



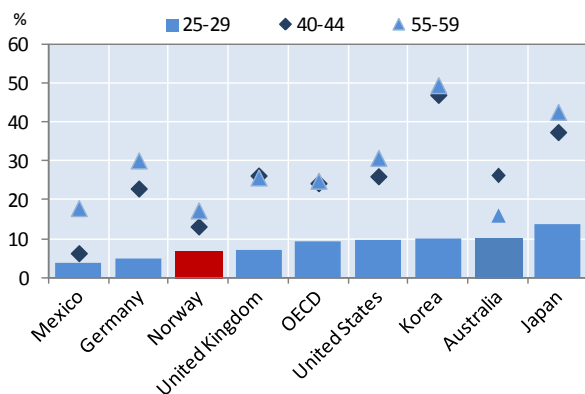
Among the best achievers, but strong segmentation in educational and occupational choices remains

Norwegian women have high education and employment participation compared with other OECD countries. Boys often lag behind in student performance in secondary schools, and girls outnumber boys in successfully [completing upper secondary](#) education within the stipulated time by more than 15 percentage points. Young women made up 58% of students entering tertiary education in 2009.

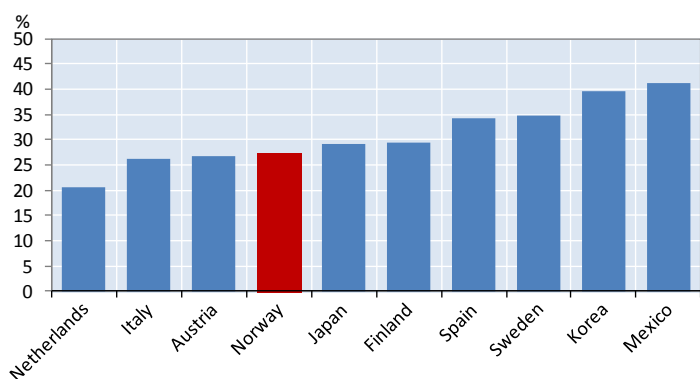
In 2011, 73% of Norwegian women aged 15-64 were employed, about 16 percentage points above the OECD average. The gender gap in labour force participation has halved over the last two decades to 5 percentage points in 2011. The Norwegian systems of student financing, parental leave and affordable formal child care of high quality has played an important role in achieving these results. In Norway, women occupy 40% of parliamentary seats and 40% of [board seats](#) in listed companies, as related to the introduction of the legal requirement in 2006 that both men and women have to make up at least 40% of boards of companies listed on the stock exchange (and a range of other companies).

Young women may have overtaken young men in levels of educational attainment, but there remain persistently wide gender gaps when it comes to the field of study: in 2010 the proportion of tertiary degrees awarded to Norwegian women was 83% in health and welfare studies but only 20% in computer sciences. Because of the different educational choices, female employment tends to be concentrated in fewer [occupations](#) than men: in 2009, half of the working women in Norway were employed in seven occupations while this concerned 14 occupations for men.

Gender pay gap in earnings across the earnings distribution



The proportion of female individually-owned enterprises in Norway is lower than in many OECD countries



At median incomes, the gender pay gap in Norway is among the lowest in the OECD. Wage gaps are narrow at the bottom end of the earnings distribution but wider at the top: top female earners make on average 17% less than their male counterpart, suggesting the existence of the so-called “glass ceiling”.

Women are a major untapped resource of business creation. The proportion of [individually-owned enterprises](#) owned by women in Norway was 27% in 2010. In 2008, the Norwegian government launched an integrated national plan to promote female entrepreneurship. The plan provides dedicated resources and targets related to the financing of growth and innovation in women-owned firms as well as the right to maternity and parental benefits for the self-employed.

In addition to measures for promoting female entrepreneurship, Norway will achieve further progress in gender equality by finding ways of getting men and women to take up a broader range of fields of study and occupations.