

**Indicator 1.1a Ratio of men and women in different occupational groups at Alcoa Fjarðaál and Landsvirkjun compared to gender balance nationwide.**

Fjarðaál	2007			2008			2009			2010			2011			2012			2013		
	% of occupational group	thereof female	thereof male	% of occupational group	thereof female	thereof male	% of occupational group	thereof female	thereof male	% of occupational group	thereof female	thereof male	% of occupational group	thereof female	thereof male	% of occupational group	thereof female	thereof male	% of occupational group	thereof female	thereof male
Legislators and managers	2,7%	41,7%	58,3%	Results from 2008 are missing for Alcoa Fjarðaál	6,5%	17,4%	82,6%	7,4%	17,5%	82,5%	7,1%	22,2%	77,8%	6,5%	14,7%	85,3%	6,3%	12,5%	87,5%		
Professionals	9,1%	24,4%	75,6%		11,4%	33,3%	66,7%	9,8%	32,0%	67,9%	12,7%	28,1%	71,9%	12,0%	28,6%	71,4%	12,2%	32,3%	67,7%		
Engineers	4,2%	10,5%	89,5%		2,1%	6,7%	93,3%	1,1%	0,0%	100,0%	2,0%	0,0%	100,0%	1,7%	11,1%	88,9%	1,6%	12,5%	87,5%		
Associate professionals	12,6%	26,3%	73,7%		3,5%	16,0%	84,0%	6,7%	16,7%	83,3%	2,2%	27,3%	72,7%	2,9%	26,7%	73,3%	2,6%	30,8%	69,2%		
Clerks	2,4%	100,0%	0,0%		3,7%	80,8%	19,2%	6,5%	68,6%	31,4%	4,8%	79,2%	20,8%	4,6%	79,2%	20,8%	3,5%	83,3%	16,7%		
Service and sales workers	0,0%	-	0,0%		0,0%	0,0%	100,0%	0,0%	0,0%	0,0%	3,6%	11,1%	88,9%	3,4%	11,1%	88,9%	4,3%	13,6%	86,4%		
Craft and related trades workers	15,2%	4,3%	95,7%		12,4%	5,7%	94,3%	12,6%	4,4%	95,6%	14,5%	6,9%	93,2%	14,7%	7,8%	92,2%	15,6%	6,3%	93,7%		
Plant and machine operators	53,8%	35,3%	64,7%		60,4%	27,3%	72,7%	55,8%	24,9%	75,0%	53,3%	20,8%	79,2%	54,2%	20,4%	79,6%	53,9%	20,4%	79,6%		
Elementary occupations	0,0%	-	-		0,0%	-	-	0,0%	0,0%	0,0%	0,0%	-	-	0,0%	-	-	0,0%	0,0%	0,0%		
<b>Total</b>		<b>32,2%</b>	<b>67,8%</b>					<b>25,7%</b>	<b>74,3%</b>		<b>24,5%</b>	<b>75,5%</b>		<b>22,0%</b>	<b>78,0%</b>		<b>21,6%</b>	<b>78,4%</b>		<b>21,3%</b>	<b>78,7%</b>

