

Norway: Promoting gender equality through the activity and reporting duty



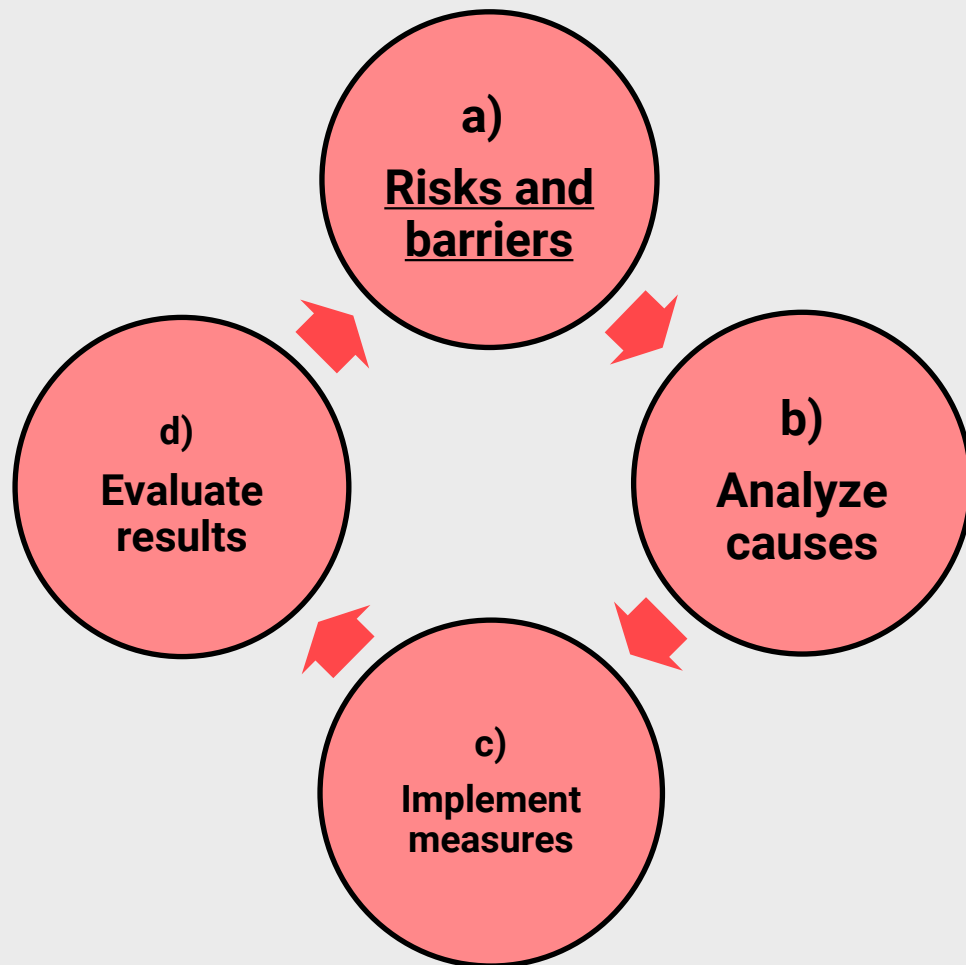
General activity duty of employers (Section 26, 1st paragraph)

All employers shall, within their operations, make **active, targeted and systematic** efforts to promote equality and prevent discrimination

These efforts must be documented.



The specified activity duty section 26 second paragraph



- Working method that applies to all public employers, and private employers with more than 50 employees(20-50)
- This work is to be done continuously and in cooperation with employee representatives

Duty to issue a statement (§26 a)

- In annual report or other publicly available document
- The Anti-Discrimination Tribunal enforces this section of the act

the actual status of gender equality in the undertaking

what the undertaking is doing to comply with the activity duty pursuant to section 26

Equality report

Minimum requirements part 1

- Gender balance
- Men / women in part time
- Men / women on temporary contracts
- Men's and women's parental leave
- Results of the equal pay review
- Results of the involuntary part time review

Part 2

- Principles, procedures og standards
- What has been done to comply with the activity duty

