

FACTBase Bulletin 58 Snapshot

Gender in the Boardroom:
Learnings from world-leader
Norway

March 2018

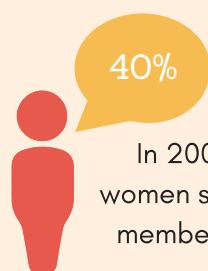


This Bulletin been prepared by international expert, Professor Morten Huse, as a contribution to the Committee for Perth's ongoing gender equality advocacy as part of the Filling the Pool project. It explores Norway's experience of implementing a quota to increase the number of women on boards.



THE UNIVERSITY OF
WESTERN
AUSTRALIA

NORWAY EXPERIENCE



40%

In 2002, Norway announced that women should represent 40% of board members in ASA companies through voluntary action

Little progress was made, leading to gender quota regulations in 2008



Since 2008, more than 2,000 women have been appointed to Norwegian ASA-company boards

EUROPEAN EXPERIENCE

Norway's gender board quota regulation has had flow on effects to other countries



Business-led approach to reach 25% by 2015 with no law



Laws passed with fines for non-compliance of 40% representation in companies with 500+ employees / 50 million euro revenue in 6 years.



Laws passed with positions to be held open until 30-33% representation



Laws passed with fines for non-compliance of 30-33% representation



Laws passed with positions to be held open until 30% representation

WA DATA



24.9%

As of 2017, WA continues to have the lowest female board representation in Australia



Female representation in ASX 100 firms

Western Australia - 9%
V
National - 20%

AICD set a target of 30% women on boards in Australia by the end of 2018