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PART ONE: OVERVIEW OF TRENDS IN ACHIEVING GENDER EQUALITY AND WOMEN'S ADVANCEMENT

1 National level

1.1 Introduction

The Beijing Platform for Action has given inspiration to a continuing process and also introduced new ways of thinking and new strategies in the struggle for achieving de facto equality between men and women in Norway.

A follow-up conference to Beijing was jointly organised in Norway in December 1995 by the Ministry of Foreign Affairs and the Ministry of Children and Family Affairs and the women's umbrella organisation, FOKUS. The women's organisations and other NGOs formed the primary target group for the conference and the objective was to transmit and exchange experiences from the official and NGO conferences in Beijing and to discuss relevant areas and proposals for national implementation

Health was one of the main topics at the NGO /Ministerial seminar arranged in Norway after Beijing. The Beijing conference has promoted the integration of a gender perspective in general health information, statistics and services. Equality in the economic field and prevention of sexual violence were other areas identified for follow-up.

A national strategy to follow up Beijing was discussed by high-level representatives, including state secretaries, from all the ministries at a conference on mainstreaming strategies in 1996. The first reports on progress in implementation of gender equality measures in the individual ministries were produced the Spring 1997 in connection with the preparation of a report on gender equality to the Norwegian parliament.

1.2 Methods and measures for promoting gender equality into the new millennium

The basic strategy for the further promotion of gender equality in Norway is to mainstream the gender perspective. This means that all ministries are expected to integrate a gender perspective and the goal of gender equality into their policies, decision-making and executive procedures at all levels and in all policy areas. In addition, all parts of the central administration are expected to follow up the Platform for Action adopted at the Beijing conference in their activities.

After the election in 1997, the new Norwegian Prime Minister established a new position in his office, a political adviser with special responsibility for gender equality. She heads a committee of state secretaries appointed to promote and monitor the political aspects of equality and mainstreaming of the gender perspective. The main responsibility for gender equality within the government is still with the Minister of Children and Family Affairs.

The first report on the progress of the implementation of gender equality measures in each ministry was debated in the Storting (the Norwegian parliament) in May 1997 and the second in May 1999. This document is a presentation of the Government's policy and gives an overview of the achievements made so far regarding mainstreaming of the gender perspective.

1.3 Experience of mainstreaming a gender perspective into all policy fields

The principle of mainstreaming is incorporated in the Norwegian Act on Gender Equality from 1978. The law was a useful tool for the later mainstreaming work in the ministry, and states *public authorities shall promote gender equality in all sectors of society*. Early in the 1980s the

Ministry of Children and Family Affairs started their systematic and comprehensive work of mainstreaming a gender perspective into ordinary work in all ministries. In a report to the Storting on gender equality policy in 1985 the principle of integrating a gender perspective into all levels of public administration was presented and all political parties agreed on this goal. Two Equality Action Programmes were launched during the period from 1986 until 1994.

During the first period of the programme of gender mainstreaming the aim was to make the ministries aware of the fact that a gender perspective is relevant in most policy fields. All ministries had to make proposals and commitment, and all areas were subject to gender mainstreaming.

Awareness raising and training courses were important tools for the program, as was involvement on the political level. The Ministry of Children and Family Affairs held seminars in which officials from all ministries took part twice a year, and consultative meetings with each ministry were arranged regularly. At the end of the first period a comprehensive report was presented that included a description of the gender perspective in each ministry and 500 concrete proposals. To prevent this work from becoming a project about personnel policy only, all proposals regarding personnel policy were excluded. This decision was controversial, since the majority had the opinion that equality policy is identical to a personnel policy aiming at increasing the number of women managers and promoting equal pay.

The minister responsible for equality has recently prepared a list selected from the Bills and white-papers placed before the Storting. In a letter to all the members of the Government she made a point of the gender perspective in these documents and asked specifically for a consideration also from the gender point of view.

The experience and results from the programs are under evaluation. Preliminary reports indicates considerable variation between the ministries.

1.4 Comments by the NGO's

1.4.1 The Center for Gender Equality

The lack of gender equality is a problem that affects the society as a whole. Acknowledging this lack is the first step towards reaching the goal of full gender equality. Since this acknowledgment is far from universal, the process of mainstreaming in Norway is a slow procedure. In Norway this non-acceptance produces negative impact within important policy fields of society such as industry and trade, health and regional development.