Landsvirkjun	2007			2008			2009			2010			2011			2012			2013		
	% of occupational group	thereof female	thereof male	% of occupational group	thereof female	thereof male	% of occupational group	thereof female	thereof male	% of occupational group	thereof female	thereof male	% of occupational group	thereof female	thereof male	% of occupational group	thereof female	thereof male	% of occupational group	thereof female	thereof male
Legislators and managers	17,0%	13,5%	86,5%	22,3%	11,9%	88,1%	21,7%	12,5%	87,5%	21,6%	17,1%	82,9%	21,1%	18,4%	81,6%	21,1%	17,3%	82,7%	20,6%	17,6%	82,4%
Professionals	9,6%	28,6%	71,4%	9,0%	35,3%	64,7%	9,2%	35,3%	64,7%	11,6%	36,4%	63,6%	14,2%	36,4%	63,6%	15,0%	32,4%	67,6%	17,3%	30,2%	69,8%
Engineers	9,2%	15,0%	85,0%	2,1%	0,0%	100,0%	1,6%	0,0%	100,0%	1,1%	0,0%	100,0%	9,1%	14,3%	85,7%	10,9%	18,5%	81,5%	11,3%	17,9%	82,1%
Associate professionals	24,3%	17,0%	83,0%	23,4%	11,4%	88,6%	24,5%	15,6%	84,4%	22,6%	14,0%	86,0%	18,5%	14,0%	86,0%	19,8%	12,2%	87,8%	18,5%	10,9%	89,1%
Clerks	9,2%	95,0%	5,0%	10,1%	94,7%	5,3%	9,8%	94,4%	5,6%	10,5%	95,0%	5,0%	9,9%	100,0%	0,0%	7,7%	100,0%	0,0%	7,7%	100,0%	0,0%
Service and sales workers	5,0%	81,8%	18,2%	5,9%	90,9%	9,1%	5,4%	90,0%	10,0%	6,3%	83,3%	16,7%	5,6%	76,9%	23,1%	5,7%	78,6%	21,4%	5,6%	78,6%	21,4%
Craft and related trades workers	15,1%	0,0%	100,0%	15,4%	0,0%	100,0%	15,8%	0,0%	100,0%	17,4%	0,0%	100,0%	14,7%	0,0%	100,0%	13,8%	0,0%	100,0%	13,3%	0,0%	100,0%
Plant and machine operators	3,7%	0,0%	100,0%	3,7%	0,0%	100,0%	3,8%	0,0%	100,0%	2,6%	0,0%	100,0%	1,7%	0,0%	100,0%	0,8%	0,0%	100,0%	0,8%	0,0%	100,0%
Elementary occupations	6,9%	66,7%	33,3%	8,0%	66,7%	33,3%	8,2%	66,7%	33,3%	6,3%	66,7%	33,3%	5,2%	66,7%	33,3%	5,3%	61,5%	38,5%	4,8%	66,7%	33,3%
<b>Total</b>		<b>28,9%</b>	<b>71,1%</b>		<b>28,7%</b>	<b>71,3%</b>		<b>29,3%</b>	<b>70,7%</b>		<b>34,7%</b>	<b>65,3%</b>		<b>30,6%</b>	<b>69,4%</b>		<b>28,3%</b>	<b>71,7%</b>		<b>28,2%</b>	<b>71,8%</b>

Country as a whole	2007			2008			2009			2010			2011			2012			2013		
	% of occupational group	thereof female	thereof male	% of occupational group	thereof female	thereof male	% of occupational group	thereof female	thereof male	% of occupational group	thereof female	thereof male	% of occupational group	thereof female	thereof male	% of occupational group	thereof female	thereof male	% of occupational group	thereof female	thereof male
Legislators and managers	9,4%	29,9%	70,1%	9,6%	33,1%	66,9%	10,1%	34,1%	65,9%	8,7%	34,2%	65,8%	9,0%	38,7%	61,3%	10,2%	38,2%	61,3%	11,0%	37,0%	63,0%
Professionals	17,5%	51,1%	48,9%	19,9%	51,5%	48,5%	20,7%	55,2%	44,8%	21,1%	60,3%	39,9%	21,3%	59,7%	40,6%	21,6%	60,5%	39,5%	21,1%	59,5%	40,5%
Associate professionals	16,1%	61,1%	38,9%	16,5%	62,0%	38,0%	17,6%	61,1%	38,9%	17,7%	57,8%	42,2%	15,8%	56,1%	43,6%	15,5%	54,6%	45,4%	15,4%	54,6%	45,4%
Clerks	6,8%	85,0%	15,0%	6,0%	78,5%	20,6%	5,6%	81,9%	18,1%	5,2%	81,6%	18,4%	4,7%	79,7%	20,3%	4,5%	78,9%	21,1%	3,9%	82,4%	17,6%
Service and sales workers	20,6%	62,0%	38,3%	19,8%	60,7%	39,5%	19,4%	59,8%	40,2%	20,5%	61,2%	38,8%	22,0%	64,1%	35,9%	21,3%	62,8%	37,2%	22,3%	61,6%	38,4%
Farmers and fishermen	4,1%	19,2%	80,8%	3,7%	21,2%	80,3%	3,9%	18,2%	81,8%	4,5%	18,7%	81,3%	4,7%	12,7%	87,3%	4,4%	16,0%	84,0%	3,8%	24,2%	77,3%
Craft and related trades workers	12,0%	9,9%	90,1%	12,3%	8,1%	91,9%	11,3%	9,5%	90,5%	11,9%	9,0%	91,0%	12,2%	10,7%	89,3%	11,4%	12,5%	87,5%	11,2%	12,8%	87,2%
Plant and machine operators	5,5%	6,2%	93,8%	5,2%	7,5%	92,5%	5,0%	10,7%	89,3%	4,5%	10,7%	89,3%	4,5%	12,7%	87,3%	4,6%	10,3%	91,0%	4,8%	11,9%	88,1%
Elementary occupations	8,1%	39,9%	60,1%	7,0%	46,0%	54,0%	6,3%	51,9%	48,1%	5,9%	48,5%	51,5%	5,6%	46,8%	53,2%	6,6%	46,8%	53,2%	6,4%	46,4%	53,6%
<b>Total</b>		<b>45,6%</b>	<b>54,4%</b>		<b>45,8%</b>	<b>54,2%</b>		<b>47,5%</b>	<b>52,5%</b>		<b>48,0%</b>	<b>52,0%</b>		<b>48,0%</b>	<b>52,0%</b>		<b>48,0%</b>	<b>52,0%</b>		<b>47,9%</b>	<b>52,1%</b>

