



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



The European Committee of Social Rights
Deputy Executive Secretary
Council of Europe
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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 UWEs 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.

2 FURTHER COMMENTS CONCERNING THE COMPLAINT

2.1 Introduction

- 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:
- 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 employers 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 appendix1 and 2. A central feature of the Equality and Anti-discrimination Act (appendix 1) is strengthening of the

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.
- 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.

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.
- 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

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

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

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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Appendix 1

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

Date LOV-2017-06-16-51

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

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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

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- 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.

Diff 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.

Diffi 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 antidiscrimination 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.

Diffi 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

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

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 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

Act relating to the Equality and Anti-Discrimination Ombud and the Anti-Discrimination	
Tribunal (Equality and Anti-Discrimination Ombud Act)	1
Innholdsfortegnelse	2
Chapter 1. General provisions	
Chapter 2. The Equality and Anti-Discrimination Ombud	
Chapter 3. The Anti-Discrimination Tribunal	
Chapter 4. Regulations	
Chapter 5. Entry into force and transitional provisions	

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

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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 p aragraph c) shall become a new paragraph d).
Act relating to the Equality and Anti-Discrimination Ombud and the Anti-Discrimination Tribunal (Equality

Appendix 3

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

Alle yrker Ledere

		Sum all sectors	ctors	Private sect enterprises	Private sector and public enterprises	Local government	rnment	Central government	nent	
						6	:	6	:	
		Monthly earnings	Monthly earnings + overtime	Monthly earnings	Monthly earnings + overtime	Monthly earnings	Monthly earnings + overtime	Monthly earnings	Monthly earnings + overtime	
0110-9629 I alt 0110 Offiserer fra fenrik og	0110-9629 Total	86,7	85,3	85,2	83,7	8′86	92,9	87,3		86,3
høyere grad	0110 Commissioned armed forces officers	85,4	84,8					82'8		85,1
0210 Befal med sersjant grad	0210 Non-commissioned armed forces officers	91,0	6'06					91,1		91,0
0310 Menige	0310 Armed forces occupations, other ranks							91,3		91,3
1111 Politikere	1111 Legislators	95,5	95,7	7,76	0′86	92'6	95,7			
administrasion	1112 Senior government officials	266	99.2			0.96	0.96	6'96		6.96
1114 Toppledere i		1	1							2
interesseorganisasjoner 1120 Administrerende	1114 Senior officials of special-interest organisations	89,4	89,4	89,5	89,5					
direktører	1120 Managing directors and chief executives	81,1	81,1	8'62	8'62	91,4	91,4	97,5		97,5
1211 Finans- og økonomisjefer	1211 Finance managers	73,9	74,2	73,1	73,4	92,2	92,4			
1212 Personalsjefer 1213 Strategi- og	1212 Human resource managers	90,2	868	9'68	89,1					
planleggingssjefer	1213 Policy and planning managers	83,3	82,9							
1219 Andre administrative	1219 Business services and administration managers not									
ledere	elsewhere classified	82,9	82,8	78,2	78,3	91,8	91,6	92,3		91,6
1221 Salgs- og markedssjefer	1221 Sales and marketing managers	87,5	87,5	87,6	87,5					
1222 PR- og informasjonssjefer	1222 Advertising and public relations managers	94,2	94,2	93,3	6'86					
1223 Forsknings- og		;		!						
utviklingsledere 1311 Ledere i skogbruk,	1223 Research and development managers	88,1	88,2	۲,/۶	/'/8			91,/		91,8
gartnerier mv. 1312 Ledere innen akvakultur	1311 Agricultural and forestry production managers	87,3	86,9	81,1	6'08	99,1	0'86			
mv.	1312 Aquaculture and fisheries production managers									
1321 Ledere av										
industriproduksjon mv. 1322 Ledere av olie- og	1321 Manufacturing managers	100,2	99,4	100,2	6'66					
gassutvinning mv.	1322 Mining managers	2,26	94,4	2'36	94,5					
1323 Ledere av bygge- og										
anleggsvirksomhet 1324 Ledere av logistikk og	1323 Construction managers	92'6	95,5	8'96	6′96	102,3	100,4			
transport mv.	1324 Supply, distribution and related managers 1330 Information and communications technology service	0′86	97,3	6'26	6'26					
1330 Ledere av IKT-enheter 1341 Ledere av	managers	7'56	95,8	7'56	7'56					
omsorgstjenester for barn	1341 Child care services managers	90,4	90,3	96,2	0'96	86,1	86,1			
1342 Ledere av helsetjenester	1342 Health services managers	79,5	0'62	83,0	82,6	93,8	93'6	7,67		79,3
1343 Ledere av eldreomsorg	1343 Aged care services managers	94,0	94,2			94,5	94,5	94,8		94,4
1344 Ledere av sosialomsorg	1344 Social welfare managers	0′88	87,7	87,4	87,0					
1345 Ledere av utdanning og	1345 Education managers	2′96	96,1	97'6	97'6	2′96	0′96	92,9		93,0

		:		Private sec	Private sector and public			-		
		sum all sectors	tors	enterprises		Local government	nment	Central government	nent	
		Monthly	Monthly earnings + overtime	Monthly	Monthly earnings + overtime	Monthly	Monthly earnings + overtime	Monthly	Monthly earnings + overtime	
undervisning		b		b		'n		b		
1346 Ledere av forsikring og finansvirksomhet	1346 Financial and insurance services branch managers	81,2	81,4	81,2	81,3					
1349 Andre ledere av										
produksjon og tjenesteyting	1349 Professional services managers not elsewhere classified	8′06	90,3	91,5	91,0	89,5	88,4	96,5	96	6′96
1411 Hotellsjefer	1411 Hotel managers	88,2	88,1	88,2	88,1					
1412 Restaurantsjefer	1412 Restaurant managers	0′06	90,1	89,3	89,4					
1420 Varehandelssjefer	1420 Retail and wholesale trade managers	77,3	77,2	77,3	77,2					
1431 Sports-, rekreasjons- og	1121 Courte racroation and sultural contra managers	00 7	9 00	01.0	6	7	1			
1430 Andre danline ledere i		200	0,00	2,16	1,16	71,4	71,1			
1439 Andre daglige ledere i tjenesteytende virksomheter	1439 Services managers not elsewhere classified	75,3	75,2	75,1	75,1					
2111 Fysikere og astronomer	2111 Physicists and astronomers	9′98	86,3							
2112 Meteorologer	2112 Meteorologists	91,0	90,2							
2113 Kjemikere	2113 Chemists	93,1	93,4	93,0	93,3					
2114 Geologer og geofysikere	2114 Geologists and geophysicists	89,5	89,3	9'68	89,3					
2120 Matematikere,										
statistikere mv. 2131 Biologer hotanikere	2120 Mathematicians, actuaries and statisticians 2131 Riologists hotanists prodocists and related	88,3	88'0	87,6	87,0			94,1	94	94,0
zoologer mv.	professionals	91,4	91,5	91,3	91,6			90,5	06	90,2
2132 Sivilagronomer mv.	2132 Farming, forestry and fisheries advisers	93,1	92,9	95'8	92,5					
2133 Miljøvernrådgivere	2133 Environmental protection professionals	85,7	84,1	82,5	9'08					
2141 Sivilingeniører (industri og										
produksjon)	2141 Industrial and production engineers	94,5	93,0							
anlegg)	2142 Civil engineers	7'06	868	92,1	91,3	8′26	6'96	8'96	94	94,1
2144 Sivilingeniører (maskin- og										
marin-teknikk)	2144 Mechanical engineers	90,1	0'68	8,88	88,0					
2145 Sivilingeniører (kjemi) 2146 Sivilingeniører (geofag	2145 Chemical engineers	86,0	85,6	88,4	88,0					
petro-leumsteknologi.	2146 Mining engineers, metallurgists and related									
metallurgi mv.)	professionals	88,0	6'98	9'28	86,5			98,1	96	9'96
2149 Andre sivilingeniører				Ġ	i d			6	Č	
(unntatt elektroteknologi) 2151 Sivilingeniarer	2149 Engineering professionals not elsewhere classified	88,4	87,9	88,6	88,2			93,5	92	92,8
(elkraftteknikk)	2151 Electrical engineers	93,0	91,0	93,1	91,0					
2152 Sivilingeniører (elektronikk)	2152 Electronics engineers	7'06	89,3	8′06	89,4					
2153 Sivilingeniører										
(telekommunikasjon)	2153 Telecommunications engineers	5	5	5	2	0	S			
2162 Landskapsarkitekter	2.101 bulloning architects 2.162 Landscape architects	93,7	92,4	93,7	91,2	0,06	0,66			