Norway has one of the most gender segregated labor markets in the Western world. In addition we have an education system where women and men still prefer to choose traditional gender-divided directions. Only 20 per cent of men work in child care and nursing professions and the proportion of women within nursing and the caring professions exceeds 80 per cent. We find that 80 per cent of part time workers are women. Among full time employees women's average earnings are 86 per cent of

on their racial or cultural origin. Awareness of the specific situation of immigrant women and the shortcomings of gender equality laws in relation to ethnic minority women has increased lately, but we have yet a long way to go before we experience the full integration of minority women into Norwegian society.

There are many obstacles to the integration of ethnic minority women, especially in regards to creating equal opportunities for their participation in the labour market, education and other socio-economic and political spheres. Some of the obstacles could lie within the communities themselves, while others are due to the lack of real equality policies to integrate immigrant women's resources within society.

The traditional attitudes to education for women and girls, employment and the social and family role of women could limit minority women's participation in broader society. On the other hand, discrimination and exclusion from the labour market, lack of access to the education and no recognition of previous experiences limit ethnic minority women's opportunities to integrate on their own premises.

2 International level

In 1997 the Ministry of Foreign Affairs finished its Strategy for Women and Gender Equality in Development Cooperation. It reflects the change from women in Development to Gender and Development, and points to the fact that the development process for gender equality is based on society's need to utilize the knowledge and experience of both women and men.

PART THREE

B. EDUCATION AND TRAINING OF WOMEN

1 Introduction

The 90`s have brought about a number of educational reforms which have influenced the opportunities for women in education.

A big educational reform in 1994 gave 16-19 year-olds new rights. All courses in the higher education sector now lead to either a vocational training or a university-entrance exam. Studies evaluating the reform show that the traditionally gender-segregated choices of vocation have been reinforced during the implementation of the reform. According to the statistics, today there are no differences in the level of education among men and women under the age of forty. Nevertheless, statistics show that girls' and boys' choice of education and occupation show the same pattern as in the 70's. Boys still choose technical subjects and

- * demographic changes
- * new technology and new types of media
- * alterations in the professional market
- * changes in social structures and values
- * internationalization and globalization

2.3 Problem sectors and choice of direction

During the period 1999-2001, the following areas will receive priority:

- * Maths, the natural sciences, technology and equal status
- * Non-traditional educational and professional choices for girls and boys
- * Women in the academic sphere
- * Equal status in the new teachers' training reform
- * Equal status in the authority reform
- * Equal status in the primary school and in secondary education
- * Equal status within the church
- * Equal status as part of the attitude-related work against violence

2.3.1 ITC and girls/women

Information technology is an area in which the Ministry is specially focusing attention, including the girls' use of ITC. Statistical consumer surveys (from 1995) show that girls in primary and secondary schools make less use of PCs than the boys do, and that more boys than girls have a PC at home. At universities and colleges one finds a similar pattern (The National Bureau of Statistics - 1995). Whereas approx. 70% of the male students had private access to a PC, the coordinating figure for the female students was approx. 55%. The recruitment to what in Norway are lengthy computer studies is in tune with the trend in

educational choices widely independent of traditional gender roles, and to contribute to the creation of a labour market that is less characterised by the traditional gender division.

2.3.3 Women in the academic sphere / research

One of the challenges within research is to increase the number of female researchers at the doctorate level. 34% of all doctorates passing their exam in 1998 were women. This shows an increase from 25% in 1993. The female quota for research fellows has also risen. The Ministry has introduced various measures in order to increase the female quota of those completing their doctorates. Universities are rewarded with NOK 20 000 for male graduates and NOK 30 000 for female graduates after they have passed exam (1998-99).

Within the category of higher scientific positions, women are still underrepresented. Postdoctoral scholarships are used to help qualify women for leading positions in the university system in general, and specifically in fields where they are underrepresented.

3 Comments by the NGO's

3.1 The Research Council of Norway

3.1.1 Introduction

In terms of the work on equality in research done under the auspices of the Research Council of Norway, a special challenge lies in ensuring transparency as well as consciousness raising with regard to definitions, grounds and delimitations related to reports on and evaluations of equal status, the women's and gender perspectives, and women's and gender research.

3.1.2 Foundation and structure

Through four major decisions adopted by the Executive Board, the Research Council has laid the foundation for the further development of its national responsibility for women's and gender research and for efforts to promote equality in research. In this context, the decision embodied in the Action Plan for Equality in the R&D Sector is of paramount importance. The decision to integrate women's and gender perspectives into the various divisions' ongoing activities is relevant, as are two decisions involving the reorganisation of the work related to women's and gender research.

The Research Council's divisions are responsible for ensuring equality in the implementation of their strategic research policies. The responsibility for providing advice and co-ordination has been assigned to the Section for Feminist Research Policy. It is the responsibility of an adviser who works 40 per cent of a full-time position.

