

The current situation of gender equality in Iceland – Country Profile

2013



This country fiche was financed by, and prepared for the use of the European Commission, Directorate-General Justice, Unit D2 "Gender Equality" in the framework of the service contract managed by Roland Berger Strategy Consultants GmbH in partnership with ergo Unternehmenskommunikation GmbH & Co. KG. It does not necessarily reflect the opinion or position of the European Commission, Directorate-General Justice neither the Commission nor any person acting on its behalf is responsible for the use that might be made of the information contained in this publication.

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Foreword

Dear Reader,

We are happy that we have raised your interest in the EU-Initiative EQUALITY PAYS OFF. The initiative supports large companies in successfully adapting to upcoming labour market challenges: Due to demographic change as well as a stronger focus on service and knowledge intensive industries, Europe will face a significant shortage of (qualified) skills in the next decades.

To secure qualified labour, it will be of vital importance for large companies to diversify the pool of (potential) employees by gaining better access to the female labour force. The initiative supports companies in Europe to increase female participation, to support employees that involuntarily work part-time due to family obligations, to motivate students to enter atypical fields of education and to reduce horizontal¹ as well as vertical segregation². Consequently, the initiative contributes to a reduction of the gender pay gap in Europe.

3 The initiative covers all EU-28³ countries plus Turkey, Former Yugoslav Republic of Macedonia (FYROM), Serbia, Norway, Iceland and Liechtenstein – in total 34 countries. This country report serves as background material for workshops taking place in each country in the context of EQUALITY PAYS OFF⁴. These workshops shall enhance knowledge exchange between business leaders and key decision-makers of participating companies. The quick and country-specific overview of the status quo will serve as a basis to explore starting points for each company to tap the female talent pool in a better way.

The country report is structured into four parts: After the management summary, Part 1 describes the status quo of gender equality in the Icelandic labour market. Part 2 describes our recommended strategic approach to gain better access to female talent in the labour market and within a company. Part 3 lists initiatives of the public and private sector in Iceland that support companies in their ambition to enhance gender equality.

Further information on the EU-Initiative and its respective activities as well as on involved stakeholders can be found at <http://ec.europa.eu/justice/equality-pays-off>.

¹ Horizontal segregation refers to the under-/overrepresentation of women and men in occupations or sectors

² Vertical segregation refers to the under-/overrepresentation of women and men in hierarchical levels

³ For statistical comparability and completeness, EU-27 data is used for all statistical indicators as EU-28 data is not available yet

⁴ The information on the website has been summarised in this country report. Detailed information can be found on the website: <http://ec.europa.eu/justice/equality-pays-off>

Management Summary

Demographic change as well as a stronger focus on service and knowledge intensive industries will lead to a significant shortage of (qualified) skills in Europe. In order to fill the upcoming gap between labour demand and labour supply, companies need to improve their access to the full talent pool by ensuring gender equality.

Currently, Icelandic companies do not make full use of the existing female labour force potential. Five groups of indicators show the status quo in 2012:

- The female **employment rate** in Iceland (77.8%) is considerably above the EU-27 average (58.6%). At the same time, the share of women actively looking for work in Iceland is 5.8% and thus considerably below the EU-27 average (10.6%).⁵
- The female **part-time rate** in Iceland is 31.4% in 2012 and is thus comparable to the EU-27 average of 32.1%. Also, the average working hours of Icelandic women in part-time positions (20.8 hours) are in line with the EU-27 average (20.2 hours).⁶
- 4 • **Tertiary education attainment of women** in Iceland has increased to 33.7%, which is higher than the EU-27 average of 25.8%. However, the promotion of gender atypical fields of study still remains a main challenge.⁷
- The under-/over representation of women and men (**horizontal segregation**) in Iceland is more pronounced in Iceland than on EU-27 average. Therefore, it is important to encourage women to pursue careers in gender atypical sectors and occupations.⁸
- The under-/overrepresentation of women and men in hierarchical levels (**vertical segregation**) shows a mixed picture. On the one hand, the share of women on corporate boards increased to 36.0% in 2012, which is substantially above the EU-27 average of 16.0%. On the other hand, Icelandic women only held 25.0% of management positions, which is below the EU-27 average of 33.0%.⁹

The gender pay gap – in 2011 the overall difference in income between women and men was 18.0%¹¹ in Iceland and thus higher than the EU-27 average of 16.2%¹⁰. Also, between 2008 and 2012, the gender pay gap in Iceland decreased by 2.4 pp from 20.5% to 18.1%.¹¹

⁵ Source: Eurostat Labour Force Survey (LFS) (2012)

⁶ Source: Eurostat Labour Force Survey (LFS) (2011)

⁷ Source: Eurostat Education and Training (2012)

⁸ Source: Eurostat Labour Force Survey (LFS) (2011)

⁹ Source: EC DG Justice; Horizontal and vertical segregation - Meta-analysis of gender and science research (2012)

¹⁰ Source: Eurostat LFS 2013 (data from 2011)

¹¹ Source: Statistics Iceland (2013), unadjusted gender pay gap (GPG) based on Eurostat's Structure of Earnings Survey (SES) methodology; we mention the 2011 number to compare with the EU average

1. How Icelandic companies access the talent pool

In the following, we give a brief overview of the current situation of employment of women and men in Iceland in comparison to the overall EU-27 average.

