

# Self Assessment Report – April 2013 - Norway

## Introduction

Norway has participated in the OGP since 2010. We made our first Action plan in September 2011. Three areas had a particular priority in the plan:

- **Open Public Sector and Inclusive Government:**
- **Measures to promote gender equality and women’s full participation in civic life, the private sector, the public administration and political processes:**
- **Transparency in the management of oil and gas revenues, efforts for financial transparency**

In this report we would like to respond to these areas of priority. We also like to add some new projects connected aiming to encourage an open public administration which has been carried into effect since 2011. (OGP-relevant projects). These projects are marked “New” in this report.

### A culture for openness

The Norwegian system is based on a culture of openness and participation from the civil society. The principles of open government are therefore well established in Norwegian public administration tradition. The OGP principles concurrent the principles which the Norwegian public administration is build on.

- **Improving public services**  
*Examples are: eGovernment Programme “Digitizing Public Service”. Simplify*
- **Increase public integrity**  
*Examples are: Ethnical guidelines for the Public Sector, Electronic Public Records, Post Employment Regulations, Norway’s Integrity System*
- **More effectively managing public resources**  
*Example is: Re-use of public sector information*

### The “Nordic Model” and OGP

The Norwegian public administration follows the “Nordic Model”. The quality in all decision making is to be insured by **coordination, consultation** and clarifying the **consequences**. The Norwegian public administration therefore has a long tradition in letting those who are concerned to have the possibility to influence the decision making process. Any proposal that might have administrative, financial or other important consequences for the public administration, but also for business and people in general, shall be identified and taken into consideration when decisions are made. The dialogue between decision maker and public is therefore already highly institutionalized.

## **How we made and how we followed up the action plan**

The work with the Action Plan started in August 2011 with mainly three to four ministries. The minister in charge was originally the Minister of International Development in the Ministry of Foreign Affairs.

From this year on the responsibility has been taken over by the Ministry of Government Administration, Reform and Church Affairs. The Ministry of Foreign Affairs still has the responsibility for financial questions connected with Norwegian participation. For Norway it was important to emphasize ongoing processes or processes to be started when we put together our plan. We started with an information meeting at 12<sup>th</sup> September 2011 where about 20 NGOs participated. The plan was launched shortly after. On May 9<sup>th</sup> 2012 the Ministry of Foreign Affairs / Ministry of Development invited other ministries to a meeting for discussing how to follow up the commitments in the Action Plan.

## **Self Assessment Report submitted to civil society**

A draft of this report has been submitted to those organizations which participated at the information meeting in October 2011. Only one organization "Frivillighet Norge" (Association of NGOs in Norway) made any comments to the report. They see the plan as emphasizing too much on the individual citizen and not enough on the organized society.

## **Three priority areas**

### **1) Open Public Sector and Inclusive Government**

#### **I. Develop digital public services**

##### **➤ eGovernment Programme "Digitizing Public Service" (New)**

The Norwegian eGovernment Programme "Digitizing Public Service" was presented by The Prime Minister and The Minister of Government Administration, Reform and Church Affairs in April 2012.

The objectives of the Government are that:

- the public sector is to be accessible online to the extent possible
- web-based services are to be the general rule for the public sector's communication with citizens and businesses
- a digital public sector is to result in improved services
- digitization of the public sector is to free up resources for areas in need of more resources

The initiative represents raised ambitions in how the Government will draw upon ICT to reform the public sector. The following principles form the basis:

1. The public sector is to provide unified and user-friendly digital services
2. Login to public web services is to be simple and secure

3. All citizens and businesses will receive mail from the public sector in a secure digital mailbox
4. Citizens and businesses will be notified via SMS text messages and e-mail
5. Necessary assistance is to be provided to citizens to ensure they will be able to find and to use digital services
6. Development of ICT solutions is to be viewed in the context of the public sector's work processes and organization
7. Protection of privacy and information security are to be safeguarded
8. Digitization measures of relevance for several services are to be coordinated

Examples of projects and actions which are taken under the initiative include the following:

- Getting rid of paper-based forms: by 2014/2015, forms will be available for the citizen to complete and submit digitally
- By 2014, every citizen will have access to a personal digital mailbox in which all mail from public agencies is received. Unlike ordinary e-mail, this mailbox will have a level of security which is appropriate even for sensitive information, e.g. personal health data. Individual citizens can choose to stick to traditional, paper-based mail.
- Legislation is being revised to allow for digital communication between public agencies and citizens/businesses.

