

Denmark's 2006 Gender-Disaggregated Wage Statistics Law — Pay Transparency Cut the Gender Pay Gap by 2 Points

Gender Equality · Good practice · Denmark

Quality score: 74/100

Evidence strength: Strong

Summary

Denmark's 2006 law obliging firms to report gender-disaggregated wage statistics narrowed the gender pay gap by about 2 percentage points (13%), mainly by slowing male wage growth, without affecting profitability.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	1/1
Effectiveness	1/1
Efficiency	0/1
Evaluated outcomes	1/1
Sustainability	0/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-10-03

[Danish Parliament / Danish Ministry of Employment](#) — accessed 2026-10-03

[NBER Working Paper 25435](#) — accessed 2026-10-03

[INSEAD publication page \(Journal of Finance 2022\)](#) — accessed 2026-10-03

[University of Copenhagen research portal](#) — accessed 2026-10-03

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