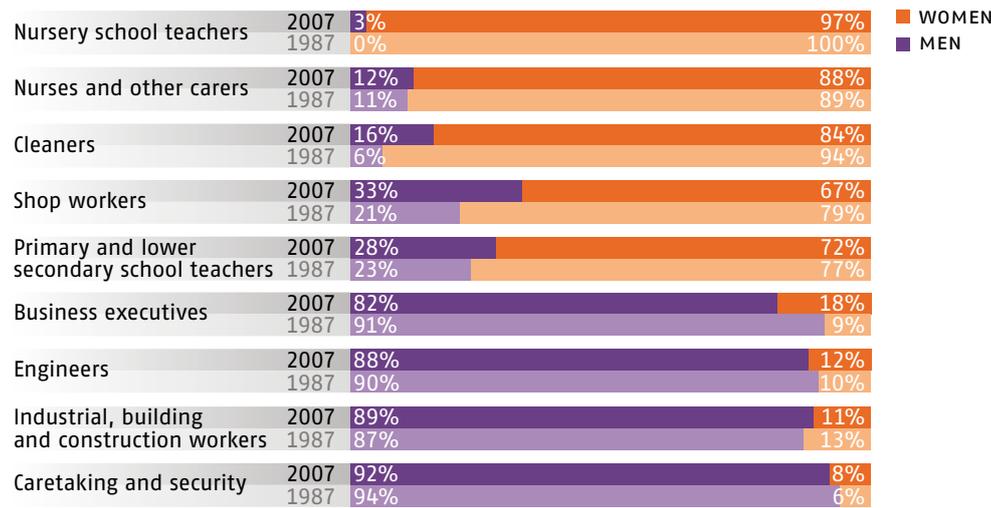


FIGURE 2.8

Immigrants more often work in service occupations with no educational requirements

People with immigrant backgrounds are over-represented in occupations without educational requirements. 17 percent of immigrants work in such occupations, compared with three percent of the population as a whole (SSB, 2007).

People with non-western backgrounds make up four percent of all employees. Almost a third of cleaners are immigrants from non-western countries. The occupations with most non-western immigrants are all in service industries (SSB).

Immigrants have less chance to use their knowledge and skills than the population generally. Eleven and four percent respectively, say that they do not have the opportunity to use their skills and knowledge at work. People with Sri Lankan and Somali backgrounds are least satisfied (SSB Report 2008/5).

Immigrants are more often over-qualified for the jobs that they do than the population generally. 39 percent of people with immigrant backgrounds and higher education are in occupations with no requirement for education, compared with 19 percent in the whole population (SSB Report 2008/37). There are large differences between groups of countries. Of those from Asia and Africa with higher education, more than 50 percent have jobs for which they are over-qualified. For people from Western Europe and North America with higher education at the same level, this applies only to 26 percent and 31 percent respectively.

"When highly educated immigrants do not get relevant jobs, it appears almost rational not to use time and effort on an education. Many boys certainly see it that way."

Sociologist and researcher Jon Rogstad at the Norwegian Institute for Social Research to Aftenposten, 22 September 2008

Employees in industries with an equal gender balance

2007, in percent

Source: Register-based employment statistics, SSB

	THE POPULATION	IMMIGRANTS FROM ASIA, AFRICA AND CENTRAL AND SOUTH AMERICA	
	NUMBER	NUMBER	PROPORTION OF EMPLOYEES IN THE INDUSTRY
Total all industries	2,484,000	91,249	4
Health and social services	473,387	19,787	4
Hotels and restaurants	82,561	12,165	15
Other business services	188,936	12,025	6
Cleaning	20,283	6,074	30
Land transport and pipelines	61,133	4,392	7
Food and drink industries	50,697	3,744	7
Post and telecommunications	38,894	2,769	7
Other personal services	25,436	1,246	5

TABLE 2.9

Attachment to working life

Many immigrants in temporary positions

In total 9.4 percent of all employees (219,000 people) were in temporary employment in the 2nd quarter of 2008. Groups with more marginal attachment to working life are more often in temporary employment (SSB Report 2008/5).

Most of the temporary employees work in education, health and social services, and in the hotel and restaurant trades. These are industries where women and people with immigrant backgrounds are over-represented.

Temporary employees as a percentage of all employees, by industry

2nd quarter 2008

Source: SSB

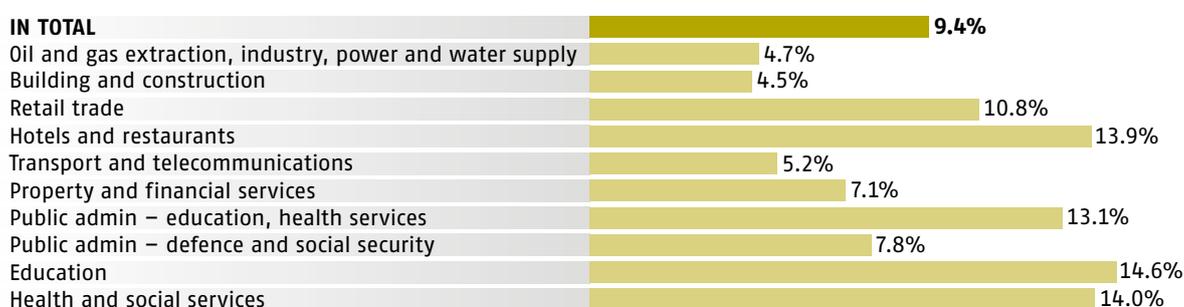


FIGURE 2.10

23 percent of employed people from immigrant backgrounds are in temporary positions. 28 percent of employed immigrant women work on a temporary basis, compared with 18 percent of the men (SSB 2008). Temporary employment is most common amongst people from Iraqi and Somali backgrounds (38 percent).

Employees by country background and type of employment

2005/2006, in percent

Source: SSB

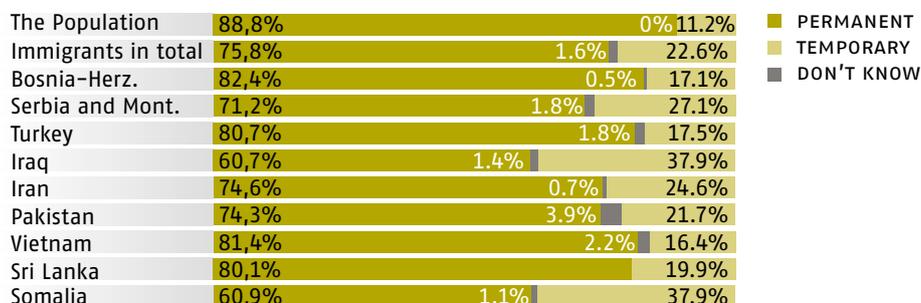


FIGURE 2.11

Women have shorter working hours than men

Women have shorter paid working hours than men. Contracted working hours were 30.8 hours per week for women and 37.3 hours for men in 2007 (SSB). After absence is deducted and overtime added, the actual working hours are even lower for women and a little higher for men, 30.4 and 37.7 hours per week respectively.

Employees by full time/part time

2007, in percent

Source: LFS, SSB

	EMPLOYEES	PROPORTION FULL TIME	PROPORTION PART TIME
Women	1,154,000	57	43
Men	1,289,000	87	13

TABLE 2.12

Norway at the top for part time

43 percent of all employed women in Norway work part time. The corresponding number for men is 13 percent. This is higher than for most European countries. An average taken across the EU countries shows that 33 percent of women and eight percent of men are part time employees (SSB).

It is especially women with more than one child who work part time. Women usually work up towards more of a full time job, such as an 80 percent position. Men work part time for more restricted periods, for example as a supplement to further studies or towards the end of their working lives (SSB).

PERMANENT EMPLOYMENT IS THE RULE

The main rule is that workers should be on permanent contracts. Amongst other things, the objective here is to ensure a good working environment and a sound process for termination of employment. The use of temporary employment is exclusively restricted to those cases where the work is different from that normally carried out by the organisation, and to employing temporary work experience staff.

Source: The Working Environment Act Section 14-9

Part time female and male employees in Europe 15–64 years of age

In percent, 2006

Source: SSB

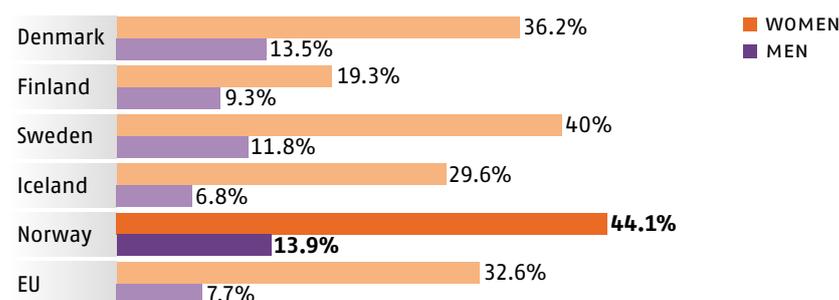


FIGURE 2.13

Many women work involuntary part time

Underemployment, in the sense here of involuntary or undesired part time, means that one is working part time, but wishes to work more. In SSB's definition for the labour force survey, the following additional conditions must be satisfied:

- * one must be able to start longer working hours within one month
- * one must have tried to obtain longer working hours

The latter criterion separates Norway from EU practice, where it is sufficient for the part time employee to want longer contract hours and to be able to start within one month. One in ten women and men in part time employment works involuntary part time. As women comprise the majority of part time employees, there are many more underemployed women than men. The majority of the underemployed work in health and social services and the distributive trades.

The definition used in Norway probably leads to extensive hidden statistics. People who have not actively sought longer working hours, or who cannot start within one month, do not count as underemployed, even if they want more work.

Underemployed people by gender

Number and percent

Source: SSB

	IN TOTAL	WOMEN	MEN
2007	66,000	77	23
2006	76,000	75	25

TABLE 2.14

COLD-BLOODED EXPLOITATION OF PART TIME EMPLOYEES

In many of the large chain stores only two out of ten are employed full time. New figures from the Shops and Offices Confederation (Handel og Kontor – HK) show that the large chains in the retail trade have less than 20 percent of employees in full time jobs. The rest are employed part time, as short-term or temporary employees or as additional helpers.

Source: *Harstad Tidende*
18 August 2008

WANT MORE WORK

New surveys show that 35–50 percent of the part time employees in the health sector want longer contracted working hours. This is a significantly higher proportion than reflected in the official figures, up to now.

Source: The Work Research Institute's website 3 October 2008

"The main finding in respect of part time is that the primary issues are not shifts and rotas. Nonetheless there is no doubt that working shifts and rota systems has implications for the extent of part time and not least that shift and rota work is well suited to part time."

Leader of the Shifts and Rotas Committee, Steinar Holden, on Regjeringen.no, 3 October 2008

THE SHIFTS AND ROTAS COMMITTEE'S PROPOSALS – STAGED COMPENSATION FOR UNCONGENIAL WORKING HOURS

This involves three-shift rota work generating a reduction in working hours in the form of a fixed rate per night hour and Sunday hour, based on a starting point of 40 hours per week. Each night hour counts as 1 hour and 15 minutes and each Sunday hour as 1 hour and 10 minutes.

In the committee's view the scheme would appear to be fairer than the current regulations. The proposal will lead to weekend work being more attractive for employees working a three-shift pattern, which may contribute to reducing the problem of undesired part time working.

Source: Regjeringen.no, 3. October 2008

More part time among immigrants

Among immigrants the proportion of part time workers is higher both for men and for women, compared with the rest of the population. The highest proportion of part time is found amongst immigrants with an African background. African men work nearly as much part time as Norwegian women. In addition, this is a group that has high unemployment (SSB).

One out of two people with disabilities works part time

47 percent of all employed people with disabilities work part time. Short part time, 1–19 hours per week, is especially common for this group.

62 percent of all employed women with disabilities work part time, as do 30 percent of the men (SSB 2008). Many opt for part time work to gain flexibility, because of their disabilities (National Centre for Documentation on Disability, Status Report 2007).

Pay

Larger gap between women and men

Women's proportion of men's pay was 84.3 percent in 2007. The pay difference between women and men has increased by 0.3 percentage points from 2006 to 2007 (SSB).

To be able to compare full time and part time employees' pay, part time employees' pay is recalculated into full time equivalents, i.e. what the monthly pay of the part time employees would be if they worked full time.

Women earn on average 16 percent less per hour than men. This amounts to NOK 5,426 gross per month. Men's average monthly pay increased by 5.8 percent between 2006 and 2007, compared with 5.4 percent for women.

SLOVENIA LEADS IN PAY EQUALITY

Norway winds up in 16th place in the pay summary drawn up by EU agency Eurofound and has to put up with being beaten by countries such as Belgium, Italy and Slovenia. In the Scandinavian countries women earn about 85 percent of men's pay, whilst women in Slovenia earn 93 percent of male wages.

"This adds an important and subtle extra dimension to the Scandinavian equal opportunities success story. We have organised ourselves to have a high proportion of working women, at the same time as we have a relatively high birth rate. It is different in Southern Europe. To put it bluntly, women in that part of the world have to choose between work and family."

Researcher Selma Lyng of the Work Research Institute when commenting on the pay statistics from Eurofound to *Dagsavisen*, 27 September 2008

Bigger pay differences in the private sector

The average monthly pay for women in the private sector is NOK 28,916 and for men it is NOK 34,778. That is a difference of NOK 5,862 and is an increase of NOK 474 from the year before.

The pay difference in the public sector is NOK 3,976. This is an increase of NOK 122 on the previous year. In the public sector, the average monthly salary for women is NOK 29,416 and for men it is NOK 33,392.

Average monthly pay* by sector and gender

In percent and NOK, 2007

Source: SSB

* Monthly pay consists of contracted basic pay, non-regular supplements and bonuses, commission, etc. Overtime payments are excluded.

SECTOR	WOMEN'S PAY IN % OF MEN'S	MEN	WOMEN	PAY DIFFERENCE IN NOK
Public sector	88.1	33,392	29,416	3,976
Private sector	83.1	34,778	28,916	5,862
All employees	84.3	34,561	29,135	5,426

TABLE 2.15

Men earn more than women in all industries. There are large variations between the different industries. The largest pay difference is in financial services, which includes the banking and insurance industries, where women earn 68 percent of men's pay. In the distributive trades and in state hospital services, women earn approximately 20 percent less than men.

Average monthly salary for all employees

Full time equivalents, average for the year 2007

Source: SSB

	WOMEN'S PAY IN % OF MEN'S	MEN	WOMEN	PAY DIFFERENCE IN NOK
Total	84	34,561	29,135	5,426
Financial services	68	51,241	34,630	16,611
Distributive trades	79	33,207	26,166	7,041
State hospital services	80	39,356	31,292	8,064
Property and business services	80	39,343	31,328	8,015
Health and social services	85	31,270	26,656	4,614
Social and personal services	85	36,073	30,797	5,276
Private education	87	34,396	29,877	4,519
Industry	88	32,634	28,693	3,941
Hotels and restaurants	89	25,027	22,249	2,778
Power supply	89	38,794	34,599	4,195
Transport	89	33,379	29,771	3,608
The State	90	34,110	30,761	3,349
Oil and gas extraction and mining	90	50,805	45,903	4,902
Municipalities and county municipalities	91	29,842	27,288	2,554
Fish farming	92	31,221	28,792	2,429
Teaching staff in the school system	97	33,627	32,507	1,120
Building and construction	97	30,972	30,028	944

TABLE 2.16

OECD:

WOMEN DISCRIMINATED AGAINST IN WORKING LIFE

At least 30 percent of the pay gap and 8 percent of the inequality in job offers can be put down to pure discrimination, says the OECD Report.

Source: Norwegian News Agency (Norsk telegrambyrå, NTB), 2 July 2008

Pay differences increase with level of education

The difference between women’s and men’s pay is greatest for those with the longest education. Pay increases with length of education, but more so for men. The pay gap exceeds NOK 9,000 for those with university or higher education college education lasting longer than four years.

Average monthly salary for all employees by level of education

Full time equivalents, average for the year 2007
Source: SSB

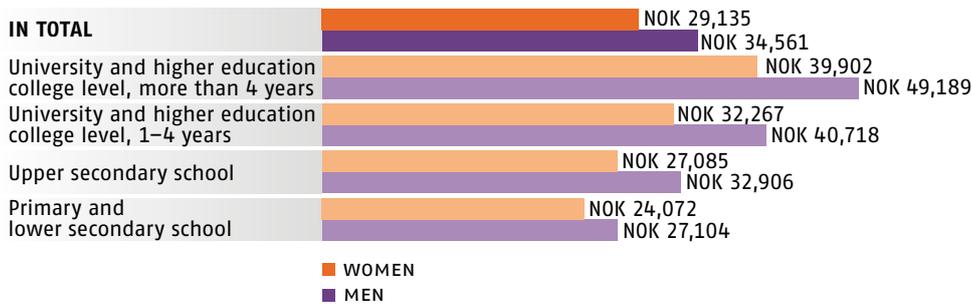


FIGURE 2.17

Equal pay has been on the political agenda for several decades. Nonetheless, the average pay difference of around 16 percent in men’s favour has been stable for the last 20 years. The Stoltenberg Government appointed a commission in 2006 to provide a consolidated description of the pay differences between women and men, and to assess what might contribute to narrowing the pay gap. The Equal Pay Commission delivered its final report on 21 February 2008 in the form of an Official Norwegian Report – 2008:6 ‘Gender and Pay’. The report contained both a comprehensive analysis and a package of measures.

THIS IS WHAT THE EQUAL PAY COMMISSION THINKS

Explanation of the pay gap between women and men:

1. Differences in the length of education and age explain very little of the pay gap nowadays.
2. Women and men have approximately the same pay in the same position in the same undertaking.
3. The pay gap follows the gender-divided labour market.
4. The negotiation system maintains stable pay relationships including those between women and men.
5. Pay differences grow during the childbearing phase.

Source: Equal Pay Commission, 2008

“43 percent of women aged between 25 and 39 believe they will have either some difficulty, or very great difficulty, managing on their own in the event of a relationship breakdown. All too many wake up too late and find the situation a very dramatic experience.”

Consumer economist Sidsel Sodefjed Jørgensen in DnB NOR to *Aftenposten* 4 June 2008

“We can regard pay and income as an economic expression of how far we have come with equality in working life. Regrettably, we can only establish that development has almost stood still for the last twenty years.”

Anne Enger, Chair of the Equal Pay Commission, at the Academics’ Income Policy Conference, 7 February 2008

GENDER-DIVIDED LABOUR MARKET CAUSES PAY DIFFERENCE

Research Director Torgeir Aarvaag Stokke in Fafo (an independent multidisciplinary research foundation) thinks that an important reason for the Scandinavian countries coming out so badly in Eurofound’s pay statistics is that the labour market in Scandinavia is divided along gender lines.

“In many of the countries with small pay gaps, few women have employment and they work in the same type of occupations as men. In Norway we have managed to get many women out into work, but a lot of them work in the public sector and are poorly paid. In the private sector there are many men, and they earn much more.”

Source: *Dagsavisen* 27 November 2008

EQUAL PAY COMMISSION PROPOSALS

- * Pay increase in the public sector by granting NOK 3 billion over and above the national budget, with the aim of increasing the pay level for female dominated groups in the public sector.
- * During pay negotiations, the parties in working life are advised to set aside money into funds for women and the low-paid.
- * A change to Chapter 14 of the National Insurance Act so that mothers and fathers share parental leave more equally, following the model of Iceland's parental pay scheme. Along with this should be arrangements for independent accrual rights for fathers
- * A right, embedded in pay scales, for employees who have been absent because of parental leave to receive an average pay increase – as a minimum – on return to the workplace.
- * Recruiting of women to management through project funds from the Government, of an order of magnitude of NOK 10 million per annum.
- * Strengthen the Gender Equality Act and the Equality and Anti-discrimination Ombud, to intensify the equal pay work in organisations and create openness about pay

Source: Equal Pay Commission, 2008

THE "MILLION INVESTIGATION"

In Sweden the Equality Ombud (JämO) was granted SEK 6 million to look into 1,245 employers and one million employees in the so-called "Million Investigation". Biased pay differences were proven in over 40 percent of the undertakings. Approximately 3,000 women and 300 men had their pay adjusted.

Source: JämO

"The leadership of the Norwegian Confederation of Trade Unions (Landsorganisasjonen, LO) opposed the Equal Pay Commission's proposals and this has led to a demand that is twice as expensive and half as well targeted. ...Thus the danger of the whole investment in equal pay crumbling away is increased. There will be no winners. Not women. Not LO. Not the red-greens. Every one of them knows that."

Commentator Stein Aabø in *Dagbladet*, 30 September 2008

People from immigrant backgrounds earn less

Somali women earn on average 17 percent less than the average pay of women from non-immigrant backgrounds. Women from Sweden have on average the same or higher income than Norwegian women. The youngest immigrant women (17–24 years of age) from countries such as India, Vietnam and Sri Lanka, earn just as much or more than women from non-immigrant backgrounds in the same age group.