*Digitizing public sector services Norwegian eGovernment Program* is found under: [http://www.regjeringen.no/upload/FAD/Kampanje/DAN/Regjeringensdigitaliseringsprogram/digit\\_prg\\_eng.pdf](http://www.regjeringen.no/upload/FAD/Kampanje/DAN/Regjeringensdigitaliseringsprogram/digit_prg_eng.pdf)

➤ **Re-use of public sector information (PSI)**

Commitment:

*“All state enterprises are required to make public data available so that it can be used by others, i.e. it is published electronically in a user-friendly format.”*

Norwegian public administration is working hard to release the potential within PSI. All subordinated agencies are ordered by a common instruction given by the government to make suitable and existing accessible data available.

There are several reasons for proliferation of open data:

- *Efficiency and Innovation:* Knowledge is shared both within and across the public and private sectors. Sharing public data will facilitate more coordination and creativity.
- *Democratization:* With open data the citizens have easier access to the basis for decisions and priorities in the public sector. An open culture may include a larger audience in the political processes.
- *Transparency:* With open data gets all broader understanding of public processes. This can help to boost confidence in the public sector and the political system.

If data are open and available, citizens will have an opportunity to see both on what and how their tax money is being spent.

- For assisting public agencies there has been developed different tools to buffer the processes and relieve the PS bodies from any potential uncertainty they may have, be that legal, technical or administrative ones.

Amongst the tools that are provided, are:

- Guidelines that gives an introduction to the *hows* and *whys* on making PSI accessible
- A standardized license that is intended for use when public entities distribute data and other relevant content for further use by business and industry as well as civilian society.
- A Data Hotel, a free service from Difi<sup>1</sup>, where data owners are able to publish their data without having to invest in new infrastructure or software

Address: data.norge.no

## II. Develop the Government Communication Policy “The Plain Language Project”

### ➤ The Plain Language Project in Norway’s Civil Service (2009 – 2012)

Commitment: *“all state enterprises are required to make public data available so that it can be used by others, i.e. it is published electronically in a user-friendly format”.*

Surveys showed that one out of three Norwegians had problems understanding governmental documents, like letters and forms. This was the background of the governments “Plain language”-project. The aim of the project was a significant improvement of the language in public document and more understandable forms.

The project was coordinated by the Ministry of Government Administration, Reform and Church Affairs (FAD), but carried out in practice through a joint venture between two agencies:

- The Agency for Public Management and eGovernment (Difi)  
<http://www.difi.no/artikkel/2009/11/about-difi>
- The Language Council of Norway  
[www.sprakradet.no/Toppmeny/Om-oss/English-and-other-languages/](http://www.sprakradet.no/Toppmeny/Om-oss/English-and-other-languages/)

The project used different policy instruments:

- **A web-based toolbox for civil servants, [www.klarsprak.no](http://www.klarsprak.no):** The toolbox includes advice, tools and tips on how written language can be made more user-friendly, clear and understandable. In addition, users of the web site can find in-

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<sup>1</sup> Agency for Public Management and eGovernment (Difi)

formation on how to carry out language projects in public agencies. English version of website: <http://www.sprakradet.no/Klarsprak/Diverse/Toppmeny5/In-English/>

- **Courses:** Civil servants are given the opportunity to attend courses on how to write clearly. The project group has also created a specific course for people wanting to start language improvement projects within their workplaces.
- **Project grants and support:** Public agencies can apply for funding towards language improvement projects. Public agencies can also receive practical support in the form of advice from Difi and the Language Council of Norway.
- **Plain Language Prize:** FAD awards an annual prize to the public agency which has worked best to improve its written information. The prize aims to encourage agencies to continue their efforts in using good, clear language. The prize has been awarded four times, last time to the Norwegian Public Roads Administration [www.vegvesen.no/en/Home](http://www.vegvesen.no/en/Home)
- **Surveys and documentation:** The project has gathered findings from relevant surveys, research and other documentation about language used by the Norwegian Civil Service. The findings are published on the website.
- **Experience from language improvement projects:** The project «Plain Language in Norway's Civil Service» has reviewed a number of other government language projects and published findings from these on the website [www.klarsprak.no](http://www.klarsprak.no)
- **Lectures and presentations:** The project group arranges lectures and presentations for public agencies and related organizations that wish to carry out plain language related work.

