



Ministry of Labour and
Social Inclusion

Action plan

Action plan on racism and discrimination

- New initiatives 2024 - 2027





Action plan on racism and discrimination

- New initiatives 2024 - 2027

Preface

The Norwegian Government seeks to prevent and combat racism and ethnic discrimination in Norwegian society.

Our collective community is eroded when some believe that others are less valuable because of the colour of their skin, their name, what they believe in, or where they have their roots.

When racism and discrimination are allowed to prevail, living conditions deteriorate, job opportunities dry up, health worsens, and the benefits of schooling are weakened. Racism and discrimination erode democracy because fewer voices are heard and fewer perspectives shared. At their most extreme, racism and hatred can cost people their lives.

Racism and discrimination can be expressed in different ways and are experienced differently by different people. Everyday racism, prejudice, and racist comments have a huge impact.

A lot is being done to combat and prevent racism and discrimination. There is legal protection. Organisations and activists are fighting against racism each and every day. We gain knowledge through research and experience. Many municipalities are working actively in their local communities. Workers' and employers' organisations and employers are contributing. The State

contributes by providing grants, drafting regulations, guidance and information, and knowledge production.

But this isn't enough. The seriousness and negative impact of racism and discrimination demand our continued attention. We have to step up our efforts.

Therefore the Government has drawn up a new action plan on racism and discrimination. Its primary focus is on access to and progress within the labour market, and on the racism and discrimination experienced by young people. The action plan also prioritises initiatives in municipalities and local communities.

The action plan builds on and complements the legal framework that already exists. It is built on international conventions. It is built on input from workers' and employers' organisations, public institutions, and voluntary organisations across Norway. And it is built on the knowledge and understanding of racism and discrimination that already exists.

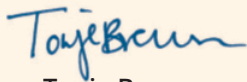
The aim of the action plan is to contribute to the Government's goal of building a society with stronger communities and equal opportunities for all.

A society without racism and discrimination is a safe and good society.

Drafted by the Støre Administration, 21 November 2023



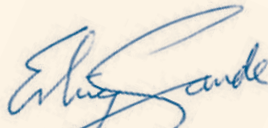
Jonas Gahr Støre
Prime Minister



Tonje Brenna
Minister of Labour and Social Inclusion



Lubna Jaffery
Minister of Culture and Equality



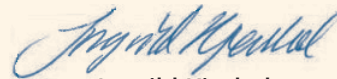
Erling Sande
*Minister of Local Government and
Regional Development*



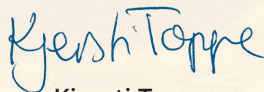
Kari Nessa Nordtun
Minister of Education



Emilie Enger Mehl
Minister of Justice and Public Security



Ingvild Kjerkol
Minister of Health and Care Services



Kjersti Toppe
Minister of Children and Families



Bjørn Arild Gram
Minister of Defence



Contents

Preface	4
Introduction	9
What is racism and discrimination?	10
Legal framework and international obligations	10
Challenges	13
Working with and implementing the action plan	15
Overview of all measures	16
Measures	
Labour market	20
Young people	30
Local efforts	42
More knowledge	48
Strengthened efforts	52





Introduction

What is racism and discrimination?

There is no universal understanding of the concept of *racism*, nor is it defined in law in the same way as discrimination. There is a different understanding of what characterises racism and the scope of racism. Furthermore, it can be difficult to distinguish the concepts of racism and discrimination from other forms of discriminatory abuse such as incitement, harassment, bullying, and hate speech.

Discrimination occurs when someone is treated worse than others, without this differential treatment being objective, necessary, and proportionate. Discrimination can occur regardless of whether the differential treatment is intentional. For something to be discrimination within the meaning of the Norwegian Equality and Anti-Discrimination Act, the differential treatment must be related to one or more of the grounds for discrimination: gender, pregnancy, leave in connection with childbirth or adoption, care responsibilities, ethnicity, religion, beliefs, disability, sexual orientation, gender identity, gender expression, age, or any combination of these.

Ethnicity means, among other things, national origin, descent, skin colour, and language, and includes, among others, Sámi who have the status of indigenous people, Jews, Kvens/Norwegian Finns, Romani people/Tatars, Forest Finns, and Roma, who have the status of national minorities. The prohibition of discrimination also applies to assumed characteristics. The application of this action plan is limited to racism and discrimination on the basis of ethnicity and religion.

Some measures in the action plan apply to a specifically defined group, such as people with an immigrant background, Muslims, or Sámi. Where the measure is not limited in this way, it covers anyone who is exposed to racism and discrimination due to their ethnicity or religion.

Legal framework and international obligations

A society that is free from discrimination is a prerequisite for equality and equal opportunities. It requires strong and clear legislation that prevents discrimination. Examples of key legal frameworks and international obligations are listed below:

Article 98 of the Norwegian Constitution states that "All people are equal under the law. No human being must be subject to unfair or disproportionate differential treatment."

Different grounds for discrimination are not mutually exclusive, which means that discrimination on several grounds can be experienced simultaneously. For example, you may experience discrimination because you are a woman who wears a hijab or because you are an immigrant and identify as queer. The Norwegian Equality and Anti-Discrimination Act prohibits compound discrimination, which means discrimination that occurs due to a combination of several grounds.

The Norwegian Equality and Anti-Discrimination Act permits positive differential treatment for all those protected by the Act. This means that it is possible to take positive measures to promote equality. For the differential treatment to be lawful it must be suitable for promoting the purpose of the Act. Furthermore, the purpose one wishes to achieve must be proportionate to how intrusive the differential treatment is for the person or people who it disadvantages. The differential treatment must cease once its purpose has been achieved.

Some forms of discrimination and hate speech are punishable. The Norwegian Penal Code covers discriminatory and hate speech on the basis of someone's skin colour or national or ethnic origin, religion or belief, sexual orientation, gender identity or gender expression, or disability. Denying someone access to a product or service can also be punishable under the Norwegian Penal Code. In the case of other criminal offences, a discriminatory motive

must be emphasised as an aggravating circumstance when sentencing. For certain criminal offences, a discriminatory motive must also be emphasised in the assessment of whether the offence is serious.

Children and young people have special legal protection against discriminatory abuse at school, such as in the form of racism and discrimination, through the Norwegian Education Act. The Norwegian Education Act gives all pupils the right to a good and safe school environment. "The school must have zero tolerance for violations such as bullying, violence, discrimination and harassment," which includes racism. The school must prevent violations of the law by working continuously to promote pupils' health, well-being, and learning. In order for pupils and their parents to be aware of their rights under the Norwegian Education Act, the school must inform the pupils and their parents about these rights.

Employees at schools must work actively to ensure that pupils have a good and safe psychosocial school environment. The purpose of this duty to work actively is to ensure that the school acts quickly and appropriately if a pupil feels unsafe or unwell at school, such as by intervening in any violation and notifying the principal. The school has a duty to put in place suitable measures and prepare a written action plan so that the pupil can enjoy a good and safe school environment. The enforcement scheme gives pupils and parents the right to a legal review by the County Governor of whether the school has fulfilled its duty to work actively in an individual case. Pupils or parents can report their case to the County Governor if they believe that the school is not doing enough to ensure that the pupil can enjoy a good and safe school environment. The County Governor must decide whether the school has fulfilled its duty to work actively. The County Governor can also order the school to implement specific measures within a specified deadline and impose a mandatory penalty.

Public authorities have statutory duties to work actively, purposefully, and systematically to promote equality and prevent discrimination both in their role as employers and in the provision of administration

and services. Public authorities must also report on the status of their efforts and further plans in their annual reports. The Norwegian Directorate for Children, Youth and Family Affairs (Bufdir) has developed guides to help public authorities in fulfilling their legal duties.

All employers have a statutory duty in their work to promote equality and prevent discrimination, and to document and preserve such documentation. In addition, employers in the private sector that ordinarily employ more than 50 persons has a duty to issue a statement on their work. This duty also applies to employers who ordinarily employ between 20 to 50 persons if the employees or the employee representatives requests it.

Bufdir has prepared guides to help employers in both the private and public sectors to fulfil their legal obligations and become more equal workplaces. The guides can be found at www.bufdir.no/en.

The Equality and Anti-Discrimination Ombud also has guidance on the activity and reporting duty on its website. For more information and guidance, please visit the Equality and Anti-Discrimination Ombud's website: <https://www.ldo.no/en/ldo-english-page/>.

Norwegian housing laws (the housing co-operative acts, the leasehold act, and the tenancy act) contain general prohibitions on discrimination on the grounds of ethnicity or religion. The Norwegian Equality and Anti-Discrimination Act applies to discrimination in the housing market and perceived violations of discrimination provisions can be submitted to the Norwegian Anti-Discrimination Tribunal.

Norway also has international obligations in this field. The prohibition of discrimination follows from EEA regulations and international conventions to which Norway has acceded. The UN International Convention on the Elimination of All Forms of Racial Discrimination (ICERD) is one such convention.

The Equality and Anti-Discrimination Ombud offers legal guidance in individual cases. Anyone who



reports that they have experienced discrimination can get free advice and guidance by phone or by post. The organisation can be contacted anonymously. The Norwegian Anti-Discrimination Tribunal is an independent administrative body that rules on complaints about discrimination and harassment. The proceedings are faster than going through the courts, and cases can be dealt with without having to involve a lawyer. It is free to have a case dealt with by the tribunal. The individual can choose to be assisted by a lawyer, but the costs for this will not be covered. There are also a number of voluntary organisations, trade unions, and public-sector stakeholders who assist people who have experienced racism and discrimination.

