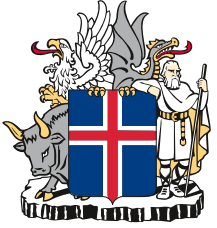


04 March 2020



Impact in different fields Gender Equality

Government of Iceland
Prime Minister's Office





Iceland's achievements in
gender equality come from
years of hard work

Change is driven
not “happened”



When people live with different situations...

- They have different needs...
- Therefore you can not expect the

Equality



The assumption is that **everyone benefits from the same supports**. This is equal treatment.

Equity



Everyone gets the supports they need (this is the concept of "affirmative action"), thus producing equity.

Justice



All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.

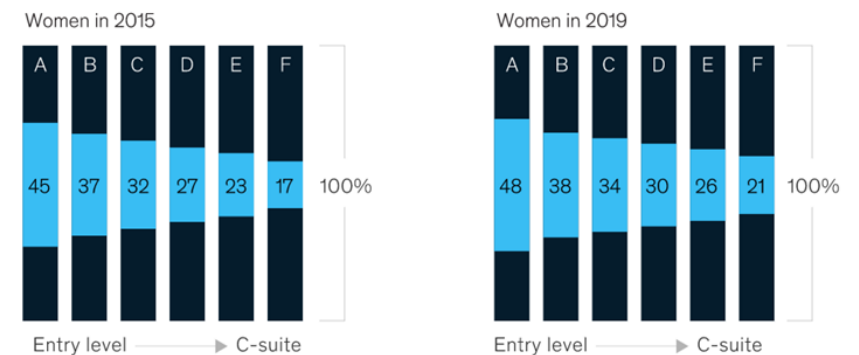
Factors

- Sectoral differences: Typical female areas get lower pay than typical male areas.
- Unpaid household- and carework – parental leave important
- Working hours behind the desk

Representation of women in senior leadership has increased, but women continue to be underrepresented at every level.

Representation of women by level, % of employees

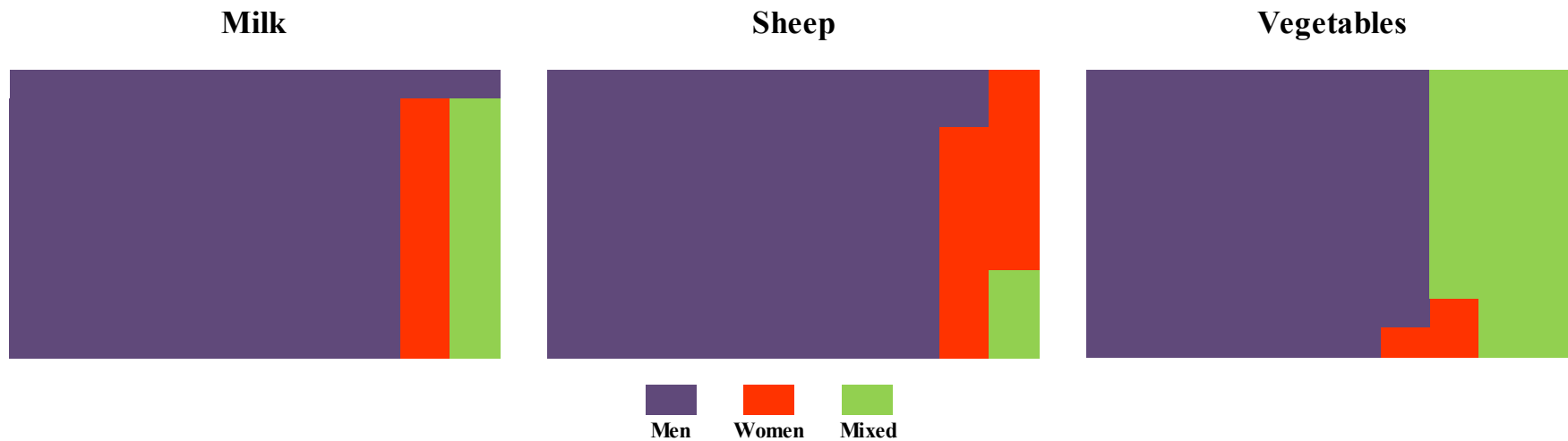
A = Entry-level B = Manager C = Senior Manager/Director D = Vice President E = Senior Vice President F = C-suite



Source: 2019 McKinsey & Company and LeanIn.Org Women in the Workplace study

Agricultural Agreements: Subsidies

- Farmer and the wife of the farmer*



How to do GIA?



The Other Steve

Apple co-founder Steve Wozniak and his wife Janet Hill ran into a peculiar problem when they got their new Apple credit cards: despite sharing bank accounts along with the rest of their assets, Wozniak's credit limit was ten times higher than his wife's.