Some of these policy instruments will be provided, even if the project now has been terminated.

A midway evaluation of the project and other studies shows that it is important that the management is involved in local Plain Language projects the core documents in the Government, like laws and regulations, are written in plain language. This is because unclear language in laws and regulations spreads out in secondary documents like instructions, guidelines and letters to the citizens.

The main evaluation will be published during the year 2013.

Based on these experiences, the follow-up project is called "Plain Language in acts". This new project will be presented in version 2 of the Norwegian OGP Action Plan.

### **III. Compilation and dissemination of official statistics on state resource use and results.**

Commitment: *"We are seeking to make it easier for users to use these data, and new information is published on an ongoing basis".*

### ➤ StatRes

The objective of StatRes is to present statistics on central government input, the results in terms of activities and services, and the outcomes of the input. The purpose of such statistics is to give the general public and the authorities improved knowledge of state-run activities. The first publications in StatRes took place in the autumn of 2007.

StatRes' target group are users of statistics with some knowledge of and interest in central government activities who require information on resource use, activities, services and outcomes of government activities. Such users could be the general public, the media, politicians and students.

Today the statistic covers about 85% of public administration (expenditures and work year). Statistics Norway has an own site <http://www.ssb.no/en/offentlig-sektor> which enables to construct one's own table and diagram. Among those themes are:

- Central government
- Universities and colleges
- Norwegian Customs and Excise
- National child welfare,
- Norwegian National Rail Administration
- The Norwegian Armed Forces
- The Norwegian Tax Administration
- The Norwegian Public Roads Administration
- The courts and other dispute resolution bodies
- Correctional Services
- Norwegian Labour and Welfare Service
- Police and prosecution
- Immigration regulation
- The Norwegian Coastal Administration.

## **IV. Major national survey to obtain open, accessible and comparable information about the population's perception of public services**

*Commitment: "The survey will be carried out for the second time in autumn 2012, which will enable us to see trends over time for specific services and agencies/entities. At the same time, we have required all state enterprises to conduct user surveys at regular intervals. The results of these surveys are to be made public. One of the challenges we are facing is to get the agencies to follow up the surveys, not least in dialogue with users. "*

### ➤ "The Norwegian Citizen survey"

The importance of user-orientation and user-consultation has long been emphasized in Government White-papers and other official documents. The purpose of the Government's national citizen-survey was to establish a platform of fact based knowledge for development of the public sector and improving their services based on a systematic approach by surveys and analyzes with regular intervals. (A representative sample of

the population is asked to give their opinions on specific public sector authorities and on the performance and quality of some major public services, such as public welfare-service, police, healthcare and hospitals, kindergarten and schools. The results reveal challenges (both positive and negative feed-back) in different public sector fields and authorities, and more specifically how the citizens perceive the quality of the public services in questions. The major quality of this survey is the possibility to analyze changes over time.)

The results from the citizen-survey presented in 2010 shows that 95 per cent of the population was happy to live in Norway, and nine out of ten were happy in the municipality where they lived. About 7 out of 10 were happy with the quality of the public services, both on a national as well as on a local level, and less than 10 per cent did not approve of the services. Prospects of higher education and job opportunities had a general high score, as did condition for cultural and sports activities and upbringing. The results reveals however that many citizens experience difficulties to find the "right person" in the public sector, and more than half of the citizens do not believe the use of public revenue is for the better.

The survey revealed that many citizens experienced being met by respect, but the service in itself was in the survey reported to be slowly.

