

Norway's Mandatory Gender Pay Equity Survey — Lønnskartlegging under the Equality and Anti-Discrimination Act (2018/2020)

Gender Equality · Good practice · Norway

Quality score: 89/100

Evidence strength: Observational / pre–post

Summary

Norway's 2020-strengthened Equality Act requires all public and private employers with 50+ employees to conduct biennial gender pay mapping (lønnskartlegging) via a four-step method, scrutinised by the Equality Ombud. Norway's gender pay gap (~12%) is below the EU average (16%).

Key dimensions

Dimension	Score
Transferability / replicability	3/3
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 2026-06-23

[Likestillings- og diskrimineringsombudet \(Equality and Anti-Discrimination Ombud — LDO\), Norwegian Government](#) — accessed 2026-06-23

[L&E; Global – Norway pay equity laws overview](#) — accessed 2026-06-23

[Trusaic – Norway pay equity requirements](#) — accessed 2026-06-23

[Nordic Council: Pay equity legislation in the Nordic region \(Temanord 2024-548\)](#) — accessed 2026-06-23

Cite this — Evidoria. *Norway's Mandatory Gender Pay Equity Survey — Lønnskartlegging under the Equality and Anti-Discrimination Act (2018/2020)*. Persistent ID: 02760dad-e8b3-4680-953b-a9ae58b22267.