The current situation of gender equality in Norway – Country Profile

2013

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Foreword

Dear Reader,

We are happy that we have raised your interest in the EU-Initiative EQUALITY PAYS OFF. The initiative supports large companies in successfully adapting to upcoming labour market challenges: Due to demographic change as well as a stronger focus on service and knowledge intensive industries, Europe will face a significant shortage of (qualified) skills in the next decades.

To secure qualified labour, it will be of vital importance for large companies to diversify the pool of (potential) employees by gaining better access to the female labour force. The initiative supports companies in Europe to increase female participation, to support employees that involuntarily work part-time due to family obligations, to motivate students to enter atypical fields of education and to reduce horizontal\(^1\) as well as vertical segregation\(^2\). Consequently, the initiative contributes to a reduction of the gender pay gap in Europe.

The initiative covers all EU-28\(^3\), Turkey, Former Yugoslav Republic of Macedonia (FYROM), Serbia, Norway, Iceland and Liechtenstein – in total 34 countries. This country report serves as background material for workshops taking place in each country in the context of EQUALITY PAYS OFF.\(^4\) These workshops shall enhance knowledge exchange between business leaders and key decision-makers of participating companies. The quick and country-specific overview of the status quo will serve as a basis to explore starting points for each company to tap the female talent pool in a better way.

The country report is structured into four parts: After the management summary, Part 1 describes the status quo of gender equality in the Danish labour market. Part 2 describes our recommended strategic approach to gain better access to female talent in the labour market and within a company. Part 3 lists initiatives of the public and private sector in Denmark that support companies in their ambition to enhance gender equality.

Further information on the EU-Initiative and its respective activities as well as on involved stakeholders can be found at http://ec.europa.eu/justice/equality-pays-off.

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1 Horizontal segregation refers to the under-/overrepresentation of women and men in occupations or sectors  
2 Vertical segregation refers to the under-/overrepresentation of women and men in hierarchical levels  
3 For statistical comparability and completeness, EU-27 data is used for all statistical indicators as EU-28 data is not available yet  
4 The information on the website has been summarized in this country report. Detailed information can be found on the website: http://ec.europa.eu/justice/equality-pays-off
**Management Summary**

Demographic change as well as a stronger focus on service and knowledge intensive industries will lead to a significant shortage of (qualified) skills in Europe. In order to fill the upcoming gap between labour demand and labour supply companies need to improve their access to the full talent pool by ensuring gender equality.

Currently, Norwegian companies do not make full use of the existing female labour force potential. Five groups of indicators show the status quo in 2011:

- **The general employment rate** of women in the Norwegian labour market (73.8%) is well above the EU-27 average (58.6%). Furthermore, the share of women actively looking for work in Norway (2.7%) is considerably lower than the EU-27 average (10.6%).

- **The rate of female employees working part-time** is substantially higher than the EU-27 average. 41.5% of Norwegian women are working part-time compared to 32.1% on average in the EU-27. The average female part-time working hours in Norway (20.3 hours) range slightly above the EU-27 average (20.2 hours).

- **Tertiary education attainment of women** in Norway has increased to 37.6% and is significantly above the EU-27 average of 25.8%. However, the promotion of gender atypical fields of study still remains a main challenge.

- **Horizontal segregation** is more pronounced for both sectors and occupations compared to the EU-27 and only a small demand for gender-atypical fields of employment is observable.

- **The under-/overrepresentation of women and men in hierarchical levels (vertical segregation)** has seen a positive development, as the female share in corporate boards increased to 44.0% and the share in management positions to 20.0%. However, the share of women in management positions is still below the EU-27 average (33.0%).

The **unadjusted gender pay gap** in Norway has remained relatively constant over the last decade and is at 15.9%. This runs contrary to the EU-27 average where the unadjusted gender pay gap decreased by 1.5 pp.

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5 Eurostat Labour Force Survey (LFS) (2012)
6 Eurostat Labour Force Survey (LFS) (2011)
7 Eurostat Education and Training (2012)
8 Eurostat Labour Force Survey (LFS) (2012)
9 EC DG Justice; Horizontal and vertical segregation - Meta-analysis of gender and science research (2012)
10 Eurostat LFS 2013 (data from 2011)
1. How Norwegian companies access the talent pool

In the following, we give a brief overview of the current situation of employment of women and men in Norway in comparison to the overall EU-27 average.

