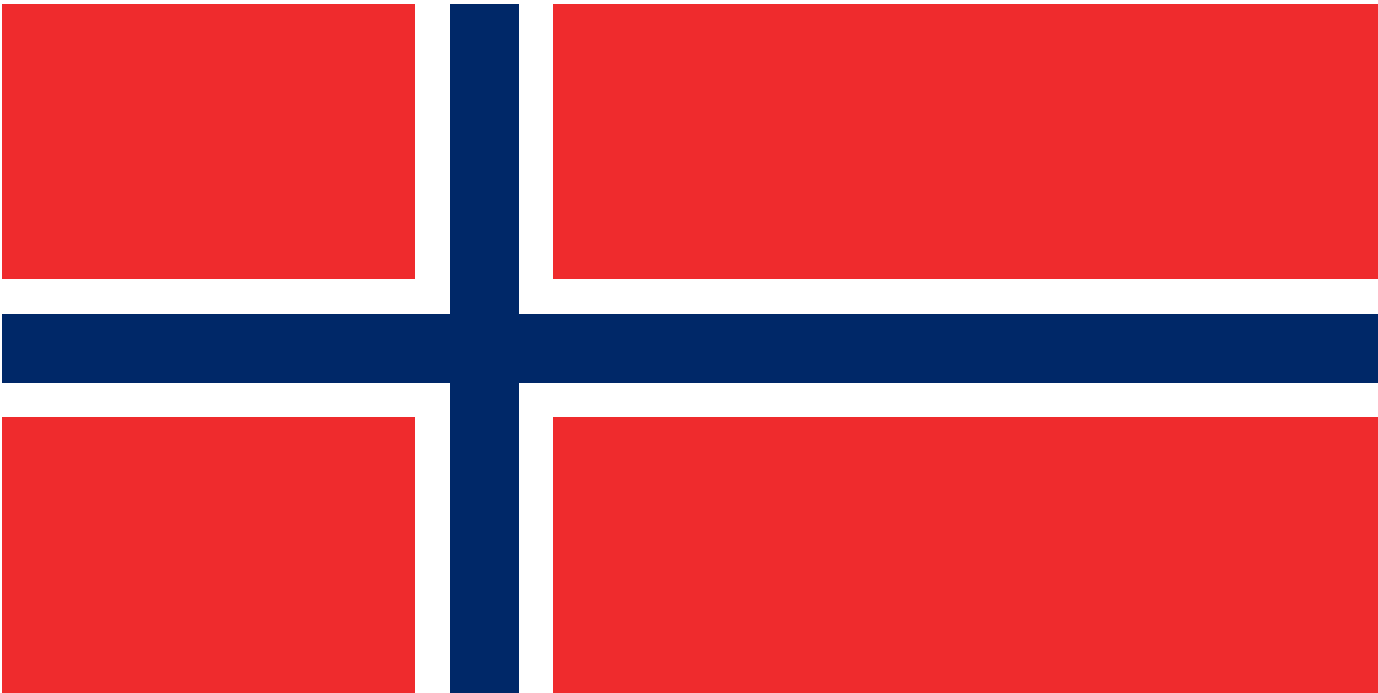




AI Job Risk Report Norway

Which occupations AI is reshaping — and which stay human

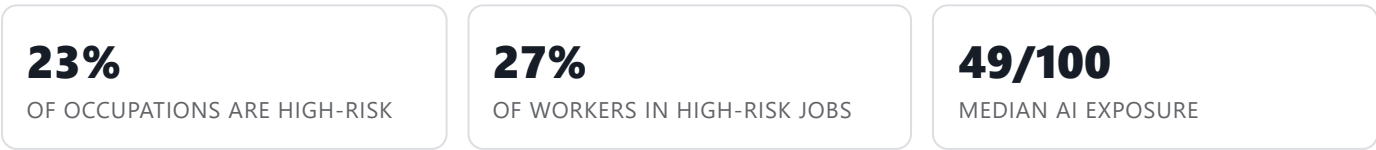
27% of Norway's covered workforce is employed in occupations with high AI task exposure.

