

Iceland

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
82.5	69.2	94.4

Women, Business and the Law 2024 (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Iceland, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Reykjavik). The scores for Iceland are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	25.0	100.0	50.0	100.0	100.0	100.0	75.0	75.0	100.0	100.0
Supportive frameworks score	50.0	66.7	100.0	100.0	33.3	100.0	75.0	0.0	66.7	100.0
Expert opinions score	75.0	100.0	100.0	75.0	100.0	100.0	100.0	93.8	100.0	100.0

In summary, the **WBL 2.0 legal frameworks score** for Iceland (82.5 out of 100.0) is higher than the global average (64.2) and lower than the High income: OECD regional average (84.9). When it comes to constraints on freedom of movement, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, laws affecting women's property and inheritance and laws affecting the size of a woman's pension, Iceland obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Iceland is on the indicator measuring laws affecting women's safety. To improve on the Safety indicator, Iceland may wish to consider putting in place legislation on domestic violence, introducing legislation on femicide and introducing legislation on child marriage.

The **WBL 2.0 supportive frameworks score** for Iceland (69.2 out of 100.0) is higher than the global average (39.5) and higher than the High income: OECD regional average (68.1). When it comes to supportive frameworks affecting women's decisions to work, supportive frameworks affecting women's pay, supportive frameworks affecting women's work after having children and supportive frameworks affecting the size of a woman's pension, Iceland obtains a perfect score (100.0

out of 100.0). As an example, one of the lowest scores for Iceland is on the indicator measuring supportive frameworks related to women starting and running a business. To improve on the Entrepreneurship indicator, Iceland may wish to consider publishing sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses on a regular basis, establishing government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment and putting in place a national government plan or strategy with a focus on women's access to financial services.

The **WBL 2.0 expert opinions score** for Iceland (94.4 out of 100.0) is higher than the global average (65.7) and higher than the High income: OECD regional average (82.9). When it comes to expert opinions on freedom of movement, expert opinions on women's decisions to work, expert opinions on marriage, expert opinions on women's work after having children, expert opinions on childcare, expert opinions on women's property and inheritance and expert opinions on women's pensions, Iceland obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Iceland is on the indicator measuring expert opinions on women's safety.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Is there legislation on domestic violence?	No	No applicable provisions could be located
Is there legislation on femicide?	No	No applicable provisions could be located
Is there comprehensive legislation on sexual harassment?	Yes	Law on Equal Status and Gender Equality, Arts. 14, 16, 20, 21, 31 and 32
Is there legislation on child marriage?	No	No applicable provisions could be located
Mobility		
Can a woman travel internationally in the same way as a man?	Yes	Passport Act, Arts. 1, 3 and 6
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
Do women and men have equal rights to confer citizenship to their spouses and their children?	Yes	Act on Icelandic Citizenship, Arts. 1 and 8
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
Does the law prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law allow employees to request flexible work?	No	No applicable provisions could be located
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 an industrial job 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 be "head of household" or "head of family" in the same way as a man?	Yes	Law in Respect of Marriage, Arts. 2, 3 and 46
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Law in Respect of Marriage, Arts. 2 and 3
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Law in Respect of Marriage, Art. 34



