

Gender and educational differences in work participation and working years lost in Norway

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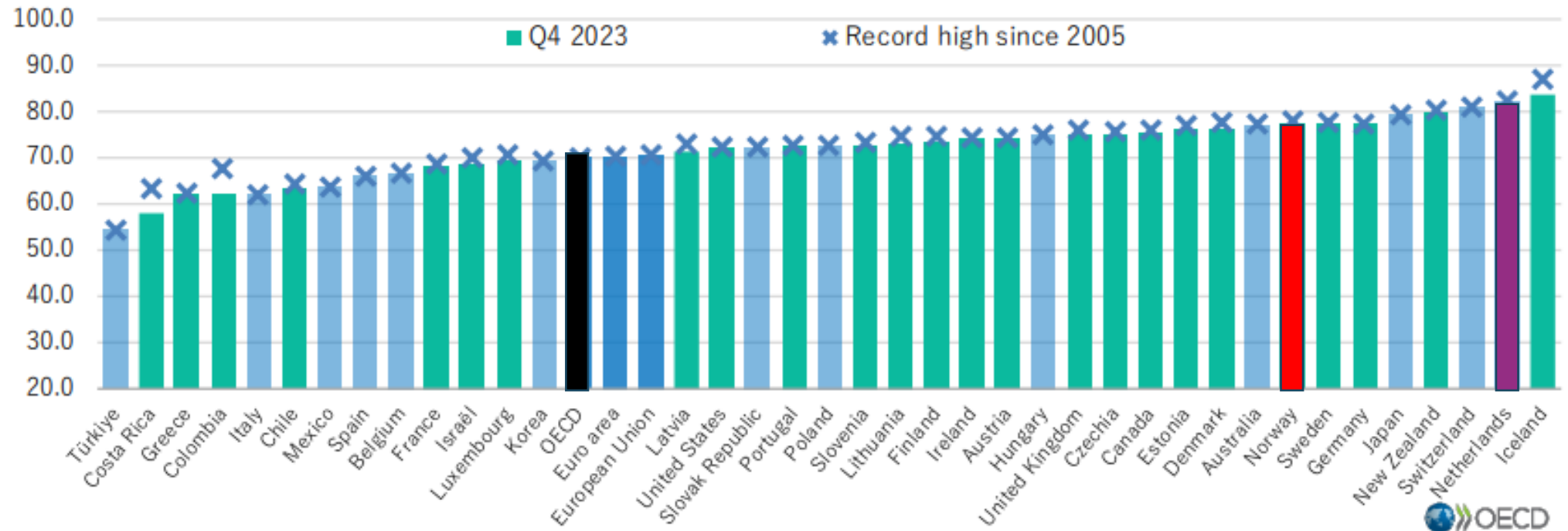
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» Figure 1 – Employment rate for OECD countries

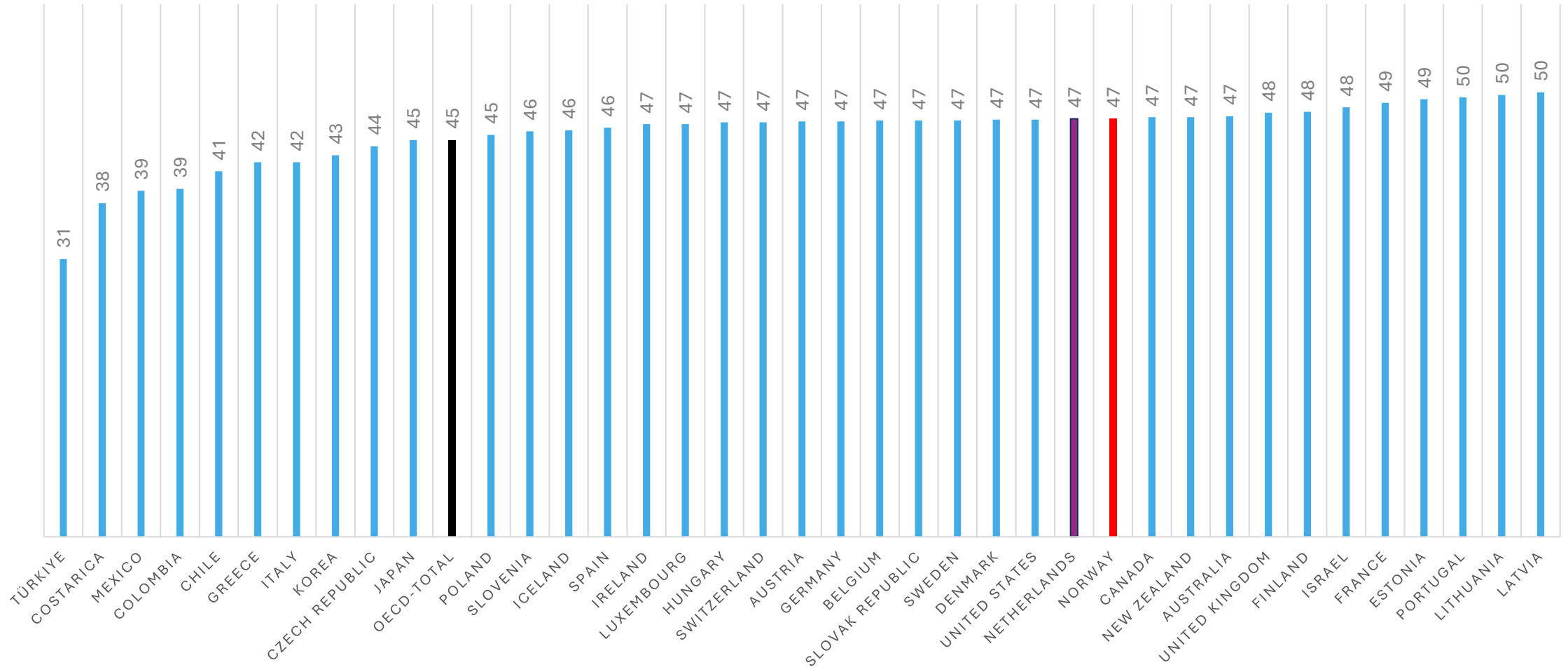
Q4 2023 compared with the highest rate recorded since 2005, percentage of working age population, seasonally adjusted