425 OCCUPATIONS	2.7M WORKFORCE COVERED	49/100 MEDIAN AI EXPOSURE	23% HIGH-RISK OCCUPATIONS
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Published: 2026-08-10 · **Data cutoff:** 2025 · **Web:** <https://aijobriskmap.com/reports/norway/>

Executive summary

Across 425 occupations covering 2.7M workers in Norway, median AI exposure is 49/100. 23% of occupations — and 27% of workers — fall in the high-exposure band.



Most exposed areas

- IT & Digital
- Business, Finance & Legal
- Government & Public Sector

Most resilient areas

- Trades & Construction
- Agriculture & Environment
- Transport, Logistics & Mining

Risk & pay: Higher-paid, judgement-heavy roles cluster at lower risk, while many mid-pay administrative roles carry the highest exposure.

What to watch: Entry-level and routine administrative tasks are narrowing fastest; client-facing, accountability and hands-on work remain the human moat.

How to read this report

Every occupation is scored on how much of its work generative AI can touch, and how much of it stays hard for AI to do. Four ideas run through the report:

- **AI exposure** — how much of the day-to-day tasks AI can already perform.
- **Automation pressure** — how likely those tasks are to be automated in practice.
- **AI augmentation** — where AI makes the worker faster rather than redundant.
- **Job displacement risk** — the combined pressure on the *number* of jobs.

A risk score is not a probability that a job disappears. It is a composite of the occupation's task structure, how automatable those tasks are, workforce demand, and the human moat. High exposure often means AI *augments* the role, not that it vanishes.

