

GENDER EQUALITY IN ICELAND

A presentation for the gender equality promotion project team from Japan

May 22, 2024

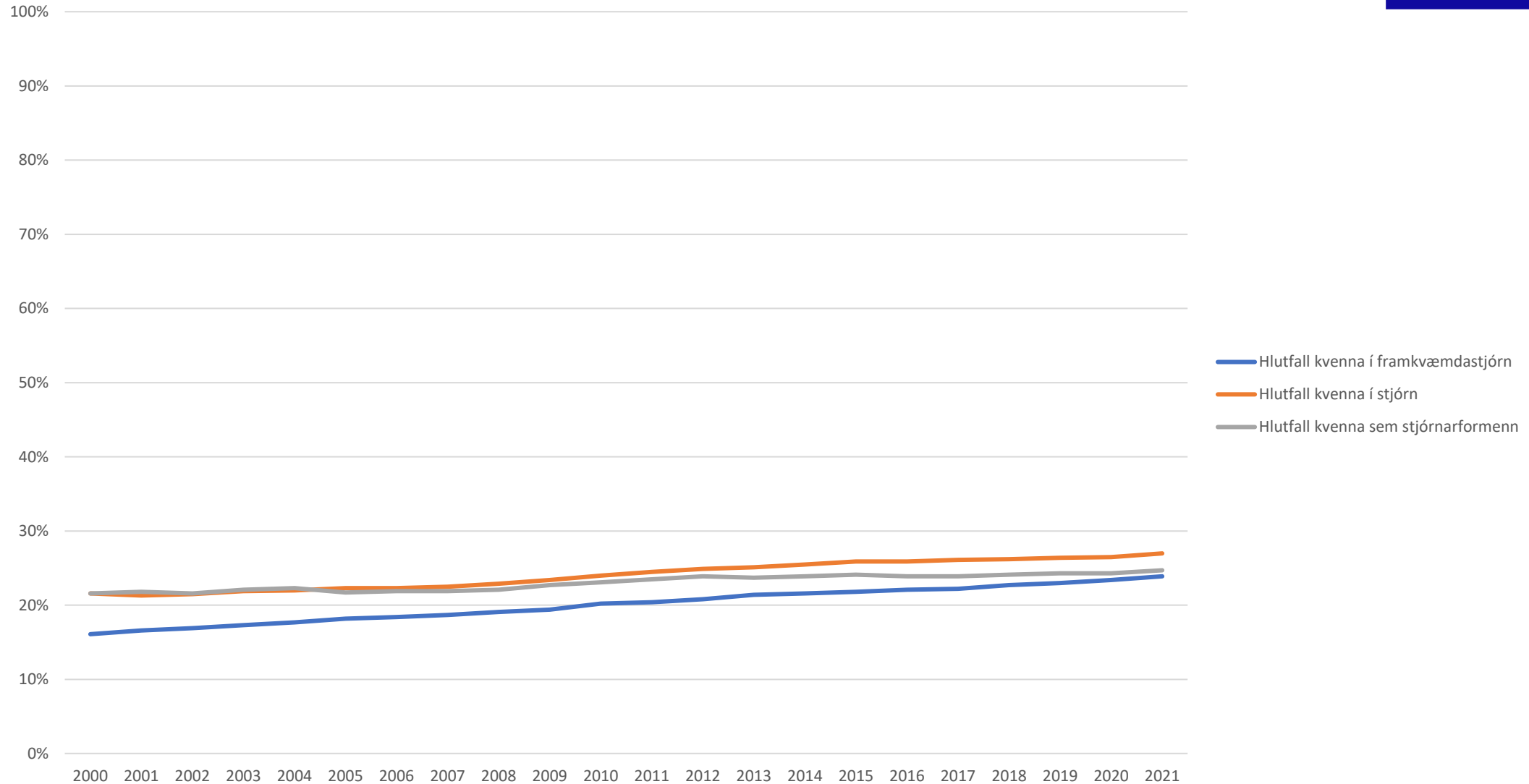


Dr. Ásta Dís Óladóttir, professor in international business and management, University of Iceland

CONTEXT

- Iceland has achieved the highest level of gender equality in the world at 91,2%
- In terms of Economic participation and opportunity, the score is 60% for legislators, senior, and managerial roles – ranks 54th
- Female labor force participation has been the highest in Iceland (OECD)
- Half of women aged 25-64 have a university education
- Women make up nearly 70% of students at the University of Iceland
- The proportion of men as board members - general is 75%
- The proportion of men in corporate executive positions – general is approximately 79%
- Women are more likely to be executives in small companies