The action plan on racism and discrimination is based on previous initiatives, knowledge bases, and experiences. The previous government's *action plan on racism and discrimination on the grounds of ethnicity and religion (2020–2023)* was continued by the current government for the duration of the plan period. The same applies to the *action plan to combat discrimination and hatred towards Muslims (2020–2023)* and the *action plan on anti-Semitism 2021–2023 – a continuation*.

The Government's *action plan to combat social dumping and work-related crime* was presented on 1 October 2022. *Social dumping* refers to foreign workers in Norway receiving significantly lower wages and having significantly poorer working conditions than Norwegian workers.

The Government's *action plan on gender and sexual diversity (2023–2026)* will help to improve the quality of life for people who identify as queer, safeguard their rights, and improve acceptance of gender diversity and sexual diversity. One focus area is queer people with a minority background and queer people in religious communities.

Challenges

Racism and discrimination can happen anywhere – at work, at school, and in the local community.

The discrimination that occurs in the Norwegian labour market constitutes a significant obstacle for people to access it. Even if you were educated in Norway and have formal qualifications, there is a risk of not being employed if you have a foreign-sounding name.¹ Immigrants with a background from Africa, Asia, the Middle East, and South America are particularly exposed to discrimination.² Although men and women are discriminated against, men state more frequently than women that they have experienced discrimination.³ Research shows that employers use ethnicity, skin colour, and “Norwegianness” when filtering through applicants and choosing the types of workers they want to hire. There is also a connection between racism and discrimination and lower wages, poorer working conditions, and a worse work environment.⁴

The potential for being considered as attractive or competent in the labour market also depends on the job in question. In some professions, having an immigrant background will disqualify you, while in others, it is precisely your status as an immigrant or minority that makes you attractive.⁵

Discrimination can occur not only as you access the labour market, but also as you progress through your working life, such as in your career development, salary, and periods of unemployment. In 2021, the proportion of overqualified immigrants stood at 40 percent. The term “overqualification” is used for a specific job, and usually means that you have a significantly higher level of education than you need to do the job.⁶

In general, younger people experience more hate speech, racism, and discrimination than older people.

1 Midtbøen (2016); Larsen & Di Stasio (2019).

2 Midtbøen, A. H. and Quillian, L. (2021): in Søkelys på arbeidslivet.

3 Midtbøen (2016)

4 Wollscheid, S., Lynnebakke, B., Wanderås, Fossum, L. and Bergene, A. C. (2021) Konsekvenser av rasisme og diskriminering på grunn av etnisitet, religion og livssyn – en kunnskapsoversikt. NIFU report (2021:22)

5 Orupabo & Nadim (2020); Friberg & Midtbøen (2017)

6 Steinrem Edelman, F. and Villund, O. (2022). Hvor mange innvandrere er overkvalifisert?

Children and young people can experience racism and discrimination in various contexts. Several reports have looked in more detail at the racism and discrimination that children and young people can experience at school. Young people spend most of their time at school. A study into hate speech and bullying in Oslo schools shows that young people with an ethnic and religious minority background are generally similarly exposed to bullying as pupils whose parents were born in the Nordic countries.⁷ Those with a minority background, however, experience hate speech directed at their skin colour, ethnic, or religious background far more often.

Among those with a non-European immigrant background, 44 percent have been repeatedly refused rented housing and 45 percent state that they have experienced discrimination.⁸ Several studies have found signs of ethnic discrimination in the rental market. For instance, people with foreign names have a lower chance of getting a positive response when they contact landlords.⁹ Other studies have shown that, in some cases, people with an immigrant background have to pay higher rent than other tenants.¹⁰

Studies show that three-quarters of young Sámi people have experienced discrimination, such as on the basis of their ethnicity, gender, and place of residence.¹¹ One in four comments on Sámi topics on Facebook is negative.¹² Roma and Romani people/Tatars experience more negative attitudes than other groups in the population. Hate speech and incitement against the Sámi are most common in central and northern Norway.¹³

7 Nadim, M. (2021) Mobbing og hatytringer blant skoleungdom i Oslo: Betydningen av elevenes minoritetsbakgrunn og skolekonteksten, i Nordisk tidsskrift for ungdomsforskning

8 Norwegian Consumer Council study: Å leie bolig (2021)

9 SØA (2023) Diskriminering i det norske leiemarkedet for boliger

10 Beatty T.K.M and D. E Sommervoll (2008): Discrimination in Europe. Evidence from the Rental Market. Discussion Papers No. 547, Statistics Norway

11 The Mihá study (2021) and Hansen, K.L.H. and Skaar, S. W. (2021) Unge samers psykiske helse

12 Amnesty International report Negative holdninger og stereotypier om samer på Facebook

13 NIM report Holdninger til samer og nasjonale minoriteter (2022)

Even if an enforcement apparatus exists, many people don't know how to complain and exercise their rights when subjected to racism or discrimination on the grounds of ethnicity or religion. Civil society organisations, legal aid initiatives, the Equality and Anti-Discrimination Ombud, and researchers all point to challenges that show that the enforcement apparatus is not working satisfactorily. It is particularly challenging for those who do not speak Norwegian well enough to use the apparatus. It is an obstacle that the current enforcement structure is perceived as not accessible enough.¹⁴

There is little knowledge regarding how to raise complaints about discrimination in the labour market, and there is too little knowledge and awareness of racism and discrimination among employers and union representatives. In addition, reporting racism and discrimination can be an arduous task. Those who experience discrimination may also need help determining whether or not a case should be reported. Consequently, it's important to have easily accessible apparatus, information, and online guidance.

Several municipalities are working actively to combat and prevent racism and discrimination. For example, several municipalities have action plans, easily accessible apparatus, and information campaigns on where to get help. A survey on the work of Norwegian municipalities nevertheless evidences large differences in local measures in the areas of inclusion, racism, and discrimination.¹⁵

Although it is well documented that racism and discrimination still occur in Norway and that this poses a serious challenge, there is still a need for more knowledge. Knowledge is needed on the scope and impact on various social arenas, and not least on how racism and discrimination can be prevented and combated, and on which measures work best.

14 Study – Informasjonskampanje om hvordan fremme klager om diskriminering på grunn av etnisitet og religion. Bufdir (2023)

15 Kunnskapsformidling om rasisme og diskriminering. Proba report (2023)

Working with and implementing the action plan

The Ministry of Labour and Social Inclusion has led the work on the action plan in collaboration with the relevant ministries. Input meetings have been held in Oslo, Tromsø, Bergen, Haugesund, Hamar, Kristiansand, and Trondheim. There have also been a number of meetings with workers' and employers' organisations, the metropolitan network of the Norwegian Association of Local and Regional Authorities, professionals and researchers, the youth panel of the Directorate of Integration and Diversity, and representatives from civil society and voluntary organisations. Various organisations, individuals, and agencies have further made written submissions using the portal at regjeringen.no. A special meeting was also held with the Sámi Parliament and Sámi organisations, and the action plan was presented to the Sámi Parliament before it was adopted by the Government.

The measures contained in the action plan will be implemented between 2024 and 2027. The Government will conduct a mid-term report on the

status of the measures and will use this report as a basis for further efforts and discussions with, among others, municipalities, workers' and employers' organisations, and the voluntary sector to ensure the implementation of further measures to combat racism and discrimination. Policies against racism and discrimination will also be developed and implemented outside the scope of the action plan.

Efforts to promote equality and combat discrimination must be integrated in all policy areas and levels of administration. The Ministry of Culture and Equality co-ordinates the Government's work in this area. All ministries also have an independent responsibility to promote equality and non-discrimination in their fields. Bufdir is a professional body working in the areas of equality and non-discrimination, among others. The Directorate of Integration and Diversity is responsible for implementing the Government's integration policy. Racism and discrimination are barriers to participation in all social arenas, and work in this field is an important part of efforts to ensure successful integration.

Overview of all measures





Labour market		
1. Campaign against discrimination in the labour market <i>(Ministry of Labour and Social Inclusion)</i>	15. Developing indicators for ethnic diversity in the labour market <i>(Ministry of Labour and Social Inclusion)</i>	
2. Annual report on measures against racism and discrimination in the Employment and Pension Policy Council <i>(Ministry of Labour and Social Inclusion)</i>	16. More knowledge about how harassment, racism, and discrimination in the labour market are followed up on <i>(Ministry of Labour and Social Inclusion)</i>	
3. Improve state enterprises compliance with the activity duty and the duty to report <i>(Ministry of Digitalisation and Public Governance)</i>	Young people	
4. Improve online information about working conditions in Norway <i>(Ministry of Labour and Social Inclusion)</i>	17. Step up efforts to develop good and safe school environments <i>(Ministry of Education and Research)</i>	
5. More immigrants in trade unions <i>(Ministry of Labour and Social Inclusion)</i>	18. Comprehensive review of efforts to build good and safe school environments <i>(Ministry of Education and Research)</i>	
6. Multicultural competence and attitude awareness in the Labour and Welfare Administration <i>(Ministry of Labour and Social Inclusion)</i>	19. More knowledge about racism and discrimination in education <i>(Ministry of Labour and Social Inclusion and Ministry of Education and Research)</i>	
7. Increased use of tools for diversity management and recruitment in the State <i>(Ministry of Digitalisation and Public Governance)</i>	20. Diversity advisors must provide advice and guidance to students who are exposed to racism and discrimination <i>(Ministry of Labour and Social Inclusion)</i>	
8. Digital training on diversity recruitment <i>(Ministry of Labour and Social Inclusion)</i>	21. Step up efforts to combat racism and discrimination at ung.no <i>(Ministry of Children and Families)</i>	
9. Increased competence on diversity among managers in the health and social care services <i>(Ministry of Health and Care Services)</i>	22. Knowledge of racism and discrimination in health centres and school health services <i>(Ministry of Health and Care Services)</i>	
10. Efforts of the Norwegian Armed Forces to increase equality and diversity <i>(Ministry of Defence)</i>	23. Diversity perspective in preventing substance abuse <i>(Ministry of Health and Care Services)</i>	
11. New research on immigrants in the labour market <i>(Ministry of Labour and Social Inclusion)</i>	24. Strengthening adoptive parents' knowledge of racism and exclusion <i>(Ministry of Children and Families)</i>	
12. More knowledge about State employees with an immigrant background <i>(Ministry of Digitalisation and Public Governance)</i>	25. Norwegian Police's receipt scheme – pilot project follow-up <i>(Ministry of Justice and Public Security)</i>	
13. What is diversity management and how does it work? <i>(Ministry of Labour and Social Inclusion)</i>	26. Separate youth meetings in the forum on anti- Muslim hostility <i>(Ministry of Culture and Equality)</i>	
14. Evaluation of measures to promote diversity in the labour market <i>(Ministry of Labour and Social Inclusion)</i>	27. Measures against discrimination in the rental market <i>(Ministry of Local Government and Regional Development)</i>	

