

Norway

Women, Business and the Law 2020 presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Oslo). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Norway scores 96.9 out of 100**. The overall score for Norway is higher than the regional average observed across High income (OECD) countries (94.7).

Norway - Scores for Women, Business and the Law 2020



Relative Strengths

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, gender differences in property and inheritance, and laws affecting the size of a women's pension, Norway gets a perfect score.

Areas for Improvement

However, when it comes to constraints on women's starting and running a business, Norway could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Norway is on the indicator related to constraints on women's starting and running a business (the WBL2020 Entrepreneurship Indicator). To improve on the Entrepreneurship Indicator, Norway may wish to consider making access to credit easier for women by prohibiting gender-based discrimination in financial services.

Recent Reforms (2018-2019)

No reforms impacting the WBL2020 indicators have been observed during the past two years.



	QUESTION	ANSWER	LEGAL BASIS
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 outside her home in the same way as a man?	Yes	No restrictions could be located
	Can a woman apply for a passport in the same way as a man?	Yes	Passport Act, Sec. 3
	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
Workplace	Can a woman get a job in the same way as a man?	Yes	No restrictions could be located
	Does the law prohibit discrimination in employment based on gender?	Yes	Working Environment Act, Sec. 13-1
	Is there legislation on sexual harassment in employment?	Yes	Equality and Anti-Discrimination Act, Secs. 13 and 26
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> No applicable provisions could be located <i>Civil:</i> Equality and Anti-Discrimination Act, Secs. 13 and 26
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Gender Equality Act, Sec. 21
	Can women work the same night hours as men?	Yes	No restrictions could be located
	Can women work in jobs dangerous in the same way as men?	Yes	Jobs deemed hazardous: No restrictions could be located Jobs deemed arduous: No restrictions could be located Jobs deemed morally inappropriate: No restrictions could be located
	Are women able to work in the same industries as men?	Yes	Mining: No restrictions could be located Construction: No restrictions could be located Factories: No restrictions could be located Agriculture: No restrictions could be located Energy: No restrictions could be located Water: No restrictions could be located Transportation: No restrictions could be located Other: No restrictions could be located
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	No applicable provisions could be located
	Can a woman be head of household in the same way as a man?	Yes	No restrictions could be located
	Is there legislation specifically addressing domestic violence?	Yes	Criminal Code, Sec. 282 and 283
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	No restrictions could be located
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
	Is paid leave of at least 14 weeks available to mothers?	Yes	No applicable provisions could be located
	Does the government pay 100% of maternity leave benefits?	Yes	National Insurance Act, Sec. 14-9
	Is there paid paternity leave?	Yes	No applicable provisions could be located
	Is there paid parental leave?	Yes	National Insurance Act, Sec. 14-9
Entrepren.	Is dismissal of pregnant workers prohibited?	Yes	Working Environment Act, Sec. 15-9
	Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
	Can a woman sign a contract in the same way as a man?	Yes	No restrictions could be located
	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
Assets	Can a woman open a bank account in the same way as man?	Yes	No restrictions could be located
	Do men and women have equal ownership rights to immovable property?	Yes	Marriage Act, Sec. 31
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Inheritance Act, Sec. 1
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Inheritance Act, Sec. 6
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Marriage Act, Sec. 31; Law on Joint Ownership
Pension	Does the law provide for the valuation of nonmonetary contributions?	Yes	Marriage Act, Sec. 31
	Are the ages at which men and women can retire with full pension benefits equal?	Yes	Women: National Insurance Act, Secs. 19-4 and 20-2 Men: National Insurance Act, Secs. 19-4 and 20-2
	Are the ages at which men and women can retire with partial pension benefits equal?	Yes	Women: National Insurance Act, Secs. 19-4, 19-8, 20-2 and 20-10 Men: National Insurance Act, Secs. 19-4, 19-8, 20-2 and 20-10
	Are the mandatory retirement ages for men and women equal?	Yes	Women: Act on Working Environment, Working Hours and Employment Protection, Sec. 15-13a Men: Act on Working Environment, Working Hours and Employment Protection, Sec. 15-13a
	Are periods of absence due to child care accounted for in pension benefits?	Yes	National Insurance Act, Secs. 3-16 and 20-8