Proportion of women on boards and as CEOs of all companies 2000-2021

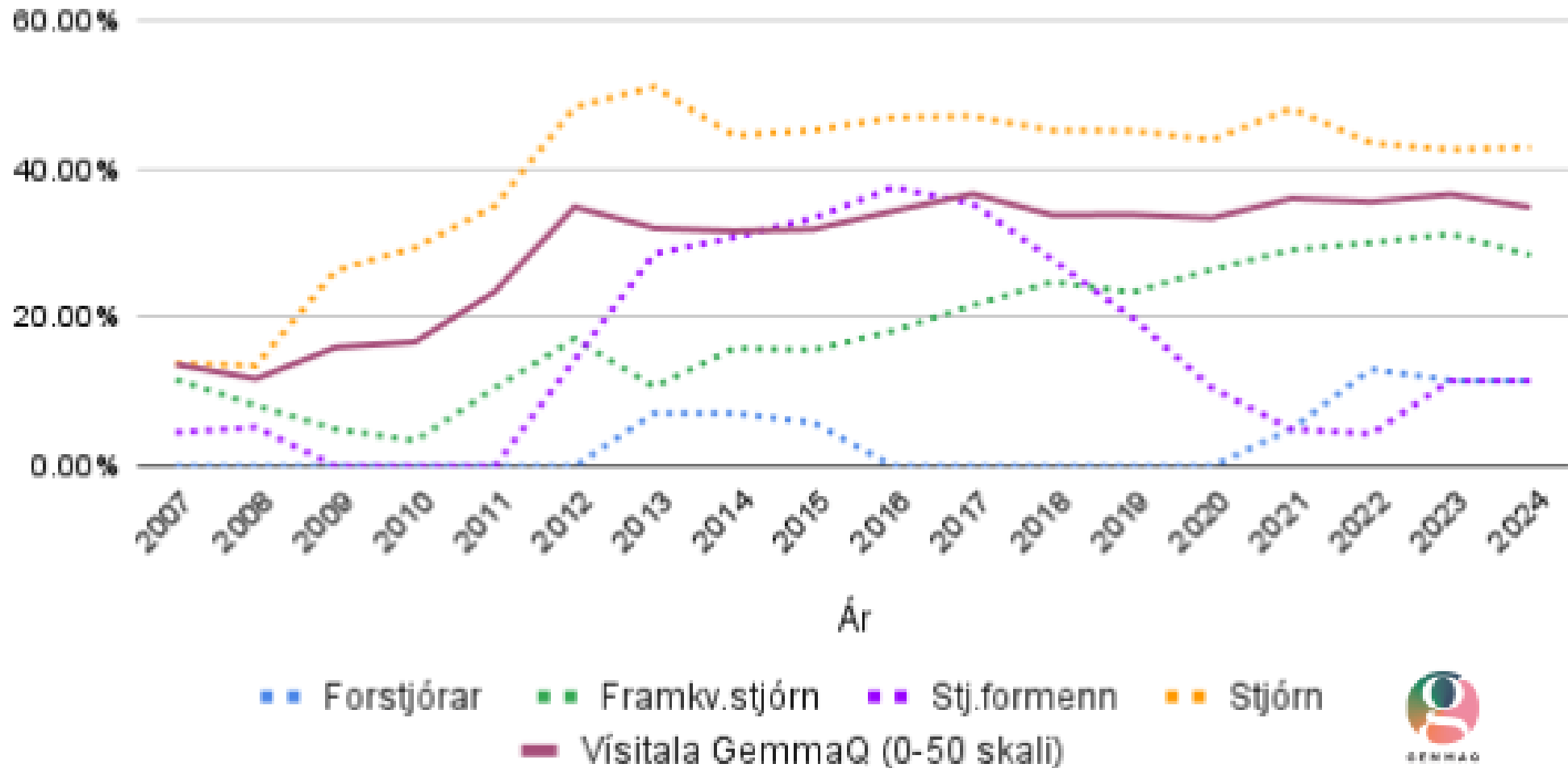




The GemmaQ gender index at Nasdaq Iceland

- The GEMMAQ gender index provides information on gender ratios in executive positions in companies in the Icelandic market. Ratings are given on a scale of 0-10, where 10 is the highest score, based on the proportion of women in executive and board positions within the company

