

WELCOME TO DAY 1 WORK-SHOP

Main agenda:

Introductions from

Portugal, Iceland and Norway



FIRST SESSION

Welcome by/Hanne Bjurstrøm (Equality and Anti-Discrimination Ombud)

Introduction exercise by/Inger Eline

WHAT DO YOU KNOW ABOUT NORWAY

1. How many countries in the world have a longer coastline than Norway?
2. Where in the kingdom of Norway can you find polar bears?



OLYMPIC GAMES

3. Norway has arranged the Olympic Winter Games twice.

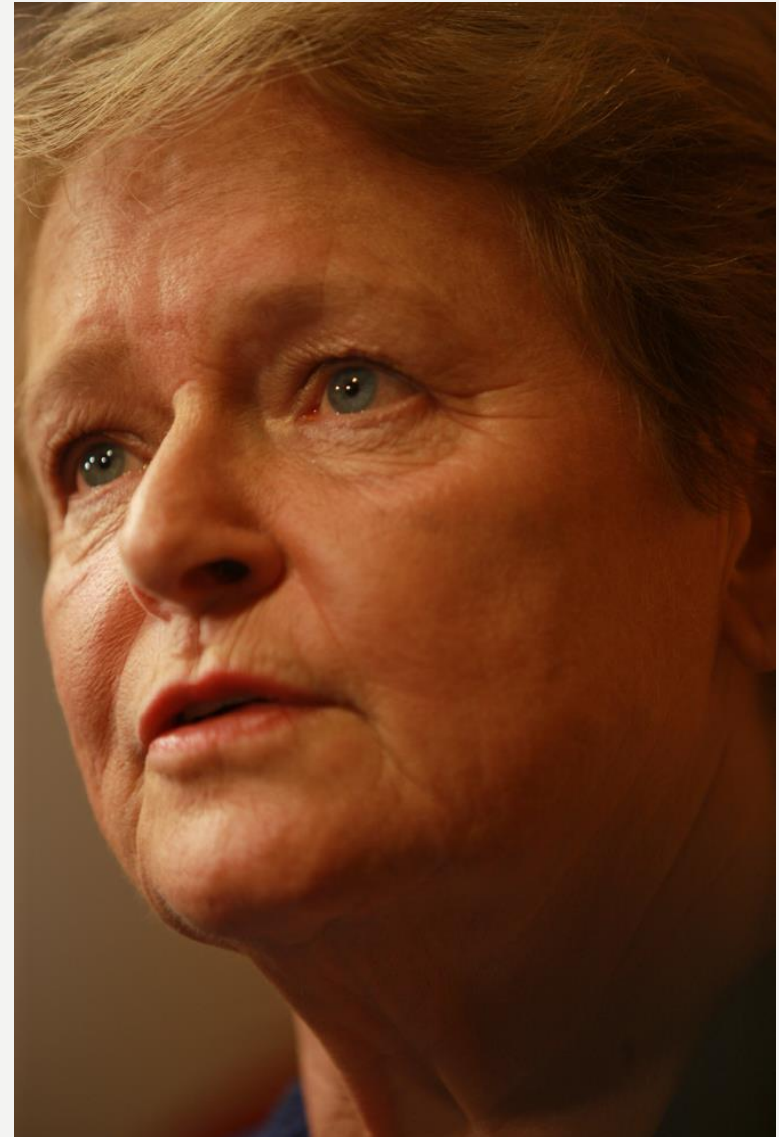
Do you know the names of the host cities?



GENDER EQUALITY

4. She was the first female prime minister in Norway and also the leader of the WHO from 1998 – 2001. Her name?

5. Norway only has one gendered work title left, can you guess which on?



THE EQUALITY AND ANTI-DISCRIMINATION OMBUD

6. Norway has many "ombud". Can you guess whether the LDO is the largest, second or third largest when it comes to staff

7. The LDO has had a big campaign the last few years. Is that about domestic violence, equal pay or sexual harassment?



SECOND SESSION

10.00 - 10.30 Introduction from Portugal

THIRD SESSION

10.45 - 11.15 Introduction from Iceland

LAST SESSION

11.25 - 11.55 Introduction from Norway

11.55 - 12.55 Comments and sum up

THE EQUALITY AND ANTI-DISCRIMINATION OMBUD

Situated in Oslo

40 employees

Policy enforcement

Monitoring UN-conventions on gender, race and on the rights of persons with disabilities

