

Iceland's Board Gender Quota Law — 40% Requirement with Rising but Uneven Compliance

Gender Equality · Good practice · Iceland

Quality score: 85/100

Evidence strength: Observational / pre–post

Summary

Since 2010, Icelandic law has required boards of companies and pension funds with 50+ employees to have at least 40% of each gender (or, on 3-member boards, both genders present). Compliance has risen steadily but remains weaker on smaller boards.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	1/1
Effectiveness	1/1
Efficiency	0/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-09-22

[Alþingi \(Icelandic Parliament\) / Statistics Iceland](#) — accessed 2026-09-22

[Statistics Iceland — Board Members 2024](#) — accessed 2026-09-22

[NIKK — Gender Quotas for Diversity in Leadership](#) — accessed 2026-09-22

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