Note: The employment rate in Q4 2023 was at or within 0.1 percentage point of its record high in Australia, Belgium, Hungary, Italy, Japan, Korea, Mexico, the Netherlands, Poland, the Slovak Republic, Spain, Switzerland, Türkiye as well as in the OECD, the euro area and the European Union (bars reported in blue).

Source: OECD (2024) [Infra-annual Labour Statistics](#), and [Employment rates](#).

FEMALE EMPLOYMENT AS A PERCENTAGE OF EMPLOYMENT (2021)



Social security system



Sickness absence:
day 1 - max. 1 yr (3 yr)



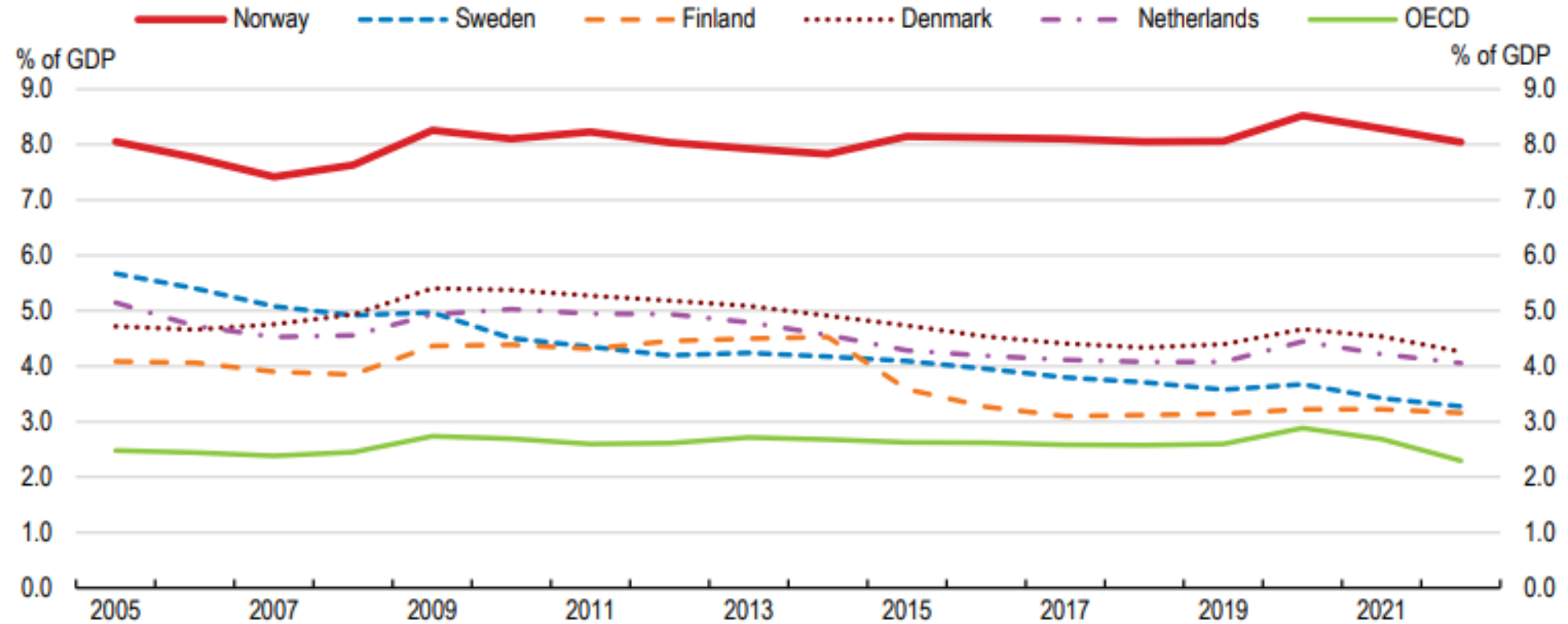
Disability pension:
permanent



Statutory retirement:
67 years

Figure 3. Public spending on disability and sickness far exceeds the OECD average

Public spending on sickness and disability benefits

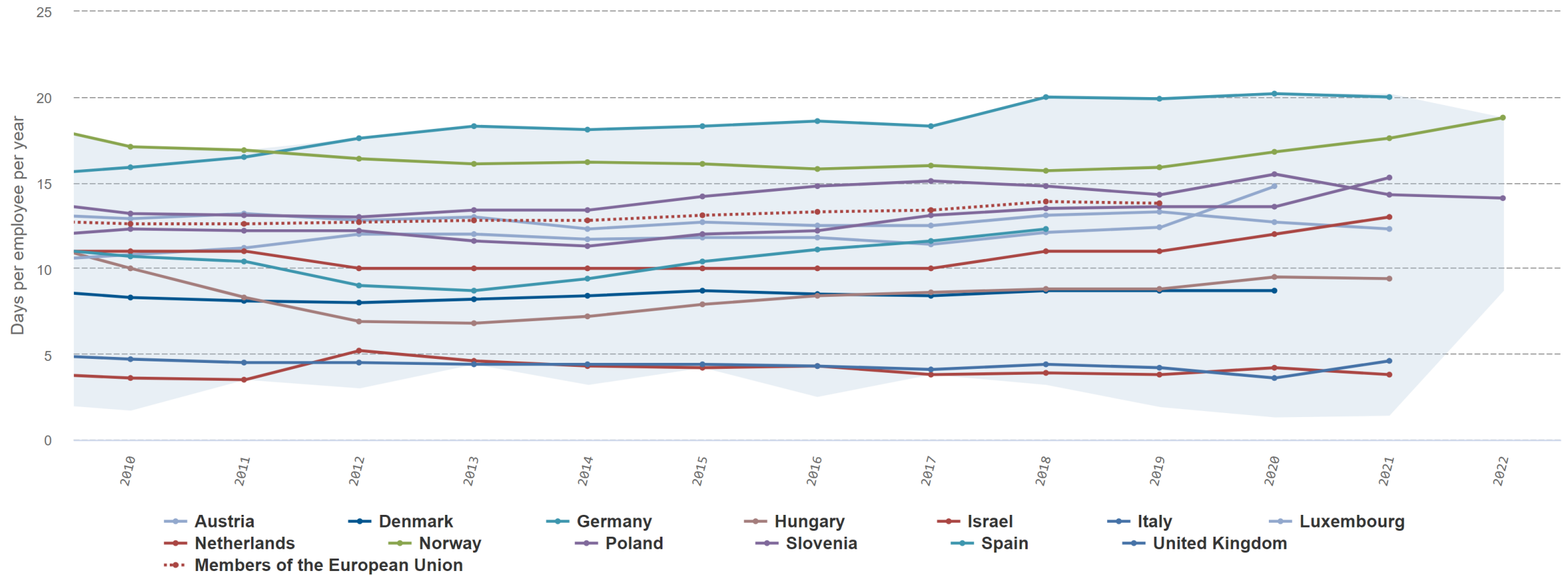


Note: Mainland GDP for Norway. The OECD aggregate represents the simple average of its members for which data are available.