1.1 General participation of women in the labour market

In Norway, women are almost equally integrated in the labor market as men (73.8% vs. 77.6%). In addition, their participation is 15.2 pp higher than the female EU-27 average of 58.6% in 2012. These values remained constant over the observation period since 2002 which is, on the one hand contrary to the positive overall EU-trend, but on the other hand still the second highest value of all compared countries.

It is noteworthy that the unemployment rate for women in 2012 of 2.7% is the lowest female unemployment rate of all compared European countries and significantly lower than the EU-27 average of 10.6% (difference of 7.9 pp). The rate is also lower than the unemployment rate for men in Norway of 3.7% (1 pp). Moreover, the female unemployment rate has declined over the last decade (1.5 pp). Overall, the values for the female participation positively reflect the dynamic labour market in Norway.

In terms of overall labour market participation (sum of employment and unemployment rate), Norway shows one of the highest values (76.5%) of women in the labour market for all compared countries and is substantially higher than the EU-27 average of 69.2%.

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1.2 Part-time segregation

Overall, part-time employment of women in Norway is substantially more common compared to the EU-27 average (41.5% vs. 32.1%). The part-time rate for women in Norway is one of the highest of all compared countries. The development over the past decade shows that the share of women working part-time has slightly declined (1.4 pp). Compared to the male population, women are far more likely to work in part-time jobs (27.2 pp).

Also, the part-time working hours as share of full-time working hours for women have decreased from 59.6% to 52.9%. This means that Norwegian women working part-time today are clocking less hours than women working part-time used to. This affects their income and contributes to the Gender Pay Gap. While the majority of women indicate that they work part-time by choice, there are also jobs that are not available as full-time positions. Some of these are in female-dominated sectors such as healthcare. In 2011 one quarter of all part-time workers in the health sector would have preferred to work more. Hence, enabling women who want to work full-time to do so remains a key challenge in Norway.

![Part-Time Rate and Part-time working hours comparison](image)


Science Nordic (2013) - What research says about part-time work
The status quo of childcare services reveals a mixed picture. Childcare with 30 hours or more per week for children between three years of age and school-age is frequently available in Norway, as 77.0% of all children in this age-group receive such childcare. This number rose by 25 pp between 2005 (52%) and 2011 and is essential in providing opportunities for women with children in that age-group to work full-time. This development goes hand in hand with the legal obligation of municipalities to provide a place in kindergarten which was introduced in 2009. The provision of childcare in this area exceeds the EU-27 average of 47.0% (30.0 pp). For children under three years of age, childcare coverage with 30 hours or more per week is similarly extensive, as 35.0% of all children in this age group receive such care, compared to an EU-27 average of 15.0% (20.0 pp). Interestingly though, the high percentage of children enrolled in childcare programmes is not yet fully reflected in high female full-time rates (see high part-time rate above).

Considering the use of childcare with less than 30 hours per week data shows that 7.0%, respectively 10.0% of children in both age groups receive such care in Norway. This is below the EU-27 averages of 15.0% and 37.0% (compare figure 3).

![Children in childcare][1]

**Figure 3: Childcare arrangements in Norway in comparison to the EU-27**

*Source: Eurostat*

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[1]: https://example.com/image.jpg
1.3 Qualification level and choice of education

Norwegian women attain both secondary and tertiary education more frequently than the EU-27 average. Secondary education attainment of Norwegian women has decreased in the last decade from 82.3% to 76.2% (decrease of 6.1 pp) (see figure 4), mainly due to an increase in the school drop-out rate. In comparison to the average male rate for secondary education, women in Norway more frequently attain a secondary education degree (76.2% vs. 74.8%, i.e. 1.4 pp difference).

Even though female tertiary education is significantly above EU-Average, the attainment has still increased over the past decade (6.2 pp) to 37.6% in 2012. The average for Norwegian women exceeds the EU-27 average of 25.8% by 11.8 pp. Also, Norwegian women are far more likely to attain tertiary education than Norwegian men (37.6% vs. 28.7% i.e., 8.9 pp difference).

Figure 4: Education attainment in Norway in comparison to the EU-27

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15 Falch et. al, Completion and dropout in upper secondary education in Norway: Causes and consequences (2010)
However, the existence of "typical" female fields of study as well as "typical" male fields of study is observable, with women predominantly engaged in the fields of health and welfare, education and humanities. Overall, the distribution of women's education choices resemble the EU-averages (see figure 5) and leaves room for improvement by promoting gender atypical fields of study.

