



**Convention on the Elimination
of All Forms of Discrimination
against Women**

Distr.: General
10 March 2025

Original: English
English, French and Spanish only

**Committee on the Elimination of Discrimination
against Women**

**Information received from Norway on follow-up to the
concluding observations on its tenth periodic report***

[Date received: 3 March 2025]

* The present document is being issued without formal editing.



A. Follow-up information relating to paragraph 15 (a) of the concluding observations (CEDAW/C/NOR/CO/10)

1. Several activities have been conducted since our 10th report. Among others can be mentioned.

Report on the Norwegian Government's follow-up of Beijing Declaration and Platform (2020–2024)

2. Norway's report on Beijing +30, of 28th of August 2024, provides an update on the Gender Equality situation in the country and addresses the situation of women facing intersecting forms of discrimination.¹

The government launched a strategy for gender equality between women and men (2025–2030) in December of 2024

3. The Ministry of Culture and Equality launched a strategy for gender equality in December last year (2024). The strategy is a cross-sectoral strategy to ensure better co-ordination and gender mainstreaming, that provides an overview of the government's priorities on gender equality issues. The follow-up of the strategy includes monitoring through indicators.²

On-going research on how the activity duty and the duty to issue a statement works in the public sector

4. The Equality and Anti-discrimination Act states that all Norwegian public authorities and employers are obliged to work actively, targeted and systematically to promote equality and prevent discrimination. This obligation is called the activity duty and the duty to issue a statement (ARP). The Equality and Anti-discrimination Act furthermore states that employers shall prevent discrimination and promote equality on the grounds of gender, disability, sexual orientation, gender identity, gender expression, religion/belief, ethnicity, pregnancy, leave in connection with childbirth or adoption, care responsibilities. The Ministry of Culture and Equality has funded a project initiated by The Norwegian Directorate for Children, Youth and Family Affairs (Bufdir). The project runs from 2022–2026 and aims to develop new knowledge about public authorities and employers' activity duty and duty to issue a statement. The research questions are: What role do the duties play in the employers' equality and anti-discrimination work? How are the duties understood and lived up to? What promotes and hinders employers' equality and anti-discrimination work?

OECD Country scan

5. The Ministry of Culture and Equality has funded an OECD country scan of Norway. The OECD scan is country specific and will offer a situation analysis of gender equality in global transitions in various key areas; an assessment of the existing gender governance infrastructure to facilitate gender mainstreaming in global transitions through multi-sectoral approaches; and provide a clear and actionable pathway to accelerate gender equality progress across the sectors leading the global transitions. The OECD will conduct the scan in 2025–2026. The analysis will be a systematic assessment on how gender equality is mainstreamed across sectors in public sector.

¹ <https://www.regjeringen.no/contentassets/cb19f3a18c354e3e81efea720bc8d926/report-on-the-norwegian-governments-follow-up-of-beijing-declaration-and-platform-2020-2024.pdf>.

² <https://www.regjeringen.no/no/dokumenter/strategi-for-likestilling-mellom-kvinner-og-menn-2025-2030/id3077968/?q=FoU&ch=8#id0060>.

A cross-sectoral research and development strategy on equality and non-discrimination

6. The Government has started work on developing a cross-sectoral research and development strategy on equality and non-discrimination. As stated in the Government's long-term research strategy, the aim of the initiative is to strengthen the knowledge base on equity and non-discrimination issues across various arenas and sectors.

7. The Ministry of Culture and Equality is responsible for coordinating the work and the Research Council has been tasked in 2024 to assist the ministry in drafting a strategy proposal.

B. Follow-up information relating to paragraph 17 (c) of the concluding observations

8. The enforcement apparatus in Norway consists of two bodies: The Equality and Anti-Discrimination Ombud and the Anti-Discrimination Tribunal. The Ombud's role is to promote equality and combat discrimination based on gender, pregnancy, parental leave, ethnicity, religion, disability, sexual orientation, gender identity, gender expression, age, trade union membership, and political views. The Tribunal is a court-like body that handles cases concerning discrimination, harassment, sexual harassment, and retaliation. The Tribunal is not authorized to supervise businesses.

9. The Anti-Discrimination Tribunal is legally empowered to follow up on the decisions it makes. When assessing which cases to follow up on, a distinction must be made between isolated, concluded incidents and ongoing discrimination/harassment. If the alleged discriminatory/harassing situation has ended by the time the Tribunal makes its decision, there will be no basis for further follow-up of the defendant by the Tribunal. In such cases, it would be more appropriate for the Equality and Anti-Discrimination Ombud, which has both a supervisory and advocacy role, to follow up on these matters.

10. For cases involving ongoing discrimination or harassment, the Tribunal routinely considers whether to impose orders for rectification or cessation. In cases where orders have been issued, the Tribunal systematically follows up when the deadline for the order expires. If the order is not fulfilled within the deadline, the Tribunal considers whether to impose a coercive fine. Such a fine will continue to accrue until the discriminatory/harassing situation ceases, and the Tribunal monitors the entire period. When the situation has been rectified, the coercive fine will be collected through the Norwegian National Collection Agency.

C. Follow-up information relating to paragraph 31 (c) of the concluding observations

11. The Government is committed to as soon as possible propose legislative amendments to ensure that engaging in non-consensual acts of a sexual nature is punishable by effective, proportionate and dissuasive sanctions, taking into account the offences seriousness. In this process the Government is considering the Committee's recommendation.

D. Follow-up information relating to paragraph 31 (d) of the concluding observations

12. The Police University College is responsible for the education of the police. Through basic education and continuing education programs, the Police University College plays a central role in training the police in various special areas, including domestic violence and violence and abuse against children. In the bachelor's program, theoretical training in the subject areas is distributed over the first and third years of study. In the second year of education, students are out in practice in police districts and gain practical experience. In the studies for continuing education, the Police University College offers two studies in the subject areas "Domestic Violence" and "Investigation of Serious Violence Against Children."

13. The Police University College is part of an interdisciplinary collaboration with the University of South-Eastern Norway; SAMOT (Collaboration Against Violence and Abuse Against Children and Youth). SAMOT focuses on both common core competencies and skills training in interdisciplinary collaboration.

14. To strengthen the knowledge about protective measures and risk assessment the Police Directorate has conducted national training regarding risk assessment. In addition, a national instruction has been created for the police's handling of contact and restraining orders with electronic monitoring.

15. Competence development of judges, deputy judges, and investigators mainly takes place under the auspices of the Courts Administration. The Courts Administration has for several years worked on competence measures in connection with the handling of cases involving children. Various competence measures have also been carried out nationally and regionally, where the topics have included "Children exposed to violence" and "Vulnerable children at the intersection of civil and criminal law."

16. The Courts Administration has assisted the Directorate for Children, Youth, and Family Affairs in work to identify challenges in cases related to contact refusal. The work is summarized in a report "Investigation of cases under the Children's Act where contact between a child and a parent is stopped," which was delivered to the Ministry of Children and Family Affairs.

17. As a follow-up to the government's escalation plan against violence and abuse against children and violence in close relationships (2024–2028), further measures will be introduced to strengthen work in the justice sector.
