

Norwegian Directorate for Children,
Youth and Family Affairs



Practical Experiences from Mainstreaming Gender Equality in Norway

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- Experiences from Norway -pitfalls and success factors
- Methods and tools for implementing a gender perspective:
 - Positive duties to report on gender
 - Implementing a gender perspective in daily practice:
Kindergarten as an example
 - Equal municipalities: more examples

What is Gender Mainstreaming?

Gender mainstreaming is the (re)organisation, improvement, development and evaluation of policy processes, so that a gender perspective is incorporated in

- All policies
- At all levels
- And at all stages
- By the actors normally involved in policy-making

(Council of Europe 1998)



Success factors

- Important with competence in the field of gender equality
- Ask the basic questions:
WHY and HOW?
- Implemented at a management level
- Followed by economical and human resources



Starting point - methods

- Use of gender-expertise – gender experts/gender trainers
- Gender impact analyses /gender audit
- Organising consultations and participation of relevant groups and organisations



The positive duties to report on gender and other discrimination grounds

- In the gender equality act this is formulated as a duty for public authorities to “make active, targeted and systematic efforts to promote gender equality in all sectors of society.”
- Both the government and municipalities have this duty as a public authority, in their role as bodies exercising authority and providing services.
- All employers also have a duty to make active efforts to promote equality within the company/organisation

Reporting at the municipality level:

- Gender balance in the organisation
- Gender statistics on wages
- Gender statistics on working hours (full time, part time, overtime)
- Gender statistics on leave of absence, such as parental leave, sick leave and absence due to sick child
- Gender statistics on personnel policy initiatives, such as senior policy measures and training/competence measures.

Average pay for women and men in the municipality as a whole, and in the various sectors