**Women in... [%]**

<table>
<thead>
<tr>
<th>Field</th>
<th>EU-27</th>
<th>Norway</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teaching, Training and education</td>
<td>76.4</td>
<td>75.8</td>
</tr>
<tr>
<td>Humanities and arts</td>
<td>65.3</td>
<td>59.9</td>
</tr>
<tr>
<td>Social sciences, business and law</td>
<td>58.1</td>
<td>57.8</td>
</tr>
<tr>
<td>Science, maths and computing</td>
<td>37.6</td>
<td>35.0</td>
</tr>
<tr>
<td>Engineering, manufacturing and construction</td>
<td>29.3</td>
<td>27.7</td>
</tr>
<tr>
<td>Agriculture and veterinary</td>
<td>49.7</td>
<td>57.0</td>
</tr>
<tr>
<td>Health and Welfare</td>
<td>73.9</td>
<td>81.8</td>
</tr>
<tr>
<td>Services</td>
<td>49.1</td>
<td>44.6</td>
</tr>
</tbody>
</table>

*Figure 5: Share of women in different fields of education in Norway in comparison to the EU-27*
1.4 Under-/overrepresentation of women and men in occupations or sectors – "Horizontal segregation"\textsuperscript{16}

In order to compare the extent of horizontal segregation in Norway with the overall EU-27 average, two horizontal segregation indicators are calculated: (1) The Sectoral Gender Segregation Indicator (SGS)\textsuperscript{17} and (2) the Occupational Gender Segregation Indicator (OGS):

- The extent of sectoral gender segregation (SGS) in Norway (9.1 pp) is significantly higher than the overall SGS of the EU-27 (5.3 pp). This indicates that the observed differences in sectoral choices of both genders have a higher impact on the GPG compared to the EU average and that women tend to be employed in other sectors than men.
- Similarly to that, the extent of occupational gender segregation (OGS) in Norway (5.8 pp) is also higher than the overall OGS of the EU-27 (4.6 pp). Consequently, a primary focus ought to be to encourage both women and men to enter gender atypical fields of occupation.

**Horizontal Gender Segregation Indicators [pp]**

![Bar chart showing SGS and OGS in Norway and EU-27]

As indicated above, gender segregation in sectors is pronounced in Norway. It it is noteworthy that almost three quarters of all women are concentrated in the first five sectors, considerably more than the EU-average of 62.3\% (9.8 pp). The male workforce, on the other hand, seems to be more equally distributed across sectors, as only 56.7\% of men work in the five most popular sectors.

\textsuperscript{16} Source for statistical data (unless stated otherwise): Eurostat Labour Force Survey (2010)

\textsuperscript{17} Comparing the share of female employees that work in one economic sector to the share of male employees that work in the respective economic sector shows the extent of gender segregation in that specific economic sector. For instance, the sector “Health and social work” is marked by a strong gender segregation: 36.1\% of Norwegian female employees work in the sector, while only 7.5\% of Norwegian male employees work in the sector (difference in percentage points: 28.6 pp). The Sectoral Gender Segregation Indicator (SGS) reflects the weighted average difference in absolute percentage points (share of all male employees in an economic sector [\%] minus share of all female employees in resp. economic sector [\%]) across all economic sectors.
Looking in detail, only two of the five most popular female sectors, namely "Wholesale & Retail" and "Health and social work" are also among the top five male industries. 49.8% of Norwegian women and 21.8% of men work in these sectors. The remaining sectors reveal a clear gender segregation, including the female-dominated "Education," "Public administration" and scientific sector (see figure 6), which reflects a rather traditional pattern.