28. Mapping the extent of direct and indirect discrimination in banks' lending practices <i>(Ministry of Finance)</i>
29. Increased number of Sámi guidance counsellors <i>(Ministry of Local Government and Regional Development)</i>
30. Expert forum with voluntary culture and sports organisations <i>(Ministry of Culture and Equality)</i>
31. Mapping racism and discrimination in the voluntary sector and cultural life <i>(Ministry of Culture and Equality)</i>
32. More knowledge about racism and discrimination directed at children and young people <i>(Ministry of Culture and Equality)</i>
33. Action plan for participation in culture, sports, and recreational activities <i>(Ministry of Culture and Equality)</i>
Local efforts
34. Guidance on municipal efforts to combat racism and discrimination <i>(Ministry of Labour and Social Inclusion)</i>
35. Grants for municipal efforts to combat racism and discrimination <i>(Ministry of Labour and Social Inclusion)</i>
36. Regional meetings gatherings for the exchange of experience and skills development <i>(Ministry of Labour and Social Inclusion/Ministry of Culture and Equality)</i>
37. Annual national conference against racism <i>(Ministry of Culture and Equality)</i>
38. E-learning course for municipalities on equality, diversity, and non-discrimination <i>(Ministry of Culture and Equality)</i>
39. Training for the Norwegian Police – dialogue,

communication, and conflict management <i>(Ministry of Justice and Public Security)</i>
40. Establish dialogue and venues where the police and various citizen groups can meet <i>(Ministry of Justice and Public Security)</i>
41. More diversity co-ordinators in the police <i>(Ministry of Justice and Public Security)</i>
42. Disseminating knowledge about the Sámi and national minorities <i>(Ministry of Local Government and Regional Development)</i>
More knowledge
43. Review of the enforcement apparatus <i>(Ministry of Culture and Equality)</i>
44. More research on racism and discrimination <i>(Ministry of Culture and Equality)</i>
45. New study on attitudes towards ethnic and religious minorities <i>(Ministry of Culture and Equality, and others)</i>
46. More knowledge about the connection between experienced racism and discrimination, and health <i>(Ministry of Health and Care Services)</i>
47. More knowledge about the connection between racism, discrimination, and extremism <i>(Ministry of Labour and Social Inclusion)</i>
Strengthened efforts
48. Action plan to combat anti-Sámi hostility <i>(Ministry of Culture and Equality)</i>
49. New action plan against anti-Semitism <i>(Ministry of Local Government and Regional Development)</i>
50. New action plan against discrimination of and hatred towards Muslims <i>(Ministry of Culture and Equality)</i>

Measures Labour market





1. Campaign against discrimination in the labour market

The Government, in collaboration with labour market partners, will run a campaign to increase knowledge and make employers aware of unconscious and discriminatory attitudes that can lead to discrimination in the labour market.

Ministry responsible: Ministry of Labour and Social Inclusion

2. Annual report on measures to combat racism and discrimination in the Employment and Pension Policy Council

The Government will maintain a constant focus on efforts against racism and discrimination in the labour market. In order to maintain awareness and efforts, the action plan and measures against racism and discrimination in the labour market must be reviewed annually by the Employment and Pension Policy Council. Workers' and employers' organisations and authorities must report on their relevant efforts and measures that are underway or that have been completed within the last year.

Ministry responsible: Ministry of Labour and Social Inclusion

3. Improve state enterprises' compliance with the activity duty and the duty to report

The Government will monitor how state enterprises are working with the activity and reporting duty, such as by way of the Government's employer barometer. This is a questionnaire that is sent to all HR managers in the state tariff area twice a year. For spring 2024, the questionnaire will contain questions about what enterprises are doing to prevent racism and discrimination on the basis of ethnicity. The Government will map the enterprises' reports in their annual statements to get an overview of how the activity and reporting duty is being followed up on, including whether and to what extent efforts to prevent discrimination based on ethnicity is

being reported. The mapping and findings from the employer barometer will form the basis of the Government's efforts to provide information about and be a driving force for State employers to actively promote equality and prevent discrimination. Relevant forums include the annual employers' conference and the ministries' HR network.

Ministry responsible: Ministry of Digitalisation and Public Governance

4. Improve online information about working conditions in Norway

A prerequisite for racism and discrimination in the workplace to be reported is that employees know their rights. The Government will improve online information channels on working conditions and regulations so that foreign workers can exercise their rights and fulfil their duties while working in Norway. The Norwegian Labour Inspection Authority's information initiative "Know your Rights", financed with EEA funds, is to be continued and further developed in co-operation with the labour inspectorates in countries in central and eastern Europe. The Directorate of Integration and Diversity has drafted "Ny i Norge" as a comprehensive digital source of information on society and the labour market in Norway. Refugees from Ukraine are the target group for the first version of this service, which will be extended to apply to all newly arrived refugees and immigrants in the course of 2023 and 2024.

Ministry responsible: Ministry of Labour and Social Inclusion

5. More immigrants in trade unions

Studies show that the level of organisation among immigrants as a group is substantially lower than among workers who were born in Norway. Furthermore, many immigrants work in industries and sectors with a generally low level of organisation and collective agreement coverage. This reduces

the employees' opportunities for participation and co-determination through an organised labour market and to raise matters such as racism and discrimination with union representatives. The Government will work together with workers' and employers' organisations to increase the level of organisation among immigrants.

Ministry responsible: Ministry of Labour and Social Inclusion

Main Tariff Agreement and Main Agreement in the State

In the Main Tariff Agreement for 2022 to 2024 and the Main Agreement in the State, wording has been included to the effect that "local partners shall work in an active, purposeful, and planned manner to promote equality and diversity and to prevent discrimination in accordance with the Norwegian Equality and Anti-Discrimination Act. Employee representatives shall be involved in efforts relating to employers' activity and reporting duty, including the planning and follow-up of equal pay surveys."

Together with the main associations (LO Stat, YS Stat, Unio, and Akademikerne), the Ministry of Local Government and Regional Development (as the employer party) decided that the Main Tariff Agreement for 2022 to 2024 and the Main Agreement in the State shall refer in particular to the activity and reporting duty (cf. the Norwegian Equality and Anti-Discrimination Act).

Diversity and inclusion in the apprenticeship strategy

Diversity is a key criterion when awarding the prize for the best state apprenticeship company. The prize is awarded annually. The Norwegian Agency for Public and Financial Management has stepped up its focus on diversity and inclusion in work through the apprenticeship scheme. Among other things, there will be an emphasis on groups that face particular challenges in getting an apprenticeship, including boys with an immigrant background.

6. Multicultural competence and attitude awareness in the Labour and Welfare Administration

In order to contribute to a good and inclusive labour market, and to prevent racism and discrimination, the Norwegian Welfare and Labour Administration should make arrangements to ensure the appropriate level of multicultural competence and attitude awareness in its interactions with personal users and employers.

The Norwegian Welfare and Labour Administration has developed its own guidelines to counter discrimination in connection with its recruitment, inclusion, and dissemination efforts. Among other things, ethnic diversity as a resource is thematised in this regard. The administration's employees must have a good knowledge of the guidance material and current discrimination legislation. In collaboration with the Directorate of Integration and Diversity, among others, the administration will pursue activities that strengthen knowledge about the positive aspects of diversity in recruitment.

Ministry responsible: Ministry of Labour and Social Inclusion

7. Increased use of tools for diversity management and recruitment in the State

The Government will help to raise awareness about diversity management and diversity recruitment among state employers. Relevant measures include increasing the use of the state employer portal, including the *Diversity Recruitment* e-learning course. The course is aimed primarily at managers in the public sector, but is also open to everyone ([Diversity recruitment | Training platform \(dfo.no\)](#)).

Ministry responsible: Ministry of Digitalisation and Public Governance

8. Digital training on diversity recruitment

The Government will help to ensure that employers recruit broadly and that they do not discriminate in their recruitment. In the autumn of 2023, the Directorate of Integration and Diversity launched digital skills modules for employers on recruitment that promotes diversity. The modules highlight the phases in employment processes where the risk of discrimination against immigrants may be greatest and suggest how this can be avoided. The modules are available on the Directorate of Integration and Diversity's website for employers.

Ministry responsible: Ministry of Labour and Social Inclusion

Diversity in the labour market

The Directorate of Integration and Diversity manages measures and tools aimed at employers in both the private and public sectors. The purpose is to increase the recruitment and improve the inclusion of immigrants in the labour market and make better use of their skills, as well as to raise awareness among employers of ethnic diversity as a resource.

Diversity Award

The Diversity Award is a state award for outstanding use of immigrant skills in the labour market. The award honours and highlights good examples that can inspire and teach others. There is one award for small businesses, and one for medium-sized and large businesses, distributed across three regions. In addition, there is a national award for each business category.