On a general basis citizens tend to have better impression and experience of the agency after having a personal experience of the agency or the service in question.

Each agency is responsible for their following up the citizen survey and improving their services.

All questionnaires and data are accessible and free online for further analyses and research.

The results from the second citizen survey will be presented in the first half of June 2013. The nature of this survey enables public authorities and politicians and the public itself to see trends as well as developments in specific services that call for attention and possibly change of policy and/or specific measurements. The importance of this 2013 citizen survey will be to find out possibly changes for the better or for the worse since last survey. By this survey based on regular intervals, the Government will be able to have solid fact based knowledge for improvements and change of public sector.

➤ **User surveys conducted by each agency/public authority**

All Norwegian public authorities (state agencies) were asked by a common instruction for 2010 and 2011 to carry out user survey, make the results public and report of how they followed up the surveys. Some agencies had established dialogue-groups with their users, and improved their services on the basis of user surveys for years. The purpose of the common instruction was to make it compulsory for all state agencies. The reports from the ministries show that practically all agencies had carried out user surveys due to the common instruction.

Some agencies used the results to change their plans or strategies and were in dialogue with the ministry on how to improve their performances. The different agencies used different user surveys according to their mandate and tasks. Some agencies used the input on how to develop better services on Internet, others had no specific report on how to use their findings. The reports had no indications if or how state authorities/agencies were made more efficient based on the findings of the user surveys. The important findings through the reports are that user surveys are on the agenda and being discussed.

It is further important to discuss the possibilities and challenges that different methods present, not to forget other sources of data (Internet groups, blogs, Facebook groups, user organizations, newspaper articles, different interviews as well as fieldwork).

## **V. Guidelines on quarantine and a prohibition against dealing with specific matters for senior officials and civil servants who transfer to a new post**

Commitment: *"Guidelines were introduced in 2005, and we believe that they have helped to enhance confidence in the public administration"*.

### **(Increasing Public Integrity)**

#### **➤ Post Employment Regulations**

The Norwegian Post Employment Regulations was launched in 2005, both for politicians in the ministries (ministers, state secretaries and political advisers) and for civil servants in the state sector. The regulations apply to those who have decided take a new a post or accept a duty outside the state sector, or start up their own business.

The aims of the regulations are to avoid conflict of interest, unfair competition and a decrease of confidence in the state sector. The regulations can be imposed if there is a clause in the employees working agreement (or the appointment document for ministers and state secretaries).

According to the regulations, the following measures can be used:

Temporary disqualification (quarantine) – up to six months

A duty to abstain from involvement in certain cases or type of cases – up to 12 months (Maximum 6 months if a quarantine of 6 months is already given)

The regulations have been evaluated by a public committee of 11 members (both politicians and experts), cf. The report *NOU 2012:12 "Ventetid – et spørsmål om tillit" ("A waiting period – a Question of trust")*

<http://www.regjeringen.no/pages/37935942/PDFS/NOU201220120012000DDDPDFS.pdf>

The most important recommendations in report NOU 2012: 12 are:



- The post employment regulations should be formalized by law
- There should be a possibility to impose quarantine up to 12 months in certain cases
- A ban on lobbying back to the ministry by former politicians and back to ministries and agencies for top civil servants (two years for former ministers, one year for the others) (today there is no such general statutory ban by law)

The Ministry of Government Administration, Reform and Church Affairs are now assessing the recommendations in report NOU 2012: 12.

➤ **Act of Political Parties (New)**

The Ministry of Government Administration, Reform and Church Affairs has prepared draft amendments, Prop. 140 L (2011-2012), to the Political Parties Act (PPA) in order to meet the requirements of the GRECO recommendations concerning political party funding. The amendments have been adopted by parliament (Storting) 1 and will contribute to increased transparency and better control with all financial matters concerning political parties. The revised PPA became effective as of 1 March 2013, with the exception of the new sections dealing with extended annual reporting obligations of political parties (costs, debt, assets-in addition to income), which will come into force on 1 January 2014 .”

