

Norwegian Wage Analysis (Lønn)

Insights from Statistics Norway (SSB)

Data Analyst

2025-12-29

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1 Executive Summary

! Key Findings at a Glance

Table 1: Executive Summary Metrics

Metric	Value	Insight
Average Monthly Salary (Q3 2025)	59,250 kr	National average across all employees
Median Monthly Salary (Q3 2025)	53,970 kr	50% earn below this amount
Gender Wage Gap	10.9%	Men earn ~6,800 kr/month more
Highest Paying Region	Oslo: 67,170 kr	13.4% above national average
Total Wages in Economy (2024)	1,767 billion kr	Up 170% since 2005

Sources: SSB Tables 11652, 11654, 09174 | **Period:** Q3 2025 (current wages), 2005-2024 (historical) | **Measure:** Average monthly earnings for employees

Definitions & Scope

Table 2: Key Definitions

Term	Definition	SSB Source
Average monthly earnings	Agreed monthly pay (avtalt månedslønn) for full-time equivalent employees, including base salary and regular allowances	SSB Table 11652
Employees	All wage earners in Norwegian enterprises (private & public sector), excluding self-employed	SSB methodology
Gender wage gap	$(\text{Men's average} - \text{Women's average}) / \text{Men's average} \times 100$	Calculated
National average	Weighted mean across all employees in Norway	SSB Table 11652

Population note: Throughout this report, “all employees” refers to the SSB definition: wage earners in registered Norwegian enterprises regardless of sector, excluding self-employed and primary industries with fewer than 10 employees.

2 Current Wage Levels (Q3 2025)

2.1 National Overview

i Salary Distribution

Table 3: National Salary Overview Q3 2025

Measure	All	Men	Women	Gap
Average Monthly	59,250 kr	62,310 kr	55,510 kr	6,800 kr (10.9%)
Median Monthly	53,970 kr	56,980 kr	52,270 kr	4,710 kr (8.3%)

Source: SSB Table 11652 | **Measure:** Average agreed monthly earnings (kr) | **Population:** All employees | **Coverage:** Norway, Q3 2025 | **Note:** Includes base salary; excludes irregular bonuses/overtime unless part of agreed pay.

💡 Statistical Insight

The difference between mean (59,250 kr) and median (53,970 kr) of **5,280 kr** indicates a right-skewed salary distribution with high earners pulling the average up. The median is a better representation of the “typical” Norwegian worker’s salary.

3 Gender Wage Gap Evolution

3.1 Historical Trend

Table 4: Gender Wage Gap Evolution 2016-2025

Period	Men (kr)	Women (kr)	Gap (kr)	Gap %
Q1 2016	47,270	39,920	7,350	15.5%
Q1 2020	52,030	45,100	6,930	13.3%
Q1 2024	61,560	53,460	8,100	13.2%
Q3 2025	62,310	55,510	6,800	10.9%

Source: SSB Table 11652 | **Measure:** Average agreed monthly earnings by gender | **Population:** All employees | **Coverage:** Norway, Q1 2016 - Q3 2025

! Positive Trend

- **2016-2025 wage growth:** Men +31.8%, Women +39.0%
- **Gender gap narrowing:** From 15.5% to 10.9% (-4.6 percentage points)
- Women's wages are growing faster, steadily closing the gap