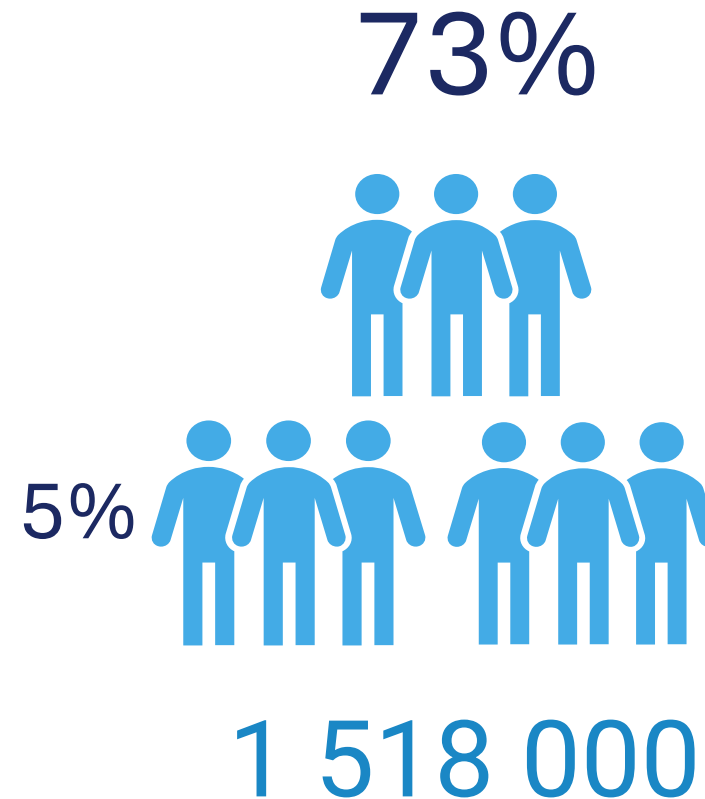
Source: OECD, National Accounts database.

StatLink  <https://stat.link/jqp1fx>

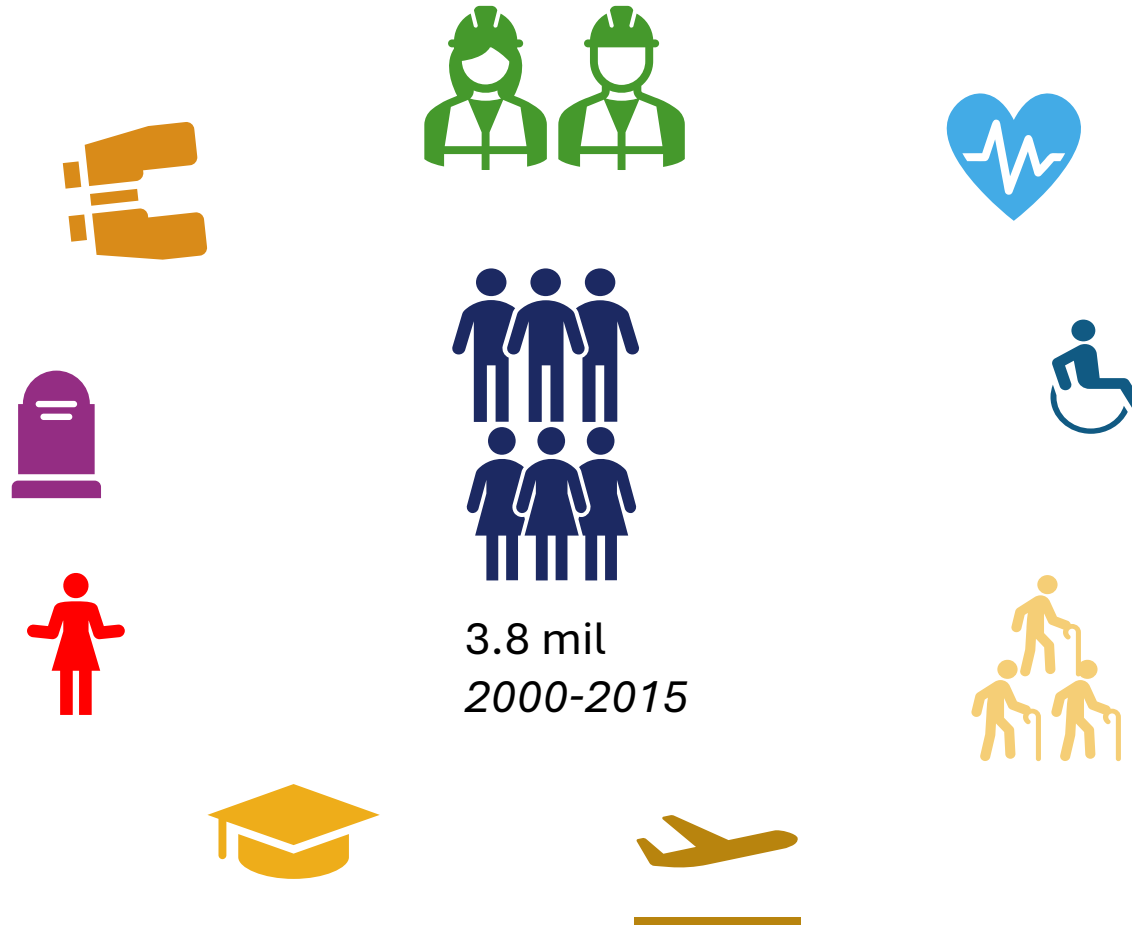
Absenteeism from work due to illness, days per employee per year



