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CONSEIL DE L'EUROPE

**EUROPEAN COMMITTEE OF SOCIAL RIGHTS
COMITÉ EUROPÉEN DES DROITS SOCIAUX**

28 May 2018

Case Document No. 8

University Women of Europe (UWE) v. Norway
Complaint No. 135/2016

**FURTHER RESPONSE FROM THE GOVERNMENT
ON THE MERITS**

Registered at the Secretariat on 16 April 2018



ATTORNEY GENERAL – CIVIL AFFAIRS

The European Committee of Social Rights
Deputy Executive Secretary
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Your reference
130-2016 LV/KOG

Our reference
2016-0866 HRU/HRU

Date
16.04.2018

FURTHER WRITTEN OBSERVATIONS

SUBMITTED BY THE GOVERNMENT OF THE KINGDOM OF NORWAY

to

THE EUROPEAN COMMITTEE OF SOCIAL RIGHTS

in

**University Women of Europe (UWE) v. Norway
(Complaint No. 135/2016)**

1 INTRODUCTION

- (1) Reference is made to University Women of Europe's (hereinafter "UWE") response of 11 January 2018 to the Government of Norway's submissions on the merits of the above-mentioned complaint. We received the English translation of the response on 22 February 2018. The Government has been granted an extension to respond to UWE's latest submissions within 16 April 2018.
- (2) The Government's view is that UWE's response of 11 January 2018 to a large extent reiterates the submissions on the merits in the original complaint. The Government will therefore mainly refer to its submissions on the merits in our letter of 13 October 2017. In this letter we will mainly add some clarifications and examples.

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2 FURTHER COMMENTS CONCERNING THE COMPLAINT

2.1 Introduction

- (3) As now pointed out by the Government on several occasions the complaint from UWE is vague and do not point to specific parts of the legal framework. The main portion of UWE's letter of 11 January 2018 is also held in general terms. The letter includes statistics that do not concern Norway, arguments that has not been raised by Norway (e.g. 2.3), and a number of unfounded assertions not accompanied by facts and in the Government's opinion incorrect. As examples of such unfounded and incorrect contentions the Government will point to the information that a woman bringing lawsuits would run the risk of dismissal (II, Introduction) and that new female board members are less well paid than their male colleagues (4.1). Lastly the Government notes that UWE has not taken into account all the information provided by the Government in our last letter.
- (4) As to the law under the relevant provisions of the revised Charter the Government refers to our letter of 13 October 2017 paragraph (3)-(10). The obligations on the area examined here is not obligations of result, but of taking appropriate measures. The Government notes that UWE seems to share this understanding, cf. section 2.2 in the letter of 11 January 2018. The Government is of the opinion that appropriate measures have been taken to achieve steady progress towards closing the gender pay gap and achieving a gender neutral work force in Norway.

2.2 Further information on the Equality and Anti-discrimination Ombud and Tribunal

- (5) In the last part of section 2.2 of the letter of 11 January 2018 UWE asks for further clarifications which would serve to determine the conformity of the policies followed with the requirements of the Charter. UWE refers to a bullet point list to indicate what kind of information they would like to receive. It is the Government's contention that a complete overview as noted falls outside the scope of the collective complaint procedure, and is not required to show that the Government has fulfilled its obligations under the Charter. The government will however offer some further details as examples:
- (6) As pointed out in the Government's letter of 13 October 2017 paragraph (49)-(51) the Equality and Antidiscrimination legislation in Norway was enforced by the Equality and Anti-discrimination Ombud until 1 January 2018. In 2017 the Ombud had 53 employees in full time position, and a budget of NOK 50 128 821. The Ombud had five different departments with specific tasks, with departments for guidance and information, for handling individual complaints and for supervision of the relevant law. Before 1 January 2018 cases of discrimination handled by the Ombud could be appealed to the Equality and Anti-discrimination Tribunal. In 2017 the Tribunal had five employees in the secretariat and 16 members of the Tribunal, with a section of five members meeting every month to consider complaints. The budget of the Tribunal was NOK 6 744 000 in 2017.
- (7) As described in the Government's letter of 13 October 2017 the system has been revised recently by the adoption of the new Equality and Anti-discrimination Act, and a parallel Act of the Equality and Anti-Discrimination Ombud. The acts are in force since 1 January 2018, and English versions have been added to this letter as appendix 1 and 2. A central feature of the Equality and Anti-discrimination Act (appendix 1) is strengthening of the

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active equality efforts in the work life. We would like to point to chapter 4, which obligates employers and organizations to promote equality. This includes issuing statements as described in section 26a:

“All employers shall issue a statement on:

a) the current state of affairs with regard to gender equality in the undertaking, and

b) equality measures implemented or planned to promote the Act's purpose of equality irrespective of gender.

Public undertakings, and private undertakings that ordinarily employ more than 50 persons, shall issue a statement on equality measures implemented or planned to promote the Act's purpose of equality irrespective of ethnicity, religion, belief, disability, sexual orientation, gender identity and gender expression.

The duty to issue a statement applies to undertakings with a statutory duty to prepare an annual report. Such undertakings shall include the statement in the annual report.

The duty to issue a statement also applies to public authorities and public undertakings with no duty to prepare an annual report. Such undertakings shall include the statement in their annual budget.”

Chapter 5 has more detailed provisions relating to work life, including section 34 that gives the right to equal pay for work of equal value within the same company. The Government would also like to point out the new tools for achieving equal pay for equal work, e.g. section 31 that states:

“A worker who suspects discrimination in the setting of pay may demand that the employer provide written confirmation of the pay level and the criteria for the setting of the pay of the person or persons with whom the worker is making a comparison.”

- (8) The new acts has also given the new and reformed Equality and Anti-discrimination tribunal new measures, most notably to grant redress and compensation to employees and coercive fines to employers for non-implementation of administrative decisions by the Tribunal. Reference is made to the Act of the Equality and Anti-Discrimination Ombud section 11 and 12, see [appendix 2](#).
- (9) Based on the reformation of the enforcement system from 1 January 2018 the Equality and Anti-discrimination Ombud has reduced the number of employees to 38 full-time positions, with a budget for 2018 of NOK 42 821 000. A new independent Anti-discrimination tribunal has been created, with 14 employees in the secretariat and 15 members of the Tribunal (three leaders, six members, six deputy members). The tribunal's budget for 2018 is NOK 18 598 000.
- (10) In 2017 the Equality and Anti-discrimination Ombud decided 21 individual complaints and 702 requests for guidance in the field of gender discrimination. No specific statistics are available on the field of equal pay. The register of the Ombud shows however that at least 8 individual complaints were decided on the topic of equal pay for equal work in 2016-2017. We would also like to highlight from the Ombud's activity that it organized a series of information meetings on equal pay, prevention of pregnancy discrimination etc for the finance and IT sector in 2017. These meetings were held together with “Finansforbundet”, an employee organization for the finance and IT industry. Statistics for 2018 and the new Tribunal are not yet available.

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2.3 Further comments on UWE's observations

- (11) UWE has contended that the Government of Norway does not take appropriate measures in the work field, and have specifically pointed to the gender-segregation of the labor market (Letter of 11 January 2018 section 3.1). The Government disagrees with this contention, and would point to recent measures taken to achieve progress. As an example the new Equality and Anti-Discrimination Act (appendix 1) section 11 permits positive treatment of both sexes to promote gender equality. A practical consequence of this measure is that several Norwegian universities have instituted quotas for men in educations dominated by women, such as nursing school and psychology.
- (12) Further, the Government would point to the initiatives taken to help more women enter into work fields dominated by men, as explained in our letter of 13 October 2017 paragraph (66). Further examples are *BALANSE*, a temporary special measure to promote gender equality in research at the Norwegian University of science and technology. The program includes dedicated funding of female researches, mentorship etc. A further example is the *Job Opportunity program*. This was introduced as a permanent measure from the summer of 2013 with a view to increasing employment among immigrants aged 18-55 who have little chance of participating in the labour market, and who are not covered by other schemes. Stay-at-home mothers who are not dependent on social security benefits are a priority target group. The Job Opportunity Program, has contributed to strengthen immigrant women's opportunity to participate in the labour market. Seventy-one per cent of the participants from the main target group (women staying home without supplementary public benefits) who completed the program in 2015 were employed or participated in education.¹
- (13) Also, the Government would like to point out that the equality enforcement bodies now can award compensation, as described in (10) above. The criticism on this point in 3.1 of the letter of 11 January 2018 (under "Protection against discrimination") is therefore unfounded.
- (14) In section 3.2 and 3.3 of their last letter UWE criticizes the statistical data put forward by the Government. The Government finds this criticism unfounded, and refers to the detailed description in the letter of 13 October 2017 paragraph (11)-(26). Referring to 3.3 (under "the pay gap") the gender pay gap in Norway is presented as 41,2 % and the gender hours gap as 46,1 %. Reading these numbers one must bear in mind that the numbers are calculated on salary per. year, not per. month or per. hour. The significant difference is largely due to the fact that more women work part-time than men, and most of them do it voluntarily. The numbers are therefore not indicative of the actual gender pay gap. The Eurostat numbers included in the paragraphs below indicate a wage page gap of 14,9 %. This is near to the numbers provided by the Government in our letter of 13 October 2017 (12)-(14).
- (15) The updated numbers of register-based wage statistics from Statistics Norway 2017 (this figure include all employees in Norway) show that the average wage for women accounted for 86,7 % of that of men. We enclose updated numbers from these statistics as appendix 3. The numbers includes part-time (adjusted to full time equivalents). Further the numbers includes bonuses and similar, but excludes overtime. Overtime has been included in a separate column. The numbers show that the gender pay gap is

¹ <https://www.imdi.no/contentassets/1971862679ea4081a3c80b13a42615a4/rapport-flere-i-arbeid-med-jobbsjansen-en-kunnskapsoppsummering-av-jobbsjansen-i-perioden-2005-2016.pdf> (norwegian only)

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significantly less when one compares data on a detailed level. They also show that the gender pay gap is more prominent in the private than in the public sector. In some vocations women earn more than men.

- (16) As to the contention in the following paragraph in the letter from UWE (still under 3.3 “the pay gap”) that women are forced to work part-time, this is incorrect. Updated numbers from the Labour Force Survey 2017 show that 9 % of all women in part-time positions, and 3 % of all women in the work force, wanted to increase the number of hours worked in their position. The rest work voluntarily part time.
- (17) Lastly, the Charter does not provide for legal costs in the collective complaints procedure. Hence, UWE’s representative cannot in any case be awarded compensation for such costs.

