

Aktivitets- og redegjørelsesplikt (ARP)

Activity and Reporting Obligation

What is it?

All employers in Norway have a duty to actively, purposefully, and systematically work to create more equality and prevent discrimination in the workplace



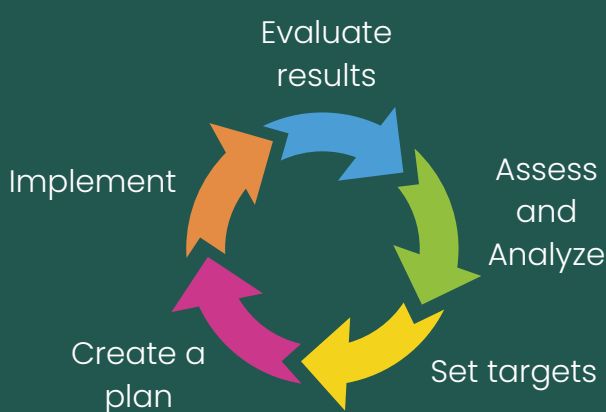
Who does the law govern?

- Governmental employers
- Private businesses with more than 50 employees
- Private businesses with between 20 and 50 employees if demanded by an internal party (union reps. board etc)

Areas of Equality and Discrimination covered by ARP

Gender | Pregnancy | Child birth or Adoption leave | Caregiving responsibilities | Ethnicity | Religion | Belief | Disability | Sexual orientation | Gender identity | Gender expression | Or a combinations of the above

Recommended Methodology



- Investigate risks of discrimination or obstacles to equality
- Analyze causes of identified risks
- Implement measures that are suitable to mitigate and resolve discrimination risks and contribute to increased equality and diversity in the business
- Assess the results of the work

Mandatory reporting

- Differences in salary between genders
- Part time and temporary employees
- Distribution of genders on company levels
- Unvoluntary part time work
- Including a company-self evaluation

