GENDER EQUALITY:
PROBLEMS, STRATEGIES AND SOLUTIONS

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Outline

• Problems
• Strategies
• Solutions
The Principle of Gender Equality

- Parity Participation / Everyone's right to participate on an equal footing
  - Economical participation
  - Cultural participation
  - Political participation

- Multi-dimensionality
.... principle continues ......

- Multi-dimensionality
- Implications
Policy for Equality

- Government commission to report on Norwegian gender equality policy ++
- White paper I: Structure for Equality
- White paper II: Policy for Equality
Four Areas of Priority

• Democracy
• Freedom of choice
• Redistribution
• Vulnerability
Gender Equality Problems
# Upper Secondary School

<table>
<thead>
<tr>
<th>Type of secondary education</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>General studies</td>
<td>55 %</td>
<td>45 %</td>
</tr>
<tr>
<td>Vocational – Health and Care</td>
<td>88 %</td>
<td>12 %</td>
</tr>
<tr>
<td>Vocational – Electricity and Construction</td>
<td>5 %</td>
<td>95 %</td>
</tr>
</tbody>
</table>
Higher education

- Health & Care
- Pre-school ped
- Social subjects
- Pedagogy
- Psychology
- General teacher
- Law
- Medicine
- Biology
- Business...
- Physics & Math
- Math & Stat
- El & Mech
- ICT

Men

Women
Employment

• Stability in horizontal gender segregated patterns

• Women dominate the public sector, men in the private sector
  • 70 percent in public sector are women
  • Less than 40 percent in private sector are women

• 40 percent of all employed women work part-time

• Mechanism of public sector attraction for women
Male-dominance in Norwegian top-positions 2001 – 2011 (%)
Male-dominance in Norwegian top-positions, total and research & higher education 2001 – 2011 (%)
GENDER EQUALITY STRATEGIES
Family/Redistributive Policies

- Parental leave policies
- Kinder-gardens
Mainstreaming Policies

• Integration of equality promotion in day-to-day work

• Lack of monitoring and authority

• Large variation in scope and consistency

Conclusion:

Mainstreaming means ad hoc, isolated and project driven equality work – no accumulation of knowledge and method development
# Positive Action Policies

<table>
<thead>
<tr>
<th>Field of society</th>
<th>Types</th>
<th>Adopted</th>
<th>Procedures</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Education</strong></td>
<td>Preferential treatment</td>
<td>Upper secondary education, 1982; Norwegian School of Economics and Business Administration, 1980</td>
<td>Candidates of the underrepresented gender are given priority in cases of equal qualifications (same amount of school points). Additional school points granted to applicants of the underrepresented gender; earmarking of school/student places for candidates of the underrepresented gender, with strict restrictions according to qualifications.</td>
</tr>
<tr>
<td></td>
<td>Promoting procedures</td>
<td>Norwegian University of Science and Technology, 1981 (additional points); 1997 (earmarking procedure)</td>
<td></td>
</tr>
<tr>
<td><strong>Employment</strong></td>
<td>Preferential treatment</td>
<td>State sector, 1981; municipal sector, 1985</td>
<td>In recruitment and promotions applicants of the underrepresented gender are given preferential treatment when qualifications are equal or about equal.</td>
</tr>
</tbody>
</table>
## Quota/Parity Policies

<table>
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<th>Procedures</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Politics</strong></td>
<td>Minimum representation</td>
<td>Liberal Party 1974; Socialist Left Party 1975; Center Party 1979; Labour Party 1983; Christian Democratic Party 1989</td>
<td>Quotas (at least 40 % of each gender) regulate party election lists and appointments within party organisations in five out of the seven major political parties</td>
</tr>
<tr>
<td><strong>Organizations</strong></td>
<td>Minimum representation</td>
<td>The Norwegian Confederation of Trade Unions, 2005</td>
<td>Quotas (at least 40 % of each gender) regulate composition of decision-making bodies, as far as it is possible</td>
</tr>
<tr>
<td><strong>Publicly appointed boards, councils etc.</strong></td>
<td>Minimum representation</td>
<td>1981, first regulation, 1988, 40 per cent of each gender, included in the local government act, 1995</td>
<td>Minimum 40 % of each gender should be represented in publicly appointed boards, councils and committees</td>
</tr>
<tr>
<td><strong>Corporate boards</strong></td>
<td>Minimum representation</td>
<td>Adopted 2003, implemented for new companies 2006, full implementation 2008</td>
<td>Minimum 40 % of each gender should be represented in the boards of publicly owned enterprises and large joint stock companies in the private sector.</td>
</tr>
</tbody>
</table>
Representation of women in boards of public limited and private limited companies from 2002 - 2011
Educational System

• Counter gender stereotypes from kinder-garden to university
• Additional school points
• Incentive system - scholarships
Labour Market

• Lack of public authority initiatives of systematic and long-lasting initiatives to promote equality in the labor market

• Three-partite cooperation on equality issues

• Activation of pro-active duties
Gender Equality «Directorate»

- Specification and clarification of pro-active duties
- Structure to ensure implementation and coordination of equality policy
- Regional structure