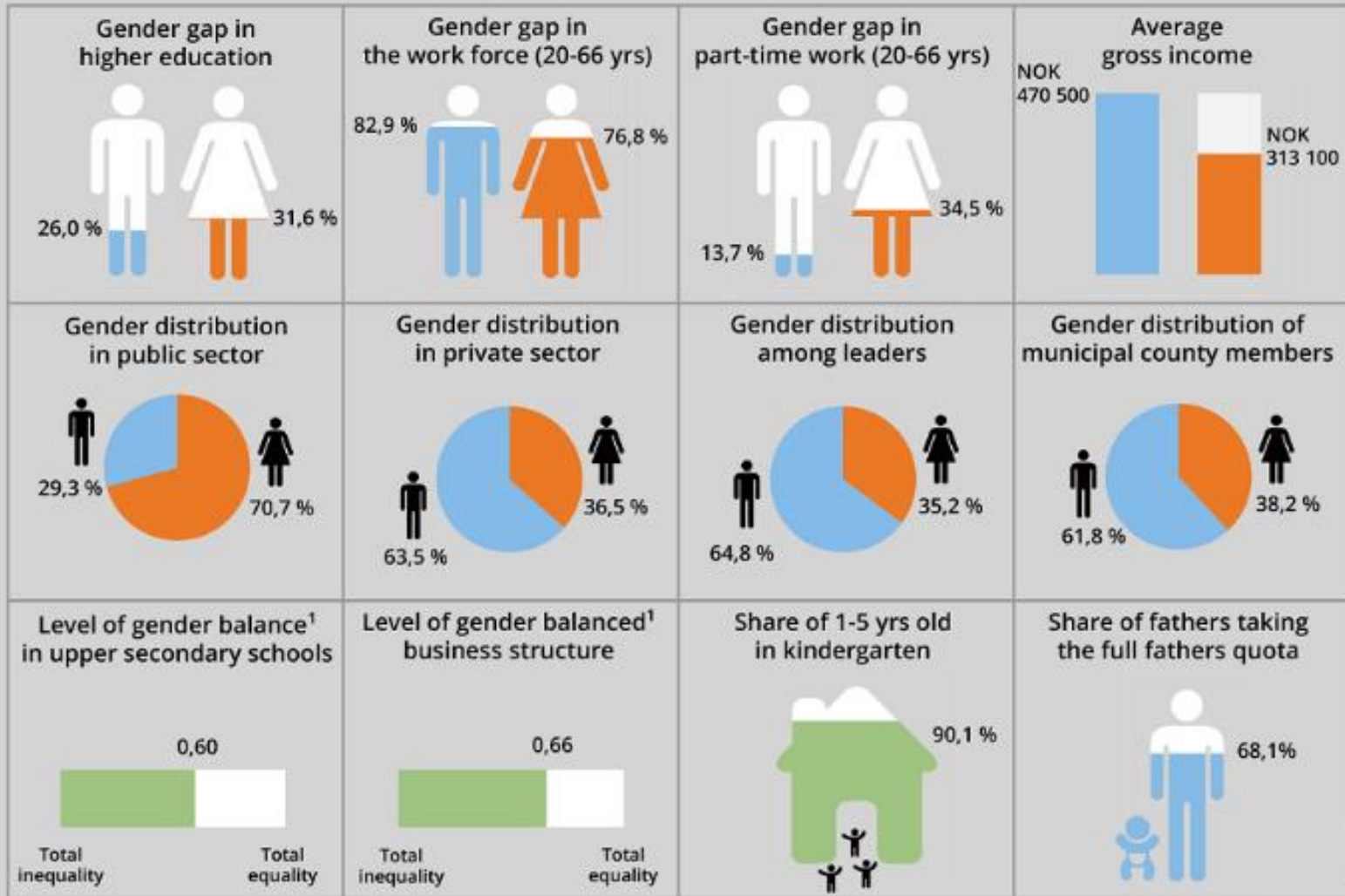


Indicators gender equality, 2012



Infographic: tbb

THE PROCESS OF GENDER EQUALITY - IN BRIEF....

In 1759, the British philosopher Mary Wollstonecraft claimed that Norway seemed to her to be the most liberal and egalitarian society she had ever encountered. The Norwegians were, according to her, uncultivated and little concerned with literature, but the press was free, one could express one's opinion without fear of the government's displeasure, and they seemed like the least suppressed people in Europe.

The Crafts Act of 1839 and the Trade Act of 1842 gave single women in Norway the opportunity to trade and provide for themselves for the first time.