<table>
<thead>
<tr>
<th>Sector</th>
<th>% of women employed</th>
<th>% of men employed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health &amp; Social Work</td>
<td>36.1</td>
<td>14.3</td>
</tr>
<tr>
<td>Wholesale &amp; Retail</td>
<td>13.7</td>
<td>13.4</td>
</tr>
<tr>
<td>Education</td>
<td>11.2</td>
<td>11.7</td>
</tr>
<tr>
<td>Public administration</td>
<td>6.3</td>
<td>8.2</td>
</tr>
<tr>
<td>Professional, scientific and technical activities</td>
<td>4.8</td>
<td>7.5</td>
</tr>
<tr>
<td><strong>Accumulated concentration</strong></td>
<td><strong>72.1</strong></td>
<td><strong>56.7</strong></td>
</tr>
</tbody>
</table>

Source: Eurostat LFS (2012), RB Calculations

Figure 6: Distribution of employment in the main NACE-2 digit sectors (2012)

Overall, the concentration of women in the five most popular occupations is significantly more pronounced than for men (62.3 % vs. 42.3%, i.e. 20.0 pp difference). Additionally, the distribution of women and men across occupations is characterised by a strong gender bias. "Personal service workers" and "Legal, social and cultural professionals" appear for both genders among the top five employment types. However, substantially more women than men work in these occupations (35.6% vs. 16.3%, i.e. 19.3 pp difference).

<table>
<thead>
<tr>
<th>Occupation</th>
<th>% of women employed</th>
<th>% of men employed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal service workers</td>
<td>24.0</td>
<td>9.3</td>
</tr>
<tr>
<td>Legal, social, cultural professionals</td>
<td>11.6</td>
<td>9.0</td>
</tr>
<tr>
<td>Sales workers</td>
<td>11.2</td>
<td>8.8</td>
</tr>
<tr>
<td>Business and administrative associates professionals</td>
<td>7.8</td>
<td>7.9</td>
</tr>
<tr>
<td>Health associate professionals</td>
<td>7.6</td>
<td>7.3</td>
</tr>
<tr>
<td><strong>Accumulated concentration</strong></td>
<td><strong>62.3</strong></td>
<td><strong>42.3</strong></td>
</tr>
</tbody>
</table>

Source: Eurostat LFS (2010), RB Calculations

Figure 7: Distribution of employment in the main ISCO 3-digit occupations (2010)
1.5 Under-/overrepresentation of women and men in hierarchical levels – "Vertical segregation" 18

In terms of vertical segregation, the data shows a mixed picture. The female share in corporate boards has more than doubled from 20.0% to 44.0% over the last decade, which is clearly above the EU-27 average of 16.0% (see figure 9). This clearly depicts that the mandatory female share in corporate boards of 40.0%, which was originally introduced in 2003, has been successfully implemented.19 20

The share of women in (executive) management positions in large companies and SMEs has increased by 2.0 pp to 20.0% in 2010, but still remains considerably below the EU-27 average of 33.0% (compare figure 9).

Thus, despite the positive picture regarding corporate boards, the challenge remains to push for change in (executive) management positions.

**Women in... [%]**

<table>
<thead>
<tr>
<th></th>
<th>corporate boards</th>
<th>management positions in large companies and SMEs</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2003</td>
<td>2012</td>
</tr>
<tr>
<td>corporate boards</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Norway</td>
<td>EU-27</td>
<td></td>
</tr>
<tr>
<td>20.0</td>
<td>44.0</td>
<td>18.0</td>
</tr>
<tr>
<td>9.0</td>
<td>16.0</td>
<td>20.0</td>
</tr>
<tr>
<td>2003</td>
<td>2010</td>
<td></td>
</tr>
<tr>
<td>18.0</td>
<td>20.0</td>
<td></td>
</tr>
</tbody>
</table>

*Source: EC DG Justice, Gender and Science 2012*

Figure 9: Women in economic decision-making positions

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19 European Commission, Gender segregation in the labour market (2009)

1.6 Gender pay gap

In Norway, female employees in 2011 earned 15.9% less on average than male employees, a value which has remained rather stable since 2006. This runs contrary to the EU-27 average where the unadjusted gender pay gap decreased by 1.5 pp in the same timeframe.

Two main reasons contribute to the Gender Pay Gap in Norway. Firstly, the part time rate of women in Norway is significantly higher than their male peers’ and also higher than the EU average for women. Moreover, Norway has a highly segregated labour market with respect to both sectors and occupations.

Unadjusted Gender Pay Gap [%]

![Unadjusted Gender Pay Gap](image)

2006 2011
-17.7 -16.2

Source: Eurostat LFS 2013 (data from 2011)

Figure 10: Unadjusted gender pay gap

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21 Source for statistical data (unless stated otherwise): Eurostat LFS 2013 (data from 2011)
2. How to gain better access to the talent pool?

