



Norwegian Ministry  
of Culture and Equality

Action Plan

# The Norwegian Government's Action Plan on Gender and Sexual Diversity (2023–2026)



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**LGBT+ Dictionary (in Norwegian)**

Scan the QR code for a Norwegian explanation of terms on gender and sexual diversity.

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# Preface

A country is not truly free and democratic unless it guarantees the fundamental human rights of its citizens to be who they are and to live free, independent lives.

We have yet to win the battle for a free, inclusive and safe society for all. In Norway, as well as elsewhere. Too many queer people do not enjoy a good quality of life and good living conditions.

Many queer people have a connection to religious and belief-based communities, and some find their community's view of their gender or sexuality challenging. Queer people from ethnic minority backgrounds can experience discrimination and marginalisation both because of their minority background and

because they transgress gender and sexual norms. Transgender people frequently experience challenges in their lives, particularly in relation to mental health and discrimination. Homophobia and transphobia are also prevalent in sports. Children's sports should be a safe arena for everyone, but unfortunately, this is not always the case.

Across the world, we are seeing progress, but also serious setbacks to the rights of women, ethnic minorities and queer people. The efforts to promote gender and sexual diversity have an international perspective. Together with the other Nordic countries, Norway will take the lead in ensuring that human rights, freedom and diversity benefit all people equally.

## Preface

In the Oslo Pride attack in the early hours of Saturday 25 June 2022, two people were killed and 26 injured. It is important that we stand together and take steps to combat all kinds of extremism.

The goal of the new Action Plan for Gender and Sexual Diversity for the period 2023 to 2026 is to improve queer people's quality of life, safeguard their rights and contribute to greater acceptance of gender and sexual diversity.

The plan sets out priority actions intended to benefit queer people in areas where Norway is facing major challenges.

The actions described in the plan will be implemented within the applicable budgetary limits. The plan is dynamic, and the actions described may be updated and new ones included as required. We will write progress reports on the actions during the plan period.

On behalf of the Government, we look forward to the further work,



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Minister of Labour and  
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Minister of International Development

Oslo, 27 January 2023

**“The goal of the new Action Plan for Gender and Sexual Diversity is to improve queer people’s quality of life, safeguard their rights and contribute to greater acceptance of gender and sexual diversity.”**



# Challenges





# “Many queer people still experience prejudice, discrimination and hate crime.”

Norway ranks high among countries with a high level of equality. In 2022, Norway was ranked fourth on the rainbow map published by the International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA) Europe.<sup>1</sup> Studies show that many queer people in Norway live good lives, and several advances have been made for queer people in Norway and in several other European countries. However, we still face major challenges.

Many queer people experience prejudice, discrimination and hate crime. ‘Homo’ is used as an insult in Norway,<sup>2</sup> and transgender people, in particular, face a great deal of hate speech. We have some way to go before gender and sexual diversity is fully accepted in Norway, and before queer people can enjoy the same quality of life as the general population.

Queer people score significantly worse than the rest of the population on Statistics Norway’s quality of life variables. In Statistics Norway’s 2022 quality of life survey, 48 per cent of non-heterosexuals report low satisfaction with their own mental health, while 25 per cent of heterosexuals report the same.<sup>3</sup> The living conditions survey among queer people shows significant challenges

in living conditions among queer people, especially bisexual and transgender people.<sup>4</sup> In the National Safety Survey 2020, about 15 per cent of queer people stated that they had been subjected to hate crime during the year.<sup>5</sup>

The police do a good and important job to safeguard our common security, and in the police’s Norwegian Citizens Survey, 80 per cent of the population state that they have very high or quite high confidence in the police.<sup>6</sup> In 2022, the police conducted a separate survey to learn more about the level of confidence in the police among queer people.<sup>7</sup> Of the respondents, 37 per cent say they have very or quite high confidence that the police address their needs as queer people, while 30 per cent state that they have very low or quite low confidence. The survey also shows that many queer people experience hate crime or harassment. As many as 40 per cent state that they have been a victim of hate crime in the past two years. Of that 40 per cent, only eight percent have reported the matter to the police. There are various reasons for this, and one important reason is probably a lack of confidence in there being any point in doing so. This is a challenge for queer people, the police and society as

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<sup>1</sup> ILGA’s rainbow map reports on the status of queer rights in Europe each year.