Grants for measures to increase ethnic diversity in the labour market

The Directorate of Integration and Diversity manages a grant scheme worth NOK 10 million a year where businesses in both the private and public sectors can apply for funding for the implementation of various internal measures. These can include measures to review and improve recruitment practices, measures to improve skills in inclusive management, courses/seminars to improve awareness of diversity and inclusion, or measures to increase ethnic diversity in management, such as by way of mentor and trainee schemes.

Guidance for employers

On its website, the Directorate of Integration and Diversity disseminates knowledge, good examples, tools, and tips and experiences about things such as recruitment and diversity work in businesses. The Directorate of Integration and Diversity facilitates the sharing of experiences and professional development through gatherings for grant recipients.

Link: [Diversity in the labour market | Directorate of Integration and Diversity](#)

Development of an industry standard for diversity management in the security industry – Norwegian Federation of Service Industries and Retail Trade

Through the pilot company Avarn Security Norge and the Norwegian Federation of Service Industries and Retail Trade, the security industry will develop an industry standard for diversity management as part of a project funded by the Directorate of Integration and Diversity.

The overall objectives are to:

- increase the proportion of ethnic minorities in leadership positions;
- establish procedures for skills mapping and career development for employees; and
- improve skills in diversity management.

The security industry often offers jobs to people who have never been in a job before, such as due to their age, immigration status, and/or exclusion. Despite the fact that the industry is characterised by a relatively high proportion of ethnic minorities, few people with an ethnic minority background hold leading positions. Complementary teams are important in all industries, and represent a diversity

of ideas, views, and attitudes. Effective solutions to complex issues require different perspectives.

An industry standard for diversity management will be developed by way of the project. In this way, systems can be developed for recruitment and the development of the workforce. This could increase the attractiveness of the industry, not least by creating career opportunities for ethnic minorities.

Avarn Security has been selected as a pilot company. The company has selected three departments in the group, each with its own characteristics: Oslo Airport, the Munch Museum, and Ruter ticket control. Although Avarn is the pilot company, the main principle of the project is for the standard to be applied within a broader context – both the security industry more widely, as well as neighbouring industries.

More information: [Developing an industry standard for diversity management in the security industry and emergency preparedness \(nhosh.no\)](https://www.nhosh.no)

A trade union movement for everyone

“Rich in Diversity” is a network for LO Norway and trade associations which undertakes to:

- promote a work environment free of discrimination and with employee representatives as good role models; and
- work actively to be an inclusive association that uses all the expertise available in a diverse labour market.

Network members must work systematically with equality by actively participating in at least two network meetings and by reporting on (activity and reporting duty) and sharing the association’s diversity and inclusion efforts with the network.

Norwegian People’s Aid holds lectures/courses, offers guidance, and gives advice at two vocational meetings and, if necessary, arranges a conference with a topic requested by the associations.

Norwegian People’s Aid is the owner and provider of expertise for Rich in Diversity. The associations sign a contract with Norwegian People’s Aid and pay an annual fee. The members of Rich in Diversity – a trade union movement for everyone are: LO Norway, the United Federation of Trade Unions, the Norwegian Union of Social Educators and Social Workers, the Norwegian Workers’ Union, the Norwegian Union of Municipal and General Employees and the Norwegian Union of Postal and Finance Workers, the Norwegian Civil Servant Union (NTL), the EI and IT Union, and the Norwegian Union of Employees in Commerce and Offices (including the West region).

Source: [Norwegian People’s Aid | A trade union for everyone](https://www.norwegianpeopleaid.no)

Action plan for equality, inclusion, and diversity at Oslo University Hospital

Oslo University Hospital has prepared its own action plan for equality, inclusion, and diversity for the period 2023 to 2026. The action plan is aimed at managers and employees to ensure that Oslo University Hospital is a workplace with managers and employees who value and have expertise in equality, inclusion, and diversity. It is also aimed at the system level, to ensure support and follow-up at the company level.

The action plan has three focus areas:

- skills and tools
- communication and language
- recruitment, inclusion, and employer profiling

Source: Oslo University Hospital

9. Increased competence on diversity among managers in the health and social care services

Management is crucial for successful efforts to provide a good, safe, and knowledge-based health and social care service that looks after all patients and users, regardless of their gender, ethnicity, disability, sexual orientation, gender identity, age, or other differential factor. Knowledge and expertise among managers relating to diversity, racism, discrimination, and harassment is important for the health and social care services to be able to pursue equality and inclusion. It is also important to protect employees who experience racism, discrimination, or harassment in their work. The Norwegian Directorate of Health will be tasked with assessing measures to improve skills relating to diversity, discrimination, and harassment among managers in the health and social care services.

Ministry responsible: Ministry of Health and Care Services

Equal services and diversity skills

All public enterprises must, as a result of their duty to work actively and report obligations, address the diversity perspective by way of good and equal services. This means providing good information and guidance to users from different backgrounds, including immigrants and other minority groups. Prerequisites for this include information that is both available and appropriate, the right guidance skills, and the use of a qualified interpreter. According to the Norwegian Interpreting Act, public bodies that regularly use interpreters must have guidelines for ordering and using interpreters.

10. Efforts of the Norwegian Armed Forces to increase equality and diversity

In 2022, the Norwegian Armed Forces systematised its efforts relating to equality and diversity through the development of strategic documents and plans for its activities. In November 2022, the Norwegian Armed Forces' equality and diversity policy was adopted by the Norwegian Chief of Defence. This provides a direction and goals for efforts relating to equality and diversity in the Norwegian Armed Forces. In August 2023, the Norwegian Armed Forces launched its first action plan for improved

equality and diversity (2023–2026). The action plan contains strategic and overall objectives. The objectives include equalising the gender balance in the organisation and reflecting the diversity of the general population in the composition of the organisation's personnel.

Ministry responsible: Ministry of Defence

Sámi expertise package for the Norwegian Armed Forces

The Norwegian Armed Forces have taken the initiative to collaborate with the Sámi Parliament, which has resulted in a training programme on Sámi culture for conscripts and employees of the Finnmark Land Command. The purpose of the Sámi expertise package is to disseminate knowledge and understanding of Sámi culture, history, and other Sámi factors among employees and conscripts of the Norwegian Armed Forces in Finnmark, in the first instance. A stated objective is to help prevent negative attitudes, incitement, bullying, and harassment, as well as to uncover and address unwanted and objectionable actions and attitudes towards Sámi people. The training package has been implemented at the garrison in Porsanger and the garrison in Sør-Varanger. The measure was launched in connection with the Sámi national day on 6 February 2023.

<https://sametinget.no/aktuelt/nytt-samisk-kompetansetilbud-for-forsvaret-i-finnmark.23634.aspx>

11. New research on immigrants in the labour market

One of the Government's primary objectives for its integration efforts is for more immigrants to enter the labour market. In order for the labour market to be a good arena for integration, it is also important to consider which part of the labour market the individual enters. This is also important for progressing in the labour market. Immigrants often work in the less organised areas of the labour market, with looser connections and poorer working conditions.

The Government will obtain more knowledge about immigrants' working conditions and which parts of the labour market they participate in. Among other things, there is a need for more knowledge about the discrimination different groups are exposed to in different areas of the labour market. Furthermore, there is a need for more knowledge about forms of affiliation, degree of organisation, work culture, segregation in the workplace, and comprehension of Norwegian as a barrier to participation and a good and safe work environment. The research will provide a basis for policy development in several areas, including in the fields of discrimination and labour market integration.

Ministry responsible: Ministry of Labour and Social Inclusion

12. More knowledge about State employees with an immigrant background

The knowledge base on the proportion of employees with an immigrant background in the state tariff area has been updated. Statistics Norway has supplied the article: [The State has the lowest proportion of immigrants \(ssb.no\)](#). Being responsible for the sector-wide employer policy for the State, the Government will follow up on the report and its associated findings.

Ministry responsible: Ministry of Digitalisation and Public Governance

13. What is diversity management and how does it work?

The Government will procure more knowledge about diversity management. In March 2024, a knowledge summary from NTNU Social Research will be published on what diversity management consists of and how leadership behaviour can improve inclusion and reduce discrimination of immigrants in the labour market. The Directorate of Integration and Diversity will follow up on the report.

Ministry responsible: Ministry of Labour and Social Inclusion

14. Evaluation of measures to promote diversity in the labour market

The Directorate of Integration and Diversity is implementing measures aimed at employers to help improve their awareness of ethnic diversity as a resource. The measures are under evaluation. The project is being pursued by NTNU Social Research in collaboration with Oxford Research, and is to be completed in November 2024. The purpose of the evaluation is to obtain input to further develop and improve the measures, as well as to generate new knowledge about which instruments help to promote inclusion and diversity in the workplace.

Ministry responsible: Ministry of Labour and Social Inclusion

15. Developing indicators for ethnic diversity in the labour market

The Government will prepare a framework to measure the status and development of ethnic diversity and inclusion in the Norwegian labour market. The purpose is to systematise the knowledge base on ethnic diversity and inclusion and to understand where special challenges and gaps in knowledge exist. This will assist in the designing of targeted measures, regulations, and instruments to improve ethnic diversity and inclusion in the labour market.

Ministry responsible: Ministry of Labour and Social Inclusion

Norwegian Centre Against Racism

The Norwegian Centre Against Racism offers free advice, guidance, and information to people from an immigrant, refugee, and minority background within several areas. Enquiries can relate to unfair differential treatment, racist bullying, harassment and violence, education, job hunting, and the work environment. Link: [Norwegian Centre Against Racism](#)

16. More knowledge about how harassment, racism, and discrimination in the labour market are followed up on

Under the Norwegian Work Environment Act, employers are obliged to conduct systematic health, environmental, and safety work at all levels in the organisation, including mapping the risk of violence and harassment, as well as having procedures to combat this. Harassment entails actions, refusals, or statements that have the purpose or effect of being offensive, intimidating, hostile, degrading, or humiliating. Furthermore, the work environment representative must ensure that the employees' psychosocial work environment is safeguarded.