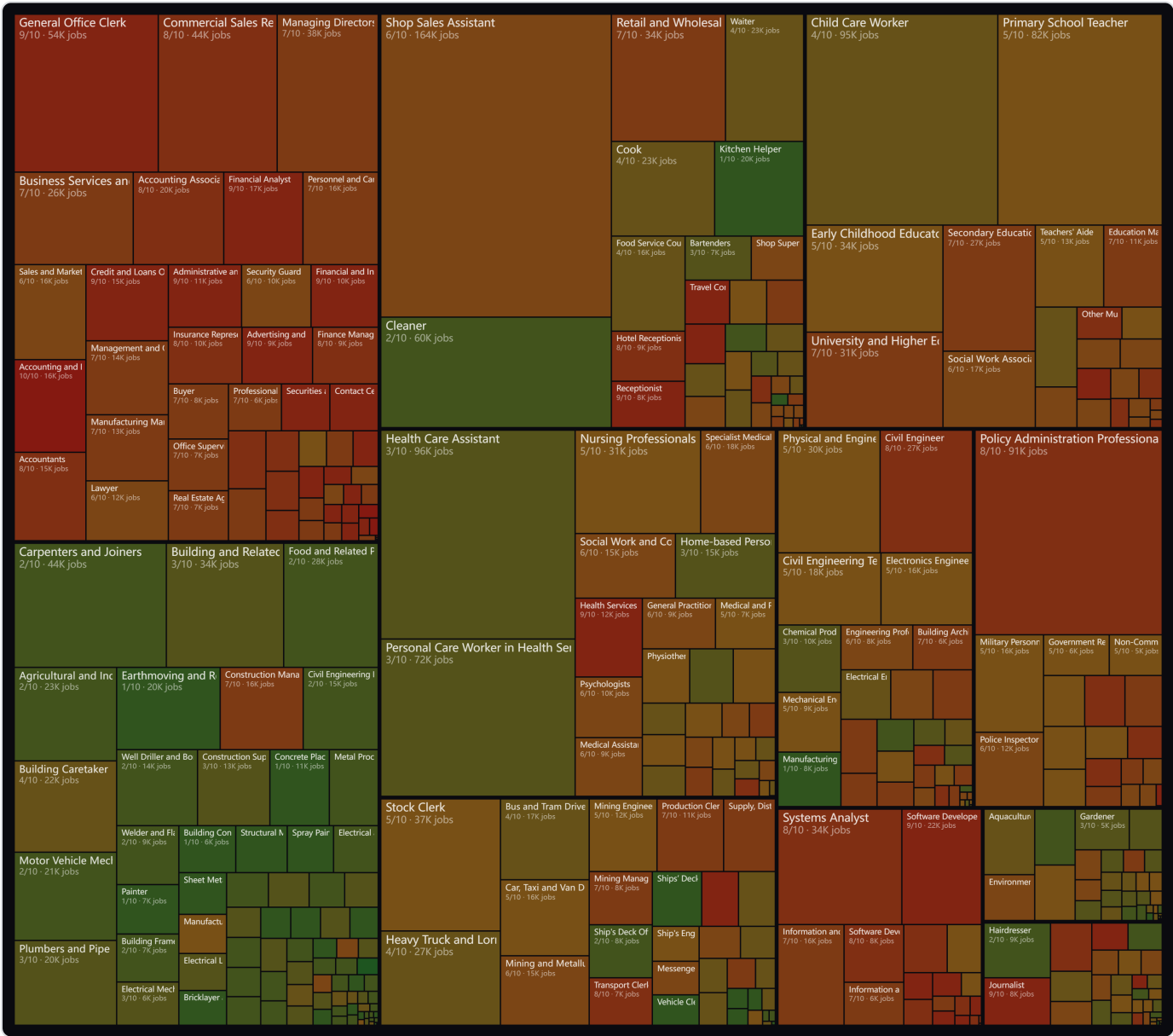
Norway labour-market snapshot

Occupations analysed	425
Workforce covered	2.7M
Median AI exposure	49/100
High-risk occupations	23%
High-risk workforce	27%
Typical annual pay (median)	kr663,480
Data year	2025

Norway has a median AI exposure of 49/100. High-exposure work is concentrated in it & digital and adjacent groups, while trades & construction stays most resilient.

National AI job risk map

Each tile is an occupation; tile area is proportional to the number of people employed, colour is AI task exposure.



Low exposure (<40) Medium (40–69) High (70+)

Three things this map shows

- The largest tiles — IT & Digital and related groups — carry above-median exposure.
- 27% of employment sits in the high-exposure (red) band.
- Trades & Construction forms the biggest low-exposure (green) cluster.

Explore the interactive version at <https://aijobriskmap.com/country/norway/>.

Risk distribution

Two views tell different stories: how risk spreads across *occupations*, and across *people employed*.

By occupation count

High	23%
Medium	38%
Low	39%

By workforce

High	27%
Medium	41%
Low	32%

Median exposure 49/100 · quartiles Q1 29 / Q3 68. Occupation-count and workforce shares differ because high-employment jobs are not evenly spread across risk bands.

Highest-risk occupations

Ranked by AI task exposure. The right column shows tasks AI is most likely to take over.

