



Gender equality policies and indicators on women and men in the labour market

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Act on Equal Status and Equal Rights of Women and Men no. 10/2008. The aim of the Act is to establish and maintain equal status and equal opportunities for women and men, and thus promote gender equality in all spheres of society

This aim shall be reached by:

- Gender mainstreaming in all spheres of the society
 - Working towards equal influence of women and men in decision making and policy-making in the society
 - Working against wage discrimination and other forms of gender based discrimination on the employment market
 - Enabling both women and men to reconcile their work and family life
- Increasing education and awareness-raising on gender equality
 - Analysing statistics according to gender
 - Increasing research in gender studies
 - Working against gender-based violence and harassment
 - Changing traditional gender images and working against negative stereotypes regarding the roles of women and men

Labour market 2018

	Women	Men
Labour force, number	94,000	110,100
Percent division of labour force	46	54
Economic activity rate, 16–74 years, %	78	85
Percent of employed, 16–74 years, %	76	83
Percent of employed full-time (35+ hours per week), %	65	87
Percent of employed part-time (<35 hours per week), %	35	13
Average working hours per week	35	43
Average working hours per week, full-time	41	46
Rate of unemployment, %	2.6	2.9

+ European directives – late implementation..

2017 Equal pay certification legalised

2018 **Equal treatment act regardless of race and ethnic origin**

2018 Act on equal treatment of individuals in the labor market regardless of race, ethnic origin, religion, philosophy of life, disability, impaired working capacity, age, sexual orientation, gender identity, gender identity or sexual expression

Gender Equality in the Labour Market. Iceland has the highest rate of women's labour force participation among OECD countries. Despite of this gender segregation of the labour market remains persistent. The government has sought ways to raise awareness among employers and those active on the labour market regarding means to reduce gender-based differences in career choices, the aim being to break down gender barriers. These plans coincide with actions intended to bridge the gender pay gap.

The Gender Pay Gap. In 2017 the Government passed an amendment to the Act on Equal Status and Equal Rights of Women and Men, making it mandatory for all firms and institutions with 25 or more employees to obtain a Pay Equality Certification. The new provision went into force in January 2018. The required certification is based on the ISO "Equal pay management system - Requirements and guidance". Professional certifiers, such as private consultancy firms, shall deliver their verdict, with a report for each case certified, to the Directorate of Equality.

Gender Responsive Budgeting. In 2009 the Minister of Finance appointed a working group on gender responsive budgeting. In order to raise awareness of the public sector, the ministry has held training seminars and published two handbooks in cooperation with the Directorate of Equality. In 2014 all ministries had concluded pilot projects in their policy areas using the methodology of gender-responsive budgeting. In 2016 a new organic budget law was passed and Gender Budgeting became legally binding. The Budget Bill shall outline its effects on gender equality. The focus is on integrating gender budgeting into the budget cycle which includes the decisionmaking process. It is to ensure that the gender perspective is taken into account before decisions are made.

