

# AGENDA WORKSHOP TUESDAY 24 MAY 2022

Address: Mariboegate 13, 1st floor

From 08:45 Coffee and smoothies

09:00 **Welcome by ombud Bjørn Erik Thon**

**Theme 1: Promoting gender equality in the labour market across borders:**  
Status report from participating countries Portugal, Iceland and Norway

09:15-09:45 **Portuguese outlook "An Initiative-taking approach to equality planning and equal pay"**  
*By Heloisa Perista, Antonieta Ministro and Anita Sares*

09:45-10:15 **Icelandic outlook "Equality plans for companies and institutions"**  
*By Jón Fannar Kolbeinsson*

10:15 – 10:45 Morning break w/coffee and fruits

## The Norwegian outlook:

10:45 - 11:30 **What are the barriers for women in the labour market in Norway?**  
*By Mari Teigen, Research professor and director at CORE – Centre for Research on Gender Equality*

11:30 - 12:00 **Activity and Reporting Duty: Promoting equality and prevent discrimination in the Norwegian labour market**  
*By Thomas Jahren, senior advisor in the labour market division at the Ombud*

12:00-13:00 Lunch break - focaccia and refreshments in the canteen

**Theme 2: PRACTICAL EXAMPLES**  
External presenters from the Norwegian context

13:00-13:45 **Mesta: Equality, diversity, and inclusion**  
Mesta is an infrastructure company who builds, maintain, and develop Norwegian infrastructure. In a sector who aims to recruit more women, they made conscious decisions on how to work strategically to comply with activity and reporting duty.  
*Silje Marie Rosenlund, Head of Sustainability at Mesta*

14:00-14:45 **Oslo Economics: How has public employers followed up on the equal pay mapping? Findings from new report**  
As of 2020, all public companies and private companies with over fifty employees were set to publish equal pay statistics in their annual reports. How has the equal pay mapping process played out for public companies the first time this has been a legal requirement?  
*Nina Skyve Falch, senior manager and Alexander Huth, senior economist from Oslo Economics*

14:45- 15:00 Afternoon break - coffee and croissants

15:00- 15:45 **KPMG: How has medium and large enterprises dealt with the new legal criteria in the activity and reporting duty?**  
KPMG guides their clients in legal compliance, thereof among others the legal requirements in the activity and reporting duty. What are the main differences for small and medium sized companies in complying with the activity and reporting duty?  
*Kathrine Moe Boye, Head of Sustainability at KPMG*

## CLOSING REMARKS

15:45-16:00 *Lars Kolberg og Ann-Helen Hopland, from the labour market section at the Ombud*

## Evening

19:30 Evening dinner at the [Ekebergrestauranten](#)