<sup>2</sup> Slaatten, H. and Gabrys, L. (2014). Gay-Related Name-Calling as a Response to the Violation of Gender Norms. *The Journal of Men’s Studies*, 22(1), 28–33

<sup>3</sup> Statistics Norway (2022). Table 13769: Percentage of persons, by sexual orientation, statistical variable, year and satisfaction (StatBank). Oslo/Kongsvinger: Statistics Norway.

<sup>4</sup> Anderssen, N., Eggebø, H., Stubberud, E. and Holmelid, Ø. (2021). Seksuell orientering, kjønns mangfold og levekår. Resultater fra spørreundersøkelsen 2020. Bergen: University of Bergen.

<sup>5</sup> Løvgren, M., Høgestøl, A. and Kotsadam, A. (2022). National Safety Survey 2020. NOVA report 2/22. Oslo: Norwegian Social Research (NOVA).

<sup>6</sup> Kantar Public (2022). The police’s Norwegian Citizens Survey 2021.

<sup>7</sup> The survey was conducted in connection with Oslo Pride in 2022 and had about 10,000 respondents. It is based on self-recruitment and not a representative sample of the population.

a whole. The Norwegian police should be for everyone and should enjoy the confidence of the entire population.

It is positive to see that developments in a number of countries are moving in the right direction in terms of protecting the rights and equal treatment of queer people.<sup>8</sup> Nevertheless, queer people continue to be subjected to stigma, discrimination, violence and arbitrary imprisonment all over the world. In nearly 70 countries, same-sex relations is still a criminal offence, and a number of countries have enacted legislation that prohibits organisations working to promote the human rights of queer people or that restricts freedom of expression concerning same-sex relationships and gender diversity. In humanitarian crises, groups that are already in a vulnerable situation, such as queer people, are particularly vulnerable. Discrimination against queer people is in many places linked to a general worrying deterioration in the situation as regards democracy and the human rights.

### Queer people with minority backgrounds and queer people in religious communities

Research shows that belonging to several minorities can pose specific challenges and involve experiences of multiple or double discrimination. The 2020 living conditions survey among queer people shows that transgender people in particular, but also bisexual men and women, experience discrimination on

several grounds.<sup>9</sup> Queer people from ethnic minority backgrounds can experience discrimination both because of their minority background and because they transgress gender and sexual norms.

Studies show that queer people from ethnic minority backgrounds experience racism, homophobia and prejudice.<sup>10</sup> A study on living conditions among queer people from immigrant backgrounds in Norway shows that 22 per cent of the respondents have attempted to take their own life, and that 30 per cent often feel lonely.<sup>11</sup> In a report from 2022, conditions at asylum reception centres, in introduction programmes and adult education are highlighted as being particularly challenging for queer refugees.<sup>12</sup> The use of interpreters is also considered unsafe.

It is reported that young queer people with a Sámi background in Sápmi experience silence on topics such as sexual orientation, gender identity, gender expression and sex characteristics. This is seen as being linked to traditional gender roles, heteronormative expectations and the position of Laestadianism in Sápmi. Studies show that it can be difficult to be queer in Sámi communities, but that things have changed for the better, partly as a result of there now being more queer Sámi role models. In addition, Sápmi Pride, which is held annually, has contributed to more visibility and acceptance.<sup>13</sup>

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<sup>8</sup> Mendos, L.M., Botha, K., Lelis, R.C., de la Peña, E.L., Savelev, I. and Tan, D. (2020). State-Sponsored Homophobia 2020: Global Legislation Overview Update. Geneva: ILGA World.

<sup>9</sup> Anderssen et al. (2021).

<sup>10</sup> See, among others, Eggebø, H., Karlstrøm, H. and Stubberud, E. (2020). Discrimination and Social Exclusion of Queer Migrants in Norway. *Tidsskrift for kjønnsforskning*, 44(2), 132–152.

<sup>11</sup> Eggebø, H., Stubberud, E. and Karlstrøm, H. (2018). Levekår blant skeive med innvandrerbakgrunn i Norge. Bodø: Nordland Research Institute.

<sup>12</sup> Akin, D., Wold, L.K., Stokke, M. and Skarli, J.B. (2022). På leting etter trygghet: Integrering av LHBTIQ+-flyktninger i Norge. Lillehammer: Eastern Norway Research Institute.

