**Gender Equality at the National Museum**

The National Museum’s commitment to equality is embedded in its various strategies, personnel policies, and ethical guidelines. Established protocols are in place to prevent harassment, conflicts, bullying, and sexual harassment, supported by a dedicated reporting system. Additionally, efforts to promote equality and prevent discrimination are integrated into the museum’s overall personnel policy.

The National Museum actively, purposefully, and systematically promotes equality and diversity while preventing discrimination. These efforts encompass recruitment, salaries, working conditions, promotions, professional development, workplace accommodations, and work-life balance.

The National Museum’s personnel policy aims to ensure equal pay for employees. In accordance with the Equality and Anti-Discrimination Act, the National Museum is obliged to investigate whether there is a risk of discrimination or other obstacles to equality, including conducting a salary survey at least every other year to investigate gender-based wage disparities. Any identified risks must be analyzed to determine their cause, and the museum is obliged to implement corrective measures. This work is documented in the museum’s annual report, which you can [read more about here.](https://www.nasjonalmuseet.no/en/about-the-national-museum/about-the-organization/annual-reports/)

The National Museum’s equality plan is a key step in translating its overall business strategy into action within the areas of organization, culture, and competence. A specific initiative in the strategy is to establish routines for systematically enhancing diversity competence within the organization. One of the museum’s stated goals is that “Our employees represent the diversity of Norway through variation in background, age, gender, and education,” and a clear equality plan is essential to achieving this objective.

**Gender Data for All Job Categories**

Below is the gender-segregated data for all job categories at the National Museum.

| **Job Group** | **Men** | **Women** |
| --- | --- | --- |
| 1 - without specific education requirements | 2 | 16 |
| 2 - requires 3-year upper secondary school or vocational certificate | 43 | 29 |
| 3 - requires a bachelor’s degree | 66 | 91 |
| 4 - requires a master’s degree | 10 | 24 |
| 4b - requires a master’s degree and research work | 7 | 42 |
| 5 - requires a doctorate/Ph.D. | 1 | 8 |
| 6 - section leaders | 6 | 7 |
| 0 - department heads | 3 | 3 |

Gender-segregated data for different job categories are reported annually as part of the annual review and reporting process. This includes specific follow-up measures to address any significant imbalances. The museum has an uneven gender distribution within the art sections and is therefore implementing targeted initiatives to achieve a more balanced gender and age distribution in art-related positions.

**Measures to Achieve the Goals**

To achieve the goals outlined in the action plan, a number of measures are prioritized for the period 2024-2026. The measures are organized in the areas: 1) Diversity and equality among the management 2) Recruitment and career development

1. **Diversity and Equality Among the Management at the National Museum**

| **Measure** | **Responsible** | **Timeframe** |
| --- | --- | --- |
| Equality and diversity should be regularly addressed in the museum’s various management forums at all levels.  | Director/management team/extended management team | Continuous |
| Emphasize expertise in equality and diversity when hiring managers at all levels in the organization | Recruitment manager | Continuous |
| Integration of equality and diversity perspectives in management training measures | HR  | Continuous |
| Offer managers courses related to diversity management | HR /management team | Autumn 2024 |

1. **Recruitment and Career Development**

| **Measure** | **Responsible** | **Timeframe** |
| --- | --- | --- |
| Monitor, map, and report to ensure that the National Museum’s salary policy considers gender and diversity | HR and trade union representatives | Continuous |
| Offer courses on norm criticism/diversity management/diversity competence | HR  | 2024 |
| Collaborate with relevant actors and networks working with diversity in the culture and art sector | HR  | Continuous |
| Make knowledge about diversity recruitment and unconscious unconscious biases accessible to everyone involved in the recruitment process.  | HR  | 2024 |
| Review, identify, and implement concrete actions based on employee surveys |  |  |