

Norway

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
87.5	75.8	97.5

Women, Business and the Law 2024 (WBL 2024) identifies barriers for women's economic empowerment in three areas: women's legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Norway, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Oslo). The scores for Norway are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	25.0	100.0	100.0	100.0	100.0	100.0	100.0	50.0	100.0	100.0
Supportive frameworks score	75.0	66.7	100.0	100.0	66.7	66.7	100.0	66.7	66.7	50.0
Expert opinions score	75.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

In summary, the **WBL 2.0 legal frameworks score** for Norway (87.5 out of 100.0) is higher than the global average (64.2) and higher than the High income: OECD regional average (84.9). When it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, laws affecting childcare, laws affecting women's property and inheritance and laws affecting the size of a woman's pension, Norway obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Norway is on the indicator measuring laws affecting women's safety. To improve on the Safety indicator, Norway may wish to consider putting in place legislation on domestic violence, introducing legislation on femicide and introducing legislation on child marriage.

The **WBL 2.0 supportive frameworks score** for Norway (75.8 out of 100.0) is higher than the global average (39.5) and higher than the High income: OECD regional average (68.1). When it comes to supportive frameworks affecting women's decisions to work, supportive frameworks affecting women's pay and supportive frameworks affecting childcare, Norway

obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Norway is on the indicator measuring supportive frameworks affecting the size of a woman's pension. To improve on the Pension indicator, Norway may wish to consider putting incentives in place to increase women's retirement benefits.

The **WBL 2.0 expert opinions score** for Norway (97.5 out of 100.0) is higher than the global average (65.7) and higher than the High income: OECD regional average (82.9). When it comes to expert opinions on freedom of movement, expert opinions on women's decisions to work, expert opinions on women's pay, expert opinions on marriage, expert opinions on women's work after having children, expert opinions on childcare, expert opinions on women starting and running a business, expert opinions on women's property and inheritance and expert opinions on women's pensions, Norway obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Norway is on the indicator measuring expert opinions on women's safety.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Does the law address child marriage?	No	No applicable provisions could be located
Does the law address sexual harassment?	Yes	Equality and Anti-Discrimination Act, Secs. 13, 26 and 38; Criminal Code, Sec. 298
Does the law address domestic violence?	No	No applicable provisions could be located
Does the law address femicide?	No	No applicable provisions could be located
Mobility		
Can a woman choose where to live in the same way as a man?	Yes	No restrictions could be located
Can a woman travel internationally in the same way as a man?	Yes	Passport Act, Sec. 3
Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
Do a woman and a man have equal rights to confer citizenship on their spouses and their children?	Yes	Norwegian Citizenship Act, Secs. 4-6 and 12
Workplace		
Can a woman get a job in the same way as a man?	Yes	No restrictions could be located
Does the law explicitly prohibit discrimination in recruitment based on marital status, parental status, and age?	Yes	Equality and Discrimination Act, Chapter 2 Sec. 6 and Chapter 5 Sec. 29
Does the law prohibit discrimination in employment based on gender?	Yes	Working Environment Act, Sec. 13-1,13-2; Equality and Anti-Discrimination Act, Sec. 29, cf. Sec. 6
Does the law allow employees to request flexible work?	Yes	Working Environment Act, Sec. 10-2 Para. 3; Royal Decree March 2022
Pay		
Does the law mandate equal remuneration for work of equal value?	Yes	Equality and Anti-Discrimination Act, Sec. 34
Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Marriage		
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	No applicable provisions could be located
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	No restrictions could be located
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Marriage Act, Ch. I
Does a woman have the same rights to remarry as a man?	Yes	Marriage Act, Ch. I
Parenthood		