Immigrant women's pay as a percentage of the pay of women from non-immigrant backgrounds

Age group 35–44 years, in percent, 2006
Source: SSB

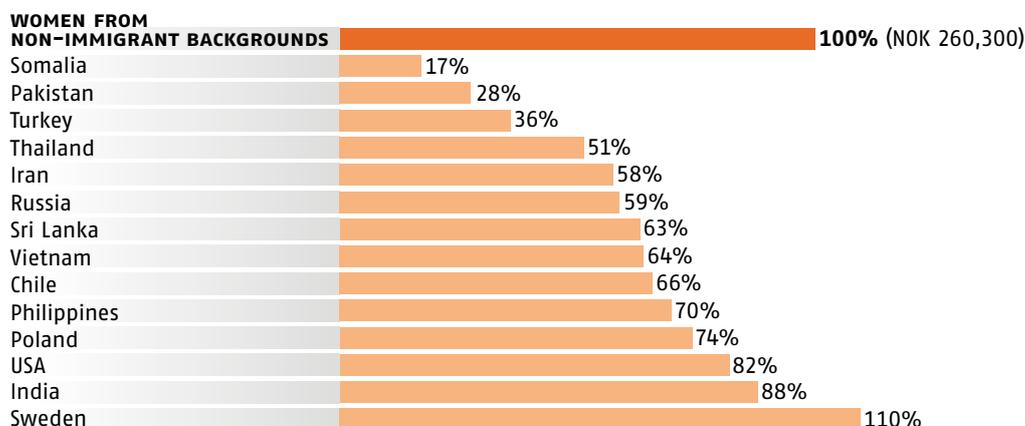


FIGURE 2.18

Pensions

Women receiving the minimum state pension

87 percent of people in receipt of the minimum state pension are women and 13 percent are men. In 2008 there were all of 196,011 recipients of the minimum state pension, after an increase of 16,000 from 2007 (NAV, as at 30 June 2008). Women comprise a larger and larger proportion of minimum state pension recipients. In 1999, 85 percent of such pensioners were women.

In 2008, the minimum state pension for a single pensioner is NOK 136,296. The average gross annual income for female old age pensioners is NOK 145,039. Male old age pensioners have a gross annual income of NOK 198,636. The difference is NOK 53,597.

The average disability pension for women is NOK 145,379 and for men it is NOK 185,934. The difference is NOK 40,555.

Pensioners

30. June 2008, in percent

Source: NAV

	IN TOTAL	WOMEN	MEN
Disabled pensioners	295,072	57	43
Old age pensioners	640,247	58	42
Bereavement pensioners	23,535	89	11

TABLE 2.19

Average annual pension

30. June 2008, in NOK

Source: NAV

	ANNUAL PENSION PAYMENT	
	WOMEN	MEN
Disabled pensioners	145,379	185,934
Old age pensioners	145,039	198,636
Payments to urviving partnere	88,111	57,704

TABLE 2.20

Social dumping

Eastern Europeans are exposed

Parts of Norwegian working life are hallmarked by poor working conditions, a poor working environment, temporary employment and a lack of supervision. Cleaners, service staff in the hotel, restaurant and hairdressing trades, cooks and kitchen assistants report frequent occurrences of health problems such as muscular and skeletal pains. The same three groups of occupations also report frequent occurrences of other working environment stresses, especially psychosocial and organisational ones (The National Institute of Environmental Health 2008 (Statens arbeidsmiljøinstitutt, STAMI, 2008).

People from immigrant backgrounds, women and young people are over-represented in these industries. There is also increased competition caused by economic migration from new EU countries. This entails a worsening of pay and working conditions that are already poor.

The meaning of social dumping is that foreign workers who carry out work in Norway receive significantly worse pay and working conditions than Norwegian employees. This does not just involve foreign workers being employed for lower pay than Norwegian employees for the same type of work, but also that they receive significantly worse working conditions in other respects, for example in the form of stressful working hours arrangements, lack of attention to employees' safety whilst at work, poor living conditions, etc. (Report to the Storting No. 18 (2007–2008) 'Arbeidsinnvandring' ('Economic Migration')).

A large proportion of companies in building and construction, the hotel and restaurant trades, cleaning and some branches of industry use, or have used, labour from the new EEA countries (Fafo's survey of companies, 2006). A significant proportion of Polish employees report that they were paid less than the minimum wage in the building industry. 27 percent of those asked were paid less than NOK 80 per hour after tax (Fafo, Report 27/2007).

Working Environment

Discrimination in working life on the grounds of gender, ethnicity, age, disability, sexual orientation or religion is forbidden. In addition, employees are protected against bullying and sexual harassment.

Abnormal working hours, temporary contracts and part time employment characterise the working lives of young employees, according to The National Institute of Environmental Health (STAMI) (2008). More than one in three older workers report that they seldom receive feedback from their superiors.

61 percent of the men and 45 percent of the women report that to a large extent they control their own pace of work (STAMI). Flexible working hours are also more widespread for men. This pattern fits in with women and men working in different occupations and sectors (SSB).

Employees in health and services report a combination of demand and control, which indicates that they are in a stressful work situation. Nurses, pilots, ships' officers, drivers (bus and rail) and service staff (hotels, restaurants, hairdressing) are among the groups of occupations that report high stress in most psychosocial conditions.

In general, women have a higher occurrence of work related illnesses than men. This applies especially to pains in the neck, shoulders or the

OPENED OFFICE FOR WORKERS WITHOUT PAPERS

Workers without legal permission to stay in Sweden now have their own union centre – in the building workers' premises in Stockholm.

The centre for those who lack papers will act as a meeting place where they can obtain advice and information about the Swedish labour market. The union movement can also go in and attempt to claim pay for workers who have been cheated by their employers

Source: FriFagbevegelse.no (Free Trade Union Movement website)
8 September 2008

ON CALL BY TELEPHONE IS THE RULE

Jorid Tveita, leader of the Oslo and Akershus Hotel and Restaurant trade union, reports that conversations with shop stewards indicate that about half of those who work in hotel cleaning may be on call by telephone. That means highly unpredictable working hours with monthly pay that is very variable depending upon the hotel's requirements and how often the management decides to ring a particular person.

Source: *Dagsavisen*, 23 May 2008

MINISTRY OMITTS SEXUAL ORIENTATION FROM JOB ADVERTISEMENTS

All the ministry's job advertisements contain a common diversity declaration that says: "The Government is concerned to ensure diversity and therefore encourages all qualified candidates to apply for public service positions regardless of, for example, age, gender, disability, national or ethnic background."

(...) LDO is asking for sexual orientation to be included in future advertisements.

Source: LDO's letter to the Ministry of Government Administration and Reform (FAD) 17 September 2008

upper back, which is the most common work-related health affliction. 37 percent of the women reported that they had had such pains in the last month, compared with 22 percent of the men (STAMI).

Violence and harassment in working life

A larger proportion of women than men report that they have been exposed to violence and harassment, whilst the occurrence of bullying is relatively evenly distributed in various groups distinguished by gender, age, education and sector (STAMI 2008).

12 percent of young women experience unwanted sexual attention at work one or more times a month, compared with two percent of young men (SSB).

People from immigrant backgrounds are exposed to harassment to a greater extent than the population generally. 10 percent of employees from immigrant backgrounds are exposed to pestering or uncomfortable teasing by work colleagues. The corresponding number for employees generally is two percent (SSB).

One in five lesbian women and one in four homosexual men report that they have experienced one form of discrimination or another at their place of work/place of study, because of their sexual orientation. The commonest forms of discrimination are harassment, bullying and malicious comments (NOVA 2005).

Many enquiries concerning pregnancy discrimination

In 2007 the Equality and Anti-discrimination Ombud processed 1,297 enquires in total. The enquiries resulted in 152 legal appeals and 1,145 instances where legal advice was provided. More than half (734) of the applications concerned working life.

The number of pregnant women who refer their cases to the Equality and Anti-discrimination Ombud, because they feel they have been discriminated against in working life, has increased from 271 in 2006 to 349 in 2007. The number of appeals has remained quite stable in recent years, at around 30 appeals per year.



TOP MARKS

The Equal Pay Commission – for a thorough analysis of the pay gap between women and men, with sound and concrete proposals for measures to reduce the pay difference.



BOTTOM MARKS

The Government – which has not taken the opportunity to give independent rights to accrue paternity leave to fathers. That makes it financially more difficult for many families to divide the leave more evenly. An independent right of accrual for fathers is important.

FULL VICTORY TO PREGNANT WOMAN AFTER DISCRIMINATION PROCEEDINGS

A woman had her employee status with NAV lengthened on the grounds of pregnancy. With the assistance of the Equality and Anti-discrimination Ombud and her union, the woman was offered a permanent position, back pay, holiday pay rights and pension rights. The complainant had been employed for several temporary jobs and had also had two fixed-term contracts in one of NAV's offices.

Source: LDO, July 2008

"When an employee says that she is pregnant, or a man wishes to take a larger part of the overall parental leave than the paternal quota, the manager's response is often one of surprise and resignation, rather than support."

Researcher Cathrine Egeland on the Work Research Institute's website, 12 September 2008

PROPOSAL FOR NEW LEGISLATION

"I want to strengthen the protection for pregnant women in working life by establishing a prohibition in law against asking about pregnancy and family planning during an employment process. The draft legislation will be sent out for wide public consultation in the autumn. It is completely unacceptable that women – and for that matter men too – should be discriminated against on the grounds of pregnancy and family planning."

Children and Equality Minister Anniken Huitfeldt, on the Children and Equality Ministry's home page 15 August 2008

THE OMBUD'S OPINION IS...

Everyone should have a right to full time work

The skewed distribution of paid work is a challenge to equal opportunities. Almost half of women with children work part time. The corresponding number for men is eight percent. Not all part time working is voluntary. Many women in the health and care sector have small fractions of part time, but want to work more. Part time provides lower pay and a low old age pension. Nowadays, nine out of ten recipients of the minimum state pension are women.

MEASURES

- ✦ The right to full time work to be established in law.
- ✦ Employers in the health and care sector must identify non-voluntary part time in their undertakings and implement the necessary measures.
- ✦ Retain the 'best years' rule for accruing pension rights, so that women are not worse off than they are today, under the new reformed pension arrangements.

Disabled people must have the same opportunities in working life

More than half of people with disabilities are excluded from working life. 30 percent of them want to work, but only three percent are registered as unemployed. This makes clear the need for greater flexibility and better adaptation in working life.

The Letter of Intent regarding a More Inclusive Working Life 2006–2009 (the 'Inkluderende arbeidsliv (IA) Agreement', or 'Inclusive Working Life Agreement') contains an objective to recruit more people with disabilities. The results show that insufficient effort has been made to attain this objective.

New discrimination and accessibility legislation comes into force on 1 January 2009. The legislation imposes a duty of action on all employers in the public sector and on private sector employers with more than 50 employees. The activity duty includes, amongst other things, a requirement for employers to work proactively to recruit people with disabilities.

MEASURES

- ✦ The State, in its employer capacity, must lead the way by setting a good example and working actively, purposefully and methodically to advance equal opportunities and equal value for all, regardless of their functional ability. All state enterprises must start on this work immediately, by devising concrete strategies to achieve the aim of five percent disabled employees.

- ✦ Existing means must be used proactively, e.g. by modifying job advertisements to encourage disabled people to apply, by inviting them to job interviews and by applying quotas during the employment process. All new employees must be offered a meeting with the employer to identify and record adaptation requirements.
- ✦ A greater effort to achieve the objective in the IA Agreement must be made, including employers being better informed about what public resources can contribute towards adapting workplaces for the individual. The authorities must also ensure that the requirement for universal design is crystallised and put into effect, in areas that have implications for participation in working life.

Women and men must have equal pay for work of equal value

Equal pay has been on the political agenda for several decades. Women earn on average 16 percent less per hour than men. That comprises a difference of NOK 5,000 per month.

MEASURES

- ✦ The Government must implement all the six proposals made by the Equal Pay Commission.
- ✦ The employer's activity duty involves an obligation to work proactively, purposefully and methodically to ensure equal pay between women and men. As part of this, the employer must work proactively to correct unreasonably poor pay progression for employees who have been on parental leave.

Social dumping

In Norwegian working life social dumping occurs in the sense that many foreign workers receive lower pay, whilst also being subject to poorer working conditions, an unsatisfactory work environment and stressful working time arrangements. From an equal opportunities and discrimination perspective this is a problem in itself, but LDO has pointed out in particular that dumping in characteristically female occupations has not had the same level of attention as the building and construction industry. It is therefore positive that the Government, in the context of the national budget for 2009, has presented a new action plan against social dumping with measures that are also directed towards the hotel, restaurant and cleaning industries, where many immigrants and women are employed.

MEASURES

- ✦ The authorities must arrange for ID cards for hired-in labour to be introduced in the hotel, restaurant and cleaning industries in the same way as already happens in the building industry.
- ✦ Public authorities must set requirements for tidy pay and working conditions to be documented, when services are hired in. This also applies to employment services companies.
- ✦ The legislation on publicising wage agreements must be strengthened and adapted for industries with a low degree of organisation.
- ✦ It is positive that the Government will introduce regional safety representatives in the hotel and restaurant industry, in addition to the current arrangement for the building and construction industry. Regional safety representatives must also be introduced for the cleaning industry.

Work environment and discrimination

At present, discrimination and harassment occur in Norwegian working life. The workplace must be a safe place, regardless of the worker's gender, ethnicity, sexual orientation, disability, age and religious conviction.

For the work environment to be congenial and inclusive, it is crucial that discrimination and harassment are fought against and prevented. The employer must ensure diversity and adapt accordingly. The workplace must have sound procedures for dealing with discrimination and harassment.

MEASURES

- ✦ Knowledge about discrimination, and counter-measures, must be included in the legally required HSE training. There is a need to ensure sound procedures for handling discrimination and harassment that occurs at the workplace.
- ✦ The exception provisions in the Gender Equality Act and the Working Environment Act must be removed. Belief and life stance communities must provide unbiased justification if they emphasise homosexual co-habitation arrangements or gender during recruitment.



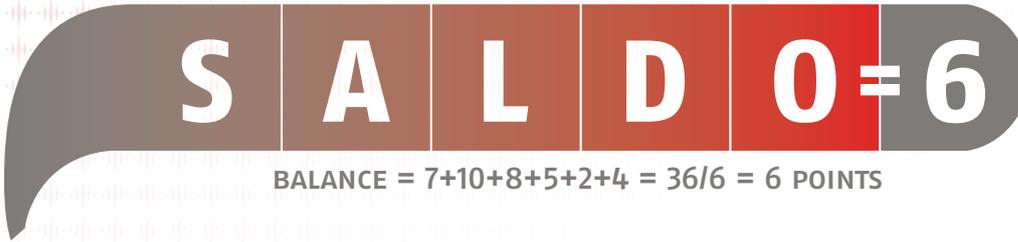
POWER AND INFLUENCE

White men between 45 and 60 years of age are still over-represented at all political levels. Men are in the majority in the Storting (Norwegian Parliament), in the Government, among mayors and on municipal councils. Age is also a challenge, as far as political participation is concerned. The young are particularly poorly represented, as are women over 60. The same applies to people from immigrant backgrounds.

In business life, it is principally men from non-immigrant backgrounds who hold the key positions. However, the amendment to the Norwegian Public Limited Liability Companies Act has strengthened female representation on boards of directors.

PART 1 ELECTIONS AND POLITICS

PART 1 ELECTIONS AND POLITICS



CALCULATION OF POINTS

Points are calculated on the basis of the real situation compared with the ideal situation and express the extent to which targets are achieved. Full achievement gives 10 points.

- women
- men
- other factors

1. Gender distribution in the Storting

	women	men
2008	34%	66%
2007	34%	66%
2006	36%	64%

Source: Stortinget

TARGET: Equal gender distribution

ACHIEVEMENT OF TARGET: $34/50 = 68\% = 7$ points



2. Gender distribution in the Government

	women	men
2008	47%	53%
2007	53%	47%
2006	44%	56%

Source: Regjeringen

TARGET: Equal gender distribution, which means that of 19 cabinet ministers 47–53 is the ideal distribution

ACHIEVEMENT OF TARGET: $47/47 = 100\% = 10$ points



3. Gender distribution on municipal councils

	women	men
2007	38%	62%
2006	36%	64%
2005	36%	64%

Source: SSB

TARGET: Equal gender distribution

ACHIEVEMENT OF TARGET: $38/50 = 76\% = 8$ points



4. Gender distribution among mayors

	women	men
2007	23%	77%
2006	17%	83%
2005	17%	83%

Source: SSB

TARGET: Equal gender distribution

ACHIEVEMENT OF TARGET: $23/50 = 46\% = 5$ points



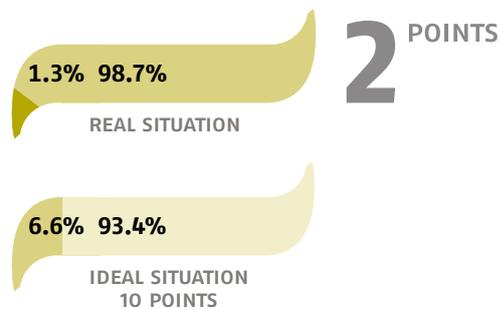
5. Non-western representatives on municipal councils

	municipal councils	in the population
2007	1.3%	6.6%
2003	0.8%	5.1%

Source: SSB

TARGET: Same proportion on municipal councils as in the population

ACHIEVEMENT OF TARGET: $1,3/6,6 = 20\% = 2$ points



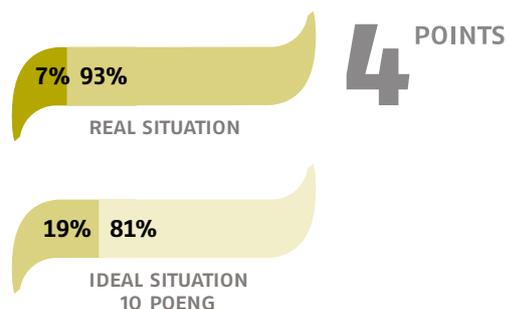
6. Young people (18–29 years of age) on municipal councils

	municipal councils	in the population
2007	7%	19%
2003	8%	19%

Source: SSB

TARGET: Same proportion on municipal councils as in the population

ACHIEVEMENT OF TARGET: $7/19 = 37\% = 4$ points



"The Government's starting point is that democracy involves a form of government where many have influence and power is diffused. A living and decentralised democracy with broad participation is fundamental to meeting the challenges of society."

Regjeringen.no, October 2008

The Storting

White men over 50 are over-represented

Women made up 38 percent of the 169 members who took their seats in the Storting after the election in 2005. In May 2008 the proportion of women in the Storting was 34 percent, due to women who have left the Storting since 2005 being replaced by men. Only two members of the Storting have immigrant backgrounds.

Proportion of women in the Storting

By party, in percent, 2008
Source: The Storting

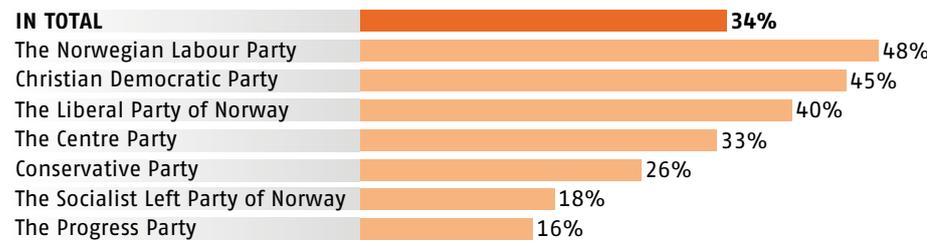


FIGURE 3.1

On three of the committees: the Scrutiny and Constitutional Affairs Committee, the Finance and Economic Affairs Committee and the Defence Committee, nearly 90 percent are men. On the Education, Research and Church Affairs Committee and the Family and Cultural Affairs Committee more than half are women.

Proportion of women on the standing committees of the Storting

In percent, 30 May 2008
Source: The Storting

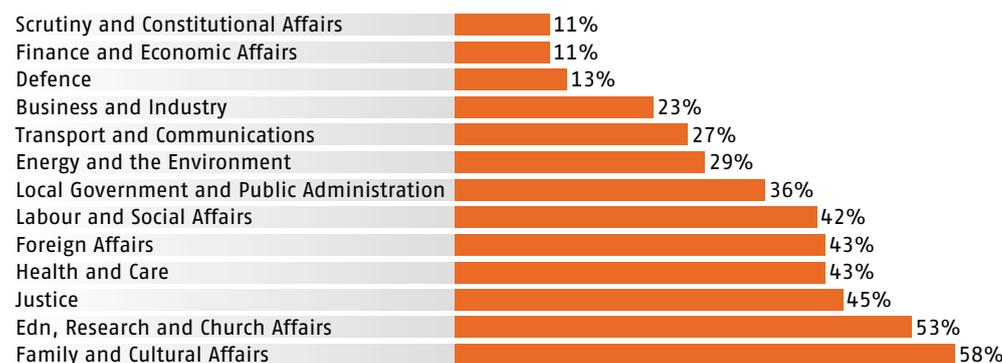


FIGURE 3.2

UPROAR AMONG WOMEN IN THE NORWEGIAN LABOUR PARTY (ARBEIDERPARTIET, AP)

Many AP women are rising in protest against the party leadership, which passed a resolution in 2008 that opened the door to Oslo AP being able to put up three men for the first four Storting seats. Storting member Britt Hildeng rages about the old boys' network in AP and is considering a re-election to secure female representation.

She reacts strongly to the departure from the principle of 50 percent of each gender.

"I have been working at equality for 40 years and we have made progress step by step. I feel that this is a huge step backwards", says Hildeng.

Source: TV 2, 22 august 2008

STORTING OF PALEFACES

Oslo AP's Storting list may contain just white women and men with safe seats. In that case the Oslo Labour Party is not alone in putting up a 'dazzlingly white' Storting list. The parties' nomination processes have barely begun, but there are already many indications that current members of the Storting from minority backgrounds will not be given safe seats in next year's elections. If the parties set up lists so that we have a Storting of palefaces, the parties are failing to meet their democratic responsibilities. Government by the people breaks down, if the majority refuses to grant one group of the population the influence to which they are entitled in a representative democracy.

Source: Political editor Arne Strand in *Dagsavisen*, 11 September 2008

"It is a big problem that the major parties do not have room for people from minority backgrounds, especially in Oslo where one in five comes from such a background."