The Administrative Working Group for the Co-ordination of Women's and Gender Research (the ASK Group) is important for the advancement of equality. The Working Group comprises representatives of the divisions of the Research Council, while the Section for Feminist Research Policy serves as secretariat for the group.

As a result of the above-mentioned re-organisation, KILDEN, the information and documentation centre for women's and gender research, was formally opened on 1 March as a peripheral institution within the Research Council. KILDEN will share premises with the Gender Equality Ombud and the Centre for Gender Equality. One task shared with the latter group is the further development of electronic directories published by the Center for Women's Research, describing the qualifications of women researchers and of women's and gender researchers.

Through the Action Plan for Equality in the R&D sector (1999-2002), the Research Council intends to help raise the priority assigned to equality work and to further sensitise the players in the sector, as well as to focus, systematise and facilitate control of the efforts of those involved. The plan allows for variations in the way it is put into practice, and few specific objectives have been laid down. This is partly attributable to the Research Council's advisory role and partly to differences in the knowledge base.

For all players in the R&D sector, the Action Plan recommends:

- *Improving the knowledge base underpinning equality policy;*
- *Ensuring more targeted efforts to promote equality in research and the integration of equality efforts into regular activities.*

The following general measures have been recommended to the various players:

- *Lay down equality policy guidelines for the R&D sector and ensure that they are followed up (Ministry of Education, Research and Church Affairs);*
- *Evaluate equality measures and implement studies on women's participation and their working situation in the R&D sector (Ministry of Education, Research and Church Affairs, the Research Council and the university, college and research institute sector);*
- *Ensure that account is taken of equality policy objectives and measures at management level and in governing documents; (The Research Council, and the university, college and research institute sector);*
- *Ensure/establish separate equality policy bodies and positions, and build networks (university and college sector, in Norway and the other Nordic countries).*

group protection against discrimination and elements of affirmative action that allow women to develop their own potential for overcoming the effects of gender discrimination and social exclusion.

C. WOMEN AND HEALTH

1 Introduction

The Ministry of Health and Social Affairs has, in the years since 1995, undertaken various projects relevant to the questions raised in the Beijing Platform for Action. Prevention and rehabilitation from stress-related diseases have been areas of close attention during the 90s through plans of actions and through pilot projects, but a specific female perspective has not

3) LO focuses continuously on women and stress injuries. This is a difficult political process and this matter has not yet been settled. In general, we can say that it is useful to participate in joint projects with the authorities and between the social partners in order to reach a common understanding of problem areas that should be focused upon and solved.

5.2 The Center for Gender Equality

In 1999 a public committee has evaluated and written a report on women's health in Norway. Their conclusion is that Norwegian women, compared to other countries' demographic figures for women, have good health and a favorable health service. The committee does however point out a few important areas that ought still to be considered insufficient: the use of resources and research on both women's diseases and insurance and health policies.

D. VIOLENCE AGAINST WOMEN

1 The Plan of Action to protect women from violence.

In June 1998 the Norwegian Government appointed an inter-departmental Committee to develop a Plan of Action to prevent violence against women. The Plan will be presented to the Government in 1999. The Committee consists of State Secretaries from several Ministries. The terms of reference are as follows:

2.2.2 Shelters for battered women

It is important to point out here that shelters for battered women, as well as the support centres for survivors of incest are run by non governmental organizations and are financially supported by the government. The government recognizes the importance of the work done by women's organizations in exposing and combating violence against women.

NGOs and women's organizations working in the area of equal rights ought to be strengthened and their financing secured and guaranteed by the central government. The financial support to shelters for battered women ought to be ensured. As of today, the central government does provide 50% of the shelters' budget. However, the security of the shelters for battered women is dependent on the municipalities or local authorities which approve the shelters' budget. Recently, some municipalities have been cutting down on their budgets for shelters, which means that the central government also cuts down on its share of the financing. This creates an unstable and insecure situation for the shelters.

2.2.3 Alarm system for women threatened by violence

The initiative for this project was taken by the Gender Equality Council.

E. WOMEN AND ARMED CONFLICT

The main objective of recruiting and keeping women in the Armed Forces :

- 7 % female officers and enlisted personnel within the year 2005.
- 13 % women, civilian and military, in leading positions within the year 2001.
- 40 % civilian women in certain groups of employees.