2.4 Comments on the observation by ETUC

- (18) In the observations from UWE dated 11 January 2018 the organization refers to the observations by The European Trade Union Confederation’s (hereinafter the “ETUC”) observation on the merits dated 3 November 2017. The Government disagrees with ETUC as to the measures required by the Charter, and also in the question of whether there has been a breach to the Charter in this instance. The Government would also add that the ETUC has not taken into account recent developments in Norway on the field, for example the new Equality and Anti-Discrimination Act.

3 CONCLUDING REMARKS

- (19) Based on these observations the Government of Norway still submits that its commitment toward equal pay for equal work and equal opportunities in the work life is strong and leads to continuous efforts in the area. The measures taken are both legal and non-legal, and there are recent positive developments in both areas, as exemplified. This highlights the continued focus on closing the gender pay gap and achieving a gender neutral work force.
- (20) On this background the Government respectfully submits that it has fulfilled its obligations under the revised Charter article 1, 4 and 20, read alone or in conjunction with Article E, as well as the 1961 Charter and Article 1 of the 1988 Additional Protocol. The Government therefore asks the Committee to find that no violation has occurred.

Oslo, 16 April 2018



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**Act relating to equality and a prohibition against discrimination
(Equality and Anti-Discrimination Act)**

Date	LOV-2017-06-16-51
Ministry	Ministry of Children and Equality
Entry into force	01.01.2018
Last consolidated	LOV-2017-12-19-115 from 01.01.2018
Abbreviated title	The Equality and Anti-Discrimination Act
Original title	Lov om likestilling og forbud mot diskriminering (likestillings- og diskrimineringsloven)

Innholdsfortegnelse

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Lov om likestilling og forbud mot diskriminering (likestillings- og diskrimineringsloven)
Amendment act incorporated in this text: L19.12.2017 No. 115.

This is an unofficial translation of the Norwegian version of the Act and is provided for information purposes only. Legal authenticity remains with the Norwegian version as published in Norsk Lovtidend. In the event of any inconsistency, the Norwegian version shall prevail.

The translation is provided by the Ministry of Children and Equality.

Chapter 1. Introductory provisions

Section 1. *Purpose*

The purpose of this Act is to promote equality and prevent discrimination on the basis of gender, pregnancy, leave in connection with childbirth or adoption, care responsibilities, ethnicity, religion, belief, disability, sexual orientation, gender identity, gender expression, age or other significant characteristics of a person.

«Equality» means equal status, equal opportunities and equal rights. Equality presupposes accessibility and accommodation.

This Act has the particular objective of improving the position of women and minorities. This Act shall help to dismantle disabling barriers created by society and prevent new ones from being created.

Section 2. *Factual scope*

This Act shall apply in all sectors of society.

This Act shall not apply to discrimination on the basis of age in circumstances regulated by chapter 13 of the Working Environment Act or chapter 10 of the Ship Labour Act.

The Ministry may issue regulations on the application of this Act to posted workers pursuant to section 1-7(1) of the Working Environment Act.

Section 3. *Geographical scope*

This Act applies throughout the realm, including on Svalbard and Jan Mayen. This Act also applies on fixed and mobile installations in operation on the Norwegian continental shelf, and aboard Norwegian ships and Norwegian aircraft irrespective of their location.

However, chapter 3 on universal design and individual accommodation, and sections 24, 25 and 26 on active equality efforts related to disability, shall not apply on Svalbard and Jan Mayen, on installations in operation on the Norwegian continental shelf, or aboard Norwegian ships engaged in foreign trade or Norwegian aircraft. The King may issue regulations on the application of the said provisions in these areas.

Section 4. *Invariability*

The provisions of this Act, and regulations issued pursuant to this Act, may not be varied by agreement.

Section 5. *UN Convention on the Elimination of All Forms of Racial Discrimination*

The United Nations International Convention on the Elimination of All Forms of Racial Discrimination of 21 December 1965 shall apply as Norwegian law.

Chapter 2. Prohibition against discrimination

Section 6. *Prohibition against discrimination*

Discrimination on the basis of gender, pregnancy, leave in connection with childbirth or adoption, care responsibilities, ethnicity, religion, belief, disability, sexual orientation, gender identity, gender expression, age or combinations of these factors is prohibited. «Ethnicity» includes national origin, descent, skin colour and language.

The prohibition includes discrimination on the basis of actual, assumed, former or future factors specified in the first paragraph.

The prohibition also applies if a person is discriminated against on the basis of his or her connection with another person, when such discrimination is based on factors specified in the first paragraph.

«Discrimination» means direct or indirect differential treatment pursuant to sections 7 and 8 that is not lawful pursuant to sections 9, 10 or 11.

Section 7. *Direct differential treatment*

«Direct differential treatment» means treatment of a person that is worse than the treatment that is, has been or would have been afforded to other persons in a corresponding situation, on the basis of factors specified in section 6, first paragraph.

Section 8. *Indirect differential treatment*

«Indirect differential treatment» means any apparently neutral provision, condition, practice, act or omission that results in persons being put in a worse position than others on the basis of factors specified in section 6, first paragraph.

Section 9. *Lawful differential treatment*

Differential treatment does not breach the prohibition in section 6 if it:

- a) has an objective purpose,
- b) is necessary to achieve the purpose, and
- c) does not have a disproportionate negative impact on the person or persons subject to the differential treatment.

In employment relationships and in connection with the selection and treatment of self-employed persons and hired workers, direct differential treatment on the basis of gender, ethnicity, religion, belief, disability, sexual orientation, gender identity or gender expression is only permitted if the characteristic in question is of decisive significance for the performance of the work or the pursuit of the occupation and the conditions in the first paragraph are met.

Age limits specified in laws or regulations, and favourable pricing based on age, do not breach the prohibition in section 6.

Section 10. *Lawful differential treatment on the basis of pregnancy, childbirth or breastfeeding and leave in connection with childbirth or adoption*

Differential treatment on the basis of

- a) pregnancy, childbirth or breastfeeding, including leave pursuant to sections 12-1, 12-2, 12-3(1), first sentence, 12-4 or 12-8 of the Working Environment Act, or
 - b) leave reserved for each of the parents; see section 14-12, first paragraph, of the National Insurance Act
- is only permitted if the differential treatment is necessary to protect the woman, the foetus or the child in connection with pregnancy, childbirth or breastfeeding, or if other obvious grounds apply. The differential treatment may not have a disproportionate negative impact on the person subject to the differential treatment.

Section 9, first paragraph, applies to differential treatment on the basis of leave in connection with childbirth or adoption during periods not covered by the first paragraph.

Differential treatment on the basis of pregnancy, childbirth, breastfeeding or leave in connection with childbirth or adoption is never permitted in connection with recruitment and dismissal. This also applies in connection with extension of a temporary position.

Section 11. *Permitted positive differential treatment*

Positive differential treatment on the basis of factors specified in section 6, first paragraph, is permitted if

- a) the differential treatment is suited to promote the purpose of this Act,
- b) the negative impact of the differential treatment on the person or persons whose position will worsen is reasonably proportionate in view of the intended purpose, and
- c) the differential treatment will cease when its purpose has been achieved.

Section 12. *Breach of the duty to ensure universal design or individual accommodation*

Breach of sections 17 or 18 on universal design or sections 20, 21, 22 or 23 on individual accommodation shall be deemed to constitute discrimination.

Discrimination due to a lack of physical accommodation shall be fully regulated by sections 17 to 23 in respect of the legal persons and areas to which those provisions apply.

Section 13. *Prohibition against harassment*

Harassment on the basis of factors specified in section 6, first paragraph, and sexual harassment, are prohibited.

«Harassment» means acts, omissions or statements that have the purpose or effect of being offensive, frightening, hostile, degrading or humiliating.

«Sexual harassment» means any form of unwanted sexual attention that has the purpose or effect of being offensive, frightening, hostile, degrading, humiliating or troublesome.

The prohibition covers harassment on the basis of actual, assumed, former or future factors specified in section 6, first paragraph.

The prohibition also applies if a person is harassed on the basis of his or her connection with another person, when such harassment is based on factors specified in section 6, first paragraph.

Employers and managers of organisations and educational institutions shall prevent and stop harassment and sexual harassment in their area of responsibility.

Section 14. *Prohibition against retaliation*

It is prohibited to retaliate against anyone who has submitted a complaint regarding breach of this Act, or who has stated that a complaint may be submitted, unless the person in question has acted with gross negligence.

The prohibition in the first paragraph applies correspondingly to witnesses in a complaint case, and to persons who provide assistance in a complaint case.

It is prohibited to retaliate against anyone who has failed to follow an instruction that breaches section 15.

Section 15. *Prohibition against instructing a person to discriminate, harass or retaliate*

It is prohibited to instruct any person to discriminate in breach of section 6, harass in breach of section 13 or retaliate in breach of section 14.

Section 16. *Prohibition against participating in discrimination, harassment, retaliation or the issuing of instructions*

It is prohibited to participate in discrimination in breach of section 6, harassment in breach of section 13, retaliation in breach of section 14 or the issuing of instructions in breach of section 15.

Chapter 3. Universal design and individual accommodation

Section 17. *Universal design*

Act relating to equality and a prohibition against discrimination (Equality and Anti-Discrimination Act)

Public undertakings and private undertakings focused on the general public have a duty to ensure that their general functions have a universal design.

«Universal design» means designing or accommodating the main solution with respect to the physical conditions, including information and communications technology (ICT), such that the general functions of the undertaking can be used by as many people as possible, regardless of disability.

The duty does not apply to design or accommodation that imposes a disproportionate burden on the undertaking. In the assessment, particular weight shall be given to

- a) the effect of dismantling barriers for persons with disabilities
- b) whether the general functions of the undertaking are of a public nature
- c) the costs associated with accommodation
- d) the undertaking's resources
- e) safety considerations
- f) cultural heritage considerations.

The duty pursuant to the first paragraph is deemed to be met if the undertaking fulfils universal design requirements in laws or regulations.

The King may issue regulations on the content of the duty to ensure universal design in areas that are not covered by requirements in other laws or regulations.