Mohammad Usman Rana to *Tønsbergs Blad*, 10 September 2008

Just over half of the members of the Storting are over 50 years of age. Over-representation is greatest in the age group 50–59. Those over 65 are under-represented, particularly women.

The age of the members of the Storting compared with the population

In percent

Source: The Storting, 1 January 2008

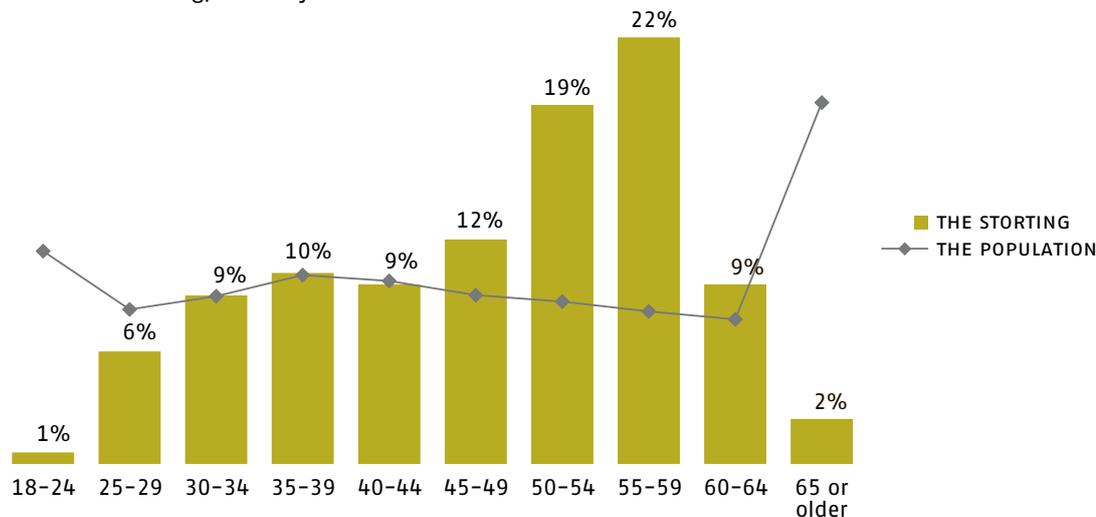


FIGURE 3.3

The Government

Lost diversity

There are nine female cabinet members out of a total of 19, giving a proportion of 47 percent women and 53 percent men in the Stoltenberg II Government. 18 of the 44 undersecretaries are women, which constitutes 41 percent. There are more women than men among the political advisers, 14 out of 23. In the coalition government there is one cabinet minister and one undersecretary with a Sami background. There is no one from an immigrant background in the Government, but two political advisers have such backgrounds.

The Sameting (Sami Parliament in Norway)

Women in the majority

For the first time, there is a female majority in the Sameting. In the current parliamentary term (2005–2009), 22 of the 43 members, i.e. 51 percent, are women. In the 2005 election, Aili Keskitalo was elected as the Sameting's first female president. In the autumn of 2007 there were changes in the Sameting that led to the election of a new president. The President of the Sameting is now Egil Olli. The Sameting was first opened on 9 October 1989. The Sameting is a political instrument, whose purpose is to strengthen the Sami's political position and contribute to just treatment of the Sami people.

ALL WELL AND GOOD TO HAVE BLONDES AT THE TOP

The ladies have an imposing position at the top of politics. But out in the hard real world, where most people deal with politics, it is still men who rule. In those municipal authorities that arranged direct elections for mayor, only 8 of the 50 mayors are women. (...) As the mother of the first "government of women" (Gro Harlem Brundtland) said: "Everything hangs together with everything else." So we need more blondes wearing a mayor's chain.

Source: Kaia Storvik in a commentary in *Dagsavisen*, 29 September 2007

THE SAMETING

The Sameting is a democratically elected representative assembly for the Sami people in Norway. 43 members are elected from 13 constituencies every fourth year, at the same time as the Storting elections. 12,538 people had voting rights in the Sameting election in 2005.

Source: SSB

The county municipal councils

45 percent of the members of the county councils are women. That is an increase of 2.4 percentage points since the election in 2003. In Nordland and Hedmark county municipalities, half of the council members are women. In Østfold and Oppland the proportion of women fell by nearly six percent. Østfold County Council has the lowest proportion of women, with 37 percent (SSB).

Municipal councils

Do not reflect the population

The municipal elections in 2007 produced a new record for women, with 37.5 percent female members on municipal councils. That is an increase of two percentage points from the previous election.

Nonetheless, the age and gender distribution on municipal councils is skewed when compared with the population. Men between 40 and 59 years of age comprise 37 percent of those elected and are thus over-represented. Women over 60 are least represented, along with young people below the age of 30.

Of 3,190 council members who were elected to municipal executive committees, 42 percent were women.

Proportion of women on municipal councils

Source: SSB 2007

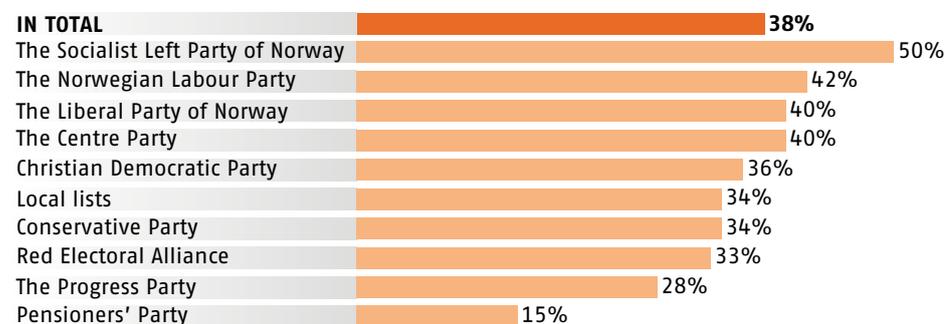


FIGURE 3.4

People from immigrant backgrounds are under-represented on the municipal councils. In 2007 they made up two percent of municipal council members (223 people), whilst ten percent of the population are from immigrant backgrounds. 1.3 percent of the municipal council members have non-western immigrant backgrounds, compared with 6.6 percent in the population.

Almost half of all non-western immigrants live in Oslo and Drammen. In these municipalities this group is well represented on the councils. Nonetheless, more than half of the non-western immigrants live in municipalities where they are under-represented in local politics (SSB, 2005).

Before the municipal and county elections in 2007, the Equality and Anti-discrimination Ombud encouraged voters to make alterations

VOTE OUT WHITE HETEROSEXUAL MEN

Aftenposten's portrayal of LDO's campaign "Tick a woman – vote for diversity" generated debate. Is this discrimination against non-disabled white heterosexuals? Or is the encouragement apt, because white men have been subject to indirect quotas up to now, at the expense of under-represented groups? Even the debate between party leaders on the eve of the election paid attention to this question.

"The whole point of ticking is to secure democracy. When the political parties themselves do not manage to ensure that the municipal councils are representative of the population, we must encourage the voters to do so", says Equality and Anti-discrimination Ombud Beate Gangås.

Source: LDO

to their voting slips and to vote in more diverse representatives. The background was that two out of three municipal council members were men, only one in six mayors was a woman, fewer than one in 100 representatives had non-western backgrounds, few lesbians and homosexuals were to be seen in local politics and youth and the disabled were under-represented on municipal councils. The election campaign was in collaboration with all parties and was paid for by the Ministry of Local Government and Regional Development (Kommunal- og regionaldepartementet, KRD).

Men are re-elected more often than women

Almost half, 46 percent, of members of municipal councils were re-elected. It is more usual for men to be re-elected than women. 50 percent of men are elected again, whilst only 39 percent of women are re-elected. This difference repeats itself across all parties.

More female mayors, but men dominate

The proportion of women has increased from 17 percent in 2003, to 23 percent in 2007. This meant that there were 24 new female mayors after the election in 2007. More than seven out of ten mayors (77 percent) are men.

In the 50 municipalities that held direct mayoral elections, nearly nine out of ten mayors are men (86 percent).

Mayors after the municipal council elections

Mayors after the municipal council elections

Source: SSB

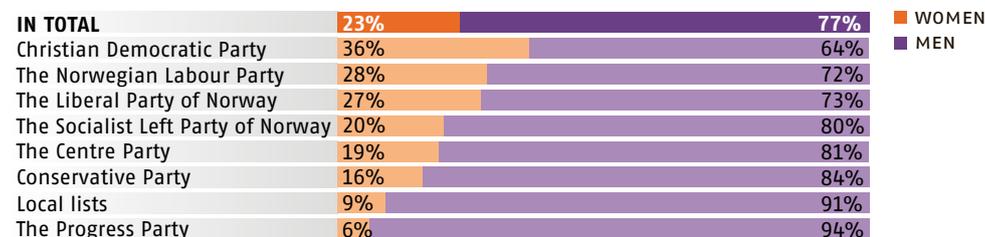


FIGURE 3.5



MEN RELY ON MEN

Young men believe that male politicians are trustworthier than female ones. These results come from a survey of first-time voters in Trondheim and are discussed in the research journal *Gemini*. The male politicians were perceived to be more knowledgeable, convincing and trustworthy than the women. On the other side of the fence, female first-time voters considered male and female politicians to be about the same.

Source: : NRK 4 September 2007

KRD SPONSORS WOMEN

Women are under-represented in local politics. In Skien, Porsgrunn, Siljan and Bamble the female proportion is about 35 percent in all town and municipal councils. Through its project 'Women in Politics', the Ministry of Local Government and Regional Development (KRD) is sponsoring the above municipalities with NOK 480,000 per annum until the 2011 elections, so that they can work on increased equality of opportunity in local democracy.

Source: *Varden*, 8 March 2008

PART 2 POWER AND LEADERSHIP

PART 2 POWER AND LEADERSHIP



CALCULATION OF POINTS

Points are calculated on the basis of the real situation compared with the ideal situation and express the extent to which targets are achieved. Full achievement gives 10 points.

- women
- men

7. Gender distribution – senior executive positions in the private sector

	women	men
2007	18%	82%
2006	19%	81%
2005	22%	78%

Source: SSB

TARGET: Equal gender distribution

ACHIEVEMENT OF TARGET: $18/50 = 36\% = 4$ points



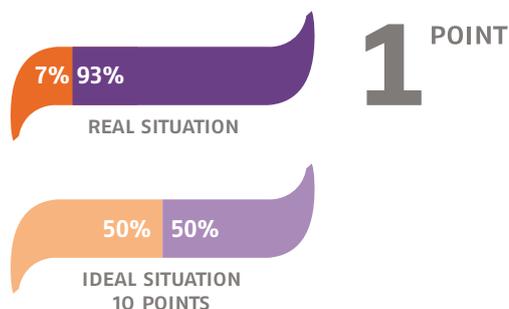
8. Gender distribution of chairpersons of public companies' boards of directors

	women	men
01.07.08	7%	93%
2007	3%	97%
2006	2%	98%

Source: SSB

TARGET: Equal gender distribution

ACHIEVEMENT OF TARGET: $7/50 = 14\% = 1$ points

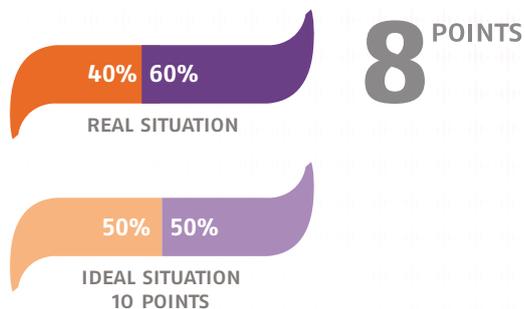


9. Gender distribution of directors on the boards of public companies

	women	men
01.07.08	40%	60%
2007	25%	75%
2006	18%	72%

Source: SSB

TARGET: Equal gender distribution
 ACHIEVEMENT OF TARGET: $40/50 = 80\% = 8$ points



10. Gender distribution of editors

	women	men
2007	25%	75%
2006	22%	78%
2005	19%	80%

Source: The Association of Norwegian Editors (Redaktørforeningen)

TARGET: Equal gender distribution
 ACHIEVEMENT OF TARGET: $25/50 = 50\% = 5$ points



“The aim is for more women to become entrepreneurs and for them to make up at least 40 percent of new entrepreneurs within five years. Women have a high labour force participation and three out of five students at university are women, so it is high time for women to have a larger role as entrepreneurs as well.”

Source: Regjeringen.no, February 2008

Executives

Two out of three managers are men

Nearly as many women as men have jobs, nevertheless only one in three executives is a woman. The proportion of female senior executives and middle managers went down from 2006 to 2007. The biggest drop was among senior executives, where the female proportion reduced from 21 to 17 percent.

Slightly more than half (51 percent) of the managers in the public sector are women. Women make up 69 percent of all employees in this sector. The private sector is male-dominated (63 percent) and 76 percent of the managers are men.

Managers by sector, level and gender

In percent

Source: Labour Force Survey, SSB 2007

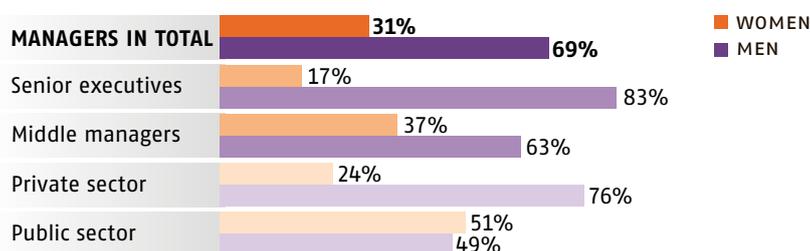


FIGURE 3.6

27 percent of the senior executives in central government are women. The female proportion among executives in the government ministries and their related departments and agencies is 38 percent, an increase of one percentage point from last year. There are large differences between ministries. There are few women executives in ministerial areas such as Defence, Justice and the Police, Culture and Church Affairs and Petroleum and Energy. In the Office of the Prime Minister the female share has gone down by 5 percent since 2006. The Ministry of Children and Equality is the only ministry where well over half of the executives are women.

SHOCKED BY THE SHORTAGE OF WOMEN

Only three out of 238 listed companies are headed up by women. Two companies are led by the same woman. During the last four years 58 new companies have been listed on the Stock Exchange, but the statistics for female bosses are unchanged.

“Is this really true? It’s impossible. I am really shocked”, says general manager Åse Aulie Michelet in the fish farming company Marine Harvest to *Dagens Næringsliv*. In the past, Aulie Michelet has rejected gender quotas as a tool. Now she thinks it may be the right move.

Source: Hegnar.no, 18 July 2008

FEWER FEMALE EXECUTIVES

The proportion of female senior executives and middle managers went down from 33 to 31 percent last year. The biggest drop was among senior executives, where the female proportion reduced from 21 to 17 percent.

“This drop is sharp reminder that the positive development with more women in traditionally male-dominated areas does not happen of its own accord. Companies must do more to recruit and retain women managers. It is no use thinking that this will happen automatically”, says Equality and Anti-discrimination Ombud Beate Gangås.

Source: LDO

Executives in the government sector by gender

The 'government sector' means the ministries and their related departments and agencies, in percent.

Source: Ministry of Government Administration and Reform.

The Government's Central Register of Civil Servants 2007

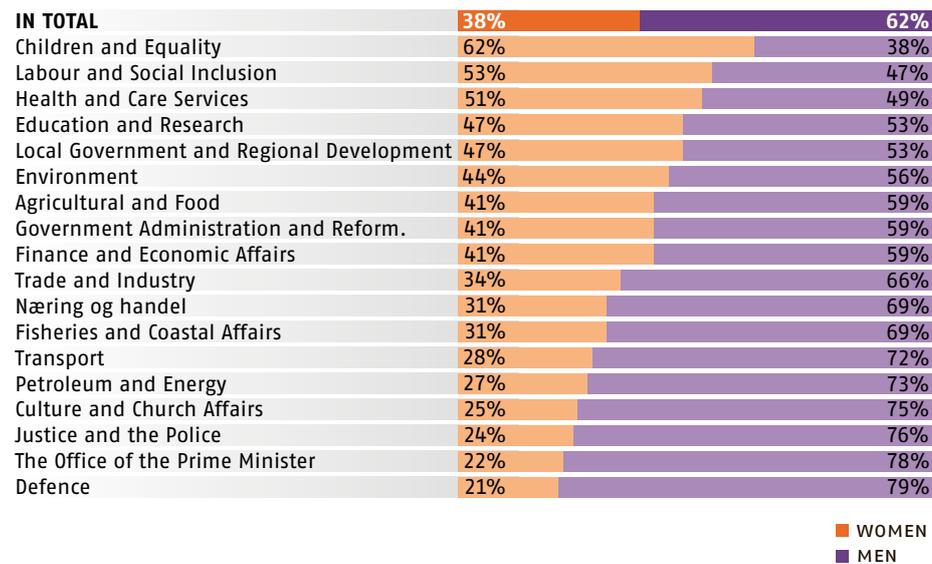


FIGURE 3.7

New female chief executives are rare, and they slip away easily

Barely one in three of the top-level administrative executives in the municipalities are women.

The female proportion of chief executives in Norwegian municipalities is increasing, but very slowly. Last year, 16 percent of the chief executives were women, whilst the proportion in 2004 was 14 percent. There is therefore a long way to go to achieve the target of an equal distribution of women and men by 2015, an objective set by the municipalities themselves in 2005.

Numbers from the Norwegian Association of Local and Regional Authorities (Kommunenenes Sentralforbund, KS) also show that the female chief executives leave earlier than their male colleagues. Less than half (44 percent) of the female chief executives who were appointed in the period 2002–2003 were still in their positions a year later. The percentage for men was 65 percent.

Administrative executives in the municipality

By gender and position

Source: KS 2007

	NUMBER	PERCENT	
		WOMEN	MEN
Chief executives	395	16	84
Directors of Education	284	43	57
Directors of Health and Social Services	309	56	44
Directors of Technical Services	426	8	92
In total	1 414	28	72

TABLE 3.8

CENTRAL GOVERNMENT IS DAZZLINGLY WHITE

The Norwegian State has almost no executives with non-western backgrounds. The exception is the Directorate of Integration and Diversity (Integrerings- og mangfoldsdirektoratet, IMDi), where all of 35.7 percent of the management group have non-western backgrounds. That means 5 of the 14 managers. The Norwegian Directorate of Immigration (Utlendingsdirektoratet, UDI) is next best with its meagre 1.6 percent. That is just one out of 60 managers.

According to the Government's action plan for increased integration of the immigrant population in working life, the Ministry of Labour and Social Inclusion (Arbeids- og integreringsdepartementet, AID) is tasked with working actively to recruit people from immigrant backgrounds into central government administration. This has not resulted in a single manager of non-western origin being appointed to the management group in the AID.

Source: Multicultural newspaper *Utrop*, No. 13 2008

FEMALE CHIEF EXECUTIVES EARN ON AVERAGE SIX PERCENT LESS THAN MEN

"It is unacceptable that female chief executives earn less than men. The difference is extraordinary and should not be tolerated. After all, the responsibility is the same."

Chair of Hedmark County Council and main board member of KS, Gunn Marit Helgesen to *Aftenposten*, 21 September 2008

The Courts

Women take over the Supreme Court

Between 2006 and 2007, several more female Supreme Court judges were appointed. The proportion of women Supreme Court judges increased from 26 percent in 2006, to 42 percent in 2007.

Seven out of ten judges in the district courts and courts of appeal are men. It was the same in 2006.

Judges by gender

In percent, 2007

Source: The National Courts Administration

	NUMBER	PERCENT	
		WOMEN	MEN
District courts	357	33	67
Appeal courts	161	31	69
Supreme Court	19	42	58

TABLE 3.9

THE REQUIREMENT FOR GENDER BALANCE ON BOARDS

The requirement applies to all state enterprises and private sector public limited companies (PLCs). It does not apply to private limited companies (Ltd). The legal requirement for gender distribution among owner-elected directors is as follows:

- * If the board has two or three members, both genders must be represented.
- * If the board has four or five members, each sex shall be represented by at least two.
- * If the board has six to eight members, each sex shall be represented by at least three.
- * If the board has nine members, each gender must be represented by at least four, and, if there are more members, each sex shall be represented by at least 40 percent.

Source: Ministry of Children and Equality

The Boards of Directors of PLCs

Women become directors, but do not chair boards of directors

In 2003, a broad majority of the Storting passed an amendment to the Public Limited Liability Companies Act. As a starting point, at least 40% of the directors of private sector public limited liability companies (PLCs), and state enterprises, shall be of one sex or the other.

The proportion of women directors in the PLCs has increased from seven percent in 2003 to 40 percent, as at 1 July 2008. Over the same period, female representation among those chairing boards of directors has risen to seven percent, from two percent in 2005.

95 percent of the PLCs meet the legal requirement, as at 1 July 2008. Six companies still have no women on their boards. Altogether, the boards are 28 women short of meeting the equal opportunities requirement.

Female directors of public limited companies

By role on the board and year, in percent

Source: SSB

	01.07.2008	01.01.2008	2007	2006	2005
Chairperson	7	5	3	2	2
Vice Chairperson	29	24	19	13	9
Directors	49	45	30	22	14
In total	40	36	25	18	12

TABLE 3.10

THE STATE DROPS WOMEN

Many enterprises, in which the State is a significant owner, have no female directors elected by shareholders. According to Marit Hoel, the Director of the Center for Corporate Diversity (CCD), the increase in the proportion of women in the last three years in those companies not regulated by law has been insignificant. CCD's new survey shows that 340 out of 645 Norwegian limited companies with more than 200 employees do not have a single owner-elected female director.

Source: NTB, 29 September 2007

THREATENS TO WIND UP 140 COMPANIES COMPULSORILY

One in five public limited companies does not have enough women on the board. From New Year the law requires that there be 40 percent women on PLC boards.