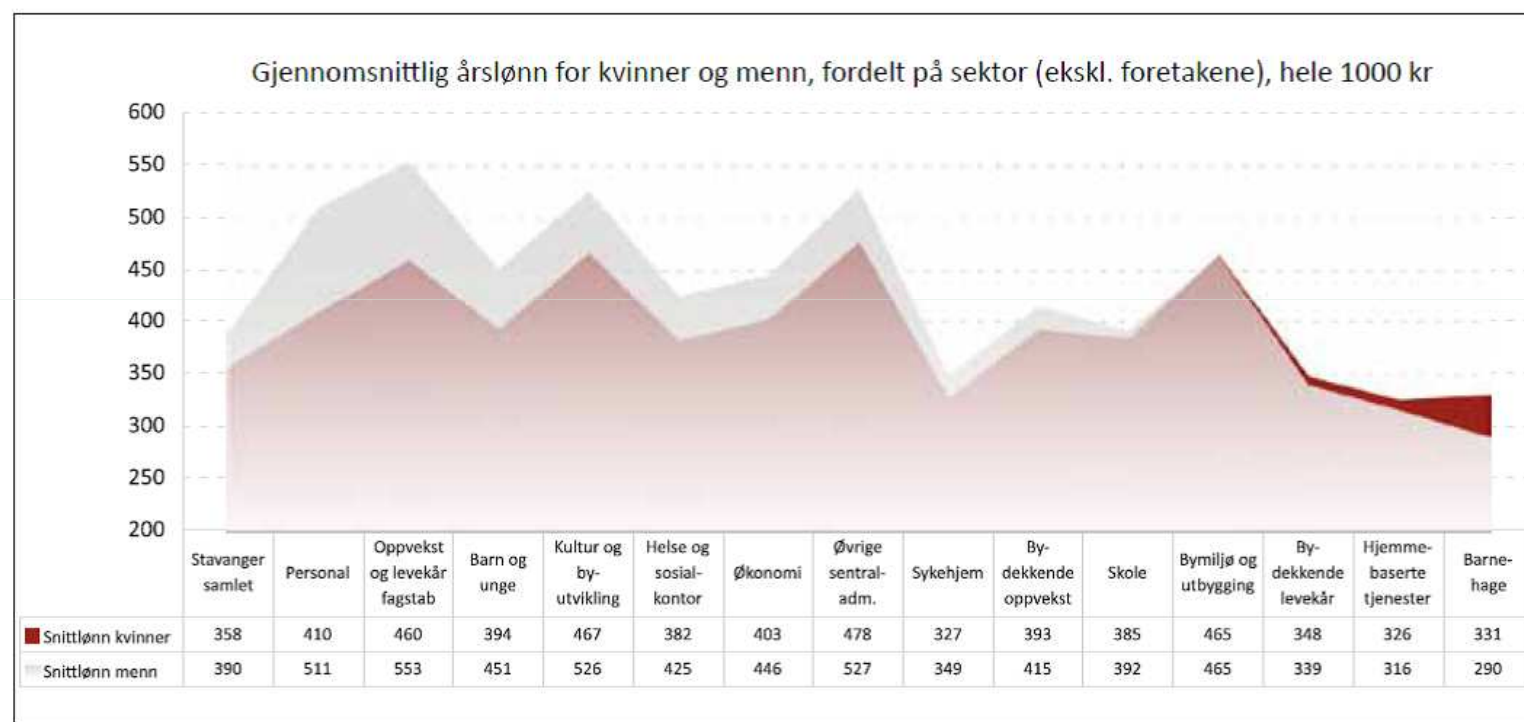


FIG. 9: Årslønn, sektorer

Positive duties: concrete initiatives to achieve equality when it comes to



- Recruitment
- Wages and Working Conditions
- Promotion
- Development
- Protection against harassment



The gender perspective in educational training

Seeing and acknowledging diversity



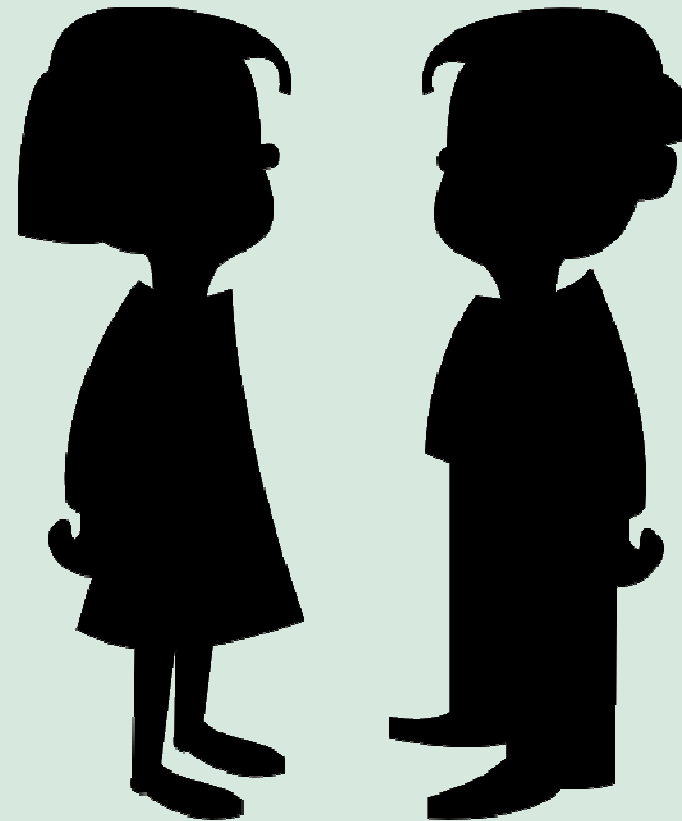
Kindergarten

- Involve the whole staff and parents
- Make it relevant by investigating own practice
- External supervising
- Use time – keep a long term perspective



Example: **Meal Observation**

- What kind of feedback is given to boys and girls during the meal?
- Boys receive much more help



The governments action plan

- Goal 1:


Equal municipalities: The Government will develop a special programme for equal municipalities. The purpose of the programme will be to increase competence on and efforts towards the integration of the equality perspective in municipal policies and services.



Number of days in rehabilitation institution



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	Single	Married
Men	49	18
Women	36	34

Reading in the classroc



Number of books	Main role girl	Main role boy	Main role both sex
18	1	15	2

Slide med tekst og bilde

New white paper on gender equality presented in June 2013: *Equality does not happen by itself*

- But by taking it step by step, the world *is* changing!

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