		Sum all sectors	tors	Private sect	Private sector and public enterprises	Local government	rnment	Central government	nent	
			Monthly	_	Monthly	•	Monthly	ז	Monthly	
		Monthly	earnings + overtime	Monthly	earnings +	Monthly	earnings +	Monthly	earnings +	
2163 Produkt- og klesdesignere	2163 Product and garment designers	91,6		91,4	91,0	,		b		
2164 Arealplanleggere	2164 Town and traffic planners	93,3	91,2	92,4	8'68	95,7	95,3			
MV.	2165 Cartographers and survevors	97.2	95.5			100.4	100.0			
2166 Grafiske- og			•							
multimediadesignere	2166 Graphic and multimedia designers	93,4	93,1	93,3	93,1					
2211 Allmennpraktiserende leger	2211 Generalist medical practitioners	88	88 3	976	97 5	0 68	0 68	82 3	1 28	_
2212 Longemorialistor	222 Chorialit modical practitionary	2,00	2,00	5,10	2,10			02,0	0.50	
2212 Legespesialistei 2221 Spesialsykepleiere	2221 Nursing professionals	0, 70	91.9	95.1	96,1	94.0	93.5	94.7	6,00 7,00	ŭπ
2222 Jordmødre	2222 Midwifery professionals			1	1					1
2223 Sykepleiere	2223 Nurses	95,5	93,8	94,3	91,9	6'96	0'96	94,9	93,1	Ę.
2224 Vernepleiere	2224 Registered Nurses for the Mentally subnormal (RNMS)	6'96	95,7	98,3	0'86	2'96	96,4	95,1	94,2	7
2250 Veterinærer	2250 Veterinarians	2'68	7,68	8'28	87,8					
2261 Tannleger	2261 Dentists	89,1	89,1	91,9	91,8	88'8	88,6	88,9	8,88	ω
2262 Farmasøyter	2262 Pharmacists	91,7	91,6	91,8	91,7					
2264 Fysioterapeuter	2264 Physiotherapists	94,6	94,6	92,0	91,9	9'66	9'66	103,3	103,3	m
2265 Ernæringsfysiologer	2265 Dieticians and nutritionists	84,7	84,5	86,4	86,3					
2266 Audiografer og logopeder	2266 Audiologists and speech therapists									
2267 Ergoterapeuter	2267 Ergotherapists	96,5	0'96			0′66	98'6			
2310 Universitets- og										
høyskolelektorer/-lærere	2310 University and higher education teachers	97'6	92,7	2′68	2'68	87,6	87,7	93,1	93,1	Ę.
2320 Yrkesfaglærere	2320 Vocational education teachers	98,4	9′26	0′86	98,1	100,9	5'66			
2330 Lektorer mv.		,								
(videregäende skole)	2330 Secondary education teachers	8,86	6'26	97,2	97,2	0′66	0'86			
2341 Grunnskolelærere	2341 Primary school teachers	6,86	0'86	28,7	7'86	98,2	6′26			
2342 Førskolelærere	2342 Early childhood teachers	101,3	101,3	102,3	102,2	100,1	100,1			
2351 Spesialister i pedagogikk	2351 Education methods specialists	93'6	93,5	6′68	8′68	0′96	6'56			
2352 Spesiallærere /										
spesialpedagoger	2352 Special needs teachers	9,5,6	7,56							
2354 Andre musikklærere	2354 Other music teachers	100,3	100,3	92,7	92,3	100,8	100,7			
2359 Andre lærere	2359 Teaching professionals not elsewhere classified	6′98	82,9	84,7	83,8					
2411 Revisorer,										
regnskapsrådgivere	2411 Accountants	83,9	83,5	82,9	85,5	8,78	88,1	91,4	91,2	7
investeringsrådgivere	2412 Financial and investment advisers	79.8	6.62	7.67	79.8					
2412 Einansanalytikora	2413 Einancial analyete	0(2.	82.8	83.3	83.1			030	1 20	_
2421 Organisasjonsrådgivere		0,50	04,0	, C	1,00				(5)	1
mv.	2421 Management and organisation analysts	6,77	6'22	80,3	80,4	94,2	94,1	90,2	8'68	ω
2422 Høyere saksbehandlere i										
offentlig og privat virksomhet	2422 Policy administration professionals	9'88	88,0	82,5	82,2	92,5	92,3	89,5	9′88	9
karriererådgivere	2423 Personnel and careers professionals	89.3	89.1	6	8.68	96.2	96.4	89.4	89.2	2
2424 Rådgivere innen	2424 Training and staff development professionals	6,59	93.8	943	2,20	1				ī
7474 naugivere illileli	2424 ITAINING and Stail development professionars	ה,כע	0,00	C,44C	7,47					

