



NORÐJENSKA

Equal pay system

Presentation 27.10.2022

The process

- Started in January 2019
 - Appointed steering committee
 - Bought the standard and read it
 - Hired a consultant (Goðhóll, Guðný)
 - Selected the certification company (Vottun ehf.)
 - Attended a few introduction courses
- Equal pay system certified in March 2021

Our experience

- Pros:
 - Good overview and systematic thinking
 - Regular salary analysis
 - Equality improved
 - Other managers more involved
- Cons:
 - Complicated and a lot of work
 - Very expensive
 - Time consuming
 - Unclear benefits

Challenges

- Everybody busy – difficult to get managers involved
- Tradition in Iceland to keep salary confident
- Give information to employees without conflicts
- More difficult to reward good employees

Final conclusion

- Good purpose and we are walking the right direction but bureaucracy takes a lot of time and the system is rather complex. It takes time (a few years) to implement and tune.