1.1 General participation of women in the labour market¹²

Iceland is doing well on equally including women and men into the labour market. The employment rate of women in Iceland is 77.8% and thus the highest among all compared countries. Nonetheless, women are still slightly less likely to be employed than men (81.5%). Employment rates for both genders decreased moderately between 2002 and 2012 - by 2.3% for women and by 4.8% for men. The employment rate gap between women and men thus slightly decreased over the course of the last decade (6.2 pp in 2002 and 3.7 pp in 2012).

At the same time, the unemployment rate significantly increased for both men and women. The female unemployment rate rose from 2.6% in 2002 to 5.8% in 2012 (3.2 pp). Similarly to that, men's unemployment rate increased from 3.4% to 6.4% (3.0 pp). Nevertheless, the unemployment rates for both genders were significantly below the EU-27 averages in 2012 (10.6% for women and 10.5% for men).

In terms of the overall participation rate, the sum of employment and unemployment rate, the participation of Icelandic women in the labour market is at 83.6%. This ranks Iceland not only at the top of all compared countries but is also the highest of all OECD countries. Since the 1970s, Icelandic women have increasingly been entering the labour market. This development is partially due to several political decisions such as a legal right for parents to return to their job after childbirth, a generous parental leave system and childcare institutions for pre-school children.¹³ This positive development reached a peak in 2007 when 80.8% of Icelandic women were active in the labour market. The turnaround to an increase in unemployment can be explained by the critical economic situation the country has been facing as a consequence of the international financial crisis in 2007/08. These negative effects, however, seem to affect both genders equally.

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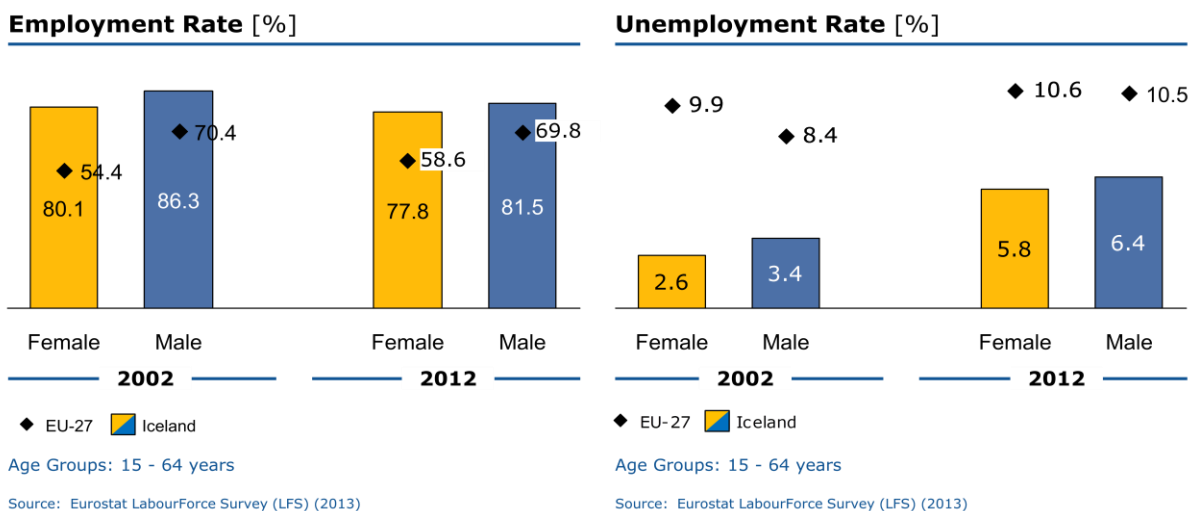


Figure 1: Labour market participation of women and men in Iceland in comparison to the EU-27

¹² Source for statistical data (unless stated otherwise): Eurostat Labour Force Survey (LFS) (2002, 2012)