Private sector and public enterprises

		;		Private sec	Private sector and public	-		-		
		Monthly ear	Monthly earnings +	enterprises Monthly	Monthly earnings +	Local government Montl Monthly earni	Monthly earnings +	Central government M Monthly ea	ment Monthly earnings +	
kompetanseutvikling		earnings	overtime	earnings	overtime	earnings	overtime	earnings	overtime	
2431 Reklame- og										
markedsføringsrådgivere	2431 Advertising and marketing professionals	85,7	85,5	9′58	85,5					
2432 Informasjonsrådgivere	2432 Public relations professionals	91,8	91,7	6′06	8′06			95,5	6	95,3
tekniske og medisinske	2433 Technical and medical sales professionals (excluding									
produkter	ICT)	95,1	94,8	95,1	94,8					
2434 Salgskonsulenter innen IKT-produkter	2434 Information and communications technology sales professionals									
2511 Systemanalytikere/-										
arkitekter	2511 Systems analysts	93,0	92,3	94,5	8′86	92,9	91,0	95,3	Ó	94,2
2512 Programvareutviklere	2512 Software developers	92,4	92,1	92,5	92,1					
2519 Andre programvare- og	2519 Software and applications developers and analysts not									
applikasjonsutviklere	elsewhere classified	91,6	90,5	91,6	90'6			95,0	6	92,3
2521 Databasedesignere og -										
administratorer	2521 Database designers and administrators	9′96	95,7	9′96	95,7					
2522 Systemadministratorer	2522 Systems administrators	89,3	87,5	89,3	87,6					
cuclisticated and in the	2529 Database and network professionals not eisewhere	2	0 00	0.50						
25.29 Sikkernetsanalytikere mv.	Classified	94,2	93,6	94,8 8,16	94,2	0			(,
2611 Jurister og advokater	2611 Lawyers	85,3	85,4	85,2	85,3	92,0	92,4	92,4	S)	91,9
2612 Dommere	2612 Judges	92,1	92,1					92,1	6	92,1
2619 Andre juridiske yrker	2619 Legal professionals not elsewhere classified	84,8	85,1	84,5	84,8					
2621 Arkivarer og kuratorer	2621 Archivists and curators	94,3	94,6			95,5	95,5	93'8	Ó	94,3
2622 Bibliotekarer og andre informasionsarbeidere	2622 Librarians and related information professionals	1003	100.2			6 66	7 99 7	101	01	101 4
2621 Bådrivere/forebere		2001	1							Ţ
samfunnsøkonomi	2631 Economics	9'62	79,3	78,8	78,4	94,3	94,2			
2632 Rådgivere/forskere,										
samfunnsvitenskap	2632 Sociologists, anthropologists and related professionals	91,2	91,0	91,4	91,3					
humanistiske fag	2633 Philosophers, historians and political scientists	100.4	100.5							
2634 Psykologer		91,3	91,1	8′06	8'06	92,7	92,6	93,5	6	93,3
2635 Rådgivere innen sosiale										
fagfelt	2635 Social work and counselling professionals	94,8	94,8	6'86	98,1	94,1	94,1	98,0	6	9′26
2636 Geistlige yrker	2636 Religious professionals	97,2	97,2	9′96	8'96			96,1	6	96,1
2641 Forfattere mv.	2641 Authors and related writers	6'06	90,3	90,1	1,06					
2642 Journalister	2642 Journalists	92,9	91,8	92,9	91,9					
2643 Oversettere, tolker mv.	2643 Translators, interpreters and other linguists	99,4	66'66	7'86	8'86	102,2	100,9			
2652 Dirigenter, komponister,										
musikere og sangere	2652 Musicians, singers and composers	6'86	98,3	0′86	0′86	97,1	97,1	8'86	6	2,86
2653 Koreografer og dansere	2653 Dancers and choreographers									
2654 Regissører	2654 Film, stage and related directors and producers	94,7	94,6	94,1	94,1					
2655 Skuespillere	2655 Actors	100,2	8'66					100,5		10

		=		Private sec	Private sector and public	-		-	1	
		Monthly ear	Monthly earnings +	Monthly	Monthly earnings +	Monthly earnir	Monthly earnings +	Central government Monthly ea	Monthly earnings +	
no VT i carebolancianos 3330		earnings	overtime	earnings	overtime	earnings	overtime	earnings	overtime	
zoso riogiamieuere i v og radio	2656 Announcers on radio, television and other media	8,68	90,2	2,68	90,2					
3112 Bygningsingeniører	3112 Civil engineering technicians	90,5	89,1	93,1	91,9	8'26	6'96	93,7	6	80,3
3113 Elkraftingeniører	3113 Electrical engineering technicians	92,0	7,68	91,8	89,5					
3114 Elektronikkingeniører	3114 Electronics engineering technicians	100,2	98,1	100,2	98,1					
3115 Maskiningeniører	3115 Mechanical engineering technicians	98,1	95,0	98,3	95,2					
3116 Kjemiingeniører	3116 Chemical engineering technicians	78,7	78,2	78,9	78,5					
3117 Ingeniører innen petroleum, bergverk og										
metallurgi	3117 Mining and metallurgical technicians	92,7	89,0	93,0	89,2					
3118 Tekniske tegnere	3118 Draughtspersons	94,7	93,7	94,4	93,2					
	3119 Physical and engineering science technicians not		;	;	;	ļ	;	;	•	
3119 Andre ingeniører	elsewhere classified	94,5	91,5	96,4	93,2	97,5	95,9	92,5	6	90,2
3122 Arbeidsleder, industri 3123 Arbeidsleder. bvgg og	3122 Manufacturing supervisors	94,0	92,1	95,0	93,2					
anlegg	3123 Construction supervisors	93,0	91,6	100,6	6'86					
3131 Energikontrolloperatører	3131 Power production plant operators									
3133 Kontrolloperatører innen										
kjemisk prosessindustri 3134 Kontrolloperatører ved	3133 Chemical processing plant controllers									
olje- og										
naturgassraffineringsanlegg	3134 Petroleum and natural gas refining plant operators	85,9	81,9	85,9	81,9					
3135 Kontrolloperatører innen										
metallproduksjon	3135 Metal production process controllers									
3141 Bioteknikere (ikke- medisinske lahoratorier)	3141 life crience technicians (excluding medical)	97.5	96 3	6 66	V 80			9.29	σ	03.1
inedistilshe laboratoriel)	מדדד דווב מרפוורם רבתוווורומווז (בערומתווופ ווובתורמו)	C, 10	200	0,00	+,00			0,00	ח	1,0
3142 Agroteknikere	3142 Agricultural technicians	95,9	95,0	94,8	94,0					
3143 Skogteknikere	3143 Forestry technicians									
3151 Skipsmaskinister	3151 Ships¿ engineers									
3152 Dekksoffiserer og loser	3152 Ships¿ deck officers and pilots	83,0	83,2	81,7	81,9					
3153 Flygere	3153 Aircraft pilots and related associate professionals									
3154 Flygeledere	3154 Air traffic controllers	83,2	6'08	83,2	6'08					
	3211 Medical imaging and therapeutic equipment									
3211 Radiografer mv.	technicians	94,4	92,8	0′68	8,78			92'6	6	94,0
3212 Bioingeniører	3212 Medical and pathology laboratory technicians	95,0	93,7	97,4	95,2			95,2	6	94,4
3213 Reseptarer	3213 Pharmaceutical technicians and assistants	102,3	102,0	102,3	102,0					
3214 Protese- og tannteknikere	3214 Medical and dental prosthesis technicians	91,1	90'6	91,1	9′06					
3240 Dyrepleiere	3240 Veterinary technicians and assistants									
3251 Tannpleiere	3251 Dental assistants and therapists									
3254 Optikere	3254 Dispensing opticians	90,5	90,5	8′06	7,06					
3256 Helsesekretærer	3256 Medical assistants	101,2	100,6	101,7	101,6					
3257 Helse- og	3257 Environmental and occupational health inspectors and		1	Ċ	C C			1	•	,
miljøkontroligrer	associates	84,1	83,7	7,08	8,58			96,7	ח מ	96,1
3258 Ambulansepersonell	3258 Ambulance workers	2,68	88,1					90,2	ю	88,9