There was a surplus of women in the cities. Between the years 1801 and 1835, the number of unmarried women rose by 2% on a national basis. Whereas women from the cities worked and the peasant women were an integrated part of the household, the bourgeoisie and the state acted in order to protect the state and the fathers by giving unmarried and single women the opportunity to provide for themselves through crafts and trade, says historian Eirinn Larsen.

...an example of how measures which originally were made for other purposes have promoted gender equality

...new acts were made in order to protect the state and the fathers by giving unmarried and single women the opportunity to provide for themselves through crafts and trade, says historian Eirinn Larsen.

Between 1880 and 1900 new women ideals developed and women started to take on new roles in public society – women were accepted into higher education; wrote books and participated in public debate.

Henrik Ibsen “A Doll’s House” (1897)

Camilla Collett initiated a reader’s association for women

Aasta Hansteen wrote debate contributions in the papers

Gina Krog founded the Norwegian Women’s Association.

....Like today, the feminists were not always unanimous.

1898 – all men had the right to vote

Voting rights for women with a certain income became an issue

Party politics also played an important part. When the Liberal Party (*Venstre*) gained majority for their proposal concerning citizen rights for all men in 1898, the Conservative Party (*Høyre*), who had previously been opposed to suffrage for women, started to promote suffrage for wealthy women. They thought that these women would vote for the

Conservative Party, and they were right. ~~was adopted unanimously by the~~
Norwegian parliament (*Stortinget*)

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Both the labour party and the trade union had a conservative effect on the perception of gender roles in society. The child benefit reforms presupposed stay at home mothers, and the marriage act of 1927 facilitated for housewives who were provided for by their husbands.

Simultaneously, employment outside the home became increasingly important for women, and both the education revolution and contraception was about to make its way.

The rebellion in the 70s.

“The long 70s” – changes initiated in the 60s, consolidated in the 80s.

Legal abortion was promoted as early as in 1913 - battle not won until 1978.

In the period between 1960 and 1990 women start taking university degrees and participate in the workforce – this time as the employees of the welfare state.

This led to women's increased participation in politics and to Gro Harlem Brundtland's women's government in 1986.

Paternity leave introduced under this government: 1993 (4 weeks)

Legislation of 1918 and 1927 placed women on an equal footing with men in matters of divorce, custody of children and the right to property.

The Equal Status Act of 1978 prohibited all discrimination on the basis of gender.

The equal status of women in society has been an important part of public policy in Norway for several years.

.... a central initiative in this context was the Parliament's passing of a law in 2003, requiring that 40 percent of all company board members be women.

The term equality has come to include not only gender but also sexual, ethnical and religious minorities.

Equality has become a Norwegian value with which the nation measures and compares others against.

One of the biggest challenges in the years to come is the perception that Norway is the world champion when it comes to equality.

NOW:

More fathers taking full paternity leave

More managers are women

Women's educational level increasingly higher than men's

Women's part time work – an ongoing gender equality challenge

JUDICIAL:

Norwegian legislation in English:

http://lovdata.no/info/information_in_english

LO (The Norwegian Confederation of Trade Unions) Legal Office
– have 22 lawyers specialised in labour law and conflict management (<http://www.lo.no/language/English/>)

Legal Advice for Women (JURK):

<http://www.fokuskvinner.no/en/About-FOKUS/Member-organizations/Legal-Advice-for-Women-JURK/>

The Norwegian Centre against Racism: <http://www.antirasistisk-senter.no/english/> - have a counselling office

Fri rettshjelp (Free Law Aid) - <http://www.fri-rettshjelp.no/>

The Norwegian Mediation Service (*Konfliktrådet*):

<http://www.konfliktraadet.no/other-languages.315050.no.html>

- **Offered to anyone and it is free**
- **Examples of cases: vandalism, threats, burglary, harassment, theft - and civil conflicts concerning neighbors, family, rent or workplace.**

Act Relating to Gender Equality:

<http://www.regjeringen.no/en/doc/laws/acts/the-act-relating-to-gender-equality-the-.html?id=454568>

Harassment related to Sex and Sexual Harassment Law in 33 European Countries EUROPEAN NETWORK OF LEGAL EXPERTS IN THE FIELD OF GENDER EQUALITY (European Commission): **http://ec.europa.eu/justice/gender-equality/files/your_rights/final_harassement_en.pdf** (p. 2010 on Norway!) – only four cases in Appeal Court! (2012)

--- Portugal page 229.