Is paid leave of at least 14 weeks available to mothers?	Yes	National Insurance Act, Secs. 14-9 and 14-12; Amendment Act to the National Insurance Act and the Cash Support Act, Part I
Are leave benefits for mothers paid solely by the government?	Yes	National Insurance Act, Sec. 14-9
Is paid leave available to fathers?	Yes	National Insurance Act, Secs. 14-9 and 14-12; Amendment Act to the National Insurance Act and the Cash Support Act, Part I
Is dismissal of pregnant workers prohibited?	Yes	Working Environment Act, Sec. 15-9
Childcare		
Does the law establish the provision of center-based childcare services?	Yes	Kindergarten Act No. 64 of June 2005, Secs. 1a, 2b, 10 and 19; Official Website of Oslo Municipality
Does the law establish any form of support for families for childcare services?	Yes	Cash Support Act of 1998, Secs. 2, 3 and 7; Regulations on Parental Payment in Kindergartens of 2005, Secs. 3-3d; National Insurance Act of 1997, Secs. 15-10; Tax Act of 1999, Secs. 6-48
Does the law establish any form of support for nonstate childcare providers?	Yes	Kindergarten Act No. 64 of 2005, Sec. 19; Regulations on the Allocation of Grants to Private Kindergartens, Secs. 1 and 3; Official Website of the Norway Government; Official Website of the Oslo Municipality; Guidelines for Grants to Private Kindergartens of 2018
Does the law establish quality standards for the provision of center-based childcare services?	Yes	Kindergarten Act No. 64 of 2005, Secs. 25, 26 and 48; Regulation on Educational Staffing and Dispensation in Kindergartens of 2017, Note 2; Official Website of Oslo Municipality; Official Website of the Norwegian Directorate for Education and Training
Entrepreneurship		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Enterprise Registry Law, Ch. III
Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
Does the law prescribe a gender quota for corporate boards?	Yes	Norwegian Public Limited Liability Companies Act, Arts. 6-11a
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
Assets		
Do a woman and a man have equal administrative power and ownership rights to immovable property, including land?	Yes	Marriage Act, Sec. 31; The Land Registrations Act, Sec. 4-6
Do sons and daughters have equal rights to inherit assets?	Yes	Inheritance Act, Sec. 1
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Inheritance Act, Sec. 6
Does the law provide for the valuation of nonmonetary contributions?	Yes	Marriage Act, Secs. 31 and 57-59
Pension		
Are the ages at which a woman and a man can retire with full pension benefits the same?	Yes	National Insurance Act, Sec. 20-2
Are the ages at which a woman and a man can retire with partial pension benefits the same?	Yes	National Insurance Act, Secs. 20-2 and 20-10
Is the mandatory retirement age for a woman and a man the same?	Yes	Working Environment Act, Working Hours and Employment Protection, Sec. 15-13a
Are periods of absence due to childcare accounted for in pension benefits?	Yes	National Insurance Act, Secs. 3-16 and 20-8

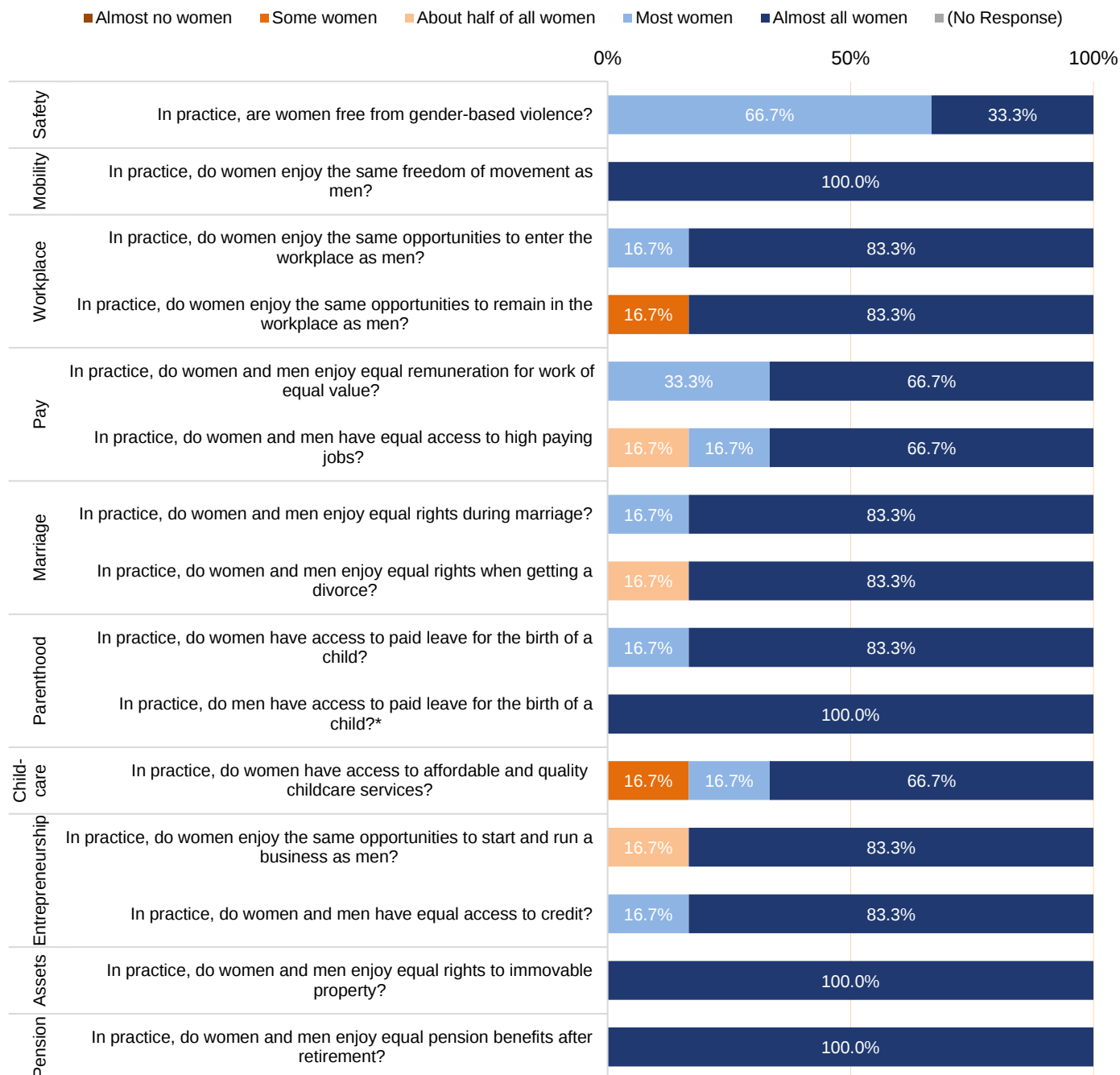
WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	Yes	County Governor; MiRA Center; Police Academy
Are special procedures in place for cases of sexual harassment?	Yes	The Anti-Discrimination Tribunal

Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women?	Yes	Inter-ministerial Working Group against Domestic Violence
Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs?	No	Insufficient evidence located
Mobility		
Are passport application processes the same for a woman and a man?	Yes	Passport application procedures
Are the application processes for official identity documents the same for a woman and a man?	Yes	ID application procedures
Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation?	No	Insufficient evidence located
Workplace		
Does a specialized body receive complaints about gender discrimination in employment?	Yes	Equality and Anti-Discrimination Act, Chapter 6 Sec. 35
Has the government published guidelines on nondiscrimination based on gender in recruitment?	Yes	Equality and Discrimination Ombudsman
Has the government published guidelines on flexible work arrangements?	Yes	The Norwegian Labor Inspection Authority
Pay		
Are pay transparency measures or enforcement mechanisms in place to address the pay gap?	Yes	Equality and Anti-Discrimination Act, Secs. 26, 26a, 32 and 35
Have sex-disaggregated data on employment in different industries or sectors been published?	Yes	Statistics Norway: Number of employment and earnings
Marriage		
Is there a fast-track process or procedure for family law disputes?	Yes	Conciliation Boards
Are there specialized family courts?	No	Insufficient evidence located
Is legal aid available for family law disputes?	Yes	Legal Aid under the Ministry of Justice and Public Security
Parenthood		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Norwegian Labour and Welfare Organization (NAV) Website, Application for Parental Allowance
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	Yes	Working Environment Act, Secs. 12 and 15
Have sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
Childcare		
Is there a publicly available registry or database of childcare providers?	Yes	Official Website of Oslo Municipality
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Cash Support Act of 1998, Secs. 14-16; Regulations on Parental Payment in Kindergartens of 2005, Secs. 3d-3e; Official Website of the Norwegian Labor and Welfare Administration
Is there a clearly outlined application procedure to request financial support from the government for childcare services by nonstate childcare providers?	Yes	Regulations on the Allocation of Grants to Private Kindergartens of 2015, Secs. 1-4; Kindergarten Act No. 64 of 2005, Sec. 19
Has the government published any reports on the quality of childcare services?	Yes	Official Website of the Directorate of Education (Education Mirror of 2022)
Entrepreneurship		
Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published?	Yes	Statistics Norway
Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development?	Yes	Nordic Diversity and Inclusion initiative
Does a current national government plan or strategy focus on women's access to financial services?	No	Insufficient evidence located
Assets		
Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)?	Yes	The Land Registrations Act, Sec. 13; Marriage Act, Sec. 31

Are awareness measures in place to improve women's access to information about marital and inheritance rights?	Yes	Comprehensive information page: Norge.no
Have anonymized sex-disaggregated data on property ownership been published?	No	Insufficient evidence located
Pension		
Are incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
Is a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Norwegian Labour and Welfare Organization (NAV) website; National Insurance Act, Chapter 21 Sec. 21-12

WBL 2.0 distribution of expert opinion responses



*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.