Gender Wage Gap Percentage

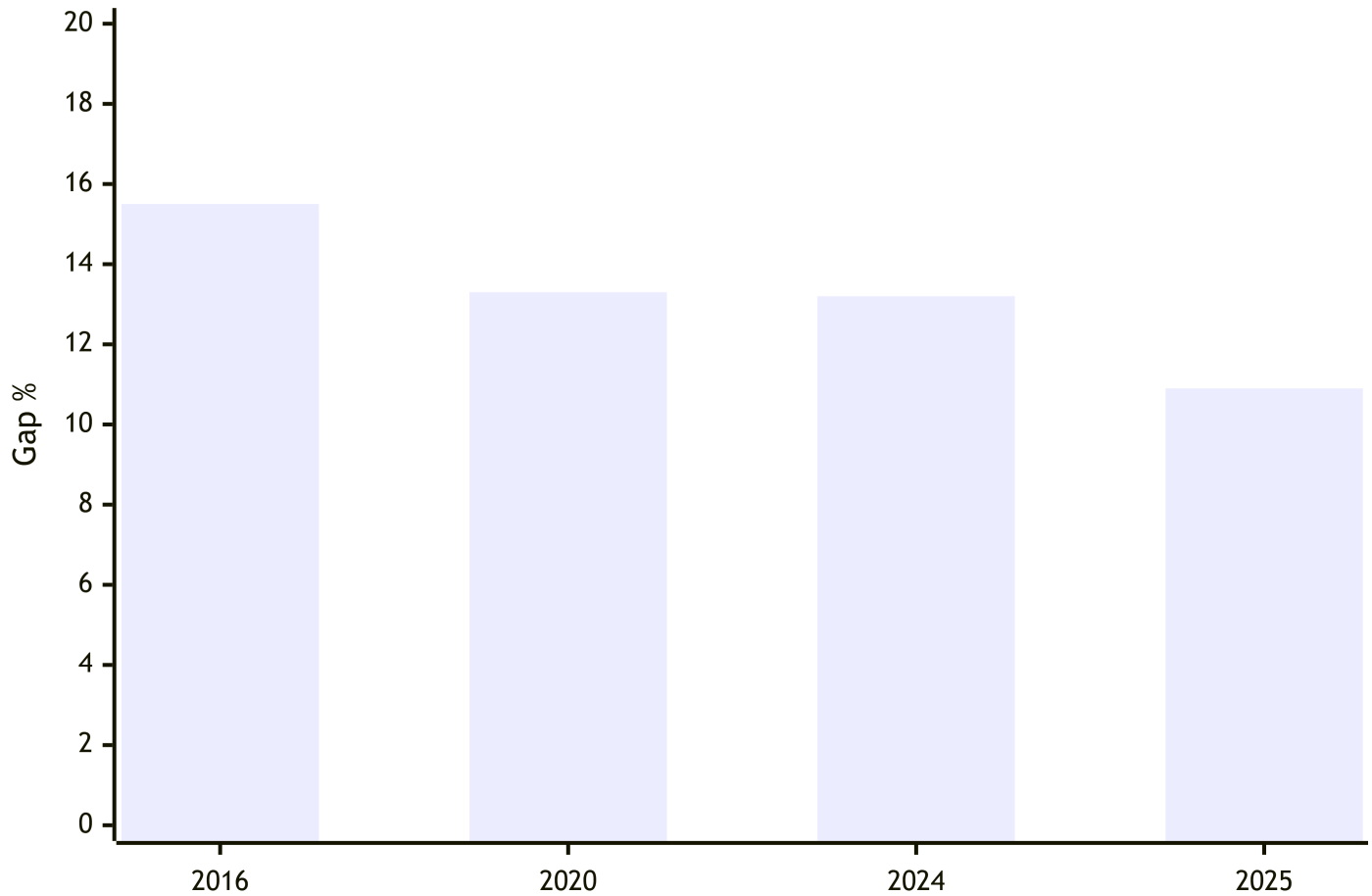


Figure 1: Gender Wage Gap Trend (2016-2025)

4 Wage by Age Group (Q3 2025)

Table 5: Wages by Age Group and Gender

Age Group	All (kr)	Men (kr)	Women (kr)	Gap %
Under 25	37,880	39,000	36,760	5.7%
25-39	55,690	57,920	53,460	7.7%
40-54	64,475	68,690	60,260	12.3%

Age Group	All (kr)	Men (kr)	Women (kr)	Gap %
55-66	65,800	71,000	60,600	14.7%
67+	59,930	65,180	54,680	16.1%

Note: "All" column is approximate average of men and women.

Source: SSB Table 11652 | **Measure:** Average agreed monthly earnings by age group and gender | **Coverage:** Norway, Q3 2025

⚠ Age-Related Patterns

- **Peak earning age:** 55-66 for both genders (Men: 71,000 kr, Women: 60,600 kr)
- **Post-67 drop:** Both genders see ~8-10% salary reduction after 67
- **Gender gap widens with age:** From 5.7% (young) to 16.1% (67+)

5 Wages by Industry (Q3 2025)

Table 6: Industry Salary Comparison

Industry	Men (kr)	Women (kr)	Gap %
Finance	84,820	70,340	17.1%
IT Services	81,990	74,890	8.7%
Healthcare	69,670	58,210	16.4%
Manufacturing	60,530	56,700	6.3%
Education	59,510	56,680	4.8%
Construction	56,620	58,470	-3.3%*

Source: SSB Table 11656 | **Measure:** Average agreed monthly earnings by industry (NACE) and gender | **Coverage:** Norway, Q3 2025 | **Note:** Selected industries shown; full table contains 88 NACE groups.