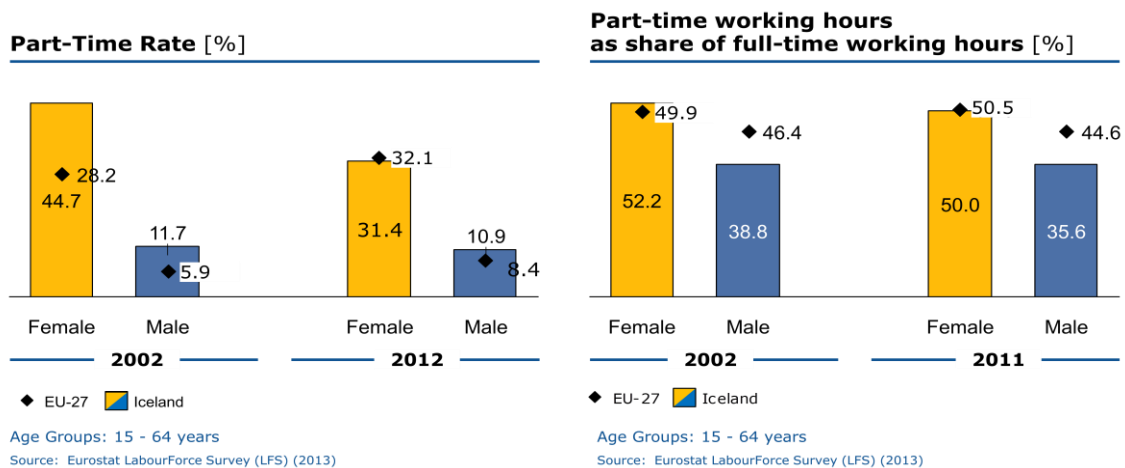
¹³ Source: Centre for Gender Equality in Iceland (2012)

1.2 Part-time segregation¹⁴

Part-time rates in Iceland are comparable to the EU-27 average. 31.4% of all female employees and 10.9% of male employees work part-time. The EU-27 average is 32.1% and 8.4%, respectively. In reflection of the country's economic situation, the part-time rate rose during the crisis to allow for more flexible work arrangements and decreased again in recent years.¹⁵ Thus, from 2002 to 2012 the share of part-time working women decreased by 13.3 pp.

Full-time working male employees work on average 46.9 hours per week, while female employees work 41.6 hours per week. When considering part-time working hours as share of full-time working, it turns out that – when working part-time – women (20.8 hours per week) work more hours per week than men (16.7 hours per week).

Since hours worked are connected to the overall participation in economic decision making processes it can be suggested that Icelandic women in part-time positions are more integrated into these processes than men.



Figure

2: Part-time segregation in Iceland in comparison to the overall EU-27

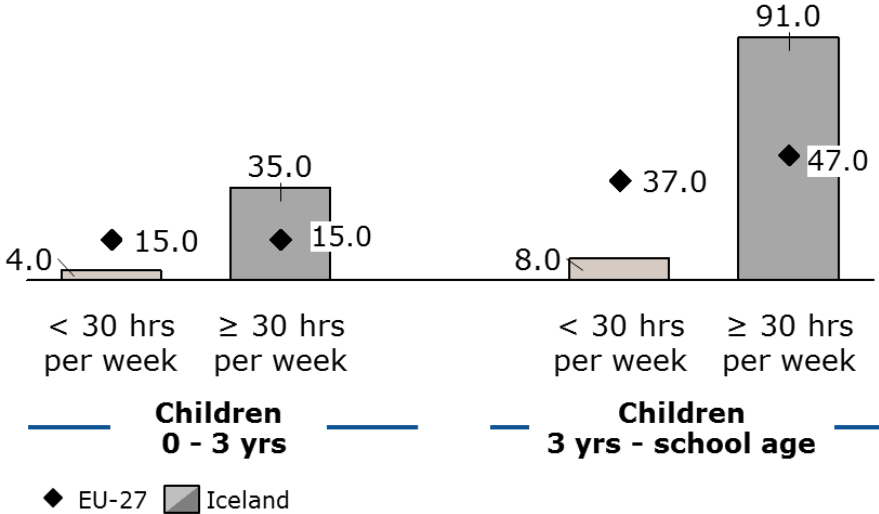
¹⁴ Source for statistical data (unless stated otherwise): Eurostat Labour Force Survey (LFS) (2002, 2010, 2011, 2012)

¹⁵ Source: Danish Technological Institute, Assessment of the Labour Market in Iceland (2011)

With regards to the use of childcare services, Iceland takes a leading position among European countries. In the age group of zero to 3 years of age, 35.0% of children are enrolled in childcare services for 30 or more hours per week. This is far above the EU-27 average which is at 15% in that age group. A similar picture is shown for children in the age group from 3 years to school age: 91.0% of children, as opposed to 47% in the EU-27, are enrolled in childcare services of 30 or more hours per week.