WOMEN AS MANAGERS AND BOARD MEMBERS OF LISTED COMPANIES 2007-2024





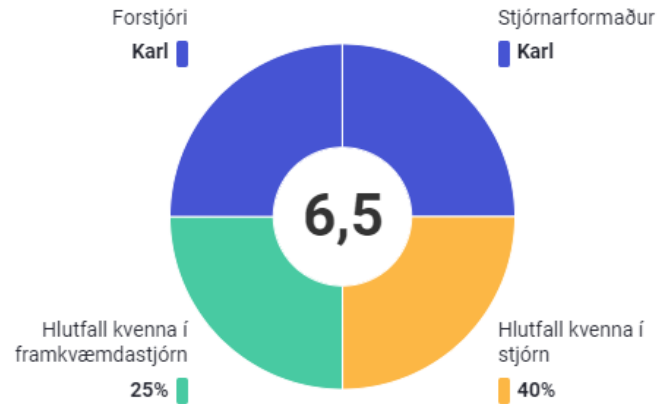
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GENDER IN FISHERIES AND AQUACULTURE

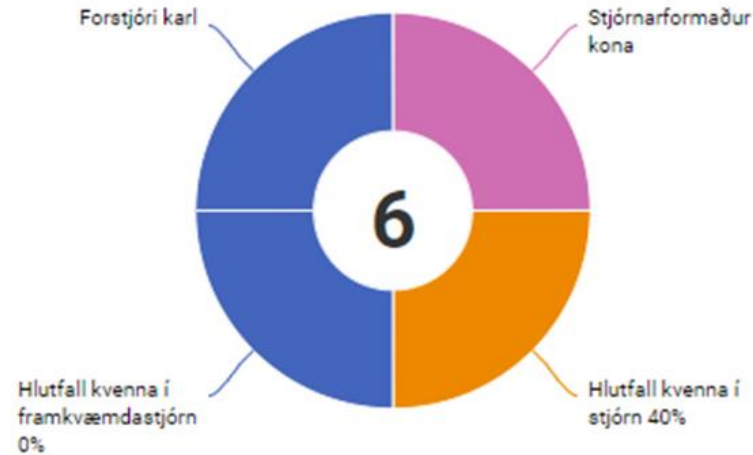


