

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 | | |
| Is there legislation on domestic violence? | No | No applicable provisions could be located |
| Is there legislation on femicide? | No | No applicable provisions could be located |
| Is there comprehensive legislation on sexual harassment? | Yes | Equality and Anti-Discrimination Act, Secs. 13, 26 and 38; Criminal Code, Sec. 298 |
| Is there legislation on child marriage? | No | No applicable provisions could be located |
| Mobility | | |
| Can a woman travel internationally in the same way as a man? | Yes | Passport Act, Sec. 3 |
| 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 |
| Do women and men have equal rights to confer citizenship to 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 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 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 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 an industrial job 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 |
| Marriage | | |
| Can a woman be "head of household" or "head of family" in the same way as a man? | Yes | No restrictions could be located |
| 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 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 | | |

| | | |
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| 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 there 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 provision of childcare services in center-based settings? | 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 to 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 to non-state 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 childcare services in center-based settings? | 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 on 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 men and women 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 from their parents? | 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 men and women can retire with full pension benefits equal? | Yes | National Insurance Act, Sec. 20-2 |
| Are the ages at which men and women can retire with partial pension benefits equal? | Yes | National Insurance Act, Secs. 20-2 and 20-10 |
| Is the mandatory retirement age for men and women equal? | 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 there special procedures for cases of sexual harassment? | Yes | The Anti-Discrimination Tribunal |

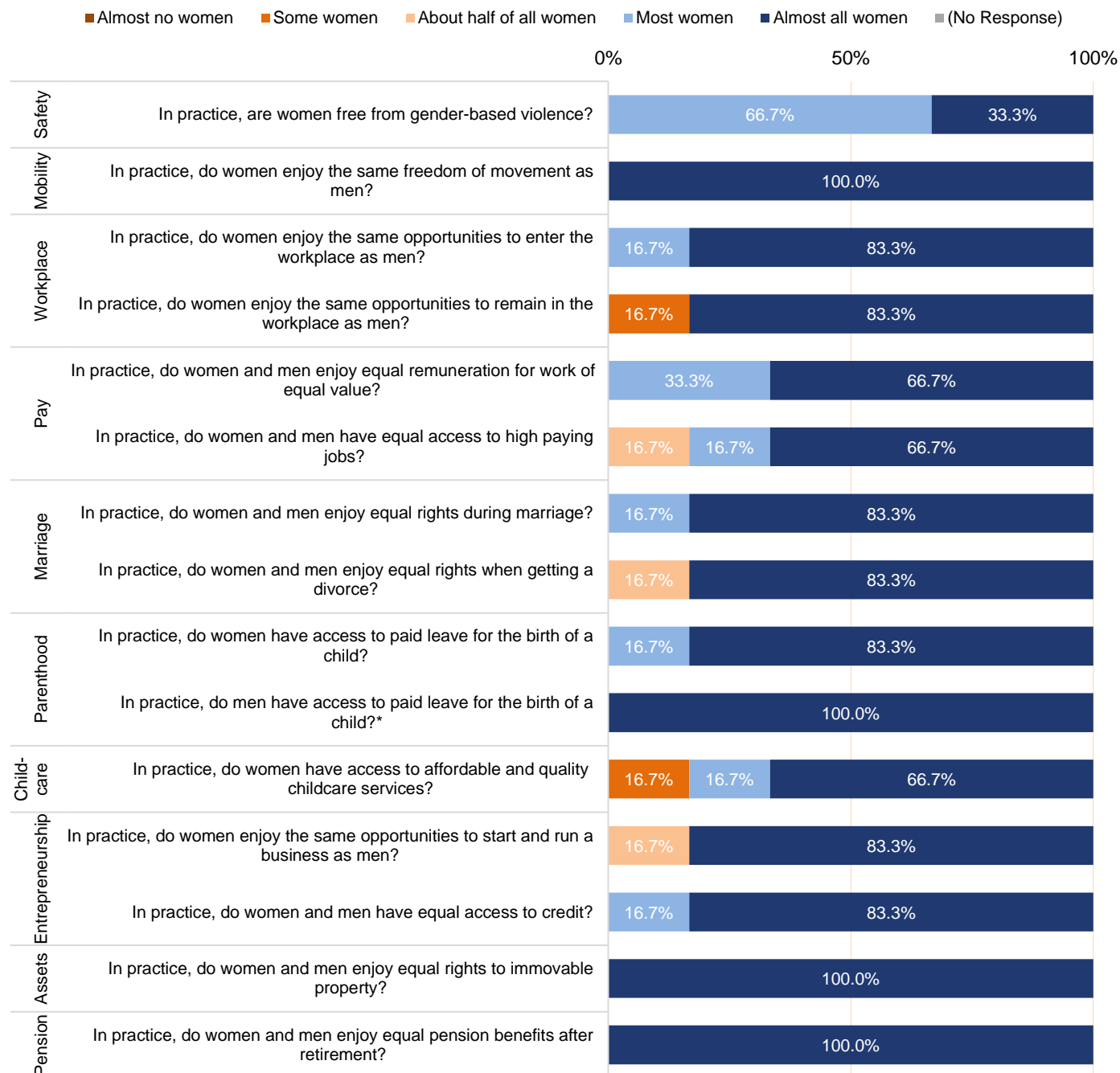
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|--|-----|--|
| Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women? | Yes | Inter-ministerial Working Group against Domestic Violence |
| Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs? | No | Insufficient evidence located |
| Mobility | | |
| Are passport application processes the same for women and men? | Yes | Passport application procedures |
| Are the application processes for official identity documents the same for women and men? | Yes | ID application procedures |
| Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation? | No | Insufficient evidence located |
| Workplace | | |
| Has the government published guidelines on non-discrimination 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 |
| Is there a specialized body that receives complaints about gender discrimination in employment? | Yes | Equality and Anti-Discrimination Act, Chapter 6 Sec. 35 |
| Pay | | |
| Are there pay transparency measures or enforcement mechanisms to address the gender pay gap? | Yes | Equality and Anti-Discrimination Act, Secs. 26, 26a, 32 and 35 |
| Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis? | 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 |
| Has 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 non-state 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 quality of childcare services within the last 3 years? | Yes | Official Website of the Directorate of Education (Education Mirror of 2022) |
| Entrepreneurship | | |
| Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis? | Yes | Statistics Norway |
| Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment? | Yes | Nordic Diversity and Inclusion initiative |
| Is there a current national government plan or strategy with a focus on women's access to financial services? | No | Insufficient evidence located |
| Assets | | |



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|---|-----|--|
| Are there mechanisms or incentives to encourage women to register immovable property? | Yes | The Land Registrations Act, Sec. 13; Marriage Act, Sec. 31 |
| Are there awareness measures in place to improve women's access to information about marital and inheritance rights? | Yes | Comprehensive information page: Norge.no |
| Is anonymized sex-disaggregated data on property ownership published on a regular basis? | No | Insufficient evidence located |
| Pension | | |
| Are there incentives in place to increase women's retirement benefits? | No | Insufficient evidence located |
| Is there 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.