



Likestillings- og  
diskrimineringsombudet

# Addressing Gender in Public Management

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The Equality and Anti-discrimination  
Ombud - Norway

# The Ombud: Structure and organisation


- An independent public administrative agency
- Subordinate to the Ministry of Children and Equality
- Free from instruction from the Ministry

# The Ombud - Legislation


- The Gender Equality Act
- The Anti-discrimination Act
- The Anti-discrimination and Accessibility Act
- Other legislation
  - Labour Environment Act
  - Housing legislation
- UN Conventions CEDAW and CERD
- The Anti-discrimination Ombud Act

# The Gender Equality Act

- Prohibits discrimination on the ground of gender.
- Contribute equality between women and men
- Combating unlawful discrimination



The duty to promote and to report on gender equality: The Gender Equality Act Section 1a :

- Public authorities shall make active, targeted and systematic efforts to promote gender equality in all sectors of society.
  - Employers shall make active, targeted and systematic efforts to promote gender equality within their enterprise.
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The Gender Equality Act, Section 21:  
Representation in public committees, boards  
etc.

- "When a public body appoints or elects committees, etc., with four or more members, each sex shall be represented by at least 40 per cent of the members."

## Fighting discrimination due to pregnancy, birth and use of parental leave in Norway

- Dismissal due to pregnancy, birth or adoption or during parental leave is illegal.
- Nursing mothers entitled to breastfeeding time at work
- Pregnancy and birth: covered by protection against **direct** discrimination
- Use of parental leave: applies to men and women, law- prescribed part covered by protection against **direct** discrimination.
- Proactive obligation regarding planned, active and targeted action