Gender Equality Review Conference 10-11 July 2014 Session 2 Ms.Teigen, Research Director Institute for Social Research, Norway

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Gender quota legislation demands at least 40 percent of each gender represented on company board

The quota legislation applies for:

- · Public limited companies (stock-listed) (2008)
- · Inter-municipal companies (2004)
- · State owned companies (2004)
- · Municipal companies (2009)
- · Co-operative companies (2009)

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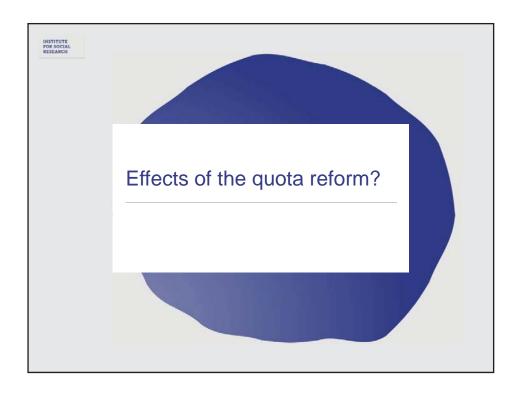
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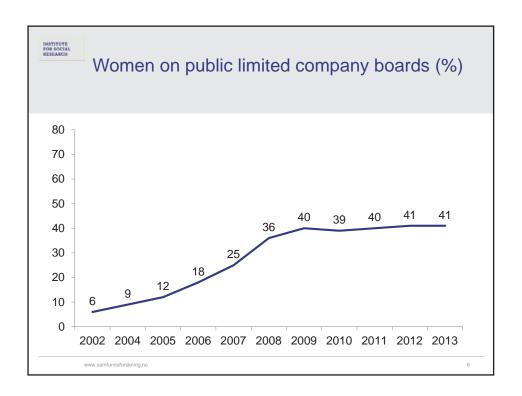
Why introduce gender quotas?

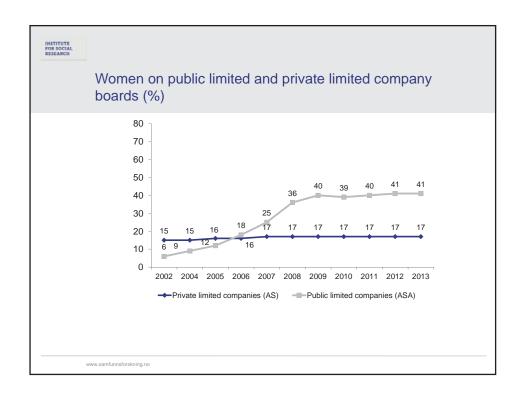
- Because of the disparity between gender equality achievements within some fields of decisionmaking (political) and persistent male dominance within economic decision-making
- Because the quota instrument is a continuation of regulations of gender balance in public commissions (policy tradition)
- Because quota procedures produce results

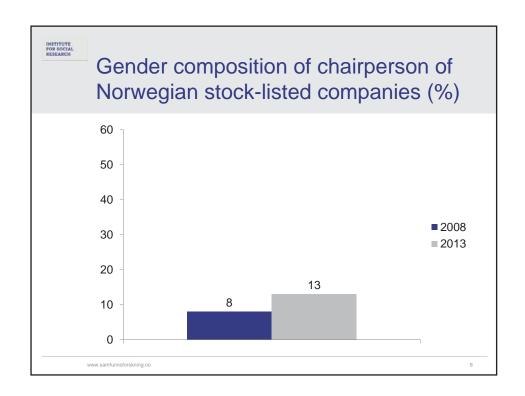
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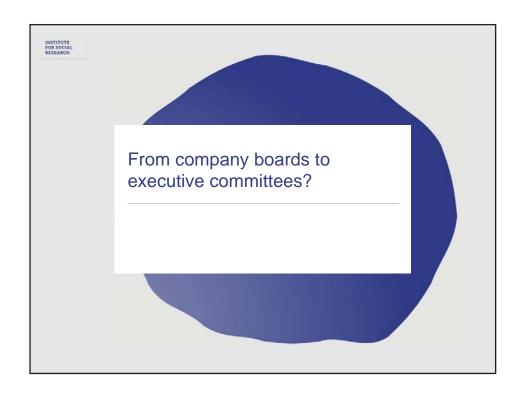
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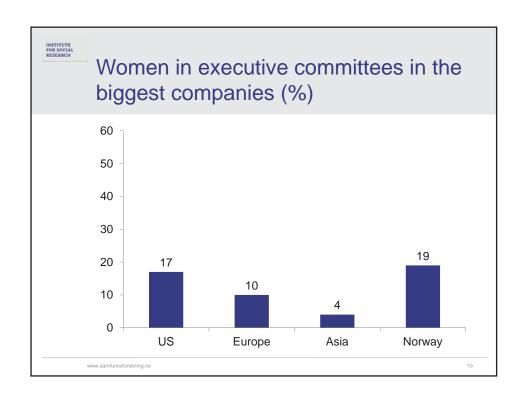


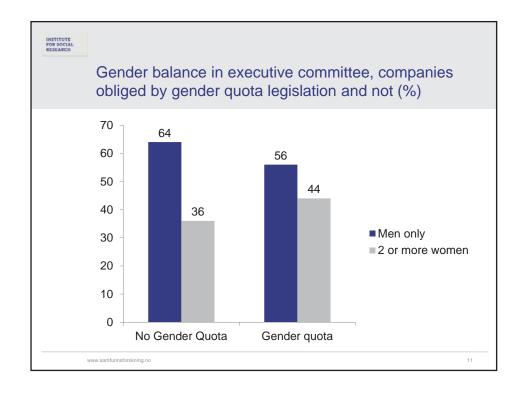


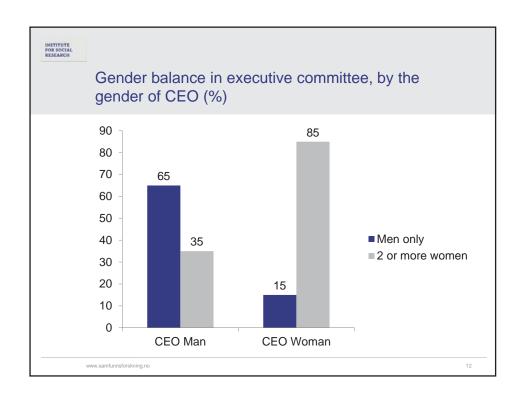












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Conclusion

- Gender quotas have been successful in achieving gender balance in corporate boards
- Spill-over effects are modest
 - · Little change on company boards not applying to quota
 - · Moderate, but positive change in gender balance in executive committees
- International effects significant
 - · Legislation is spreading
 - · Gender balance is improving

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13

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