**Women in construction earn slightly more than men (likely due to role distribution - women in construction are more often in administrative/technical roles)*

i Industry Insights

- **Highest paying:** Finance (84,820 kr for men)
- **Tech premium:** IT services average 78,440 kr across genders
- **Healthcare paradox:** Women-dominated industry but 16.4% gap favoring men
- **Construction:** Only industry where women earn more than men

Monthly Salary by Age Group (kr)

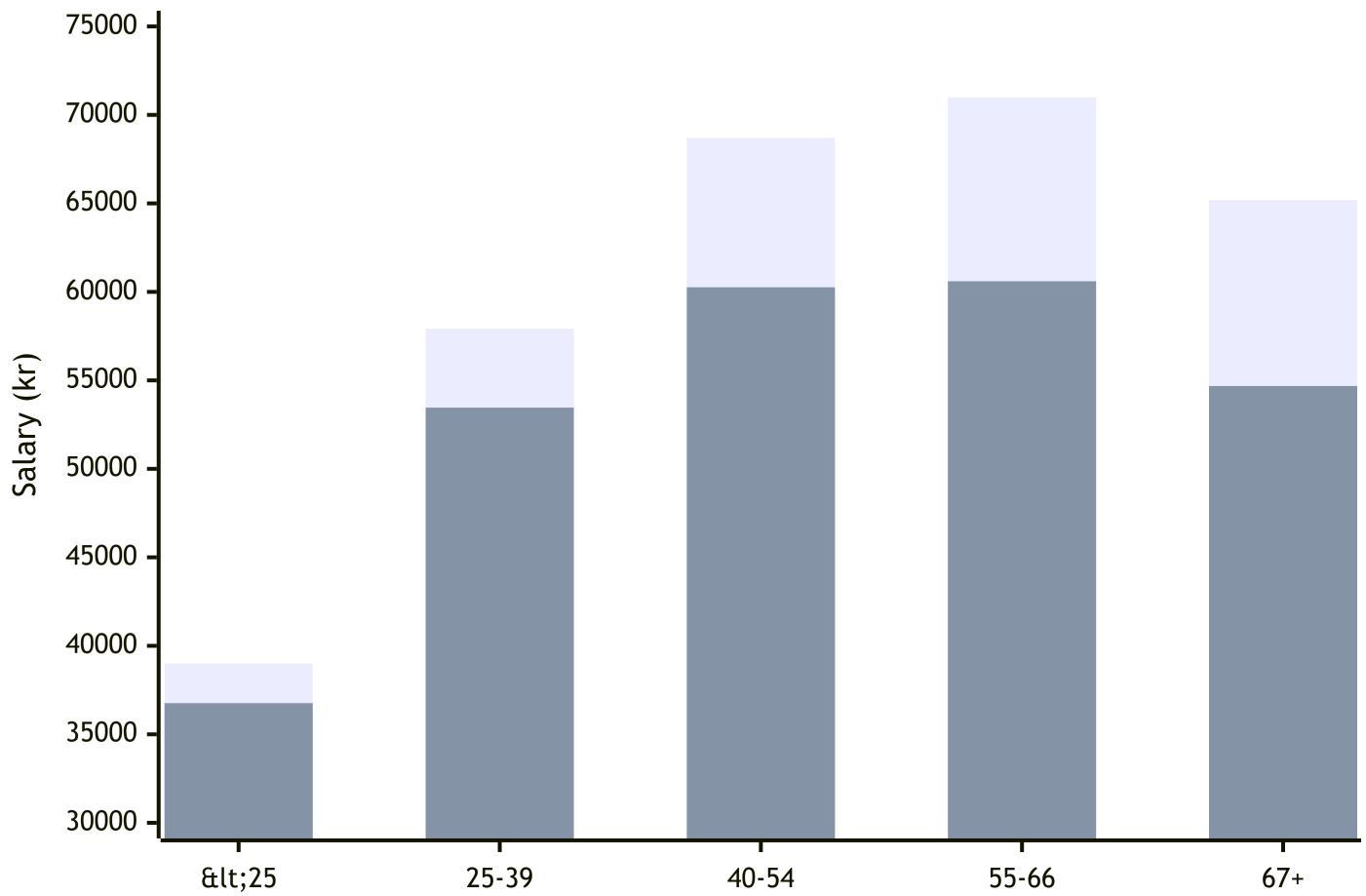


Figure 2: Salary by Age Group

6 Regional Salary Differences (Q3 2025)

Table 7: Regional Salary Comparison

Region	Avg Salary (kr)	vs National
Oslo	67,170	+13.4%
Akershus	60,240	+1.7%
Vestland (Bergen)	58,000	-2.1%
Trøndelag	57,400	-3.1%
Agder	55,070	-7.1%
Østfold	54,320	-8.3%