Section 18. *Special provisions on universal design of ICT*

ICT solutions that support the undertaking's general functions and that are main solutions aimed at or made available to the general public shall be universally designed as of the date specified in section 41.

«ICT» means technology and technology systems that are used to express, create, convert, exchange, store, duplicate or publish information, or that otherwise make information usable.

The duty does not apply to ICT solutions whose design is regulated by other laws or regulations.

The King may issue regulations containing further provisions on the delimitation of the scope and content of the duty to ensure universal design of ICT solutions.

Section 19. *Duty to promote universal design actively*

Public undertakings shall make active, targeted efforts to promote universal design in their operations. The same applies to private undertakings focused on the general public.

Section 20. *Right to individual accommodation in respect of municipal services*

Children with disabilities have a right to suitable individual accommodation in respect of municipal day care facilities, to ensure equal development and activity opportunities.

Persons with disabilities have a right to suitable accommodation in respect of individual long-term municipal care services provided pursuant to the Health and Care Services Act, to ensure that they receive equal services.

The rights pursuant to the first and second paragraphs apply to accommodation that does not impose a disproportionate burden. In this assessment, particular weight shall be given to

- a) the effect of accommodation in terms of dismantling barriers for persons with disabilities
- b) the costs associated with accommodation
- c) the resources of the undertaking.

Section 21. *Right to individual accommodation of pupils and students*

Pupils and students with disabilities who attend a school or educational institution have a right to suitable individual accommodation in respect of the place of learning, teaching, teaching aids and examinations, to ensure equal training and education opportunities.

The right applies to accommodation that does not impose a disproportionate burden. In the assessment, particular weight shall be given to

- a) the effect of accommodation in terms of dismantling barriers for persons with disabilities
- b) the costs associated with accommodation
- c) the resources of the undertaking.

Section 22. *Right to individual accommodation of job seekers and workers*

Workers and job seekers with disabilities have a right to suitable individual accommodation in respect of recruitment processes, workplaces and work tasks, to ensure that they have the same opportunities as other persons to secure or sustain employment, benefit from training and other skills development measures, and carry out and have the opportunity to progress in their work.

The right applies to accommodation that does not impose a disproportionate burden. In the assessment, particular weight shall be given to

- a) the effect of accommodation in terms of dismantling barriers for persons with disabilities
- b) the costs associated with accommodation
- c) the resources of the undertaking.

Section 23. *Right to individual accommodation of pregnant job seekers, workers, pupils and students*

Pregnant pupils and students have a right to suitable individual accommodation in respect of the place of learning, teaching and examinations. Pregnant workers and job seekers have a right to suitable individual accommodation in respect of recruitment processes, workplaces and work tasks.

The right applies to accommodation that does not impose a disproportionate burden. In the assessment, particular weight shall be given to

- a) the effect of accommodation in terms of dismantling barriers to women's participation in education and work
- b) the costs associated with accommodation
- c) the resources of the undertaking.

Chapter 4. Active equality efforts

Section 24. *Duty of public authorities to promote equality*

Public authorities shall make active, targeted and systematic efforts to achieve the purpose of this Act.

Section 25. *Duty of employer and employee organisations to promote equality*

Employer and employee organisations shall, in their fields of activity, make active, targeted and systematic efforts to promote equality and prevent discrimination on the basis of gender, pregnancy, leave in connection with childbirth or adoption, care responsibilities, ethnicity, religion, belief, disability, sexual orientation, gender identity and gender expression.

Section 26. *Duty of employers to promote equality*

All employers shall, in their operations, make active, targeted and systematic efforts to promote equality and prevent discrimination on the basis of gender, pregnancy, leave in connection with childbirth or adoption, care responsibilities, ethnicity, religion, belief, disability, sexual orientation, gender identity and gender expression. Such efforts shall encompass recruitment, pay and working conditions, promotion, development opportunities, accommodation, the opportunity to combine work with family life and preventing harassment.

All public undertakings, regardless of size, and private undertakings that ordinarily employ more than 50 persons shall, in the context of their operations

- a) investigate whether there is a risk of discrimination or other barriers to equality,
- b) analyse the causes of identified risks,
- c) implement measures suited to counteract discrimination and promote greater equality and diversity in the undertaking, and
- d) evaluate the results of efforts made pursuant to a) to c).

The efforts specified in the second paragraph shall be made on an ongoing basis and in cooperation with employee representatives.

Section 26a. *Duty of employers to issue a statement*

All employers shall issue a statement on:

- a) the current state of affairs with regard to gender equality in the undertaking, and
- b) equality measures implemented or planned to promote the Act's purpose of equality irrespective of gender.

Public undertakings, and private undertakings that ordinarily employ more than 50 persons, shall issue a statement on equality measures implemented or planned to promote the Act's purpose of equality irrespective of ethnicity, religion, belief, disability, sexual orientation, gender identity and gender expression.

The duty to issue a statement applies to undertakings with a statutory duty to prepare an annual report. Such undertakings shall include the statement in the annual report.

The duty to issue a statement also applies to public authorities and public undertakings with no duty to prepare an annual report. Such undertakings shall include the statement in their annual budget.

0 Added by Act 19 December 2017 No. 115 (in force 1 January 2018).

Section 27. *Content of teaching aids and teaching*

Teaching aids and teaching provided by day care facilities, schools and other educational institutions that provide training authorised by law shall reflect the purpose of this Act.

Section 28. *Gender balance of official committees, etc.*

When a public body appoints or selects a committee, board, council, tribunal, delegation, etc., both genders shall be represented, as follows:

- a) If the committee has two or three members, both genders shall be represented.
- b) If the committee has four or five members, each gender shall be represented by at least two members.
- c) If the committee has six to eight members, each gender shall be represented by at least three members.
- d) If the committee has nine members, each gender shall be represented by at least four members.
- e) If the committee has more members, each gender shall account for at least 40 per cent of the members.

The first paragraph also applies to the appointment and selection of deputy members.

The Ministry may grant exemptions from the gender-balance requirement if it has proven impossible to find a sufficient number of qualified members representing both genders.

The first paragraph does not apply to committees, etc. which pursuant to law shall only have members taken from directly elected assemblies. The selection of committees, etc. by popularly elected municipal or county-authority bodies is governed by the provisions of the Local Government Act.

The King will issue regulations on enforcement and reporting. The King may also issue regulations containing supplementary provisions pursuant to this section.

Chapter 5. Special provisions relating to employment relationships

Section 29. *Prohibition against discrimination in employment relationships, etc.*

The prohibitions in chapter 2 apply to all aspects of an employment relationship. This includes the following

- a) announcement of a position,
- b) appointment, reassignment and promotion,
- c) training and skills development,
- d) pay and working conditions, and
- e) cessation.

The first paragraph applies correspondingly to employers' selection and treatment of self-employed persons and hired workers.

Section 30. *Prohibition against collection of information during appointment processes*

During an appointment process, including during an interview or otherwise, an employer may not collect information about an applicant's

- a) pregnancy or plans to have or adopt children
- b) religion or beliefs
- c) ethnicity
- d) disability
- e) sexual orientation, gender identity or gender expression.

The collection of information on ethnicity, religion, belief, disability and living arrangements is nevertheless permitted if the information is of decisive significance for the performance of the work or the pursuit of the occupation.

The collection of information on an applicant's living arrangements, religion or beliefs is permitted if the purpose of the undertaking is to promote particular beliefs or religious views and the worker's position will be important for the achievement of the purpose. If such information will be requested, this must be stated in the announcement of the position.

Section 31. *Employer's disclosure duty to job seekers*

Job seekers who consider themselves to have been disregarded in breach of this Act may demand that the employer provide written information about the person who was appointed. The employer shall provide information about education, experience and other clearly measurable qualifications.

Section 32. *Employer's disclosure duty relating to pay*

A worker who suspects discrimination in the setting of pay may demand that the employer provide written confirmation of the pay level and the criteria for the setting of the pay of the person or persons with whom the worker is making a comparison.

A person who receives information about pay pursuant to this provision is subject to a duty of confidentiality and shall sign a confidentiality declaration. This does not apply to information that is public pursuant to the Freedom of Information Act.

An employer who provides pay information about a worker pursuant to this provision shall simultaneously inform the worker of what information has been provided, and to whom.

Section 33. *Workers' rights in connection with parental leave*

A worker who is or has been on parental leave pursuant to section 12-5 of the Working Environment Act is entitled to

- a) return to the same, or a corresponding, position,
- b) benefit from improvements in working conditions to which the worker would otherwise have been entitled during the absence, and
- c) make pay claims and, in pay negotiations, be assessed in the same way as the other workers in the undertaking.

The first paragraph does not apply to the setting or amendment of pay and working conditions as a result of circumstances other than parental leave.

This section applies correspondingly in connection with other types of leave linked to pregnancy and childbirth pursuant to sections 12-2 to 12-8 of the Working Environment Act.

Section 34. *Equal pay for work of equal value*

Women and men in the same undertaking shall receive equal pay for the same work or work of equal value. Pay shall be set in the same way, without regard to gender.

The right pursuant to the first paragraph applies irrespective of whether the work relates to different branches or pay is governed by different wage agreements.

Whether the work is of equal value is determined by means of an overall assessment in which emphasis is given to the expertise that is required to perform the work and other relevant factors, such as effort, responsibility and working conditions.

«Pay» means ordinary remuneration for work plus all other supplements, advantages and other benefits provided by the employer.

Chapter 6. Enforcement, burden of proof and penalties

Section 35. *Authority of the Anti-Discrimination Tribunal to enforce this Act*

The authority of the Anti-Discrimination Tribunal to enforce this Act follows from the Equality and Anti-Discrimination Ombud Act.

Section 36. *Enforcement of the provisions on universal design of ICT*

The Agency for Public Management and eGovernment (Difi) shall supervise compliance with the requirements in section 18 on universal design of ICT; see also section 41.

Difi may order an undertaking that does not comply with the duty to ensure universal design pursuant to section 18, first paragraph, and regulations issued pursuant to section 18 to remedy the matter, and may make an administrative decision imposing a coercive fine to ensure the implementation of the order if the deadline for complying with the order is breached. The provisions of section 13, first to third paragraphs, of the Equality and Anti-Discrimination Ombud Act apply correspondingly.

Difi may demand the information it requires to perform its tasks pursuant to this Act, and demand access to ICT solutions specified in section 18. The same applies to the appeals body in the event of an appeal against an administrative decision made pursuant to the second paragraph.