GENDER BALANCE IN LISTED FISHERIES COMPANIES

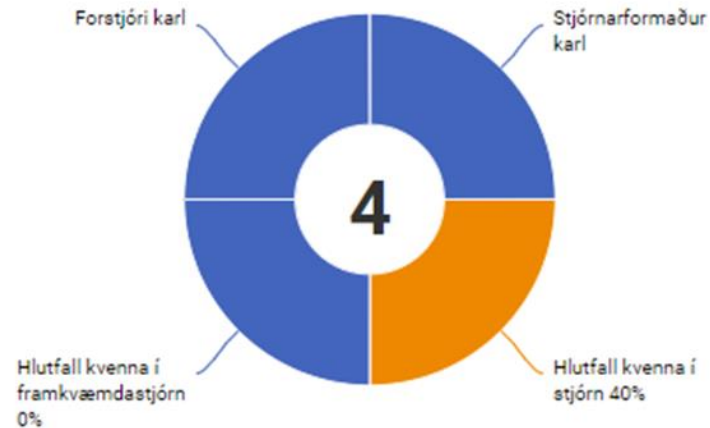
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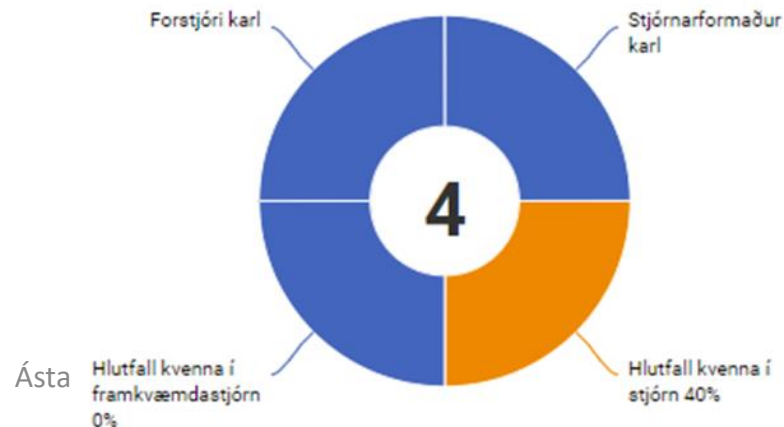
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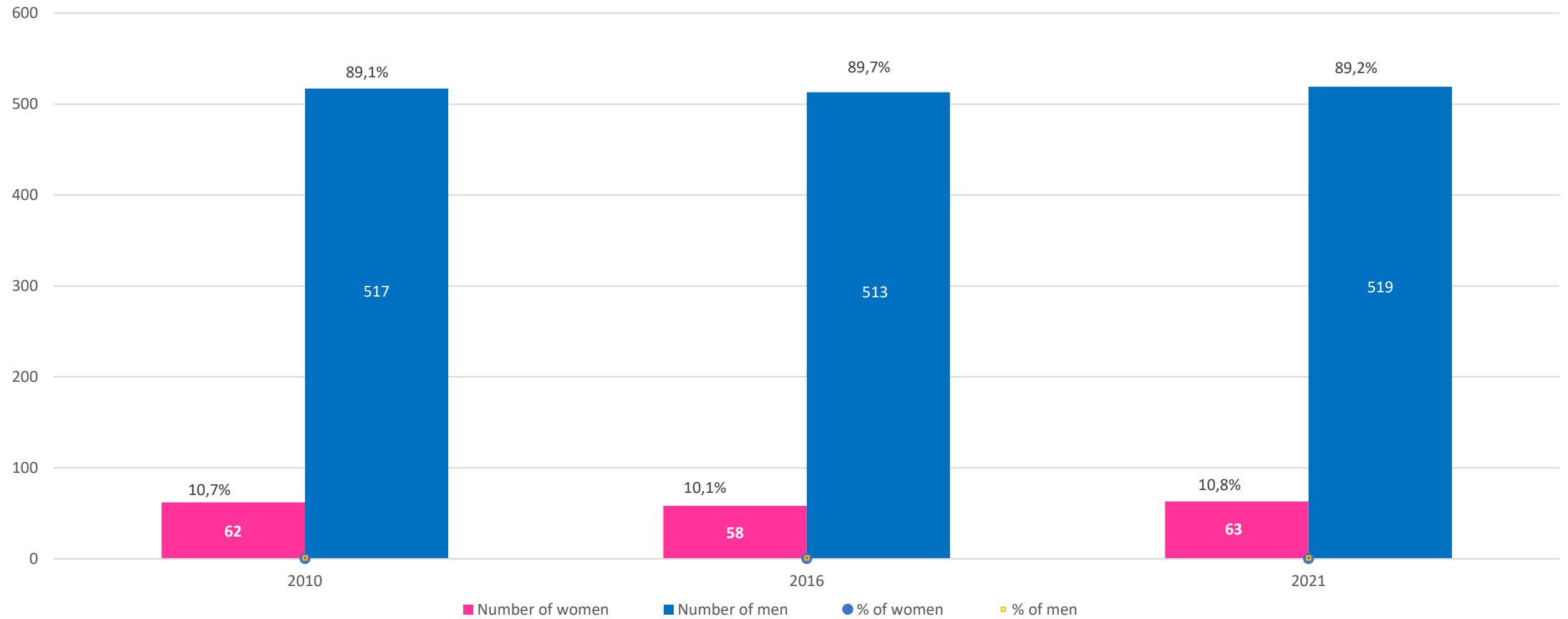