"Those who have not appointed enough women directors by the deadline will be compulsorily wound up", says Equality Minister Karita Bekkemellem to *Aftenposten*.

Source: Internet-based financial newspaper *NA24*, October 2007

Government executive bodies, councils and committees

In 2007, 47 percent of the representatives on government executive bodies, councils and committees were women, according to the Ministry of Government Administration and Reform (Fornyings og administrasjonsdepartementet, FAD). This was an increase in the proportion of women of one percentage point on the previous year. Male and female representation on public executive bodies, councils and committees must be at least 40 percent, pursuant to the Gender Equality Act.

Big differences between ministries

The Ministry of Defence has around one third women (32 percent) on its executive bodies, councils and committees seen in the round, which is an increase from 27 percent in 2006. The Ministry of Defence is the only ministry that does not have each gender represented by at least 40 percent. The Petroleum and Energy Ministry has increased its percentage of women by four percent from the year before. The Ministry of Education and Research and the Ministry of Culture and Church Affairs have the highest proportion of women (FAD).

Gender distribution on government executive bodies, councils and committees

In percent

Source: Ministry of Government Administration and Reform, 2007

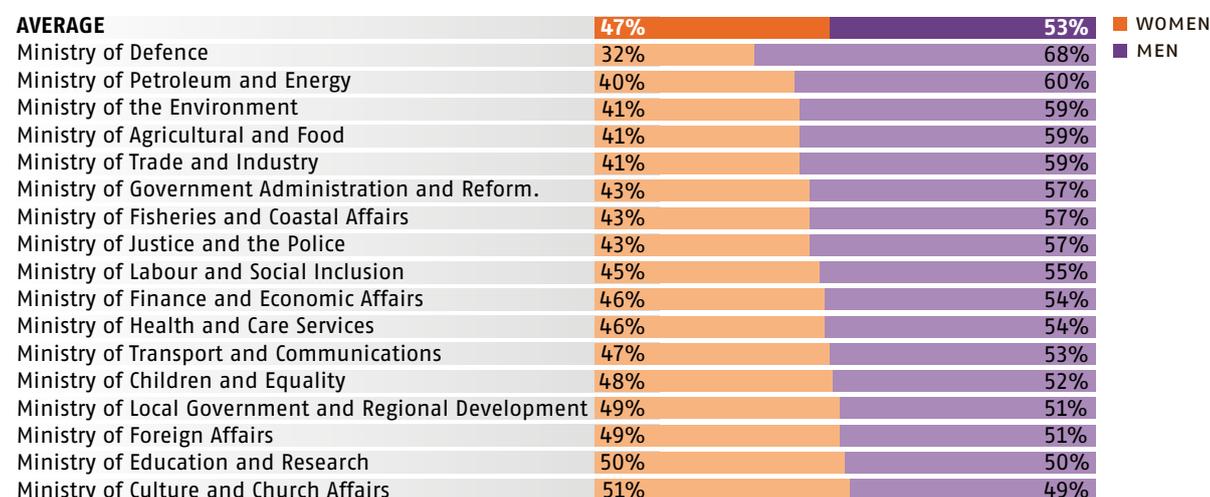


FIGURE 3.11

The young are under-represented

Approximately half of the members of government executive bodies, councils and committees are aged 50–64. So this age group is over-represented, in relation to the age structure of the population. The youngest are under-represented and make up just five percent of government executive bodies, councils and committees.

Age structure of government executive bodies, councils and committees

In percent

Source: Ministry of Government Administration and Reform and SSB, 2007

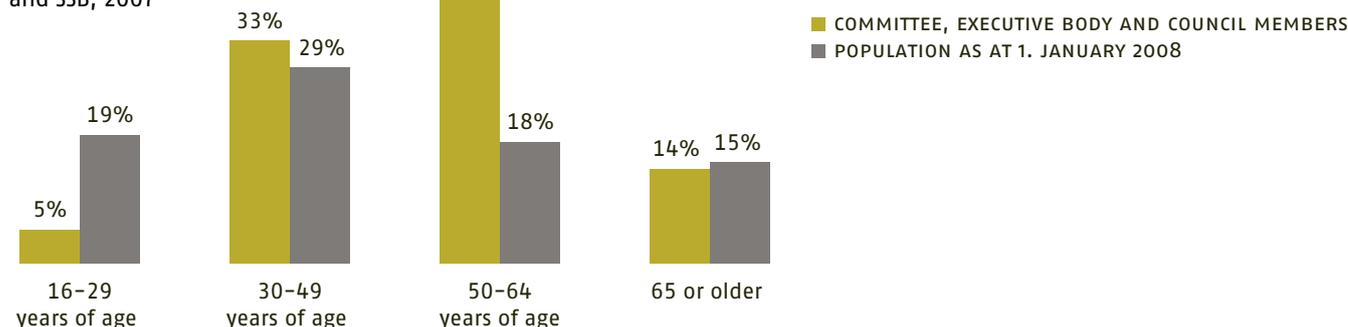


FIGURE 3.12

Entrepreneurship

Two out of three founders are men

In 2007, 32 percent of well over 30,000 new privately owned businesses were established by women. Among the female founders, the proportion of women from non-western backgrounds was 31 percent.

Many immigrants start their own businesses. In 2007, ten percent of new businesses were founded by people with non-western backgrounds.

Female owners of new privately owned businesses

By country background, in percent

Source: SSB

	2007	2006	2005	2004
Entrepreneurs in total	32	33	33	31
Norway	33	34	33	31
Other western countries	37	38	35	34
Non-western countries	31	32	33	33
Living abroad	13	10	13	16

TABLE 3.13

New privately owned businesses by owner's background

By number, 2007

Source: SSB

EIERE	ANTALL	PROSENT
Entrepreneurs in total	30 618	100
Norway	24 874	81
Other western countries	1 421	5
Non-western countries	3 130	10
Living abroad	1 193	4

TABLE 3.14

Norway was in 26th place in the list showing the proportion of female entrepreneurs in 42 countries in 2006, according to a report from the Global Entrepreneurship Monitor (GEM).

Women do not go bankrupt as often as men. Only eight percent of the owners of sole trader businesses who went bankrupt in 2007 were women. Women run a quarter of all sole trader businesses.

Media

More female editors than before

The proportion of female editors has increased in recent years. Nonetheless, three out of four editors are men. In September 2008, 204 of the 807 members in the Association of Norwegian Editors were women. That produces a female proportion of 25 percent. 20 and 21 percent of the editors, in 2006 and 2007 respectively, were women. The highest female proportion is in the weekly press, where nearly 70 percent of the editors are women. The lowest female proportions are in television, with five percent, radio with 13 percent and the newspaper industry with 18 percent female editors.

The gender distribution among journalists is more even. The Norwegian Union of Journalists (Norsk Journalistlag, NJ) had 9,553 members at the turn of the year, of whom 4,052 (42 percent) were women and 5,501 (58 percent) were men.

Gender distribution in the media

Number

Source: The Norwegian Union of Journalists, 2008 and the Association of Norwegian Editors, 2008

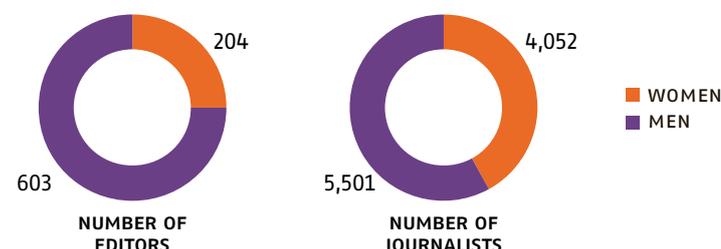


FIGURE 3.15



TOP MARKS



The Government – for its historic female majority. Between 21 September 2007 and 20 June 2008, ten of the 19 cabinet ministers were women. The female majority of 53 percent lasted for nine months.

BOTTOM MARKS



The Norwegian Labour Party (AP), for departing from the principle that there should be 50–50 gender distribution and alternate women and men on their candidate lists. AP considers that men and women do not need to alternate, only that the distribution on the list as whole is 50–50. All experience of elections in Norway points to the order on the candidate lists being of crucial importance for the result.

THE GENTLEMEN OF THE PRESS ARE MAINLY MEN

In the Storting, there is massive male dominance in the press gallery. According to enquiries made by Storting member Trine Skei Grande, when the Cabinet Minister for Foreign Affairs, Jonas Gahr Støre, gave his foreign affairs report to the Storting in May, 14 men and one woman sat and listened in the neat little enclosure reserved for journalists.

Source: *Aftenposten*, 31 May 2008

“Any thinking person would surely agree that it is unreasonable for only one woman to sit on the Board of the Norwegian Press Association.”

General Secretary Per Edgar Kokkvold, commenting on the fact that 10 men and one woman sit on the Board.

Source: *Aftenposten*, 17 September 2008

THE OMBUD'S OPINION IS...

Elected bodies must reflect the population

It is a problem for democracy that elected bodies such as the Storting, the Government and municipal councils do not reflect the diversity in the population, either in respect of gender, age, ethnicity, disability or sexual orientation. It is especially important to achieve better representation in local politics. It is unacceptable that more than six out of ten municipal councillors and more than three in five mayors are men.

The Ombud considers that requirements for gender distribution on the parties' candidate lists should be put in place. In addition, the experiments with direct election of mayors should be re-evaluated. Direct election gives a lower female proportion among mayors and on municipal councils, whilst also failing to achieve the target of increased electoral participation.

Higher female representation on the municipal councils will also make it more difficult for the parties to use loopholes in the Local Government Act in respect of chairmanship and committees. At present, a party with few women on the municipal council can require that executive bodies and committees shall be constituted on the basis of so-called proportional representation. Thus the balance between the parties takes precedence over the requirement for 40 percent representation by each gender. Some municipal councils circumvent the gender balance requirement by resolving upon so-called "right-through representation". Then the municipal council executive only uses its own members on committees, instead of calling in women from outside to meet the legal requirement.

MEASURES

- ✦ To be approved, every candidate list must have alternating women and men. This applies to both Storting and municipal council elections.
- ✦ LDO encourages the parties to have a better gender balance than at present in the first places on the party lists on a national basis.
- ✦ The Ministry of Local Government and Regional Development (KRD) must refine the current rules on the use of "right-through" representation when executive bodies, councils and committees are constituted.
- ✦ KRD must report on:
 - whether requirements for gender representation should be introduced for mayors.
 - whether the direct election method for mayoral elections should be done away with, or whether there are measures and means that can be employed to give better gender balance within this electoral method.
 - how the loopholes in the Local Government Act can be plugged.
- ✦ The parties and KRD must lay the groundwork for active local recruitment measures to draw more women and more diversity into local politics.

- ✦ To secure greater diversity in politics, the political parties must set numerical objectives for gender balance, age and ethnic background. They must also accept responsibility for securing appropriate representation in respect of disability and sexual orientation. To achieve this, the parties must have a long-term recruitment and equal opportunities strategy.

Positions of power and directorships need to be surveyed and distributed more evenly

Power, in the form of leadership and representation, is distributed unevenly. This applies to both the public and private sectors. Women seldom hold management positions and senior executive positions, in particular, are male-dominated. People from immigrant backgrounds are all but absent from management positions.

The authorities are responsible for ensuring that management positions and directorships, which confer power in society, are occupied by a representative selection of the population, especially when appointed by the Government itself.

MEASURES

- ✦ The Government must follow up the Equal Pay Commission's proposal to establish a financial support scheme to make it attractive for companies to commission targeted projects to recruit women to management positions in the public and private sectors. Other under-represented groups such as disabled people and those from immigrant backgrounds must also be included in the target group.
- ✦ The authorities must implement active measures to recruit more people from immigrant backgrounds, ethnic and religious minorities, youth, lesbians, homosexuals and disabled people to executive bodies, councils and committees. Achievement of the targets involved in the measures will be evaluated at the end of a four-year period.

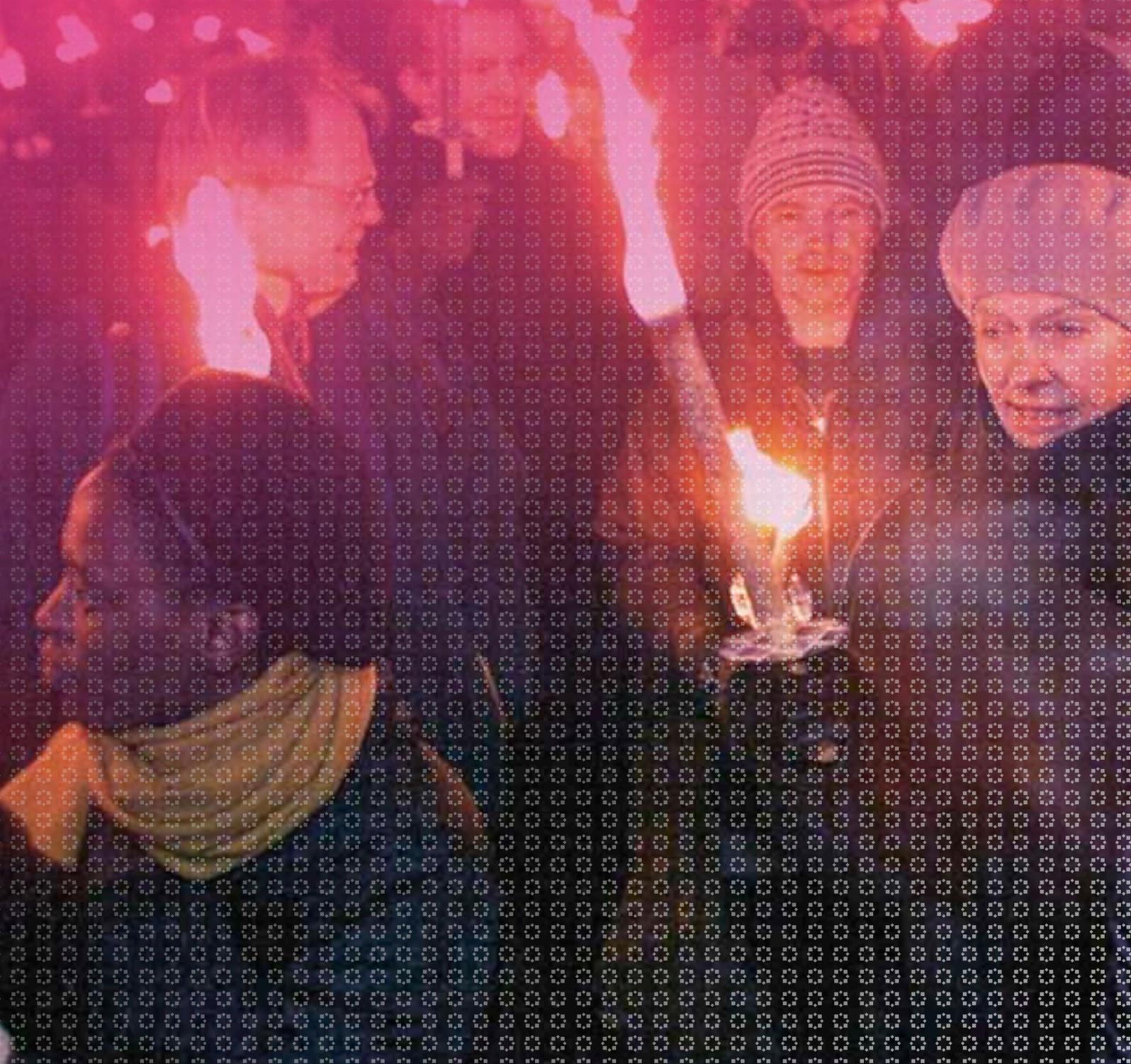
The requirement for gender balance on boards must apply to more companies

The change in the Public Limited Liability Companies Act has shown that it is possible, over a short period of time, to achieve gender balance in arenas traditionally reserved for men. However, the growth in female representation on boards in both state-owned and private companies is proceeding too slowly.

MEASURES

- ✦ The requirement to have 40 percent representation by each gender on boards must be expanded to embrace all companies owned or part owned by public authorities.

VIOLENCE AND HATE CRIMES



Eight of the 17 women who were killed in 2007 were killed by their spouse or former partner. The perpetrators were dominated by men aged 21–40. The Rape Committee assesses the number of rapes to be somewhere between 8,000 and 16,000 per annum. The Committee thinks that the estimate is conservative. Very, very few reported rapes lead to a conviction. Of 945 reported rapes in 2007, 87 led to a criminal sanction.

Every individual has a right of freedom from rape. Violence in close relationships and sexualised violence are serious social problems and prevent real equality of the sexes. Violence and threats of violence restrict control over one's own life as well as the opportunity to participate in, and influence, society. Hate crimes and racist utterances are also a barrier to equality between different groups.

We know that violence in the home is seldom dealt with. This is despite the fact that it strikes where we should be safest – at home. Violence within close relationships is criminal behaviour. Crime is a social responsibility. The debate must be turned towards measures that work. The Government wants to convert each encounter with the public authorities into a turning point for the individual.

Justice Minister Knut Storberget in the Government's report "Equal Opportunities 2009?" October 2008

Violence in close relationships

In half of the instances of violence against men, the perpetrator is unknown to the victim. For two out of three of the women subjected to violence, the perpetrator was a family member or close acquaintance. Men and women are equally exposed to violence (12 instances per 100 people per annum), according to the Living Conditions Survey 2007, carried out by SSB. The survey also shows that 69 percent of the episodes of violence against men, and 77 percent of those where women were the victims, were neither reported nor made known to the police in any other way.

Instances of violence by victim's gender and relation to perpetrator

Source: SSB, Living Conditions Survey 2007

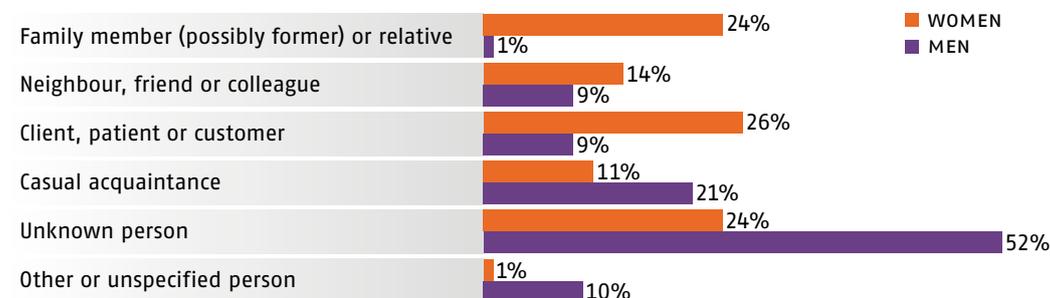


FIGURE 4.1

Mistreatment within the family, reported, whole country

Source: SSB

	2007	2006
Mistreatment within the family	891	450

TABLE 4.2

LESBIAN AND HOMOSEXUAL YOUTH EXPOSED TO VIOLENCE

In Oslo, one in 20 lesbian/bisexual teenagers, and one in five homosexual/bisexual teenagers report that they have been subjected to daily bullying during the last year. Two out of ten lesbian/bisexuals and four out of ten homosexual/bisexuals report being subjected to violence that required medical treatment in the last 12 months. The proportion is four times as great as among heterosexual teenagers. 12 percent of the girls and 16 percent of the boys say that they have been subjected to violence by their own parents. The corresponding figure for heterosexual girls is three percent, and for boys it is two percent. The informants are among 11,519 pupils aged 14–16 in Oslo schools. The material in the NOVA report does not provide a basis for saying anything about whether the violence is motivated by the victim's sexual orientation.

Source: Norwegian Social Research (NOVA) Report 19/07, Bullying and Harassment amongst Gay and Lesbian Norwegian Teenagers – a representative survey of extent, risk and protection

CHILDREN AND YOUNG PEOPLE EXPOSED TO VIOLENCE

NOVA has carried out a survey of violence experienced by children and young people. The survey includes 7,033 students graduating from 67 upper secondary schools. Eight percent of respondents stated that they had suffered serious violence by at least one parent and two percent had been subject to serious violence by both parents. Every tenth respondent reported that whilst growing up they had seen or heard at least one parent being physically attacked. 15 percent of the girls and seven percent of the boys reported

CONTINUED >

Reported violations of the law, whole country

Source: National Police Directorate, 2008

*Interim figures

	2007*	2006	2005	2004
Sexually abusive behaviour, by computer	117	95	81	44

TABLE 4.3

Murder

The most serious form of violence is murder. In 2007, 17 women were killed in Norway. Eight of the murders were committed by spouses/former spouses or partners. In total, 142 women have been killed since 2000. 66 of the women (46 percent) were killed by men with whom they had a close relationship.

15 men were killed in 2007. The murdered men had no close relationship with the perpetrators. 150 men have been murdered since 2000. Five of these, 3 percent, were killed by former spouses or partners.

Number of murdered women and their relationship with the perpetrator

Source: National Criminal Investigation Bureau, 2008

RELATIONSHIP	2007	2006	2005	2004	2003	2002	2001	2000
Married	6	4	4	1	4	4	4	6
Divorced, separated		1		2	1	2	2	
Partner, living together			2	2	4	1	2	3
Former partner	2	2	1		1		2	3
Murder in close relationship	8 (47%)	7 (33%)	7 (47%)	5 (36%)	10 (50%)	7 (50%)	10 (56%)	12 (52%)
Total murdered	17	21	15	14	20	14	18	23

TABLE 4.4

Number of murdered men and their relationship with the perpetrator

Source: National Criminal Investigation Bureau, 2008

RELATIONSHIP	2007	2006	2005	2004	2003	2002	2001	2000
Married								
Divorced, separated						1		
Partner, living together		1	2					
Former partner							1	
Murder in close relationship	0	1 (8%)	2 (14%)	0	0	1 (3%)	1 (6%)	0
Total murdered	15	12	14	18	24	29	18	20

TABLE 4.5

that they had been subjected to more serious sexual abuse. Nine percent of the girls reported experiencing rape or attempted rape.

