EQUAL PAY MANAGEMENT SYSTEMS

IMPLEMENTATION IN ICELANDIC INDUSTRIES

BY

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From management consulting firm Ráður

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- Legal requirements in practice

- Planning implementation

- Jobs - evaluation

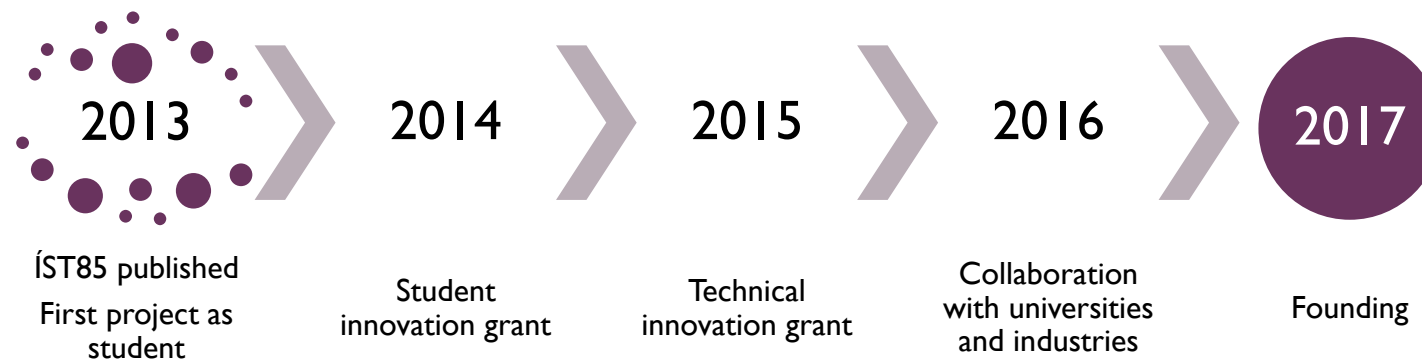- Management system structure

- System outputs

ABOUT US

- Ráður specializes consultation and analysis for management systems

- First established in January 2014 and formally founded in April 2018

- Engineering background

- Ráður's services focus on the needs and technological requirements for managing equal pay systems
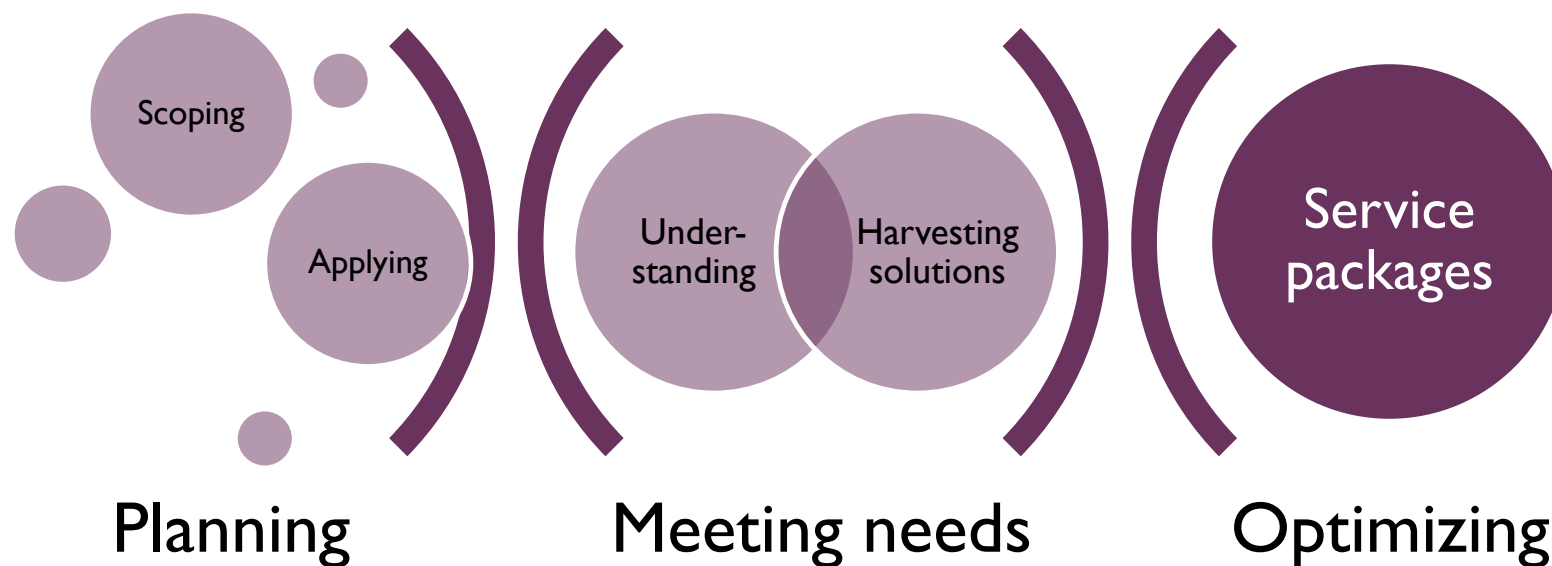
FIRST STAGES