Does a woman have the same rights to remarry as a man?	Yes	Law in Respect of Marriage, Art. 12
Parenthood		
Is paid leave of at least 14 weeks available to mothers?	Yes	Act No. 144/2020 on Maternity and Parental Leave, Art. 8
Are leave benefits for mothers paid solely by the government?	Yes	Act No. 144/2020 on Maternity and Parental Leave, Art. 6
Is there paid leave available to fathers?	Yes	Act No. 144/2020 on Maternity and Parental Leave, Art. 8
Is dismissal of pregnant workers prohibited?	Yes	Act No. 144/2020 on Maternity and Parental Leave, Art. 50
Childcare		
Does the law establish provision of childcare services in center-based settings?	Yes	Preschool Act, Arts. 1, 4 and 25; Compulsory School Act, Art. 3; Act on Social Services of Municipalities, Art. 34; Regulation 907/2005, Arts. 1, 2 and 7
Does the law establish any form of support to families for childcare services?	Yes	Rules on Preschool Services (Reykjavík), Art. 6; Official Website of the City of Reykjavík
Does the law establish any form of support to non-state childcare providers?	Yes	Regulation on Operational and Housing Subsidy for Private Preschool with Contract with Department of Education and Youth (Nursery School) 2023; Official Website of the City Council of Reykjavík
Does the law establish quality standards for the provision of childcare services in center-based settings?	No	No applicable provisions could be located
Entrepreneurship		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	No restrictions could be located
Does the law prohibit discrimination in access to credit based on gender?	Yes	Act on Equal Status and Equal Rights Irrespective of Gender, Art. 17
Does the law prescribe a gender quota on corporate boards?	Yes	Act on Cooperatives, Art. 27; Act on Public Limited Companies, Art. 63; Act on Private Limited Companies, Art. 39; Law on Partnerships, Art. 13
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
Assets		
Do men and women have equal administrative power and ownership rights to immovable property, including land?	Yes	Law in Respect of Marriage, Arts. 2, 4, 53 and 58
Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Inheritance Act, Arts. 1-3
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Inheritance Act, Arts. 1-3
Does the law provide for the valuation of nonmonetary contributions?	Yes	Law in Respect of Marriage, Arts. 6, 53, 54 and 103
Pension		
Are the ages at which men and women can retire with full pension benefits equal?	Yes	Social Security Act, Art. 17
Are the ages at which men and women can retire with partial pension benefits equal?	Yes	Social Security Act, Art. 17
Is the mandatory retirement age for men and women equal?	Yes	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

WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		

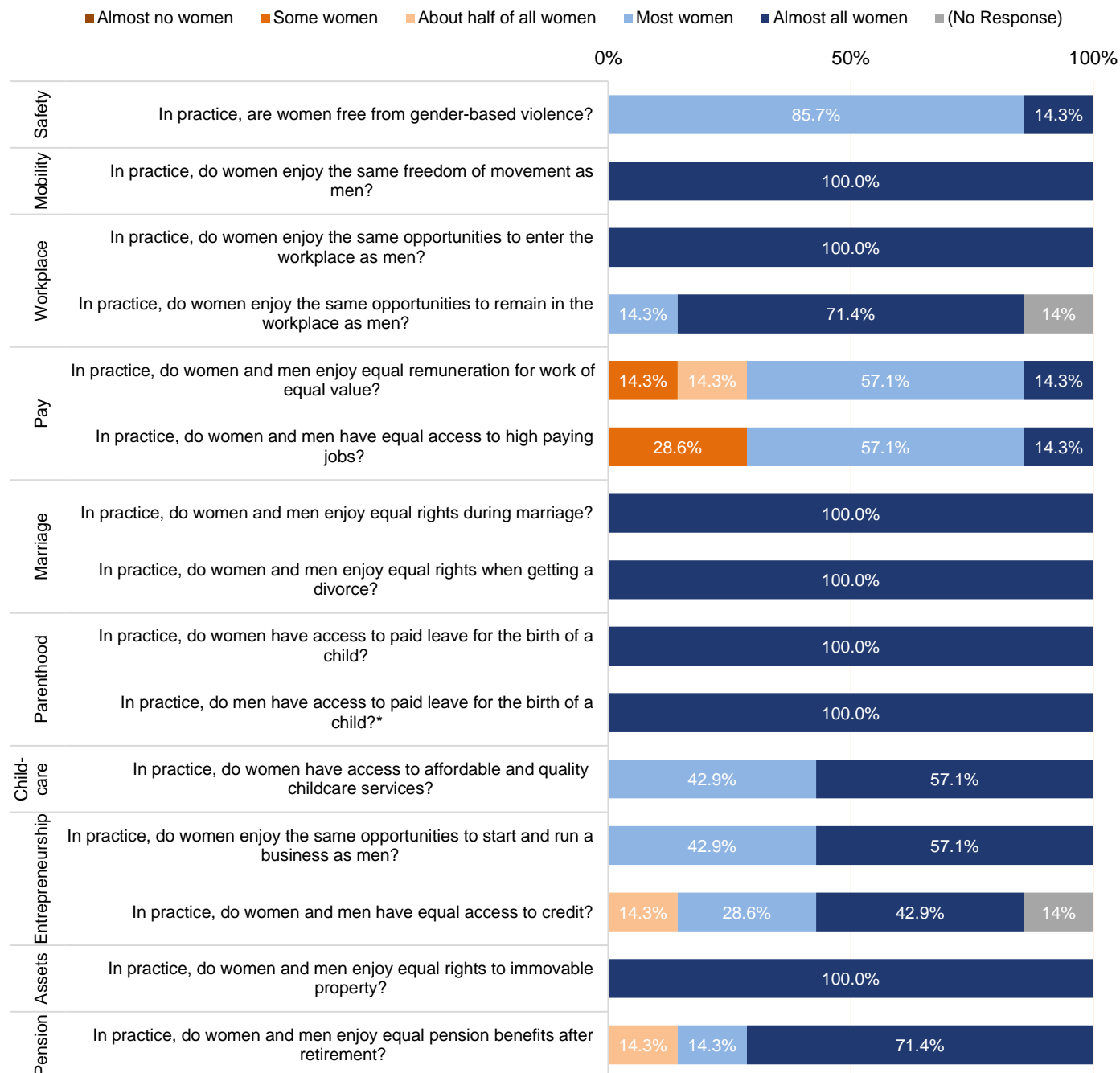
Has the government developed comprehensive mechanisms to address violence against women?	Yes	Labor Inspectorate Checklist for Employers When Handling Sexual Harassment Cases; Regulation 1009/2015 on Actions Against Bullying, Sexual Harassment, Gender-Based Harassment, and Violence in the Workplace, Arts. 4-6; Bjarkarhlíð (Center for Victims of Violence); The Damages Act No. 50/1993, Art. 27.a; Emergency Room for Victims of Sexual Violence at Landspítala (The National University Hospital of Iceland); Stígamót (Counseling and Education Center)
Are there special procedures for cases of sexual harassment?	No	Insufficient evidence located
Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women?	Yes	Directorate of Equality
Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	No	Insufficient evidence located
Mobility		
Are passport application processes the same for women and men?	Yes	Passport application procedures
Are the application processes for official identity documents the same for women and men?	Yes	ID application procedures
Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation?	No	Insufficient evidence located
Workplace		
Has the government published guidelines on non-discrimination based on gender in recruitment?	Yes	Iceland Office of Equality: Equality Plans - Guidelines for companies and institutions
Has the government published guidelines on flexible work arrangements?	Yes	Labor Inspectorate: Occupational Safety in Remote Work; Flexibility in the Workplace in 10 Steps
Is there a specialized body that receives complaints about gender discrimination in employment?	Yes	Act on Equal Status and Equal Rights of Women and Men, Arts. 1(d), 2 and 5
Pay		
Are there pay transparency measures or enforcement mechanisms to address the gender pay gap?	Yes	Act on Equal Status and Equal Rights Irrespective of Gender, Arts. 7 and 8; Equal Pay Certification
Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis?	Yes	Statistics Iceland: Register based employment in main job by economic activity by years sex, age groups and origin 2008-2022
Marriage		
Is there a fast-track process or procedure for family law disputes?	No	Insufficient evidence located
Are there specialized family courts?	No	Insufficient evidence located
Is legal aid available for family law disputes?	Yes	Ministry of Justice
Parenthood		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Act on Maternity/Paternity Leave and Parental Leave, No. 95/2000, Art. 15
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	Yes	Prohibition on Termination of Employment due to Family Responsibilities Act, No. 27/2000
Has sex-disaggregated data on unpaid care work been published?	Yes	Statistics Iceland: Household Work During the COVID-19 pandemic
Childcare		
Is there a publicly available registry or database of childcare providers?	Yes	Official Website of the Government of Reykjavik
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Rules on Preschool Services (Reykjavik), Arts. 6a and 6d; Official Website of the City of Reykjavik; Official Website of Rafræna Reykjavik
Is there a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers?	Yes	Memorandum of the City Council of Reykjavik of 6 June 2023; Rules of the City Council of Reykjavik Regarding Start Up Grants
Has the government published any reports on quality of childcare services within the last 3 years?	No	Insufficient evidence located
Entrepreneurship		



Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis?	No	Insufficient evidence located
Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment?	No	Insufficient evidence located
Is there a current national government plan or strategy with a focus on women's access to financial services?	No	Insufficient evidence located
Assets		
Are there mechanisms or incentives to encourage women to register immovable property?	Yes	Act on Land, Art. 7a-7d
Are there awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Is anonymized sex-disaggregated data on property ownership published on a regular basis?	Yes	Statistics Iceland
Pension		
Are there incentives in place to increase women's retirement benefits?	Yes	Social Security Act
Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Social Security Act, No. 100/2007, Art. 13



WBL 2.0 distribution of expert opinion responses



*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.