Source: Norwegian Social Research (NOVA) Report 20/07, 'Vold og overgrep mot barn og unge' ('Violence and Sexual Abuse against Children and Young People')

"We want to have trial projects with 'reverse rape alarms' because we think it is the assailant who must bear the burden of reduced freedom of movement. If we succeed with this type of alarm, it will create greater security for the victims."

Justice Minister Knut Storberget to *Dagbladet*, 3 July 2008

FEWER OVERNIGHT STAYS IN CRISIS CENTRES

1,800 people stayed overnight in crisis centres in 2007. There were 2,230 occasions altogether when these people stayed in a crisis centre for at least 24 hours. This is 100 fewer than in 2006. The reduction in the number of overnight stays was sharper for residents from non-immigrant backgrounds (8%) than for those with immigrant backgrounds (2%).

Source: Reports from the Crisis Centres 2007, SSB

"It is fairly typical in these cases that murder happens after a long series of incidents of violence in the family. We often hear how surprised neighbours and others are, but as a rule they do not know about violence in the family."

Psychologist Ragnar Kværness, Alternatives to Violence (Alternativ til vold, ATV), to *Dagbladet*, 15 August 2008.

In the murder cases from 2007, the National Criminal Investigation Bureau registered 37 perpetrators. 31 of them were men. 22 are Norwegian citizens. Four of the male perpetrators were formerly foreign citizens. Six women, all of whom are Norwegian citizens, committed murder in 2007. One of the women previously held foreign citizenship.

Murder in Norway, citizenship and gender, 2007

Source: National Criminal Investigation Bureau, 2008

	NORSKE		UTANLANDSKE	
	MEN	WOMEN	MEN	WOMEN
Murder victims	10	12	5	5
Perpetrators	22	6	9	0

TABLE 4.6

Rape

Between 8,000 and 16,000 people suffer rape or attempted rape in Norway every year. The Rape Committee established this in NOU 2008:4, 'Fra ord til handling. Bekjempelse av vold krever handling' ('From words to action. Combating rape demands action'), which was delivered to the Justice Minister in January 2008. The Committee also asserts that this a conservative estimate.

945 rapes and 116 attempted rapes were reported in 2007. This is an increase of 13 percent in reported rapes and a reduction of 13 percent in reported attempted rapes in comparison with the previous year. Not all attempted rapes are investigated or result in criminal charges. Of 798 reported rapes in 2005, 704 were investigated. Criminal charges were pressed in 139 of the cases (17 percent). Between 2004 and 2005, the number of prosecutions for rape increased by 60 percent. 435 cases were dropped because of insufficient evidence and 95 because the perpetrator was unknown. One case was discontinued because of lack of court capacity. Ten cases were unsolved. In the remaining 24 cases the perpetrator was not criminally liable or proceedings were withdrawn. (SSB).

Reported instances and criminal sanctions

Source: SSB

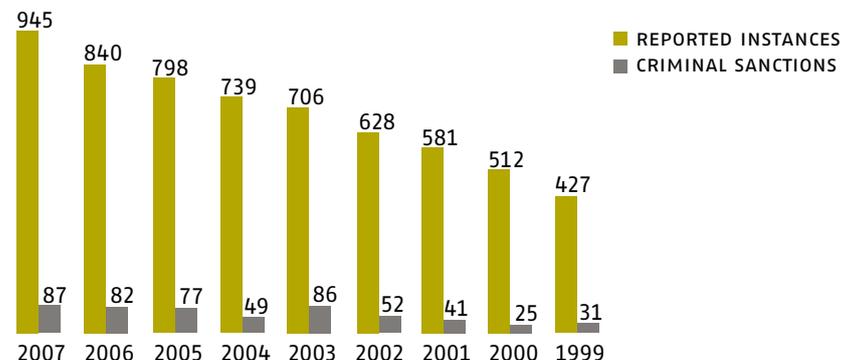


FIGURE 4.7

FEW PUNISHED FOR RAPE

The Committee wishes to point out that the acquittal percentage is very high in rape cases. When charges are brought, these cases end in acquittal three times as often as for other types of violation of the law. The Committee estimates that less than 1 percent of perpetrators are convicted. The UN's Women's Commission has criticised Norway because so few rape complaints end in conviction.

Source: "From words to action. Combating rape requires action", NOU 2008:4

RAPE IS JUDGED TO BE ABUSE

An investigation into 69 cases of abuse shows that rape against mentally impaired women or those with psychological dysfunction is not in some cases adjudged to be rape. Instead, the assailant was convicted of abuse, which carries a lower sentence. This erroneous use of the law may be because rape against people with disabilities is often committed without violence and by a person with whom the injured party has a relationship, according to the report. Many believe that this type of abuse is not rape, despite the fact that the rape legislation also covers sexual intercourse with defenceless persons.

Source: Anne Jorun Ballangrud. 'Seksuelle overgrep mot kvinner med funksjonsnedsettelse. En analyse av straffelovens paragrafer 192 og 193 og den tilhørende rettspraksis' ('Sexual abuse against women disabled women. An analysis of sections 192 and 193 of the criminal code and associated legal practice.') Master's degree thesis in jurisprudence, University of Oslo 2007

WILL CONVICT MORE ABUSERS

Bergen is to be the engine in the work to secure better legal protection and better follow up for victims of abuse. The National Centre for Emergency Primary Health Care in Bergen is to build up the skills of rape clinic staff across the whole country. Amongst other things, the staff must be experts in taking samples in such a way that they meet the evidential requirements in a court case. The work will be done in close cooperation with the rape clinics in Oslo and Bergen.

Source: bt.no, 25 May 2008

Clear-up rate and time taken to deal with cases, whole country

Time taken to deal with cases is reported in working days and only includes cleared-up cases.

Source: National Police Directorate, 2008

* Interim figures.

** The penalty for rape under subsection 1 is imprisonment for up to ten years.

** The penalty for rape under subsection 2 is imprisonment for two to ten years.

*** The penalty for rape under subsection 3 is imprisonment for up to 21 years.

**** The penalty for grievous involuntary rape under subsection 4 is imprisonment for up to five years, as a starting point.

	2007*		2006		2005		2004	
	CLEAR-UP RATE	TIME TAKEN TO DEAL WITH CASES	CLEAR-UP RATE	TIME TAKEN TO DEAL WITH CASES	CLEAR-UP RATE	TIME TAKEN TO DEAL WITH CASES	CLEAR-UP RATE	TIME TAKEN TO DEAL WITH CASES
Rape under section 192, subsections 1 and 2 **	39	218	37	162	35	172	36	182
Rape under section 192, subsection 3 ***	78	161	55	246	51	264	56	133
Grievous involuntary rape under section 192, subsection 4 ****	60	108	30	170	63	101	50	263
Pimping	62	208	55	162	46	116	56	193
Mistreatment within the family			36	81	–	–	–	–
Murder	95	365	91	166	92	208	90	244

TABLE 4.8

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Human trafficking

In 2007, the Government's Re-establishment, Refuge, Safety and Assistance (ROSA) project received telephone approaches on behalf of 90 women from 23 different countries, who were thought to be exposed to human trafficking. 35 of them accepted offers of safe housing. 54 women, more than half of those who applied, come from Nigeria. There were also women from Bangladesh, Nepal, Poland, Brazil, Burundi, the Congo, Ghana, Kenya and Liberia. 86 women have been accommodated in safe housing by the ROSA project in the period 2005 – 2007. In this period there has been a steady increase in the number of women who have received help, from 25 percent of those who applied in 2005 to 39 percent in 2007. The ROSA project's role is to coordinate assistance and protect women exposed to human trafficking (ROSA project 2008).

Human trafficking means to exploit others either as prostitutes or for other sexual purposes, subjecting them to compulsory labour, active military service in foreign countries or organ removal, using violence, threats, abuse of a vulnerable situation or other improper behaviour. In Norway the victims of human trafficking have mainly been involved in prostitution. However, that is changing. Norway's first sentence for human trafficking and exploitation of men by forced labour was handed down by Jæren district court on 4 July 2008. This case was about young British men in vulnerable situations, who were recruited on the street in Great Britain for asphaltting and paving work in Norway under forced labour conditions. A British man was sentenced for human trafficking in breach of Section 224 of the Criminal Code (National Police Directorate, 2008).

Since the law was amended in 2003, five final and enforceable sentences have been passed for human trafficking in Norway. Eleven

PREPARING FOR PROHIBITION OF PURCHASED SEX

Women in prostitution are preparing themselves for the forthcoming prohibition of purchased sex in Norway. A record number are looking for occupational courses so as to find jobs. Caroline (39), from Africa, found work in a restaurant.

"It really isn't easy to find a job in Norway. Especially when you go round and knock on doors. You can knock on the door until it falls down. What you need is a network and contacts", says Caroline. Part of the challenge faced by women with experience in prostitution, when they apply for jobs, is that they have a 'hole' in their CVs.

Source: *Dagsavisen*, 30 July 2008

people were sentenced for human trafficking and exploitation for prostitution. Two further judgements have been made in courts of first instance, one of which concerns serious exploitation by way of forced labour and the other concerns prostitution (National Police Directorate).

Victims of human trafficking in Norway may be given a period for reflection of up to six months. The reflection period is awarded in the form of a temporary residence permit. The purpose is to prepare the ground for victims of human trafficking to make a break from the criminal networks that are behind human trafficking. On 15 May 2008, the scheme was widened to include EU/EEA citizens as well. In 2007, 33 people were awarded reflection periods by the Norwegian Directorate of Immigration (Ministry of Labour and Social Inclusion).

The number of reports of human trafficking has increased, from eleven in 2005 to 28 in each of the years 2006 and 2007. The majority of these were in Oslo, Hordaland, Sør-Trøndelag and Rogaland, whilst the rest were spread out over 12 other districts (National Police Directorate, 2008).

Reported violations of the law, whole country

Source: National Police Directorate, 2008

	2007	2006	2005	2004
Human trafficking, Section 224, sexual exploitation	28	28	11	13

TABLE 4.9

NEW CONVENTION AGAINST HUMAN TRAFFICKING

The European Council's convention against human trafficking came into force on 1 February and includes all forms of exploitation of people. The Convention sets concrete requirements for countries concerning assistance and protection for victims of human trafficking. A supervisory mechanism called GRETA (Group of Experts on Action Against Trafficking in Human Beings) is also being set up. The new convention covers 47 countries.

Source: The European Council, May 2008

OSLO POLICE OPERATION BENIN

In June 2008 the police in Oslo went into action against a large number of flats and brought in 60 Nigerian women who were likely victims of human trafficking. One man and 16 women were remanded in custody, charged with human trafficking. The Italian police, on request from Norway, arrested a man in connection with the investigation. This is the first time the Oslo police have had a human trafficker arrested outside Norway.

Source: VG, 15 August 2008

"The situation is so serious that I would say we are at a parting of the ways. Without extra resources for interpreting expenses, I doubt whether the STOP project will be able to combat human trafficking in 2009."

Øyvind Nordgaren, Acting Head of Oslo Police District's STOP project to *Dagsavisen*, 6 October 2008.

IDENTIFYING VICTIMS OF HUMAN TRAFFICKING

The Coordination Unit for Victims of Human Trafficking (Koordineringsenheten for ofre for menneskehandel, KOM) has drawn up a list of general indicators for identifying victims of human trafficking. The guidance can be ordered from KOM.pod@politiet.no

Source: National Police Directorate, 2008

Genital Mutilation

15 cases of genital mutilation have been established, five in 2006 and ten in 2007. That is part of the conclusion arrived at by the Institute for Social Research (Institutt for samfunnsforskning, ISF), which has surveyed the extent of genital mutilation in Norway. ISF points out that the number is small in relation to the current risk group. About 3,800 girls are of an age where they would normally be circumcised in their countries of origin. ISF has received 111 reports of concern during the last two years from Child Welfare and from health centres, schools, kindergartens and hospital departments. The majority of the concerns were about the prevention of abuse. The expression of concern and subsequent discussion with the parents may have had a preventative effect. With few exceptions the cases were shelved after closer investigation, because the concerns were groundless.

Those affected, and organisations that ISF has interviewed, believe that the extent of genital mutilation is much less than suggested by the public debate. The informants say that it is difficult to estimate how many continue the practice of genital mutilation. Very few people know about cases themselves, but cannot disregard the possibility that it happens. Two of the informants insist that it still happens.

ISF has also looked at the legal framework and at the guidance material concerning the duties to inform Child Welfare and take preventative action. On the whole, health centres find the regulations about the duty of prevention most clear, whilst kindergartens find them least clear. All bodies find the duty to advise Child Welfare clearer than the duty to exercise prevention.

ISF concludes that in the battle against female circumcision the things that work are the provision of information, dissemination of knowledge about health and anatomy, mobilisation of all areas of society, theological skills and the legal framework ('Kjønnsslemlestelse i Norge' – 'Genital Mutilation in Norway', ISF Report 2008:8).

Forced Marriage

The specialist team in IMDi (The Integration and Diversity Directorate) has received 450 submissions regarding forced marriage since the beginning of 2004. Oslo Red Cross set up an information line against forced marriage in 2000. In 2007, the Red Cross received 460 submissions about forced marriage, which is the highest number of approaches since the service was set up. The number of cases followed up has reduced sharply in the last two years. In 2007, only ten percent of the cases were followed up. The reason is that the proportion below the age of 18 has been increasing and Oslo Red Cross refers these cases to Child Welfare. In 2007, Self Help for Immigrants and Refugees (Selvhjelp for innvandrere og flyktninger, SEIF) received 254 referrals concerning forced marriage/honour-related violence. SEIF also reports that in 2007 they received requests for assistance from young lesbians and homosexuals from immigrant backgrounds, concerning forced marriage amongst other things.

The Government's plan of action against forced marriage for the period 2008–2011 contains 40 measures with a focus on prevention and protection of those exposed to abuse. In the development of measures special emphasis has been laid on the role of the school, foreign service missions, the need for safe housing and reinforced public service interaction and skills. Altogether eight ministries are involved in the work set out in the action plan.

"It is positive to have recorded that changes of attitude are happening and that the extent of genital mutilation in Norway is estimated to be going down. We must support the work and motivation for change among the affected groups and I want to praise the enthusiasts in the areas of society and the specialist groups involved, who are working to make this development happen."

Then Minister of Health and Care Services Sylvia Brustad, 29 May 2008
on Regjeringen.no

MARRIED COUPLE CHARGED WITH GENITAL MUTILATION

A husband and wife, both of whom are Norwegian citizens from Gambian backgrounds, have been charged on suspicion of genital mutilation of five daughters aged 7–14. All the daughters were born in Norway. The four eldest children were living in Gambia when the charges were brought. It is the first time charges of this type have been pressed in Norway, since the prohibition of genital mutilation came into force in 1996.

Source: Eastern Norway edition of the Norwegian Broadcasting System news, 18 July 2008

"I cannot go home again...My brother is after me all the time, checks on everything I do and hits me. Mummy and Daddy let him get on with it. He's mad! Yesterday he said he would rape me to find out if I was still a virgin...Then I knew I had to run away..."

Girl aged 20, fleeing from forced marriage and honour-related violence.

Source: SEIF, 'Mellom Barken og Veden. En videreføring av arbeid blant ungdom' ('Between the Devil and the Deep Blue Sea. A continuation of the work with young people'). Project report, 2007

Forced marriage has been prohibited in Norway since 2003. The penalty for forced marriage is up to six years imprisonment. Aiding and abetting is punished in the same way.

Calls to the information line on forced marriage, Oslo Red Cross

Source: Oslo Red Cross, 2008

* The information line was set up on 3 April 2000.

Follow up did not start until the second half of 2001

	NUMBER	FOLLOW UP	FOLLOWED UP %
2007	460	47	10
2006	314	24	8
2005	175	57	33
2004	252	50	20
2003	223	56	25
2002	236	84	36
2001*	168	26	15
2000*	170	0	-

TABLE 4.10

ADVISORS AGAINST FORCED MARRIAGE

30 publicly funded "minority group advisors" will be working against forced marriage in Norwegian upper secondary schools. The advisors will be placed in schools in June 2008. In addition, six integration advisors will be deployed in Norwegian foreign service missions. They are all employed by IMDi and will collaborate closely with the forced marriage skills team.

INFORMATION ABOUT FORCED MARRIAGE

'Integreringskart 2008 – Tvangsekteskap – en kunnskapsstatus' ('Integration chart 2008 – Forced Marriage – State of the Art') is a report on forced marriage published by the Integration and Diversity Directorate (IMDi Report 6-2008).

Source: www.imdi.no

Hate crime

Hate crime comprises criminal actions against people, organisations or property, motivated by an ideological conviction or hostile attitude toward the victim, based on national or ethnic origins, skin colour, sexual orientation, disability or faith. Hate crime has not been extensively documented in Norway.

Two years ago, the Government decided that crimes against homosexuals and immigrants should be surveyed. In November 2006, the police force changed its own computer system, to enable it to record all violence motivated by the victim's tendency, ethnicity or religion. It has become apparent that the recording is so poor that the many police districts do not rely on their own statistics. In Hordaland the police refused to publicise the figures. The National Police Directorate and Oslo Police District will review all cases that are marked as hate crimes.

"I am proud to say that we have been involved in a youth revolution in Norway. We can only overcome forced marriage and other honour-related violence when the young themselves put their feet down and say no. More and more of them are doing so."

General Manager Gerd Fleischer of Self Help for Immigrants and Refugees (Selvhjelp for innvandrere og flyktninger) to *Aftenposten*, 20 June 2008

FORCED MARRIAGE OF IMPAIRED PEOPLE

Forced marriage of mentally impaired people happens in Norway as well, according to the Primary Health Service Workshop (Primærmedisinisk verksted, PMV). Mental suffering and mental impairment are unknown concepts in many environments. Families where this occurs feel ashamed. PMV has reported several people to the Directorate of Immigration, in connection with applications for family reunification. They all come from Asian countries.

"This is difficult when no diagnosis has been made. Some men marry several times, mistreat the woman and divorce before three years have passed. Thus the woman can lose her residence permit. The family that arranges for the man to get married will not acknowledge that they have problems. They say that it is the woman's fault when it doesn't work out", says Tahira Iqbal at PMV.

Source: *Fontene* 17 July 2008

"They must have followed us, as they suddenly appeared when we went into a dark back alley. We were knocked down straight away. I think they had martial arts training, as they were very efficient. I must have lost consciousness for a while. When I came to, I saw my friend lying in a pool of blood. At first I thought he was dead, but fortunately that was not the case."

Eurovision Song Contest artist Knut-Øyvind Hagen to *Dagbladet*, 22 June 2008. At first, the attackers spoke nicely to Hagen and his friend and asked, amongst other things, whether they were homosexuals.

The Oslo police have already investigated cases recorded as hate crimes against homosexuals in the capital. In the first half of 2008 there were five such cases in Oslo, the same number as recorded in the whole of 2007. Three of the cases are still being investigated. Two have been discontinued because the perpetrator was not known (*Bergens Tidende*, 24 July 2008).

During 2007 and 2008 there have been several reports in the media, where asylum seekers and people of non-western appearance have reported experiencing threats and violence in broad daylight. Immigrants' organisations, and bodies that work to counter racism and discrimination, have also been pointing out for several years that ethnic and religious minorities in Norway are exposed to both harassment and violence because of their ethnic background or religion. There are also reports about people being exposed to harassment and violence because of their sexual orientation or disability. The report "Young People Exposed to Violence in Norway", produced by the Norwegian Institute of Public Health, documents the connection between violence and individual circumstances. People who are especially exposed include the hard of hearing and those with restricted mobility.

In July 2008, several shots were fired at the Hvalstad reception centre in Asker. A 16-year old Somali boy was hit while he lay asleep in his bed. He received life-threatening injuries. In August, a lawyer was arrested and charged with attempted murder. During police questioning the man has confessed to firing the shots, but does not admit being guilty of attempted murder. Detective Superintendent Einar Aas in Asker and Bærum advises that the main police theory is that the shots were racially motivated (adresa.no, 26 August 2008). The case has not led to a conviction.

"There is no doubt that homosexuals and lesbians are over-represented in the statistics on victims of violence. Paradoxically, this is linked to there being more openness about homosexuality in society. More homosexuals now dare to hold hands in broad daylight, but they are also more visible to people who dislike their sexual orientation."

Senior Advisor Bera Ulstein Moseng of Gay and Lesbian Health Norway to Dagbladet.no, 24 June 2008

"The recording has probability been inadequate because of uncertainty surrounding the concept. It usually takes some time to introduce a new recording practice into the police. It requires everyone to understand it properly."

Senior Advisor Pål Meland in Oslo Police District, commenting on police understanding of the concept of "hate crimes" to *Bergens Tidende*, 24 July 2008

Discriminatory or hateful utterances (Section 135a)

Number of reports

Source: National Police Directorate

	2007	2006	2005	2004	2003	2002	2001	2000
Ethnicity, skin colour, national origin	29	26	23	25	46	40	77	29
Homosexual tendencies, life style or orientation	6	4	5	5	3	4	7	9

TABLE 4.11

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TOP MARKS

The crisis centre movement, which has worked continuously and tirelessly for 30 years to secure a life without violence for women. This year it is 30 years since the first crisis centre in Scandinavia opened in Oslo. There are now 51 crisis centres across the country.



BOTTOM MARKS

The Norwegian police force – for not having set aside enough financial means for using interpreters in cases concerning human trafficking.