Guidance of individuals and employers on equality in work-life including guidance on active measures and reporting

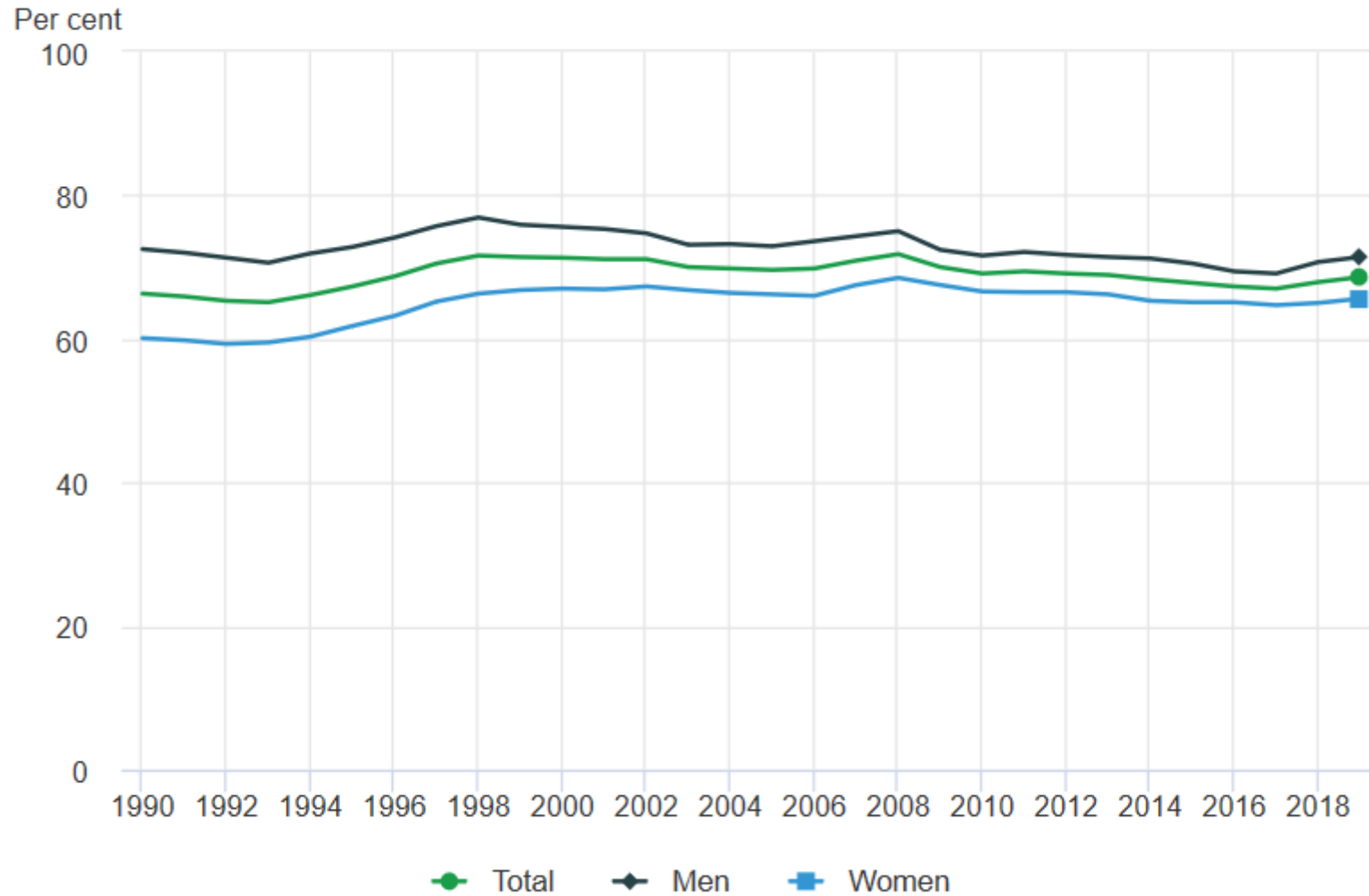
GENDER EQUALITY IN NORWEGIAN LABOUR MARKET

WHERE ARE WE IN 2020?