Plans and activities:

- The strategic plan of gender equality, approved by the Norwegian Ministry of Defense in 1993 is still valid. The four main objectives in this plan include competence enhancement, marketing, family policy and real career opportunities at various stages.
- The action plan for recruiting women, launched by the Norwegian Ministry of Defense in 1995 is also still valid.
- The Armed Forces completed a new pattern for personnel policy and fundamental values (FV) in June 1998. FV appreciates among other values, human values, gender values and gender equality.
- A consequence of the FV is policies within areas of gender equality, recruiting, leadership and career. In 1999 an action plan will be launched in order to reach the main objectives.

High profile in the work for gender equality in 1999:

- Norway chairs the Committee on Women in the NATO Forces in 1998-1999, and hosted the annual meeting of the committee in the summer of 1999.
- The Norwegian Chief of Defense has mandated a group to create an exhibition on the history of women in the military at the Norwegian Defense Museum. The exhibition is scheduled to open for the public in the year 2000.
- Women officers are participating in civilian mentoring programs with results planned for 1999. A military mentoring program will be established in order to increase the number of female officers in higher positions. A self mentoring program for cadets graduating from the military academy will be developed.
- The armed forces are participating in the project “ Women leads the Way 1999”, an event which took place in Norway in August 1999. The objectives are to profile the Armed Forces in general and the possibilities of women in particular in co-operation with civilian institutions. This event will also focus on the female civilian working in the armed forces.
- The Armed Forces continues to support the network of female officers.
- In 1999 an action plan will be developed for the purpose of increasing the recruiting of female civilians in general and in leading positions in particular.

Financial and institutional measures

The Norwegian Ministry of Defense has earmarked 2.4 mill NOK in the budget for activities regarding gender equality in the Armed Forces. This earmarking will continue.

Innovative policies

Increasing women's participation in power and decision- making positions is a part of the new personnel policy in the Armed Forces. This is also an aim for the civilian organizations.

Future challenges

The average age of the employees in the Armed Forces will rise in the years to come. At the same time, the birth rate will result in a decrease of young employees. The competition in recruiting young people will therefore be harder. The challenge will be to get more women into work outside their homes and be able to recruit them into the organisation.

A special challenge for the Armed Forces will be to educate women officers to the highest ranks to show that women also have capabilities and rights to reach the top and thereby show these possibilities to the other female officers.

The main challenge in recruiting female civilians will be to show them that they are wanted as employees when new positions are free.

F. WOMEN AND THE ECONOMY

1 Introduction

The government, partly in cooperation with labour organizations, has so far contributed a great deal to improve the knowledge of equal pay, for instance the reports of The Technical Reporting Committee of Wage Settlements.

The Ministry of Labour and Government Administration will produce a report to show the research-results in the field «women in the labour market by year 2000». This report will be based upon research in different areas, such as participation in the labour force, causes of wage-differences and working time.

2 The agricultural sector

Since the Beijing Conference in 1995 developments in achieving gender equality within the agricultural sector have mainly taken place within the areas of employment and economic equality. Achievements have not been gained by means of a national action plan. Instead, certain measures have been taken within the field of conventional agriculture, as well as within the field of rural development.

2.1 New measures taken within conventional agriculture

The effort to promote a more comprehensive inclusion of women in conventional agricultural activities has been increased. There is a great need for providing new impacts and widening the repertoire of innovative ideas and solutions in conventional farming. New policy strategies aim to enable women to continue and increase their contribution in this field.

The Allodial Act (Odelsloven) gives relatives preference with respect to farm property and priority to the eldest child (until 1974 the eldest boy) in taking over the farm. But research shows that parents much more frequently encourage boys than girls to exercise their allodial rights and take over the farm. It is a challenge for agricultural policies to motivate girls to make conscious choices and utilize their allodial rights.

To sum up the report's message very briefly, the position of agriculture in economic life in Norway in the future will depend upon:

- the successful recruitment of young farmers
- the successful recruitment of female farmers
- the successful building of know-how and skills in farmers of both genders

The Equality and Recruitment Committee has proposed very precise objectives to achieve equal opportunities:

- Women and men are to have real equal opportunities in making a living within conventional farming and forestry, as well as within new business lines developed in or linked to farming and forestry.
- Income and ownership of capital is to be evenly distributed between men and women.

To assess the results, the Committee has proposed the following:

By the beginning of the year 2005...

- 30 % of all agricultural properties must be transferred to women
- 35% of all applicants for direct payments (i.e. support given on the basis of land area, number of animals held and direct support to milk production) must be women
- 35% of all members and representatives of councils and organisations must be women
- 30 per cent of all man years within agriculture must be carried out by women

As a result of the work of the Equality and Recruitment Committee allocations from the take-over grant has been increased. An extra direct payment per year for farmers below the age of 35 has been introduced.

