

Equal pay gap, Norway

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Agenda

- **The equal pay gap in Norway**
- **Reasons why**
- **Legislation and more**



Equal pay – how do we measure it

Pay gap – full time – 12,9 % (2018)

→ Women earn 87,1% of mens salary

«Real» difference

Women earn 40% less than men mainly due to women working part time



«Open book policy»

In Norway the authorities offers an open book policy concerning the income and taxes of its inhabitants

You can do a search in the tax lists from October and one year ahead

§ 32 in legislation on Equality and Discrimination – ask to know your colleagues salary if you suspect discrimination





Why?



Historical reasons



Foto: Atelier KK



Men and women work in different places (horizontal diversion)



Fra Dagsavisen



Fra Klimatilpasning.no



Men and women work in different places in the hierarchy – vertical diversion



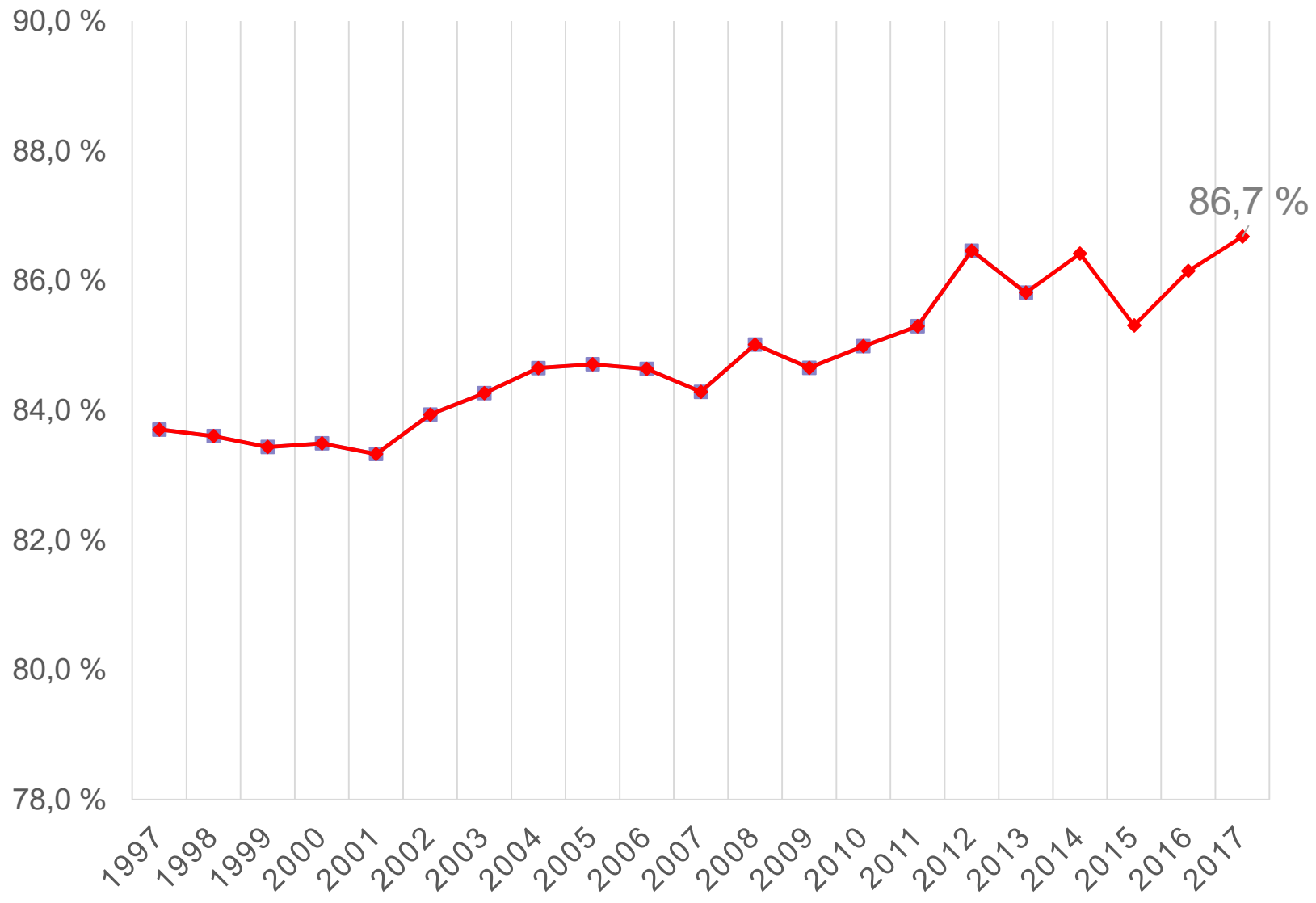
Core topplederbarometer 200 (2017)



Parental leave



SLOWLY, SLOWLY...