Women: higher sickness absence *15-75 years (1. quarter 2024)*



Nor-Work Cohort: work-related states



Women's work participation

2005-2015



4.4 yr

6.4 yr

6.7 yr

6.0 yr

2.4 yr

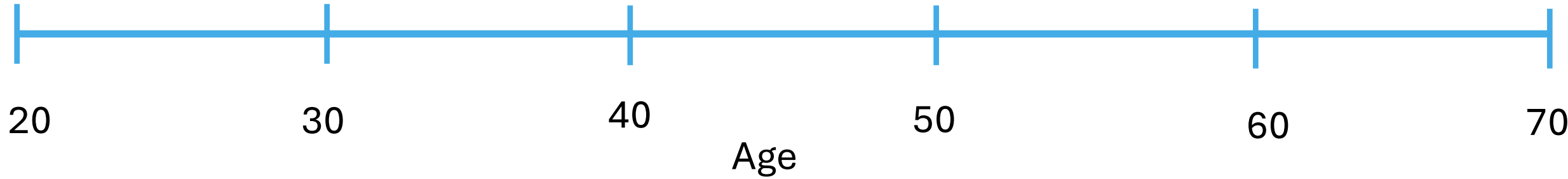
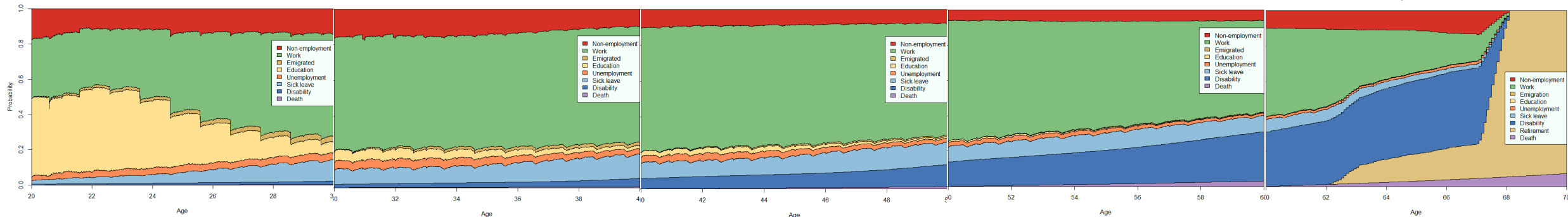
20-30 years - Women