		Sum all sectors	tors	Private sect	Private sector and public	l ocal dovernment	rnment	Central government	ment	
		Monthly	Monthly earnings +	Monthly	Monthly earnings +	Monthly	Monthly earnings +	Monthly	Monthly earnings +	
3259 Andre helseyrker	3259 Health associate professionals not elsewhere classified	66 8,66	98,2	96,9	0,96	101,1	10	Series		
3311 Finansmeglere	3311 Securities and finance dealers and brokers	54,9	55,4	54,7	55,1					
kreditt	3312 Credit and loans officers	78,4	78,5	78,4	78,5					
3313 Regnskapsførere	3313 Accounting associate professionals	9'98	86,7	86,5	9'98	95,1	95,1			
3315 Takstmenn	3315 Valuers and loss assessors	83,9	84,7	83,8	84,6					
3321 Forsikringsagenter	3321 Insurance representatives	83,8	84,0	83,8	6'88					
3322 Selgere (engros)	3322 Commercial sales representatives	81,8	87,7	8,78	7,78					
3323 Innkjøpere	3323 Buyers	6′88	88,2	9′88	6'28					
3324 Handels- og skipsmeglere	3324 Trade brokers									
3331 Speditører og befraktere	3331 Clearing and forwarding agents	88,0	87,7	87,9	7,78					
3332 Konferanse- og	-		0	ć	i d					
arrangementsplanleggere mv.	3332 Conterence and event planners	83,4	83,3	83,2	83,0					
3333 Arbeidsformidlere 3334 Eiendomsmeglere og -	3333 Employment agents and contractors	97,2	95,2	97,2	95,2					
forvaltere	3334 Real estate agents and property mangers	81,6	81,7	81,5	81,6					
kontorpersonell	3341 Office supervisors	84,0	83'8	82,3	82,3	0′68	88,1	6'96	0′96	0
3342 Advokatsekretær	3342 Legal secretaries									
3343 Sjefssekretærer	3343 Administrative and executive secretaries	82'8	85,2	82,6	81,8	94,6	6'86	94,7	94,8	∞
3351 Tollere	3351 Customs and border inspectors	94,1	93,5					94,2	93'6	9
3352 Skattefunksjonærer	3352 Government tax and excise officials	8'86	93,4					93,7	93,3	3
sosiale ytelser	3353 Government social benefits officials	98,1	97,5	94,6	94,5			98'6	0,86	0
3355 Politibetjenter mv.	3355 Police inspectors and detectives	91,0	88,7					91,0	88,7	7
3359 Andre yrker innen	3359 Regulatory government associate professionals not									
offentlig forvaltning	elsewhere classified	91,4	6′06	88,3	88,5	94,9	94,6	92,1	9′06	9
sosiale fagfelt	3412 Social work associate professionals	97,5	97,2	8'66	9'66	96,5	9'96	92'6	94,3	3
3413 Religiøse yrker	3413 Religious associate professionals	5'66	99,5	6'56	6,26	6'96	6'96			
3421 Idrettsutøvere	3421 Athletes and sports players	73,7	73,7	73,7	73,7					
3422 I renere og idrettsdommere	3422 Snort coarbae instructors and officials	88.7	88.7	0 88	0 88					
3423 Sports- og	סקבר ססטור נסטנונט, ווארומניסוא מוומ סוורומוא	7,00	2,00	0,00	0,00					
aktivitetsinstruktører	3423 Fitness and recreation instructors and program leaders	100,3	100,3	100,7	100,7					
3431 rotografer filmfotografer	3431 Photographers	84,7	84,0	84,3	83,6					
3432 Interiørdesignere og		d	0	1	0					
aekoratører 3434 Sjefskokker	3432 Interior designers and decorators 3434 Chefs	89,8 91,1	88,3 91,1	69,7 90,3	88,2 90,4					
3439 Andre yrker innen estetiske fag	3439 Other artistic and cultural associate professionals	93	928	93.4	93.4	93.3	91.2	95.4	7 P	Ľ
9	3511 Information and communication technology operations						1			,
3511 Driftsteknikere, IKT	technicians	96,4	95,4	95,1	94,1	106,1	105,2	100,5	9'66	9

				Private sec	Private sector and public				
		Sum all sectors	tors	enterprises	•	Local government	rnment	Central government	ent
		Monthly	Monthly earnings + overtime	Monthly	Monthly earnings + overtime	Monthly	Monthly earnings +	Monthly	Monthly earnings + overtime
2512 Brilboret&tto IKT	3512 Information and communication technology user	9 2 2	9 00	92 1	00 3	,		n i	
3513 Nettverks- og		0,00	92,0	1,00	6,26				
systemteknikere, IKT	3513 Computer network and systems technicians								
3514 Internett-teknikere	3514 Web technicians	85,7	85,0	85,4	84,7				
3521 Teknikere innen radio og									
\$	3521 Broadcasting and audio-visual technicians	93,4	94,0	93,1	93,7				
3522 Teknikere innen telekom	3522 Telecommunications engineering technicians	90,4	7,68	8′06	90,1				
4110 Kontormedarbeidere	4110 General office clerks	93,5	92,7	93,4	92,5	102,9	102,2	97,2	2'96
4132 Dataregistrere	4132 Data entry clerks	91,2	9'06	6	89,4				
4211 Kundebehandlere, bank									
og postkontor	4211 Bank tellers and related clerks	99,1	0'86	99,2	98,1				
mv.	4212 Bookmakers, crouniers and related gaming workers	100.8	100.7	100.8	100.7				
4214 Inkassomedarbeidere mv.	4214 Debt collectors and related clerks	0′96	95,4	96,1	95,5				
4221 Reisebyråmedarbeidere									
mv. 4222	4221 Travel consultants and clerks	94,3	93'6	94,2	93,5				
Kundesentermedarbeidere	4222 Contact centre information clerks	2'66	8'86	99,1	7,86				
4223 Sentralbordoperatører	4223 Telephone switchboard operators	94,5	92,8	95,2	94,1				
4224 Hotellresepsjonister	4224 Hotel receptionists	0′66	6'86	99,1	6'86				
4225									
Informasjonsskrankemedarbeid									
And Bossessessesses	4225 Enquiry clerks	100,3	101,1						
4220 nesepsjonister (ensni:	A 2 2 C Bocontionists (sounds)	7 30	7 70	V 90	9 70				
Hotell)	4227 Survey and market research interviewers	95.0	94,9	93.0	04,7 03,0				
4229 Andre		•	•	•	•				
opplysningsmedarbeidere	4229 Client information workers not elsewhere classified	102,5	102,7	102,5	102,7				
4311 Regnskapsmedarbeidere 4312 Forsikrings- og	4311 Accounting and bookkeeping clerks	93,5	8′06	93,5	8′06				
finansmedarbeidere	4312 Statistical, finance and insurance clerks								
4313 Lønningsmedarbeidere	4313 Payroll clerks	94,9	93,8	95,4	94,4				
4321 Lagermedarbeidere og									
material-forvaltere	4321 Stock clerks	8'56	94,1	92'8	94,2				
4322 Logistikkmedarbeidere	4322 Production clerks	94,6	92,7	94,6	97'6				
4323 Transportfunksjonærer	4323 Transport clerks	94,8	92,4	95,0	92,7			8'06	88,0
4411 Bibliotekassistenter	4411 Library clerks								
4412 Postbud og postsorterere	4412 Mail carriers and sorting clerks	100,9	100,4	100,9	100,5				
4415 Arkivassistenter	4415 Filing and copying clerks	10	8'66					97,5	97,1
4416 Personalkontormedarbeidere	4416 Personnel clerks								