Before the end of the year 1999, the Ministry of Agriculture will forward a White Paper on agricultural and rural development policies.

2.3 Rural Development Measures

In 1993, the Government had the Rural Development Support Scheme (the RDSS) established. The RDSS is an incentive to farm family members to increase their incomes by adding alternative activities to the traditional ones. The RDSS offers grants and loans for diversification purposes as well as for investments within conventional farming. Funding is available for both female and male applicants, but women are given priority. Regulations drawn up for funding ascertain that initiatives promoting jobs for women must be emphasised. Also, in certain cases, support intensity is higher for female applicants than for males. Evaluations and reports show that about 50 per cent of the total number of grants given to entrepreneurs were received by women. Support sums received by women were small, so were the risks they ran. Women tend to start their business as on a small scale and build it up gradually. Surveys also show that female entrepreneurs lead their businesses into bankruptcies to a lesser extent than men do. Reports show that about 25% of total RDSS funding is awarded to women. It is an objective within rural development policy to increase the share of total support granted to women.

3 Trade and Industry

According to the Ministry of Trade and Industry 10 mill. NOK has been allocated on the national budget for 1998/99 for a project which is to be introduced at the Norwegian

4 Comments by the NGO's

4.1 The Confederation of Norwegian Business and Industry (NHO)

4.1.1 Women in Business and Industry

In 1995 NHO started a program called "Women in Business and Industry".

The main goal of the program is to increase the number of women in high level executive positions. NHO has a good relationship with the Norwegian Confederation of Trade Unions (LO), in tasks concerning equal rights and equality issues, briefly presented later in this document.

The challenge of The Confederation of Norwegian Business and Industry hence lies in putting to use both women and men as resources in a constructive collaboration whose goal is the formation of values. We mentioned that diversity is an absolute advantage for Norwegian enterprises, if they are to compete in today's market situation.

In order to ensure that gender equality be given top priority, a solid base at the top of management is needed. Statistics tells us that the numbers of women in leading positions are increasing in NHO member enterprises. In 1995 3.3 % of the top leaders in NHO enterprises were women and in 1997 the figure has risen to 5.2 %. The group of women in recruit positions increased from 17.7 % in 1995 to 19.9 % in 1997.

We can see that development has occurred more rapidly in the last few years, something that can be attributed to a more conscious commitment to projects in companies who put more of an effort into motivating and encouraging women towards higher positions. Women compose an increasing number of those who are more highly educated. The competition in the market is increasingly becoming more demanding. One of the advantages available to Norwegian enterprises is the access to competence; so far this has been little developed.

NHO is a driving force in this process and through Women in Business and Industry it has undertaken the task of increasing the number of women in leadership positions. The program is based on different projects, which are briefly presented here.

4.1.2 Equal pay agreement

A common project has been established to secure the implementation of a ten-point program, which both employers' and employees' organisations have supported. Here the parties agree that equal status is a leadership responsibility, which must be placed at the top of the enterprise organisation. Another point is that gender equality involves much more than the question of wages, it is also involves attitudes and norms.

4.1.3 Women in enterprises

Through «Women in enterprises» NHO offers counseling and opportunities and exchange of experience between enterprises that are organised into groups. NHO's role is to offer competence where it is sought: in the anchor process, in a surveying-phase or by resolution and implementation of an action plan, as well as providing lectures on current issues such as work environment/organisational culture and working methods and systems.

4.1.4 A mentor-program

The program is based on the mentor/adept concept where top level executives (mentor) transfer ideas and expertise to employees (adept) who have leadership potential. The mentor-ship program is designed to help a company identify and develop leadership among its own employees. It creates an environment for producing high level executives from within the company. In this way the company benefits from the diverse talents and resources of its employees, women as well as men.

There are three obligatory plenary meetings – first, at the outset, then in the middle and finally at the end of the mentor-ship program. In addition, a five-theme day per year is arranged where couples from all on-going mentorship programs are invited. Mentor and adept ideally meet two or three hours per month over a period of 12-14 months. Both adept and

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4.2 The Norwegian Confederation of Trade Unions (LO)

1) Equal pay is an important goal for the Norwegian Confederation of Trade Unions (LO). Although the participation rate of women is among the highest in the world (75% of the 16-66 age group), the Norwegian labour market is still highly gender segregated. Women are in lower-paid jobs to a much higher degree than men, and thus there is a strong correspondence between striving to increase lower wages and striving for equal pay for men and women. LO has placed priority upon the lowest paid in the collective bargaining in recent years, and this has benefitted women as well. Extra increments were directed towards sectors where many women were employed. This was done to strengthen further the equal pay profile. Besides collective negotiations LO has projects both alone and together with the employers' organisations to promote gender equality.

