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## Boards and Gender

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- <u>Underlying Data</u>

The key goal of the paper where to understand the Norwegian gender representation law. We went through substantial effort to collect the necessary data to only investigate one side of the law. To allow other researchers to build on our work, we have made the data used for this research project available.

This work has taken up quite a bit of our time on the side of our main projects. Please cite the paper if you use the data.

Seierstad, C., Opsahl, T. (2011). For the few not the many? The effects of affirmative action on presence, prominence, and social capital of female directors in Norway. Scandinavian Journal of Management 27 (1), 44-54

## The companies studied

We collected a list of all the 384 public limited companies in Norway (Allmennaksjeselskap or ASA) that were available online through the Norwegian Business Register on August 5, 2009. We chose these companies as they are the ones bound by the gender representation law. The <u>companies-file</u> contains the list of companies with the following columns:

- 1. An identifier that we assigned to each company
- 2. The organisation number
- 3. The full name
- 4. The registered postcode and city

## People included in our study

Based on the companies' boards of directors, we extracted a list with the names of all the directors. From this list, we excluded employee representatives as the legislation does not affect them in the same way. Since mistakes could have occurred while entering the data and people can change their name, this list was manually cleaned by studying the compositions over time and comparing the changes. For example, Alexandra Bech Gj�rv has been a director of Schibsted ASA from 2001 until 2007. However, in 2001 and 2002, her name was listed as simply Alexandra Bech. Without the manual cleaning, she would have been included as two people in the dataset.

To determine the sex of the directors in our dataset, we collected lists of all male and all female first names belonging to more than 200 people in Norway from Statistics Norway. We cross-referenced these two lists with the first names of the directors. However, some first names were not in either of the lists, and some first names were included in both lists. In an effort to avoid having missing data, we conducted a web search to determine the gender of directors with these names.

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The <u>people-file</u> contains the list of directors with the following columns:

- 1. An identifier that we assigned to each individual
- 2. The full name
- 3. The gender

## Relational data

For each month from May 2002, we have the affiliation of directors to boards (two-mode network) and the interpersonal network among directors (one-mode network). The two-mode network files is a list of affiliations with the company identifier that we assigned first and then the individual identified. Similarly, the inter-personal network files is a list of ties between individuals.

Month	Two-mode network	One-mode network	Month	Two-mode network	One-mode network
May 2002	net2m_2002-05-01	net1m_2002-05- 01	June 2002	net2m_2002-06-01	net1m_2002-06-01
July 2002	ner/m /IIII/_II/_III	net1m_2002-07- 01	August 2002	net2m_2002-08-01	net1m_2002-08-01
September 2002	net2m_2002-09-01	net1m_2002-09- 01	October 2002	net2m_2002-10-01	net1m_2002-10-01
November 2002		net1m_2002-11- 01	December 2002	net2m_2002-12-01	net1m_2002-12-01
January 2003	net2m_2003-01-01	<u>net1m_2003-01-</u> <u>01</u>	February 2003	3 <u>net2m_2003-02-01</u>	net1m_2003-02-01
March 2003		net1m_2003-03- 01	April 2003	net2m_2003-04-01	net1m_2003-04-01
May 2003	110 / 111 / 111 <b>7 - 11 7 - 11 1</b>	net1m_2003-05- 01	June 2003	net2m_2003-06-01	net1m_2003-06-01
July 2003		net1m_2003-07- 01	August 2003	net2m_2003-08-01	<u>net1m_2003-08-01</u>
September 2003	nei/m /UU3-U9-U1	net1m_2003-09- 01	October 2003	net2m_2003-10-01	net1m_2003-10-01
November 2003		net1m_2003-11- 01	December 2003	net2m_2003-12-01	net1m_2003-12-01
January 2004	nei/m //////////	net1m_2004-01- 01	February 2004	4 <u>net2m_2004-02-01</u>	net1m_2004-02-01
March 2004	nei/m /iii/4_ii3_iii	net1m_2004-03- 01	April 2004	net2m_2004-04-01	net1m_2004-04-01
May 2004	ner/m /11114_115_111	net1m_2004-05- 01	June 2004	net2m_2004-06-01	net1m_2004-06-01
July 2004	nei/m /uu4-u/-ui	net1m_2004-07- 01	August 2004	net2m_2004-08-01	net1m_2004-08-01
September 2004	ner/m /III/I_IIQ_III	net1m_2004-09- 01	October 2004	net2m_2004-10-01	net1m_2004-10-01
November 2004	nei/m /uu4-ii-ui	net1m_2004-11- 01	December 2004	net2m_2004-12-01	net1m_2004-12-01
January 2005	net/m /////>_///_i	net1m_2005-01- 01	February 200:	5 <u>net2m_2005-02-01</u>	net1m_2005-02-01

