



Jafnréttisstofa

Equal pay standard-Future developments-

Jón Fannar Kolbeinsson
jonfannar@jafnretti.is



Implementation

- Aims to introduce an obligatory Equal pay standard in stages over a period of four years.
- Companies and institutions with an average of:
 - 250+ employees / December 31st, 2019
 - 150-249 employees / December 31st, 2020
 - 90-149 employees / December 31st, 2021
 - 25-89 employees / December 31st, 2022



Key elements

- Preparation
 - Ensure that the public and private sector are informed and ready to implement
 - Manage expectations
 - “I should have the same wages as him/her”
 - “Company A pays their employees more than my company does”
 - Gender segregated labour market
 - Not designed to address this –may however have a “trickle-down effect”



Consultants

- Consultants
 - Need to have extensive knowledge
 - Important to have a clear structure on what they are supposed to to.
 - Can not provide consultation and carry out the audit-by law



Auditors

- Auditors
 - Important in the process –main role
 - Need guidelines to ensure unifide methods
- Regulation 1030/2017 stipulates further how or rather who is authorized to provide certification –auditors
 - A special permit is needed issued by Jafnréttisstofa
 - This is still a work in process
 - Need to ensure that the same standards apply to every certification
 - Examples of offers stating that the work can be done in 3 days and other offers (different auditor) stating that it will take 3 weeks



Directorate of Equality

- Directorate's role
 - Construct a list of companies that have received an equal pay certificate
 - Publish that list on our website
 - Authorise the use of the Equal pay symbol
 - Not a surveillance authority
 - Will be issuing daily fines
 - Need to coordinate the Directorate's role



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The end game