30-40 years - Women

40-50 years - Women

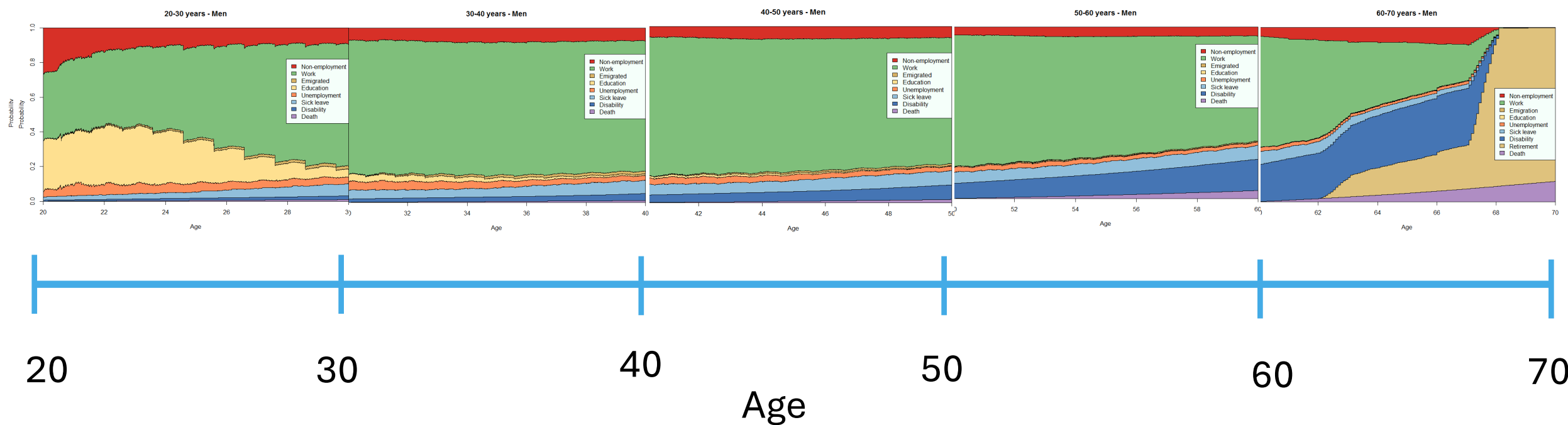
50-60 years - Women

60-70 years - Women



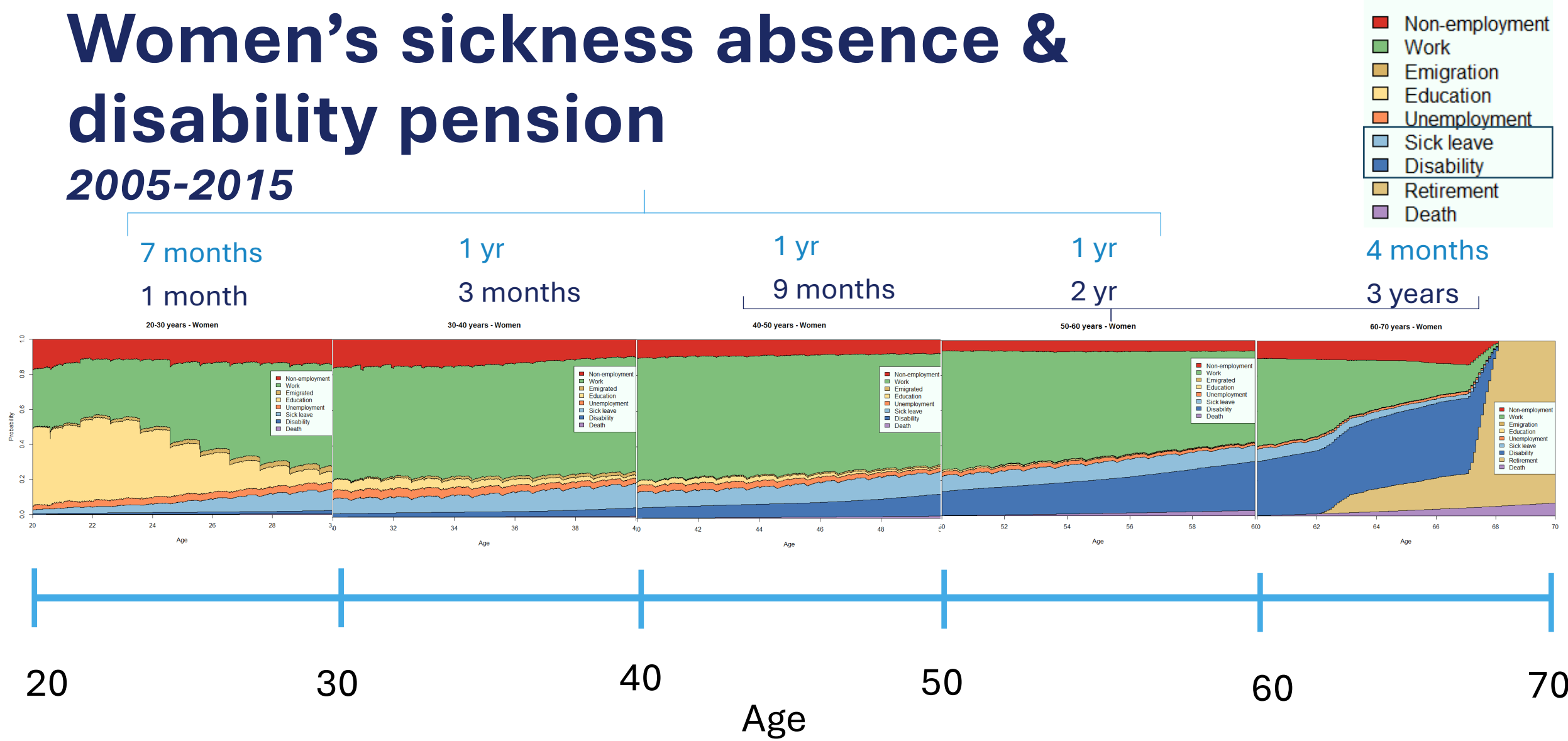
Men's work participation

