

Women in Tech @ RIPE 78

Panel

- **Paula Gould**, Men & Mice
- **Pórey Björk Hallsdórsdóttir** and **Sigríði Ásgeirsdóttir**
Lady Brewery
- **Alison MacNeil**, WuXi NextCode
- **Eva Dögg Steingrimsdóttir**, GRID

Moderator: Amanda Gowland, RIPE NCC

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Iceland & Gender Equality

- Ranks #1 in gender equality globally (10th year in a row)
- Women's Alliance (1982–1999) key factor in promoting women's rights (including childcare, parliamentary representation)
- "Women's Day Off" – In 1975, 90% of women took to the streets to demand equal rights
- First country to democratically elect a female president in 1980



Iceland's Female Representation

- 38% of elected members of Parliament are women
- Women's Alliance (1982–1999) key factor in promoting women's rights (including childcare, parliamentary representation)
- Mandatory gender quotas for boards (40% women)
- First country to have a LGBTQIA+ Prime Minister



Iceland's Parental Leave

- Subsidised childcare and progressive parental leave policy
- Nine months of paid parental leave (paid...capped)
- Mothers get three months, fathers get three months and the remaining three months are shared
- 90% of fathers in Iceland take parental leave



...But Challenges Remain

- Violence against women and sexual harassment still a big problem
- Behind closed doors, misogyny remains ("Klausturfokk" scandal)
- Pay gap between women working in different industries, disproportionately affecting women in the service industry
- Extreme lack of data on pay equality for the LGBTQIA+ community (in Iceland and beyond)



Iceland's Equal Pay Law

- Legislation came into effect in 2018
- By 2020, companies must prove they are not paying women less than men
- Companies with 25 employees or more will have salaries independently audited every three years
- Companies who do not comply face fines and bad publicity



The Gender Pay Gap

- Women earn 16% less than men on average in the EU (gross hourly earnings)
- In the private sector, the lowest pay gap is Croatia (6.5%), highest is Germany (23%) ... Iceland is 16.5%
- In tech, gender pay gap in EU is 19%
- And beyond gender, immigrants earn 8% less than their (Icelandic) counterparts
- https://ec.europa.eu/newsroom/just/document.cfm?doc_id=50074

Source: Eurostat, 2017



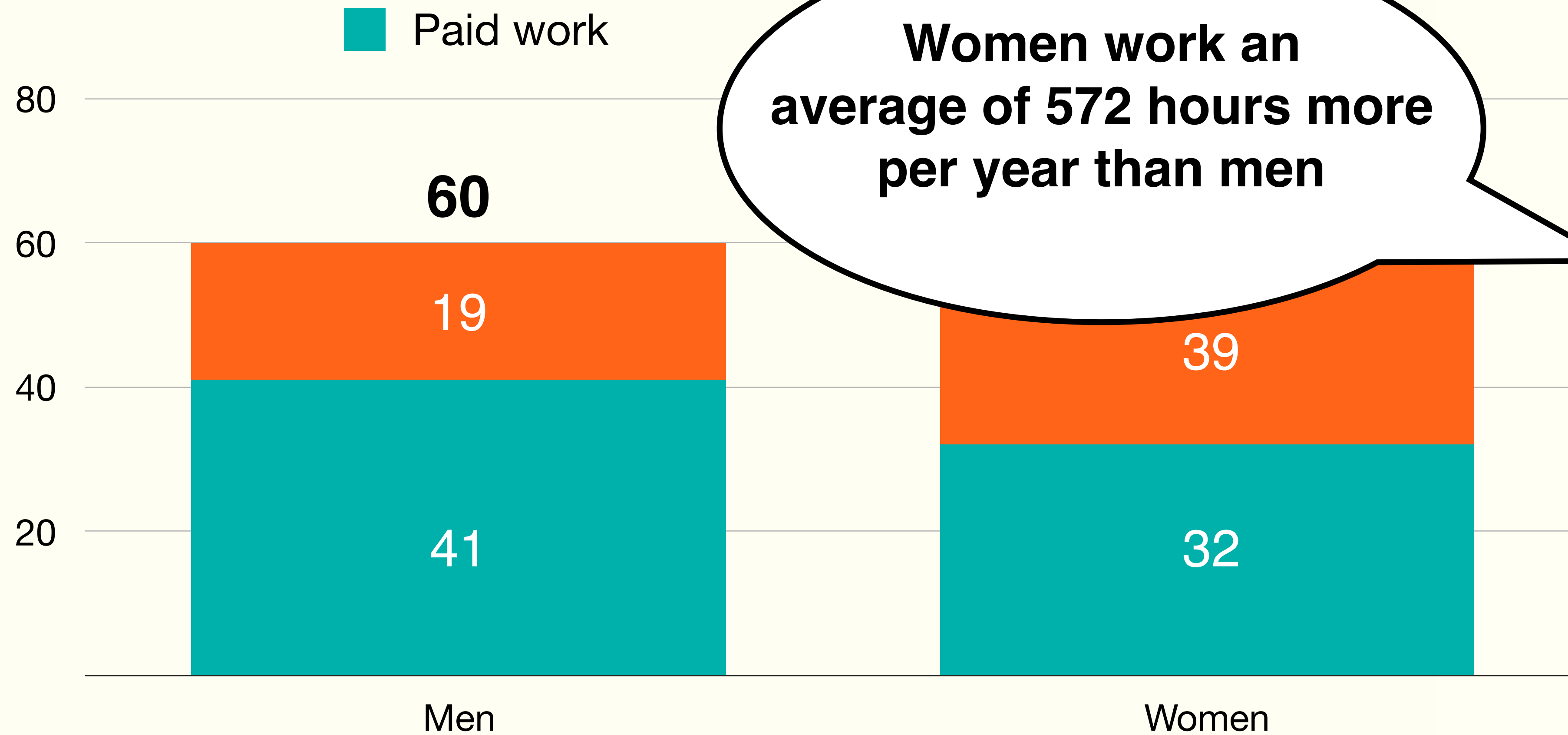
The Gender Pay Gap

- Prevalent bias persists:
 - More than 1/3 of Europeans believe men are more ambitious than women
 - Almost 70% think women are more likely than men to make decisions based on emotion
- Women work 6 hours longer per week on average than men but have fewer paid hours, take more career breaks and face fewer and slower promotions

Source: Eurostat, 2017



Working More for Less



Source: Eurostat, 2017

Closing the Gap

- Transparent rewarding and promotion policies
- Third-party audits on existing salaries
- Fair and adequate paid parental leave
- Fair pay for part-time work
- Programmes for (re)onboarding and fast-track training after a career break
- Starting earlier – changing mindsets in school

Source: Eurostat, 2017

