



## - EQUALITY PLATFORM AND STANDARD - WORKSHOP 29<sup>th</sup> October

Hallveigarstaðir - workshop and meeting (map in link): [Túngata 14, 101 Reykjavík](#)

Hotel Skuggi (map in link): [Hverfisgata 103, 101 Reykjavík](#)

Restaurant - Sjávargrillið (map in link): [Skólavörðustígur 14, 101 Reykjavík](#)

### Objectives and aims:

The law on Equal Pay Certification entered into force in January of 2018, by additions to provisions of the Icelandic Gender Equality Act. The immediate effect was a requirement that all ministries and organizations with 250 or more employees on annual basis are supposed to obtain Equal Pay Certification by the end of 2018. With minor adjustments to original aims this has meant that practical application and knowledge about implementing the gender pay standards has been acquired.

Building on this experience the Directorate of Equality provides a workshop for delegates associated with the project *EQUALITY PLATFORM AND STANDARD* headed by CITE.

In the workshop the history of gender equality and equal pay legislation will provide a backdrop for the analysis and presentation of the most recent developments in the implementation process.

The workshop includes presentations from specialist advisors and lawyers mandated the administration of the Icelandic Gender Equality Act. Licenced consultants for the certification process will provide insight into certification of the equal pay management system in companies. In addition, specialists will give examples of the benefits of working within the framework of the Equal Pay Standard.

## Programme:

### Tuesday 29<sup>th</sup> October (9:15 – 15:30)

**9:15** Orientation & coffee at Hallveigarstaðir

**9:30** State of the Gender Pay Gap in Portugal/Norway/Iceland

**10:15** Tryggvi Hallgrímsson – Special advisor at the Directorate of Equality discusses the standardization process and certification system. Tryggvi presents highlights of the organizational structures behind the development of the Equal Pay Standard and the process of standardization relating to the mandatory adoption of standardization.

**11:00** Susana Santos - Standardization process and certification system in Portugal

**11:20** Discussion – identifying elements suitable for adaptation

**12:00 – 13:00** *Lunch and free time*

#### **Afternoon session:**

**13:15** Gyða and Anna from management consulting firm *Ráður ehf.* They will present insights into the consultation process for different size companies and institutions – highlighting the challenges of implementing and operating equal pay management systems.

**14:15** Þórdís Yngvadóttir, Special advisor at the Department of Equality at the Prime Minister's Office will present findings from a survey that was made last spring about implementation of equal wage management system among organisations that had received equal pay certification.

**14:40** Jón Fannar Kolbeinsson – Legal advisor at the Directorate of Equality discusses the future developments and challenges.

**15:00** Discussion & closing

**18:00** *Dinner - Sjávargrillið*