

# Iceland

*Women, Business and the Law 2022* (WBL2022) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Reykjavik). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Iceland scores 100 out of 100**. The overall score for Iceland is higher than the regional average observed across OECD high-income economies (95.2). Within the OECD high-income region, there are 12 economies that score 100 out of 100.

## Iceland - Scores for Women, Business and the Law 2022



## Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, constraints on women starting and running a business, gender differences in property and inheritance, and laws affecting the size of a woman's pension, Iceland gets a perfect score.

## Areas for Improvement

Iceland attains a perfect score on all of the WBL2022 indicators.

## Recent Reforms

No reforms were observed during the past year (October 2nd, 2020 – October 1st, 2021).



Further data details for Iceland are available at:  
<https://wbl.worldbank.org/en/data/exploreeconomies/iceland/2022>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	No restrictions could be located
	Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
	Can a woman apply for a passport in the same way as a man?	Yes	Passport Act, Arts. 1, 3, and 6; Passport application procedures
	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
Workplace	Can a woman get a job in the same way as a man?	Yes	Law in Respect of Marriage, Arts. 2 and 3
	Does the law prohibit discrimination in employment based on gender?	Yes	Act on Equal Status and Equal Rights Irrespective of Gender, Arts. 18 and 19
	Is there legislation on sexual harassment in employment?	Yes	Law on Equal Status and Gender Equality, Arts. 14, 16 and 20
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Law on Equal Status and Gender Equality, Art. 31 <i>Civil:</i> Law on Equal Status and Gender Equality, Art. 32
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Act on Equal Status and Equal Rights Irrespective of Gender, Art. 6
	Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
Marriage	Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
	Is there no legal provision that requires a married woman to obey her husband?	Yes	Law in Respect of Marriage, Arts. 2 and 3
	Can a woman be head of household in the same way as a man?	Yes	Law in Respect of Marriage, Arts. 2, 3, and 46
	Is there legislation specifically addressing domestic violence?	Yes	Act on Restraining Orders; Penal Code
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Law in Respect of Marriage, Art. 34
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	Law in Respect of Marriage, Art. 12
	Is paid leave of at least 14 weeks available to mothers?	Yes	Act No. 144/2020 on Maternity and Parental Leave, Art. 8
	Does the government pay 100% of maternity leave benefits?	Yes	Act No. 144/2020 on Maternity and Parental Leave, Art. 6
	Is paid leave available to fathers?	Yes	Act No. 144/2020 on Maternity and Parental Leave, Art. 8
	Is there paid parental leave?	Yes	Act No. 144/2020 on Maternity and Parental Leave, Art. 8
Entrepreneurship	Is dismissal of pregnant workers prohibited?	Yes	Act No. 144/2020 on Maternity and Parental Leave, Art. 50
	Does the law prohibit discrimination in access to credit based on gender?	Yes	Act on Equal Status and Rights of Gender No. 150/2020, Art. 17
	Can a woman sign a contract in the same way as a man?	Yes	No restrictions could be located
	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
Assets	Can a woman open a bank account in the same way as man?	Yes	No restrictions could be located
	Do men and women have equal ownership rights to immovable property?	Yes	Law in Respect of Marriage, Arts. 2 and 53
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Inheritance Law, Arts. 1-3
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Inheritance Law, Arts. 1-3
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Law in Respect of Marriage, Arts. 4 and 58
Pension	Does the law provide for the valuation of nonmonetary contributions?	Yes	Law in Respect of Marriage, Arts. 6, 53, 54, and 103
	Is the age at which men and women can retire with full pension benefits the same?	Yes	Women: Social Security Act, Art. 17. Men: Social Security Act, Art. 17
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	Women: Social Security Act, Art. 17. Men: Social Security Act, Art. 17
	Is the mandatory retirement age for men and women the same?	Yes	Women: No applicable provisions could be located. Men: No applicable provisions could be located
	Are periods of absence due to childcare accounted for in pension benefits?	Yes	Act No. 144/2020 on Maternity and Parental Leave, Art. 24