Legal proceedings concerning the validity of an administrative decision made by Difi or by the appeals body must be instituted within three months of receipt of notice of the administrative decision. The administrative decision may not be brought before the courts unless the right of appeal has been exercised and a final decision has been made on the appeal. However, proceedings may in any event be brought once six months have passed since initial submission of the complaint and the absence of a decision by the appeals body is not due to omissions on the part of the complainant.

The Ministry may issue regulations containing further provisions on the assessment of coercive fines and on implementation of an administrative decision to impose a coercive fine.

Section 37. *Burden of proof*

Discrimination shall be assumed to have occurred if circumstances apply that provide grounds for believing that discrimination has occurred and the person responsible fails to substantiate that discrimination did not in fact occur.

This applies in the case of alleged breaches of

- a) the provisions of chapter 2, with the exception of section 13, sixth paragraph,
- b) the provisions on universal design in sections 17 and 18,

- c) the provisions on individual accommodation in sections 20 to 23, and
- d) sections 29, 30, 33 and 34.

Section 38. *Compensation and damages*

A person who is the subject of treatment in breach of:

- a) the provisions of chapter 2, with the exception of section 13, sixth paragraph
- b) the provisions on individual accommodation in sections 20 to 23
- c) sections 29, 30, 33 and 34

may claim compensation and damages.

In employment relationships and in connection with an employer's selection and treatment of self-employed persons and hired workers, employer's liability exists irrespective of whether the employer can be blamed. In other sectors of society, liability exists if the person responsible can be blamed.

Damages shall cover economic losses resulting from the unlawful treatment. Compensation for non-economic loss shall be set in an amount that is reasonable in view of the nature and scope of the harm, the relationship between the parties and the circumstances otherwise.

Section 39. *Penalties for aggravated contravention of prohibitions against discrimination by several persons acting together*

A penalty of a fine or imprisonment for a term not exceeding three years shall be applied to any person who jointly with at least two other persons commits an aggravated breach of the prohibition against

- a) discrimination on the basis of ethnicity, religion or belief in section 6,
- b) harassment on the basis of ethnicity, religion or belief in section 13,
- c) retaliation on the basis of ethnicity, religion or belief in section 14, or
- d) instructing a person to discriminate on the basis of ethnicity, religion or belief in section 15.

Any person who has previously been penalised for breach of this provision may be penalised even if the breach is not aggravated.

When assessing whether a breach is aggravated, particular weight shall be given to the degree of culpability, whether the breach was racially motivated, whether it constitutes harassment, whether it involved physical assault or serious violation of another person's mental integrity, whether it is likely to cause fear and whether it was committed against a person under the age of 18.

Before an indictment is issued in respect of a matter specified in the first paragraph, consideration shall be given to whether a civil penalty would be sufficient.

The provisions on the burden of proof in section 37, first paragraph, do not apply in connection with enforcement of this provision.

Section 40. *Right of organisations to act as authorised representatives*

In cases processed by the Equality and Anti-Discrimination Ombud and the Anti-Discrimination Tribunal, an organisation that has anti-discrimination work as its sole or partial purpose may be used as an authorised representative.

In cases before the courts, a person appointed by and associated with an organisation that has anti-discrimination work as its sole or partial purpose may be used as counsel. This does not apply before the Supreme Court.

The court may refuse to accept an appointment as counsel if the court finds there to be a risk that counsel may be insufficiently qualified to safeguard the party's interests satisfactorily.

In addition to the authorisation specified in section 3-4 of the Dispute Act, counsel shall at the same time submit written information from the organisation regarding counsel's qualifications.

Chapter 7. Final provisions

Section 41. *Transitional provisions*

The duty pursuant to section 18, first paragraph, takes effect 12 months after the entry into force of regulations concerning the content of the duty pursuant to section 18, fourth paragraph, or 12 months after the regulations are made applicable to new parties. Existing ICT solutions shall be universally designed as of 1 January 2021.

Difi may grant exemptions from these deadlines if particularly weighty reasons apply.

Section 42. *Entry into force*

This Act applies as of the date determined by the King.¹ As of the same date, the Act of 21 June 2013 No. 58 relating to a prohibition against discrimination on the basis of sexual orientation, gender identity and gender expression, the Act of 21 June 2013 No. 59 relating to gender equality, the Act of 21 June 2013 No. 60 relating to a prohibition against discrimination on the basis of ethnicity, religion and belief and the Act of 21 June 2013 No. 61 relating to a prohibition against discrimination on the basis of disability shall be repealed.

¹ 1 January 2018 according to Resolution of 16 June 2017 No. 751.

Section 43. *Continuation of regulations*

Regulations issued pursuant to the Act of 9 June 1978 No. 45 relating to gender equality or pursuant to the Act of 20 June 2008 No. 42 relating to a prohibition against discrimination on the basis of disability continue to apply after this Act has entered into force.

Section 44. *Changes to other acts*

As of the date this Act enters into force, the following changes shall be made to other acts:

1. [Repealed]
2. The Act of 23 May 1997 No. 31 relating to ownership of property units, section 3 a, shall read:

Section 3 a. *Prohibition against discrimination*

The bylaws may not set conditions for co-ownership that take account of gender, pregnancy, ethnicity, religion, belief, disability, sexual orientation, gender identity, gender expression or age. Such circumstances may not be deemed objective grounds for refusal to approve a co-owner or user of the property, or be given weight in connection with the exercise of any right of pre-emption. In the event of such discrimination, the Equality and Anti-Discrimination Act shall apply.

3. [Repealed]
4. The Act of 26 March 1999 No. 17 relating to tenancy agreements, section 1-8, shall read:

Section 1-8. *Prohibition against discrimination*

In connection with the rental of property, no account may be taken of gender, pregnancy, ethnicity, religion, belief, disability, sexual orientation, gender identity, gender expression or age. Such circumstances may not be deemed objective grounds for refusing inclusion as a member of the household, sub-letting or change of tenant by transfer or succession, or be given weight in connection with termination of a tenancy. In the event of such discrimination, the Equality and Anti-Discrimination Act shall apply.

5. The Act of 6 June 2003 No. 38 relating to house-building cooperatives, section 1-4, shall read:

Section 1-4. *Prohibition against discrimination*

The bylaws may not set conditions for membership that take account of gender, pregnancy, ethnicity, religion, belief, disability, sexual orientation, gender identity, gender expression or age. Such circumstances

may not be deemed objective grounds for refusal to approve a member, or be given weight in connection with the allocation of a residence. In the event of such discrimination, the Equality and Anti-Discrimination Act shall apply.

6. The Act of 6 June 2003 No. 39 relating to housing cooperatives, section 1-5, shall read:

Section 1-5. *Prohibition against discrimination*

The bylaws may not set conditions for membership that take account of gender, pregnancy, ethnicity, religion, belief, disability, sexual orientation, gender identity, gender expression or age. Such circumstances may not be deemed objective grounds for refusal to approve a member or user, or be given weight in connection with the exercise of any right of pre-emption. In the event of such discrimination, the Equality and Anti-Discrimination Act shall apply.

7. The Act of 17 June 2005 No. 62 relating to working environment, working hours and employment protection:

Section 13-1(4) shall read:

(4) In the case of discrimination on the basis of gender, pregnancy, leave in connection with childbirth or adoption, care responsibilities, ethnicity, religion, belief, disability, sexual orientation, gender identity or gender expression, the Equality and Anti-Discrimination Act shall apply.

Section 13-4(3) shall read:

(3) Further, the employer may not obtain information as specified in section 30 of the Equality and Anti-Discrimination Act.

8. The Act of 21 June 2013 No. 102 relating to employment protection, etc. for employees on board ships:

Section 10-1(4) shall read:

(4) In the case of discrimination on the basis of gender, pregnancy, leave in connection with childbirth or adoption, care responsibilities, ethnicity, religion, belief, disability, sexual orientation, gender identity or gender expression, the Equality and Anti-Discrimination Act shall apply.

Section 10-4(3) shall read:

(3) Further, the employer may not obtain information as specified in section 30 of the Equality and Anti-Discrimination Act.

Act relating to the Equality and Anti-Discrimination Ombud and the Anti-Discrimination Tribunal (Equality and Anti-Discrimination Ombud Act)

Date	LOV-2017-06-16-50
Ministry	Ministry of Children and Equality
Entry into force	01.01.2018
Last consolidated	LOV-2017-12-19-114 from 01.01.2018
Abbreviated title	The Equality and Anti-Discrimination Ombud Act
Original title	Lov om Likestillings- og diskrimineringsombudet og Diskrimineringsnemnda (diskrimineringsombudsloven)

Innholdsfortegnelse

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Lov om Likestillings- og diskrimineringsombudet og Diskrimineringsnemnda (diskrimineringsombudsloven)
Amendment act incorporated in this text: L19.12.2017 No. 114.

This is an unofficial translation of the Norwegian version of the Act and is provided for information purposes only. Legal authenticity remains with the Norwegian version as published in Norsk Lovtidend. In the event of any inconsistency, the Norwegian version shall prevail.

The translation is provided by the Ministry of Children and Equality.

Chapter 1. General provisions

Section 1. *Scope*

This Act contains provisions on the organisation and activities of the Equality and Anti-Discrimination Ombud (the Ombud) and the Anti-Discrimination Tribunal (the Tribunal).

The jurisdiction of the Ombud and the Tribunal encompasses:

- a) the Equality and Anti-Discrimination Act, unless otherwise specified in this Act
- b) chapter 13 of the Working Environment Act, with the exception of section 13-1(3)
- c) section 3 a of the Ownership of Property Units Act
- d) section 1-8 of the Tenancy Act
- e) section 1-4 of the House-Building Cooperatives Act
- f) section 1-5 of the Housing Cooperatives Act
- g) chapter 10 of the Ship Labour Act, with the exception of section 10-1

The Tribunal's enforcement, see section 7, does not encompass the activities of the Storting, the Office of the Auditor General of Norway, the Parliamentary Ombudsman or other agencies of the Storting. Nor does it encompass the activities of the courts, the Norwegian Courts Administration, the Judicial Appointments Board or the Supervisory Committee for Judges.