<sup>13</sup> Stubberud, E., Prøitz, L. and Hamidiasl, H. (2018). Den eneste skeive i bygda? Unge lhbt-personers bruk av kommunale helsetjenester, and Løvold, A. (2014). The silence in Sápmi – and the queer Sámi breaking it. Master's degree thesis: UiT The Arctic University of Norway.

Research indicates that queer people with disabilities suffer negative attention, bullying and discrimination, and that several of them experience invisibility and loneliness. People with permanent disabilities are more often subjected to hate speech than people without permanent disabilities, regardless of whether the disability is visible.<sup>14</sup>

Being queer in a religious community can be challenging. This is partly because several religious communities – or individuals or groups in the religious community – do not recognise gender and sexual diversity. The Norwegian Directorate for Children, Youth and Family Affairs has conducted a small-scale survey which found that conversion therapy occurs in Norway, also in relation to minors. It mainly occurs in religious communities and organisations, and in families.

### Transgender people and people with gender incongruence

Attitude surveys show that the Norwegian population is more positive towards queer people today than 15 years ago.<sup>15</sup> However there are still negative attitudes towards people who transgress gender and sexual norms. According to a survey from 2022, 12 per cent of the population express negative attitudes towards transgender people.<sup>16</sup> At the same time, the 2020 living conditions survey among queer people shows that transgender people are the group of queer people in Norway who are most exposed to discrimination, violence and mental ill-health.<sup>17</sup>

The same survey shows that one in four transgender people have experienced direct threats of violence, compared to 14 per cent of the cis people who participated in the survey.<sup>18</sup> Over the past five years, 40 per cent of transgender people had experienced negative comments in the workplace.

In the living conditions survey, transgender people more frequently reported low life satisfaction, while one in three transgender people reported that they had attempted to take their own life. The extent and quality of health care provision has a major impact on living conditions and quality of life, with health services for people with gender incongruence having long been inadequate.

### Queer people in sports

Sport is one of the last gender-divided social arenas. Research shows that breaking with gender and sexual norms can be more difficult in gender-divided settings than in other arenas.<sup>19</sup> Only four per cent of gay men report training with a sports team weekly or more often, compared to 16 per cent of lesbians and about ten per cent of bisexual women and men.

Research and studies show that there has traditionally been a narrow view of masculinity in sports, which has reinforced stereotypes and created barriers to coming out as non-heterosexual.<sup>20</sup> One in three bisexual men are not open about their sexual orientation in their sports club, and nearly one in five trans women report the same.

<sup>14</sup> Eggebø, H., Stubberud, E. and Anderssen, N. (2019). Skeive livsløp. En kvalitativ studie av levekår og sammensatte identiteter blant lhbtis-personer i Norge. Bodø: Nordland Research Institute.

<sup>15</sup> Bufdir (2022). Holdninger til lhbtqi-personer (website). Oslo: Bufdir. Retrieved from [https://www2.bufdir.no/Statistikk\\_og\\_analyse/lhbtqi/Holdninger/](https://www2.bufdir.no/Statistikk_og_analyse/lhbtqi/Holdninger/)

<sup>16</sup> Opinion (2022). Befolkningens holdninger til LHBTIQ-personer. Rapport fra en spørreundersøkelse.

<sup>17</sup> Anderssen et al. (2021).

<sup>18</sup> Ibid.

<sup>19</sup> Eggebø et al. (2019).

<sup>20</sup> Eng, Heidi (2003). Sporting Sexuality. Doing Sex and Sexuality in a Norwegian Sports Context. Doctoral thesis: Norwegian School of Sport Sciences and the Norwegian Football Federation (2012). Skeiv fotball. Homofile og lesbisk erfaringer fra ungdomsfotballen: The Norwegian Football Federation.



## GOAL 1:

# Improve the quality of life of queer people

## SUB-GOALS:

- Improve queer people's mental health
- Strengthen voluntary organisations that promote gender and sexual diversity
- Long-term and systematic work to promote expertise in gender and sexual diversity in the public sector to ensure equitable public services

**Action 1 :**  
**Increase funding for voluntary organisations**

The Norwegian Directorate for Children, Youth and Family Affairs (Bufdir) manages a grant scheme that aims to strengthen gender and sexual diversity in Norway and help improve living conditions and quality of life for queer people. In 2023, the Government will increase the grant scheme for organisations' work on gender and sexual diversity.