May 2005   net2m 2005-05-01   net1m 2005-11-01   net1m 2006-01-01   net1m 2007-01-01   net1m 2008-01-01	29/06/2020 March 2005	not2m 2005 02 01 not1m 2005 02	Boards and Gender  April 2005 pat2m 2005 04 01 pat1m 2005 04 01
July 2005   net2m 2005-07-01   net1m 2005-07-02   net2m 2005-09-01   net1m 2005-09-02   net2m 2005-09-01   net1m 2005-09-02   net2m 2005-09-01   net2m 2005-09-01   net2m 2005-01-01   net2m 2006-01-01   net2m 2006-01-01   net2m 2006-01-01   net2m 2006-01-01   net2m 2006-03-01   net2m 2007-03-01   net2m 2008-03-01	March 2005	<u>net2m_2005-03-01</u> <u>net1m_2005-03-</u> <u>01</u>	April 2005 <u>net2m_2005-04-01 net1m_2005-04-01</u>
September	May 2005	net/m ////	June 2005 <u>net2m_2005-06-01_net1m_2005-06-01</u>
November   net2m 2005-11-01   net1m 2005-11-01   December   2005   net2m 2005-11-01   net1m 2006-01-01   December   2005   net2m 2006-02-01   net1m 2006-03-01   net1m 2007-03-01   net2m 2007-03-01   net1m 2007-03-01   net2m 2007-03-01   net1m 2007-03-01   net2m 2008-03-01   ne	July 2005	ner/m /1113-11/-111 —	August 2005 <u>net2m_2005-08-01 net1m_2005-08-01</u>
Danuary 2006     Danuary 2006   Danuary 2006   Danuary 2006   Danuary 2006   Danuary 2007   Danuary 2008   Danuary 2009   Danu	-	nei/m /003-09-01 =	October 2005 <u>net2m_2005-10-01</u> <u>net1m_2005-10-01</u>
March 2006   net2m 2006-03-01   net1m 2006-03-01   net1m 2006-05-01   net1m 2006-09-01   net1m 2006-09-01   net1m 2006-09-01   net1m 2006-01-01   net1m 2007-01-01   net1m 2007-01-01   net1m 2007-01-01   net1m 2007-03-01   net1m 2007-05-01   net1m 2007-05-01   net1m 2007-05-01   net1m 2007-01-01   net1m 2008-01-01			net/m /005_1/_01 net1m /005_1/_01
May 2006         net2m 2006-05-01 of 1 net1m 2006-05- of 1         April 2006         net2m 2006-06-01 net1m 2006-06-01           July 2006         net2m 2006-07-01 of 1 net1m 2006-07- of 1         August 2006         net2m 2006-06-01 net1m 2006-08-01           September 2006         net2m 2006-09-01 of 1 net1m 2006-09- of 1         October 2006         net2m 2006-10-01 net1m 2006-11- of 1           January 2007         net2m 2007-01-01 of 1 net1m 2007-01- of 1         net1m 2007-01- of 1         December 2006           January 2007         net2m 2007-03-01 net1m 2007-03- of 1         net1m 2007-03- of 1         April 2007         net2m 2007-02-01 net1m 2007-02-01           May 2007         net2m 2007-05-01 net1m 2007-05- of 1         June 2007         net2m 2007-06-01 net1m 2007-06-01           July 2007         net2m 2007-09-01 net1m 2007-09- of 1         August 2007         net2m 2007-08-01 net1m 2007-06-01           November 2007         net2m 2007-09-01 net1m 2007-09- of 1         December 2007         net2m 2007-10-01 net1m 2007-10-01           January 2008         net2m 2008-01-01 net1m 2008-01- of 1         December 2007         net2m 2007-10-01 net1m 2007-12-01           May 2008         net2m 2008-03-01 net1m 2008-03- of 1         net1m 2008-03- of 1         April 2008         net2m 2008-04-01 net1m 2008-06-01           July 2008         net2m 2008-05-01 net1m 2008-07- of 1         December 2008         net2m 2008-	January 2006	net/m /UUb-UT-UT =	February 2006 <u>net2m_2006-02-01</u> <u>net1m_2006-02-01</u>
July 2006	March 2006		April 2006 <u>net2m_2006-04-01</u> <u>net1m_2006-04-01</u>
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March 2007			net/m /006_1/_01 net1m /006_1/_01
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May 2008         net2m_2008-05-01 old         April 2008         net2m_2008-04-01 net1m_2008-04-01           July 2008         net2m_2008-05-01 old         June 2008         net2m_2008-06-01 net1m_2008-06-01           September 2008         net2m_2008-09-01 old         October 2008         net2m_2008-10-01 net1m_2008-10-01           November 2008         net2m_2008-11-01 old         December 2008         net2m_2008-12-01 net1m_2008-12-01           January 2009         net2m_2009-01-01 old         February 2009 net2m_2009-02-01 net1m_2009-02-01	January 2008		February 2008 <u>net2m_2008-02-01</u> <u>net1m_2008-02-01</u>
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	January 2009		February 2009 <u>net2m_2009-02-01</u> <u>net1m_2009-02-01</u>
	March 2009		April 2009 <u>net2m_2009-04-01 net1m_2009-04-01</u>