In Norway the Technical Reporting Committee on the Settlement evaluates the economic situation and prospects twice a year. The committee is headed by the public statistical bureau; as well ministries and employer- and employee organisations are represented. Progress towards equal pay has been a separate issue in

7) LO is making active efforts to reduce the job qualifications required for membership of various collective pension schemes, to improve pension schemes for part-time employees, and to maintain existing schemes, such as the agreement-based pension (AFP). The national unions are also making continuous efforts in this area. A great deal of work must be done to retain the existing schemes. LO has further developed the agreement-based pension arrangement which has proven as well to have a positive effect on women. LO is also working actively for the revocation of the Government's decision that only workers earning more than NOK 57.000 a year shall be entitled to sickness benefits.

8) In cooperation with the Federation of Norwegian Professional Associations (AF), LO submitted a proposal to the Ministry of Education, Research and Church Affairs that a project be established with a view to encouraging pupils in upper secondary schools to choose studies that may reduce the differences between the genders in their choice of careers. The project has been established, headed by the Ministry of Education, Research and Church Affairs, with various sub-projects in four counties. This project began in 1997 and continues for four years. It is too early to report on the results of the project.

4.3 The Center for Gender Equality

The new cash benefit scheme² will - in the opinion of the Center for gender equality - reinforce the gender segregated labor market and will in the long term prevent equality between men and women. Men often have higher salaries than women, they have no tradition when it comes to part time work, they feel more pressured to have a career and they have a strong feeling of obligation to provide for their family. Most fathers will therefore work even more if the mother quits her part time job to stay at home receiving cash benefits from the government. This will lead to a situation where the woman is the «family expert» and the man is the «economic expert». The distribution of wealth is already to a large extent unequal between men and women. Women constitute the largest proportion of all old-age pensioners with only national basic pension (Women: 58 per cent, men: 27 per cent). Women in general receive far less pension money than men. Among women with personal income, 43 per cent earn less than 100.000 NOK, and only 19 per cent earn more than 200.000 NOK.

² The cash benefit scheme was introduced in August 1998. The aim of the cash benefit scheme is to give families a real choice in what form of child care they prefer for their smallest children. The cash benefit scheme was object to a long political and public discussion before it was introduced and it is still being discussed. The cash benefit scheme is being evaluated, but it is too soon to say anything definite about how it is being used or about its consequences in general. However, we know already that more families than expected so far make use of the cash benefit scheme either fully or partially, and that many families combine part time day care with receiving a percentage of the cash benefit.

G. WOMEN IN POWER AND DECISION-MAKING

1 Introduction

Various programs for recruiting more women to positions of leadership have been initiated, in the public as well as in the private sector. A project called "Women, Quality and Competence" has been initiated to contribute to an increase in the number of women in executive positions in the public administration. The Government's goal is to increase the number of women in leading positions in the public sector to 30 % within the year 2001.

2 Women, Quality and Competence in the Government Sector in Norway 1997-2001

This is a four-year project. The aim is to increase the number of women in top- and middle-management jobs in the government sector from 22% in 1997 to 30% within the end of 2001.

A survey shows that the government aim to have gender balanced top-and middle-management teams is not reached in the government sector. The number of women in top management positions in the individual contract -based pay system has been between 10 and 12 % in the nineties, and the number of women in middle management jobs within the ministries is about 33%.

To increase this number the Ministry of Labour and Government Administration has worked with the followings measures:

- Each ministry, and its agencies, have committed themselves to increase the number of women in top and middle management positions within four years, and report annually on the results. The Ministry of Labour and Government Administration received the first results in January 1999, and the number of women in top and middle management positions in the Government sector has increased from 22% in 1997 to 26% in 1999.
- The Ministry of Labour and Government Administration decided in 1998 to give the Centre for Gender Equality the task of building a central database consisting of names of competent women, where one can search for leadership candidates and specialists. The database was opened in June 1999.
- There is, for the first time, developed a Mentoring Program for women in middle management jobs aspiring for higher positions in the governmental sector in 99. This training program started in April 99, and is operated by the Directorate of Public Management in Norway.
- The ministry has in 1998 offered net-work meetings for 7 ministries and 7 agencies in order to develop local pilot programmes to increase the recruitment of women into middle and top-management jobs. Networking is continuing in 1999.
- The ministry has also initiated research on recruitment, mobility and development of equal pay in the government sector, and this will continue in 1999.