First steps in starting a business arond wage equality

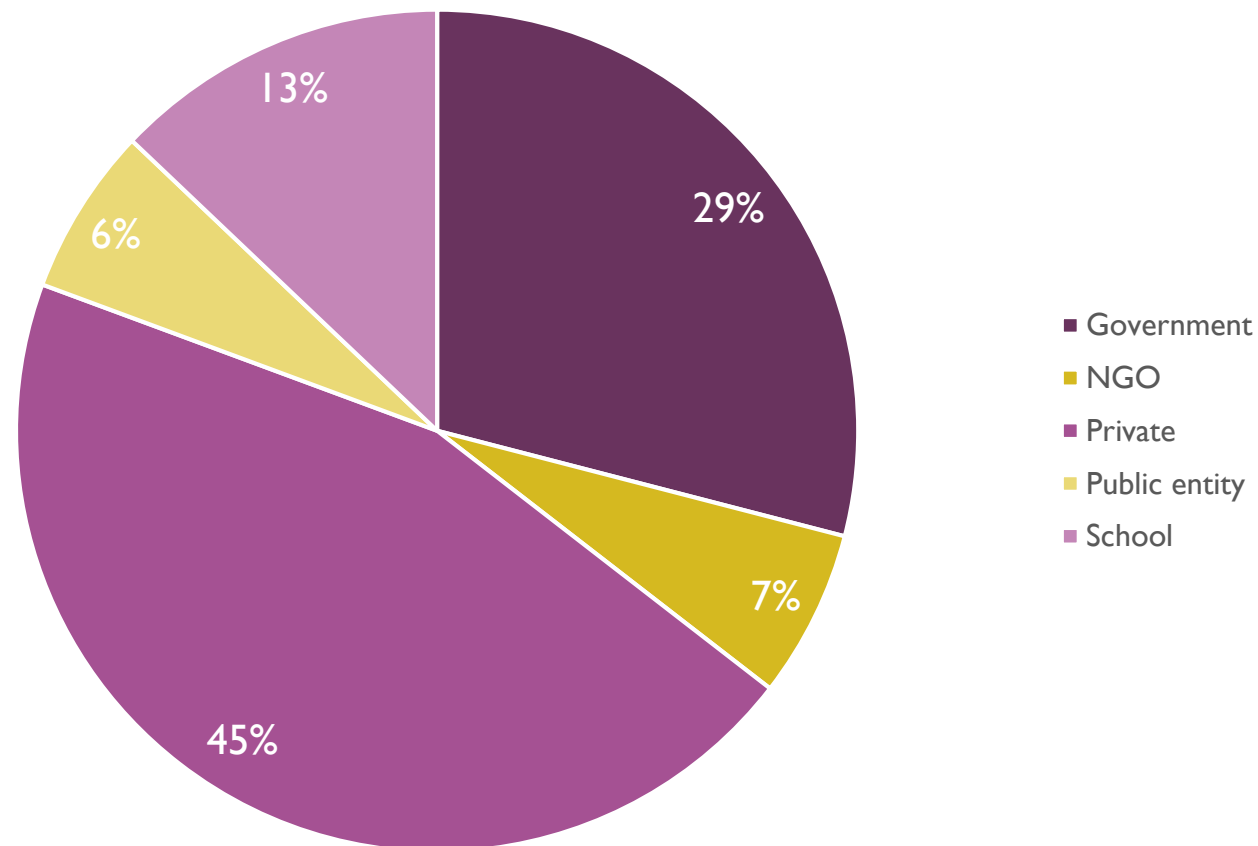**2013** > **2014** > **2015** > **2016** > **2017**