In conclusion it can be said that 39% of children between zero and 3 years as well as 99% of children between 3 years and school age are enrolled in childcare arrangements. The EU-27 averages are 30% and 84% respectively. Noteworthy is that intensive childcare usage (30 hours or more) is widespread in Iceland, thus providing an optimal starting position for women to re-enter their full-time jobs after maternity leave.

Children in childcare [%] 2011



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Source: Eurostat LabourForce Survey (LFS) (2013)

Figure 3: Childcare arrangements in Iceland in comparison to the EU-27

1.3 Qualification level and choice of education¹⁶

Secondary and tertiary education attainment of Icelandic women and men rose between 2002 and 2012.

In 2012, 62.6% of Icelandic women attained secondary education. This represents a substantial increase compared to 46.6% in 2002 (16.0 pp). This is, however, still below the EU-27 average of 70.9% (difference of 8.3 pp). Also, women still attain secondary education at a lower rate than men (64.4% in 2012).

Also, 33.7% of women in Iceland attained tertiary education, which is substantially above both, the EU-27 average of 25.8% and the male tertiary education attainment in Iceland (23.4%). Interestingly, between 2002 and 2012 the rate of tertiary education attainment for women (12.7 pp) augmented much more significantly than for men (3.1 pp).

In conclusion, women in Iceland are on the rise regarding both secondary and tertiary education. Also, the existing gender gap in terms of secondary education can largely be explained by the fact that far more women than men attain tertiary education.

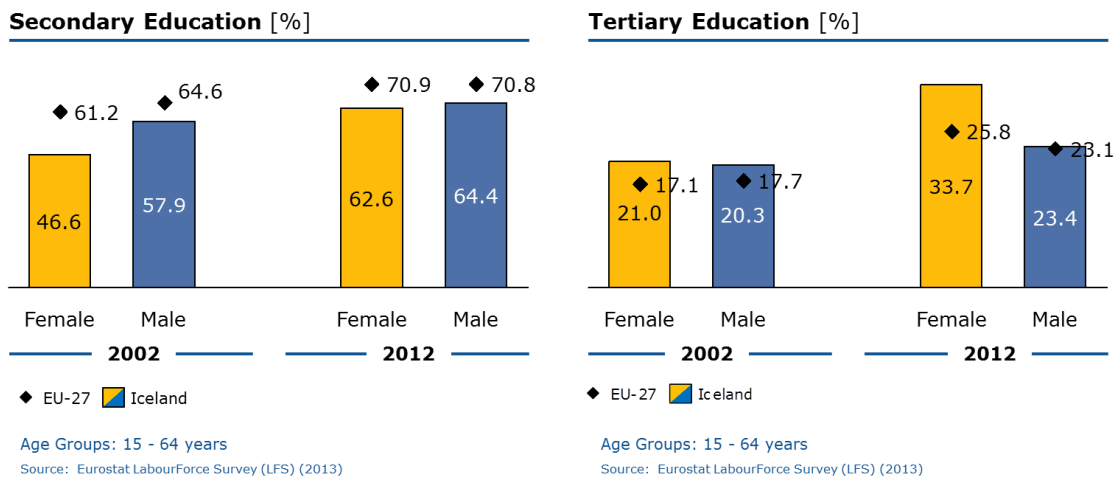


Figure 4: Education attainment in Iceland in comparison to the EU-27

¹⁶ Source for statistical data (unless stated otherwise): Eurostat Education and Training (2002, 2012)

In terms of education choices, the trend in Iceland follows the trend of the EU-27 average. As in the EU-27, women make up for the vast majority in traditionally female dominated fields of study, such as "Health and Welfare (86.5%)" and "Teaching, Training and education science" (79.6%). Nevertheless, when compared to the EU-27 average, Icelandic women are stronger represented in typical male fields of study. In the field of "Agriculture and veterinary" 63.2% are women (49.7% EU-27 average). Further, women have a share of 30.6% in the field of "Engineering, manufacturing and construction" (25.7% EU-27 average).