**Action 2:**  
**Create a grant scheme for better mental health**

A separate grant scheme will be established to strengthen efforts to improve the mental health of queer people, among other things aimed at user and next-of-kin organisations in the field of mental health and substance abuse.

**Action 3:**  
**Continue the introduction of inclusive language in the health and care services and the dental health service**

The health administration will continue its work to update information, guidelines and other normative products for services and the population at large on the websites Helsenorge.no and Helfo, using inclusive language about gender and sexual diversity.

**Action 4:**  
**Gender and sexual diversity must be incorporated in the work for equitable public services**

In its work for equitable public services, the Government will ensure that consideration is given to gender and sexual diversity.

**Action 5:**  
**Have a regular dialogue with KS about the municipalities' equality work for queer people**

In the bilateral consultation meeting with the Norwegian Association of Local and Regional Authorities (KS), the Minister of Culture and Equality will raise the issue of how the state and the municipal sector can work together to promote equality in society, including for queer people.

**Action 6:**  
**Strengthen the municipalities' equality work as an employer**

In the Minister of Culture and Equality's bilateral consultation meeting with the Norwegian Association of Local and Regional Authorities, the municipalities' efforts to promote equality and non-discrimination as an employer will be given particular focus.



**Action 7:**

**Assess the need for schools to increase their expertise in gender and sexual diversity**

The Government will consider the need for teachers to increase their expertise in LGBT+ issues and, if relevant, implement competence-raising measures in this area.

**Action 8:**

**Have an explicit gender perspective in the white paper on programmes of professional study in the higher education sector**

In consultation with the higher education sector, the Government will consider measures that can contribute to students achieving the learning outcomes described in the national curricula for the programmes and national guidelines in the field. The white paper submitted to the Norwegian parliament, the Storting, on the programmes of professional study in the higher education sector will incorporate an explicit gender and diversity perspective in connection with recruitment to the programmes.

**Action 9:**

**Ensure that the website ung.no provides good information**

The Norwegian Directorate for Children, Youth and Family Affairs (Bufdir) and the Norwegian Directorate of Health will

ensure that the online resource ung.no provides information about sexual orientation, gender identity, gender expression and sex characteristics for children and young people in Norway, as well as about queer people's sexual and mental health.

**Action 10:**

**Create a digital 'rainbow portal'**

The Government will create a website that gathers available, competence-raising resources on gender and sexual diversity for municipalities and county authorities as employers and public authorities, as well as for other providers of public services at the local and regional level.

**Action 11:**

**Strengthen the competence of the police**

There is a need to strengthen competence and knowledge about gender and sexual diversity in both the police's internal work and the external work that addresses how the police solve their tasks and how they meet citizens in different arenas. In dialogue and cooperation with LGBT+ organisations, the police will implement competence-raising measures (e.g. webinars, courses, e-learning) that will be made available to police staff.





## GOAL 2:

# Secure the rights of queer people

## SUB-GOALS:

- Combat hate crime against queer people
- Inclusive working life for queer people
- Ban conversion therapy
- Acceptance of people's own experience of their gender identity

**Action 12:**  
**Propose a bill banning conversion therapy**

In spring 2023, the Government will propose a bill to ban conversion therapy.

**Action 13:**  
**Strengthen the police's preventive work through training and guidance**

The national competence centre against hate crime will contribute to raising police districts' knowledge and competence about hate crime. The competence centre will carry out training for the police districts to strengthen the police's national efforts to prevent and combat hate crime, including hate crime against queer people.

**Action 14:**  
**Further develop statistics and analyses of reported hate crime**

For some time now, the National Police Directorate has prepared an annual analysis of hate crime in order to monitor developments in the reporting of such crimes and cases brought before the courts. The national statistics will be further developed to increase knowledge

about how hate crime affects different groups, including discrimination based on sexual orientation, gender identity and gender expression.

**Action 15:**  
**Establish dialogue and meeting places between the police and queer people**

The police must to a greater extent ensure citizen participation in order to learn more about people's expectations of the police. The police, both nationally and at district level, must take the initiative to establish dialogue and suitable meeting places with different citizen groups. This is important both to ensure mutual exchange of information and to build relationships and trust.

**Action 16:**  
**Include discrimination on grounds of sex characteristics in the Equality and Anti-Discrimination Act**

The Government will submit a proposal to include 'sex characteristics' as separate grounds for discrimination in the Equality and Anti-Discrimination Act and, if relevant, in other legislation.