Kontoryrker

5111 Flyverter, båtverter mv. 5111 Travel attendants and travel stewards

95,4

92'6

95,4

92'6

		suctors	20	Private sect	Private sector and public	taemanayor leso l	to more	Cantral government	too	
				acilid ipilia		Local gove		cellia governi		
		Monthly	Montniy earnings + overtime	Monthly	Montiny earnings + overtime	Monthly	earnings +	Monthly	earnings +	
5112 Konduktører	5112 Transport conductors	94,3	92,2		92,2	h		'n		
5113 Reiseledere og guider	5113 Travel guides	94,4	94,2	95,2	95,1	102,0	102,0			
5120 Kokker	5120 Cooks	6'96	0'96	93,3	93,0	105,9	105,6	6'26		6,76
5131 Servitører	5131 Waiters	92'8	7,26	92'8	7,26					
5132 Bartendere	5132 Bartenders	95,8	92,6	92,7	92,5					
5141 Frisører	5141 Hairdressers	93,4	93,4	93,5	93,5					
5142 Kosmetologer mv.	5142 Beauticians and related workers	96,4	96,1	96,2	0′96					
5151 Renholdsledere i	5151 Cleaning and housekeeping supervisors in offices,									
virksomheter	hotels and other local kinds of activity units	97,1	0'96	95,5	94,3					
5152 Husholdere	5152 Domestic housekeepers									
5153 Vaktmestre	5153 Building caretakers	93,5	92,2	94,8	93,4	95,4	94,1	8′06		89,5
5163 Begravelsesbyrå- og										
krematoriearbeidere	5163 Undertakers and embalmers	8′96	95,7	9′96	92'6					
5164 Dyrepassere og - trenere	5164 Pet groomers and animal care workers									
		5			5					
5169 Andre personlige	S.L.S. Driving instructors	94,1	93,4	94,1	93,4					
tjenesteytere	5169 Personal services workers not elsewhere classified	88,5	86,4							
5211 Torghandlere	5211 Stall and market salespersons	2''	87,6	2''	9'28					
5222 Butikkavdelingssjefer	5222 Shop supervisors	6′06	90'6	6'06	5′06					
5223 Butikkmedarbeidere	5223 Shop sales assistants	93,3	92,9	93,3	92,9					
5230 Billettselgere	5230 Cashiers and ticket clerks	94,9	94,9	97'6	92,5					
5242 Demonstrasjonsselgere	5242 Sales demonstrators									
5244 Telefon- og nettselgere	5244 Contact centre salespersons	95,4	95,3	95,4	62'3					
5245 Servicemedarbeidere	EDAE Convice station attendants	0.00	9 10	0.00	916					
(Sensinstasjon) 5246 Gatekiøkkon, og	ספו אוכם אומנוסון מווכנוסמון א	6,26	0,10		0,16					
kafémadarhaidara my	5246 Food service counter attendants	0 86	1 88 1	979	0 86					
5249 Andre salgsmedarbeidere	5249 Sales workers not elsewhere classified	6'96	95.6		95.5					
5311 Barnehage- og										
skolefritidsassistenter mv.	5311 Child care workers	101,2	100,9		100,5	102,7	102,5	97,1		0′96
5312 Skoleassistenter	5312 Teachers? aides	102,4	102,3	100,2	100,1	102,5	102,5			
5321 Helsefagarbeidere	5321 Health care assistants	101,3	100,4	101,1	100,4	101,4	100,8	6'86		92,2
5322 Hjemmehjelper	5322 Home-based personal care workers	99,1	7'86	97,2	1,76	2'66	8'86			
	5329 Personal care workers in health services not elsewhere		I				0			
5329 Andre pleiemedarbeidere	classified	98,5	9,76	96,4	0,96	99,4	8,86	94,8		93,3
5411 Brannkonstabler	5411 Fire-fighters	83,3	80,9			8,68	88,9			
5413 Fengselsbetjenter	5413 Prison guards	94,4	93,8					94,4		8′£6
5414 Vektere	5414 Security guards	8'86	93,0	94,7	94,1					
5419 Andre sikkerhetsarbeidere	5419 Protective services workers not elsewhere classified	95,7	94,6	91,7	90,5	7,76	97,1			
6113 Gartnere	6113 Gardeners, horticultural and nursery growers	6′88	88,2	86,7	86,1	98,4	97,2			
6121 Melke- og	6121 Livestock and dairy producers	90,5	6		8,68					

