



# NORWEGIAN PARTNERSHIP?

*PT07: Mainstreaming gender equality and promoting work-life balance*  
*Programme Presentation*  
Lisbon | 12 February 2014



**Pernille Nesje, Advisor KS' International Projects**  
The Norwegian Association for Local and Regional Authorities (KS)



## Content:

- Presentation of organisations
- Short presentation of KS – The Norwegian Association for Local and Regional Authorities
- Some advice
- Step by step (these steps have also been presented to Norwegians)

# The Norwegian Association for Local and Regional Authorities (KS)

**National members' association for local government:** 428 municipalities, 19 counties and 500 public enterprises (all of them)

- Head Quarter in Oslo
- 8 regional offices
- Office in Brussels – 3 employees
- Appr. 230 employees – about 170 of them are in the Head Quarter in Oslo, and the rest in the 8 regional offices.
- KS is also organized in 17 County Executive Committees.

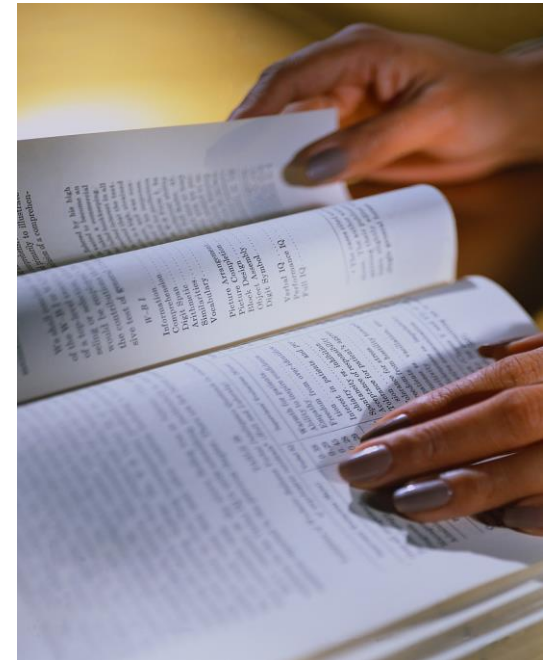
## The roles of KS:

- Interest and employer organization
- Spokesman vis-à-vis central government
- Advisory and consultative body
- Central collective bargaining organization



# 10 Good Advice

1. **Mutual Learning** – “What’s in it for me?”
2. **Added value of Norwegian Partner**
3. **Practical Focus** – Tools, measureable results, not only change of attitudes etc.
4. **Time** – T.T.T
5. **Establish Contact Early** – directly with the organisation
6. **Written Material**
7. **Language** – English
8. **Private Companies** –can also contact NHO
9. **Be proactive!**
10. **Possible Funding for Partner Search?**



# DEFINE YOUR INTEREST

- What is your motivation?
- What is your objective?
- What is your capacity as an organisation?
- What are your strengths and weaknesses?
- What would you like to learn?
- What can you offer?
- What is your target area of cooperation?

→ Then you make the first initial contact with a possible Norwegian partner organisation...



**Working with Norwegians**

Comment (1093)  
E-mail

Politicians from both right and left could learn from the Nordic countries

Feb 2nd 2013 | From the print edition

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SMALLISH countries are often in the vanguard when it comes to reforming government. In the 1980s Britain was out in the lead, thanks to Thatcherism and privatisation. Tiny Singapore has long been a role model for many reformers. Now the Nordic countries are likely to assume a similar role

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# Dark lands: the grim truth behind the

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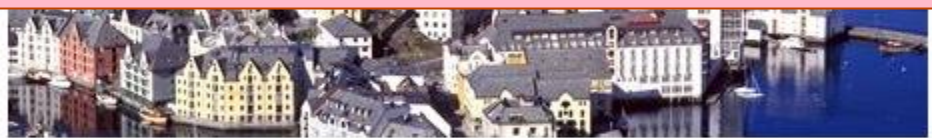
## NORWAY – RESPONSE TO THE ARTICLE

*Agnes Bolsø, associate professor of sociology at the Norwegian University of Science and Technology*

Michael Booth's account doesn't capture the overall sociocultural context of the country. There have been reversals with the newly elected government. These include reducing the father's share of parental leave, the introduction of a new proportion law, as well as tax cuts for the rich, the expansion of private care services, and an expansion of social security. The article also mentions the liberal attacks on collective and sustainable development, but it does not mention that the government is fighting back and provoking lively debate.

**"A very funny reminder to all us smug Nordics who sometimes (always!) brag about our near-perfect corner of the world that hm, maybe not always so perfect after all...!"  
A comment on FB from a friend of mine working for the UN**

None of the contemporary challenges to Norwegian society, or the resistance to them, is mentioned in Booth's random summary of shifts in policy. Yet these are the issues that could genuinely influence whether the country remains a good place to live, and discussing them would be more interesting than the narrow perspective he provides.



Norway ... the nice side, at least. Photograph: Alamy

For the past few years the world has been in thrall to all things Nordic (for which purpose we must of course add Iceland and Finland to the Viking nations of Denmark, Norway and Sweden). "The Sweet Danish Life:

'The grim truth behind the Scandinavian miracle' – the nations respond  
When Michael Booth wrote about the Nordic nations last week, he did not expect the furore that followed. Here, he defends his stance, and

Coffee makers for budget baristas  
Testing the alternatives to expensive hi-tech machines  
58 comments



British surfer rides 'biggest wave'  
Andrew Cotton breaks world record in Portugal

# Some other things to remember with Norwegians:

- The Norwegian communication style is often seen as somewhat '**direct**', and they will get to the point quickly and establish the boundaries before addressing the finer details. Facts and figures are very important and must be accurate.
- Communication (emails, meetings, presentations, documents etc) should be concise, matter of fact and to the point. **Need to know** – not good to know.
- In meetings and negotiations, Norwegians believe that everyone should be included and everyone should be given an opportunity to have a say. They **consider and value all opinions**.
- There is a **strong emphasis on equality** and all members of a negotiating team are of equal value and status.
- There is a **high value placed on proven ability**, and there is a defined management hierarchy. The authority to make a decision may be delegated down the management structure, however, there may also be a need to refer decisions sideways to ensure that all those affected have their say.







- KS is a project partner in one of the pre-defined projects of this programme
- Not DPP
- Can publish on our website, but not very efficient
- Direct contact best

**Other possible relevant websites:**

[www.fokuskvinner.no](http://www.fokuskvinner.no) - list of member organisations in Norway: <http://www.fokuskvinner.no/en/About-FOKUS/Member-organizations/>

Step by step for partnership: [www.eeagrants.org](http://www.eeagrants.org):  
<http://eeagrants.org/Partnerships/Participate-in-projects>

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