**Action 17:**  
**Consider introducing a third legal gender category**

The Norwegian Directorate for Children, Youth and Family Affairs (Bufdir) has been assigned the task of presenting an official national study on a third legal gender category. The study will be submitted to the Government in 2023.

**Action 18:**  
**Increase the competence of Norwegian Labour and Welfare Administration (NAV) employees**

The Norwegian Labour and Welfare Service will incorporate knowledge about gender and sexual diversity in its competence-raising efforts in order to strengthen the Service's ability to contribute to good and inclusive working environments. The Norwegian Labour and Welfare Directorate will draw up general guidelines on non-discrimination in connection with employment services. This will include several user groups, also queer people.

**Action 19:**  
**Improve statistics on the working environment and occupational health for queer people**

The Government will improve statistics on working environment and occupational health for queer people by proposing gender identity as a variable in the working environment part of the living conditions survey. The questionnaires for the working environment part of the next living conditions survey will be revised in 2024.



### GOAL 3:

# Create greater acceptance of gender and sexual diversity

### SUB-GOALS:

- Ensure systematic and long-term knowledge development on gender and sexual diversity in a life-cycle perspective
- Make knowledge of queer people's experiences available to the public sector
- Promote queer art, culture and history for the entire population
- Contribute to more positive attitudes towards queer people in the population

**Action 20:**

**Develop a research and development portfolio to increase knowledge**

This initiative will contribute to updated, research-based knowledge on gender and sexual diversity for sector authorities and service providers' efforts to promote gender equality and combat discrimination. Priority should be given to research on queer people with minority backgrounds, queer people in religious communities, transgender people, people with gender incongruence, and inclusive sports.

**Action 21:**

**Acquire more knowledge about older queer people**

During Norway's presidency of the Nordic Council of Ministers for Gender Equality and LGBTI in 2022, a project was launched to compare knowledge about the quality of life and living conditions of older queer people in the Nordic countries. The project is being carried out by Nordic Information on Gender (NIKK) and will culminate in a final conference in November 2023.

**Action 22:**

**Continue to develop indicators to measure progress development**

Indicators for measuring the development of the situation of queer people in Norway will be further developed.

**Action 23:**

**Improve sex education that includes LGBT+**

The Government will continue the ongoing work to support sex education in schools.

In 2023, the Government provides basic funding for FRI (the Norwegian Organisation for Sexual and Gender Diversity), Pink Competency courses in schools and kindergartens, Queer Youth, Sex og Politikk, and the magazine Blikk.

**Action 24:**

**Ensure systematic and long-term development of knowledge in the defence sector**

The Government will work to increase knowledge about gender and sexual diversity in the defence sector through systematic and long-term knowledge development. An example could be the introduction of gender and sexual diversity in the curricula of the Norwegian Armed Forces' education programmes, including e-learning on gender and sexual diversity in the defence sector.

**Action 25:**

**Review medical care practices for children who are born with differences in sex development**

Differences in sex development (DSD) is a collective term for several rare conditions involving atypical sex development. The Government will examine current practices for the assessment and treatment of children who are born with differences in somatic sex development. The need for national standardisation and a stronger professional framework of practices will be assessed, as well as whether legal regulation is required in addition to the current regulations.







## FOCUS AREA 1:

# Queer people with minority backgrounds and queer people in religious communities

## GOALS:

- Improve the quality of life of queer people with minority backgrounds and queer people in religious communities
- Increase acceptance of gender and sexual diversity in minority and religious communities
- Increase knowledge about the situation of queer people with minority backgrounds and queer people from religious communities among relevant actors and the general population
- Create safe meeting places for dialogue about gender and sexual diversity



**Action 26:**

**Provide grants for projects on LGBT+ in religious and belief-based communities**

The Government pays a grant to the Council for Religious and Life Stance Communities in Norway (STL) for a project on LGBT+ in religious and belief-based communities. The project will facilitate dialogue about LGBT+ between religious and belief-based communities and LGBT+ organisations. This measure is also seen in the context of STL's ongoing work on negative social control.

**Action 27:**

**Raise the competence in religious and belief-based communities**

As part of the project on LGBT+ in religious and belief-based communities, the Council for Religious and Life Stance Communities in Norway will prepare material for discussions/courses on LGBT+ to use in these communities.