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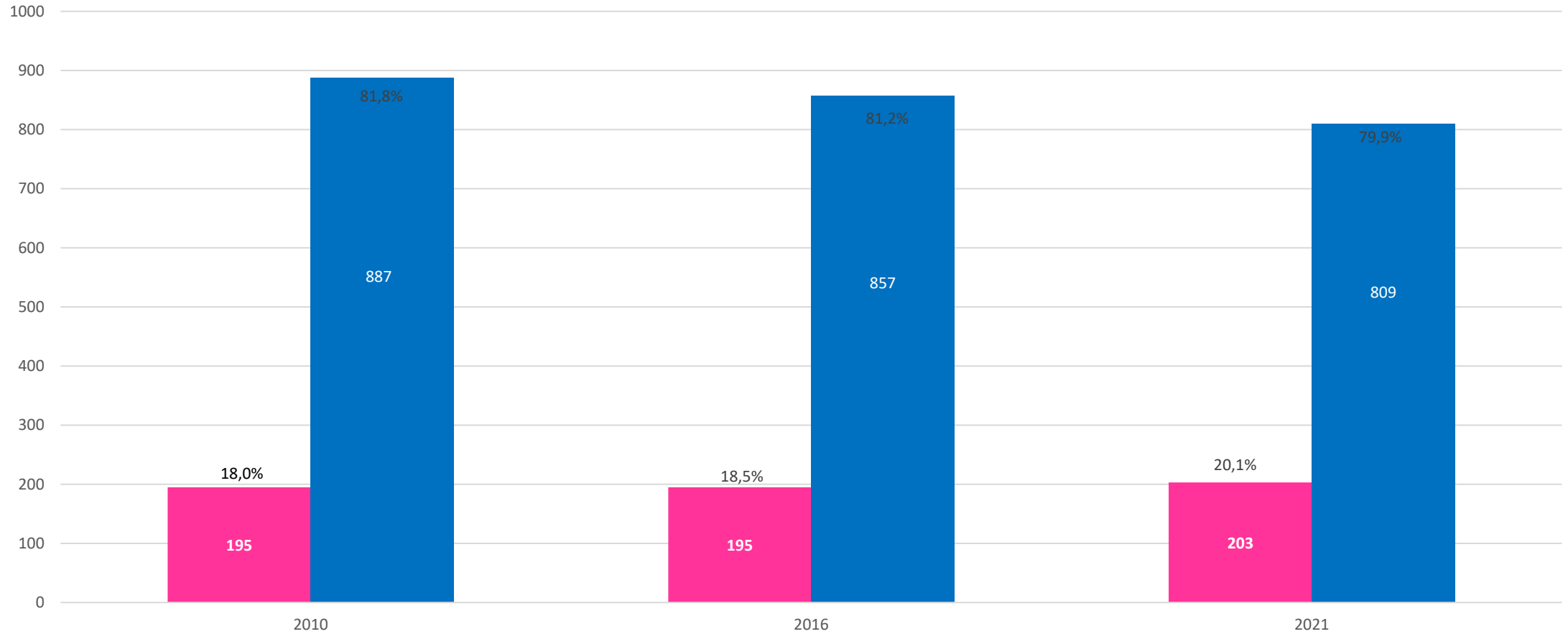
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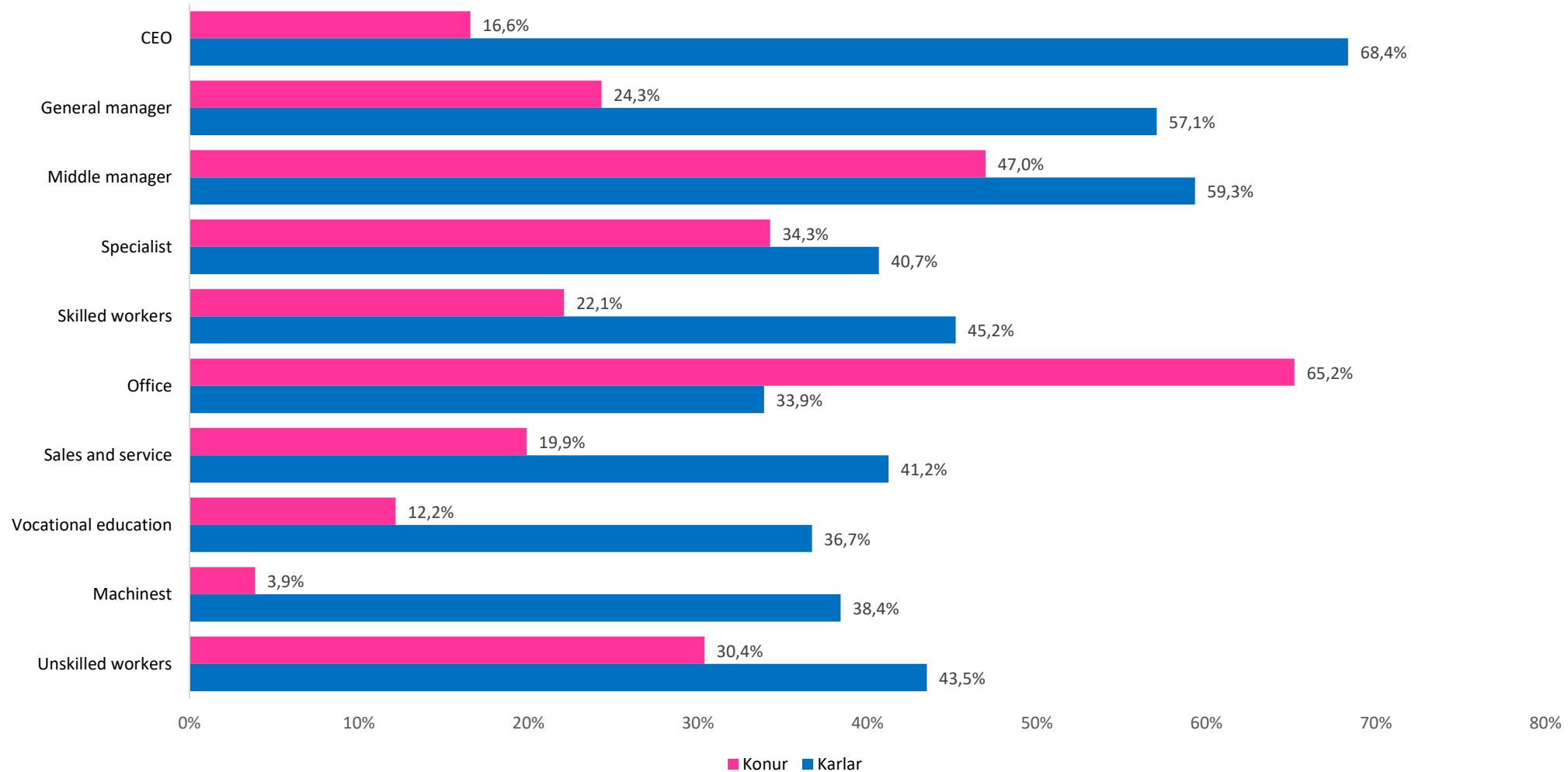
CEO'S BY GENDER IN FISHERIES AND RELATED COMPANIES