Indicator 1.1a Ratio of men and women in different occupational groups at Alcoa Fjarðaál and Landsvirkjun compared to gender balance nationwide.

Fjarðaál	2014			2015			2016			2017			2018		
	% of occupational group	thereof female	thereof male	% of occupational group	thereof female	thereof male	% of occupational group	thereof female	thereof male	% of occupational group	thereof female	thereof male	% of occupational group	thereof female	thereof male
Legislators and managers	7,3%	16,7%	83,3%	7,3%	16,2%	83,8%	6,7%	18,9%	81,1%	6,4%	14,3%	85,7%	6,3%	17,7%	82,4%
Professionals	11,4%	33,9%	66,1%	12,8%	29,2%	70,8%	13,5%	29,3%	70,7%	14,5%	29,7%	70,3%	13,0%	28,6%	71,4%
Engineers	2,6%	15,4%	84,6%	1,6%	12,5%	87,5%	1,3%	14,3%	85,7%	2,0%	10,0%	90,0%	0,9%	20,0%	80,0%
Associate professionals	2,4%	33,3%	66,7%	2,2%	36,4%	63,6%	1,4%	25,0%	75,0%	1,5%	25,0%	75,0%	1,3%	14,3%	85,7%
Clerks	2,9%	85,7%	14,3%	2,8%	92,9%	7,1%	1,8%	100,0%	0,0%	1,8%	100,0%	0,0%	2,4%	84,6%	15,4%
Service and sales workers	4,1%	5,0%	95,0%	3,3%	5,9%	94,1%	1,3%	14,3%	85,7%	1,1%	16,7%	83,3%	0,7%	25,0%	75,0%
Craft and related trades workers	12,4%	3,3%	96,7%	13,4%	8,8%	91,2%	14,6%	9,9%	90,1%	13,4%	16,7%	83,3%	13,4%	25,0%	75,0%
Plant and machine operators	56,9%	20,4%	79,6%	56,8%	23,5%	76,5%	59,4%	25,8%	74,2%	61,2%	6,9%	93,2%	61,9%	6,9%	93,1%
Elementary occupations	0,0%	-	-	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
<b>Total</b>		<b>21,3%</b>	<b>78,7%</b>		<b>23,2%</b>	<b>76,8%</b>		<b>24,55%</b>	<b>75,45%</b>		<b>23,9%</b>	<b>76,1%</b>	100,0%	21,9%	78,1%

Landsvirkjun	2014			2015			2016			2017			2018		
	% of occupational group	thereof female	thereof male	% of occupational group	thereof female	thereof male	% of occupational group	thereof female	thereof male	% of occupational group	thereof female	thereof male	% of occupational group	thereof female	thereof male
Legislators and managers	20,9%	19,6%	80,4%	16,5%	23,3%	76,7%	15,0%	26,8%	73,2%	13,1%	28,2%	71,8%	13,6%	26,3%	73,7%
Professionals	18,4%	28,9%	71,1%	26,1%	32,4%	67,6%	39,1%	28,0%	72,0%	40,1%	33,6%	66,4%	41,4%	29,3%	70,7%
Engineers	13,5%	24,2%	75,8%	10,0%	19,2%	80,8%	-	-	-	-	-	-	-	-	-
Associate professionals	15,6%	7,9%	92,1%	5,0%	7,7%	92,3%	4,4%	8,3%	91,7%	-	-	-	-	-	-
Clerks	5,7%	100,0%	0,0%	5,4%	100,0%	0,0%	5,5%	100,0%	0,0%	7,7%	100,0%	0,0%	7,1%	100,0%	0,0%
Service and sales workers	4,9%	75,0%	25,0%	0,0%	-	-	0,0%	-	-	-	-	-	-	-	-
Craft and related trades workers	13,9%	0,0%	100,0%	27,6%	0,0%	100,0%	26,3%	0,0%	100,0%	30,3%	0,0%	100,0%	29,6%	0,0%	100,0%
Plant and machine operators	0,8%	0,0%	100,0%	0,0%	-	-	0,0%	-	-	-	-	-	-	-	-
Elementary occupations	6,1%	73,3%	26,7%	9,6%	80,0%	20,0%	9,9%	81,5%	18,5%	8,8%	84,6%	15,4%	8,2%	82,6%	17,4%
<b>Total</b>		<b>27,9%</b>	<b>72,1%</b>		<b>27,6%</b>	<b>72,4%</b>		<b>28,8%</b>	<b>71,2%</b>		<b>32,3%</b>	<b>67,7%</b>		<b>29,6%</b>	<b>70,4%</b>