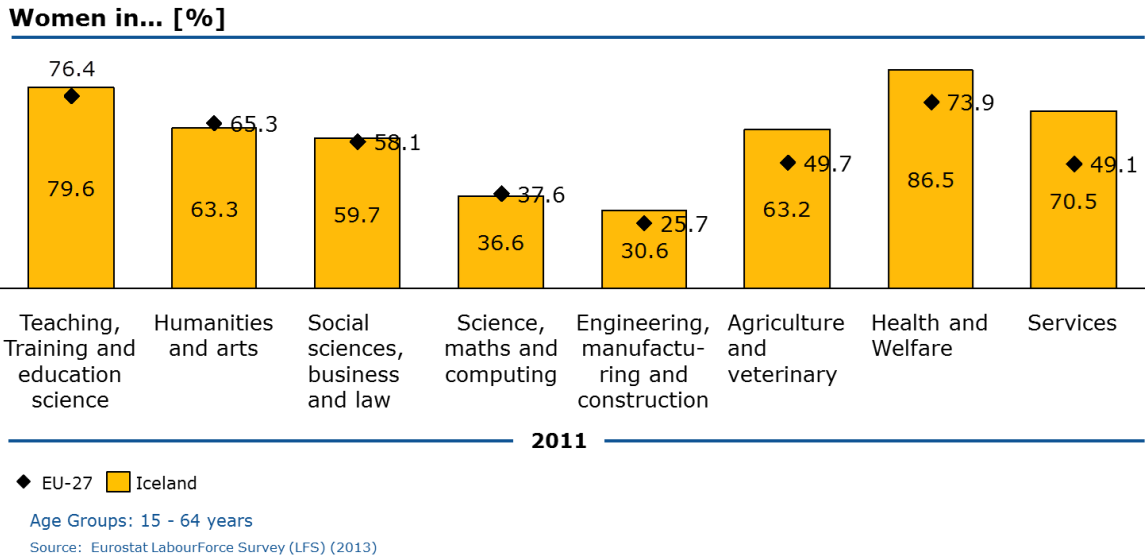


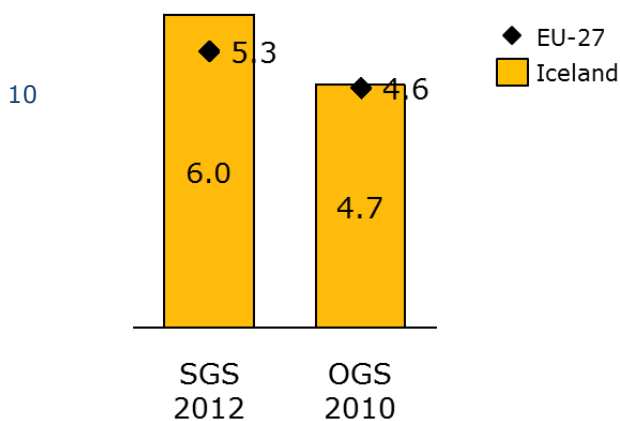
Figure 5: Share of women in different fields of education in Iceland in comparison to the EU-27

1.4 Under-/overrepresentation of women and men in occupations or sectors – "Horizontal segregation"¹⁷

Horizontal segregation is pronounced in Iceland. In order to compare the extent of horizontal segregation in Iceland with the overall EU-27 average, two horizontal segregation indicators are calculated. The first indicator is the Sectoral Gender Segregation Indicator (SGS)¹⁸ and the second one is the Occupational Gender Segregation Indicator (OGS):

- The extent of sectoral gender segregation (SGS) in Iceland (6.0%) is higher than the overall SGS of the EU-27 (5.3%). This indicates that women and men are more likely to be found in different sectors than on EU-27 average.
- In terms of occupational gender segregation (OGS), Iceland (4.7%) reflects the EU-27 average (4.6%). In other words, women in Iceland are just as likely to be found in gender typical occupations as they are in the EU-27.

Horizontal Gender Segregation Indicators [pp]



Source: Eurostat LabourForce Survey (LFS) (2013)

Figure 6: Horizontal Gender Segregation Indicators

¹⁷ Source for statistical data (unless stated otherwise): Eurostat Labour Force Survey (2012)

¹⁸ Comparing the share of female employees that work in one economic sector to the share of male employees that work in the respective economic sector shows the extent of gender segregation in that specific economic sector. The Sectoral Gender Segregation Indicator (SGS) reflects the weighted **average difference** in absolute percentage points (share of all male employees in an economic sector [%] *minus* share of all female employees in respective economic sector [%]) across all economic sectors.

Gender segregation in sectors is pronounced in Iceland. 62.4% of Icelandic women are employed in the top five female sectors. This share is higher than the share of men that are employed in their respective top five sectors (56.2%). Two of the five most popular female industries, namely "Wholesale & retail" and "Manufacturing" overlap between the genders. 19.2% of Icelandic women and 30.9% of men work in either of these two sectors. The remaining three top sectors show a clear horizontal segregation, including the female-dominated "Human health & social work" and "Education" as well as the male dominated fields of "Construction" and "Agriculture, forestry and fishing".

