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.

NORWAY EXPERIENCE

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

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

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

Female representation in ASX 100 firms
Western Australia - 9%
National - 20%

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

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

Women make up half of the WA workforce