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		Sadroukore

Private sector and public enterprises

December December			Sum all sectors	tors	Private sect enterprises	Private sector and public enterprises	Local government	rnment	Central government	ıment
State Stat			Monthly	Monthly earnings +	Monthly	Monthly earnings +	Monthly	Monthly earnings +	Monthly	Monthly earnings +
operationsering of 122 Potal Property producers 95.9 95.7 95.9 95.7 of 212 Potal Potal Property and related workers 86.1 88.4 86.1 88.4 86.5 95.4 of 212 Aquasalther workers 82.2 88.4 86.1 88.4 86.1 88.4 86.1 88.4 71.2 Before whorkers 71.3 Storemensory, store cutters, stilled and related workers and related workers and related frades workers not 88.3 88.3 88.4 88.1 88.4 88.1 88.4 88.1 88.2 88.2 88.2 88.2 88.2 88.2 88.3	husdyrprodusenter		earnings	overime	earnings	overume	earnings	overume	earnings	overime
5.120 Mised crop and animal producers 56.1 56.4 96.6 96.4 96.5 96.5 96	6122 Egg. og fjærfeprodusenter 6130 Plante- og huedværeduearter	6122 Poultry producers	6'86	93,5	6'86	93,5				
C222 Agricultural and industrial machines and cerebrate and respired as a contractive and cerebrate and respired as a contractive and cerebrate and cerebr	(kombinasionsbruk)	6130 Mixed crop and animal producers	9'96	96,4	9'96	96,4				
March Marc	6210 Skogbrukere	6210 Forestry and related workers	•	•	•	•				
National Politicus of August Statistics and catelated workers 6.22 Relation gate and catelated workers 8.9.1 8.8.4 8.9.1 8.9.4 8.9.1	6221 Havbruksarbeidere	6221 Aquaculture workers	86,1	83,4	86,1	83,4				
111 Statements 111 Statements and careers 112 Statements and careers 112 Statements and careers 113 Statements and careers 113 Statements and careers and careers 113 Statements and careers and careers and related 113 Statements and careers and related trades workers not career and related trades workers not career and place statements. 113 Statements and careers and place statements. 113 Building frame and related workers not career and place statements. 113 Building frame and related workers. 113 Building frame and core markers. 11	6222 Fiskere	6222 Fishery workers								
State the great or workers and concrete places, con	7112 Murere	7112 Bricklayers and related workers								
1 Definition particulation of the control o	7113 Steinhoggere mv.	7113 Stonemasons, stone cutters, splitters and carvers								
1 Jis Carpenters and Joness 1 Jis Danishing frame and related trades workers not: The Relation Program and related trades workers and the setters 6 Sp. 1 6 Sp. 2 6 Sp. 2<	7114 Betongarbeidere	VIII CONCIETE PIACEIS, CONCIETE IIIISHEIS AND FEIAEG								
Andre bygingsarbeidere eisenwhere classified 712 Boulding frame and related trades workers not 68.9 65.7 68.9 65.7 Taktekkere (abenwhere classified 120 Bouleys and the setters 120 Accordate on Vorgets believe conditioning and related workers 96.1 95.3 95.4 97.5 Table on Jays and vorgets believe conditioning and related workers a	7115 Tømrere og snekkere	7115 Carpenters and joiners	89,3	89,1	88,4	88,1				
Andrea bygingsarbeidere elsswifted beiden beiten		7119 Building frame and related trades workers not								
Underletikene 7121 Floor layers and tile setters 7121 Floor layers and tile setters Obligative (obligation workers) 7122 Floor layers and tile setters 88.9 88.2 88.5 87.9 Relegation of Collegional Production of Collegional Productional Production	7119 Andre bygningsarbeidere	elsewhere classified	6′89	65,7	6'89	65,7				
Colub of listegene T.12E float lets and tile setters S8.9 88.9 <t< td=""><td>7121 Taktekkere</td><th>7121 Roofers</th><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<>	7121 Taktekkere	7121 Roofers								
Obsertiesterent von Gesanderieren von Gesan	7122 Gulv- og flisleggere	7122 Floor layers and tile setters								
Glassarbeidlere Interentieren Signaters 125 Glaziers RS.9	7124 Isolatører mv.	7124 Insulation workers								
Replication of State of S	7125 Glassarbeidere	7125 Glaziers								
Waledenometer and place fitters 88.9 88.6 87.9 Waledenometer mv. Attendationing and refrigeration mechanics 13.28 plumbers and related workers 88.9 88.5 87.9 Waledenometer meter attendation mechanics 13.23 Aircraft celebrate of conditioning and refrigeration mechanics 96.1 95.3 94.5 94.4 Felere, flasaderenholder energy energe received flass and coremakers 13.38 building structure deaners 96.3 94.5 94.5 94.5 Styleser energy energe (spelsere) 12.21 Metal moulders and coremakers 12.24 72.4 72.4 72.4 72.4 All stearbeidere gyblisere og spelsere 12.25 Structural metal preparers and related workers 12.25 Toolmakers and related workers 12.25 Toolmakers and related workers 12.25 Metal working machine tool setters and operators 12.25 Metal working machine tool setters and repairers 12.25 Metal working machine tool setters and repairers 12.25 Metal working machine tool setters and related workers 12.25 Metal working machine tool setters and repairers 12.25 Metal working machine tool setters and repairers <td>7126 Rørleggere og VVS-</td> <th></th> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>	7126 Rørleggere og VVS-									
Moletane og tapetsere og state en og spleisere og spleisere og spleisere og spleisere mv. 1313 Building structure deaners and orenakers 96,3 94,5 96,3 94,5 Skøpere og splikkenslagere 3 1213 Building structurel metal properer sand erectors 5 1213 Sheet metal workers 7 1214 Sheet metal workers 7 1214 Sheet metal workers 7 1215 Sheet metal workers 8 1215 Sheet metal workers 8 1215 Sheet metal workers 9 1215 Sheet sheet engine mechanics and repairers 9 1215 Sheet sh	montører	7126 Plumbers and pipe fitters	6′88	88,2	9′88	6'28				
table reget T131 Painters and related workers 96,1 95,3 95,3 94,4 table regetere Coverlatebehandlere og coverlatebehandlere og coverlatebehandlere og severe T132 Spray painters and varnishers 92,6 91,5 95,3 94,4 Feiere, fasaderenholdere T133 Building structure cleaners T22 Metal moulders and coremakers P133 Building structure cleaners P134 72,4	7127 Kuldemontører mv.	7127 Air conditioning and refrigeration mechanics								
Coverlate behandlere og Powerlate behandlere by Powerlate behandlere by Powerlate behandlere programmer by Powerlate behandlere programmer	7131 Malere og									
C Overflatebehandlere og Feiere 132 Spray painters and varnishers 92,6 91,5 92,6 91,5 S Feiere, fasaderenholdere fasaderenholdere fasaderenholdere 7133 Building structure deaners 721 Metal moulters and coremakers 95,6 91,5 92,6 91,5 1 Skeizere 721 Metal moulters and drame utters 722 Metalerenholder 722 Metalerenholder 722 Metalerenholder 722 Metalerenholder 722 Metalerenholderenh	byggtapetserere	7131 Painters and related workers	96,1	95,3	95,3	94,4				
Stagenee 7132 Spray painters and varnishers 92,6 91,5 92,6 91,5 Steine, fasaderenholdere 7133 Building structure cleaners 721 Metal moulders and coremakers 96,3 94,5 96,3 94,5 Stepere 721 Welders and flame cutters 721 Metal moulders and flame cutters 734 72,4 73,4 72,4 73,4 72,4	7132 Overflatebehandlere og									
Skepere 1713 Building structure deaners 96,3 94,5 96,3 94,5 Skepere 721 Metal moulders and fiane cutters 73,4 72,4 73,4 72,4 Skepere 721 Sheet metal workers 722 Sheet metal workers 73,4 72,4 73,4 72,4 Platearbeidere 721 Stegers and fiance cutters 722 Sheet metal workers 82.2 Sheet metal workers <	lakkerere	7132 Spray painters and varnishers	9,26	91,5	97'6	91,5				
1.33 Building structure deaners 7.13 Building structure deaners 7.13 Building structure deaners 1.5 Subject 7.21 Metal moulders and coremakers 96,3 94,5 96,3 94,5 1.5 Subject 7.21 Metal moulders and fame cutters 7.24 Structural metal preparers and rectors 7.24 Toolmakers and related workers 7.24 Toolmakers and related workers 1.5 Riggere og spleisere 7.22 Toolmakers and related working machine tool setters and operators 91,7 88,6 92,2 89,2 1.5 Metalldreiere mv. 7.223 Metal working machine tool setters and operators 91,7 88,6 92,2 89,2 1.5 Metalldreiere mv. 7.234 Agricutural and industrial machinery mechanics and repairers 83,0 8,2 78,8 77,8 3.4 Meiggsmaskin-og 7.233 Agricutural and industrial machinery mechanics and repairers 84,6 81,1 92,0 88,8 99,9 1.1 Metagsmaskin-og 7331 Precision-instrument makers and repairers 7311 Precision-instrument makers and repairers 84,6 81,1 92,0 89,9	7133 Feiere, fasaderenholdere									
7211 Metal moulders and coremakers 7212 Welders and flame cutters 96,3 94,5 94,5 7212 Welders and flame cutters 73,4 72,4 72,4 72,4 7213 Sheet metal workers 7214 Structural metal preparers and erectors 7215 Riggers and cable splicers 7225 Toolmakers and related workers 88,6 92,2 89,2 7222 Toolmakers and related working machine tool setters and operators 91,7 88,6 92,2 89,2 7233 Metal working machine tool setters and repairers 83,0 82,2 78,8 77,8 7232 Aircraft engine mechanics and repairers 7234 Microturulal and industrial machinery mechanics and repairers 84,6 81,1 92,0 88,8 7331 Precision-instrument makers and repairers 84,6 81,1 92,0 88,8 99,9	mv.	7133 Building structure cleaners								
7212 Welders and flame cutters 96,3 94,5 96,3 94,5 721 Sheet metal workers 72.4 73,4 72,4 73,4 72,4 721 Sheet metal workers 721 Figgers and cable splicers 722 Tolmakers and cable splicers 722 Tolmakers and related workers 722 Tolmakers and related workers 722 Toolmakers and related working machine tool setters and operators 91,7 88,6 92,2 89,2 723 Motor vehicle mechanics and repairers 83,0 82,2 78,8 77,8 723 Agricultural and industrial machinery mechanics and repairers 84,6 81,1 92,0 88,8 731 Precision-instrument makers and repairers 84,6 81,1 92,0 88,8 99,9	7211 Støpere	7211 Metal moulders and coremakers								
7213 Sheet metal workers 73,4 72,4 73,4 72,4 89,2 72,2 89,2 72,2	7212 Sveisere	7212 Welders and flame cutters	6'96	94,5	6'96	94,5				
7215 Riggers and cable splicers 7215 Riggers and related workers 7222 Toolmakers and related workers 7223 Metal working machine tool setters and operators 7234 Motor vehicle mechanics and repairers 7232 Aircraft engine mechanics and repairers 7233 Agricultural and industrial machinery mechanics and repairers 7231 Motor vehicle mechanics and repairers 7233 Agricultural and industrial machinery mechanics and repairers 7231 Precision-instrument makers and repairers 7331 Precision-instrument makers and repairers	7213 Kopper- og blikkenslagere	7213 Sheet metal workers	73,4	72,4	73,4	72,4				
7222 Toolmakers and related workers 7222 Toolmakers and related workers 7223 Metal working machine tool setters and operators 7234 Motor vehicle mechanics and repairers 7232 Aircraft engine mechanics and repairers 7233 Agricultural and industrial machinery mechanics and repairers 7231 Precision-instrument makers and repairers 7331 Precision-instrument makers and repairers	7214 Platearbeidere	7214 Structural metal preparers and erectors								
7222 Toolmakers and related workers 7223 Metal working machine tool setters and operators 7234 Motor vehicle mechanics and repairers 7232 Aircraft engine mechanics and repairers 7233 Agricultural and industrial machinery mechanics and repairers 7331 Precision-instrument makers and repairers 7331 Precision-instrument makers and repairers	7215 Riggere og spleisere 7222 Verktøvmaker	7215 Riggers and cable splicers								
7223 Metal working machine tool setters and operators 91,7 88,6 92,2 89,2 7231 Motor vehicle mechanics and repairers 83,0 82,2 78,8 77,8 7232 Aircraft engine mechanics and repairers 7233 Agricultural and industrial machinery mechanics and repairers 84,6 81,1 92,0 88,8 7331 Precision-instrument makers and repairers	låsesmeder mv.	7222 Toolmakers and related workers								
7231 Motor vehicle mechanics and repairers 7232 Aircraft engine mechanics and repairers 7233 Agricultural and industrial machinery mechanics and repairers 7331 Agricultural and industrial machinery mechanics and repairers 7331 Precision-instrument makers and repairers 7311 Precision-instrument makers and repairers	7223 Metalldreiere mv.	7223 Metal working machine tool setters and operators	91,7	88'6	92,2	89,2				
7232 Aircraft engine mechanics and repairers 7233 Agricultural and industrial machinery mechanics and 84,6 81,1 92,0 88,8 99,9 7311 Precision-instrument makers and repairers	7231 Bilmekanikere	7231 Motor vehicle mechanics and repairers	83,0	82,2	78,8	77,8				
7.323 Agricultural and industrial machinery mechanics and repairers repairers 84,6 81,1 92,0 88,8 99,9 7311 Precision-instrument makers and repairers	7232 Mekanikere innen									
7233 Agricultural and industrial machinery mechanics and repairers repairers 84,6 81,1 92,0 88,8 99,9 7311 Precision-instrument makers and repairers	flytekniske fag	7232 Aircraft engine mechanics and repairers								
repairers 84,0 81,1 92,0 88,8 59,9 7311 Precision-instrument makers and repairers	7233 Anleggsmaskin- og	7233 Agricultural and industrial machinery mechanics and	0	2	6	o o			o o	Č
7311 Precision-instrument	industrimekanikere 7311	repairers	84,6	81,1	92,0	8,88			99,9	
7311 Precision-instrument	Presisionsinstrumentmakere og									
	-reparatører	7311 Precision-instrument makers and repairers								