% of women employed in	Iceland	EU-27	% of men employed in	Iceland	EU-27
Education	18.8	11.7	Manufacturing	16.7	20.4
Human health & social work	17.8	18.2	Wholesale & Retail	14.2	13.1
Wholesale & Retail	12.9	15.1	Construction	9.9	12.1
Accommodation & food service activities	6.6	5.4	Agriculture, forestry & fishing	8.7	5.4
Manufacturing	6.3	10.2	Transportation & storage	6.7	7.3
Accumulated concentration	62.4	60.6	Accumulated concentration	56.2	58.3

Source: Eurostat LabourForce Survey (LFS) (2013)

Figure 7: Distribution of Employment in the main NACE-2 digit sectors (2012)

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In addition to that, the distribution of women and men across occupations is characterised by a gender bias. 56.3% of women but only 40.4% of men are employed in their respective top-five occupations. This indicates that the labour market for men is more diversified. Two of the top-5 occupations overlap between both genders: 15.2% of women and 7.7% of men are employed as "Personal service workers" and 9.9% of women and 7.6% of men are employed as "Sales workers".

The remaining three top occupations show a clear horizontal segregation, including the female-dominated "Teaching professionals" as well as the male dominated "Building and related trades workers".

% of women employed in	Iceland	EU-27	% of men employed in	Iceland	EU-27
Personal service workers	15.2	13.4	Building and related trades workers	10.3	9.9
Legal, social, cultural professionals	12.5	10.9	Personal service workers	7.7	5.4
Teaching professionals	11.8	6.3	Sales workers	7.6	2.7
Sales workers	9.9	8.0	Administrative and commercial managers	7.5	5.7
Business and administration professionals	6.9	5.6	Metal, machinery and related trades workers	7.3	8.6
Accumulated concentration	56.3	44.2	Accumulated concentration	40.4	32.3

Source: Eurostat LabourForce Survey (LFS) (2013)

Figure 8: Distribution of Employment in the main ISCO 3-digit occupations (2010)

1.5 Under-/overrepresentation of women and men in hierarchical levels – "Vertical segregation"¹⁹

In terms of vertical segregation, the data shows an ambivalent picture. On the one hand, the female share in corporate boards has considerably increased to 36.0% and exceeds the EU-27 average of 16.0% by far. In fact, in Iceland the share of women on boards more than doubles the EU-27 average. This sharp increase can largely be attributed to the introduction of a 40.0% quota for female positions on corporate boards, which is effective from September 2013 onwards.²⁰

Further, the share of women in (executive) management positions in large companies and SMEs increased from 20.0% to 25.0% (increase by 5.0 pp), but still remains below the EU-27 average of 33.0% (difference of 8.0 pp). Thus, the challenge lasts to establish gender-equal opportunities for promotion in Iceland's business environment not only in corporate boards, but also in management positions.

Women in... [%]

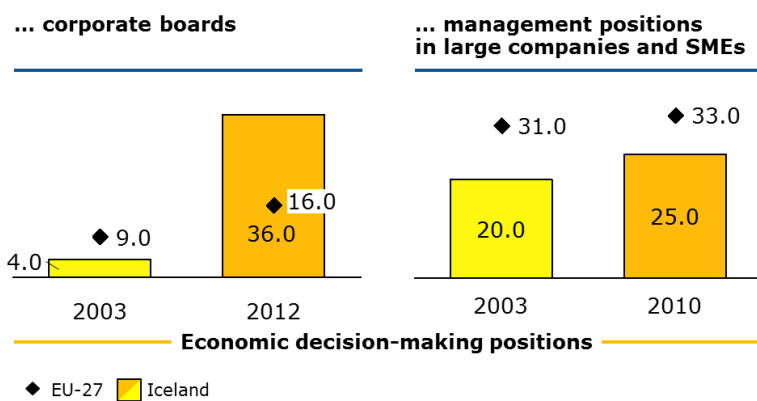


Figure 9: Women in economic decision-making positions

¹⁹ Source for statistical data (unless stated otherwise): EC DG Justice; Horizontal and vertical segregation - Meta-analysis of gender and science research (2010, 2012)

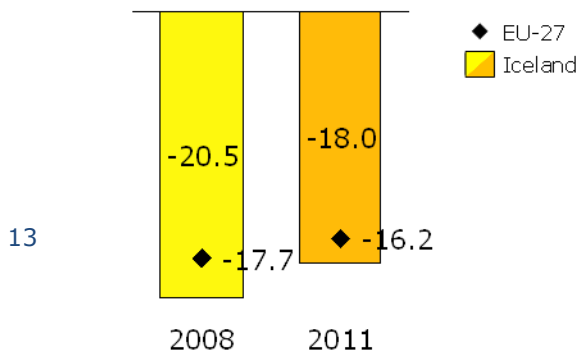
²⁰ Source: EU Commission, The quota-instrument: different approaches across Europe (2011)

1.6 Gender pay gap²¹

In 2012, the gender pay gap in Iceland revealed that a female employee earned on average 18.1% less than a male employee (18.0% in 2011).²² This pay difference is slightly higher than the EU-27 average of 16.2% (in 2011) and shows that the high education achievements of women in Iceland have not yet fully translated into an equivalent progress of closing the Gender Pay Gap.