The Government will obtain more knowledge about how employers monitor the psychosocial work environment, which can cover harassment, bullying, and unpleasant experiences linked to racism and discrimination. In this context, it will be useful to look at the role of the work environment representative in these efforts, as well as the possibility of including questions covering discrimination and harassment in future work environment surveys.

Ministry responsible: Ministry of Labour and Social Inclusion

Discrimination against Muslims in the labour market

The Ministry of Labour and Social Inclusion is funding the project "Discrimination against Muslims in the labour market" led by NOVA at OsloMet and implemented in collaboration with Oslo Economics and IPSOS. The starting point for the project is the action plan against discrimination of and hatred towards Muslims (2020–2023), where one of the measures deals with discrimination against Muslims in the labour market.

The project will look at discrimination and unconscious attitudes towards Muslims, in particular those related to employment in the labour market, in addition to discussing various measures that could be implemented at different levels. Today's application portals make it difficult to carry out field studies with fictitious identities. The ongoing project therefore uses vignettes, follow-up interviews, and in-depth interviews. The project is to be completed by the end of 2023.

Once complete, the Ministry of Labour and Social Inclusion will assess the need for new measures in the field.

Link: <https://www.oslomet.no/forskning/forskningsprosjekter/diskriminering-muslimer-arbeidslivet>

Measures Young people





17. Stepping up efforts to develop good and safe school environments

Efforts to create a good and safe school environment where everyone is included are closely linked to efforts to combat hate, racism, and discrimination. The Government will strengthen preventative efforts against bullying and discriminatory abuse, and facilitate a good, safe, and inclusive school environment for everyone. The Government has therefore proposed in the budget for 2024 to support schools in their efforts by allocating NOK 15 million to try out local emergency preparedness teams. The Government will also support and guide municipalities in their efforts by providing County Governor offices with NOK 10 million for work on the school environment and the enforcement scheme. It is also proposed that an additional NOK 10 million be provided in funding for the learning environment project.

Ministry responsible: Ministry of Education and Research

Curriculum in schools

The Norwegian National Curriculum is a regulation for the Norwegian Education Act and sets the framework for the content of schooling. Through their learning, pupils will learn about how we live together with different perspectives, attitudes and outlooks on life, and how we encounter different cultural expressions and traditions. They also develop democratic preparedness and ethical awareness. Pupils practice critical thinking, understanding different perspectives, and handling differences of opinion through reflection, dialogue, and discussion.

18. Comprehensive review of efforts to build good and safe school environments

Over time, a number of measures have been developed to help ensure that pupils have a good school environment that is free from bullying and discriminatory abuse. Not all these measures are currently equally well connected. The Directorate for Education and Training will review the measures with the aim of improving their cohesion and interrelation. The directorate will assess the need for skills among employees, review the scheme with an anti-bullying ombudsman, and further develop the learning environment project. The directorate will also assess the need for new measures. Ministry of Education and Research will receive the directorate's assessments in December 2023 and will then follow up on the response to the assignment.

Ministry responsible: Ministry of Education and Research

Efforts to build good and safe kindergarten and school environments

Efforts to build good and safe kindergarten and school environments has long been a priority, and various skills packages and guidance services have been developed to support the schools in their efforts:

Learning environment project

The learning environment project is a compensatory measure for nurseries, schools, and their owners who face ongoing challenges in the kindergarten and school environment. Schools that have high levels of bullying or that are struggling with other challenges in the environment are offered external guidance and national meetings. Evaluations have shown that the learning environment project is somewhat hit-and-miss. The proportion of bullying in the schools after participating in the initiative was substantially below the national average. Nurseries that send children to schools participating in the learning environment project have been invited to participate as a preventative measure. The Directorate for Education and Training has been tasked with developing the project further.

Kindergarten and school environments and management

This is a study scheme for how managers in kindergartens and schools can manage efforts relating to the kindergarten and school environment. Kindergarten and school environment and management is a scheme for kindergarten managers and school leaders in primary and secondary education, who have completed their director or principal training, or equivalent management training.

Online skills development for schools and kindergartens

Online skills development supports kindergartens and schools that want to further develop their skills in order to promote a good and safe environment and prevent bullying and other discriminatory abuse. The Directorate for Education and Training has recently published three new skills packages: *A good and safe environment in kindergartens*, *A good and safe environment in out-of-school care facilities*, and *A good and safe school environment*. University and college environments have developed the skills packages for kindergartens, out-of-school care facilities, and school environments. The packages have a holistic perspective on efforts relating to the environment and the prevention of distress and discriminatory abuse. The packages are designed to be used as part of collective skills development in kindergartens and schools, but individuals can also follow them.

Anti-bullying ombudsman

Since 2018, there have been county-wide anti-bullying ombudsmen, part-funded by way of NOK 10 million in state funding. The current anti-bullying ombudsman scheme has a national mandate. The anti-bullying ombudsman must support and guide children, pupils, and parents so that they can exercise their rights to a good psychosocial environment in kindergarten and primary school. In addition, the anti-bullying ombudsman, in collaboration with the pupil and apprentice representative in their county, must help ensure that pupils and apprentices can exercise their rights to a good psychosocial environment in upper secondary education. The Directorate for Education and Training has been tasked with reviewing the scheme.

19. More knowledge about racism and discrimination in education

Perceived discrimination and racism can affect school performance, motivation, professional self-confidence, educational aspirations, and belonging. On behalf of the Directorate of Integration and Diversity, the Nordic Institute for the Study of Innovation, Research, and Education (NIFU) is conducting a project that will provide more knowledge about the occurrence, experiences, and consequences of racism and discrimination in education. The project includes an investigation into discrimination in grading at school, and interviews with teachers and pupils.

The Government will consider the findings and recommendations from the project in its ongoing efforts to combat racism and discrimination in schools. The project is to be completed by the end of August 2025.

Ministry responsible: The Ministry of Labour and Social Inclusion in collaboration with the Ministry of Education and Research

20. Diversity advisors must provide advice and guidance to students who are exposed to racism and discrimination

Diversity advisors (formerly minority advisors) are deployed at upper secondary schools in every county of Norway, as well as at some secondary schools and adult education centres. They follow up on and guide pupils who are at risk of, or who are being exposed to, negative social control, honour-related violence, forced marriage, genital mutilation, and involuntary visits abroad. The diversity advisors provide individual advice and guidance, as well as organise discussion groups and other activities

where they address difficult topics. In their work, they also meet pupils who are experiencing racism and discrimination and who are looking for advice and guidance about this.

The Government will help to ensure that children and young people who are exposed to racism and discrimination have more places to turn to. The diversity advisors must help to make relevant support schemes and services known.

Ministry responsible: Ministry of Labour and Social Inclusion

Peace and human rights centres

The Government provides fixed grants to seven peace and human rights centres. The centres are foundations and are thus professionally independent and autonomous. A particular target group for them is children and young people. The work of the centres was further updated when democracy and human rights were added as central themes in the curriculum renewal for schools and the introduction of new curricula from 2020. In many municipalities and counties, the centres are important for schools to achieve the curriculum's requirements for teaching within topics such as democracy and citizenship. In addition, many of the centres offer accessible digital learning and teaching resources, as well as courses and guidance for teachers on how to teach and talk about controversial and difficult topics in the classroom, including racism and discrimination, and the prevention of hatred towards Sámi people, for example. All the centres are experiencing increased activity and high demand. The high number of pupils who make use of the foundation's training services each year shows how important these are in efforts to promote democratic values and attitudes in society.

Dembra – Democratic preparedness against racism, anti-Semitism, and undemocratic attitudes

The national Dembra initiative is co-ordinated on a national basis by the Norwegian Center for Holocaust and Minority Studies in Oslo and involves most of the peace and human rights centres around the country. The Directorate for Education and Training is continuing the initiative on behalf of the Ministry of Education and Research. Dembra strengthens efforts to combat prejudice and group hostility, such as racism, anti-Semitism, Muslim hostility, and violent extremism. The core of Dembra is to prevent exclusion and undemocratic attitudes by building skills in democracy, with competence in inclusion, participation, critical thinking, and diversity as central principles. The scheme is aimed at primary schools, secondary schools, upper secondary education, and teacher training facilities in Norway (Dembra LU). Dembra helps to improve student teachers' professional skills relating to prejudice, exclusion, and discrimination. Dembra also has digital learning and teaching resources. These have been further strengthened by funding the translation of the digital resources into Northern Sámi, Southern Sámi, and Lule Sámi.

Link: dembra.no/no

21. Step up efforts to combat racism and discrimination at ung.no

The ung.no website is the State's primary channel for information, dialogue, and digital services for children and young people across a variety of sectors and service levels. Ung.no provides information, guidance, and a comprehensive FAQ service on a number of relevant topics, including racism, discrimination, and bullying.

During the action plan period, the Directorate for Children, Youth and Family Affairs will assess the need for more targeted information and guidance on the topic. Ung.no's expert panel, which consists of professionals and healthcare workers who answer the questions that come in, is to be further strengthened with people with special expertise in racism and discrimination.

Ministry responsible: Ministry of Children and Families

22. Knowledge of racism and discrimination in health centres and school health services

Health centres and school health services are the most important services for prevention and promoting good health, aimed at children, young people, and their families.