99,2

		Sum all sectors	ctors	Private sectenter sectenter private sectenter private sectenter private sectenter sected sectenter sectente sectenter sectenter sectenter sectente sectenter sectenter sectenter sectenter sectenter sectenter sectenter sectenter sectente	Private sector and public enterprises	Local government	rnment	Central government	nment	
		Monthly	Monthly earnings + overtime	Monthly	Monthly earnings + overtime	Monthly	Monthly earnings + overtime	Monthly	Monthly earnings + overtime	
7313 Gull- og sølvsmeder,)		•		,)		
gravører mv.	7313 Jewellery and precious metal workers	96,1	92'8	96,1	8,26					
7318 Vevere, strikkere mv. (innen husflidsproduksjon)	7318 Handicraft workers in textile, leather and related materials									
7321 Førtrykkere	7321 Pre-press technicians	6′96	95,9	0'26	0'96					
7322 Trykkere	7322 Printers	83,2	81,1	83,1	81,0					
7323 Innbindere mv.	7323 Print finishing and binding workers									
7411 Elektrikere	7411 Building and related electricians	83,0	81,8	82,3	81,2			90,4		87,6
7412 Automatikere	7412 Electrical mechanics and fitters	74,5	72,7	74,0	72,2					
7413 Energimontører	7413 Electrical line installers and repairers	81,0	78,2	81,2	78,4					
7421 Serviceelektronikere	7421 Electronics mechanics and servicers	107,3	104,3	107,3	104,3					
	7422 Information and communications technology installers									
7422 Tele- og IKT-installatører	and servicers	86,5	84,0	6′88	86,5					
7511 Slaktere, fiskehandlere										
mv.	7511 Butchers, fishmongers and related food preparers	84,7	84,1	84,6	84,0					
7512 Bakere, konditorer mv.	7512 Bakers, pastry-cooks and confectionery makers	83,7	82,7	83,5	82,6					
7522 Møbelsnekkere	7522 Cabinet makers and related workers	2'06	88,7	90,4	88,4					
7531 Skreddere, buntmakere										
mv.	7531 Tailors, dressmakers, furriers and hatters									
7534 Møbeltapetserere mv.	7534 Upholsterers and related workers	9'68	88,4	9'88	87,4					
7541 Yrkesdykkere	7541 Underwater divers									
7542 Skytebaser og										
sprengningsarbeidere	7542 Shotfirers and blasters									
7544 Desinfeksjonsarbeidere og										
skadedyrbekjempere	7544 Fumigators and other pest and weed controllers									
7549 Andre handverkere	7549 Craft and related workers not elsewhere classified									