Also, two main reasons for the Gender Pay Gap in Iceland can be identified. First, the part-time rate of women in Iceland is significantly higher than the males' part-time rate and thus leads to a lower income of women. Moreover, Iceland has a segregated labour market with respect to both, sectors and occupations. The pay level is generally lower in the female-dominated occupations, hence women in general receive less in return on their education and experience than men.²³

Unadjusted Gender Pay Gap [%]



Source: Eurostat LabourForce Survey (LFS) (2013) and Statistics Iceland (2013), unadjusted gender pay gap (GPG) based on Eurostat's Structure of Earnings Survey (SES) methodology

Figure 10: Unadjusted gender pay gap

²¹ Source: Eurostat LFS 2013 (data from 2011)

²² Statistics Iceland (2013), unadjusted gender pay gap (GPG) based on Eurostat's Structure of Earnings Survey (SES) methodology

²³ Source: Equal Pay Commission (2008): Gender and Pay

2. How to gain better access to the talent pool?

More gender equality within the business sector and a reduction of the gender pay gap can only be sustainably realised if companies follow a comprehensive approach including corporate strategy, management, operational implementation by business units and HR work organisation and monitoring ("strategic pillars"):



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Focusing on one pillar will lead to partial improvements only.

Corporate Strategy – Establish gender equality as part of the company's DNA

The corporate strategy sets the framework for doing business and determines the internal work culture. Experience shows that gender equality – in order to be sustainably established – has to be (come) a company rationale: The concept of gender equality has to be an integral part of the overall corporate strategy. This is the foundation for successfully addressing the gender pay gap within a company.

Management – Understand and position management as driver and role model

A management which is convinced of and fully endorses the company's strategy towards gender equality is vital to sustainably establish and live the principles of equality between women and men throughout the company and contribute to a sustainable reduction of the gender pay gap. The management is responsible for the implementation of the corporate strategy. Also, managers act as role models and multipliers within and outside the company.

Operational implementation – Business units and HR striving for more gender equality in daily work

- Business units are responsible for operationalising strategic targets regarding gender equality by actually implementing measures which have been agreed upon in their daily work, e.g. by offering internships. They contribute to a sustainable attraction, retention and development of employees.
- HR – as central point of contact for human resource issues of business units – offers strategic advice on how to address gender equality sustainably and provides instruments and processes to attract, retain and develop top talent, e.g. by designing regular evaluation processes.

There are six main fields of action for operational implementation:

- **Raise awareness among high school graduates regarding the full spectrum of fields of education** - To enlarge the potential talent pool, companies need to sensitise high school graduates regarding the full spectrum of fields of education and hereby motivate them to also consider gender "atypical" fields of specialisation.
- **Attract top talent irrespective of gender** – To attract top talent, companies need to build up a relationship with talented graduate students early on and show them how it is to work in their company. Additionally, they need to tap the dormant work force by mobilising women to start working.
- **Strengthen the work-life balance** – To retain the talent pool, companies need to motivate talents to continue working, to return early from leave and to facilitate the career advancement of employees with family care obligations.
- **Promote career advancement of women** - To promote the most qualified female employees, companies need to establish a culture and promotion process that equally honours male and female talent and institutionalise a systematic succession planning.
- **Evaluate the remuneration system from a gender perspective** - To attract and retain female employees, companies need to evaluate and – if necessary – adapt their remuneration system to eliminate discriminatory practices.
- **Communicate internally and externally company activities aimed at tapping the talent pool in a better way** - To maximise the positive impact of their efforts to champion gender equality, companies need to communicate their actions enhancing corporate gender equality internally and externally.

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Work Organisation – Create the framework to enable necessary changes

Often, workflows within the company are organised in a way which does not easily allow for necessary changes towards more gender equality. This especially refers to the flexibility of the working environment. In the context of this project, flexibility comprises working hours, workplace options and work arrangements. It is therefore vital to evaluate the organisation of current business activities and requirements systematically and identify room for change in favour of employees but beneficial for both parties (employers and employees).

Monitoring – Monitor and follow-up target achievements

To ensure that gender equality is taken seriously, companies need to monitor gender equality targets in the same way as financial targets. Monitoring should include indicators that measure company-wide progress regarding corporate efforts to enhance gender equality as well as the success of individual managers in promoting gender equality in their departments/teams. Additionally, it should be part of regular feedback talks with the top management.