#	Occupation	Risk	Workforce	Pay	Main exposed tasks
1	Data Entry Clerk	98	620	kr711,360	Manually enter data from paper or electronic documents into databases or spreadsheets; Check format and basic accuracy of input data
2	Typist and Word Processing Operator	96	13	—	Generating documents via speech recognition and automatic transcription; Use templates and AI tools to batch create standardized reports and letters
3	Accounting and Bookkeeping Clerk	95	15,641	kr663,480	Automatically classify and enter transaction data; Automated reconciliation and variance report generation
4	Statistical, Finance and Insurance Clerk	95	353	kr702,720	Extracting and entering data from formatted tables or documents; Preliminary review and basic information verification of insurance claims
5	Financial Analyst	94	17,226	kr904,320	Automatically generate periodic financial reports and market briefs; Basic data cleaning, standardization, and visualization
6	Securities and Finance Dealer and Broker	94	5,343	kr1,064,160	Automatically execute stock, bond, and commodity orders through algorithms, no manual order placement; AI automatically generates market analysis reports and investment briefs
7	Clerical Support Workers Not Elsewhere Classified	94	—	—	Manual data entry and copy-paste operations; Document Classification, Filing, and Retrieval
8	General Office Clerk	93	53,525	kr593,160	Manual data entry: OCR and automated form parsing can directly extract information without manual typing; Paper file archiving; Automatic classification, tagging, and storage via electronic document management systems
9	Credit and Loans Officer	93	14,765	kr757,560	Automatically extract and verify income and asset information from loan applications; Rule engine-based preliminary credit scoring and risk classification
10	Payroll Clerk	93	2,109	kr683,040	Attendance data entry and work hour calculation; Single Touch Payroll (STP) data auto-reporting
11	Personnel Clerk	93	838	kr704,760	Employee file data entry and updates; Standard recruitment notices and onboarding document generation
12	Contact Centre Salesperson	93	3,754	kr569,280	AI auto-dials and screens potential customers (reduces manual outbound calls); Real-time recommendation of optimal scripts/products based on customer data analysis
13	Web and Multimedia Developer	93	752	kr750,000	Repetitive UI component writing and style debugging; CRUD code generation for standard REST APIs
14	Advertising and Public Relations Manager	92	1,846	kr997,560	Automatically generate standardized press releases and social media posts; Analyze advertising performance data and generate reports

#	Occupation	Risk	Workforce	Pay	Main exposed tasks
15	Translator, Interpreter and Linguist	92	2,366	kr647,880	Standard conference interpreting (e.g., business negotiations); Simple telephone interpreting or community interpreting
16	Contact Centre Information Clerk	91	5,338	kr565,560	Answer standard FAQ questions (e.g. account balance, business hours); Handling simple order changes, returns, and exchange requests
17	Bank Teller	91	770	kr567,600	Standard transaction processing such as cash deposits, withdrawals, and transfers; Account inquiry and balance reconciliation
18	Secretary (General)	91	—	—	Automated meeting schedule coordination and conflict detection; Call screening and standard response generation

Most AI-resilient occupations

Lower task exposure and a stronger human moat. Resilient, not "AI-proof".

Occupation	Risk	Workforce	Pay	Human moat
Other Craft Workers	4	828	kr498,240	Highly customized artistic creation and aesthetic judgment; Experience and tactile feel of handling rare materials
Painter	6	7,233	kr550,800	Fine manual skills (e.g., French polishing, wood staining cannot be fully automated); On-site adaptability (handling irregular surfaces and unexpected issues)
Bricklayer and Related Worker	6	3,903	kr584,520	Complex irregular masonry (curved, hollow, historical building restoration) cannot be standardized; Flexible operation in unstructured environments such as bad weather and confined spaces
Kitchen Helper	7	19,825	kr457,680	Adaptability in emergency situations; Sensory assessment of ingredient quality
Domestic Cleaner	7	442	kr467,640	Fine manual cleaning (e.g., antiques, silk, and other special materials); Building long-term trust relationships and personalized services with employers
Concrete Placer and Finisher	7	10,637	kr641,040	Manual finishing of complex curves, artistic shapes, or special textures; Making real-time decisions on unpredictable construction sites
Floor Layer and Tile Setter	7	2,182	kr584,520	Manual cutting and fine placement in irregular areas and corners; Removal of old flooring, base treatment, and leveling judgment for uneven floors
Window Cleaner	7	120	—	Handle emergency situations in complex high-altitude work; Fine cleaning of antiques or special material windows
Mining and Quarrying Labourer	7	32	—	Emergency judgment in complex geological environments; On-site coordination for collaborative operation of multiple devices
Potters and Related Workers	8	28	—	Irreproducible personal style and artistic expression in handmade pottery; Ability for manual adjustments to handle customized, non-standard requirements
Structural Metal Preparer and Erector	8	5,691	kr587,400	Physical operation and assembly in complex construction site environments; Flexible judgment for handling non-standard or damaged materials
Glass Maker, Cutter, Grinder and Finisher	8	66	—	Art carving and manual finishing: unique patterns, engraving, etc. rely on creativity and manual dexterity, difficult to automate; On-site installation and repair: architectural glass must adapt to site conditions, requiring flexible adjustments and judgment
Vehicle Cleaner	8	3,363	kr479,520	Fine interior cleaning: handling special materials such as leather, fabric, and electronic screens; Odor treatment: requires experience to identify pollution source and choose appropriate method

