

# GENDER EQUALITY

## Iceland #1



For six years Iceland has been #1 in the World Economic Forum's gender-gap index, which examines disparities between men and women in terms of political empowerment, economic opportunity, education and health.

But why, how and what can be learned from the Icelandic case? WIP wants to give you few facts on how to be #1.

### 100 YEARS OF ICELANDIC EQUALITY

10 milestones that matters

1915	Women gain national suffrage and the right to hold office
1922	The first woman elected to the Icelandic Parliament
1961	Equal Pay Act approved by Parliament
1975	Women nationwide take a day off on October 24
1976	Equality Act approved and the Equality Council is founded
1980	The first nationally elected female president in the world
1982	The Women's Alliance runs for Parliament
1995	Equal rights of women and men stated in the constitution
2003	Equal rights of women and men of parental leave
2010	Companies are obliged to have 40% women or men on boards

### THE EXTRA EFFORT

3 things that have made the difference

#### # strong role models

40% of MP's are women; over 40% of members in local governments; over 60% of university students and 80% of women participate in the labor market.

#### # equal parental leave

9 months; 3 for women, 3 for men, and 3 to share. 90% of men use their right and the gender pay gap has decreased.

#### # consensus from left to right

Icelandic women have in most cases agreed upon the greatest gender equality steps taken, across party lines.

### THE KEY

to success of the Icelandic case

Defining gender equality as basic human rights and always remembering its importance is the real key to success—but also the reason why countries like Iceland get to be #1 and stay there for six years.

*Iceland is WIP's country case for 2015 and welcomes your suggestion for countries of success to be learned from.*