The Norwegian context

- Women's entry into the labour market
- Women work more part-time than men 36,4 percent (Statistics Norway 2020)
- 87,6 percent of men's wage (Statistics Norway 2020)
- Gender segregated labour market

Figure 1. Employment rate, persons 15-74 years, 3rd quarter



Source: Labour Force Survey, Statistics Norway.

THE NORWEGIAN LABOUR MARKET

590 810

virksomheter i Norge per 1. januar 2020

THE NORWEGIAN LABOUR MARKET

Antall virksomheter etter størrelse			
	2020		Endring i prosent
	Antall virksomheter	Prosent	2019 - 2020
Alle størrelsesgrupper	590 810	100,0	1,5
Ingen ansatte	387 923	65,7	2,1
1-4 ansatte	100 326	17,0	0,7
5-9 ansatte	41 438	7,0	-0,7
10-19 ansatte	30 051	5,1	0,1
20-49 ansatte	21 062	3,6	1,4
50-99 ansatte	6 334	1,1	0,1
100 - 249 ansatte	2 831	0,5	2,3
250 ansatte og over	845	0,1	3,8

THE NORDIC MODEL

- Characterized by strong social partners regulating the labour market without interference from the state
- Collective agreements
- Wage formation
- Equality as an important value in the model

A GENDER SEGREGATED LABOUR MARKET

- Horizontal gender divide in the labour market (sectors)
- Vertical gender divide in the labour market (hierarchy)

Why is it important to break up these structures?

1. Limiting choices for the individual
2. Businesses are recruiting from only half of the population
3. The quality of public services
4. The economic benefits still falls unproportionally towards men

THE TOOL BOX

ACTIVITY DUTY OF EMPLOYERS

- Act relating to equality and a prohibition against discrimination strengthened 1.1.2020
- All Norwegian enterprises are expected to make active, targeted and systematic efforts to promote equality and prevent discrimination
- All employers with these obligations are set to issue a statement on the actual status of gender equality in their undertaking

THE ACTIVITY AND REPORTING DUTY - ARP

Consists of 2 parts.

Part 1: The activity duty.

- Small to medium organisations adhere to a generalised duty.
- Larger (50+ or 20-50) organisations adhere to a specified active measures process in addition.

Part 2: The reporting duty.

- Only concerns the larger organisations
- Officially account for their current equality situation, and the active measures carried out.