Legislation: active measures&reports



DNB



- Equal pay fund 18 mill NOK
- Top management 50/50
- Always two top candidates for leadership positions M/F
- Recognizes that they still have an equal pay gap

Sparebanken Sogn og Fjordane



New legislation from 1.1.2020

- Employers duty to prevent discrimination and promote equal rights and opportunities
- **Employers duty to report on this work**

This work must be performed in cooperation with employees



Gender

Genderbased violence

Disability

**Pregnancy
Parental leave
Adoption**

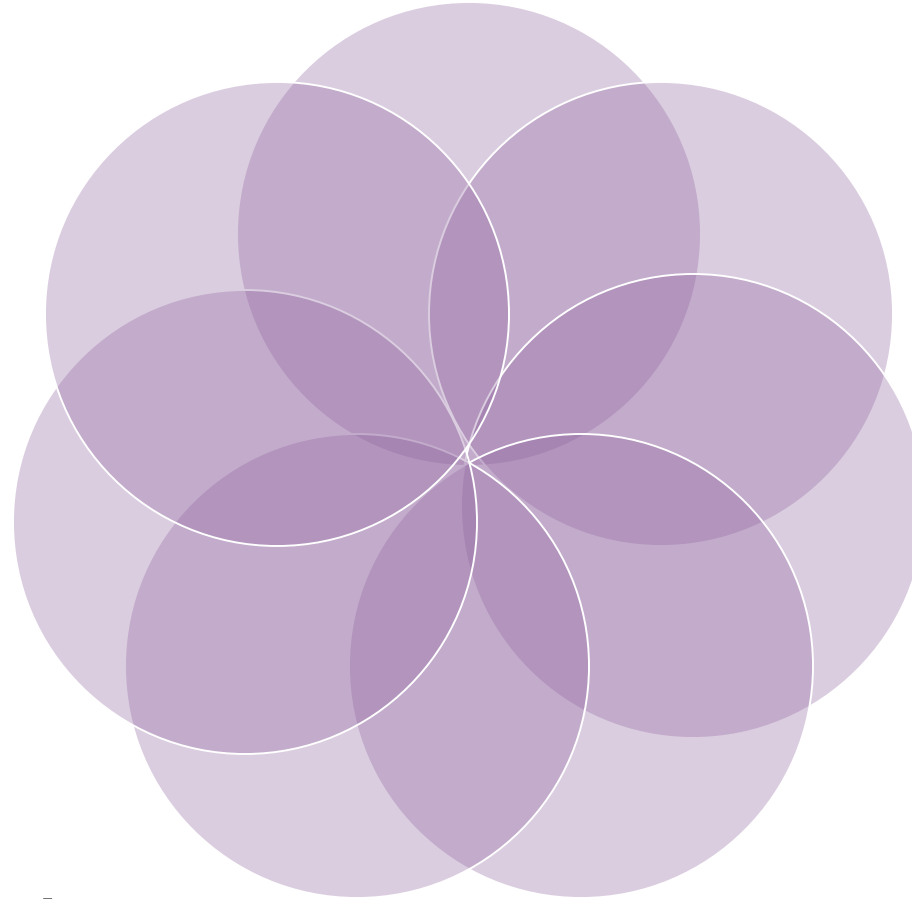
**Sexual
orientation**

Caretaker duties

**Transgender identity
or expression**

Ethnicity

Religion and other beliefs



Report on gender equality:

- **Gender balance**
- **Results from the salary survey**
- **Part time work (willing and unwilling)**
- **Proportion of temporary employees**
- **Proportion in parental leave**