THE OMBUD'S OPINION IS...

Women are murdered by someone they know

Their own partners and family members pose the greatest threat to many women in Norway. Gender based violence strips women of their fundamental freedom and also means that many children grow up in unacceptable circumstances. Most murdered women were killed by someone they knew. A question here is how many of the murders were “signalled”. In how many cases did the police know that the women were at risk?

MEASURES

- ✦ The police must undertake a systematic review of the current cases and gain an overview of the extent to which the murdered women had previously reported the perpetrators for violence or threats of violence, and to what extent protection measures such as rape alarms and withdrawal of visiting rights were implemented.
- ✦ The police must focus continually on ensuring that the rape alarm scheme functions as intended. Women equipped with alarms must be sure of receiving rapid help when they trigger the alarm

Rape and sexualised violence must be taken more seriously

Norway still faces a major challenge as far as taking rape seriously is concerned. Far too many cases are dropped by the police. The Rape Committee estimates that less than one percent of rapists are convicted. In 2008, it has become known through the media that women in asylum reception centres may be exposed to sexual abuse by male residents. People in reception are in a particularly vulnerable situation and the authorities must ensure there are procedures and measure to protect both women and men from violence and sexual abuse. Victims of such abuse must get the help they need.

MEASURES

- ✦ In all police districts, special units with expert knowledge of sexualised violence must be set up for cases with morality and decency dimensions. Such sexual abuse (Seksualiserte overgrep, SO) teams will be able to make police work on this type of crime less of a weak spot.
- ✦ The authorities' efforts against sexualised violence must be strengthened. Amongst other things, compulsory education in gender, sexuality and power should be introduced at school. The theme of sexual abuse must be included in the teaching about cohabitation and sexuality at the primary

and lower secondary stages. Reinforced and coordinated support aimed at all forms of violence in close relationships is important here. This is also proposed by the Rape Committee.

- ✦ The Government ought to carry out a countrywide investigation of the extent of rape, as suggested by the Rape Committee.

Victims of human trafficking must receive better help

Even in Norway, human trafficking is a big problem. Most victims are women and most assailants are men. Up to now, victims of human trafficking have mainly been women exploited for prostitution. A few male victims of human trafficking used for prostitution have also been in contact with the support apparatus this year. New government measures are required.

MEASURES

- ✦ The Government must find new accommodation solutions for victims of human trafficking. At present, women are placed in crisis centres. The crisis centres are not designed to accommodate these women and they also often lack space.
- ✦ In the work of helping human trafficking victims the difference in power between women and men in society generally, purely on the basis of gender, must be kept in focus. Women and men who are victims of human trafficking need different assistance. A person subjected to forced labour does not suffer the same stigma in society as someone who has been a prostitute.
- ✦ The Government must set up a support arrangement for male victims of human trafficking, corresponding to the ROSA project that assists female victims of human trafficking.

Genital mutilation happens

Even though there is no sound documentation of the extent of genital mutilation in Norway, there is no doubt that such abuse occurs. The prohibition in law came in 1996, the Government's first action plan was in 2003 and this year saw the first prosecution for genital mutilation. A married couple has been charged with having genitally mutilated their daughters.

MEASURES

- ✦ The Government must provide sufficient resources for a systematic information gathering exercise in schools and among kindergarten

employees. This will give visibility and status to agents of change and health personnel working on the prevention and treatment of genital mutilation.

- ✦ Countering genital mutilation must become an integrated part of day-to-day health care. The relevant authorities must work on a cross-disciplinary basis to fortify prevention work.

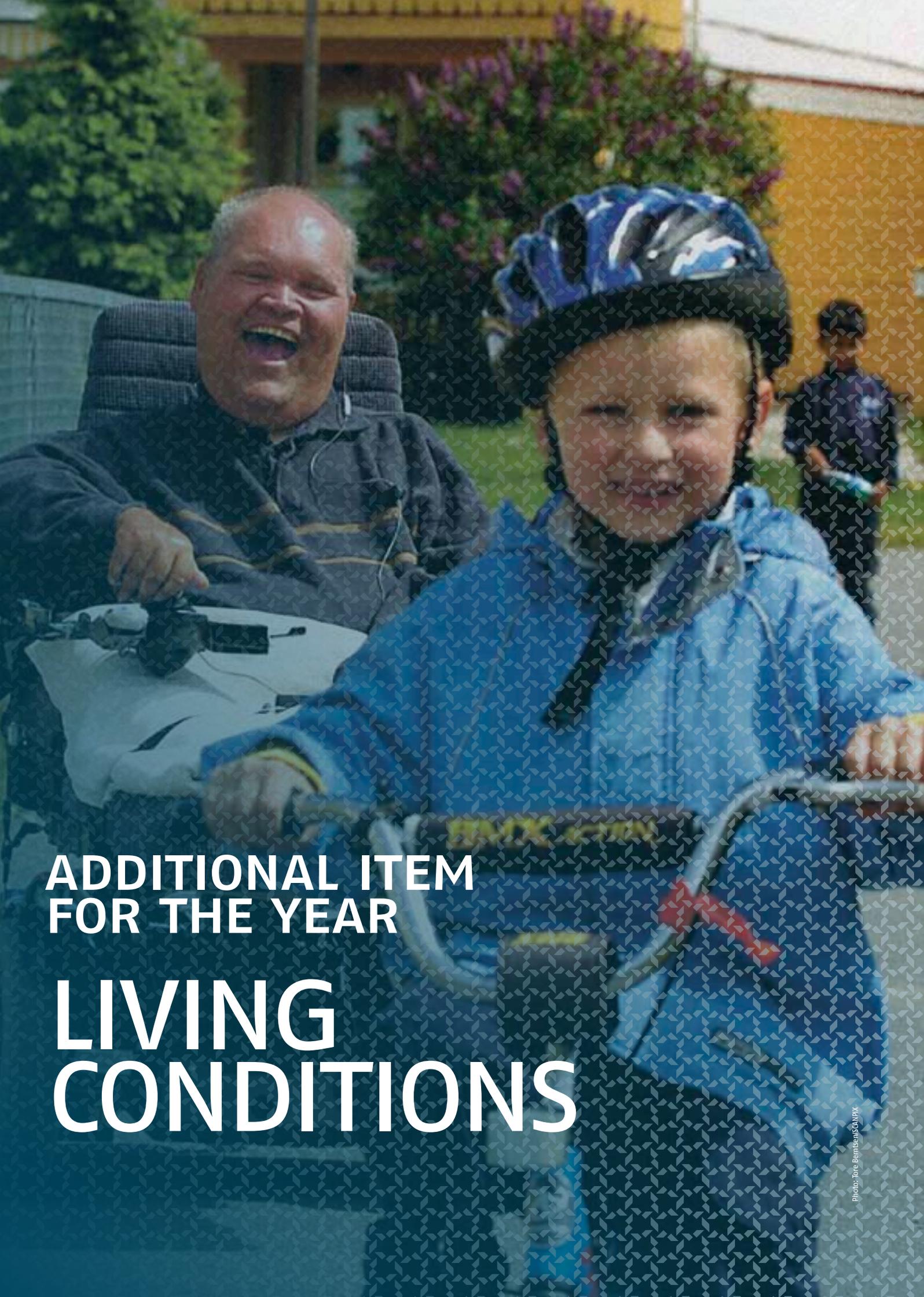
Hate crime must be documented

It is good that the police will now review all cases that are recorded as hate crimes. Reliable documentation in the form of statistics is necessary. It is not acceptable for people to be especially exposed to violence because they belong to minority groups. We must have zero tolerance for hate crime. Investment in long-term work is required, to change attitudes.

MEASURES

- ✦ In the proposal for new criminal legislation, it is proposed to give disabled people legal protection against hateful utterances and discrimination. Under the current criminal code, disabled people are not protected against such breaches of the law. Even though the proposal involves expanding the definition of hate crime, the definition is still too narrow. It ought to be broadened to include gender.
- ✦ Hate crime must be specially recorded. The police must start using methods that already exist for such recording. The police in Norway could draw on the experience of the Swedish police, who have established procedures for recording hate crime.
- ✦ The authorities must provide for preventative steps to change attitudes in society, in schools and in workplace HSE activities amongst other places.





**ADDITIONAL ITEM
FOR THE YEAR**

**LIVING
CONDITIONS**

Discrimination happens in all areas of society. Numbers and analyses show that certain groups in society are more exposed to discrimination than others.

Caring and housework are still unevenly distributed between women and men. Women spend more than twice as much time as men on housework and take nearly 90 percent of parental leave. The father's right to leave is still dependent on the amount the mother works.

Women live longer than men. In return, men have more healthy years. To some extent, men and women are afflicted by different illnesses. There are also differences between the population as whole and the immigrant population in respect of sickness and health. Stereotypes and prejudice amongst health staff can make it difficult for many lesbians and homosexuals to receive medical care.

Organised sport has central role in society and receives significant grants. Sport is good for both health and social life, but not everyone is able to take advantage of what is on offer. People with disabilities and people from immigrant backgrounds take part in organised sport to a lesser extent than others. Bullying and anti-homosexual smear campaigns also make it difficult for many lesbians and homosexuals to be open about their sexual orientation within sport.

“The Government wants to combat all discrimination. All must be entitled to the same opportunities to develop themselves, use their skills and live their lives, regardless of gender, social background, sexual orientation, disability or ethnicity.”

Regjeringen.no, October 2008

Discrimination

Visible immigrant background – increased discrimination

Nearly half of the people with immigrant backgrounds in SSB’s Living Conditions Survey reported that they had experienced discrimination in one or more areas such as in the housing market, working life, education, the health service or restaurants, bars, etc. Somali and Iranian immigrants have experienced discrimination most often and in the most areas. Only one third of respondents from these countries have not been subject to discrimination. Men experienced more negative discriminatory treatment than women (SSB, Report 2008/5).

Discrimination experienced by country background

2005/2006, in percent

Source: SSB

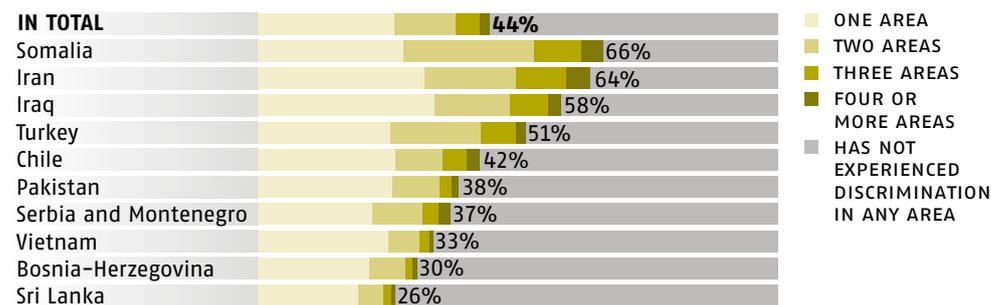


FIGURE 5.1

Visible signs of an immigrant background such as skin colour, or appearance that signals an ethnic background outside Scandinavia, increase the probability of discrimination, according to a survey by IMDi (Report 2-2008). Immigrants most often experience discrimination in the public arena. Many also experience discrimination in working life. Nearly a fifth say that they have experienced discrimination when applying for a new job during the last year.

According to the survey, Africans generally come off worst, especially when applying for jobs and in the housing market. Muslims are also an especially vulnerable group. Eight out of ten respondents were wholly or partially in agreement that Muslims are particularly exposed to ethnic discrimination.

In some areas, such as when applying for work, purchasing and renting property, and at places of work and education, the degree of discrimination experienced reduces in step with increasing years of residence. Length of residence does not have the same effect on the extent of discriminatory episodes in the public arena, such as when in contact

RACISM IN THE MEDIA

One out of five journalists thought that they had heard racist utterances from colleagues during the last six months. Norwegian journalists experience racist attitudes amongst colleagues and the media treats western and non-western immigrants differently. This is what the journalists themselves think, according to a new survey carried out on behalf of the Norwegian Foundation for Investigative Journalism (Stiftelsen for en Kritisk og Undersøkende Presse, SKUP).

1,163 Norwegian journalists were surveyed. That comprises about ten percent of the whole profession.

Source: *Aftenposten* 11 April 2008

PUPILS FROM MINORITY GROUPS EXPERIENCE MOST VIOLENCE

A report by the Union of Education Norway shows that minority group pupils in Oslo schools are more often exposed to violence and bullying by fellow pupils than are ethnic Norwegian pupils. In the new investigation it emerges that minority pupils are exposed to violence at school nearly twice as often as the ethnic Norwegian pupils. Pupils from minorities are also bullied more frequently, both by fellow pupils and teachers, and they feel less safe at school.

Source: NRK, 7 May 2008

YOUNG IMMIGRANTS REGARD THEMSELVES AS BEING NORWEGIAN

A survey of youth in Oslo shows that more and more young people from immigrant backgrounds see themselves as Norwegian. In 1996, 46 percent of young people born in Norway of immigrant parents considered themselves to be Norwegian. In 2006 the number was a full 70 percent.

“A significant proportion of young people from immigrant backgrounds seem to identify themselves with the wider community through seeing themselves as being Norwegian”, says senior researcher Viggo Vestel

Source: Nova.no 31 January 2008

with the police or using public spaces, public transport, banks, post offices and places of entertainment and restaurants.

People who are visibly from immigrant backgrounds are less satisfied with Norwegian public services, and have less confidence in them, than people with a less conspicuously immigrant backgrounds (IMDi 2008).

Discrimination in the public sector

On 6 August 2007 Ali Farah was knocked down in Sofienberg Park in Oslo. The ambulance crew that came left the park after a few minutes without taking Farah with them. This event, and the subsequent debate about racism and discrimination practised by the public authorities, was the reason for the Government promising to survey ethnic discrimination in the public sector. The survey was summed up by LDO. LDO's report deals with the Government's work against, and knowledge of, ethnic discrimination exercised by the public authorities.

16 ministries and 152 subordinate departments sent in reports. One third of the public bodies did not report. The main conclusion in LDO's report is that the State does not take racism and discrimination seriously. The report contains a range of recommendations ('Kartlegging av diskriminering i statlig sektor – første trinn?' – 'Survey of Discrimination in the Public Sector – First Steps?', LDO, 2008).

Sami

The Sami are an indigenous people with traditional areas of settlement in Norway, Sweden, Finland and Russia. Because there is no official registration of who has Sami identity/background, there is no one who knows exactly how many Sami there are. Sami live everywhere in Norway, but the most concentrated areas of Sami settlement are north of Saltfjellet.

In 2007, approximately 38,000 people lived in the core area for Sami in Norway (SSB). The population has reduced since 1990. The core area for the Sami is defined here as the geographical region of application of the Sami Development Fund (Sami utviklingsfond, SUF) north of Saltfjellet. Many Sami live outside the core area and many non-Sami people live within it.

In a 2006 survey of personally experienced discrimination among the Sami, a third reported that they had experienced discrimination and a quarter thought they had been discriminated against because they were Sami. The discrimination reported upon occurred mainly in working life, in places of entertainment and in encounters with the public authorities. Discrimination by public authorities includes lack of language adaptation ('Selvoplevd diskriminering blant Samer' – 'Personally Experienced Discrimination among Sami People'. Northern Research Institute/ Norwegian Institute for Urban and Regional Research (Norut NIBR) Finnmark Report 2006:3/4).

Discrimination against Sami people for other reasons, such as sexual orientation or disability, has not been surveyed. In Report to the Storting No 28 'Samepolitikken 2007–2008' ('Policy for the Sami' 2007–2008) it emerges that up to now homosexuality has been hushed up in Sami society.

THE STATE AND RELIGION

"The majority's view of life influences legislation. Therefore there is a need to ensure there are special arrangements for minorities. Both Norway and France are countries whose laws concerning holy days are characterised by the Christian majority. So special rules are needed to allow religious minorities to have leave to celebrate their own festivals", says researcher Ingvill Thorson Plesner.

When the divide between state and religion is interpreted so that religious utterances are shut out of public arenas and debates, the practical result may be that religious people are discriminated against. The banning of headscarves at school in Turkey and France is an example of this.

Source: *Aftenposten, A-magasinet*
17 October 2008

WILL IMPROVE EVERYDAY LIFE FOR THE SAMI

Through the new Report to the Storting on Sami policy the Government will make the interface between official Norway and the Sami easier, with more Sami at school, better Sami textbooks and more understanding of the Sami language and culture in the public service. All directorates will be required to translate current documents into Sami.

Source: *Aftenposten.no*, 30 May 2008

Population in the Sami Development Fund (SUF) region

SUF: The geographical region for the Sami Development Fund north of Saltfjellet

Source: SSB

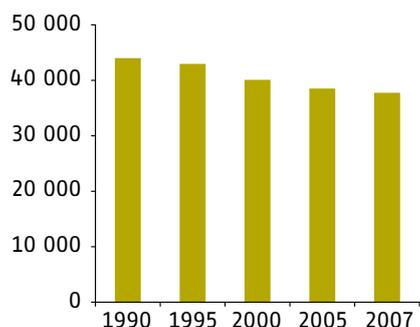


FIGURE 5.2

National minorities

Some groups within the population with long connections with Norway are defined as national minorities. These are the Kvens, Jews, Forest Finns, Roma/Gypsies and Romany people/Travellers. The European Council's Framework Convention on the Protection of National Minorities was prepared and approved to strengthen the protection of human rights in Europe. Norway ratified the Framework Convention in 1999.

Most Jews in Norway are members of the Mosaic faith communities in Oslo and Trondheim, which currently have 1,100 members between them. At present, there are probably between 10,000 and 15,000 people who consider themselves to be Kvens, or of Kven/Finnish descent, in Norway. The traditional group of Roma/Gypsies in Norway probably includes 300 to 400 people, who reside mainly in the Oslo area. There are no certain figures telling us how many belong to the Romany people/Travellers in Norway today. They are probably numbered in thousands. There are reckoned to be several hundred people in Norway who identify themselves as Forest Finns (Report to the Storting No 15, 2000–2001, 'Nasjonale minoriteter i Norge' ('National Majorities in Norway')).

LDO receives several complaints a year from people with Roma and Romany backgrounds about being discriminated against on campsites. These complaints concern refusals of apparently empty places on the campsites themselves and ejection from campsites after a short time. They also complain that the police usually take the side of the campsite owner, when such conflict situations arise.

LDO invited representatives from the Norwegian Hospitality Association (NHO-reiseliv), the police and the Roma/Gypsies' and Romany people/Travellers' Associations to a meeting before the camping season in the spring of 2008. The purpose of the meeting was to exchange experiences and draw attention to the anti-discrimination legislation.

Children from Roma and Romany backgrounds also have a claim to adapted education in primary and lower secondary school. Because families may be out travelling for parts of the year, this is a challenge for the schools. Some schools have worked out arrangements that work, in dialogue with parents, but this does not apply everywhere.

EMBARRASSING LACK OF KNOWLEDGE

There are few minorities in Norway so surrounded by silence as the Jews. Knowledge about the 1,500 Jews who currently live in Norway, their lives, history, culture and contribution to society are, embarrassingly, virtually non-existent.

Source: Debate and Features Editor Knut Olav Åmås in *Aftenposten.no*, 6 September 2008, on the occasion of the opening of the Jewish Museum in Oslo.

"Our practice for the moment is to turn away companies of travellers. Every now and again small families are fitted in, but we have had problems with peace and quiet and payment of campsite hire in the past."

General Manager at Larkollen to VG, 1 July 2008

It helps to complain

Experienced discrimination is not the same as discrimination in the legal sense. In experienced discrimination, the key factor is the subjective perception of the reason for the discriminatory treatment.

People who have experienced discrimination can contact LDO to obtain guidance about their rights. LDO provided legal guidance on 1,007 occasions in 2007. Of these, 545 cases were about gender. 169 cases were linked to ethnicity, skin colour, national origins or descent.

LDO received 152 complaints in 2007. Gender and ethnicity were the two most common areas of discrimination here as well.

In 2007, LDO concluded that the law had been broken in just over half of the complaints linked to gender. Violations of the law were also determined in four out of ten ethnicity cases and in six out of ten age discrimination cases (for more information on cases dealt with by LDO, see the report 'Praksis 2007' ('Practice 2007') on LDO's home page).

Legal guidance cases by basis of discrimination

By number, 2007

Source: LDO

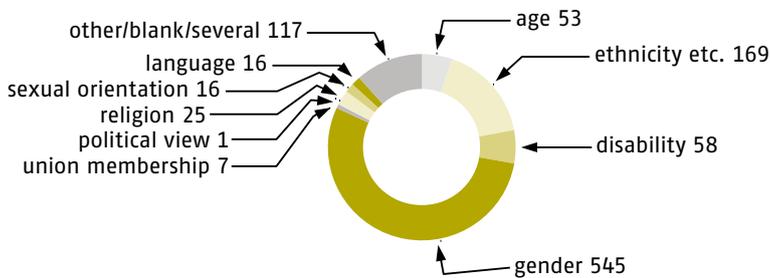


FIGURE 5.3

Legal complaint cases by basis of discrimination

By number, 2007

Source: LDO

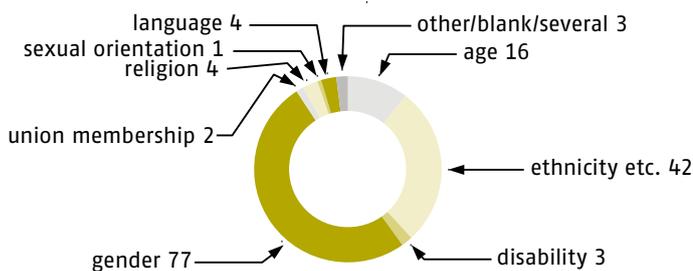


FIGURE 5.4

Laws against harassment and discrimination

The Equality and Anti-discrimination Ombud enforces the following laws:

- The Gender Equality Act, which prohibits discrimination and harassment on the grounds of gender. It applies to all parts of society.
- The Anti-Discrimination Act, which prohibits discrimination and harassment on the grounds of ethnicity, national origin, descent, language, skin colour, religion and philosophy of life. It applies to all parts of society.
- The Anti-Discrimination and Accessibility Act, which prohibits discrimination and harassment on the grounds of disability. It applies to all parts of society. Effective from 1 January 2009.
- The Working Environment Act Chapter 13, which prohibits discrimination and harassment on the basis of sexual orientation, age, political views or membership of an employees' organisation. Only applies to working life.
- The Housing Acts that prohibit discrimination on the grounds of homosexual orientation. The provisions are being altered to provide protection on the grounds of sexual orientation with effect from 1 January 2009.