3 The Sami Assembly

During the election period of 1997-2001 the Sami Assembly has 10 female representatives of the total of 39 representatives. This is a decrease compared with the previous election period.

The Sami Assembly is now preparing a Plan of Action for Gender Equality. One of the aims of the plan is to increase the number of female representatives in the Sami Assembly.

In the Contact Committee of Immigrants and Norwegian Authorities, the number of female immigrant representative is above the prescribed minimum of 40 per cent representation of both genders.

4 Comments by the NGO's

4.1 The Norwegian Confederation of Trade Unions (LO)

1) The research report «Women in LO» is one element of the project «Women's Place and Participation in the Trade Union Movement». A survey was carried out in LO and associated national unions. The project also includes a trade union course for women. The proportion of women in most of LO's decision-making bodies has clearly improved since the mid-1980s. Five of the eight members of LO's management are women. The proportion of women in Congress and the General Council is approximately the same as the proportion of women members. The proportion of women in the elected decision-making bodies of the national unions is lower than the proportion of women members, but the differences are slight. With respect to local posts, almost as many women as men are elected, but women are under-represented in leading posts in regional and local branches. The report has been distributed through the national unions. A brief summary of the results has also been widely distributed.

2) A committee has been established at LO to consider and present proposals for how we can better integrate the gender equality aspect and the gender aspect into the activities of the trade union movement, including the training of union representatives, employment and personnel policy, and general processing of cases. The recommendation is due to be completed in the second half of 1999. The experience of LO in Sweden and others gives grounds for optimism.

3) A trial project has been established, starting in 1999, offering mentors for new women union representatives. The mentor scheme has not been implemented.

Institutional mechanisms for women's career paths and career development:

1) The research project «Gender Disparities in Occupational Life» was a cooperative project between LO and several ministries. It was proved that there are structural differences between men's and women's career development and career paths. The results have been distributed in a presentation brochure.

2) The research project «Restructuring and Internationalisation» is a follow-up to the above and is intended to provide new information about the situation of women in relation to restructuring and internationalisation. It studies four different enterprises. The project is expected to be completed in the first quarter of 1999, after which a guidance manual will be prepared for use in enterprises that are being restructured.

3) The guidance manual «Men and Women Must Have Equal Opportunities» was prepared in cooperation with the NHO. The guidance manual was well received and there is much to indicate that it is used actively.

4.2 The Center for Gender Equality

In connection with a two year program conducted by the Ministry of Labor and Government Administration, the center has been given the task of building a database for women experts. Every field of competence will be covered. The database will, in

In the private sector we find that 78 percent of the businesses have zero women within the management level. In 8 out of 10 businesses, fewer than 5 percent of managers are women. Portion of women in top management has increased from 3.3 percent in 1995 to 5.2 percent in 1997, but we are still facing major difficulties in this area.

In addition, the Centre has sent a list of proposals to the Ministry of Trade and Industry. A list of measures to be taken promoting gender equality for businesses. One example is the certificate of gender equality. Companies can receive such a certificate if they fulfill certain criteria such as: equal pay for equal work, possibilities to combine family and career within the company, integrated goals for gender equality in the company's workplan (for example one goal could be an increase of women in management positions to the double of the existing situation) and so on. This certificate could then be used by the government (central, regional and local) for tender. The companies that do not have this certificate cannot for example, submit a tender for the products the government wants to purchase. This certificate could be compared to the standards that companies need to comply to like e.g. ISO 9000 and environmental standards already integrated into government tender. In addition such a certificate will either promote negative or positive PR for the companies involved.

The gender equality act should be extended to include boards and management for companies partly or wholly owned by the state. The 40 % rule should also apply in this field.³

³ The Gender Equality Act is currently undergoing an overall revision which will be presented to the Norwegian Parliament probably early next year. The present Act bears the marks of being drafted and adopted at a time when gender equality was less widely observed and more controversial than it is today. The proposal will include a new rule for representation of both sexes in different boards etc.

3. Comments by the NGO's

3.1 The Mira Center

Gender equality in the legal system.

The Norwegian gender equality act that was enforced in 1979 is currently undergoing revision. There are plans for an overall revision of the act. It is The MiRA Center's experience that at the time the gender equality act was enforced, Norwegian society was still considered more or less a mono-cultural society. The specific legal situation of immigrant women was thus seen as part of the immigration legislation. Therefore, the gender-based discrimination which ethnic minority women faced, which in some accounts would be different from the majority women, was not given sufficient emphasis by the gender equality act. It is therefore necessary that the specific situation of minority women be included in the gender equality act.