➤ **Ministers’ obligation to register their financial interest (New)**

The Ministry of Government Administration, Reform and Church Affairs has proposed a new act, Prop. 139 L (2011-2012), concerning Ministers obligation to register their financial interest in the same register and on the similar conditions prevailing for Parliamentarians. The new act was adopted by the Storting on 13 November 2012 . The act and accompanying regulations entered into force on 30 November 2012. “

## **VI. Freedom of information legislation, electronic correspondence record / Electronic Public Records**

➤ **Electronic public records (OEP) (page 5 in the Action Plan)**

OEP is part of the Norwegian Government’s effort to promote transparency and democracy within the public sector. OEP aims to make the Norwegian public sector more open and accessible to citizens. OEP is based upon the Freedom of Information Act and related regulations.

Electronic Public Records (OEP) is a collaborative tool which central government agencies use to publicize their public records online. Public record data is stored in one searchable database. Users can search this database to locate case documents relevant to their field of interest. Having located relevant case documents, users may submit requests to view these. Requests are sent to the respective agencies responsible for the

case documents and public record entries. The agencies themselves then process requests, sent to them via OEP, and reply to users directly.

OEP was launched on May 18<sup>th</sup> 2010, and by March 2013 practically all government offices and agencies export their electronic records to OEP on a daily or weekly basis, all together 96 different entities. There are nearly 5 million document titles in OEP, and more than 380 000 demands to access to documents, nearly 16 000 per month. User survey indicates that 61 % of the demands were based on professional reasons, 28 % on private reasons and 7 % were demands based on different groups of civil society. Journalists represented 50 % of the demands; private sector 22 %, public sector 17 % and 3 % represents demands from researchers, scientific staff.

## **VII. Instruction for official studies and reports** (page 4 in the Action Plan)

The use of public hearings is an important tool for ensuring public participation in working out governmental policy.

Today the Government has to present its cases for hearing on “Regjeringen.no” which is the Government’s own home page (Government.no). Here everybody has access to proposals to acts and regulations which regulate rights and duties. Here you may find newly published cases, cases which are to be considered and those which are recently finished. From summer 2011 until summer 2012 there were 259 cases published on these web sites. The time limits for hearings are normally three months.

In 2012 Agency for Public Management and eGovernment (Difi) published a report about how the Norwegian public administration uses the Instruction for official studies and reports. One of the main purposes of this particular instruction is to ensure the use of hearing. Difi found out that the ministries and directorates not always respect the time limits of three months.

The Ministry of Health and Care Services used electronic hearing when they prepared a large plan for a new health care. This was an open hearing on Internet. Other ministries have arranged open meetings in addition to regular hearing. Otherwise use of social media is rarely used for hearings.

Difi remarks that the use of social media is often regarded as difficult and time consuming by the ministries. The Central Government Communication Policy recommends that electronic communication is to be the primary channel for the dialogue between the citizens and public agencies.

## **(Improving Public Service)**

### ➤ **"Simplify". (New)**

The government's "Simplify"-project was initiated by The Norwegian Prime Minister in February 2013. The Project is coordinated by the Ministry of Government Administration, Reform and Church Affairs. The main goal of the project is, in cooperation with the civil society, to identify fields or issues where the government can make the daily life easier for the citizens.

In this project, the Government is using different working methods:

- Dialogue between the The Agency for Public Management and eGovernment (Difi) [www.difi.no](http://www.difi.no) and civil society organizations (NGOs)
- A consultation between the Prime Minister and representatives from the Civil Society
- Dialogue between the ministries and the prime Minister's Office
- An electronic Post Box on Internet where the citizens can make suggestions and comments

The aim is to present a list before the summer holiday 2013, a list of concrete issues where simplification efforts will take place.

## **(Increasing Public Integrity)**

### ➤ **Report on Norway's Integrity System (New)**

In June 2012, [Transparency International Norway](#) (TI) launched the report "*Norway's Integrity System – Not Quite Perfect?*"

National Integrity System (NIS) measures the vulnerability and risk of corruption in these key institutions in the society; The Storting (Parliament), The Government, The Courts/Judiciary, The Public Sector, Police and the Prosecuting Authorities, The Electoral System, The Parliamentary Ombudsman, The Office of the Auditor General, Political Parties, the Media, Civil Society and The Business Sector.