More gender equality within the business sector and a reduction of the gender pay gap can only be sustainably realised if companies adopt a comprehensive approach including corporate strategy, management, operational implementation by business units and HR work organisation and monitoring (“strategic pillars”):

**CORPORATE STRATEGY – Establish gender equality as a part of the company’s DNA**

**MANAGEMENT and EXECUTIVES – Understand and position management as driver and role model**

**WORK ORGANISATION**
Create 'modern' working conditions

**MONITORING – monitor and follow up target achievement**

**OPERATIONAL IMPLEMENTATION – Fields of action**

1. Raise awareness among high school students regarding the full spectrum of education and training options
2. Attract top talent
3. Strengthen the work-life balance
4. Promote the career advancement of women
5. Evaluate the remuneration system
6. Support the company’s internal and external communications

Focusing on one pillar will lead to partial improvements only.

**Corporate Strategy – Establish gender equality as part of the company's DNA**

The corporate strategy sets the framework for doing business and determines the internal work culture. Experience shows that gender equality – in order to be sustainably established – has to be(come) a company rationale: The concept of gender equality has to be an integral part of the overall corporate strategy. This is the foundation for successfully addressing the gender pay gap within a company.

**Management – Understand and position management as driver and role model**

A management which is convinced of and fully endorses the company's strategy towards gender equality is vital to sustainably establish and live the principles of equality between women and men throughout the company and contribute to a sustainable reduction of the gender pay gap. The management is responsible for the implementation of the corporate strategy. Also, managers act as role models and multipliers within and outside the company.
Operational implementation – Business units and HR striving for more gender equality in daily work

- Business units are responsible for operationalising strategic targets regarding gender equality by actually implementing measures which have been agreed upon in their daily work, e.g. by offering internships. They contribute to a sustainable attraction, retention and development of employees.
- HR – as central point of contact for human resource issues of business units – offers strategic advice on how to sustainably address gender equality and provides instruments and processes to attract, retain and develop top talent, e.g. by designing regular evaluation processes.

There are six main fields of action for operational implementation:

- **Raise awareness among high school graduates regarding the full spectrum of education and training options** - To enlarge the potential talent pool, companies need to sensitise high school graduates regarding the full spectrum of fields of education and hereby motivate them to also consider gender "atypical" fields of specialisation.
- **Attract top talent** – To attract top talent, companies need to build up a relationship with talented graduate students early on and show them how it is to work in their company. Additionally, they need to tap the dormant work force by mobilising women to start working.
- **Strengthen the work-life balance** – To retain the talent pool, companies need to motivate talents to continue working, to return early from leave and to facilitate the career advancement of employees with family care obligations.
- **Promote career advancement of women** – To promote the most qualified female employees, companies need to establish a culture and promotion process that equally honours male and female talent and institutionalise a systematic succession planning.
- **Evaluate the remuneration system** - To attract and retain female employees, companies need to evaluate and – if necessary – adapt their remuneration system to eliminate discriminatory practices.
- **Support the company’s internal and external communications** - To maximise the positive impact of their efforts to champion gender equality, companies need to communicate their actions enhancing corporate gender equality internally and externally.

Work Organisation – Create ‘modern’ working conditions

Often, workflows within the company are organised in a way which does not easily allow for necessary changes towards more gender equality. This especially refers to the flexibility of the working environment. In the context of this project, flexibility comprises working hours, workplace options and work arrangements. It is therefore vital to evaluate the organisation of current business activities and requirements systematically and identify room for change in favour of employees but beneficial for both parties (employers and employees).
**Monitoring – Monitor and follow-up target achievements**

To ensure that gender equality is taken seriously, companies need to monitor gender equality targets in the same way as financial targets. Monitoring should include indicators that measure company-wide progress regarding corporate efforts to enhance gender equality as well as the success of individual managers in promoting gender equality in their departments/teams. Additionally, it should be part of regular feedback talks with the top management.
3. Where companies find support to gain better access to the talent pool - Examples

In order to foster a sustainable change towards better accessing the labour force potential of women a series of public and private initiatives – with legislative and non-legislative focus - have been implemented in Norway. In the following we give an overview over sample initiatives:

### 3.1 Legislative initiatives (examples)

<table>
<thead>
<tr>
<th>Year</th>
<th>Legislation</th>
<th>Website Link</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Revision 1981: 40% quota of each gender for publicly appointed boards, councils and committees</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Revision 2004: Extension of quotas to boards for publicly owned enterprises</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Revision 2006: Extension of quotas to boards for large joint stock companies in the private sector</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Lov om arbeidsmiljø, arbeidstid og stillingsvern mv (Act relating to working environment, working hours and employment protection, etc. (Working Environment Act) (WEA))</td>
<td><a href="http://www.lovdata.no/all/hl-20050617-062.html">http://www.lovdata.no/all/hl-20050617-062.html</a></td>
</tr>
</tbody>
</table>
### 3.2 Public non-legislative initiatives (examples)

<table>
<thead>
<tr>
<th>Name</th>
<th>Sponsor</th>
<th>Target Group</th>
<th>Target</th>
<th>Website Link</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kauno moters uzimtumo informacijos centras (Commission for Equal Pay)</td>
<td>Norwegian Ministry of Children, Equality and Social Inclusion (DOC)</td>
<td>Labor organizations, Employer, Employees</td>
<td>Work to attain the gender equality goal that women and men shall receive equal pay, irrespective of their gender. Describe pay differences between women and men. Provide an overview over gaps in knowledge, analyse the grounds for pay differences, and consider and appraise measures that can contribute to correcting the gendered imbalance in pay. Study fulltime vs. part-time work as an aspect when considering the gender inequality in pay.</td>
<td><a href="http://www.gender.no/Policies_tools/Public_agencies">http://www.gender.no/Policies_tools/Public_agencies</a></td>
</tr>
<tr>
<td>Komité for kjønnsbalanse i forskning (Committee for Gender Balance in Research)</td>
<td>Ministry for Education and Research</td>
<td>Universities, Research sector</td>
<td>Improve gender balance in the research sector</td>
<td><a href="http://kvinneriforskning.no/english/">http://kvinneriforskning.no/english/</a></td>
</tr>
<tr>
<td><strong>Likestillings- og diskrimineringsnemnda</strong> (The Norwegian Equality Tribunal)</td>
<td>Government of Norway</td>
<td>General public</td>
<td>Enforces the various Norwegian equality and anti-discrimination acts</td>
<td><a href="http://www.diskrimineringsnemnda.no/">http://www.diskrimineringsnemnda.no/</a></td>
</tr>
</tbody>
</table>
### 3.3 Private initiatives (examples)

<table>
<thead>
<tr>
<th>Name</th>
<th>Sponsor</th>
<th>Target Group</th>
<th>Target</th>
<th>Website Link</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Female Future</strong></td>
<td>The Confederation of Norwegian Enterprise</td>
<td>Employers, Employer organizations</td>
<td>Recruit more women into management and board positions</td>
<td><a href="http://www.nho.no/ff/">http://www.nho.no/ff/</a></td>
</tr>
<tr>
<td>(Female Future)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Gender.no</strong></td>
<td>Public authorities, Private agencies</td>
<td>General public, Authorities, NGOs</td>
<td>Present the work Norway is doing in the field of gender equality within both the national and the international arena Gather information on gender equality related strategies, laws and regulations, policies and tools</td>
<td><a href="http://www.gender.no">http://www.gender.no</a></td>
</tr>
<tr>
<td>(Gender.no)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Kilden</strong></td>
<td>Private agencies</td>
<td>Academic, Gender researchers, General public, Journalists, Politicians, Public administrators, Students</td>
<td>Promote and inform about Norwegian gender research nationally and abroad</td>
<td><a href="http://eng.kilden.forskningsradet.no">http://eng.kilden.forskningsradet.no</a></td>
</tr>
<tr>
<td>(Information Centre for Gender Research in Norway)</td>
<td></td>
<td></td>
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<td><strong>Landbrukssamvirkets likestillingspris</strong></td>
<td>Federation of Norwegian Agricultural Cooperatives (FNAC)</td>
<td>Organizations/companies within the Federation of Norwegian Agricultural Cooperatives</td>
<td>Award companies, which have extraordinary activities to actively promote gender equality Foster women’s positions in management</td>
<td><a href="http://www.landbruk.no/kunder/landbruk/cms.nsf/pages/en">http://www.landbruk.no/kunder/landbruk/cms.nsf/pages/en</a></td>
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