



DIRECTORATE OF FISHERIES



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**The process of implementation and reviewing, what were the problems and how were they overcome?**

# Administration

## Policy and implementation

- *The Ministry of food, agriculture and fisheries* is responsible for the political policy making, issuing of regulations and long-term planning in fisheries
- *The Directorate of Fisheries* is entrusted with the day-to-day administration of fisheries and is responsible for the implementation of the legislation.
- **The Directorate's main responsibilities are:**
  - Issuing of licenses
  - Allocation of fishing rights (quotas) and supervision of ITQ system
  - Monitoring of quota status (species and indiv. vessels)
  - Collection, analysis and publication of data on landings, processing, exports, rivers and lakes
  - Surveillance at sea, in ports, and by rivers and lakes
  - Temporary and permanent closure of fishing grounds
  - Regulation of fishing gear



# The Directorate of Fisheries

## Employees :

- The Directorate of Fisheries has **62** employees today

**– 19 women**

**– 43 men**

## Division:

- Surveillance division, 27 employees
- Administration- and Information division, 14 employees
- IT division, 8 employees
- Office of the Director of Fisheries, 7 employees
- Salmon and trout fishing division, 2 employees
- The fresh fish price directorate (VSS), 4 employees



# Implementation of the Standard

- **Journey began in 2018**
  - Capacent – consulting firm - assisted with forms and documents
- **Internal auditor appointed**
  - quality manager
- **Exterior auditor – BSI**  
Iceland
- **4th of March 2019**
  - Received equal pay symbol until 2022



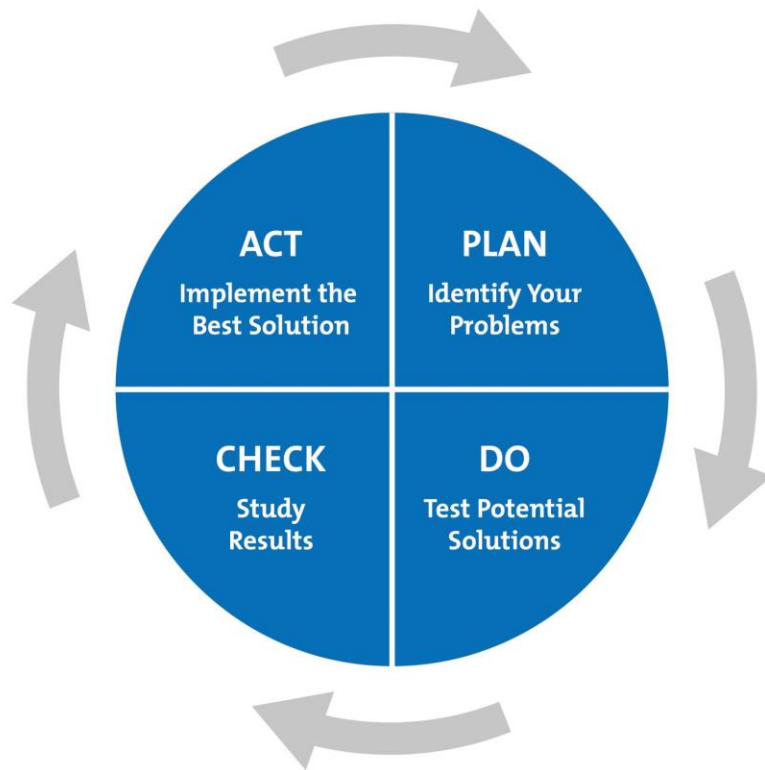
# Maintenance of the equal wage standard

- Every year **document review** – on going
- Every year **wage analysis** (september)
- Every year **internal auditor** (oktober)
- Every year **management review** (beg of nov)
- Every year **external auditor** (end of november)
- 2022 received a new equal pay symbol valid until 2025
- [Fiskistofas webpage](#)
- Top manager are six, i.e. 3 women and 3 men.



# Implementation

Figure 1: The Plan-Do-Check-Act Cycle



- We based our work on the methodology „Plan-Do-Check-Act“.
  - Equal Wage policy formulated by manager
  - Adoption of equality plan
  - Classification of jobs
  - One wage analysis per year
  - Performance maintained through checks, management reviews and responses



# Classification of Jobs – criteria

- Classification of jobs of all employees based by the demands made by jobs on employees.
- Jobs of equal value are placed in the same class.
- Jobs of equal value but jobs that may be different...
  - Gave us quite a headache ....took a while...





# Classification of jobs

**Qualifications** (falls into four categories of qualification requirements)

- 1. Challenging, extensive and difficult work.
- 2. Worked independently and required a lot of expertise.
- 3. Professional knowledge required.
- 4. Simple work, often with a lot of repetition.

**Responsibility** (Responsibility levels fall into five categories)

- 1. Senior management
- 2. Head of department
- 3. Key experts
- 4. Specialist
- 5. Frontline staff

**Education** (education requirements fall into five categories)

- 1. Master's degree at university level or higher
- 2. BS/BA degree
- 3. Secondary school level – vocational or technical education, matriculation certificate
- 4. Elementary school diploma
- 5. No education requirement



# Highly important....

- To have a system that is well organised.
- To fulfill all the requirements in regards to:
  - Roles, responsibility and authority
  - Competence, training and awareness
  - Communication
  - Documentation and control of the documents
  - Monitoring and measurements
  - Control of records
  - Internal audit
  - Management review



# Tools and equipment

- **Filing system**
  - [Workpoint](#)
- **Quality system**
  - [CCQ](#)
- **Planning tool**
  - One note



# Pros VS. Cons

## PROS

- Employees are paid equal wages and enjoy equal terms of employment for the same jobs or jobs of equal value
- Informatory system for the employees
- Transparent
- Form of organisation's business plan
- Enhances credibility
- Gives us good management practices

## CONS

- Time consuming
- Alot of planning and documentation
- Quite expensive – i.e. external auditor



# Thank you

- For further information you can contact me at:  
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