**Action 28:**

**Collect information about attitudes to queer people in religious and belief-based communities**

As part of the project on LGBT+ in religious and belief-based communities, the Council for Religious and Life Stance Communities in Norway will collect information about attitudes towards queer people in these communities.

**Action 29:**

**Offer regional and local courses for religious and belief-based communities**

Competence on this topic may differ between the various religious and belief-based communities in Norway. The Government will facilitate regional courses and one-day-events on LGBT+ in these communities to help raise competence.

**Action 30:**

**Annual dialogue meetings with the Sámi Parliament about the situation of queer people with Sámi backgrounds**

The Government will hold annual dialogue meetings with the Sámi Parliament with the aim of improving the situation of queer people with Sámi backgrounds.

**Action 31:**

**Support research to develop Sámi terminology on gender and sexual diversity**

The Government will commission a research project on queer historical practices and languages in Sápmi to develop terminology on gender and sexual diversity in the different Sámi languages.

**Action 32:**

**Minority counsellors will be tasked with spreading information about relevant help services**

Minority counsellors in lower and upper secondary schools and adult education have expertise in negative social control, forced marriages and honour-related violence. In their work, they also meet students who seek advice and guidance about LGBT+. Minority counsellors will contribute to making relevant help services known among this target group.

**Action 33:**

**Develop a competence package on LGBT+ for use in Norwegian language tuition, introduction programmes and adult education**

In cooperation with voluntary organisations, the Directorate of Integration and Diversity (IMDi) and the Norwegian Directorate for Higher Education and Skills (HK-dir) will develop support resources that teachers and supervisors in Norwegian language tuition and the introduction programmes can use to increase competence in gender and sexual diversity. These support resources must also include information for school owners and managers in adult education on the use of guidelines for information and reporting between agencies in cases concerning negative social control.

**Action 34:**

**Carry out awareness-raising work aimed at the immigrant population**

The Government will support cooperation between LGBT+ organisations and other organisations on raising awareness among the immigrant population about gender and sexual diversity.

**Action 35:**

**Develop guidance material for interpreters**

A digital guidance package on interpretation related to LGBT+ issues will be developed for interpreters, as well as a terminological guide for interpreters related to LGBT+ issues, with the aim of safeguarding minority language speakers' right to be treated in a safe, open and professional manner.

**Action 36:**

**Commission research on complex discrimination against queer people from ethnic minority backgrounds**

The Government will commission research on complex discrimination against queer people from ethnic minority backgrounds, experiences from voluntary organisations and queer refugees' experiences from the reception, settlement and introduction phases.



## FOCUS AREA 2:

# Transgender people and people with gender incongruence

## GOALS:

- Equitable public services for transgender people and people with gender incongruence
- Comprehensive regional treatment
- Increase knowledge about the experience of transgender people and people with gender incongruence in the workplace to ensure a more inclusive working environments
- Greater acceptance of transgender people and people with gender incongruence



**Action 37:**

**Learn more about transgender people's experiences in the workplace**

The Government will announce a project that will collect information about queer people's experiences of working in the public sector.

**Action 38:**

**Complete comprehensive, regional treatment services for people with gender incongruence**

The regional health authorities will complete the establishment of treatment services for people with gender incongruence in collaboration with users, municipalities, health authorities and the national treatment service at Oslo University Hospital. In addition to assessing and treating patients with gender incongruence, the regional services will contribute to developing knowledge in the specialist health service and in the municipal health and care services. The regional entities will emphasise providing information and guidance to local health trusts and municipal health and care services about diagnoses, treatment and patient pathways related to gender incongruence.

**Action 39:**

**Consider how to increase Nordic cooperation on the treatment of gender incongruence**

More research, knowledge and competence are needed about gender incongruence and how different conditions should be assessed and treated by the health services. At the same time, the prevalence of gender incongruence in the population is low and the medical communities are small. This underlines the importance of good cooperation across national borders. The Government will consider how Nordic cooperation on the treatment of and research on gender incongruence can be strengthened.

**Action 40:**

**Strengthen coordination across the public sector to improve the follow-up of people with gender incongruence**

The Government will strengthen cross-sector cooperation and coordination of services for people with gender incongruence.