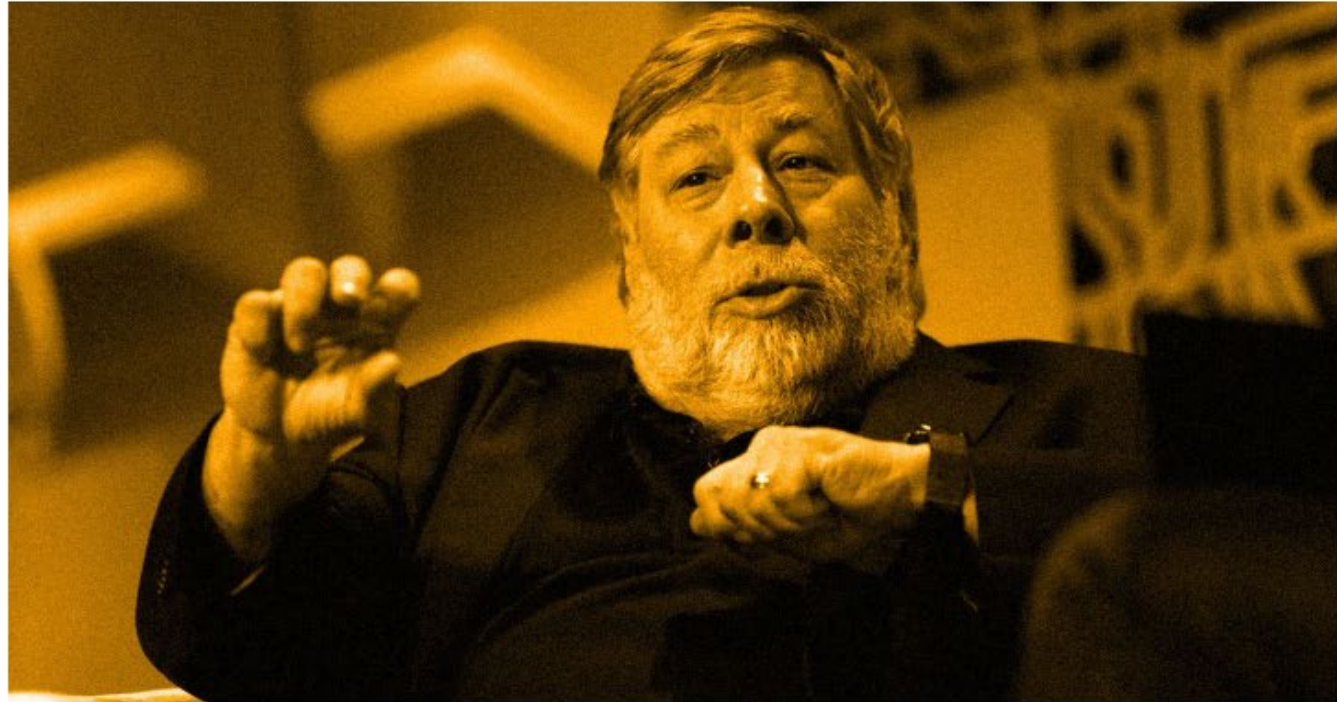
It's not the first time that the Apple Card has given women a lower credit limit than men without any other apparent reason — Basecamp CTO David Heinemeier was granted 20 times the credit limit of his wife, [according to *Business Insider*](#). In fact, Apple Card sexism is so prevalent that [BBC News reports](#) that the New York Department of Financial Services is investigating whether a biased algorithm is at play.

Passing The Buck

After Heinemeier complained about the disparity on Twitter, Wozniak chimed in to say that he and Hill have the same credit limit on other cards — the problem only happens with the Apple Card. He [later added](#) that customer service couldn't help them.

REAL CONSEQUENCES

STEVE WOZNIAK SAYS THE APPLE CARD DISCRIMINATED AGAINST HIS WIFE



GAGE SKIDMORE



Putting GIA in practice in Iceland

1. Aim of law enforcement	What is the goal behind this legislative draft and who will be affected?
	Is the legislative drafting supposed to support the goal of Gender Equality? If so, how? If not, why not
2. Gathering of data or data collection/ analysis in this category	<p>What gender-disaggregated data are necessary so you can do this GIA?</p> <p>Are those data available?</p> <p>If so, do they reflect the situation of women and men in regard to the goal of the legislative drafting?</p> <p>If no, is it important to get the data?</p>
3. Gender perspective or gender impact / (gender dimension)	<p>What is the situation of women and men in this category (of this legislative proposal?</p> <p>What is the balance between genders (is one more affected?).</p> <p>Explain it.</p>
4. Legislative drafting towards the results of the impact assessment	<p>If the draft does not support the goal of equality or increases or keeps injustice</p> <p>a. You need to adjust the draft towards the goal of equality</p> <p>b. Discuss or explain why the draft should remain unchanged</p>
5. Registration about the process of this impact assessment	Discuss the GIA and the results in this template and make it follow the legislative draft + the extra document (attached to the leg. Draft)



