

Denmark's Mandatory Gender-Segregated Wage Statistics Law (2006)

Gender Equality · Good practice · Denmark

Quality score: 85/100

Evidence strength: Strong

Summary

Since 2006, Danish firms with 35+ employees must publish gender-segregated wage statistics. A quasi-experimental study of 2003-2008 payroll data found this narrowed the gender pay gap by about 7%, mainly by slowing men's wage growth, with a productivity trade-off.

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	1/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

C-NAPSE web research — accessed 2026-09-05

Folketinget (Danish Parliament) / Beskæftigelsesministeriet (Ministry of Employment) — accessed 2026-09-05

INSEAD Knowledge: "Wage Transparency Works" — accessed 2026-09-05

Bennedsen et al., "Do Firms Respond to Gender Pay Gap Transparency?", Journal of Finance (2022) — accessed 2026-09-05

Cite this — Evidoria. *Denmark's Mandatory Gender-Segregated Wage Statistics Law (2006)*. Persistent ID: 2ece1ee3-0180-43d4-bb96-2993f8b6e601.