Focus area 3:

# Inclusive sports



## GOALS:

- No barriers to participation in sports
- Increased knowledge of queer people's participation in sport
- Promote a good self-image and positive body identity in physical education

### **Action 41:**

#### **Develop knowledge about queer people's participation in sport**

The Government will commission knowledge collection on LGBT+ and queer people's experiences of participating in sports, with the emphasis on what promotes and what hinders openness and participation.

### **Action 42:**

#### **Contribute to increased awareness of the link between sports, gender roles and gender stereotypes**

The Government, in cooperation with the Norwegian Olympic and Paralympic Committee and Confederation of Sports (NIF),

will convene an expert meeting to address challenges related to the link between sports, gender roles and gender stereotypes, and how the latter can constitute barriers to queer people's participation in sport.

### **Action 43:**

#### **Strengthen the Norwegian Directorate for Education and Training's guide to support teaching on gender and sexuality**

The Government will strengthen the Norwegian Directorate for Education and Training's guide in order to support practices and situations that can promote a good self-image and positive body identity in the physical education context.





# Efforts outside Norway's borders

## GOALS:

- Queer people are protected against discrimination, persecution and abuse
- Queer people's living conditions and human rights are safeguarded in development cooperation
- Queer people are protected and have access to basic services in humanitarian crises
- Civil society organisations have the capacity and scope they need to promote inclusion and human rights for queer people.

**Action 44:**

**Draw up a Nordic roadmap to counteract the growing opposition to equality and the rights of queer people**

The Nordic equality ministers will work together to combat setbacks and opposition to equality. A Nordic roadmap will be drawn up that will be followed up through the Nordic cooperation on equality under the auspices of the Nordic Council of Ministers.

**Action 45:**

**Prioritise access to sexual and reproductive health and rights for all**

Together with other countries, Norway will fight against setbacks to gender equality and access to sexual and reproductive health and rights (SRHR) for all. Comprehensive sexuality education in and outside the school system is an important part of this. Efforts on behalf of queer people will be intensified in accordance with the new guidelines for the foreign service's work on SRHR. Queer people and queer organisations will be involved in the work on promoting SRHR at the national level and

in multilateral forums. Norway will also contribute to enhancing the inclusion of queer people's needs in research on SRHR and HIV in the primary health service and health systems.

**Action 46:**

**Advocate for equality and human rights for queer people in multilateral organisations**

Through building alliances with other countries and participating in relevant UN organisations, the World Bank and global funds, Norway will advocate for a more systematic approach to the inclusion of queer people in the work on the UN's Sustainable Development Agenda and the fight against poverty. Information material about safeguarding the rights of queer people will be developed for use in relevant forums. Queer people's rights will be included in the Government's upcoming Action Plan for Women's Rights and Gender Equality in Foreign and Development Policy, and Norway will contribute to the inclusion of queer people through efforts in organisations such as UN Women and the United Nations Population Fund.



**Action 47:**

**Emphasise dialogue with queer representatives and provide financial support to queer organisations**

Dialogue and cooperation with LGBT+ activists and their organisations in different countries are crucial if we are to succeed in promoting the human rights and inclusion of queer people. Norway will contribute to ensuring that the voices of queer people are heard, and will coordinate efforts at the country level and in international forums in dialogue and cooperation with queer people themselves. Through grants for Norwegian, international and local LGBT+ organisations and by exchanging knowledge and experience, Norway will help to strengthen these organisations' capacity.

**Action 48:**

**Prioritise and continue efforts to promote queer rights in Europe through the EEA and Norway Grants.**

Through the EEA and Norway Grants, Norway helps to reduce social and eco-

nomic disparities in Europe. A fund to support civil society is mandatory in all beneficiary countries. Norway will prioritise and continue its efforts for LGBT+ people in new negotiations with the EU and the beneficiary countries for the next EEA and Norway Grants period after 2024.

**Action 49:**

**Contribute to ensuring that queer people's need for protection and basic services is addressed in humanitarian responses**

Through Norwegian and international humanitarian organisations, Norway provides significant humanitarian aid to countries affected by crisis and conflict. In its dialogue and cooperation with other states and donors, the UN and humanitarian organisations, Norway will contribute to safeguard queer people's particular needs for protection and health services in humanitarian efforts. Norway will work to increase the inclusion of queer people and queer organisations in the development and implementation of humanitarian efforts.

**“We have yet to win the battle for a free, inclusive and safe society for all.”**



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