

Implementation and monitoring of the Norwegian law on active measures and equal pay

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Agenda

- > About Bufdir
- > Gender pay gap in Norway
- > Legislation
- > Employers' duties to promote equality
- > Tools to implement and monitor employers' duties in the Equality Act

Bufdir has a cross-sectorial responsibility on several grounds of discrimination



Bufdir promote equality by:



Develop and disseminate knowledge, statistics and analysis about gender (in)equality



Develop and carry out action plans and measures



Give advice to public authorities about their duty to make active efforts on gender equality



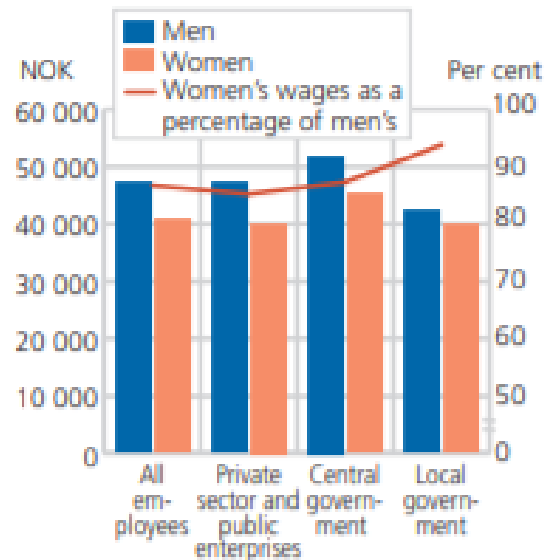
Distribute grants for projects



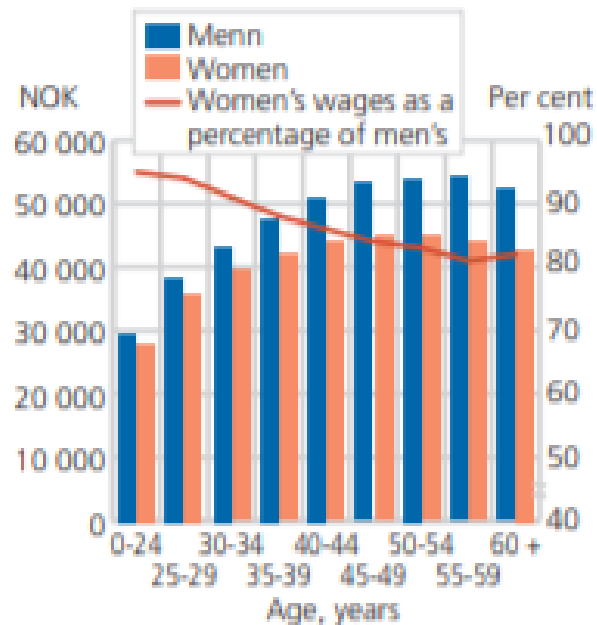
Cooperate with relevant actors, e.g. Statistics Norway, public authorities, civil society

The Gender Pay Gap in Norway

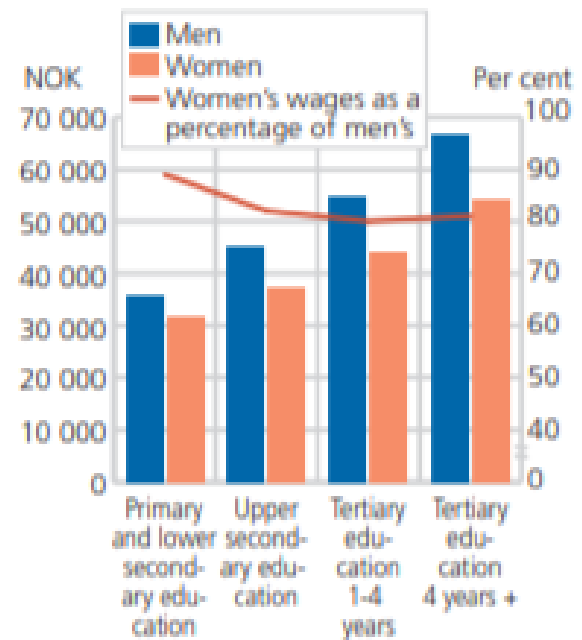
Average monthly earnings per FTE and women's monthly earnings as a percentage of men's. All employees, by sector. 2017



Women's earnings as a percentage of men's. All employees, by age group. 2017



Women's earnings as a percentage of men's. All employees, by level of education. 2017



Equal pay for work of equal value

Section 34. Equal pay for work of equal value

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

The right pursuant to the first paragraph applies irrespective of whether the work relates to different branches or pay is governed by different wage agreements.

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

«Pay» means ordinary remuneration for work plus all other supplements, advantages and other benefits provided by the employer.”

Activity duty of employers

- > All employers shall, in their operations, make active, targeted and systematic efforts to promote equality, prevent discrimination and shall seek to prevent harassment, sexual harassment and gender-based violence.
- > Such efforts shall encompass the areas of recruitment, pay and working conditions, promotion, development opportunities, accommodation and the opportunity to combine work with family life.

Working method for employers

1. Investigate whether there is a risk of discrimination or other barriers to equality, *including by reviewing pay conditions by reference to gender and the use of involuntary part-time work every two years*
2. Analyze the causes
3. Implement measures
4. Evaluate the result of the measures

Mapping the gender differences

- > Purpose: Examine whether there is a risk of discrimination or other barriers to equality within the company by mapping gender differences and analyze the differences
- > Comparassion between employees on different levels – employers that perform equal work and work of equal value
- > Pay includes ordinary pay, overtime pay, bonuses++

Duty of employers to issue a statement

- > Companies shall issue a statement on:
 - What the company is doing to comply with the activity duty
 - The actual status of gender equality
- > Annual report or another document available to the general public
- > The purpose:
 - Control that companies work actively and in accordance with the law
 - Stimulate companies to work actively to promote equality

Statement on the actual status of gender equality

- > Companies are required to map the gender differences relating to:
 - Payment
 - Temporary staff
 - Part-time work
 - Parental leave
 - And the gender balance

- > Companies are also encouraged to map gender differences relating to:
 - Recruitment
 - Promotion
 - Work hours
 - Absence due to illness

Tools to implement and monitor employers' duties in the Equality Act

- > Guidance material: <https://bufdir.no/Inkludering/arp/>
- > Cooperating with HR/Payroll Services - Create user-friendly reports for companies on the Statement on the actual status of gender equality