9,78

			8111
Prosess- og	maskinoperatøre r.	transportarbeide	re mv.

2					
beide					
	8111 Bergfagarbeidere 8113 Operatører innen boring	8111 Miners and quarriers			
	mv.	8113 Well drillers and borers and related workers	8'68	87,4	868
	8114 Operatører innen produksjon av betong mv.	8114 Cement, stone and other mineral products machine operators			
	8121 Operatører innen				
	metallurgiske prosessfag 8131 Operatører innen kjemisk	8121 Metal processing plant operators	94,3	91,5	94,3
	industri	8131 Chemical products plant and machine operators	91,4	89,1	91,5
	8141 Operatører innen				
	produksjon av gummiprodukter 8142 Operatører innen	8141 Rubber products machine operators			
	plastprodukter	8142 Plastic products machine operators	95,8	91,9	92,8
	8143 Operatører innen	8143 Paper products machine operators			

87,4

91,5

89,3

91,9

				Private sec	Private sector and public					
		Sum all sectors	tors	enterprises		Local government	rnment	Central government	nment	
		Monthly	Monthly earnings + overtime	Monthly	Monthly earnings + overtime	Monthly	Monthly earnings +	Monthly	Monthly earnings + overtime	
papirprodukter		ĥ		, i		, i		, ,		
8152 Operatører innen		ć	i c	ć	Ċ					
tekstilproduksjon mv. 8153 Industrisvere	8152 Weaving and Knitting machine operators 8153 Sewing machine on graphics	89,3	86,6 106.8	2,68	86,6 106.8					
8157 Renseri- og	סבים סבשוון וומנווווב סאכומוסו פ	t'601	5,00,	t'601	0,00					
vaskerimaskinoperatører	8157 Laundry machine operators	101,9	6′66	101,4	5'66					
8160 Operatører innen næringsmiddelproduksjon	8160 Food and related products machine operators	94,3	92,1	94,3	92,0					
8171 Operatører innen treforedling	8171 Pulp and papermaking plant operators	91,7	9'68	91,7	9'68					
8172 Operatører Innen trelastproduksjon	8172 Wood processing plant operators	97,3	8'56	97,3	8′56					
8181 Operatører innen glass- og keramisk produksjon	8181 Glass and ceramics plant operators	96,5	93,7	96,5	7,86					
8182 Fyrkjele- og turbinoperatører	8182 Steam engine and boiler operators									
8183 Pakke-, tappe- og etikettmaskinoperatører	8183 Packing, bottling and labelling machine operators	91,9	90,4	91,9	90,4					
8211 Montører av mekaniske produkter	8211 Mechanical machinery assemblers									
8212 Montører av elektriske og elektroniske produkter	8212 Electrical and electronic equipment assemblers	86,0	82,8	86,0	82,8					
8311 Lokomotiv og T- baneførere	8311 Locomotive engine drivers	87,9	86,0	87,9	85,9					
8322 Bil-, drosje- og										
varebilførere 8331 Bussiåfører og	8322 Car, taxi, van and motorcycle drivers	95,2	94,3	95,2	94,5					
trikkeførere	8331 Bus and tram drivers	2'66	98'6	2'66	5'86					
8332 Lastebil- og trailersjåfører	8332 Heavy truck and lorry drivers	8'56	94,6	8'56	94,6					
8341 Jordpruks- og skogbruksmaskinførere	8341 Mobile farm and forestry plant operators									
8342 Anleggsmaskinførere	8342 Earthmoving and related plant operators	90,2	87,2	92,5	91,3	91,9	87,1			
8343 Kran- og heisførere mv.	8343 Crane, hoist and related plant operators									
8344 Truckførere	8344 Lifting truck operators									
8350 Dekks- og maskinmannskap (skip)	8350 Ships; deck crew and related workers	81,3	82,7	81,5	82,8					
9111 Renholdere i private hjem	9111 Domestic cleaners and helpers									
9112 Renholdere i virksomheter	kinds of activity units	98,2	0′26	6'96	95,1	103,7	103,2	98,3	6'26	_
9122 Bilvaskere	9122 Vehicle cleaners	91,4	0'06	91,4	0'06					
9211 Hjelpearbeidere i nyttevekstproduksjon	9211 Crop farm labourers	92,5	92,3	92,5	92,3					

				Private sec	tor and public				
		Sum all sectors	tors	enterprises	enterprises	Local government	nment	Central government	ment
			Monthly		Monthly		Monthly		Monthly
		Monthly	earnings +	Monthly	earnings +	Monthly	earnings +	Monthly	earnings +
9212 Hjelpearbeidere i		5		5		6		5	
husdyrproduksjon	9212 Livestock farm labourers	94,8	94,7	94,8	8′46				
9213 Hjelpearbeidere i komhinasionshruk	9213 Mived gron and livestock farm labourers	7. OP	3 06	7 00	40 2				
9214 Hjelpearbeidere i gartneri		,		(0)					
mv.	9214 Garden and horticultural labourers	0'86	91,4	91,6	9'68	92'0	94,7		
9312 Hjelpearbeidere i anlegg	9312 Civil engineering labourers	87,8	85,9	89,5	88,0	9′88	82'8		
9313 Hjelpearbeidere i bygg	9313 Building construction labourers	0′96	95,3	0′96	62'3				
9321 Håndpakkere mv.	9321 Hand packers	98,2	6'96	98,1	8′96				
9329 Andre hjelpearbeidere i									
industri	9329 Manufacturing labourers not elsewhere classified	93,2	90,2	93,2	90,2				
9333 Laste- og lossearbeidere	9333 Freight handlers	9'68	85,9	9'68	82'8				
9334 Varepåfyllere	9334 Shelf fillers	8'86	97,1	6'86	97,1				
9412 Kjøkkenassistenter	9412 Kitchen helpers	106,0	105,8	103,6	103,4	107,1	107,1	106,2	105,5
9510 Reklamedistributører mv.	9510 Street and related service workers								
9611 Renovasjonsarbeidere	9611 Garbage and recycling collectors	92,5	9'68	97'6	6'68	92,4	89,3		
9612 Gjenvinningsarbeidere	9612 Refuse sorters	6′28	84,4						
9621 Bud mv.	9621 Messengers, package deliverers and luggage porters	0'66	8,86	99,2	0'66				
9622 Altmuligmann	9622 Odd job persons	92,7	90,2	91,2	9'88	91,8	8′06	91,3	6'28
9629 Andre hjelpearbeidere	9629 Elementary workers not elsewhere classified	92,2	90,4	9'88	86,5				