Section 2. *Relationship with the Public Administration Act*

Unless otherwise provided, the Public Administration Act applies to the activities of the Ombud and the Tribunal. Sections 35 and 51, fifth paragraph, of the Public Administration Act do not apply. However, if an administrative decision of the Tribunal is declared invalid by judgment, section 35, first paragraph, c), of the Public Administration Act will apply.

Administrative decisions and decisions of the Tribunal may not be appealed.

Section 3. *Disclosure duty*

Notwithstanding any duty of confidentiality, public authorities have a duty to provide the Ombud and the Tribunal with all information required for implementation of the provisions specified in section 1, second paragraph; see also section 5, third paragraph. Such information may also be requested from other parties with a duty to give evidence pursuant to the Dispute Act. Section 24-8(3) of the Dispute Act applies correspondingly. A decision as specified in section 22-6(1), second sentence, section 22-7, section 22-8(2), section 22-9(2)-(4), section 22-10, second sentence, or section 22-11(2) of the Dispute Act shall be made by the district court.

The Ombud and the Tribunal may apply for evidence to be taken by the courts; see section 43, second paragraph, of the Courts of Justice Act.

0 Amended by Act 19 December 2017 No. 114 (in force 1 January 2018).

Chapter 2. The Equality and Anti-Discrimination Ombud

Section 4. *The organisation of the Ombud*

The Equality and Anti-Discrimination Ombud is appointed by the King in Council for a fixed term of six years without the possibility of reappointment.

The Ombud is an independent public administrative agency administratively subordinate to the King and the Ministry. Neither the King nor the Ministry may issue instructions to the Ombud regarding the Ombud's professional activities.

Section 5. *The tasks of the Ombud*

The Ombud shall work to promote genuine equality and prevent discrimination in all sectors of society on the basis of gender, pregnancy, leave in connection with childbirth or adoption, care responsibilities, ethnicity, religion, belief, disability, sexual orientation, gender identity, gender expression or age. The Ombud shall also work to promote equal treatment in the context of employment, irrespective of political views and labour-organisation membership.

The Ombud shall provide guidance on the provisions specified in section 1, second paragraph. Any person may contact the Ombud for guidance.

The Ombud shall monitor that Norwegian law and administrative practice are in accordance with Norway's obligations under:

- a) The United Nations International Convention on the Elimination of All Forms of Discrimination against Women of 18 December 1979.
- b) The United Nations International Convention on the Elimination of All Forms of Racial Discrimination of 21 December 1965.
- c) The United Nations Convention on the Rights of Persons with Disabilities of 13 December 2006.

Chapter 3. The Anti-Discrimination Tribunal

Section 6. *The organisation of the Tribunal*

The Tribunal is an independent public administrative agency administratively subordinate to the King and the Ministry. Neither the King nor the Ministry may issue instructions to the Tribunal regarding the Tribunal's professional activities.

The Tribunal shall be divided into three divisions. The Tribunal shall consist of three chairpersons and six other members. There shall also be six deputy members. The Tribunal chairpersons participate in their respective divisions. A chairperson shall be appointed as the administrative leader.

The Tribunal chairpersons shall fulfil the requirements prescribed for judges in section 53, first paragraph, and section 54, second paragraph, of the Courts of Justice Act. The Tribunal chairpersons shall have prior judicial experience unless other particular qualifications indicate that such experience is not required.

Members and deputy members shall be appointed by the King for a term of four years, with the possibility of reappointment for one additional term. When the members and deputy members are appointed for the first time, half of them shall be appointed for a term of two years.

Employees of the Ombud and the Ministry may not be appointed as members of the Tribunal.

Cases processed by the Tribunal are prepared by a secretariat. The head of the secretariat is employed by the Ministry.

Section 7. *The areas of responsibility of the Tribunal*

The Tribunal shall enforce the provisions specified in section 1, second paragraph, with the exception of the following provisions of the Equality and Anti-Discrimination Act:

- a) section 13, first paragraph, on sexual harassment
- b) section 18 on universal design of ICT
- c) section 24 on the duty of public authorities to promote equality
- d) section 25 on the duty of employer and employee organisations to promote equality
- e) section 26 on the duty of employers to promote equality
- f) section 28 on the gender balance of official committees, etc.
- g) section 32, second paragraph, on the processing of information on pay
- h) section 39 on penalties for aggravated contravention of prohibitions against discrimination by several persons acting together

The Tribunal shall not enforce the prohibition against discrimination in family life and other purely personal circumstances pursuant to the Equality and Anti-Discrimination Act.

0 Amended by Act 19 December 2017 No. 114 (in force 1 January 2018).

Section 8. *Processing of cases by the Tribunal*

The Tribunal processes the cases submitted to it. A party, the Ombud or other persons with legal standing may submit a case to the Tribunal.

The Tribunal shall not represent a party in external proceedings.

Section 9. *Written and oral proceedings*

The proceedings of the Tribunal are conducted in writing. The Tribunal shall consider whether an oral hearing should nevertheless be held for the purpose of elucidating the case. A decision to hold an oral hearing may be made by a Tribunal chairperson. In cases where a claim for redress has been made, the parties are entitled to an oral hearing.

Section 10. *Dismissal and closing of cases*

The Tribunal shall dismiss a case which has been decided by a court or been brought before a court for adjudication. The Tribunal shall also dismiss a case if the conditions for processing the case are not met. The Tribunal may dismiss a case if the matter is more than three years old.

The Tribunal may close a case if the matter is trivial in nature, the subject matter of the complaint is obviously not contrary to the provisions specified in section 1, second paragraph, or the submitted evidence fails to elucidate the case sufficiently. Reasons shall be given for any decision to close a case.

Administrative decisions and decisions pursuant to the first and second paragraphs may be made by a Tribunal chairperson.

Section 11. *Authority to make administrative decisions. Orders to stop, remedy, etc.*

Unless otherwise provided, the Tribunal may make an administrative decision if the provisions specified in section 1, second paragraph, have been breached.

Subject to the exceptions specified in sections 14 and 15, the Tribunal may order the stoppage or remediation of an act or other measures necessary to secure the cessation of discrimination, harassment, instructions or retaliation, and to prevent repetition. The Tribunal may set a deadline for compliance with the order.

In cases where a delay pending the Tribunal's processing of the case is expected to entail inconvenience or harm, an administrative decision pursuant to the second paragraph may be made by a Tribunal chairperson.

Section 12. *Redress and compensation*

The Tribunal may make an administrative decision concerning redress in the context of an employment relationship and in connection with an employer's selection and treatment of self-employed persons and hired workers; see section 38, second paragraph, first sentence, of the Equality and Anti-Discrimination Act, section 13-9 of the Working Environment Act and section 10-9 of the Ship Labour Act.

The Tribunal may make a unanimous administrative decision concerning compensation in connection with breach of the provisions specified in section 1, second paragraph, if the only submissions made by the respondent relate to inability or pay or other manifestly untenable objections.

Section 13. *Coercive fines*

The Tribunal may make an administrative decision to impose a coercive fine to ensure implementation of an order issued pursuant to section 11 if the deadline for complying with the order is breached. The coercive fine shall take the form of a lump-sum coercive fine or an accruing daily fine. The coercive fine begins to run if the deadline for complying with the order is breached, and shall normally run until the order has been complied with.

A decision to impose a coercive fine may be made by a Tribunal chairperson. A party may apply for review of a decision to impose a coercive fine. Sections 28 to 36 of the Public Administration Act apply correspondingly.

The Tribunal may reduce or waive an imposed coercive fine when indicated by special reasons.

Coercive fines are payable to the State, and are collected by the Norwegian National Collection Agency.

The Ministry may issue regulations containing rules on the size and duration of coercive fines, as well as other provisions on setting and implementation.

Section 14. *The authority of the Tribunal relative to other public administrative agencies*

The Tribunal may not make an administrative decision establishing that an administrative decision of another public administrative agency breaches provisions specified in section 1, second paragraph. However, this does not apply to individual administrative decisions made by public administrative agencies in the performance of their employer functions. Under no circumstances may the Tribunal make administrative decisions relating to the King or ministries.

In cases specified in the first paragraph, the Tribunal may issue a statement as to whether the matter submitted to the Tribunal breaches the provisions specified in section 1, second paragraph. However, this does not apply to cases concerning the appointment of judges by the King in Council.

Section 15. *The Tribunal's relationship with the Labour Court*

If a case before the Tribunal indirectly raises a question about the existence, validity or interpretation of a collective wage agreement, any party to the wage agreement may have this question decided by the Labour Court.

The Tribunal may issue a statement as to whether a collective wage agreement or a provision in a collective wage agreement that has been submitted to the Tribunal breaches the provisions specified in section 1, second paragraph. In such cases, the parties to the collective wage agreement may submit the question of the agreement's relationship with a provision specified in section 1, second paragraph, to the Labour Court.

Cases before the Tribunal that are brought before the Labour Court pursuant to the first paragraph or the second paragraph, second sentence, shall be suspended until the Labour Court has finished dealing with the question.

Under no circumstance may the Tribunal make decisions which fall within the jurisdiction of the Labour Court pursuant to the Act of 27 January 2012 No. 9 relating to labour disputes and the Act of 18 July 1958 No. 2 relating to public service disputes.

Section 16. *Court proceedings*

Administrative decisions and decisions concerning the imposition of a coercive fine made by the Tribunal may be submitted to the courts for comprehensive review. Proceedings concerning review of an administrative decision or decision concerning the imposition of a coercive fine made by the Tribunal must be brought within three months of the time the parties are notified of the Tribunal's administrative decision or decision. If proceedings are not brought by the deadline, an administrative decision takes effect as a legally binding judgment, and may be enforced pursuant to the rules applicable to judgments. The Tribunal may grant reinstatement following breach of the deadline in the second sentence pursuant to the rules in sections 16-12 to 16-14 of the Dispute Act. Administrative decisions concerning reinstatement may be submitted to the district court.

Proceedings concerning the validity of an administrative decision or decision by the Tribunal shall be addressed to the State, represented by the Tribunal, and be brought before Oslo District Court; see section 4-4(4), first sentence, of the Dispute Act. The same applies to the lawfulness of circumstances linked to the imposition of a coercive fine pursuant to section 13.

Section 17. *Relationship with the ordinary courts*

As long as a case is being processed by the Tribunal, the parties to the case may not submit it to the district court. The Tribunal is deemed to be processing the case as of the date it receives the complaint.

