

Norway

Women, Business and the Law 2023 (WBL2023) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across 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 OECD high-income economies (95.3). Within the OECD high-income region, there are 14 economies that score 100 out of 100.

Norway - Scores for Women, Business and the Law 2023



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 woman's pension, Norway gets a perfect score.

Areas for Improvement

However, when it comes to constraints on women 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 measuring constraints on women starting and running a business (the WBL2023 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

No reforms were observed during the past year (October 2nd, 2021 – October 1st, 2022).



Further data details for Norway are available at:

<https://wbl.worldbank.org/en/data/exploreconomies/norway/2023>



| | 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; Passport application procedures |
| | 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; Equality and Anti-Discrimination Act, Sec. 29, cf. Sec. 6 |
| | 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, Sec. 38 |
| 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 in the same way as a man? | Yes | No restrictions could be located |
| | Is there legislation specifically addressing domestic violence? | Yes | Criminal Code, Secs. 282 and 283 |
| | Can a woman obtain a judgment of divorce in the same way as a man? | Yes | Marriage Act, Ch. I |
| Parenthood | Does a woman have the same rights to remarry as a man? | Yes | Marriage Act, Ch. I |
| | Is paid leave of at least 14 weeks available to mothers? | Yes | See parental leave |
| | Does the government pay 100% of maternity leave benefits? | Yes | National Insurance Act, Sec. 14-9 |
| | Is paid leave available to fathers? | Yes | see parental leave |
| | Is there paid parental leave? | Yes | National Insurance Act, Secs. 14-9 and 14-12; Amendment Act to the National Insurance Act and the Cash Support Act, Part I |
| Entrepreneurship | 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 | Enterprise Registry Law, Ch. III |
| Assets | Can a woman open a bank account in the same way as a 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 |
| | Does the law provide for the valuation of nonmonetary contributions? | Yes | Marriage Act, Secs. 31 and 57-59 |
| Pension | Is the age at which men and women can retire with full pension benefits the same? | Yes | National Insurance Act, Sec. 20-2 |
| | Is the age at which men and women can retire with partial pension benefits the same? | Yes | National Insurance Act, Secs. 20-2 and 20-10 |
| | Is the mandatory retirement age for men and women 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 |