Country as a whole	2014			2015			2016			2017			2018		
	% of occupational group	thereof female	thereof male	% of occupational group	thereof female	thereof male	% of occupational group	thereof female	thereof male	% of occupational group	thereof female	thereof male	% of occupational group	thereof female	thereof male
Legislators and managers	9,6%	36,8%	63,2%	9,4%	37,8%	62,8%	10,2%	33,8%	66,2%	10,2%	31,5%	68,5%	10,1%	40,3%	59,7%
Professionals	21,7%	59,5%	40,5%	22,8%	60,0%	40,0%	23,3%	58,2%	42,0%	23,0%	58,5%	41,5%	23,6%	57,1%	42,9%
Associate professionals	14,7%	56,7%	43,3%	14,7%	55,2%	44,8%	15,1%	53,1%	46,9%	15,4%	54,7%	45,3%	14,6%	54,8%	45,2%
Clerks	4,0%	83,3%	16,7%	3,9%	84,5%	15,5%	4,6%	80,7%	19,3%	5,3%	79,6%	19,4%	4,8%	76,8%	23,2%
Service and sales workers	23,1%	59,6%	40,4%	23,0%	60,7%	39,3%	21,9%	59,8%	40,2%	21,9%	57,8%	42,5%	23,4%	56,1%	44,1%
Farmers and fishermen	3,9%	20,3%	79,7%	3,5%	15,4%	84,6%	3,3%	19,4%	80,6%	2,9%	19,3%	80,7%	2,8%	14,5%	85,5%
Craft and related trades workers	11,1%	11,1%	88,9%	11,1%	8,8%	91,2%	10,3%	11,7%	87,8%	10,5%	10,8%	89,2%	10,5%	8,6%	91,9%
Plant and machine operators	4,6%	11,0%	89,0%	4,8%	7,9%	92,1%	4,8%	7,7%	92,3%	5,1%	9,1%	90,9%	4,8%	9,4%	90,6%
Elementary occupations	7,2%	46,9%	53,1%	6,8%	46,4%	53,6%	6,5%	42,3%	57,7%	5,8%	42,5%	58,4%	5,2%	37,9%	63,1%
<b>Total</b>		<b>47,8%</b>	<b>52,2%</b>		<b>47,6%</b>	<b>52,4%</b>		<b>46,9%</b>	<b>53,1%</b>		<b>46,4%</b>	<b>53,6%</b>		<b>46,2%</b>	<b>53,9%</b>

1. In 2015 Landsvirkjun changed their occupational classification. Employees formerly classified as service and sales workers were moved mostly to elementary occupations and few to associate professionals. Plant managers (mechanics) were formerly classified as associate professionals and electricians as craft and related trades workers. It is assumed they should belong to the same occupational group and that explains the big shift in these groups in 2014 - 2015.
- Obs!
- Engineers are not defined as a group at Statistics Iceland and are classified as professionals at Landsvirkjun in 2016.
  - The occupational group farmers and fishermen is not relevant at Landsvirkjun and Alcoa Fjarðaál.

Updated: March 21th 2019

Sources: Alcoa Fjarðaál ( 2008 - 2019)

Landsvirkjun ( 2008 - 2019)

Statistics Iceland - Retrieved at Statistics Iceland 20th of March 2019 at

<https://px.hagstofa.is:443/pxen/sq/6785ea66-f48c-4ab9-b59c-8b65aa516540>