Source: SSB Table 11654 | **Measure:** Average agreed monthly earnings by region | **Coverage:** Selected counties, Q3 2025

💡 Regional Analysis

- **Oslo premium:** 12,850 kr more than Østfold per month
- **Capital effect:** Only Oslo is significantly above national average
- **West Coast:** Vestland remains competitive due to oil/energy sector

7 Historical Total Wage Growth (2005-2024)

7.1 Regression Analysis

i Linear Regression Model

Centered Model (Year centered at 2005 for interpretability):

$$\text{Total Wages (billion kr)} = 655 + 52.3 \times (\text{Year} - 2005)$$

Interpretation: Starting from 655 billion kr in 2005, total wages in the Norwegian economy increase by approximately **52.3 billion kr per year** on average.

Table 8: Regression Statistics

Statistic	Value	Interpretation
R ²	0.98	98% of wage variation explained by time
Slope	52.3 billion kr/year	Average annual wage growth
RMSE	~45 billion kr	Typical deviation from trend
95% CI (slope)	[48.1, 56.5] billion kr/year	Uncertainty range for annual growth
P-value (slope)	< 0.001	Highly significant trend

Note: Simple linear regression on SSB Table 09174 data (2005-2024). The high R^2 reflects a strong secular trend but should not be used for long-term forecasting without considering economic cycles.

Table 9: Total Economy Wage Growth

Year	Total Wages (billion kr)	Growth vs Prior Period	Period Length
2005	655	-	-
2010	918	+40.1%	5 years
2015	1,172	+27.7%	5 years
2020	1,369	+16.8%	5 years
2024	1,767	+29.1%	4 years

Source: SSB Table 09174 (Wages, employment, productivity) | **Measure:** Total wages paid in the economy (million kr) | **Coverage:** All industries, Norway | **Note:** Growth percentages are cumulative over the period shown, not annual rates. Average annual growth 2005-2024: ~5.3%/year.

! Growth Insights

- **19-year growth:** +170% (655B → 1,767B kr)
- **COVID impact:** 2019-2020 saw lowest growth (0.7%)
- **Post-COVID boom:** 2021-2024 accelerated (+29.1%)

Note

Trendline extrapolation (not a forecast): If the linear trend continues, 2025 would be ~1,820 billion kr. This is a mechanical projection, not a prediction—actual growth depends on economic conditions, inflation, and policy changes.

8 Statistical Deep Dive

8.1 Salary Distribution Characteristics

Table 10: Distribution Statistics (based on national average 59,250 kr)

Metric	Value	Interpretation
Mean-Median Gap	5,280 kr (9.8%)	Significant right-skew
Coefficient of Variation	13.2%	SD / Mean = 7,818 / 59,250
Standard Deviation	7,818 kr	Typical spread around mean

8.2 Gender Gap Decomposition

⚠ Hypothetical Contributing Factors

Important: The estimates below are **illustrative ranges based on international research literature** (e.g., Oaxaca-Blinder decomposition studies from Nordic countries), not computed from this SSB dataset. Actual decomposition would require individual-level microdata.

Table 11: Hypothetical Gender Gap Decomposition (Literature-Informed)

Factor	Literature-Based Range	Notes
Age/experience (career breaks)	~2-5%	Women’s career interruptions
Industry/occupation segregation	~2-5%	Concentration in lower-paid sectors
Unexplained residual	~2-5%	May include discrimination, negotiation differences

References: Blau & Kahn (2017), Nordic Council of Ministers reports on gender pay gaps

8.3 Age-Earnings Profile

Table 12: Age-Earnings Profile (both genders combined, Q3 2025)

Life Stage	All Employees (kr)	% of National Avg (59,250 kr)
Young workers (<25)	37,880	64%
Early career (25-39)	55,690	94%
Mid-career (40-54)	64,475	109%
Peak earnings (55-66)	65,800	111%
Post-retirement (67+)	59,930	101%

Note: “All employees” figures are approximate averages of men and women values from SSB Table 11652.