J. WOMEN AND THE MEDIA

1 Films and videograms

The legislation on film and video (Act of 15 May 1987 No. 21 and Regulations of 7 December 1987 relating to film and video) regulate the commercial screening, sale and rental of films and video in Norway. The purpose of the legislation is among other things to prevent the marketing of videotapes containing violent or pornographic material prohibited under Norwegian law.

Any film or videogram intended for commercial screening must be inspected by the National Board of Film Classification prior to screening. The National Board of Film Classification must not approve pictures that “violate public decency or have a brutalising or morally corruptive influence.” This prohibits screening of explicitly pornographic material.

Videograms intended for commercial sale or rental must be registered and labeled prior to marketing. The National Board of Film Classification may require that a videogram be assessed prior to the registration. A videogram which is in contravention of the provisions on violent or pornographic material in the Penal Code may not be registered.

2 The Press

The Ministry of Cultural Affairs of Norway funds a management training programme for women in the press. The programme is arranged by “The Press Leadership Programme” which organises various Norwegian press organisations among others. the Norwegian Publishers Association. The Programme receives an annual public grant of 500.000 NOK.

Appendix I

Report from The Catholic Women's League of Norway

Women and poverty.

1. WUCWO members everywhere raise their voices on behalf of the poor of the world.
2. WUCWO members together with women of all faiths campaign during the next four years for an examination of the whole question of the cancellation or substantial reduction of the international debt which threatens the future of many nations.

The Catholic Women's League of Norway follows up this resolution by joining and supporting campaigns for the cancellation of the debts, e.g. that of CARITAS Norway.

Education and training of women.

Literacy

WUCWO members remind their governments that a country's development rises as the level of education rises; should consider offering their services as educators and should raise awareness of the dangers inherent in the lack of education; should ask that there be no gender discrimination in the provision of education; should support the efforts of organisations such as UNESCO, UNICEF and Caritas to increase their budgets involved in improving literacy.

Human rights on education.

WUCWO members urge their governments to secure and stimulate the basic Human Right to Education for Women. Governments should see to it that religion and culture be not misused to withhold from women their basic right to self-determination in the fields of education, nutrition and health care.

Women and Health.

WUCWO members urge their governments to ban the export of pesticides, medicines and means of birth control which have passed their sell-by date and to promote ethical responsibility to business export practice.

"Women and Health" is one of WUCWO's three chosen priorities and the Board of WUCWO has established a working party to examine the subject and propose measures. The working group, however, has not finished its work yet.

Violence against women.

"Violence against women" is one of WUCWO's three chosen priorities and the Board of WUCWO has established a working party to examine the subject and propose measures. The working group, however, has not finished its work yet.

Women and armed conflict.

This Assembly urge all member organisations of WUCWO to campaign for a complete ban on the production, stockpiling, export and use of all types of anti-personnel mines.

Progress: Signature of the Ottawa Treaty.

Women in power and decision-making

"Women in decision-making" is one of WUCWO's three chosen priorities and the Board of WUCWO has established a working party to examine the subject and propose measures. The working group, however, has not finished its work yet.

Human rights of women.

WUCWO members promote and support the provisions of palliative care for terminally ill persons and the frail aged;

WUCWO members actively work against the decriminalization of euthanasia and assisted suicide wherever their governments attempt to introduce such legislation, and

Through the work of WUCWO commissions, steps be taken to confirm the right to life of all persons from conception to natural death, and provide support for those most at risk from the decriminalization of euthanasia such as the frail elderly and the terminally ill.

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Appendix II

Common Data Sets/Indicators for Measuring Development Progress in Norway

Population and fertility

Population 1998 (number)

Population size: Total: 4 417 599. Males: 2 185 106. Females: 2 232 493.

Population aged 0-4: Total: 302 797. Males: 155 524. Females: 147 273.

Population aged 0-14: Total: 872 919. Males: 448 183. Females: 424 736.

Population aged 15-49: Total: 2 177 894. Males: 1 111 586.

Females: 1 066 308.

Population aged 60+: Total: 865 273. Males: 371 800. Females: 493 473.

Population by urban/rural distribution 1997 (number)

Densely populated areas, total: 3 259 418. Under 2 000 persons: 466 141 (11 per cent.) 2

000 persons and over: 2 792 968 (64 per cent.)

Sparsely populated areas: 1 122 386 (26 per cent.)

Population growth rate 1997

0,6 per cent

Total fertility rate 1997

1.857

Fertility rate for women aged 15-19. 1997:

12.7 live births per 1 000 women

ATTACHMENT MANIFEST 1.0

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1	NOTE		
2	FILE	untitled.dat	-1

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