In addition, there are provisions in the criminal code to prohibit:

- Discriminatory or hateful utterances on the grounds of skin colour, national or ethnic origin, religion, life stance, belief, and sexual orientation or lifestyle.
- Discriminatory treatment on the grounds of skin colour, national or ethnic origin, religion or belief, and sexual orientation or lifestyle.

These provisions are enforced by the police, not by LDO.

Common Marriage Act

The Storting resolved on 1 June 2008 to replace the Act relating to Registered Partnerships and the Marriage Act with a Common Marriage Act for couples of the same or opposite sexes. Norway has had legislation governing registered partnerships since 1993. The new legislation includes giving rights to lesbians and homosexuals regarding adoption, in line with those for heterosexuals. Lesbians also receive the same rights as heterosexual women regarding artificial insemination. The Act is effective from 1 January 2009.

HISTORY-MAKING DECISION

Norway is the sixth country in the world to introduce common, gender-neutral marriage legislation. "This is a historic decision, no doubt about that", says NRK's political commentator Magnus Takvam.

Source: nrk.no, 11 June 2008

Equality in the home

High birth rate

Norway has a high birth rate compared with other western countries, 1.9 children per woman in 2007. The average birth rate for the OECD countries is 1.6 children per woman. The Norwegian birth rate fell sharply at the beginning of the 1970s, at the same time as more women went out to work. Since the beginning of the 1980s the birth rate has risen again to some extent.

The combination of a high level of labour force participation and a high birth rate among Norwegian women hangs together with good pregnancy and care arrangements and broad availability of kindergarten places, making it easier to combine work and children (SSB).

FOLK FESTIVAL ON THE ROOF OF THE OPERA HOUSE

About 2,000 people celebrated the new Common Marriage Act on the roof of the Opera House.

"This is the most poignant experience of my political life and there are very few who have the chance to be a part of something like this. I am struggling to hold back the tears", says Karita Bekkemellem (Norwegian Labour Party – AP).

Source: Dagbladet.no, 20 June 2008

Number of children born per woman

Source: SSB

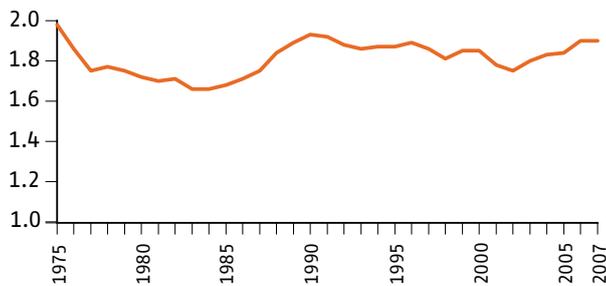


FIGURE 5.5

PARENTAL PAY AND PARENTAL LEAVE

Parental pay is given for 44 weeks at 100 percent pay compensation or 54 weeks at 80 percent, limited to no more than six times the national insurance basic amount, which amounts to NOK 421,536 as at May 2008. Parental pay can be distributed over a period of time, but must be drawn before the child reaches the age of three. Graduated withdrawal of parental pay can be combined with work.

Three weeks before and six weeks after the birth are reserved for the mother. Six weeks of the leave are reserved for the father (the father's quota). The parents can divide the rest of the time between them.

The self-employed have full rights to parental pay, from 1 July 2008.

In the national budget for 2009, the Government has proposed an increase in the father's quota to ten weeks for children born on and after 1 July 2009. Two weeks are added to the total period of the benefit, while two weeks is taken from the part that the parents could formerly divide between them.

FATHERS' RIGHTS

Fathers' rights to paid father's quota are dependent on the mother having been working for a minimum of six of the ten months prior to the birth, in at least a 50 percent position. About 15 percent, or 8,000 of the fathers have the right to paid father's quota according to the rules (NOU 2008:6, 'Kjønn og Lønn' – 'Gender and Pay').

The father's right to paid parental leave over and above the father's quota depends upon the mother working or being a full time student. The mother's right to parental leave is not correspondingly dependent on what the father does.

Source: LDO 2008

Fathers take little parental leave

In 2007, mothers took out 89 percent of the parental pay days. Fathers took out 11 percent and in doing so increased their share by one percentage point on the previous year.

Four out of ten fathers do not use the whole father's quota. Six out of ten fathers with a right to parental pay took out six weeks or more in the first half of 2008. The length of parental leave for fathers varies both with age and geographical location. On average, men's parental leave increases with age. In the age group 50 and above, 67 percent of the fathers take parental leave for six weeks or more. In the age group below 25, 48 percent of the fathers take parental leave for six weeks or more.

In Oslo and Sør-Trøndelag 66 percent of fathers in the county take parental leave for six weeks or more, compared with 43 percent in West Agder.

Seven out of ten fathers choose parental pay at the 80 percent wage level according to the Norwegian Labour and Welfare Organisation (NAV) 2008.

"It is impressive, and important, that dad gets ten weeks with his child. But it cannot be described as equality, while it continues to be the mother's work pattern that determines whether the father can take leave

Arve Juritzen to Dagbladet.no, 9 October 2008

Division of parental pay days

In percent

Source: NAV

	WOMEN	MEN
2007	89	11
2006	90	10
2005	91	9

TABLE 5.6

Men with parental pay by number of days' leave

In percent

Source: NAV

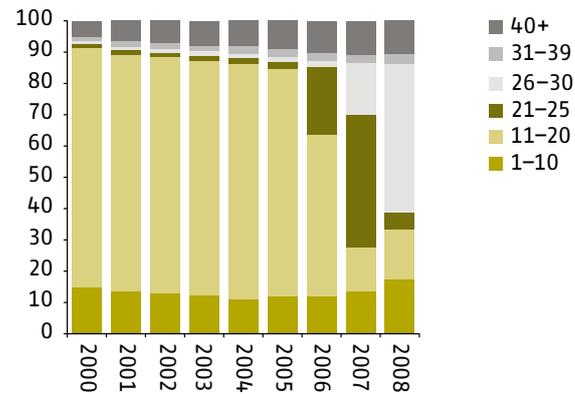


FIGURE 5.7

Better kindergarten coverage

An important factor in increasing equality of opportunity between women and men in working life is full kindergarten coverage. Kindergarten coverage for children aged 1-5 has increased from 80 percent in 2006 to 84 percent in 2007.

Proportion of children aged 1-5 with kindergarten places, as a percentage of all children

Source: SSB

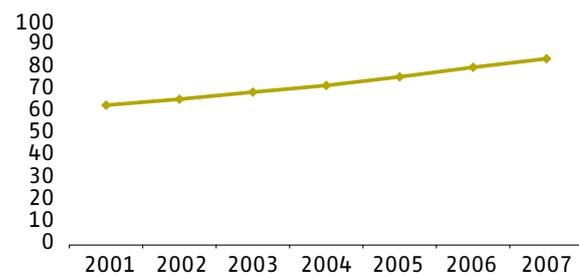


FIGURE 5.8

BRONZE MEDAL FOR FATHERS' LEAVE

In Iceland fathers take out 32.6 percent of the total parental leave. Swedish men take out 21.2 percent. Norwegian fathers wind up half way up the tree with 11.4 percent of the parental leave. Danish and Finnish men are well behind, with 6.2 and 6.1 percent of the leave, respectively. This is shown in new statistics published by the Nordic Council of Ministers.

Source: *Aftenposten*, 12 October 2008

"Many of the men say that mother wants the leave herself. The gain to the mother of being at home on leave longer carries a high price. It is not just a matter of finance, but also that men who spend some time alone with the child participate more in caring for the child later on".

Researcher Helge Svare of The Work Research Institute to *Dagbladet*, 23 February 2008

Children speaking minority languages make up less than eight percent of all children in kindergartens (SSB). There has been an increase of 3,160 in children speaking minority languages between 2006 and 2007. Just over half (51 percent) of minority language children aged 0–5 have kindergarten places, compared with 71 percent of all children in the same age group.

Housework

Women now spend significantly less time on ordinary housework than at the beginning of the 1970s. On average, the time women spend on housework has gone down from four and a quarter hours a day to two hours a day, in this period. On the other hand, men spend more time on housework than previously. In 1971, men spent an average of 38 minutes a day on housework, while in 2000 they spent 51 minutes. Nonetheless, women spend more than twice as much time as men on housework.

According to the survey report 'Gender Equality and Quality of Life – a Norwegian Perspective 2007' (WRI) groceries shopping is the task most widely shared by couples, followed by tidying, cleaning, paying household bills, making food and maintenance. Washing clothes is the least equally shared activity.

Time spent on work at home

In hours and minutes

Source: SSB

	1971		2000	
	WOMEN	MEN	WOMEN	MEN
Housework	4:14	0:38	1:59	0:51
Caring	0:42	0:17	0:44	0:26
Maintenance	0:13	0:41	0:17	0:36

TABLE 5.9

GENDER EQUALITY LEADS TO SUPER RELATIONSHIPS

Men and women who live more equally, defined as meaning that the parties in the main share housework and/or caring for children, have better living conditions in a number of areas. As well as making the relationship between the equal partners more stable, people in this type of relationship have a better quality of life.

Source: 'Gender Equality and Quality of Life – a Norwegian Perspective 2007', Nordic Institute for Women and Gender Research and The Work Research Institute

SCANDINAVIAN MEN TOP OF HOUSEWORK LEAGUE

Whilst men who are married or in live-in relationships in Norway and Sweden do nearly 40 percent of the household work, the contribution is just 25 percent in Italy and Spain. There, the differences are also biggest for families with small children and where both parents are in paid work. The Scandinavian men do a larger part of the typical housework, such as making food and washing up, cleaning, washing and ironing clothes.

Source: SSB 2008

LAUNDRY NOT HANDED OVER TO MEN

The division of housework is changing. Men and women share more and more. But laundry stands out. That is still largely the women's arena.

"I am not surprised, no. The position regarding laundry is confirmed in most European countries and I don't think it will change. The division of work appears to be static", says researcher Ingun Grimstad of The Norwegian National Institute for Consumer Research (Statens institutt for forbruksforskning, SIFO).

Source: *Aftenposten*, 17 March 2008

Health

Women live longer, but have more illnesses

Longevity in Norway is among the highest in the world and continues to increase. Women live four and a half years longer than men, on average. Girls born in 2007 may expect to live for nearly 83 years and newborn boys for all of 78 years. The gap in life expectancy has reduced by a third in the last 20 years. 20 years ago the corresponding figures were 79 and 73 years of age.

“Women have a greater risk than men of dying of heart disease; they may have different symptoms, go for check-ups later and receive different treatment from men. Apart from that, only 30 percent of the participants in heart studies are women.”

Heart specialist Anne Grete Semb of Diakonhjemmet hospital to *Dagbladet* 14 February 2008

Life expectancy for newborn boys and girls 1846–2007

Source: SSB

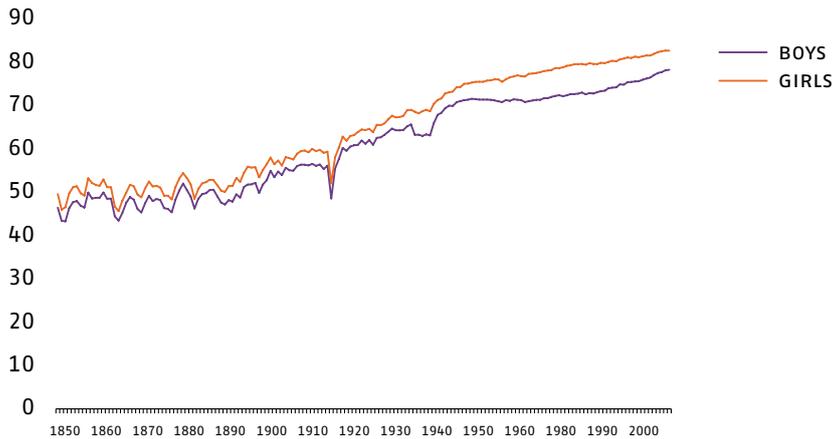


FIGURE 5.10

Assessments of expected years of life in good health show that men do not live so long, but have more years in good health compared with women. Despite women living longer than men, women have on average more illnesses and health problems. More women than men have long-term illnesses, injuries or disabilities. More women than men say that they have a health problem that affects everyday life (SSB, 2007).

Proportion with health problems that affect everyday life to a large/very large extent

In percent, 2005

Source: SSB

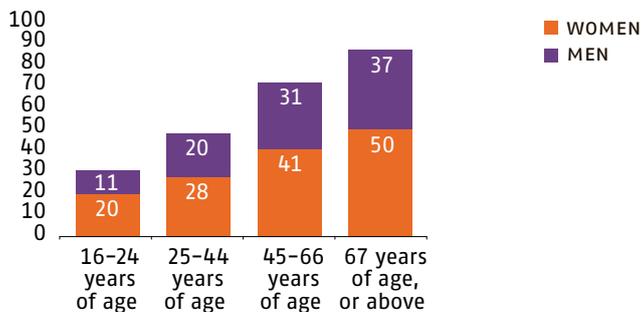


FIGURE 5.11

Men go to the doctor to a somewhat lesser extent than women. Roughly 65 percent of men and 75 percent of women go to their general practitioners (GPs) in the course of one year.

Women go the doctor with arthritis and rheumatic conditions, whilst heart problems and diabetes are commoner among men. High blood pressure is the most usual illness for both women and men who go to the doctor (SSB, 2005).

Proportion who have been to their GPs in recent years

In percent, 2005

Source: SSB

VISITS TO GPs	WOMEN	MEN
Last year	75	65
More than five times last year	18	11

TABLE 5.12

30 years with the abortion law

In 2008 it is 30 years since the Storting passed the Act concerning Self-determined Abortion. Since 1979, women in Norway have been able to decide for themselves whether they want to terminate a pregnancy during the first 12 weeks.

The number of terminations has fallen since the 1980s, and stood at 14,417 abortions in 2006. In particular, the number of abortions among teenagers has reduced. The numbers have been stable in recent years. In round terms, the abortion figures for Norway are on a level with the Scandinavian average (Norwegian Institute of Public Health).

A survey by the Norwegian Institute of Public Health and the hospitals in Oslo ('Folkehelsa 2008' – 'Public Health 2008') shows that ethnic Norwegian women with a low education level are twice as likely to have abortions as better educated women. There is no corresponding relationship between education level and abortion figures among women from immigrant backgrounds. On the contrary, for women from immigrant backgrounds the proportion who have abortions increases with education level. Being unmarried doubles the chance of abortion for women from non-immigrant backgrounds, whilst marital status has little or no effect on the abortion figures for refugees or economic migrants.

Work-related illness

37 percent of the women report feeling physically exhausted at least once a week when they come home from work, compared with 29 percent of the men ('Levekårsundersøkelsen 2003' – 'Living Conditions Survey 2003', SSB).

Work-related sickness is unevenly distributed, both in relation to social status and gender, according to a survey by The National Institute of Environmental Health (Statens arbeidsmiljøinstitutt, STAMI). Nearly half of all employees report having had backache during the last month. 35 percent of men in senior positions with academic work had pains in the small of the back, compared with 66 percent of men carrying out unskilled work. The differences were greater among men than among women (STAMI).

THE NUMBER OF ABORTIONS IS HIGHEST AMONG REFUGEES

Out of 10,000 refugee women, more 1,100 had abortions. Out of more than 100,000 Norwegian women there were 6,000 abortions. A survey by the Norwegian Institute of Public Health and the hospitals in Oslo shows that the number of abortions is even higher among economic migrants than among ethnic Norwegian women.

"Uncertainty about the future and financial weakness may be two of the drivers behind these figures. Other important factors are lack of information about the use of contraception, communication problems and difficulties in finding their way around the health service, says researcher Siri Vangen of the Norwegian Institute of Public Health

Source: Folkehelsa.no
19 September 2008

"The conclusion is clear. People are 'punished' for being on the lowest rung of the social and occupational ladder, in the form of back pain linked to their jobs."

Researcher Ingrid Sivesind Mehlum of STAMI to *Aftenposten*, 11 October 2008

Proportion of employees with various health conditions due entirely or partially to work

In percent, 2003

Source: SSB

	MEN	WOMEN
Feel physically exhausted when they come home from work on a weekly basis	29	37
Feel in low spirits due to criticism or difficulties at work once a month or more often	21	24
Have pains in the neck, shoulders or upper back	11	17
Have pains in the arms, wrists or hands	7	12
Have pains in the hips, legs, knees or feet	5	6
Have difficulty sleeping on a weekly basis due to thinking about work	7	9
Have headaches or migraines	3	8
Have been exposed to accidents at work in the last 12 months	4	2
Number of employees who responded	1,221	1,192

TABLE 5.13

Sickness absence for men is in excess of four percent of the total number of days' work, compared to eight percent for women. Women generally have higher sickness absence than men in all age groups, but the biggest difference is in the fertile years (SSB).

Sickness absence among employees covered by doctors' notes

By age, in percent

Source: SSB

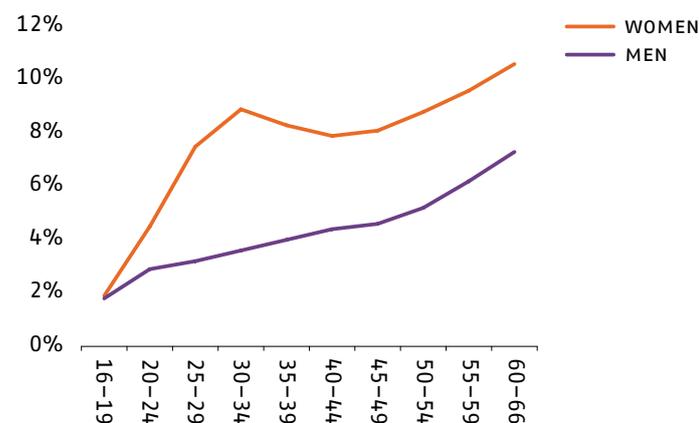


FIGURE 5.14

Injury and sickness caused by an accident at work confer a right to claim occupational injury, in accordance with current rules for occupational injuries compensation. Occupational illnesses resulting from the effects of chemicals, noise and other harmful factors in the working environment may also give a right to compensation. Strain injuries/repetitive strain injuries are not covered by the regulations.

Current rules for occupational injuries compensation mean that it is easier to be awarded compensation in the industrial sector, for example, than in the health sector. Strain injuries are especially widespread in female dominated occupations such as health and care work and cleaning. Occupational injuries that qualify for compensation are more usual in male dominated occupations in industry and in building and construction.

THREE NEW ILLNESSES MAY LEAD TO OCCUPATIONAL INJURIES COMPENSATION

Muscular and skeletal disorders in the knees, shoulders, arms and wrists, suffering from post traumatic stress and injuries to the unborn foetus ought to be able to qualify for occupational injuries compensation, suggests an expert medical committee that delivered its opinion to the Government in June.

It is also proposed that there should be a "safety net", meaning that illnesses that are not on the list of conditions qualifying for occupational injuries compensation may be approved under certain conditions.

Source: NRK, 26 June 2008

THE NEW PROPOSAL IS CRITICISED

Lisbeth Normann in the Norwegian Nurses Association is disappointed because the widespread repetitive strain injuries suffered by women, such as neck and back conditions for example, have not been added to the list of illnesses qualifying for occupational injuries compensation.

"I am afraid that we will have more and more women who experience having work-related illnesses that they cannot get their employers to recognise. They will find that they do not have the same rights as men in the matter of occupational injury. The Government faces a major challenge to its equal opportunities policy here, because we know that nine out of ten occupational injuries compensation awards are made to men."

Source: NRK, 24 June 2008

Disability pensions

More and more people are dropping out of the labour market for health reasons. From the middle of the 1990s and up to the present, there has been steady growth in the number of recipients of disability payments. More women than men have lost their connection with the labour market on the grounds of ‘sickness, injury or handicap’ in the last ten years and there are differences between the genders in respect of the reasons for, and extent of, disability. Among women, muscular and skeletal disorders are the most usual causes of being awarded a disability pension, whilst the commonest reasons among men are mental illness and behavioural disturbance. More women than men have partial disabilities (NAV).

WANTS TO APPLY GENDER TEST TO REFORM

“It is very serious that the majority of women will not get the opportunity to take early retirement. Before the pensions reform is implemented in 2010, a full review of how the reform will work out for women is required.”

