



Changing Male Gender Roles in Norway

KS' International Projects

The Norwegian Association for Local and Regional Authorities - KS

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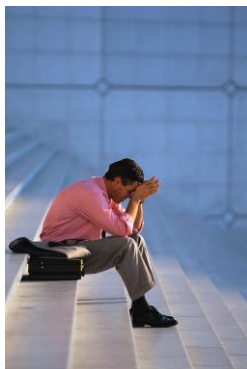


1. INTRODUCTION

- The expectations of the male gender role is changing in Norway
- Gender equality needs men – men need gender equality!
- Men – the gender extreme:



78% of all Mayors are men
 64,8% of all top leaders are men – parliament: 60%
 61,8% of all the LG elected officials are men
 87,9 – 89,2% of all chairman are men
 Men earn 13,5% more than women*



Men live 4 years shorter than women
 55% of women have higher education
 75% of people committing suicide are men
 93% of prisoners are men



2. POLICIES



- The role of men is changing, and is affected by policy-making
- **Paternity leave :**
 - 1998: 1% of all men made use of the possibilities in paternity leave
 - 2011: over 90% made use of the full right of the paternity leave
 - Involvement in childrens' lives is more natural now than 20 yrs ago
 - 10 weeks currently reserved for fathers – this was reduced from 14 weeks with the current government (1 July 2014)

*The quota strengthens the man's position in the family and the woman's in the workplace, and the country still needs it. – States the head of the finance industry association *Finans Norge*, Idar Kreutzer (who's also the former CEO of insurance firm Storebrand)*



Continuation Paternity Leave and Quota

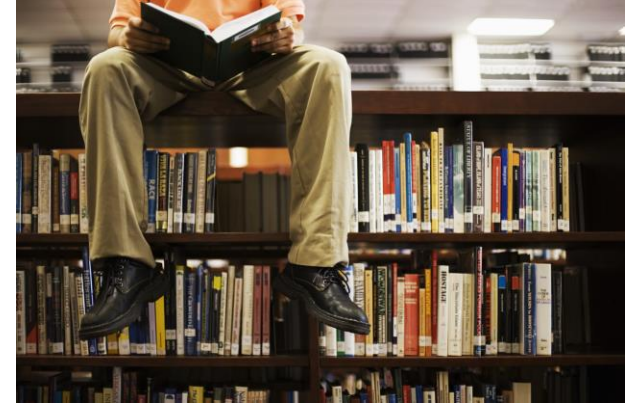
- Fathers in Oslo spend the most time of all with their babies. – taking an average of 42 days leave (**8.5 weeks**)
- Average for the country as a whole is 37 days (**7.5 weeks**).
- 33% of fathers in Oslo chose to take all **14 weeks** of leave (**or more**). The father tends to take a larger share of the quota when the mother has high income and high career priorities. The father tends to take the leave after the mother has returned to work but before the child is put into daycare.
- The father quota was introduced by the Labour government in 1993, and has been developed from 12 to 14 weeks reserved for the father. *Now reduced to 10 (July 2014)*
- Under the current rules, fathers and mothers both have an equal quota of 14 weeks, and the rest of the time (18 weeks on full salary, or 28 weeks on 80 percent salary), can be split by both parents as they choose.
- Research 2013/2014 shows that the paternity leave has influenced the way fathers see their role as a modern man, their working hours and salary level.





3. RESEARCH

“The Role of men in Gender Equality – European Strategies and Insights” European Commission (2012)



Main findings:

- *Education*: 1970s predominant focus on women – narrow gender gap – now focus on underachievement of male students
- *Work*: Gender gap | part-time challenge | salary
- *Family*: A remarkable change in men’s participation in certain parts of Europe!
- *Violence*: Majority acts of violence committed by men
- *Health*: In all European countries life expectancy is higher for women