PT.1 GROUNDS

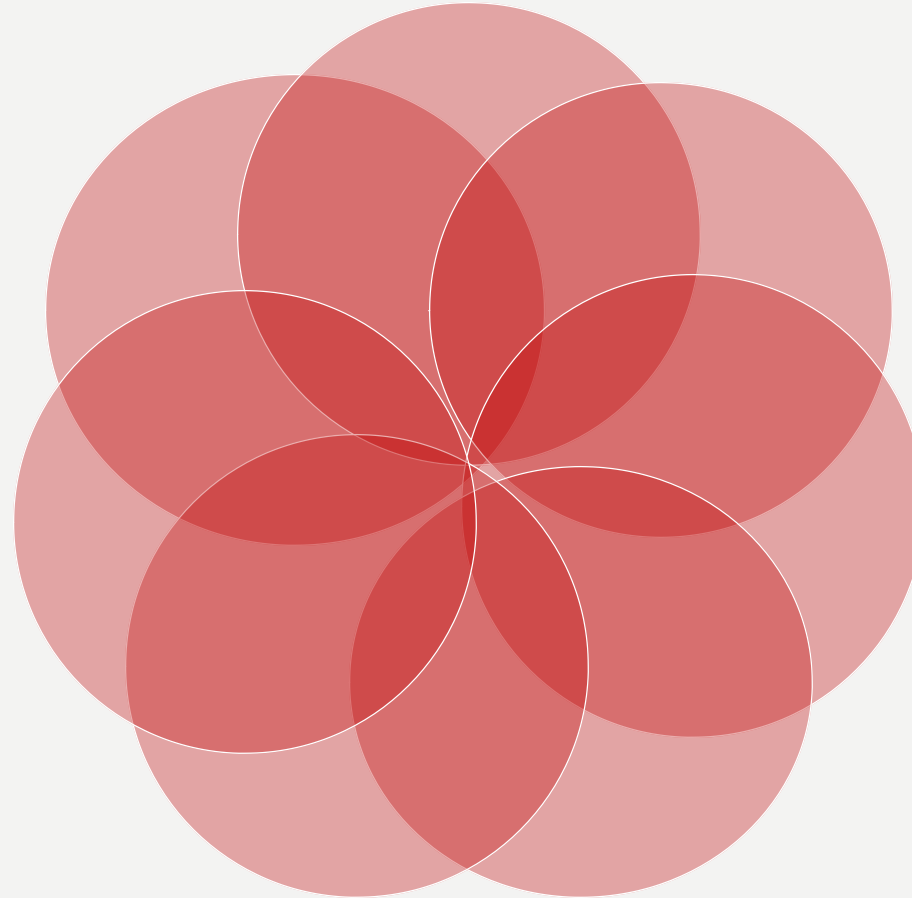
Gender

Disability

Sexual
orientation

Gender identity
Gender expression

Religion
Belief



Pregnancy
Parental leave
Adoption

Caretaker tasks

Ethnicity

Seek to hinder
harassment, sexual
harassment and gender
based violence.