2005-2015



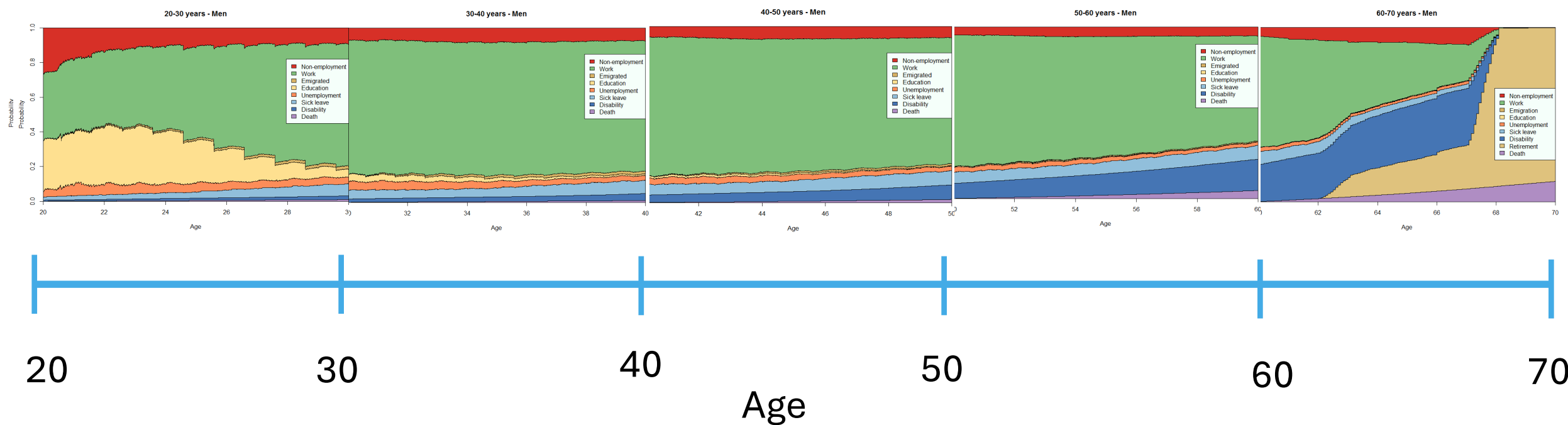
Women's sickness absence & disability pension

2005-2015



Men's sickness absence & disability pension

2005-2015



Education?

(30-70 years)