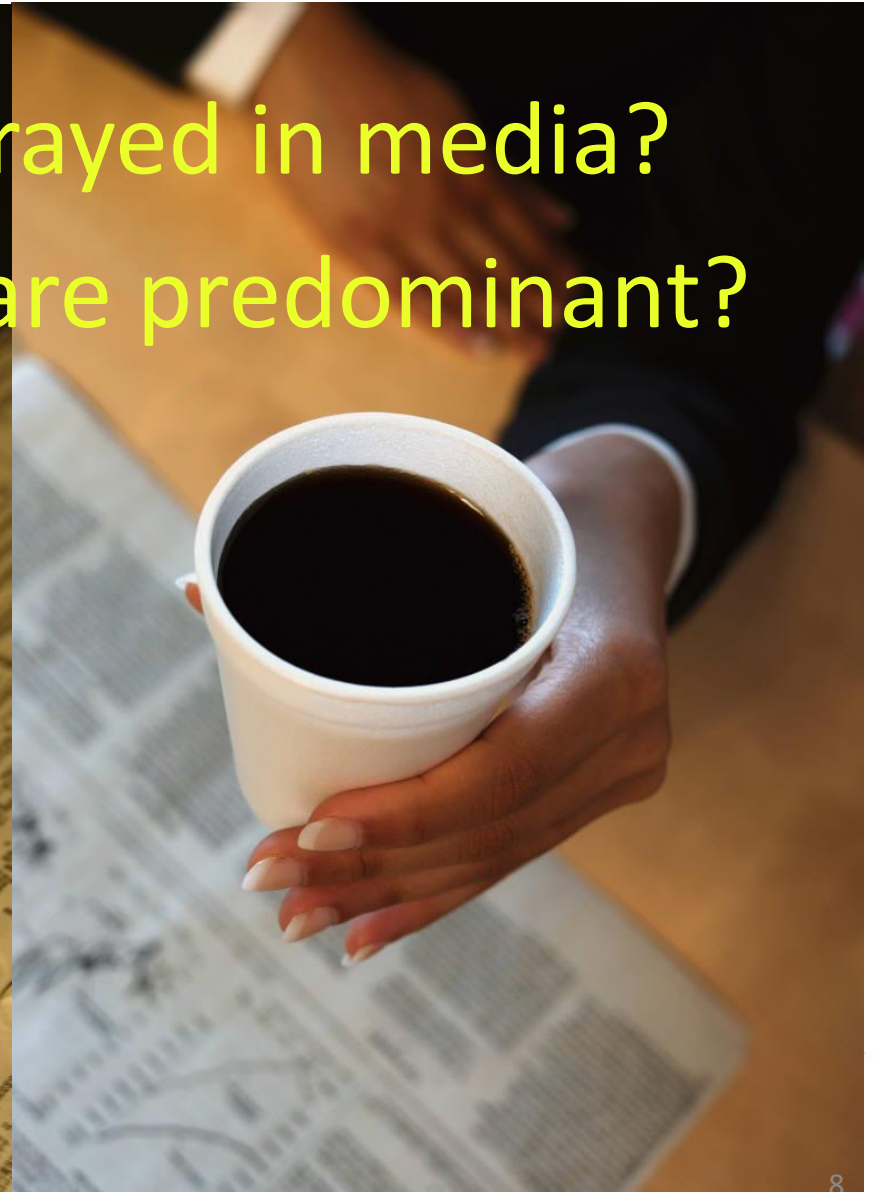




Time use: Harmonized European Time Use Survey

	» Slovenia	Spain	Norway
	» Men Women	Men Women	Men Women
Personal care	10.31/10.32	11.01/11.05	10.06/10.27
Employment	3.53/2.42	4.21/2.06	4.04/ 3.38
Study	0.15/0.19	0.18/0.20	0.12/0.15
Domestic	2.38/4.56	1.37/4.55	2.21/3.47
Leisure	5.31/4.27	5.16/4.26	5.52/5.40
Travel	1.10/1.02	1.16/1.05	1.21/1.11
Unspecified	0.02/0.02	0.02/0.02	0.03/0.03

3. MEDIA



How are men portrayed in media?
What discussions are predominant?



VINN TUR TIL LAS VEGAS MED PETTER OG VI MENN



Stem Delta Om konkurransen

Help us to help Norwegian men **take back their manhood** and win the all-time trip for you and your buddies. Compose a sentence about what it means to be a man, sign up, share with your friends and get as many likes to increase chances of winning.



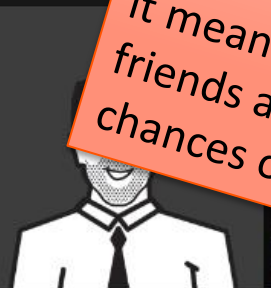
Bjørn Alvestad
Ekte menn utkonkurrerer andre ekte menn

Liker 0



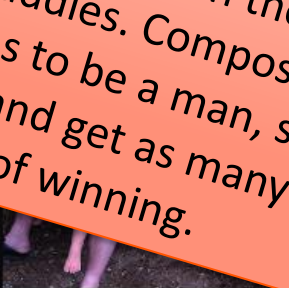
Espen Sundw
Ekte menn gjør noe med det...!!!!

Liker 0



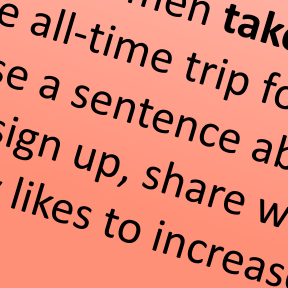
Jomar Sommerschild
Ekte menn er røffe og tøffe

Liker 1



Birger Torgersen
Ekte menn kan både skifte bleier og felle, partere og spise en bjørn uten hverken våpen eller verktøy..

Liker 4



Ronny Dams
Ekte menn sletter ikke netthistorikken sin

Liker 1



Petter

Liker 0



The debate created by the Manhood-Competition:

The debate that came out of this competition illustrates the diversity in the male gender role:

- “Mannemannen ingen ville ha”: <http://www.nrk.no/ytring/mannemannen-ingen-vil-ha-1.11667260> - “**The Manly Man That No One Wanted**”
- The reply by Editor in Chief of the magazine “Vi Menn”: “Spytter på norske menn som leser Vi Menn”: <http://www.nrk.no/ytring/spytter-pa-norske-menn-1.11677699> - “**Spitting on Norwegian Men Whom Read Vi Menn (The Magazine focused on male audience)**”

----- debate demonstrates the balance that the men in Norway need to find, for themselves, and be secure in being multi-dimensional.

Questions?