ÍST85 published

First project as student

Student innovation grant

Technical innovation grant

Collaboration with universities and industries

Founding

OUR CUSTOMERS

Most of our clients are big firms or government institutions

Customers by sector

- Government
- NGO
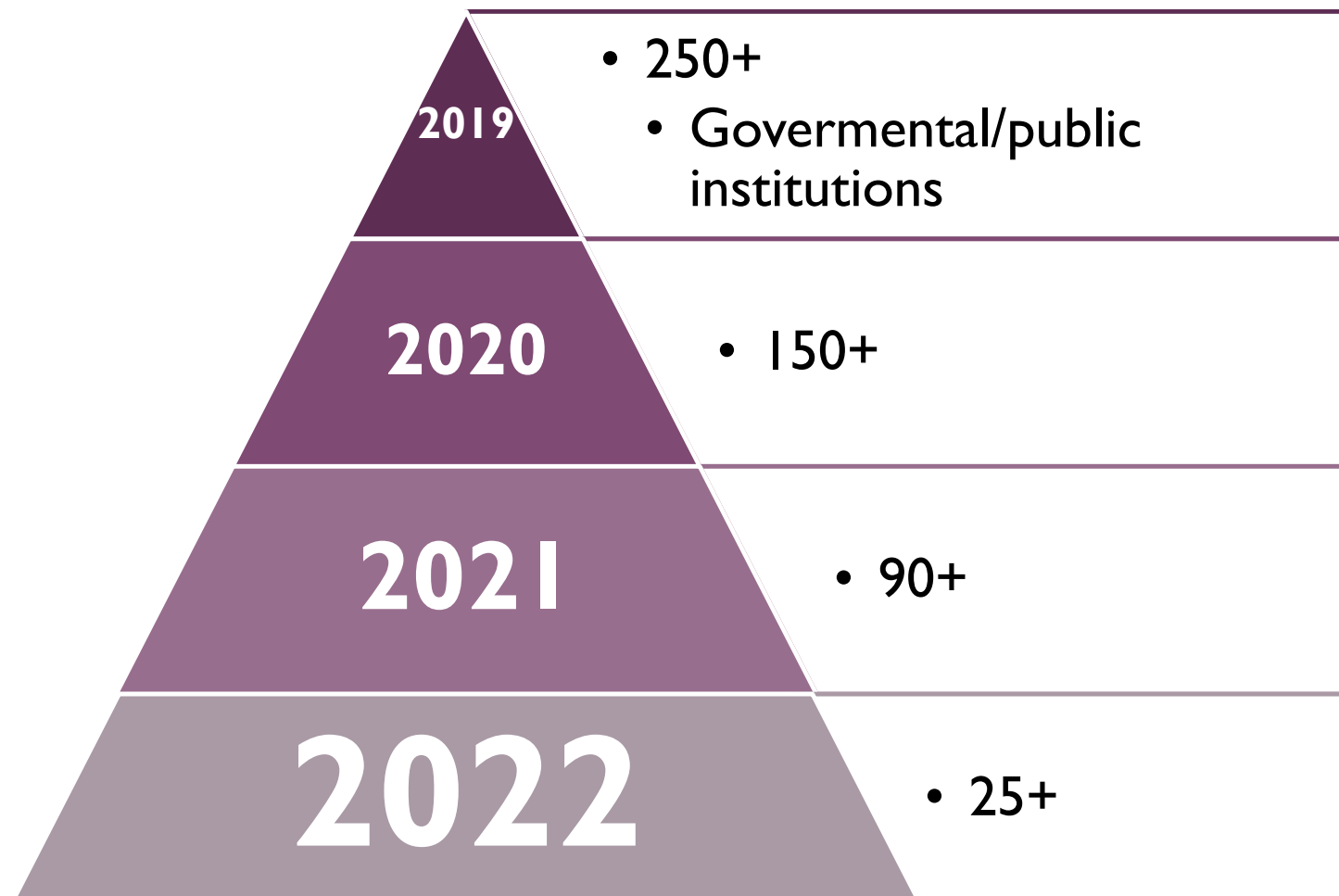- Private
- Public entity
- School
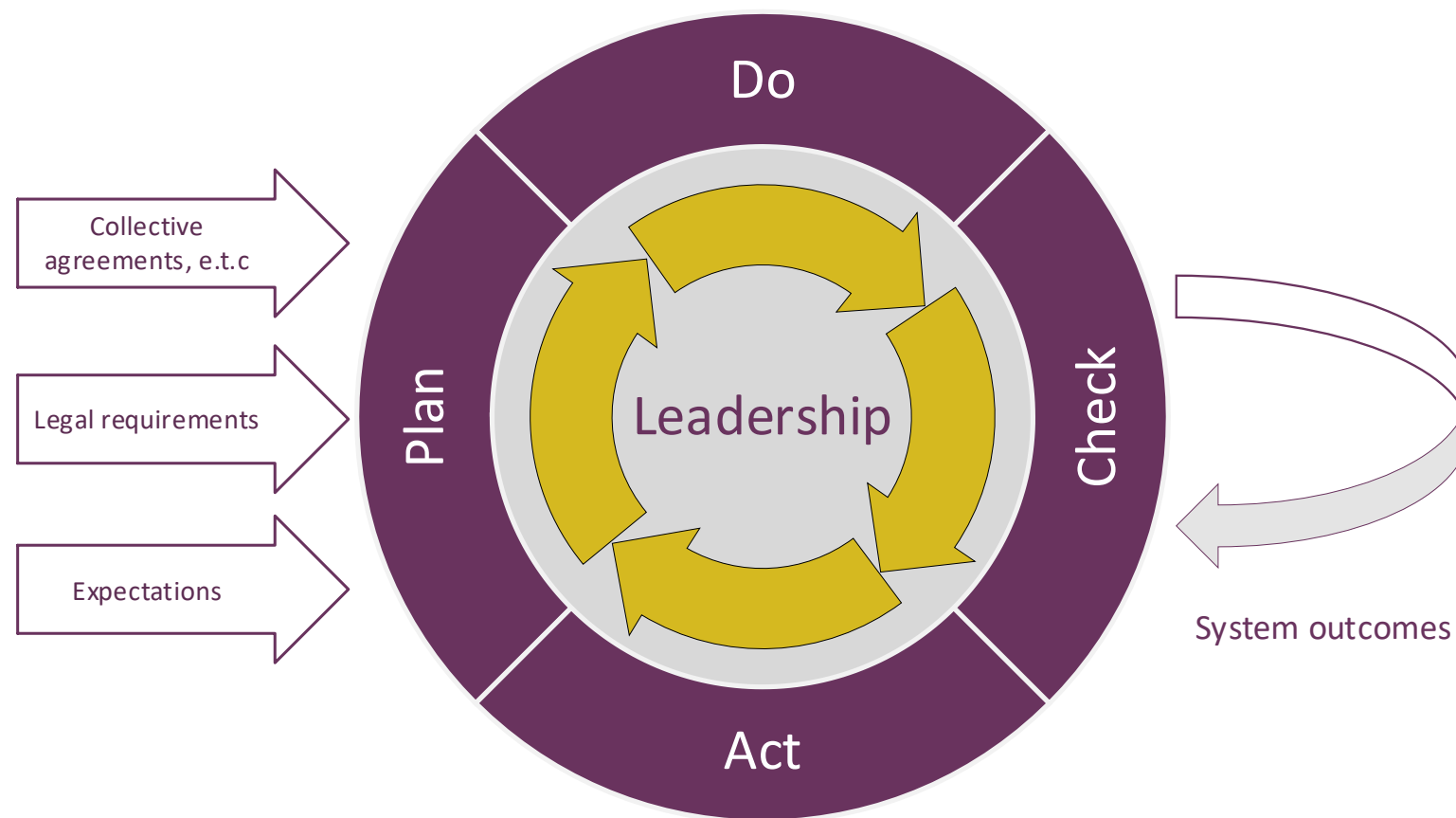
LEGAL TIMEFRAME