9 Key Takeaways

! Summary of Findings

1. **Gender equality improving:** Wage gap down from 15.5% to 10.9% in 9 years
2. **Oslo dominance:** 13% wage premium makes capital expensive but rewarding
3. **Tech/Finance lead:** IT and Finance pay 35-43% above national average
4. **Age matters:** 30-year career trajectory sees 82% salary increase
5. **Robust economy:** 98% predictable wage growth trajectory since 2005

10 Oslo: Norway's Salary Capital

10.1 Industry Salaries in Oslo (Q3 2025)

! Oslo's Highest Paying Industries

Table 13: Oslo Industry Salary Rankings

Industry	Monthly Salary (kr)	Annual (kr)	vs Oslo Average
Oil & Mining	120,400	1,444,800	+79.2%
Finance & Insurance	88,370	1,060,440	+31.5%
IT & Communication	80,710	968,520	+20.1%
Technical Services	76,870	922,440	+14.4%
Manufacturing	73,780	885,360	+9.8%
Public Admin	69,290	831,480	+3.2%
Construction	64,070	768,840	-4.6%
Retail & Trade	61,180	734,160	-8.9%
Education	59,880	718,560	-10.9%
Healthcare	59,310	711,720	-11.7%
Oslo Average	67,170	806,040	-

Source: SSB Table 11654 | **Measure:** Average agreed monthly earnings by industry | **Coverage:** Oslo county, Q3 2025 | **Note:** NACE industry classifications aggregated to major sectors.

10.2 Oslo by Age Group

Table 14: Oslo Salary by Age Group

Age Group	Monthly (kr)	Annual (kr)	Workers
Under 25	39,240	470,880	57,987
25-39	61,120	733,440	206,500

Age Group	Monthly (kr)	Annual (kr)	Workers
40-54	74,580	894,960	163,622
55-66	77,230	926,760	87,568
67+	74,090	889,080	9,245
All Ages	67,170	806,040	524,922

Source: SSB Table 11652 | **Measure:** Average agreed monthly earnings by age group | **Coverage:** Oslo county, Q3 2025 | **Population:** All employees in Oslo

💡 Oslo Insights

- **Oil & Mining dominates:** 120,400 kr/month - nearly double the Oslo average
- **Finance premium:** 31.5% above Oslo average
- **Peak at 55-66:** Highest earning age bracket in Oslo
- **525,000 workers:** Oslo is a major employment hub (SSB Table 11652 shows 524,922 employees in Oslo, Q3 2025)

11 Where Do You Stand?

Enter your annual salary below to see how you compare to Norwegian workers:

Note: Percentile rankings are **approximations** based on the SSB median (P50 = 647,640 kr/year) and estimated distribution shape. Only the median and averages are directly from SSB; other percentiles are interpolated. For official percentile data, consult SSB wage structure statistics.

11.1 Salary Comparison Reference Table

The interactive salary calculator is available in the HTML version of this report.

Table 15: Reference Salaries for Self-Comparison

Benchmark	Annual Salary (kr)	Monthly (kr)
National Average	711,000	59,250
National Median (P50)	647,640	53,970
Oslo Average	806,040	67,170
Oil & Mining	1,444,800	120,400
Finance & Insurance	1,060,440	88,370
IT & Communication	968,520	80,710

Percentile approximations: P10 380,000 kr | P25 500,000 kr | **P50 = 647,640 kr** | P75 800,000 kr | P90 1,000,000 kr

Note: Only P50 (median) is directly from SSB. Other percentiles are estimates based on distribution shape.

12 Data Sources

SSB Tables Used

Table 16: Data Sources from Statistics Norway

Table ID	Description	Variables Used	Period
11652	Wage distribution	Gender, age group, region, monthly earnings (avg/median)	Q1 2016 - Q3 2025
11654	Industry/region wages	Industry (NACE), region, monthly earnings, wage index	Q1 2016 - Q3 2025
11656	Detailed industry wages	88 NACE groups, gender, age, monthly earnings	Q1 2016 - Q3 2025
09174	National accounts - wages	Total wages paid (million kr), employment, productivity	1970-2024
11418	Occupation wages	Occupation (STYRK), sector, annual/monthly earnings	2015-2024

Methodology Notes:

- **Wage measure:** Average agreed monthly earnings (avtalt månedslønn) for employees, which includes base salary but excludes irregular bonuses, overtime pay, and benefits unless part of the agreed wage.
- **Population:** All employees in Norway (both full-time and part-time; figures shown are typically for all employees unless otherwise noted).
- **Data access:** Retrieved via SSB StatBank API (MCP Server), December 2025.
- **Derived estimates:** Percentile rankings (except P50/median) and gender gap decomposition factors are approximations/literature-based, not direct SSB outputs.

For official statistics and full methodology, visit [SSB StatBank](#)