If proceedings are brought before the district court and a party wishes to have the case decided by the Tribunal, the court may suspend further proceedings on the application of the party. Section 16-15, section 16-18(3) and (4) and section 16-19 of the Dispute Act apply correspondingly. When deciding whether the case should be suspended, the court shall emphasise whether it is reasonable to suspend the case pending the Tribunal's decision, given the time the parties will spend and the costs they will incur in connection with suspension. The case may be re-started before the district court on the application of either party, but not before an administrative decision has been made, and no later than one month after the administrative decision has been pronounced.

Section 18. *Penalty for contravention of an order and breach of disclosure duty*

A penalty of a fine shall be imposed on any person who intentionally or negligently fails to comply with an order pursuant to section 11 or to comply with the disclosure duty pursuant to section 3.

Contravention by a person in a subordinate position shall not be penalised if such contravention is essentially due to the subordinate relationship.

Section 19. *Prosecution*

Contravention of section 18 shall only be prosecuted when so requested by the Tribunal, unless public prosecution is required in the public interest.

In connection with such criminal proceedings, the prosecuting authority may request a judgment establishing measures to ensure cessation of the unlawful act, omission or retaliation, and to prevent repetition.

Section 20. *Rehearing*

Legally binding administrative decisions and decisions of the Tribunal may be reheard on the application of a party. A case may be reheard if

- a) the impartiality requirement in section 6 of the Public Administration Act has been breached
- b) some other administrative error has been made and the possibility cannot be excluded that the error was determinative of the content of the administrative decision in question
- c) information concerning the factual circumstances that was unknown at the time the case was decided strongly indicates that the administrative decision would have been different.

A case may not be reheard

- a) for a reason that was rejected when the case was processed
- b) for a reason the parties should have cited during the ordinary processing of the case, in proceedings before the district court or in an application for reinstatement

c) if it is highly likely that rehearing the case will not result in a change of significance to the applicant.

Administrative decisions concerning rehearing may be made by a Tribunal chairperson.

A refusal of an application for rehearing may be submitted to the district court. Sections 31-6 to 31-9 of the Dispute Act otherwise apply insofar as they are relevant.

If the Tribunal makes an administrative decision concerning rehearing, the applicant is entitled to reimbursement of legal costs pursuant to the provisions of section 36, first paragraph, of the Public Administration Act. Section 36, second paragraph, of the Public Administration Act does not apply.

Section 21. *Correction and supplementary decisions*

The Tribunal may correct an administrative decision that clearly does not reflect the Tribunal's opinion due to a typographical or calculation error, a misunderstanding, an omission or a similar clear error.

If no decision has been made on a matter that should have been decided, a supplementary decision may be issued if an application for one is submitted by the deadline for submitting the case to the district court; see section 16, first paragraph.

An administrative decision pursuant to the first or second paragraph may be made by a Tribunal chairperson.

Sections 19-8 and 19-9 of the Dispute Act otherwise apply correspondingly.

Chapter 4. Regulations

Section 22. *Authority to issue regulations*

The Ministry may issue regulations on the organisation, tasks and case processing of the Ombud and the Tribunal.

Chapter 5. Entry into force and transitional provisions

Section 23. *Entry into force*

This Act shall enter into force as of the date decided by the King.¹ As of the same date, the Act of 10 June 2005 No. 40 relating to the Equality and Anti-Discrimination Ombud and the Equality and Anti-Discrimination Tribunal shall be repealed.

¹ 1 January 2018 according to Resolution of 16 June 2017 No. 750.

Section 24. *Transitional provisions*

Cases concerning breach of the provisions specified in section 1, second paragraph, that were submitted to the Ombud or the Tribunal prior to the entry into force of this Act shall be transferred to the Tribunal for further processing. The Tribunal shall also process new cases concerning matters pre-dating the entry into force of this Act if such matters contravened the provisions specified in section 1, second paragraph, or corresponding provisions as they read prior to such entry into force.

Cases specified in the first paragraph shall be processed pursuant to the provisions of this Act. Administrative decisions specified in sections 11, 12 and 13 may only be made if authority to do so also existed prior to the entry into force of this Act.

Section 25. *Changes to other legislation*

As of the date this Act enters into force, section 16(2), new paragraph c), of the Act of 18 May 1979 No. 18 relating to the limitation period for claims shall read:

c) disputes concerning claims submitted to the Anti-Discrimination Tribunal.

The current paragraph c) shall become a new paragraph d).

Tabell 1 Kvinners lønn som andel av menns etter yrke og sektor (privat sektor og offentlig forvaltning og statlig forvaltning (inkl helseforetakene). 2017. Kilde: Lønnsstatistikk, Statistisk sentralbyrå.

Alle yrker	Ledere		Sum all sectors		Private sector and public enterprises		Local government		Central government	
			Monthly earnings	Monthly earnings + overtime	Monthly earnings	Monthly earnings + overtime	Monthly earnings	Monthly earnings + overtime	Monthly earnings	Monthly earnings + overtime
		0110-9629 I alt	86,7	85,3	85,2	83,7	93,8	92,9	87,3	86,3
		0110 Offiserer fra fenrik og høyere grad	85,4	84,8					85,8	85,1
		0210 Befal med sersjant grad	91,0	90,9					91,1	91,0
		0310 Menige							91,3	91,3
		1111 Politikere	95,5	95,7	97,7	98,0	95,6	95,7		
		1112 Toppledere i offentlig administrasjon	99,2	99,2			96,0	96,0	96,9	96,9
		1114 Toppledere i interesseorganisasjoner			89,4	89,5				
		1120 Administrerende direktører								
		1211 Finans- og økonomisjefer	81,1	81,1	79,8	79,8	91,4	91,4	97,5	97,5
		1212 Personalsjefer	73,9	74,2	73,1	73,4	92,2	92,4		
		1213 Strategi- og planleggingssjefer	90,2	89,8	89,6	89,1				
		1219 Andre administrative ledere	83,3	82,9						
		1221 Salgs- og markedsjefer	82,9	82,8	78,2	78,3	91,8	91,6	92,3	91,6
		1222 PR- og informasjonssjefer	87,5	87,5	87,6	87,5				
		1223 Forsknings- og utviklingsledere	94,2	94,2	93,3	93,3				
		1311 Ledere i skogbruk, gartnerier mv.	88,1	88,2	87,5	87,7			91,7	91,8
		1312 Ledere innen akvakultur mv.	87,3	86,9	81,1	80,9	99,1	98,0		
		1321 Ledere av industriproduksjon mv.			100,2	99,4	100,2	99,3		
		1322 Ledere av olje- og gassutvinning mv.	100,2	99,4	100,2	99,3				
		1323 Ledere av bygge- og anleggsvirksomhet	95,7	94,4	95,7	94,5				
		1324 Ledere av logistikk og transport mv.	95,6	95,5	96,8	96,9	102,3	100,4		
		1330 Ledere av IKT-enheter	98,0	97,3	97,9	97,3				
		1341 Ledere av omsorgstjenester for barn	95,7	95,8	95,7	95,7				
		1342 Ledere av helsestjenester	90,4	90,3	96,2	96,0	86,1	86,1	79,7	79,3
		1343 Ledere av eldreomsorg	79,5	79,0	83,0	82,6	93,8	93,6	94,8	94,4
		1344 Ledere av sosialomsorg	94,0	94,0	94,2	94,2	94,5	94,5		
		1345 Ledere av utdanning og	88,0	87,7	87,4	87,0				
			96,2	96,1	92,6	92,6	96,2	96,0	92,9	93,0

	Sum all sectors			Private sector and public enterprises			Local government			Central government		
	Monthly earnings	Monthly earnings + overtime	Monthly earnings + overtime	Monthly earnings	Monthly earnings + overtime	Monthly earnings + overtime	Monthly earnings	Monthly earnings + overtime	Monthly earnings	Monthly earnings + overtime	Monthly earnings	Monthly earnings + overtime
2163 Produkt- og klesdesignere	91,6	91,2	91,0	91,4	92,4	89,8	95,7	95,3				
2164 Arealplanleggere	93,3	91,2		92,4	89,8		100,4	100,0				
2165 Landmålere, kartografer mv.	97,2	95,5										
2166 Grafiske- og multimediasignere	93,4	93,1	93,1	93,3								
2211 Allmennpraktiserende leger	88,5	88,3	97,5	97,6	97,6	97,5	89,0	89,0	82,3	82,1	82,1	82,1
2212 Legespesialister	87,6	86,7	96,1	96,2	96,1	96,1	94,0	93,5	87,0	85,9	85,9	85,9
2221 Spesialsykepleiere	93,3	91,9	94,1	95,1	94,1	94,1			94,7	93,5	93,5	93,5
2222 Jordmødre												
2223 Sykepleiere	95,5	93,8	91,9	94,3	91,9	91,9	96,9	96,0	94,9	93,1	93,1	93,1
2224 Vernepleiere	96,3	95,7	98,0	98,3	98,0	98,0	96,7	96,4	95,1	94,2	94,2	94,2
2250 Veterinærer	89,7	89,7	87,8	87,8	87,8	87,8						
2261 Tannleger	89,1	89,1	91,8	91,9	91,8	91,8	88,8	88,6	88,9	88,8	88,8	88,8
2262 Farmasøyter	91,7	91,6	91,7	91,8	91,7	91,7						
2264 Fysioterapeuter	94,6	94,6	91,9	92,0	91,9	91,9	99,6	99,6	103,3	103,3	103,3	103,3
2265 Ernæringsfysiologer	84,7	84,5	86,3	86,4								
2266 Audiografer og logopedter												
2267 Ergoterapeuter	96,5	96,0					99,0	98,6				
2310 Universitets- og høyskolelektor/-lærere	92,6	92,7	89,7	89,7	89,7	89,7	87,6	87,7	93,1	93,1	93,1	93,1
2320 Yrkesfaglærere	98,4	97,6	98,1	98,0	98,1	98,1	100,9	99,5				
2330 Lektorer mv. (videregående skole)	98,8	97,9	97,2	97,2	97,2	97,2	99,0	98,0				
2341 Grunnskolelærere	98,3	98,0	98,7	98,7	98,7	98,7	98,2	97,9				
2342 Førskolelærere	101,3	101,3	102,2	102,3	102,2	102,2	100,1	100,1				
2351 Spesialister i pedagogikk	93,6	93,5	89,8	89,9	89,8	89,8	96,0	95,9				
2352 Spesiallærere / spesialpedagoger	95,6	95,7										
2354 Andre musikk lærere	100,3	100,3	92,7	92,7	92,3	92,3	100,8	100,7				
2359 Andre lærere	86,9	85,9	83,8	84,7								
2411 Revisorer, regnskapsrådgivere	83,9	83,5	85,5	85,9	85,5	85,5	87,8	88,1	91,4	91,2	91,2	91,2
2412 Finans- og investeringsrådgivere	79,8	79,9	79,8	79,7	79,8	79,8						
2413 Finansanalytikere	83,0	82,8	83,1	83,3	83,1	83,1			93,0	93,1	93,1	93,1
2421 Organisasjonsrådgivere mv.	77,9	77,9	80,4	80,3	80,4	80,4	94,2	94,1	90,2	89,8	89,8	89,8
2422 Høyere saksbehandlere i offentlig og privat virksomhet	88,6	88,0	82,2	82,5	82,2	82,2	92,5	92,3	89,5	88,6	88,6	88,6
2423 Personal- og karriererådgivere	89,3	89,1	9	9	89,8	89,8	96,2	96,4	89,4	89,2	89,2	89,2
2424 Rådgivere innen	93,9	93,8	94,2	94,3	94,2	94,2						