Children and young people who experience health problems or difficult thoughts and feelings after being exposed to racism and discrimination can talk about this with a public health nurse or others who work in the school health service. It is therefore important that those working in the service have knowledge of racism and discrimination. The national professional guidelines for the service set out recommendations about what the service is to offer. The Ministry of Health and Care Services will ask the Directorate of Health to assess whether there is a need to refer to racism and discrimination in national professional guidelines for health centres and school health services.

Ministry responsible: Ministry of Health and Care Services

23. Diversity perspective in preventing substance abuse

As part of the forthcoming prevention and treatment reform in the field of substance abuse, the Government has initiated efforts on a national programme for preventing substance abuse among children and young people. The programme is being drafted by a specialist group set up by the Directorate of Health and will help to implement knowledge-based tools and methodology among those responsible for preventing substance abuse. The programme will start in 2024. A national initiative for the development and implementation of outreach methodology in the municipalities will also be implemented. Knowledge of racism and discrimination as a contributing cause of marginalisation and stigmatisation will be included in substance abuse prevention work. Diversity should continue to be reflected among the employees, including experienced consultants.

Ministry responsible: Ministry of Health and Care Services

22. July and democratic citizenship

The educational programme "22 July and democratic citizenship" is a collaborative project between the European Wergeland Centre and Utøya AS. The programme is national and provides training in how to stand up against discrimination, hate speech, and extremism.

The Benjamin Prize

On behalf of the Directorate of Education, the Norwegian Center for Holocaust and Minority Studies administers the annual Benjamin Prize, in memory of Benjamin Hermansen, who was killed in Holmlia in 2001 as a result of racially motivated violence. This is the Minister of Education's prize for schools that implement long-term and systematic efforts to combat racism and discrimination. In 2019, a separate booklet was developed for use in teaching, *16 years of the Benjamin Prize – preventative work against racism and discrimination in schools*, which is based on the experiences of the schools that have won the prize so far.

Adoption preparation course

Anyone applying to adopt a child must complete an adoption preparation course developed by the Directorate for Children, Youth and Family Affairs. One of the topics of the course is that of *identity and difference*. It helps to make course participants aware of the significance having a different appearance and a different background. In this section, the participants discuss various topics such as racism and bullying.

Link: [Adoption preparation course | Directorate for Children, Youth and Family Affairs](#)

24. Strengthening adoptive parents' knowledge of racism and exclusion

Many people adopted from outside of Norway state that they experienced discrimination in their childhood and adolescence, and that they had no one to talk to about these experiences while growing up.

The Directorate for Children, Youth and Family Affairs has received several assignments in 2023 to develop post-adoption measures, which will be developed further in 2024. Among other things, the Directorate for Children, Youth and Family Affairs will establish post-adoption courses for parents. The topics of racism and exclusion are to be included in the course offered from 2024.

Ministry responsible: Ministry of Children and Families

Foreign adoptees' experiences of racism and discrimination

Norwegian Institute for Urban and Regional Research (NIBR) at OsloMet, commissioned by the Directorate for Children, Youth and Family Affairs, has surveyed foreign adoptees' experiences of racism and discrimination. The study "Racism, discrimination, and belonging among foreign adoptees in Norway" looks at types of experiences and the extent to which foreign adoptees have experienced differential treatment, discrimination, and racism. The study also looks at the consequences that such experiences can have on the adoptees' sense of belonging and exclusion in both close relationships and society at large.

The report shows that those adopted from outside Norway have very different experiences, interpretations, and opinions on the topics of racism, discrimination, belonging, exclusion, and identity. The study's findings show that half of respondents in the study experienced discrimination in their childhood and adolescence, and that 38% of respondents had no one to talk to about these experiences while growing up. Because of their skin colour and appearance, many foreign adoptees are assumed to belong

to the immigrant population. Overall, the report's empirical evidence suggests that many foreign adoptees experience discrimination to an approximately equal extent as people with an immigrant background. Therefore, most adoptees also experience discrimination from strangers, while some experience discrimination from friends and relatives and, to some extent, even from their immediate family.

In various ways, people's behaviour signals that those adopted abroad do not quite belong in Norway and are placed outside of what is considered "Norwegian". Analyses from the survey show that adoptees are often asked about their origin, as well as unwanted personal questions about their adoption history. It is not necessarily the questions themselves, but rather, how often such questions are asked that turn such incidents into constant reminders that, in the eyes of others, the adoptees do not fit into their definition of what it is to be Norwegian. The study shows that adoptees are especially exposed to differential treatment, racism, and discrimination when they are young.

**25. Norwegian Police's receipt scheme
- pilot project follow-up**

A pilot project that issued receipts to people who are stopped and checked by the police was implemented in the Oslo police district in December 2022 and ended in September 2023.

The pilot project is being evaluated by Oslo Economics and the Norwegian Institute for Urban and Regional Research at OsloMet. The evaluation will provide a knowledge base that will be assessed as part of the Norwegian police's efforts to improve their work and trust in the police among the population.

Ministry responsible: Ministry of Justice and Public Security

**26. Separate youth meetings in the
Forum on anti-Muslim hostility**

The Government will continue the Forum on anti-Muslim hostility with a greater spotlight on young people. The meetings of the forum are held annually. Young Muslims will be invited to at least two of the meetings during the period of the action plan. The topic will be the challenges they face in Norwegian society in terms of racism and discrimination.

Ministry responsible: Ministry of Culture and Equality et al.

Stop Hate Speech

Stop Hate Speech Movement was established in Norway in 2014. The campaign is part of the European No Hate Speech Movement started by the Youth Department of the Council of Europe in 2013. The Stop Hate Speech initiative aims to give young people and youth organisations the tools, knowledge, and skills they need to recognise hate speech and to act against online violations of human rights. Stop Hate Speech receives operational funding from the Ministry of Culture and Equality.

Link: [Stop Hate Speech](#)

Diversity and inclusion grant

Diversity and inclusion funding is a grant for children and young people who want to develop projects with a focus on diversity, attitudes, and participation. The aim of the scheme is to demonstrate that diversity is a positive element in society, and how children and young people can help to improve inclusion on their own terms, as well as to challenge discrimination and prejudice in society. The grant is paid to the Norwegian Children and Youth Council and is further distributed to projects under the auspices of democratic children and youth organisations, leisure clubs, youth centres, and local youth environments in Norway.

Link: [Diversity and inclusion funding](#)

OMOD Center for Social Justice

The OMOD Center for Social Justice offers advice and guidance for individuals in matters relating to racism and discrimination. The organisation helps to survey the situation and give advice and guidance on how to proceed to resolve the matter. Link: [OMOD Center for Social Justice](#)



LNU - The Norwegian Children and Youth Council

The Norwegian Children and Youth Council is an umbrella organisation for children's and youth organisations in Norway. Among other things, the council works to provide skills development measures for its member organisations. LNU Styrk is a project in which the Norwegian Children and Youth Council and multicultural children's and youth organisations work together to improve skills in child and youth volunteering. The multicultural children's and youth organisations are important for looking after their target groups. They command a lot of trust in their respective environments and offer important recreational

activities. Several multicultural children's and youth organisations report that they are hampered by zealots, weak organisational structures, and poor finances, which lead to continuity problems. The organisations want to improve their skills in these fields. The Styrk project will contribute to this. At the same time, the project will help the Norwegian Children and Youth Council's member organisations in improving their skills in multicultural recruitment.

Link: [LNU Styrk – LNU – The Norwegian Children and Youth Council](#)

27. Measures against discrimination in the rental market

The Government has initiated several measures to improve conditions in the rental market, including countering discrimination. The Tenancy Act committee shall review the Tenancy Act and assess and propose changes that strengthen tenants' rights, ensure basic housing security, and ensure that the law is appropriate for the current situation in the rental market. The committee will also consider changes that better safeguard the interests of the various stakeholders in the rental market in a way that is socially beneficial. Among other things, the committee will discuss measures that ensure that the law is adhered to, including supervision and guidance, and that measures provide an opportunity to reduce discrimination in the housing market. To contribute to a more stable and predictable rental market, the Minister of Local Government and Regional Development has invited key stakeholders to participate in *The Rental Boost* – a network for stakeholders in the rental market. The network will be a venue for exchanging experiences and developing new measures. Discrimination in the rental market will be one of several topics for the network.

Ministry responsible: Ministry of Local Government and Regional Development

28. Mapping the extent of direct and indirect discrimination in banks' lending practices

A research initiative has been established to look at the extent of direct and indirect discrimination in banks' lending practices in Norway, including whether people are not offered loans, or receive worse loan conditions than other borrowers in the same financial situation, on the basis of their ethnicity or religion. The investigation will also assess whether there is a need for measures if such discrimination occurs. The report will be submitted in June 2024.

Ministry responsible: Ministry of Finance

29. Increased number of Sámi guidance counsellors

The Sámi guidance counsellors will help to increasing knowledge about the Sámi and Sámi relations among young people in Norway. One of the ways in which this is carried out is by visiting schools around the country and further developing the website www.samiskeveivisere.no, which is an important information channel. Another aim with the guidance scheme is to encourage dialogue between Sámi young people and other young people, and to help combat ethnic discrimination. The aim with the guidance counsellors is to combat incitement, hate speech, and prejudice against the Sámi. The primary target group for the scheme is pupils in upper secondary schools.

As a result of increased demand from schools for visits from the Sámi guidance counsellors and that the extent of hatred towards the Sámi is growing, the Government proposes in the state budget for 2024 to increase the allocation for the guidance counsellors scheme by NOK 2 million in order to expand the scheme with a further two counsellors, taking the total to six Sámi guidance counsellors as of the 2024/2025 school year.