3. Where companies find support to gain better access to the talent pool - Examples

In order to foster a sustainable change towards accessing the labour force potential of women in a better way, a series of public and private initiatives – with legislative and non-legislative focus - have been implemented in Iceland. In the following we give an overview over sample initiatives:

3.1 Legislative initiatives (examples)

Year	Legislation	Website Link
1961	Sömu laun fyrir sömu vinnu (Equal Pay Act)	http://eng.velferdarraduneyti.is/departments/gender-equality/
1972	Lög um orlof húsmæðra nr. 53/1972 (Act No. 53 of 1972 on vacations for housewives)	http://www.ilo.org/dyn/natlex/natlex_browse.details?p_lang=en&p_country=ISL&p_classification=05&p_origin=SUBJECT
1997	Lög um greiðslur til foreldra langveikra barna eða alvarlega fatlaðra barna nr. 22/2006 (Icelandic Act on Maternity/Paternity)	http://eng.velferdarraduneyti.is/departments/gender-equality/
2000	Lög um bann við uppsögnum vegna fjölskylduábyrgðar starfsmanna nr. 27/2000 (Prohibition on termination of employment due to family responsibilities Act, No. 27/2000)	http://www.ilo.org/dyn/natlex/natlex_browse.details?p_lang=en&p_country=ISL&p_classification=05&p_origin=SUBJECT
2003	Reglugerð um starfsemi Jafnréttisstofu nr. 47/2003 (Regulation on the Activities of the Gender Equality Bureau No. 47/2003)	http://www.ilo.org/dyn/natlex/natlex_browse.details?p_lang=en&p_country=ISL&p_classification=05&p_origin=SUBJECT
2009	Lög um jafna stöðu og jafnan rétt kvenna og karla nr. 10/2008 (Act on Equal Status and Equal Rights of Women and Men)	http://eng.velferdarraduneyti.is/acts-of-Parliament/nr/4203
2010	Lög um hlutafélög (Law on public and limited companies) Amendment to the laws on public limited companies (No. 2/1995) and private limited companies (No. 138/1994) introducing a women´s quota on corporate boards (Act No 13/2010)	http://eng.efnahagsraduneyti.is/laws-and-regulations/nr/3262

3.2 Public non-legislative initiatives (examples)

Name	Sponsor	Target Group	Target	Website Link
"Jafnréttisáætlun" ("Equality Rights Plan")	Municipality of Kópavogur (Gender Equality Council)	<ul style="list-style-type: none"> • Icelandic Companies • Associations • Institutions 	Foster actions towards gender equality	http://eng.velferdarraduneyti.is/media/acrobat-enskar_sidur/Act-on-equal-status-and-equal-rights-of-women-and-men_no-10-2008.pdf
Jafnréttiskennitala ("Icelandic Equality Index")	Research Centre for Labour Law and equality at the University of Bifröst, Ministries of Commerce Confederation of Icelandic Employers Icelandic Association of women Entrepreneurs Icelandic Gender Equality Council Centre for Gender Equality	<ul style="list-style-type: none"> • Icelandic Companies • Associations • Institutions 	Benchmark gender equality actions in companies	http://rvj.bifrost.is/default.asp?sid_id=32231&tId=1&Tre_Rod=010 006 &qsr
Jafnréttisstefna Gender Equality Action Programme 2011 - 2014	Council of Ministers on Gender Equality	<ul style="list-style-type: none"> • Icelandic Companies • Associations • Institutions 	Promote gender mainstreaming into all governmental policies and actions Foster gender equality Focus on tackling the gender pay gap in the labour market	http://eng.fjarmalaraduneyti.is/media/Gender_Equality_in_Iceland_012012.pdf
Jafnréttisstofa (Icelandic Centre for Gender Equality)	Founded by the Ministry of Social Affairs and Social Security	<ul style="list-style-type: none"> • Icelandic Companies • Associations • Institutions 	Promote compliance to gender equality legislation Provide counselling and education in the field of gender equality	http://eng.velferdarraduneyti.is/departments/gender-equality/
Jafnréttisviðurkenningar ("Icelandic Gender Equality Award")	Municipality of Kópavogur (Gender Equality Council)	<ul style="list-style-type: none"> • Icelandic Companies • Associations • Institutions 	Raise awareness for the topic Attract companies to promote gender equality	http://eng.velferdarraduneyti.is/departments/gender-equality/

3.3 Private initiatives (examples)

Name	Sponsor	Target Group	Target	Website Link
Feminist weeks, Women's Run (Feminist weeks, Women's Run)	Feminist Association of Iceland	<ul style="list-style-type: none"> All Icelandic women 	Promote gender equality, abolishing gender stereotypes and promoting women's rights Sensitize relevant actors about gender equality	http://www.feministinn.is
Icelandic: Félag kvenna í atvinnurekstri (FKA) (Icelandic Association of Women Entrepreneur)	Non-profit professional organisation	<ul style="list-style-type: none"> Female owners of businesses 	Provide a network to connect for female entrepreneurs Offer an information platform about news relevant to the field Promote business between 'Icelandic Association of Women Entrepreneur' members	http://www.fka.is/?i=36