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	<u>01</u>	
May 2009	<u>net2m_2009-05-01</u> <u>net1m_2009-05-</u> <u>01</u>	June 2009 <u>net2m_2009-06-01</u> <u>net1m_2009-06-01</u>
July 2009	<u>net2m_2009-07-01</u> <u>net1m_2009-07-</u> <u>01</u>	August 2009 <u>net2m_2009-08-01 net1m_2009-08-01</u>
September 2009	<u>net2m_2009-09-01</u> <u>net1m_2009-09-</u> <u>01</u>	October 2009 <u>net2m_2009-10-01</u> <u>net1m_2009-10-01</u>
November 2009	<u>net2m_2009-11-01</u> <u>net1m_2009-11-</u> <u>01</u>	December 2009 <u>net2m_2009-12-01 net1m_2009-12-01</u>
January 2010	<u>net2m_2010-01-01</u> <u>net1m_2010-01-</u> <u>01</u>	February 2010 <u>net2m_2010-02-01</u> <u>net1m_2010-02-01</u>
March 2010	<u>net2m_2010-03-01</u> <u>net1m_2010-03-</u> <u>01</u>	April 2010 <u>net2m_2010-04-01 net1m_2010-04-01</u>
May 2010	<u>net2m_2010-05-01</u> <u>net1m_2010-05-</u> <u>01</u>	June 2010 <u>net2m_2010-06-01 net1m_2010-06-01</u>
July 2010	<u>net2m_2010-07-01</u> <u>net1m_2010-07-</u> <u>01</u>	August 2010 <u>net2m_2010-08-01 net1m_2010-08-01</u>
September 2010	<u>net2m_2010-09-01</u> <u>net1m_2010-09-</u> <u>01</u>	October 2010 <u>net2m_2010-10-01 net1m_2010-10-01</u>
November 2010	<u>net2m_2010-11-01</u> <u>net1m_2010-11-</u> <u>01</u>	December 2010
January 2011	<u>net2m_2011-01-01</u> <u>net1m_2011-01-</u> <u>01</u>	February 2011 <u>net2m_2011-02-01</u> <u>net1m_2011-02-01</u>
March 2011	<u>net2m_2011-03-01</u> <u>net1m_2011-03-</u> <u>01</u>	April 2011 <u>net2m_2011-04-01 net1m_2011-04-01</u>
May 2011	<u>net2m_2011-05-01</u> <u>net1m_2011-05-</u> <u>01</u>	June 2011 <u>net2m_2011-06-01</u> <u>net1m_2011-06-01</u>
July 2011	<u>net2m_2011-07-01</u> <u>net1m_2011-07-</u> <u>01</u>	August 2011 <u>net2m_2011-08-01</u> <u>net1m_2011-08-01</u>

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