Anders Folkestad, Leader of the Confederation of Unions for Professionals, Norway (Unio), to *Dagens Næringsliv*, 24 June 2008

Recipients of permanent disability pensions

By number
Source: NAV

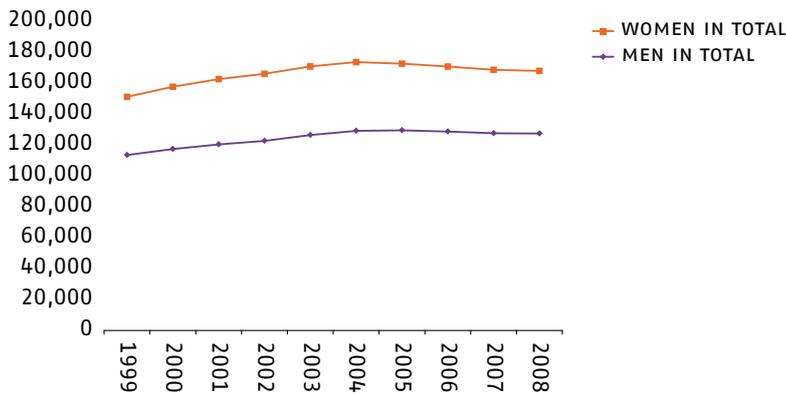


FIGURE 5.15

Immigrants assess their health as worse

People from immigrant backgrounds assess their health as somewhat worse than the population as a whole. While 86 percent of the whole population perceive their health to be good or very good, only an average of 67 percent of the immigrant population is of the same opinion.

In particular, women from immigrant backgrounds assess their health less positively. The perception of good health falls away more sharply with age in the immigrant population than in the population generally.

On average, people from immigrant backgrounds went to the doctor five times because of their own illness, during the last twelve months. The number of visits to the doctor was less than half of this, in the population as whole. In the age group 55–70, nearly half of the immigrant women need an interpreter when visiting the doctor.

Nine percent of the whole population and 27 percent of the immigrant population have mental problems. One in three women from immigrant backgrounds report that they have mental problems, compared with one in four of the men (SSB report 2008/35).

Lesbians and homosexuals from immigrant backgrounds

Many lesbians and homosexuals with immigrant backgrounds perceive their life situation as doubly stressful, in relation to both their ethnic and religious environment and their homosexual environment respectively. They are often subject to conflicting expectations: from Norwegian society, from their families and then from self-imposed demands, including those stemming from religious conviction. This applies regardless of which religion they belong to. The situation may lead to serious identity crises for some individuals (NOVA Report 14/03 'Lesbiske og homofile med innvandrebakgrunn, 2003' – 'Lesbians and Homosexuals from immigrant backgrounds, 2003').

DIFFICULT FOR WOMEN TO INTEGRATE

Immigrant women who play an active part in Norwegian society have a higher risk of mental problems. Women from non-western countries risk problems such as mild depression and anxiety when integrating into Norwegian society. One possible explanation may be that social integration in western countries challenges traditional non-western female gender roles to a greater extent than the traditional gender roles of men are challenged.

On the contrary, researchers have found a clear positive correlation among non-western men between integration and good mental health.

Source: Forskning.no, 10 April 2008

INTERPRETERS NOT USED SUFFICIENTLY

A countrywide survey of general practitioners shows that relatives often appear, instead of interpreters. This weakens patient cooperation and leads to patients leaving out information, due to the presence of the relative.

Source: 'Fastleger og tolktjenester, 2007' – 'General practitioners and interpreting services, 2007', IMDi and the Norwegian Directorate for Health and Social Affairs

RACISM IN THE HEALTH SERVICE?

As health practitioners we must have the courage to take up issues and pose questions about our own attitudes and behaviour, including whether more concealed forms of racism may be present in the system

Source: The Norwegian Medical Association (NMA) Status Report 2008

Lesbians' and homosexuals' encounters with the health service

Support from the health service may be an important counterweight to repression and contribute to reinforcing and mobilising an individual's own strength when sexuality is being worked out and consolidated. Conversely, stereotypes and prejudices may be communicated in encounters with the health service in a way that contributes to making health problems worse. For example, it is important that health staff do not take it for granted that all patients are heterosexual. The stronger the hetero-normative signals are, the less room there is for lesbian or homosexual patients to be themselves. Stereotypes and prejudices about lesbians and homosexuals are widespread in the health service, as they are among people generally (Kirsti Malterud, Senior Researcher at the Research Unit for General Practice in Bergen and Hanne Børke-Fykse, social worker and Project Manager for Rosa Kompetanse – a funded project aimed at improving the relationship between the health service and lesbians, homosexuals, transsexuals and bisexuals – 2008).

TO BE ACCEPTED AS YOU ARE

Research results seem to indicate that homosexuals and lesbians are still marginalised and discriminated against in Norway, and that the social pressure may contribute to mental suffering and increased risk of suicide in this group of the population. To be accepted as one is can make a big difference for those seeking help for health problems.

Source: The Norwegian General Practice Association during the primary care week, 2008

Sport

Women are physically more active than men

More women than men train or take exercise once a week or more. In the last 20 years the difference in activity between women and men has grown somewhat. The biggest difference is in the age group 51–65, where 69 percent of men and 80 percent of women are active, according to a survey by the Norwegian School of Sport Sciences (Norges Idrettshøgskole, NIH) in 2008.

Physical activity one or more times a week

Source: Norsk Monitor (environmental journal)

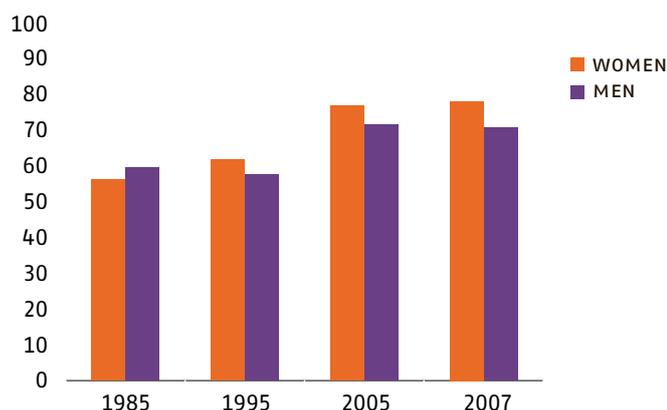


FIGURE 5.16

Figures from the Norwegian Olympic and Paralympic Committee and Confederation of Sports (Norges idrettsforbund og olympiske og paralympiske komite, NIF), the country's largest voluntary organisation with 1,556,281 members in 2007, show that women are in the minority in organised sport.

Men comprise 61 percent of the membership of NIF in 2007 and women 39 percent. On the basis of the numbers for physical activity in the population, there are very many physically active women who are not members of a sports club. The proportion that are members of a sports club reduces more sharply for women than for men, as age increases.

More women than men say that they train in a gym (Norsk Monitor 2007).

Physical activity one or more times a week

In percent, by age, 2007

Source: NIF

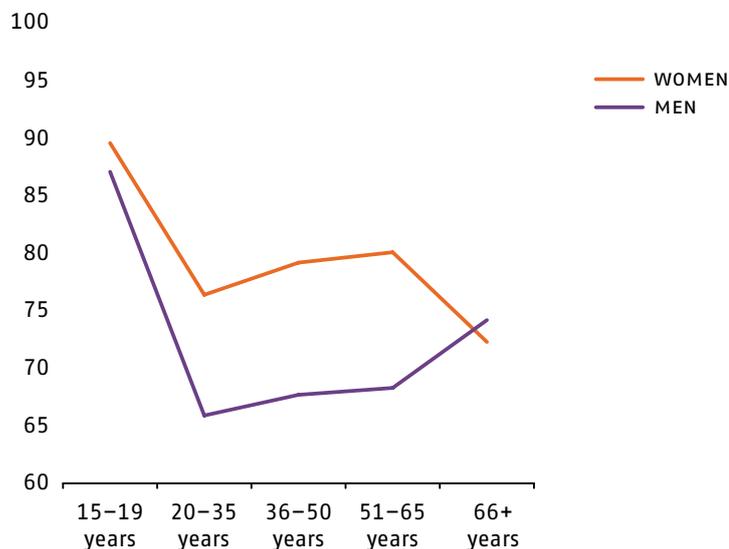


FIGURE 5.17

Football is the largest sport in Norway. Football is also the largest female sport, with 106,754 active women. They make up 29 percent of all footballers. Other sports that have many male members are skiing, golf and handball. Handball, skiing, physical fitness training and gymnastics are the next largest female sports. Men are spread out over more sports than women.

“There are far too many old bags in football. There is a lot of gossip and so on. Much more than I thought. Lots of chat. I say it often – there’s lots of chat here.”

Raymond Johansen, Under Secretary and Chairman of the Board of Vålerenga Football to NRK, 1 February 2008

Active women and men in the ten largest sports in Norway

Source: NIF 2007

	IN TOTAL	WOMEN	MEN	FEMALE PROPORTION
The Football Association of Norway	368,535	106,754	261,781	29%
The Norwegian Ski Association	161,765	65,877	95,888	41%
The Norwegian Federation of Company Sports Clubs	146,721	44,882	101,839	31%
The Norwegian Golf Federation	107,592	29,271	78,321	27%
The Norwegian Handball Federation	100,600	69,057	31,543	69%
The Norwegian Physical Fitness and Gymnastics Federation	85,089	63,045	22,044	74%
The Norwegian Athletics Federation	46,420	20,789	25,631	45%
The Norwegian Swimming Federation	43,619	22,301	21,318	51%
The Norwegian Multisport Federation	30,521	24,648	5,873	81%
The Norwegian Martial Arts Federation	28,338	9,166	19,172	32%

TABLE 5.18

17 out of 56 individual sports federations have an even gender balance with at least 40 percent of active members of each sex. Ten federations have a very uneven gender balance, with over 80 percent of the members being of the same sex. Nearly 60 percent of the women participate in sports with even gender balance, compared with 29 percent of the men.

Proportion of active participants who are members of individual sports federations with even gender balance

In percent
Source: NIF

	WOMEN	MEN
2007	59	29
2006	57	30
2005	57	30

TABLE 5.19

Mainly male trainers and managers

The proportion of women on the boards of the individual sports federations in NIF is 38 percent in 2008. There has been an increase from 22 percent in 1990. The proportion of female presidents is 18 percent in 2008.

In 2006, there was a total of 2,451 honorary positions on 256 committees in the individual sports federations. Women occupied 27 percent of the honorary positions and 21 percent of the committees were chaired by women.

The proportion of female members of the election committees is 34 percent in 2008. Women chair 19 percent of the election committees.

Elite sportswomen usually have male trainers. Of 265 trainers in 2006, 22 (eight percent) were women. The women trainers were spread across 12 sports. In 1984, 14 percent of the federations' trainers were women (Fasting 1984).

Sport for all?

Research shows that women are exposed to sexual harassment, and that both girls and boys and women and men are vulnerable to anti-homosexual smear campaigns and bullying within organised sport. In general, there is little candour about homosexuality at all levels of organised sport and little is done to prevent anti-homosexual jibes (LDO and NIH 2008).

Based on a survey of elite sportswomen, which showed that 28 percent of them had experienced sexual harassment in one form or another, the Board of the Sports Federation published a brochure entitled 'Retningslinjer mot seksuell trakassering i idretten' – 'Guidelines for combating Sexual Harassment in Sport'.

The project 'Med idretten mot homohets' ('With sport against anti-homosexual smear campaigns') was started in 2007 by NIF in collaboration with Norwegian People's Aid (Norsk Folkehjelp) and the National Federation of Lesbians, Homosexuals, Bisexuals and Transsexuals (Landsforeningen for lesbiske, homofile, bifile og transpersoner, LLH). The aims are to develop tolerance and

SELF-IMPOSED DEMANDS CONCERNING GENDER REPRESENTATION

In NIF, both genders must be included when electing or appointing representatives to annual meetings, assemblies, boards, councils and committees, etc.

The composition must be proportionate to the gender distribution of the membership, with the caveat that there must be at least two representatives of each gender on boards, councils, committees, etc., with more than two members. The Board of NIF can make exceptions to this regulation in special circumstances.

Source: NIF's Constitution
1 January 2008

JUST ONE FEMALE TRAINER IN THE OLYMPIC GAMES CONTINGENT

Nine out of ten trainers employed in sport are men. The proportion of women was higher 25 years ago. Handball trainer Marit Breivik is the only female trainer in the Olympic Games contingent. Amongst the athletes the situation is the opposite: the contingent consists of 53 women and 32 men.

Source: NIH and LDO 2008

"If there are players, trainers or others who hold forth in a way that can be taken as anti-homosexual smearing, we must, as the Board of the Association, say that we do not accept this and crack down on it. At the moment we stay as quiet as mice and hope that it all goes away."

Football Association Vice President
Eirin Sund to NRK, 26 September 2008

understanding, to create recognition of the equal value of every individual and to avert discrimination, harassment and smearing. The project's purpose is to negate and combat discrimination based on sexual orientation at the local, regional and national levels by preventing and fighting against anti-homosexual smear campaigns and homophobia in organised sport.

According to a survey in 2003, most lesbian, homosexual and bisexual sportspeople think that it is impossible to be open about their sexual orientation and also have a sports career. The sports environment is seen as very homophobic (Heidi Eng, *Sporting Sexuality: Doing Sex and Sexuality in a Norwegian Sport Context*, 2003). Until recently, there have been very few openly homosexual sportsmen at the top of their sports and sport has also been criticised in the media for being homophobic and unwilling to get to grips with the problem.

The NIH survey shows that there is a lack of knowledge about these problems at all levels in organised sport.

A survey of 11,500 young people in Oslo aged 14–17 (Nova Report 2/07) shows that youth with two foreign parents are under-represented as members of sports clubs. A quarter of youngsters from immigrant backgrounds were members of sports clubs at the time of the survey, compared with half of young people generally. Among those who have been involved in sport, dropping out is much higher amongst young people with immigrant backgrounds.

Girls are generally less active than boys as far as organised sport is concerned. The differences between genders are greater, among youngsters from immigrant backgrounds. Of those from such backgrounds who participated in the Oslo survey, only 16 percent of girls took part in organised sport, whilst 42 percent of boys did so.

The number of active members with disabilities in the sports clubs has increased from 6,200 in 2002 to nearly 10,000 in 2007 (NIF, Annual Report 2007).

Norway's Disabled Sports Federation was dissolved on 1 September 2007, after the individual sports federations had resolved to take over responsibility for sport for people with disabilities. There is a lack of information about how well this integration policy has worked in practice, according to NIH (2008).

There are big differences between the individual sports federations concerning adaptation for disabled people. According to NIH, the general impression is that adapting for disabled people, and including them, is seen as more difficult for adult athletes than it is in the case of children.

HAMMERSENG CHALLENGES "MACHO MEN"

National handball players Gro Hammerseng and Katja Nyberg have long been open about their relationship. In the past, Hammerseng has especially encouraged homosexual men in so-called "macho" sports to come out.

Source: ABC News, 27 November 2007

"I have never been so nervous in my life. But the reactions I got were entirely positive. Everyone has come up to me and said that it was bold of me to come out, which then means I have the confidence to take it a stage further. I am in an environment that consists almost entirely of heterosexual men, and that makes it difficult to know how they will react. I had been afraid of the reactions, I had dreaded saying it out loud and I felt that I had not been able to be 100 percent myself."

Handball player Are Grongstad to *Østlendingen*, 19 September 2008, after he came out as a homosexual.



TOP MARKS

The Government for passing two important Acts:

- ∞ The Common Marriage Act for couples of the same or opposite sexes.
- ∞ The Anti-Discrimination and Accessibility Act that gives people with disabilities legal protection against discrimination. The Act also contains an accessibility section that creates a duty of universal design for the community's physical meeting places and surroundings.



BOTTOM MARKS

The Government – for killing off the Equal Pay Commission's proposal about dividing parental leave into three before it was sent out for consultation.

THE OMBUD'S OPINION IS...

Discrimination

Continuous effort is required in the work against racism and discrimination. Procedures and measures to progress equal opportunities and diversity, and to combat racism and discrimination, must be included as a part of ordinary business and service delivery in all undertakings. Discrimination risk must be assessed in line with other working environment risks. Procedures for dealing with harassment cases must be known and must be followed up throughout the organisation.

The authorities are responsible for ensuring that there is good protection against all forms of discrimination. Prohibition of discrimination on the grounds of a age is currently restricted to working life and discrimination based on sexual orientation is only regulated by law in two areas of society, namely at work and in the property market.

MEASURES

- ∞ The legislation must be amended so that discrimination on the grounds of age or sexual orientation are prohibited in all areas of society, in the same way as discrimination on the grounds of gender, ethnicity, religion or disability.
- ∞ The Government's new action plan against racism and discrimination must contain concrete and quantifiable measures against discrimination in public undertakings. Resources must be secured to implement the plan when it comes into effect in 2009.
- ∞ Municipalities should prepare local action plans to promote diversity and equal value and prevent discrimination.
- ∞ In dialogue with the organisations representing the Roma and Romany population, The Confederation of Norwegian Enterprise (Næringslivets Hovedorganisasjon, NHO) and the police must put in place measures to prevent discrimination on campsites, as well as other places.
- ∞ The authorities must provide for more research into discrimination against the Sami.

Equality in the home

Men must have an independent right to accrue the father's quota and parental leave in line with women. Parental leave should be divided in three. A more equitable division of parental leave will give greater equality, both at home and at work.

Evaluations show that the cash support scheme hinders equality. It is mainly women who make use of the scheme. Labour market participation among women with children aged 1–3 has gone down somewhat. The cash support scheme contributes to cementing the traditional division of labour between women and men.

MEASURES

- ⌘ Dividing the parental leave into three, with one part to the mother, one part to the father and a third part that the parents can divide between them.
- ⌘ Independent right of accrual of the father's quota and parental leave for men.
- ⌘ The national insurance payments ceiling must be increased to 8Gs (National Insurance basic amount each worth NOK 70K approx in 2008), so that fewer families will lose by the father taking out more of the leave.
- ⌘ The cash support scheme must be removed.

Health

The health service must ensure that all patients receive an equal offer regardless of gender, ethnic background, age, disability or sexual orientation. The health service must have procedures that ensure good communication, including those patients who have inadequate Norwegian language skills and need interpreters.

The occupational injuries regulations must take greater account of women often suffering different types of occupational injury from men. At present, the occupational injury regulations are skewed towards the injuries that are most widespread in male-dominated occupations.

MEASURES

- ⌘ The occupational injuries regulations must be broadened. Repetitive strain injuries that are widespread in female-dominated occupations must be included in the scheme to a greater extent.
- ⌘ The training of health practitioners must impart knowledge about how health and illness are perceived in various groups of the population.

- ⌘ Health staff must know about the challenges posed by lesbians and homosexuals in their encounters with the public health service.
- ⌘ The public health service must arrange to have qualified interpreters available to ensure good communications with all patients. The guidelines for the use of interpreters in the public sector must be made better known and all written information must be translated into a language the patient understands.

Sport

Sport must offer activities that include everyone. Sport is good for health and also functions as a social meeting place. Significant public resources are transferred to sport every year. At present, there is a lack of information about who participates in organised sport and who has the chance to take part.

We know that there are systemic imbalances in participation. People from non-western backgrounds, especially girls, take part in sports clubs' activities to a lesser extent than ethnic Norwegians. It is important for the clubs to assume responsibility for the integration and recruitment of people with disabilities. Information is needed about what is offered and the level of participation, because the funding for integrating the disabled is included in the grant framework for the individual sports federations.

Despite active work being done to reduce harassment and smear campaigns in sport, there are big variations between the individual sports federations. Sport needs to create more candour about sexual orientation and take the prevention of anti-homosexual smear campaigns more seriously.

MEASURES

- ⌘ The authorities must set constraints on the use of funds provided for the integration of under-represented people into organised sport. This must include reporting requirements in respect of the achievement of targets. The federations must also carry out targeted activities, communicate experiences and evaluate measure whose purpose is to draw in groups whose participation is limited.
- ⌘ NIF must contribute to increased consciousness of equality and diversity problems at all levels. They must also arrange for all individual sports federations to introduce written ethical guidelines that express zero tolerance for harassment and smear campaigns.





Equality and Anti-discrimination Ombud

The Ombud shall oppose discrimination and promote equality regardless of factors such as gender, ethnicity, disability, language, religion, sexual orientation and age. The Ombud is professionally independent, but is administratively placed under the Ministry of Children and Equality.

The Ombud was established on 1 January 2006. The former Centre for Equality, the Equality Ombud and the Centre Against Ethnic Discrimination (Senter Mot Etnisk Diskriminering, SMED) are now part of the new Ombud.

The Ombud's promotional work shall contribute to increased equality. This includes:

- ✦ Uncovering and pointing out conditions that counteract equality and equal treatment
- ✦ Contributing to increased awareness and pushing for changes in attitude and behaviour
- ✦ Providing information, support and guidance in the workplace to promote equality and fight discrimination
- ✦ Providing advice and guidance with regard to ethnic diversity at work to employers in the public and private sectors
- ✦ Imparting knowledge and developing documentation about equality and supervising the nature and scope of discrimination
- ✦ Acting as a meeting place and information centre that helps to arrange cooperation between relevant participants

The Ombud shall enforce:

- ✦ The Gender Equality Act
- ✦ The Anti-Discrimination Act
- ✦ The chapter on equal opportunities in the Working Environment Act
- ✦ The non-discrimination clauses in the housing legislation
- ✦ The Anti-Discrimination and Accessibility Act, which prohibits discrimination and harassment on the grounds of disability (valid from 1 January 2009)

The law enforcement role of the Ombud includes making statements in connection with complaints regarding violations of laws and regulations that are within the working scope of the Ombud, and providing advice and guidance concerning this legislation.

Anyone who feels they are being discriminated against should be able to present their case to the Ombud, who will ask for information from both parties, carry out an impartial assessment of the case and make a statement about whether discrimination has taken place. The Ombud's statement may be appealed to the Equality and Anti-Discrimination Tribunal.

The Ombud also has a duty to provide guidance in discrimination cases that are not within the Ombud's scope, e.g. in cases on the reporting of racially motivated crimes, dismissal cases that are processed according to other rules than the equal opportunities section of the Working Environment Act, or applications for free legal aid.

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