	Sum all sectors		Private sector and public enterprises		Local government		Central government	
	Monthly earnings	Monthly earnings + overtime	Monthly earnings	Monthly earnings + overtime	Monthly earnings	Monthly earnings + overtime	Monthly earnings	Monthly earnings + overtime
kompetansutvikling								
2431 Reklame- og markedsføringsrådgivere	85,7	85,5	85,6	85,5				
2432 Informasjonsrådgivere	91,8	91,7	90,9	90,8			95,5	95,3
2433 Salgskonsulenter innen tekniske og medisinske produkter	95,1	94,8	95,1	94,8				
2434 Salgskonsulenter innen IKT-produkter								
2511 Systemanalytikere/-arkitekter								
2512 Programvareutviklere	93,0	92,3	94,5	93,8	92,9	91,0	95,3	94,2
2519 Andre programvare- og applikasjonsutviklere	92,4	92,1	92,5	92,1				
2521 Databasedesignere og -administratorer	91,6	90,5	91,6	90,6			95,0	92,3
2522 Systemadministratorer	96,6	95,7	96,6	95,7				
2529 Database og nettverk profesjonals not elsewhere classified	89,3	87,5	89,3	87,6				
2611 Jurister og advokater	94,2	93,6	94,8	94,2				
2612 Dommere	85,3	85,4	85,2	85,3	92,0	92,4	92,4	91,9
2619 Andre juridiske yrker	92,1	92,1		92,1			92,1	92,1
2621 Arkivarer og kuratorer	84,8	85,1	84,5	84,8			93,8	94,3
2622 Bibliotekarer og andre informasjonsarbeidere	94,3	94,6		94,6	95,5	95,5	93,8	94,3
2631 Rådgivere/forskere, samfunnsøkonomi	100,3	100,2		100,2	99,9	99,7	101,5	101,4
2632 Rådgivere/forskere, samfunnsvitenskap	79,6	79,3	78,8	78,4	94,3	94,2		
2633 Rådgivere/forskere, humanistiske fag	91,2	91,0	91,4	91,3				
2634 Psykologer	100,4	100,5		100,5				
2635 Rådgivere innen sosiale fagfelt	91,3	91,1	90,8	90,8	92,7	92,6	93,5	93,3
2636 Geistlige yrker	94,8	94,8	98,3	98,1	94,1	94,1	98,0	97,6
2641 Forfattere mv.	97,2	97,2	96,6	96,8			96,1	96,1
2642 Journalister	90,3	90,3	90,1	90,1				
2643 Oversettere, tolker mv.	92,9	91,8	92,9	91,9				
2652 Dirigenter, komponister, musikere og sangere	99,4	99,3	98,7	98,8	102,2	100,9		
2653 Koreografer og dansere	98,3	98,3	98,0	98,0	97,1	97,1	98,8	98,7
2654 Regissører	94,7	94,6	94,1	94,1				
2655 Skuespillere	100,2	99,8					100,5	100,5

	Sum all sectors			Private sector and public enterprises			Local government			Central government		
	Monthly earnings	Monthly earnings + overtime	Monthly earnings + overtime	Monthly earnings	Monthly earnings + overtime	Monthly earnings + overtime	Monthly earnings	Monthly earnings + overtime	Monthly earnings	Monthly earnings + overtime	Monthly earnings	Monthly earnings + overtime
2656 Programledere i TV og radio	89,8	90,2	89,7	89,0	93,0	89,2	92,7	89,0	93,0	89,2	92,7	89,0
Høyskoleyrker												
3112 Bygningsingeniører	90,5	89,1	93,1	89,1	91,9	91,9	90,5	89,1	97,8	96,9	93,7	90,3
3113 Elkraftingeniører	92,0	89,7	91,8	89,7	91,8	89,5	92,0	89,7	97,8	96,9	93,7	90,3
3114 Elektronikingeniører	100,2	98,1	100,2	98,1	100,2	98,1	100,2	98,1	97,5	95,9	92,5	90,2
3115 Maskiningeniører	98,1	95,0	98,3	95,0	98,3	95,2	98,1	95,0	97,5	95,9	92,5	90,2
3116 Kjemingeniører	78,7	78,2	78,9	78,2	78,9	78,5	78,7	78,2	97,5	95,9	92,5	90,2
3117 Ingeniører innen petroleum, bergverk og metallurgi	92,7	89,0	93,0	89,0	93,0	89,2	92,7	89,0	97,5	95,9	92,5	90,2
3118 Tekniske tegnere	94,7	93,7	94,4	93,7	94,4	93,2	94,7	93,7	97,5	95,9	92,5	90,2
3119 Andre ingeniører	94,5	91,5	96,4	91,5	96,4	93,2	94,5	91,5	97,5	95,9	92,5	90,2
3122 Arbeidsleder, industri	94,0	92,1	95,0	92,1	95,0	93,2	94,0	92,1	97,5	95,9	92,5	90,2
3123 Arbeidsleder, bygg og anlegg	93,0	91,6	100,6	91,6	100,6	98,9	93,0	91,6	97,5	95,9	92,5	90,2
3131 Energikontrollører												
3133 Kontrollører innen kjemisk prosessindustri												
3134 Kontrollører ved olje- og naturgasraffineringsanlegg												
3135 Kontrollører innen metallproduksjon												
3141 Bioteknikere (ikke-medisinske laboratorier)	85,9	81,9	85,9	81,9	85,9	81,9	85,9	81,9	97,5	95,9	93,8	93,1
3142 Agroteknikere	97,5	96,3	99,9	96,3	99,9	98,4	97,5	96,3	97,5	95,9	93,8	93,1
3143 Skogteknikere	95,9	95,0	94,8	95,0	94,8	94,0	95,9	95,0	97,5	95,9	93,8	93,1
3151 Skipsmaskinister												
3152 Dekksoffiserer og loser												
3153 Flygere	83,0	83,2	81,7	83,2	81,7	81,9	83,0	83,2	97,5	95,9	93,8	93,1
3154 Flygeledere												
3211 Radiografer mv.	83,2	80,9	83,2	80,9	83,2	80,9	83,2	80,9	97,5	95,9	93,8	93,1
3212 Bioingeniører	94,4	92,8	89,0	92,8	89,0	87,8	94,4	92,8	97,5	95,9	93,8	93,1
3213 Reseptarer	95,0	93,7	97,4	93,7	97,4	95,2	95,0	93,7	97,5	95,9	93,8	93,1
3214 Protese- og tannteknikere	102,3	102,0	102,3	102,0	102,3	102,0	102,3	102,0	97,5	95,9	93,8	93,1
3240 Dyrpleiere	91,1	90,6	91,1	90,6	91,1	90,6	91,1	90,6	97,5	95,9	93,8	93,1
3251 Tannpleiere												
3254 Optikere	90,5	90,5	90,8	90,5	90,8	90,7	90,5	90,5	97,5	95,9	93,8	93,1
3256 Helsesekretærer	101,2	100,6	101,7	100,6	101,7	101,6	101,2	100,6	97,5	95,9	93,8	93,1
3257 Helse- og miljøkontrollører	84,1	83,7	86,2	83,7	86,2	85,8	84,1	83,7	97,5	95,9	93,8	93,1
3258 Ambulanspersonell	89,5	88,1		88,1			89,5	88,1	97,5	95,9	93,8	93,1

	Sum all sectors		Private sector and public enterprises		Local government		Central government	
	Monthly earnings	Monthly earnings + overtime	Monthly earnings	Monthly earnings + overtime	Monthly earnings	Monthly earnings + overtime	Monthly earnings	Monthly earnings + overtime
3259 Andre helseyrker	99,3	98,2	96,9	96,0	101,1	10		
3311 Finansmeglere	54,9	55,4	54,7	55,1				
3312 Kundebehandlere lån og kreditt								
3313 Regnskapsførere	78,4	78,5	78,4	78,5				
3315 Takstmenn	86,6	86,7	86,5	86,6	95,1	95,1		
3321 Forsikringsagenter	83,9	84,7	83,8	84,6				
3322 Selgere (engros)	83,8	84,0	83,8	83,9				
3323 Innkjøpere	87,8	87,7	87,8	87,7				
3324 Handels- og skipsmeglere	88,9	88,2	88,6	87,9				
3331 Speditører og befraktere								
3332 Konferanse- og arrangementsplanleggere mv.	88,0	87,7	87,9	87,7				
3333 Arbeidsformidlere	83,4	83,3	83,2	83,0				
3334 Eiendomsmedlere og -forvaltere	97,2	95,2	97,2	95,2				
3341 Arbeidsledere for kontorpersoneil	81,6	81,7	81,5	81,6				
3342 Advokatsekretærer	84,0	83,8	82,3	82,3	89,0	88,1	96,9	96,0
3343 Sjefssekretærer	85,8	85,2	82,6	81,8	94,6	93,9	94,7	94,8
3351 Tollere	94,1	93,5					94,2	93,6
3352 Skattefunksjonærer	93,8	93,4					93,7	93,3
3353 Saksbehandlere innen sosiale ytelser	98,1	97,5	94,9	94,5			98,6	98,0
3355 Politibetjenter mv.	91,0	88,7					91,0	88,7
3359 Andre yrker innen offentlig forvaltning								
3412 Miljøarbeidere innen sosiale fagfelt	91,4	90,9	88,3	88,5	94,9	94,6	92,1	90,6
3413 Religiøse yrker								
3421 Idrettsutøvere	97,5	97,2	99,8	99,6	96,5	96,6	95,6	94,3
3422 Trenere og idrettsdommere	99,5	99,5	95,9	95,9	96,9	96,9		
3423 Sports- og aktivitetsinstruktører	73,7	73,7	73,7	73,7				
3431 Fotografer og filmografer								
3432 Interiørdesignere og dekoratører	88,2	88,2	88,0	88,0				
3434 Sjefskokker	100,3	100,3	100,7	100,7				
3439 Andre yrker innen estetiske fag	84,7	84,0	84,3	83,6				
3511 Informasjon og kommunikasjonsteknikere, IKT	89,8	88,3	89,7	88,2				
	91,1	91,1	90,3	90,4				
	93,5	92,8	93,4	93,4	93,3	91,2	95,4	94,5
	96,4	95,4	95,1	94,1	106,1	105,2	100,5	99,6