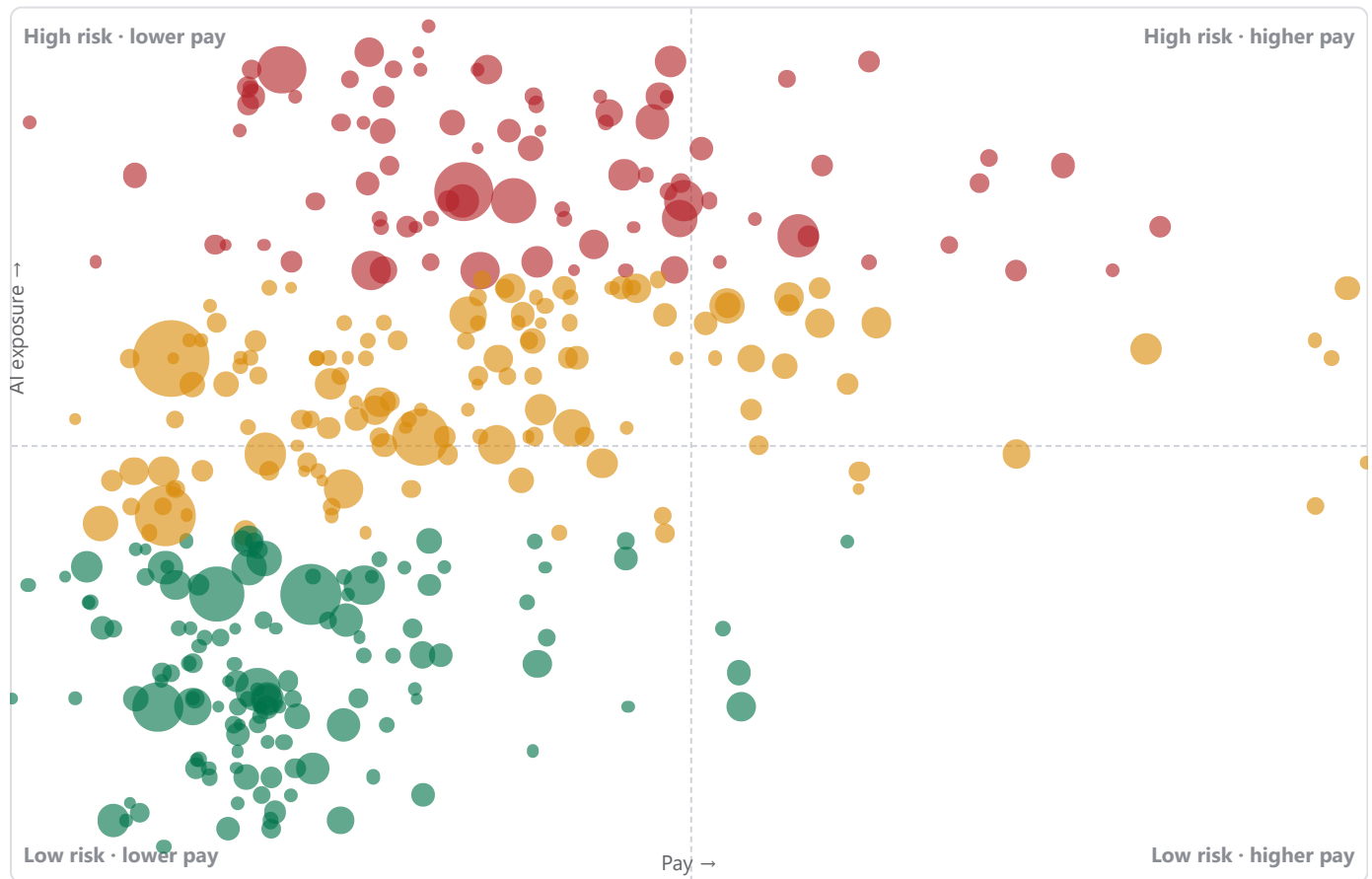
Occupation	Risk	Workforce	Pay	Human moat
Fishery and Aquaculture Labourer	9	126	kr471,600	On-site response capability for sudden equipment failures, extreme weather, and other abnormal conditions; Manual experience-based judgement of fish and shrimp behaviour and health (e.g., abnormal swimming, colour changes)
Lifting Truck Operator	9	721	kr558,240	Precision handling of unstable cargo or non-standard items; Manual Judgment and Adjustment in Confined or Cluttered Environments
Cement, Stone and Other Mineral Products Machine Operator	10	2,202	kr576,840	Quick diagnosis and repair of on-site sudden faults; Experience with special materials (e.g., irregular stone) in craftsmanship
Stonemason, Stone Cutter, Splitter or Carver	10	701	kr600,000	Artistic judgment for complex stone carving and hand modeling; Adaptive skills for integrated on-site stone and structure installation
Ships' Deck Crew and Related Workers	10	6,403	kr707,280	Rapid decision-making and team coordination skills in emergency situations; Complex manual operations, such as cable mooring and maintenance