Ministry responsible: Ministry of Local Government and Regional Development

30. Expert forum with voluntary culture and sports organisations

The Government will establish an expert forum that includes the voluntary cultural and sports sectors in order to discuss and exchange experiences about racism and discrimination and how this constitutes a barrier to participation. The objective is to map and develop tools and measures.

Ministry responsible: Ministry of Culture and Equality

Sámi and Jewish guidance counsellors

The Government is providing funding for two different guidance counsellor schemes. The aim of the schemes, whereby young Sámi or Jews meet school pupils around the country, is to spread knowledge, convey what it's like to be a minority in Norway, and help combat prejudice.

Sámi guidance counsellors

The Sámi guidance counsellor scheme was established in 2004. The counsellors undergo a year of study at the Sámi University of Applied Sciences and their work as guidance counsellors forms part of their training. The Sámi are an indigenous people in Norway. For more information: [Sámi guidance counsellors](#)

Jewish guidance counsellors

The Jewish guidance counsellor was established in 2015 and is one of several information measures to combat anti-Semitism. Each year, up to two young Jews are recruited as guidance counsellors. They undergo a training programme before starting their school visits. Similarly to the Sámi guidance counsellors, the primary target group for the Jewish guidance counsellors is also pupils in upper secondary schools. Through school visits, the guidance counsellors engage pupils in dialogue, make Jewish Norwegians visible, and help to counter stereotypes and anti-Semitism. The Jews are one of five national minorities in Norway.

For more information: [Jewish guidance counsellors](#)

31. Mapping racism and discrimination in the voluntary sector and cultural sector

The Ministry of Culture and Equality will initiate a survey of how people from an ethnic minority background experience racism and discrimination in the voluntary sector and in cultural life. The survey will be conducted in collaboration with relevant stakeholders. It will reveal and highlight any discrimination and racism that exists, and provide input for targeted measures to strengthen efforts to step up diversity and inclusion in culture and voluntary sector.

Ministry responsible: Ministry of Culture and Equality

32. More knowledge about racism and discrimination directed at children and young people

Proba Research has been tasked by the Directorate for Children, Youth and Family Affairs to study children and young people's experiences of racism and discrimination. The project will help to improve understanding of such experiences, the arenas in which they occur, and who is involved. The project will result in recommendations for suitable measures and efforts for preventing and combating racism and discrimination targeted at children and young people. The Government will assess the findings and recommendations of the report.

Ministry responsible: Ministry of Culture and Equality

33. Develop a plan of action for increased participation among children and young people in civil society, culture, sports and recreational activities

The Government is seeking to halt the growing differences in participation in culture, sports, and recreational activities and is now drafting an action plan for participation in recreational activities for children and young people. Forces for good such as the voluntary sector, the public sector, and young people themselves, are invited to contribute. The plan is to be presented in the spring of 2024. The Government proposes NOK 10 million for following up on the work in the state budget for 2024.

Ministry responsible: Ministry of Culture and Equality

Digital guide - Rasismesveileder.no

The KUN Centre for Equality and Diversity, together with Egalia and the OMOD Center for Social Justice, has developed a digital guide for dealing with racism and discrimination. In just a few clicks, the guide describes what you can do, what rights you have, and where you can get help when you experience various forms of racism and discrimination in Norway. The guide can also be used by others who are wondering what racism is, and which actions are illegal and punishable. In addition, the guide provides information about minority stress, and the importance of not having to deal with things alone, regardless of whether the action is illegal.

The guide will be expanded with information about racism in the labour market, aimed at those who experience discrimination at work, as well as at those who want to work to combat racism in the workplace. This is a collaborative project between the KUN Centre for Equality and Diversity, Egalia, OMOD, and Norwegian People's Aid. The project is funded by the Directorate for Children, Youth and Family Affairs.

Link: RASISMEVEILEDER.NO

Caritas Norge

Caritas Norge is a resource centre for newly arrived immigrants and refugees in Norway. The centres are located in Arendal, Trondheim, Drammen, Bergen, Oslo, Tromsø, and Stavanger. In Oslo, they have guidance counsellors who speak different languages. During the past year, a legal aid initiative has been set up at the centre to assist in cases dealing with discrimination. Link: [Caritas](#)

Measures Local efforts





34. Guidance on municipal efforts to combat racism and discrimination

Knowledge about the occurrence and experiences of racism and discrimination is needed in order to combat and prevent them. Some municipalities have action plans or strategies in place to prevent racism and discrimination, and it is desirable that more of them work with prevention at the local level.

The Directorate of Integration and Diversity, in collaboration with the Directorate for Children, Youth and Family Affairs, will disseminate methods to municipalities that wish to map racism and discrimination and to develop measures in their municipality.

Ministry responsible: Ministry of Labour and Social Inclusion, and the Ministry of Culture and Equality

35. Grants for municipal efforts to promote diversity and combat racism and discrimination

Municipalities are key stakeholders in efforts to prevent and combat racism and discrimination. The Government wants to support municipalities that work actively with diversity and against racism and discrimination. Municipalities can apply for grants to initiate measures in their municipality, and methods that are also of national interest and that are transferable to other municipalities.

The *development of municipal qualification and integration measures* grant scheme, which is managed by the Directorate of Integration and Diversity, is being extended to include efforts to promote diversity and combat racism and discrimination. The Government proposes to set aside NOK 10 million for this in 2024.

Ministry responsible: Ministry of Labour and Social Inclusion

The Discrimination Legal Aid and Mediation Assistance (DiMe) service in Bergen and Oslo

The Discrimination Legal Aid and Mediation Assistance (DiMe) service offers help in connection with discrimination cases in the form of legal advice and assistance when cases are lodged with public authorities or private actors. DiMe will advise the party who has experienced discrimination and explain the available courses of action and their consequences. DiMe offers mediation and assistance in dialogue with the discriminating party. The service is free.

DiMe provides outreach work and shares information in order to reach out to relevant and vulnerable groups. DiMe can assist in hate crime

cases, in encounters with the police, before the discrimination board, and in dialogue with the discriminating party.

DiMe is an initiative and collaboration between Norwegian People's Aid, the Norwegian Centre Against Racism, the Norwegian Association of Disabled, the Council for Religious and Life Stance Communities in Norway, and Queer World. DiMe accepts enquiries about discrimination on the basis of all grounds of discrimination.

Link: [DiMeNorge | Discrimination Legal Aid and Mediation Assistance](#)

Grants for integration efforts by civil society and voluntary organisations

The purpose of the grant scheme is to increase work and community participation among people with an immigrant background. One of three sub-goals is to stimulate community, trust, and belonging in local communities for immigrants and the rest of the population, and to combat exclusion, which includes efforts to combat racism and discrimination and to promote diversity in local communities.

40 municipalities provide funding for local activities. The Directorate of Integration and Diversity provides grants for national projects.

More information: [Grants for integration efforts by voluntary organisations | Directorate of Integration and Diversity](#)

Grants for measures to combat racism, discrimination, and hate speech

The aim of the grant scheme is to facilitate local, regional, and national initiatives and activities that aim to counter racism, discrimination, and hate speech on the grounds of ethnicity, religion, and belief.

The grant scheme will help promote anti-racism, diversity, and dialogue, as well as help to improve knowledge and awareness in the majority population about racism, discrimination, and hate speech.

The target group for the grant scheme is people who are exposed to or expose others to racism, discrimination, and hate speech due to ethnicity, religion, and belief. Voluntary organisations, faith and belief communities, county councils, municipalities, and districts in Oslo can apply for grants. The scheme is managed by the Directorate for Children, Youth and Family Affairs.

More information: [Grants for measures to combat racism, discrimination, and hate speech | Directorate for Children, Youth and Family Affairs](#)

Quick mapping and action in Færder municipality

Færder municipality has conducted "Quick mapping and action" of local challenges relating to hate speech. The purpose was to provide an overview of the problem area and existing efforts and measures, in order to target efforts in the municipality's continued work. The goal is for young people in Færder municipality to feel secure and a sense of belonging, and to refrain from hate speech, radicalisation, and violent extremism. The target group for the quick mapping was young people aged 12 to 18 and young adults aged 19 to 29. The mapping has resulted in

the report "Together on inclusion", which is an action plan with accompanying proposals for measures. A cross-sectoral working group led by the specialist prevention measures co-ordinator has drawn up the action plan and carried out the mapping work. The project group has consisted of representatives from schools, mental health and substance abuse services, the Norwegian Welfare and Labour Administration, the refugee and integration team, and an advisor for volunteering.

Link: faerder.kommune.no – [Together for inclusion](#)

Municipality of Oslo: Words matter. Action plan against hate speech and attitudes (2020–2023)

The aim of the action plan was to prevent hate speech and attitudes, and to limit the harm they cause. The municipality wanted to achieve this by improving awareness of its responsibility to combat hate speech and by exercising non-discriminatory practices.

The municipality set stricter requirements for non-discriminatory practices among its partners, whether they receive grants from the municipality, carry out assignments for the municipality, or use public spaces and municipal premises for events. Furthermore, the municipality wanted to develop a platform to combat discrimination and harassment in outdoor pursuits, in dialogue with the outdoor pursuits sector. The municipality worked to develop the skills of its employees, including by way of an e-learning course on diversity management and guidance on how to follow up on cases of hate speech and discrimination. The plan also contained several measures for children and young people. Schools and leisure clubs were offered resources for their efforts relating to changing attitudes, including teaching programmes under the auspices of Dembra and Stop Hate Speech as well as a guidance programme with Sámi, Jewish, and Muslim guidance counsellors. One aim is for all pupils in Oslo's schools to learn more about right-wing extremism through visits to the 22 July Centre, the Democracy Centre on Utøya, the Grini Museum, and/or the Norwegian Center for Holocaust and Minority Studies.