The Finance Market Fund and the Ministry of Government Administration, Reform and Church Affairs (FAD) have given financial support to the project. A reference group comprising of representatives with extensive experience in various areas relevant to this study was established.

Quote from the report (page 14):

*“The overall assessment is that Norway’s integrity systems are generally well functioning. All Columns (FAD remark: key institutions) are awarded a total score of 82 (FAD remark: out of 100) or higher, which must be said to be very good.*

*Norway is considered to have a robust system of institutions that generally have sufficient resources to carry out their work and that can operate independently and autonomously. Furthermore, none of the sectors investigated can be said to be exposed to much unwarranted pressure from external parties.”*

FAD hosted a meeting between TI and some of the ministries October 22<sup>nd</sup> 2012 about the report. FAD has also send the report to all ministries and asked them to consider follow-up of the recommendations in the report.

An English version of the report can be downloaded here: [www.transparency.no](http://www.transparency.no)

The Freedom of Information Act (Page 4 in the Action Plan)

The Freedom of Information Act is now going to be reviewed. The chosen method for this review is research, and external researchers are going to carry this through. The researchers will collect information from public and private bodies and ask questions, in order to clarify how the Act actually functions. The main purpose is to clarify, whether the new Act has lead to more freedom of information. The researchers will present a report, which will make a basis for considering possible amendments to the Freedom of Information Act."

## **2) Measures to promote gender equality and women’s full participation in civic life, the private sector, the public administration and political processes (page 7 in the Action Plan):**

*Equality 2014 – the Norwegian Government’s gender equality action plan* was launched in November 2011. The action plan has 86 concrete measures which will be assessed in a midterm report the summer 2013. Some of the measures in the action plan were also mentioned in the national OGP plan of 2011.

### **➤ Equal pay**

The gender pay gap in Norway is 15 per cent. That is the ratio for all employees based on gross hourly male and female wages. Norway is a country characterized by a high level of gender equality and strong positions of women. The pay gap persists in a labour market where women and men are almost equally qualified and educated. Today differences in length of work force participation, education and age explain a minor part of the pay gap. It is therefore an issue of political concern that we still have a pay gap on the average for the entire EU area.

The Equal Pay Commission (NOU 2008:6 Kjønn og lønn) concluded:

- the pay gap follows the sex-segregated labour market,
- the Norwegian model of collective bargaining and wage agreements has shown not able to reduce the pay gap and
- the pay gap increases in periods of child rearing. Long periods of parental leave affect women's wages negatively.

Equal pay was singled out as a priority in the Policy Platform of the Government in 2009.

White Paper on Equal Pay (Meld. St. 6 Likestilling for likelønn) was submitted by the government in November 2010, and was supported by the Parliament in April 2011. The White Paper proposes several measures which will be forwarded to Parliament as new regulations and laws:

- Transparency through pay statistics. Enterprises over a certain size should be required to produce pay statistics, broken down by sex and position. These statistics should be made available to all employees.

*The proposal has been on a broad public hearing, and is now under further assessment.*

- A duty for the employer to give information on individual salary on suspicion of discrimination among colleagues.

*The proposal has been on a broad public hearing, and a bill will be forwards the Parliament this spring. The regulation will be part of the Gender Equality Act.*

- Strengthening the rights for employees who are absent from work due to parental leave in order to avoid discrimination related to pregnancy and child care.

*A bill strengthening these rights was adopted by the Parliament in January 2013.*

- Equal parenting and thus a better balance between family and working life for mothers as well as fathers. The paper proposed a more equal sharing of the parental leave period between the mother and the father.

*A bill securing both mother's and father's rights related to the parental leave period is adopted by the parliament, and will be enforced 1.July 2013.*

- Paid leave due to breastfeeding.

*The proposal has been on a broad public hearing, and a bill will be forwarded to the Parliament this spring.*

#### ➤ **Development of local democracy**

The Government has developed a special programme for equal municipalities. The purpose of the programme will be to increase competence on and efforts towards the integration of the equality perspective in municipal policies and services.

