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The goal of this presentation is to illuminate the central importance of equality of opportunity in Norway and to highlight the efforts of the authorities to promote equality and to counter discrimination. Particular attention will be focused on gender equality.
Equality between women and men

- The law on equality between men and women (the Gender Equality Act) was first enacted in 1978.
- The Act applies to all areas of society.
The fight for women's rights

A demonstration in support of women’s rights in Oslo in about 1975

In 1986, Norway elected the first government to include more women than men.
Women’s participation in working life

1972
- Male participation: 77%
- Female participation: 44%

2015
- Male participation: 71%
- Female participation: 66%

Source: ssb.no/arbeid-og-lonn, updated on 18 January 2017
Women in higher education

40% 60%

Source: ssb.no/utdanning, updated on 20 January 2017
Women in politics

60% 40%

Source: stortinget.no
Updated on 27 July 2016
Equality and discrimination – two sides of the same coin

• Equality means that everyone has the same opportunities and rights.

• Discrimination occurs when someone is treated less favourably than others on the grounds of gender, religion, membership of ethnic group or nationality, sexual orientation or disability.
Discrimination on the grounds of gender

- Protection against discrimination is provided for in the gender Equality Act.
- Harassment on the basis of gender is against the law. The same applies to sexual harassment.
Discrimination on the grounds of ethnicity, religion and belief

- Protection against discrimination on the grounds of ethnicity, religion and belief is provided for in the Ethnicity Anti-Discrimination Act.
- The purpose of this Act is to promote equality regardless of ethnicity, religion and belief.
Discrimination on the grounds of sexual orientation

• Discrimination against, for example, lesbians, gays, bisexuals, transgender people and intersex people (LGBTI) on the grounds of sexual orientation, gender identity or gender expression is against the law.

• Protection against discrimination is provided in the Sexual Orientation Anti-Discrimination Act.

• The purpose of the Act is to promote equality, regardless of sexual orientation and gender identity and gender expression.
Case:
Lisa and Anna have been in a relationship for two years and want to live together. They are looking for an apartment, and Lisa has been in touch with a landlord who is interested in renting out an apartment in a house. The landlord is very positive and wants Lisa to look at the apartment at the earliest opportunity.

Lisa and Anna go to look at the apartment together. When the landlord opens the door, the following chain of events unfolds:

**Landlord:** Hi, are you Lisa? Have you come to look at the apartment? And you’ve bought a friend with you, I see.

**Lisa:** Yes, this is my girlfriend, Anna. We will be living together.

**Landlord:** Oh, I wasn’t expecting this. I’m afraid I have already let the flat to someone else.

Discussion:
- Why do you think the landlord decided not let the apartment to Lisa, after all?
- Is this discrimination?
Discrimination on the grounds of disability

- Discriminating against someone on the grounds of disability is against the law.
- Protection against discrimination is provided in the Anti-Discrimination and Accessibility Act.
Accessibility and accommodation

*Discussion:* Look at the photographs and talk about what measures have been put in place to facilitate access for people with disabilities.
Hate crime

• Hate crime is defined as criminal acts motivated by a person’s religion, ethnicity, gender identity or disability.

• Harassment is also defined as hate crime.

• The maximum sentence for discriminatory or hate speech is imprisonment for up to three years.