

## Norway

<p><b>A. National Policies</b></p>	<p>The Norwegian government's policy on gender equality aims to:</p> <ul style="list-style-type: none"> <li>• Give women and men equal formal rights and combat all discrimination</li> <li>• Ensure genuine equality between women and men through equal distribution of goods, responsibility and power</li> </ul> <p>A key strategy of gender equality policy is to integrate the gender equality perspective in all policy planning on the central, regional and local levels. The strategy of sector responsibility for gender equality applies to the Government's work. This means that each Ministry is responsible for gender equality within its fields of responsibility.</p> <p>The Gender Equality Act of Norway protects against discrimination based on gender and aims to promote gender equality. Women and men must have equal opportunities for education, employment and cultural and professional development.</p> <p>The Act enjoins all public authorities to make active, targeted and systematic efforts to promote gender equality in all sectors in society. This entails making direct demands for activities which promote gender equality in all sectors of society. « Public authorities shall make active, targeted and systematic efforts to promote gender equality in all sectors of society. » Section 1 a. of the Gender Equality Act. Duty to promote gender equality.</p> <p>The Norwegian Ministry of Children, Equality and Social Inclusion is responsible for coordinating the Government's equality policy. The Ministry has prepared a Guide to equality assessment and discussion in ministry budget propositions.</p> <p>Key measures in the Government's work for gender equality integration are the activity and reporting obligations that are embedded in the Gender Equality Act, the reporting instruction and the main budget circular from the Ministry of Finance.</p> <p>Integration of the gender and equality perspective in the Fiscal Budget is intended to contribute to equitable distribution and targeted and efficient use of public resources, and to ensure that all the various policy sectors are involved in promoting gender equality. Assessment of the gender perspective in the Fiscal Budget is intended to reveal and document unwanted differences between sexes and to facilitate targeted measures aimed at achieving real equality in all areas of society. Accounts of the assessments are given in the ministries' own budget propositions.</p> <p>Subordinate agencies to the Ministry of Culture must report annually on follow up on the issue of gender equality. The demand for a gender equality assessment is contained in the letter of allocation and consistently communicated in the management dialogue between the Ministry and the subordinate agencies. More specifically, this is done by including a special reference to the Gender Equality Act. Institutions are requested to report on distribution when it comes to grants and other funding schemes.</p>
<p><b>B. National implementation strategies of UNESCO Culture Conventions</b></p>	<p>Performing arts institutions, receiving funding from the Ministry, are requested to develop and report on strategies and to ensure women and men equal opportunities when it comes to artistic, technical and administrative positions.</p> <p>In 2009 a pilot programme on recruitment of women to management positions within the performing arts, music, film and television was completed and assessed. The responses were positive.</p>
<p><b>C. Access to decision-making</b></p>	<p>The gender perspective is always taken into account when the Ministry is appointing members to government boards, councils and committees. Those institutions which receive government funding likewise have to ensure a gender balance.</p>
<p><b>D. Education,</b></p>	<p>No answer</p>

<p><b>Capacity-Building and Training</b></p>	
<p><b>E. Access to credit and financial resources allocation</b></p>	<p>No answer</p>
<p><b>F. Visibility and awareness-raising</b></p>	<p>Cf. B. above</p>
<p><b>G. Statistics and Indicators</b></p>	<p>Statistics Norway publishes on an annual basis cultural statistics. Statistical surveys on gender are related to:</p> <ul style="list-style-type: none"> <li>- employment within the different cultural industries</li> <li>- the purchase of new Norwegian fiction, within the Norwegian Purchasing scheme for literature</li> <li>- funding of the different cultural expressions</li> <li>- distribution of guaranteed income or grants</li> <li>- membership in cultural organizations</li> <li>- employment in museums by type of position (scientific, administrative, technical personnel)</li> <li>- composition of board members of museums</li> <li>- authors of literary works, including authors of children's literature</li> <li>- readers and time spent on reading books</li> <li>- readers of newspapers, magazines</li> <li>- visits to cinema</li> <li>- time spent on listening to the radio and watching television</li> </ul>