Timeframe for private companies based on number of employees

Experience

- Over 20 private companies
- Goverment agencies
- Public institutions
- Municipalities

2019
- 250+
- Govermental/public institutions

2020
- 150+

2021
- 90+

2022
- 25+

Strategic planning

- Equal pay policy
- Leadership

Job classifcation

Managing and documenting

Wage analysis

Review and audit

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Strategic planning

Job classifcation

- Job evaluation
- Point factor method
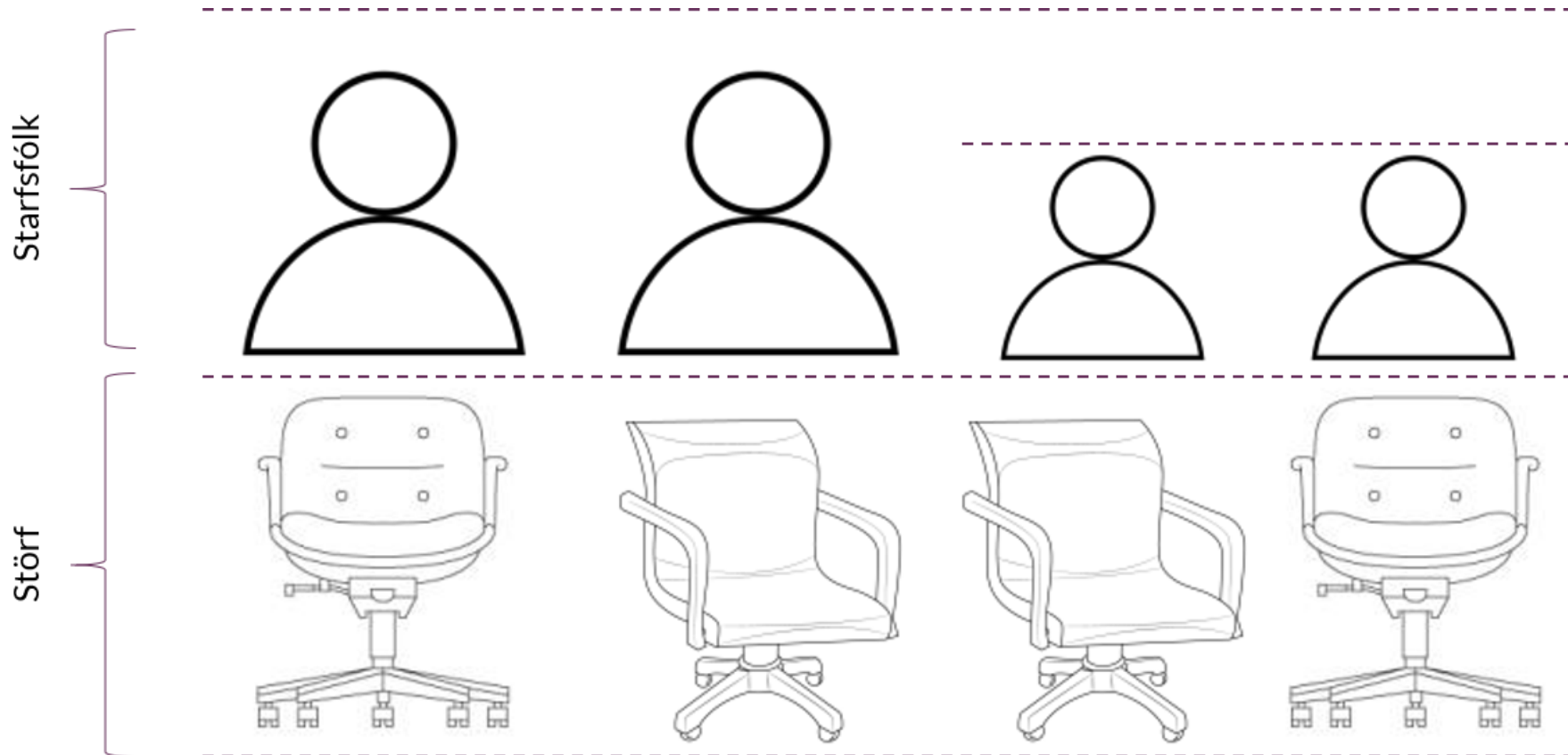
Managing and documenting

Wage analysis

Review and audit

Job classification and determining the worth of jobs

- Point factor method
  - A common method for determining the worh of jobs based on defived evaluation factors
  - Most commonly used for organizations implementing
- Same factors used to evaluate all jobs within organizations

- Major categories
  - Skill
  - Responsibilities
  - Effort
  - Working Conditions

Job classification
Evaluation of jobs and/or employees

Starfsfólk

Störf

Picture source:
Guðnýjar Einarsdóttir

Strategic planning

Job classifcation

Managing and documenting

- Process analysis
- Standard operating procedures
- Document management
- Wage decisions

Wage analysis

Review and audit

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Ráður

STANDARD OPERATION PROCEDURES

ISO
Management systems

ÍST 85
Equal pay management system

Common SOP´s

- Documentation and document management
- Identification of legal requirements and other requirements
- Legal compliance
- Communication
- Non compliance
- Audits

STANDARD OPERATION PROCEDURES

ISO	Management systems
ÍST 85	Equal pay management system

Specific SOP's

- Documentation and document management
- Identification of legal requirements and other requirements
- Legal compliance
- Communication
- Non compliance
- Audits
- Job classification and evaluation
- Wage decisions
- Wage analysis

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Strategic planning

Job classifcation

Managing and documenting

Wage analysis

- Systematic analysis of all pay and wages
- Measurement of gender equality

Review and audit

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Strategic planning

Job classifcation

Managing and documenting

Wage analysis

Review and audit

- Internal audit
- Management review
- Certification audit process