Risk by occupational group

Group	Median risk	High-risk %	Workforce	Median pay
IT & Digital	81	79%	104,737	kr848,400
Business, Finance & Legal	80	71%	450,852	kr789,840
Government & Public Sector	62	33%	167,148	kr767,040
Education & Community	61	33%	346,746	kr679,740
Engineering & Infrastructure	54	20%	173,639	kr859,140
Hospitality, Retail & Tourism	53	22%	411,338	kr528,480
Creative, Media & Personal Services	50	15%	44,025	kr639,540
Healthcare & Care	49	10%	340,328	kr675,240
Transport, Logistics & Mining	42	9%	209,300	kr675,840
Agriculture & Environment	34	0%	47,862	kr555,000
Trades & Construction	21	0%	412,875	kr582,240

Salary vs AI risk

Each bubble is an occupation: horizontal = pay, vertical = AI exposure, area = workforce.



Priority now: high pay · high risk

- Financial and Insurance Services Branch Managers
- Trade Broker
- Finance Managers
- Information and Communications Technology Services Managers
- Human Resource Manager
- Research and Development Manager

Most exposed: lower pay · high risk

- Transport Clerk
- Legal Secretary
- Translator, Interpreter and Linguist
- Librarian
- Government Tax and Excise Official
- Inquiry Clerk

Tasks AI is likely to automate

Representative automatable tasks drawn from the most-exposed occupations. Tasks are an occupation-level characteristic, shared across countries.

Data Entry Clerk

Typist and Word Processing Operator

Accounting and Bookkeeping Clerk

Statistical, Finance and Insurance Clerk

Financial Analyst

Securities and Finance Dealer and Broker

Clerical Support Workers Not Elsewhere Classified

General Office Clerk

Credit and Loans Officer

Payroll Clerk

Human advantages

What still needs people, even in the most-exposed occupations — the balance to the risk numbers above.

Data Entry Clerk

Typist and Word Processing Operator

Accounting and Bookkeeping Clerk

Statistical, Finance and Insurance Clerk

Financial Analyst

Securities and Finance Dealer and Broker

Clerical Support Workers Not Elsewhere Classified

General Office Clerk

Credit and Loans Officer

Payroll Clerk

Career transition opportunities

Adjacent, more-resilient roles for people in exposed occupations. Detailed transition plans live on the occupation pages.