Biannually

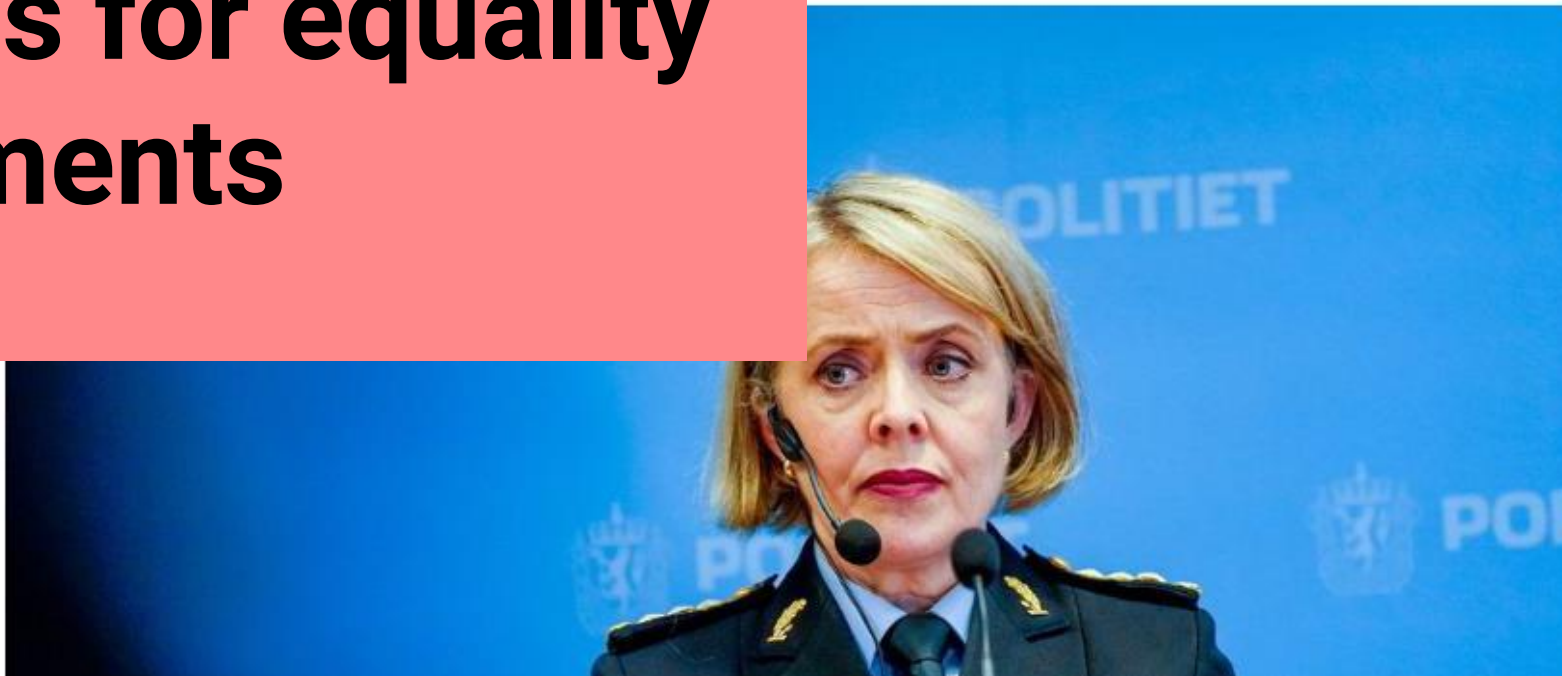


Likestillingsombudet klager inn politiet for brudd på loven

– Dette er for tynt, sier likestillingsombud Bjørn Erik Thon om politiets klager han inn politiet til

ATERT: 7 MÅNEDER SIDEN

Checking annual reports for equality statements



50 largest companies in Norway

Initial findings from the annual reports

- Harrasment
- Work/life balance
- Recruitment, career and unconscious bias

Project «Active Equality Efforts» (2022-2026) Institute of Social Research



Vi hjelper deg

Gratis juridisk veiledning

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