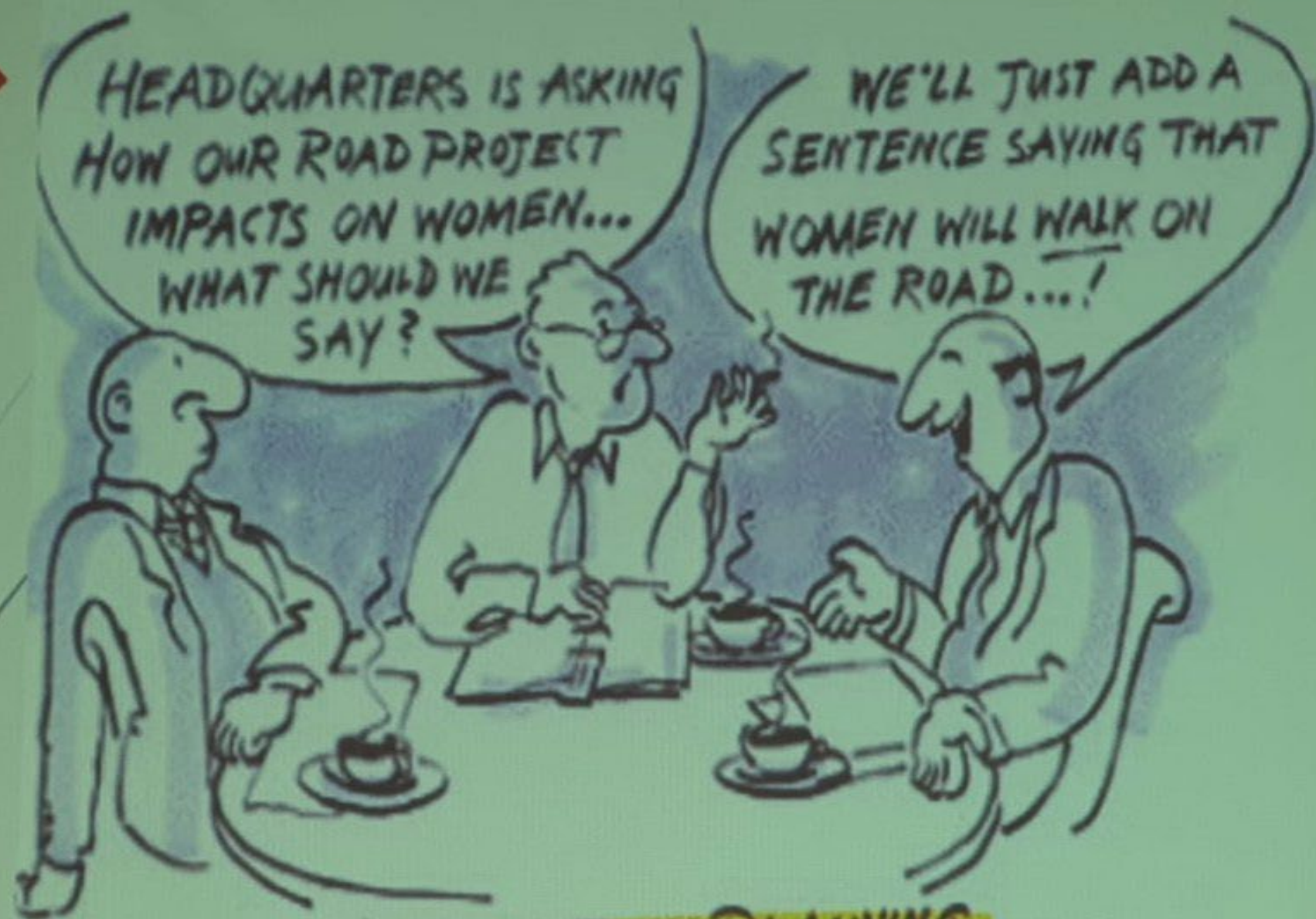
Example

A common phrase that have been used quite often, the PMO have repeatedly made comments about it – leading to positive change

The phrase:

"The bill does not distinguish between genders or take gender into consideration and will therefore not affect gender equality or gender status."

Expert are misunderstanding the concept



HEADQUARTERS IS ASKING
HOW OUR ROAD PROJECT
IMPACTS ON WOMEN...
WHAT SHOULD WE
SAY?

WE'LL JUST ADD A
SENTENCE SAYING THAT
WOMEN WILL WALK ON
THE ROAD....!

ABSENCE IN PLANNING

Due to different situation – one decision can have different impact



„We have power.
Let's create the
future we want to
see for the next
generation – today





„Womens strike in Iceland 2018 Thank you

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