	Sum all sectors			Private sector and public enterprises			Local government		Central government	
	Monthly earnings	Monthly earnings + overtime	Monthly earnings + overtime	Monthly earnings	Monthly earnings + overtime	Monthly earnings + overtime	Monthly earnings	Monthly earnings + overtime	Monthly earnings	Monthly earnings + overtime
5112 Konduktører	94,3	92,2	94,3	94,3	92,2	92,2				
5113 Reiseledere og guider	94,4	94,2	95,2	95,1	102,0	102,0				
5120 Kokker	96,5	96,0	93,3	93,0	105,9	105,6			97,9	97,3
5131 Servitører	95,8	95,7	95,8	95,7						
5132 Bartendere	92,8	92,6	92,7	92,5						
5141 Frisører	93,4	93,4	93,5	93,5						
5142 Kosmetologer mv.	96,4	96,1	96,2	96,0						
5151 Renholdsledere i virksomheter	97,1	96,0	95,5	94,3						
5152 Husholdere										
5153 Vaktmestere	93,5	92,2	94,8	93,4	95,4	94,1	90,8			89,5
5163 Begravelsesbyrå- og krematoriarbeidere	96,8	95,7	96,6	95,6						
5164 Dyrepassere og -trenere mv.										
5165 Kjøreskolelærere	94,1	93,4	94,1	93,4						
5169 Andre personlige tjenesteytere	88,5	86,4	87,7	87,6						
5211 Torghandlere	87,7	87,6	87,7	87,6						
5222 Butikkavdelingsjefer	90,9	90,6	90,9	90,5						
5223 Butikkmedarbeidere	93,3	92,9	93,3	92,9						
5230 Billettselgere	94,9	94,9	92,6	92,5						
5242 Demonstrasjonsselgere										
5244 Telefon- og nettselgere	95,4	95,3	95,4	95,3						
5245 Servicemedarbeidere (bensinstasjon)	92,9	91,6	92,9	91,6						
5246 Gatekjøkken- og kafémedarbeidere mv.	98,0	98,1	97,9	98,0						
5249 Andre salgsmedarbeidere	96,7	95,6	96,7	95,5						
5311 Barnehage- og skolefridtsassistenter mv.	101,2	100,9	100,7	100,5	102,7	102,5	97,1	96,0		
5312 Skoleassistenter	102,4	102,3	100,2	100,1	102,5	102,5				
5321 Helsefagarbeidere	101,3	100,4	101,1	100,4	101,4	100,8	93,9	92,2		
5322 Hjemmehjelper	99,1	98,7	97,2	97,1	99,7	98,8				
5329 Andre pleiemedarbeidere	98,5	97,6	96,4	96,0	99,4	98,8	94,8	93,3		
5411 Brannkonstabler	83,3	80,9			89,8	88,9				
5413 Fengselsbetjenter	94,4	93,8								
5414 Vektore	93,8	93,0	94,7	94,1						
5419 Andre sikkerhetsarbeidere	95,7	94,6	91,7	90,5	97,7	97,1				
6113 Gartnere	88,9	88,2	86,7	86,1	98,4	97,2				
6121 Melke- og Bønder, fiskere mv.	90,5	9	90,4	89,8						

	Sum all sectors		Private sector and public enterprises		Local government		Central government	
	Monthly earnings	Monthly earnings + overtime	Monthly earnings	Monthly earnings + overtime	Monthly earnings	Monthly earnings + overtime	Monthly earnings	Monthly earnings + overtime
7313 Gull- og sølvsmedere, gravører mv.	96,1	95,8	96,1	95,8				
7318 Vevere, strikkere mv. (innen husflidsproduksjon)								
7321 Førttrykkere	96,9	95,9	97,0	96,0				
7322 Trykkere	83,2	81,1	83,1	81,0				
7323 Innbindere mv.								
7411 Elektrikere	83,0	81,8	82,3	81,2			90,4	87,6
7412 Automatikere	74,5	72,7	74,0	72,2				
7413 Energimontører	81,0	78,2	81,2	78,4				
7421 Serviceelektronikere	107,3	104,3	107,3	104,3				
7422 Tele- og IKT-installatører mv.	86,5	84,0	88,9	86,5				
7511 Slaktere, fiskehandlere mv.	84,7	84,1	84,6	84,0				
7512 Bakere, konditorer mv.	83,7	82,7	83,5	82,6				
7522 Møbelsnekkere	90,7	88,7	90,4	88,4				
7531 Skreddere, buntmakere mv.								
7534 Møbeltapetsere mv.	89,6	88,4	88,6	87,4				
7541 Yrkesdykkere								
7542 Skytebaser og sprengningsarbeidere								
7544 Desinfeksjonsarbeidere og skadedybekjempere								
7549 Andre håndverkere								
8111 Bergfagarbeidere								
8113 Operatører innen boring mv.	89,8	87,4	89,8	87,4				
8114 Operatører innen produksjon av betong mv.								
8121 Operatører innen metallurgiske prosessfag	94,3	91,5	94,3	91,5				
8131 Operatører innen kjemisk industri	91,4	89,1	91,5	89,3				
8141 Operatører innen produksjon av gummiprodukter								
8142 Operatører innen plastprodukter								
8143 Operatører innen	92,8	91,9	92,8	91,9				

Prosess- og maskinoperatører, transportarbeidere mv.

	Sum all sectors		Private sector and public enterprises		Local government		Central government	
	Monthly earnings	Monthly earnings + overtime	Monthly earnings	Monthly earnings + overtime	Monthly earnings	Monthly earnings + overtime	Monthly earnings	Monthly earnings + overtime
papirprodukter								
8152 Operatører innen tekstilproduksjon mv.	89,3	86,6	89,2	86,6				
8153 Industrislyere	109,4	106,8	109,4	106,8				
8157 Renseri- og vaskerimaskinoperatører	101,9	99,9	101,4	99,5				
8160 Operatører innen næringsmiddelproduksjon	94,3	92,1	94,3	92,0				
8171 Operatører innen treforedling	91,7	89,6	91,7	89,6				
8172 Operatører innen trelastproduksjon	97,3	95,8	97,3	95,8				
8181 Operatører innen glass- og keramisk produksjon	96,5	93,7	96,5	93,7				
8182 Fyrkjele- og turbinoperatører								
8183 Pakke-, tappe- og etikettmaskinoperatører	91,9	90,4	91,9	90,4				
8211 Montører av mekaniske produkter								
8212 Montører av elektriske og elektroniske produkter	86,0	82,8	86,0	82,8				
8311 Lokomotiv og T-baneførere	87,9	86,0	87,9	85,9				
8322 Bil-, drosje- og varebilførere	95,2	94,3	95,2	94,5				
8331 Bussjåførere og trikkeførere	99,7	98,6	99,7	98,5				
8332 Lastebil- og trailersjåførere	95,8	94,6	95,8	94,6				
8341 Jordbruks- og skogbruksmaskinførere								
8342 Anleggsmaskinførere	90,2	87,2	92,5	91,3	91,9	87,1		
8343 Kran- og heisførere mv.								
8344 Truckførere								
8350 Dekks- og maskinmannskap (skip)	81,3	82,7	81,5	82,8				
Renholdere, hjelpere i private hjem mv.								
9111 Renholdere i private hjem								
9112 Renholdere i virksomheter kinds of activity units	98,2	97,0	96,3	95,1	103,7	103,2	98,3	97,9
9122 Bilvaskere	91,4	90,0	91,4	90,0				
9211 Hjelpere i nyttevekstproduksjon	92,5	92,3	92,5	92,3				

	Sum all sectors		Private sector and public enterprises		Local government		Central government	
	Monthly earnings	Monthly earnings + overtime	Monthly earnings	Monthly earnings + overtime	Monthly earnings	Monthly earnings + overtime	Monthly earnings	Monthly earnings + overtime
9212 Hjelpearbeidere i husdyrproduksjon	94,8	94,7	94,8	94,8				
9213 Hjelpearbeidere i kombinasjonsbruk	90,5	90,5	90,7	90,7				
9214 Hjelpearbeidere i gartneri mv.								
9312 Hjelpearbeidere i anlegg	93,0	91,4	91,6	89,6	95,0	94,7		
9313 Hjelpearbeidere i bygg	87,8	85,9	89,5	88,0	88,6	85,8		
9321 Håndpakker mv.	96,0	95,3	96,0	95,3				
9329 Andre hjelpearbeidere i industri	98,2	96,9	98,1	96,8				
9333 Laste- og lossearbeidere	93,2	90,2	93,2	90,2				
9334 Varepåfyllere	89,6	85,9	89,6	85,8				
9412 Kjøkkenassistenter	98,8	97,1	98,9	97,1				
9510 Reklamedistributører mv.	106,0	105,8	103,6	103,4	107,1	107,1	106,2	105,5
9611 Renovasjonsarbeidere	92,5	89,6	92,6	89,9	92,4	89,3		
9612 Gjenvinningsarbeidere	87,9	84,4						
9621 Bud mv.	99,0	98,8	99,2	99,0				
9622 Altmuligmann	92,7	90,2	91,2	88,6	91,8	90,8	91,3	87,9
9629 Andre hjelpearbeidere	92,2	90,4	88,6	86,5				