#### ➤ **Gender Equality programme**

Reform – the Resource Centre for Men have co-ordinated regional conferences for and with men and boys with minority backgrounds. The theme has been how men can contribute towards inclusion and gender equality in practice.

The Government has developed and implemented measures for increasing employee competence in practical gender equality work in Norwegian kindergartens so that working in kindergartens reflects the basic values of the national framework plan. A part of this is to present gender equality teams in all counties. They will work to recruit and keep men in kindergartens. Based on experiences and local needs, provisions will also be made for raising competence, local development work and exchange of experiences to promote gender equality between boys and girls in kindergartens.

During Norway's term as chair of the Nordic Council of Ministers in 2012 a Nordic conference on gender equality and the male role in a Sami context will be organised. The conference will be held in cooperation with KUN Centre for Knowledge and Gender Equality, the Sami Parliament, Gáldu – Resource Centre for the Rights of Indigenous Peoples and Reform. The Government has also in mission four short films on gender equality for use in social subjects in comprehensive schools (to fifth form).

➤ **Immigrant women in the labour market**

From the summer of 2013 a new measure, the *Job chance*, will be initiated. The goal is to increase the employment rate among immigrants, and the main target group is women staying at home without supplementary benefit, and who are not attending any language or labour market training.

The Job chance initiative will be based upon the experiences from the project *Second chance*. Second chance was started in 2005, with an aim to develop methods getting immigrants without job experience a place in the labour market or starting an education. Evaluations from Statistics Norway show that Second chance has had a positive labour market effect.

Alongside the chance programmes the information to women with immigrant background about rights in selected gender equality and family policy areas has been strengthened through different activities. This includes adapted information in BLD's domain, competence enhancement among teachers of Norwegian language and society for adults with minority language backgrounds, cooperation with Legal Advice for Women (JURK) and dialogue with relevant voluntary organisations.

➤ **Gender stereotypes**

The government has entered into dialogue with the advertising industry and the media to reduce the level of advertising which contributes to unattainable body ideals for young men and women, including retouched advertisements. The government has initiated a project to explore the need for compulsory labeling of retouched advertisements and the influence of such advertising compared to other "media".

The government has also entered into dialogue with the clothing and toy industries concerning product based traditional gender stereotypes aimed at children.

➤ **Young people's opportunity to influence their lives**

The national official report (NOU 2011:20) *Youth, power and participation* was delivered to the Ministry of children, equality and social inclusion in December 2011.

Both national and local government, research institutions, youth organisations and other parts of civil society was invited to give statements in a public hearing. BLD will continue follow up of the different suggestions from the report, in close collaboration with other ministries and bodies of government.

➤ **National plan to combat domestic violence**

The old action plan against domestic violence, Turning Point, expired in 2011. In January 2012, the Government launched a fourth action plan against violence in close relationships, applicable to the year 2012. This version of the plan was prepared in collaboration by four ministries. The 23 measures in the plan are based on the need to see the work against violence as an integrated, cross-sector perspective. A White paper on violence against women and domestic violence (the first in Norway ever) will be presented to the Parliament in March 2013. The White paper will be followed up with a new action plan for the period 2014-2017.

### **3) Transparency in the management of oil and gas revenues, efforts for financial transparency: (page 7 in the Action Plan)**

Norway has continued to be an active supporter of the EITI-process as both an implementing country, as the largest financial contributor to the EITI-secretariat (almost 70 % more than the second largest donor), and as a supporter of the World Bank Multi-donor Trust Fund that assists countries go through the EITI-process. The Oil for Development programme, now operating in 18 countries, complements the EITI in building the necessary capacity to avoid the resource curse. In a Transparency International report, the majority state-owned oil- and gas company, Statoil, was named the most transparent of the world's largest companies in terms of financial reporting.

Transparency in the extractive sector is important, not least in many natural resource rich developing countries, but in principle the same transparency should apply to all sectors. Norway will continue to push – bilaterally and multilaterally – financial transparency and the fight against the secrecy promoted by tax havens and many financial centers, so damaging not only to poor countries with natural resources but to all countries and to good governance globally.