PT.1 AREAS

Recruitment

**Payment and
benefits**

Promotion

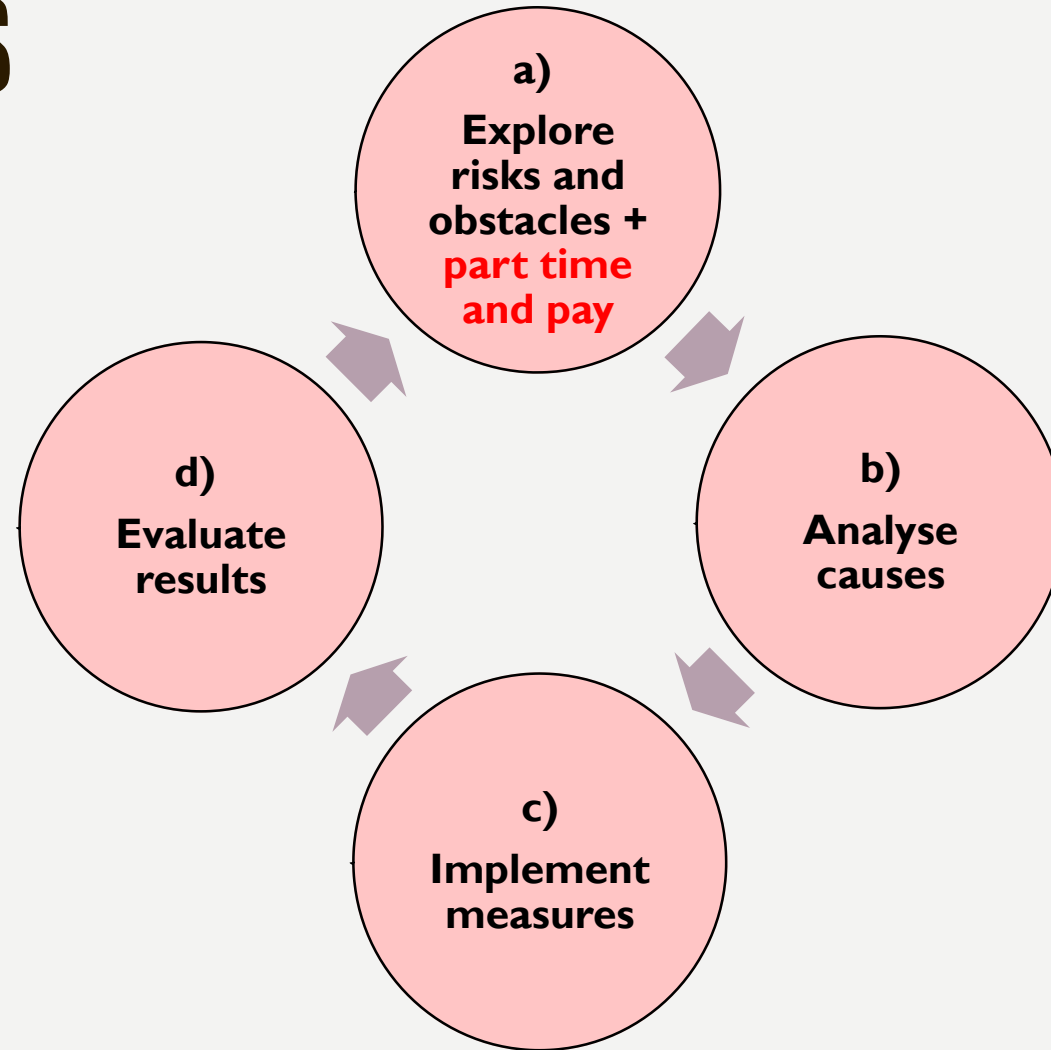
**Development
/ training**

Facilitation

**Work family
combination**

**Work
environment**

PT.1 THE SPECIFIED ACTIVE MEASURES PROCESS



PT.2 THE CURRENT EQUALITY SITUATION

Minimal annual requirements

- Gender balance
- Share part time employees
- Share of parental leave
- Results from payment mapping*
- Results from mapping of involuntary part time

} Every other year

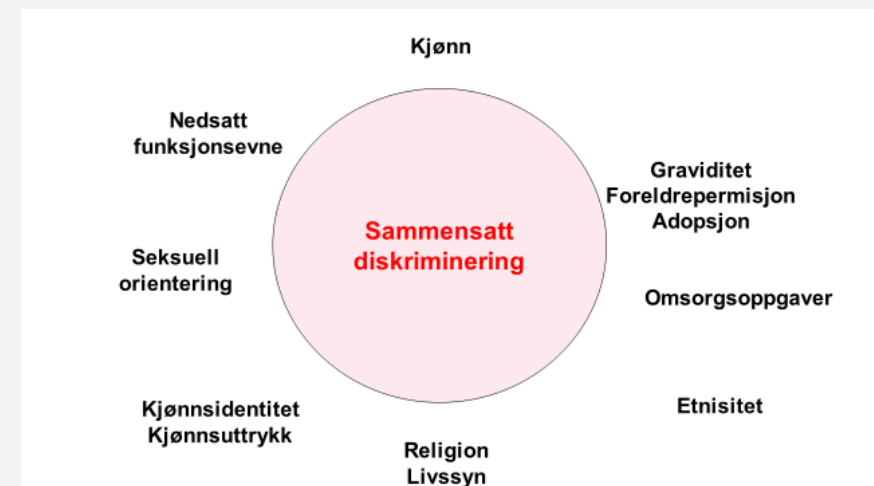
PT.2 THE PAYMENT MAPPING

Categories	Women	Men	Women's share of men's pay (avg.)	Other benefits
Management level 1	27% (3)	73 % (8)	90% 800 000/889 000	No difference
Management level 2	37,5% (9)	62,5 % (15)	95% 750 000/790 000	No difference
Special advisor	50% (20)	50% (20)	95% 550 000/580 000	No difference
Advisor	60% (60)	40% (40)	101% 490 000/485 000	No difference
Total	53% (92)	47% (83)	98,3% 675 000/686 000	No difference

PT.2 REPORT ON ACTIVE MEASURES CARRIED OUT

Report in prosa text

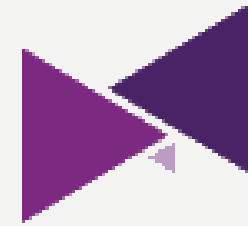
- Principles, procedures, standards
 - Who, when, how
- a) Explore risks and obstacles
 - b) Analyse causes
 - c) Implement measures
 - d) Evaluate results



HOW IS IT ORGANISED?




- Governs the active measures duty
- Police the active measures duty, no punitive measures.
- Governs the reporting duty.



- The Anti-Discrimination Tribunal police the reporting duty, with access to punitive measures to stop, correct and sanction with monetary fines.

SOME CHALLENGES TO BE OVERCOME

- Many organisations do not know of the revised legislation, nor do they comply.
 - Long lead time until we can make real any threats of sending cases to the Tribunal.
 - Information gap between the Ombud and Tribunal – we advice they police.
 - What is our agenda, when we both advice and police?
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STANDARDISATION AND CONTROL VS. EFFECT AND IMPACT?

- BUFDIR is officially responsible for developing standards and tools.
- What about private vendors developing compliant, effective and user friendly tools?
- Does more active parties means more focus on unfounded pay gaps and transparent remuneration policies?
- If you can't describe what you are doing as a process, you don't know what you are doing.

