



Gender Pay Gap In Iceland

Report from the Action Group on Equal Pay

Conference on Equal pay and Gender Equality in the Labour Market

Reykjavík, November 13th 2014

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Gender Equality in Iceland 2014

Iceland has topped the World Economic Forum's list on the Global Gender Gap for the last six years.

Women are 40% of the parliamentarians after the election in 2013

Women are 40% of the members of local governments.

The main reasons are women's strong political position, high level of education and good health care.

Women make up more than two thirds of university students and their numbers as university teachers are growing rapidly



October 24th 1975 – Women's Strike



Womens' demonstration on Equal Pay 2005



Action Plan on Gender Equality 2011-2014

- Gender mainstreaming is required in all government policies and decision making.
- Other thematic areas include;
 - gender budgeting
 - **labour market / gender pay gap**
 - political representation
 - gender-based violence
 - education
 - engaging men in gender equality
 - international cooperation



Plan of Action on Gender Equality Regarding Wages 2012-2016

COLLABORATION

All players in the Icelandic labour market assume responsibility

- Action Plan Produced by the Government and the Social Partners
- Set forth projects intended to promote greater wage equality

ACTION GROUP

The measures in the Action Plan is supervised by the Action Group

- Action Group appointed by the Minister of Welfare including the Social Partners

RESOURCES

Resources allocated to the project

- A Project Manager of the Action Group
- Specialists to ensure the implementation of the Equal Pay Standard.



Action Plan on Gender Equality regarding Wages

Coordination of studies of gender-based wage differentials

Introducing and promoting the Equal Pay Standard

Initiate promotional campaigns and counselling programs to work against gender-based wage differentials

Raise awareness on the balance between family and professional life

Reduce gender-based differences in career choices in order to break down gender barriers in the labour market



Coordination of Wage Research

- Numerous studies and pools have been made on the gender based wage differentials
- Is there any progress in bridging the gender pay gap?
 - Coordination of wages studies are necessary to see if there is any progress
- There is need for study that covers both the private and public sectors where all parties agree on the methodology used



Wage Research – preliminary findings

- The Gender Pay Gap continues to decline
- The Gender Pay Gap is more in the private sector than in the public sector



Position of the Sexes on the Labour Market

- Main focus is on the studies that have been carried out in Iceland over the past decade
 - Reports from Nordic countries
 - OECD data
- Covers principal factors affecting the standing of the sexes on the labour market;
 - Education and career choice
 - Family life and professional life
 - Structure of the labour market



Report - Preliminary findings

- Indications that action needs to be taken to counter prejudices and harassment of:
 - women who choose study courses and / or careers in which men are in a majority
 - against men who choose study courses and / or careers in which women are in a majority
- Indication that the “care-giving gap” between the end of maternity/paternity leave and the time that the child starts pre-school tends to be bridged by women rather than men



The Equal Pay Standard - Background

- Collective agreements between Social Partners in 2008
 - Development of a certification system
- ALÞINGI – Icelandic Parliament
 - Clause in Act 10/2008 on the equality and equal rights of men and women
- IST – Icelandic Standard agreed to supervise the project
- Technical Committee and Working group
 - Aided by experts
- International management systems standards used as a model



The Equal Pay Standard

The idea was to create a system that could confirm that women and men working for the same employer would be paid equal wages and would enjoy equal terms of employment for the same jobs or jobs of equal value.



Equal Pay Management System ÍST 85:2012

- Completed in 2012 – published by Icelandic Standards IST
- Implementation of the standard is optional for employers
 - Inclusion of the standard can increase credibility of the employer, both internally and externally regarding human resources, social responsibility and good management
- The purpose of the standard is to provide certification of equal pay management system



International Management System Standard



PLAN – DO – CHECK – ACT



Certification – 3 options

Organizations can:

- Make a self-determination and self-declaration of compliance
- Seek confirmation of it's compliance by parties/stakeholders having an interest in the organization i.e. trade unions
- Seek a formal certification of it's equal pay management system by an accredited management systems certification body



The Equal Pay Standard – Current Status

- A regulation on the qualification requirements demanded by certification authorities and the procedures to be followed in carrying out certification under the standard has recently been published
 - Stipulates training courses for employees of accreditation agencies
 - Agencies can then obtain the right to award certificates on the basis of the Equal Pay Standard
 - The goal is that the first government agencies will obtain their accreditation in the end of this year.