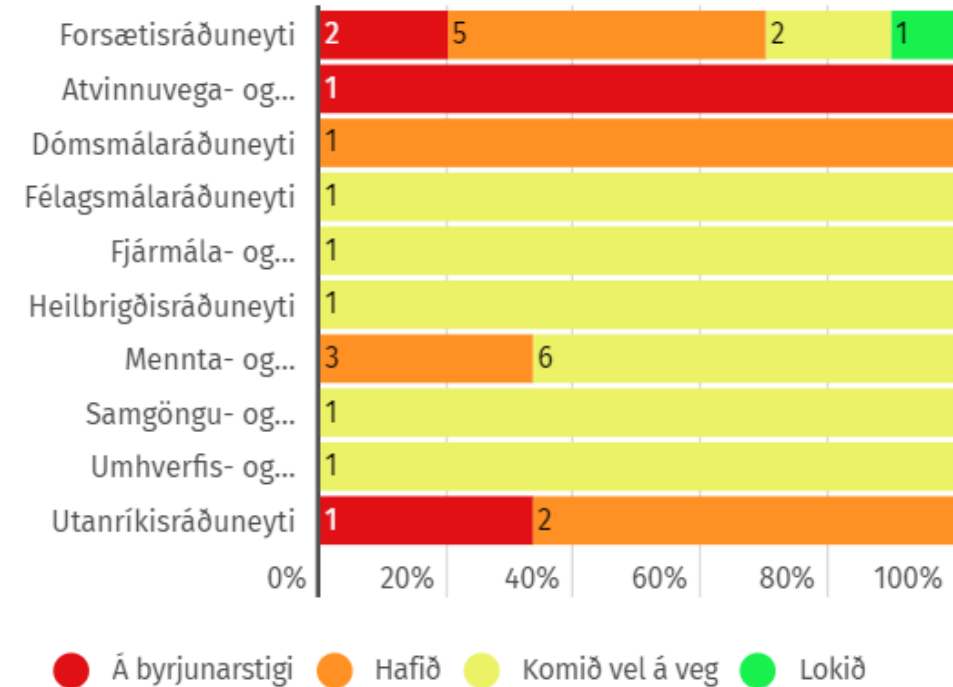
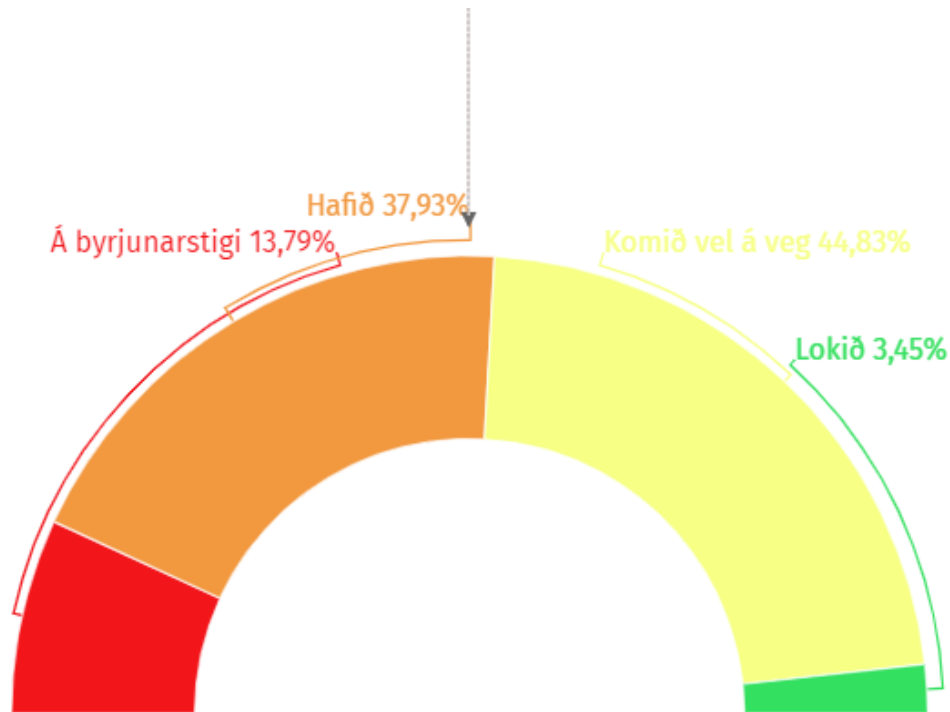
Plan of Action on Gender Equality. The parliament approves a Plan of Action on Gender Equality, effective for a period of four years. The plan is divided into thematic areas including: government, the labour market, reconciliation of work and family life, the gender pay gap, political representation, gender-based violence, education, international cooperation and engaging men in gender equality work. This is to ensure that all ministries are made responsible for projects or actions within their policy areas.

Consultation with (and among) ministries.....



Equality - scoreboard

Total number of “actions” is 29 – this is the situation in November 2020



Association of Business Women in Iceland