Work participation and years lost - Education

2005-2015



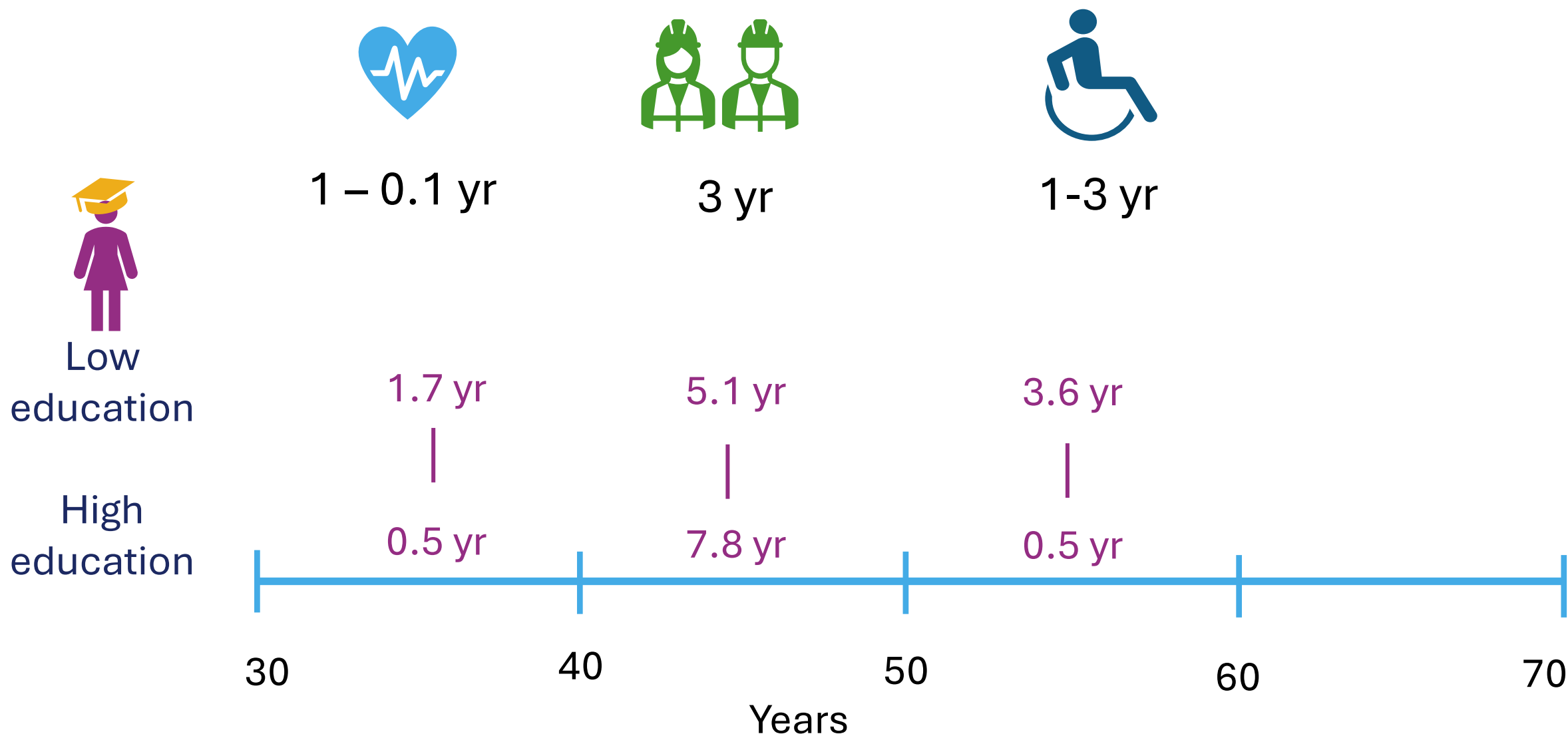
Per 10 yr: 3 yr



1 – 0.1 yr

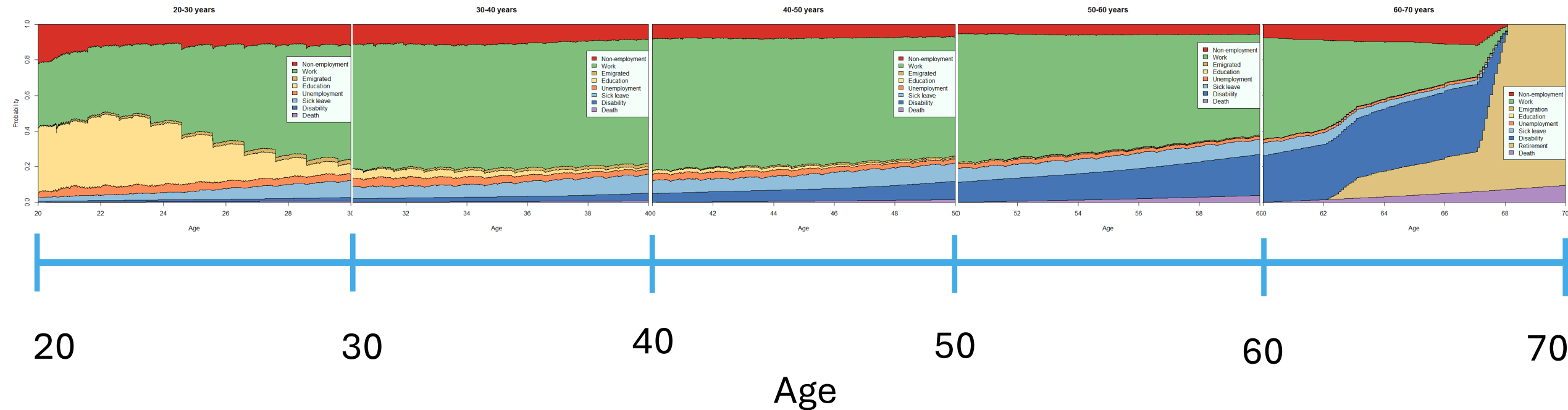


1-3 yr



Summing up

- Per 10 years, women have 1 year shorter work participation
- Accumulation of disability as cohorts aged
 - This is specifialy for women and individuals with lower education



References

- 1) <https://www.oecd.org/en/data/insights/statistical-releases/2024/04/labour-market-situation-updated-april-2024.html//www.oecd-ilibrary.org/docserver/dc0c92f0->
- 2) https://www.oecd-ilibrary.org/employment/female-employment-as-a-percentage-of-employment_b0310320-en
- 3) https://www.oecd-ilibrary.org/economics/public-spending-on-disability-and-sickness-far-exceeds-the-oecd-average_5b3889b4-enpdf?expires=1729676822&id
- 4) https://gateway.euro.who.int/en/indicators/hfa_411-2700-absenteeism-from-work-due-to-illness-days-per-employee-per-year/#id=19398&fullGraph=true
- 5) <https://www.ssb.no/arbeid-og-lonn/syssetsetting/statistikk/arbeidskraftundersokelsen/artikler/befolkningens-tilknytning-til-arbeidsmarkedet>
- 6) Hasting et al. (submitted)
- 7) Merkus SL, Hoff R, Hasting RL, Udem K, Robroek SJW, Gran JM, et al. Gender and educational differences in work participation and working years lost in Norway. Scand J Work Environ Health. 2024;50(6):426-36.

Thank you!

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