Exposed occupation	Adjacent, more-resilient roles
Data Entry Clerk	Filing and Copying Clerk · Accounting and Bookkeeping Clerk · Typist and Word Processing Operator
Typist and Word Processing Operator	Data Entry Clerk · Administrative and Executive Secretary · Coding, Proofreading and Related Clerk
Statistical, Finance and Insurance Clerk	Statistical, Mathematical and Related Associate Professional · Financial Analyst · Accounting Associate Professional
Clerical Support Workers Not Elsewhere Classified	Policy and Planning Manager · Government Social Benefits Official · Policy Administration Professional
General Office Clerk	Office Supervisor · Data Entry Clerk · Filing and Copying Clerk
Contact Centre Salesperson	Commercial Sales Representative · Contact Centre Information Clerk · Insurance Representative
Advertising and Public Relations Manager	Advertising and Marketing Professional · Sales and Marketing Manager · Management and Organization Analyst
Contact Centre Information Clerk	Inquiry Clerk · Contact Centre Salesperson · Client Information Worker
Bank Teller	Credit and Loans Officer · Financial and Investment Advisers · Insurance Representative
Secretary (General)	Administrative and Executive Secretary · Legal Secretary · Office Supervisor
Scribes and Related Workers	Typist and Word Processing Operator · Data Entry Clerk · Coding, Proofreading and Related Clerk
Financial and Investment Advisers	Financial Analyst · Securities and Finance Dealer and Broker · Finance Managers

What workers can do

Next 30 days

- Map which of your weekly tasks are most exposed to AI.
- Start using an AI assistant on one recurring task and measure the time saved.

Next 6 months

- Shift effort toward client-facing, judgement and accountability work.
- Earn a recognised credential in your field or an adjacent one.

Next 2 years

- Move toward an adjacent, more-resilient role (see chapter 13).
- Build a verifiable portfolio of outcomes AI cannot claim on its own.

Outlook & scenarios

Rather than a single prediction, we model three AI-adoption scenarios for job displacement by 2030 across Norway's covered workforce.

CONSERVATIVE 43,592 2% of workforce	BASELINE 87,181 3% of workforce	ACCELERATED 191,810 7% of workforce
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Scenario estimates, not forecasts. They express how much of the theoretically-automatable exposure converts to job loss under slow, central and fast adoption — the true path depends on policy, investment and job creation this figure does not net out.

Methodology

- **AI exposure** — generative-AI task-exposure percentile (ILO Working Paper 140, calibrated with Eloundou et al.), mapped to occupations.
- **Occupation classification** — ISCO-08.
- **Workforce & pay** — Norway official statistics office; median annual pay, 2025 basis (the more granular of the source's average/median measures is used).
- **Displacement scenarios** — workforce × exposure × automation share × realisation rate (low/mid/high).
- **Tasks, human moat & adjacent roles** — occupation-level AI analysis, shared across countries by occupation code.
- **Cross-country comparability** — classification and pay years differ by country; compare within a country first.

Version 2026.1 · missing values are left blank rather than imputed.

Sources & citation

- Norway official statistics office
- ILO Working Paper 140 — Generative AI and Jobs: A Refined Global Index of Occupational Exposure.
- Eloundou et al. (2023) — GPTs are GPTs: labor-market impact potential of LLMs. arxiv.org/abs/2303.10130

Suggested citation

AI Job Risk Map (2026). AI Job Risk Report: Norway 2026. <https://aijobriskmap.com/reports/norway/>

Appendix

The full occupation-level dataset for all countries — one row per occupation with exposure, pay, workforce and displacement scenarios — is available for download:

<https://aijobriskmap.com/dataset.csv> (CSV, CC BY 4.0)

Risk bands

- High: exposure 70–100
- Medium: 40–69
- Low: 0–39

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