Link: [Action plan against hate speech and attitudes \(oslo.kommune.no\)](https://oslo.kommune.no)

36. Regional meetings for the exchange of experience and skills development

Several municipalities and regions have already drawn up and implemented local measures to combat racism and discrimination, and it is desirable that more do the same. The Directorate for Children, Youth and Family Affairs and Directorate of Integration and Diversity will facilitate regional gatherings where municipalities, the voluntary sector, and civil society can exchange experiences and improve their knowledge about local efforts to combat racism and discrimination. The Norwegian Association of Local and Regional Authorities and relevant civil society stakeholders will be involved in the implementation of the measure.

Ministry responsible: Ministry of Labour and Social Inclusion, and the Ministry of Culture and Equality

37. Annual national conference against racism

The Government will hold a major national conference in connection with the UN's International Day against Racism on 21 March each year. The aim with the conference is to generate a national and local commitment to fight racism and to bring together stakeholders who are working against racism and discrimination on the grounds of ethnicity and religion.

Ministry responsible: Ministry of Culture and Equality

38. E-learning course for municipalities on equality, diversity, and non-discrimination

The Directorate for Children, Youth and Family Affairs will prepare an e-learning course for municipalities and municipal employees on equality, diversity, and non-discrimination. The courses will offer inspiration and help to ensure compliance with public authorities' duty to work actively and their reporting obligations. The courses will be prepared in collaboration with relevant actors, such as the Norwegian Association of Local and Regional Authorities, the equality centres, the Equality and Anti-Discrimination Ombud, workers' and employers' organisations, and municipalities.

Ministry responsible: Ministry of Culture and Equality



39. Training for the Norwegian Police – dialogue, communication, and conflict management

Training in the Fair Policing Concept is being conducted across all police districts in 2023 and 2024. The concept will help to improve skills in dialogue, communication, and conflict management, among other areas. Particular emphasis is placed on the dialogue and interactions of the police with ethnic and religious minorities. The focus of the training is, among other things, on carrying out personal checks.

Ministry responsible: Ministry of Justice and Public Security

40. Establish dialogue and venues where the police and various citizen groups can meet

The police will establish dialogue and have dedicated venues for meetings between the police and various citizen groups, both nationally and locally. At the same time, the principle is maintained that the police treat all citizens primarily as individuals. The police will, to a greater extent, facilitate citizen participation in order to better understand citizens' expectations of them. This is important to ensure the mutual exchange of information and to build relationships and trust.

Ministry responsible: Ministry of Justice and Public Security

41. More diversity co-ordinators in the police

All police districts and special bodies within the police must establish their own diversity co-ordinator with professional responsibility for diversity work. In order to ensure the exchange of experience across police districts and special bodies, a specialist network for diversity co-ordinators is to be established.

Ministry responsible: Ministry of Justice and Public Security

42. Disseminating knowledge about the Sámi and national minorities

An e-learning programme has been developed relating to the Sámi and the five national minorities in Norway (Kvens/Norwegian Finns, Forest Finns, Romani people/Tatars, Roma, and Jews). The programme is aimed at employees in municipal, county, and state administration. The Government will make the programme more widely known by way of meetings of the Norwegian Association of Local and Regional Authorities, county-wide meetings, etc. Ministries and directorates must use the programme to a greater extent.

For more information: [E-learning programme on Sámi and national minorities](#) | [Learning platform \(dfo.no\)](#)

Ministry responsible: Ministry of Local Government and Regional Development

Measures
More
knowledge





43. Review of the enforcement apparatus

A review of the framework and tools of the enforcement apparatus in the field of equality and discrimination shall be initiated in order to identify whether they provide good guidance that is easy to access. Rights guidance, both in representation and in the Anti-discrimination Tribunal, will be a central theme in this review. The Anti-discrimination Tribunal's practices with regard to judicial examination of the facts of cases will also be reviewed. The review shall also assess whether the tribunal's composition ensures the necessary knowledge of the various grounds for discrimination.

Ministry responsible: Ministry of Culture and Equality

Follow-up of the Freedom of Expression Commission

The Freedom of Expression Commission presented its report on 15 August 2022, cf. NOU 2022: 9 An Open and Enlightened Public Discourse. The Commission states that the current situation for freedom of expression in Norway is by and large favorable. The Commission does, however, highlight certain areas of improvement, i.a. the challenges that persons belonging to minority groups may face when they express themselves in public. The Commission states that the open and informed public discourse will be undermined if certain voices and perspectives are systematically excluded. The report has been presented for consultation and is currently being followed up by the Ministry of Culture and Equality in collaboration with the other ministries concerned. This action plan is an important part of the Government's overall efforts to address the areas of improvement highlighted by the Commission, particularly with regards to minorities' connection to and participation in the public discourse.

44. More research on racism and discrimination

The knowledge base on racism and discrimination must be expanded. Current topics for research include methods to gain knowledge about inciting and harassing behaviour online using, for example, machine learning and artificial intelligence. There will also be a follow-up of the Freedom of Expression Commission's report. More knowledge about discrimination due to external characteristics must also be developed.

Ministry responsible: Ministry of Culture and Equality

45. New study on attitudes towards ethnic and religious minorities

In the period 2012 to 2022, the Norwegian Center for Holocaust and Minority Studies has conducted three surveys on the population's attitudes towards ethnic and religious minorities, with particular emphasis on Jews and Muslims.

The Government will launch a fourth study following a public announcement. The findings from the latest report from 2022 show, among other things, that negative attitudes towards Jews and Muslims became less widespread in the period 2017-2022. Nevertheless, there were still many people who expressed dislike towards Muslims and many Jews avoid showing their religious affiliation. The population was considerably more sceptical of Roma than of other minorities. A new study will help to monitor trends over an extended period of time.

Ministry responsible: Ministry of Culture and Equality, Ministry of Labour and Social Inclusion, Ministry of Children and Families, Ministry of Education and Research, Ministry of Local Government and Regional Development

46. More knowledge about the connection between experienced racism and discrimination and health

People who experience racism and discrimination report more psychological issues than those who do not experience them. Discrimination can also impact physical health. These connections are well documented in studies from other countries, but there is a need for more knowledge about how racism and discrimination affect the health of people with an immigrant background, the Sámi, and national minorities in Norway.

The Government will obtain an overview of how the subject is being addressed in existing studies and assess whether there is a need to compile and further develop these in order to map the connection between racism, discrimination, and health in more detail.

Ministry responsible: Ministry of Health and Care Services

47. More knowledge about the connection between racism, discrimination, and extremism

The Extremism Commission will deliver its report in February 2024. The Extremism Commission shall generate and analyse knowledge, and make recommendations. The commission will shed light on various conditions that have served as a hotbed for radicalisation and extremism in Norway in recent times, and how this can be better prevented in the future. The Government will use knowledge from the commission in its efforts to combat racist attitudes and see this in the context of preventing extremism.

Ministry responsible: Ministry of Labour and Social Inclusion

Statistics and research on equality and living conditions among the Sámi, national minorities, and people with an immigrant background

The Directorate for Children, Youth and Family Affairs is responsible for obtaining knowledge, research, and statistics on equality and living conditions among the Sámi, national minorities, and people with an immigrant background in Norway. This knowledge is used, among other things, to develop effective national and local measures, and is important in efforts to combat discrimination and promote an equal society. The Directorate for Children, Youth and Family Affairs has gathered knowledge about discrimination, attitudes, health and quality of life, education, working life, economy, policies and social life, encounters with public services, hate speech and hate crime, and violence and abuse.

This knowledge has been collated on the Directorate for Children, Youth and Family Affairs' statistics pages [here](#).

Jussbuss, Legal Counselling for Women (JURK), Jussformidlingen, and Jusshjelpa

The Jussbuss and Legal Counselling for Women (JURK) in Oslo, Jussformidlingen in Bergen, and Jusshjelpa in Northern Norway (Tromsø) are all free legal aid services run by law students. Link: [Jussbuss](#)

Legal Counselling for Women (JURK) offers free legal help to anyone who identifies as a woman. The service covers the field of discrimination and JURK assists with complaints to the Anti-discrimination Tribunal. Link: [JURK](#)

Measures Strengthened efforts







48. Action plan to combat anti-Sámi hostility

The Government will draft a separate action plan against discrimination of and hatred towards the Sámi. The plan will highlight the various discrimination challenges that the Sámi face. In the work on the plan, there will be dialogue with the Sámi Parliament and other relevant stakeholders.

Ministry responsible: Ministry of Culture and Equality

attitudes, anti-Semitism, and threats. In recent times, this has become more prolific. The Government is therefore stepping up its efforts to combat anti-Semitism. A new action plan will be presented in 2024. Work on the plan will take place in dialogue with the Jewish minority in Norway and other relevant stakeholders.

Ministry responsible: Ministry of Local Government and Regional Development



49. New action plan against anti-Semitism

There have been two action plans against anti-Semitism for the periods 2016 to 2020 and 2021 to 2023. Several of the measures are ongoing and will not stop even after the plan period ends in 2023. Jews in Norway continue to experience hostile

50. New action plan against the discrimination of and hatred towards Muslims

The Government will draft a new action plan against the discrimination of and hatred towards Muslims. The action plan will be presented in the spring of 2025. Measures in the current action plan will be continued until a new action plan is submitted.

Ministry responsible: Ministry of Culture and Equality

Published by:
Norwegian Ministry of Labour and Social Inclusion

Additional copies may be ordered from:
Norwegian Government Security and Service Organisation
publikasjoner.dep.no
Telephone: + 47 22 24 00 00
Publications are also available on:
www.government.no

Publication number: A-0061 E

Design: Melkeveien designkontor AS
Photo: © Adobe Stock, except photo nr. 2 on page 54; © Konsis.no
03/2024