BOARD MEMBERS BY GENDER



ROLES BY GENDER





THE BOARD OF THE ASSOCIATION OF FISHERIES IN ICELAND

- 2022 – 2023: 19-0
- 2023 – 2024: 16-3
- 2024 – 2025: 15-4



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STUDY IN 2024 AMONG GENERAL PUBLIC

We had 1027 participants, balanced by gender, from a national registry.

Significant gender differences in:

- whether men and women have equal opportunities for CEO positions
- whether it is taking too long achieving gender balance at the TMT level
- attitudes toward whether the government should impose gender quota laws on the executive teams of companies with more than 50 employees



Key Findings



Gender Perceptions: Women perceive less equality in opportunities and slower progress towards TMT gender balance. Men were more likely than women to agree that the opportunities were equal.



Support for Quotas: Higher among women; Women were more likely than men to agree that the government should impose gender quota laws on the executive teams of companies with more than 50 employees. Men show significant resistance, fearing impact on meritocracy.



Women were also more likely than men to disagree that gender quota laws on executive teams of companies reduce the likelihood of the most qualified individuals being selected for executive teams.

Suggestions for Moving Forward

- **Broader acceptance** that without disruptive measures like quotas, gender equality in executive ranks might stagnate.
- **Recommendations** include setting gender quotas for executive teams, alongside measures by investors and corporate policies to support gender balance.

Conclusion

- The study highlights **significant gender disparities** in perceptions and experiences concerning gender equality in leadership roles, underlining the need for continued dialogue and targeted interventions to bridge the gap.



FOR POLICYMAKERS: CONSIDER
EXTENDING QUOTAS TO TMT LEVELS.



FOR RESEARCHERS: NEED FOR
LONGITUDINAL STUDIES TO TRACK THE
IMPACT OF QUOTAS OVER TIME.

Iceland

In 1980 Icelanders wrote a new chapter in the history by being the first to choose a woman – Mrs. Vigdís Finnbogadóttir as their president in a general election.

Iceland was the second country in the world to legislate gender quotas on boards.

Iceland could be the first country in the world to legislate gender quotas on TMT positions.





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Iceland in 1975



WE DID IT AGAIN ...



Ásta Dís Óladóttir professor



Dr. Ásta Dís Óladóttir

Professor and chairman of the Board at MBA Háskóla Íslands

