



Jafnréttisstofa

- ✓ **Is gender equality policy really so great in Iceland?**
- ✓ **Equal pay standard – *And the downsides***
- ✓ **#Metoo – *and what needs to be done?***

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Act on Equal Status and Equal Rights of Women and Men No. 10/2008

- a. monitoring the **application of this Act**,
- b. supervising **educational and informative activities**,
- c. **advising government** authorities, institutions, companies, non-governmental organisations and individuals on gender equality issues,
- d. making suggestions and **proposals to the Minister**, the Gender Equality Council and other government authorities on measures to achieve gender equality,
- e. making proposals on **affirmative actions**,
- f. increasing the level of activity in gender equality issues, i.e. by greater **involvement of men** in gender equality work,
- g. monitoring gender **equality development** in society, i.e. by gathering information and initiating research,

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- h. providing assistance to gender **equality committees**, gender equality counsellors and gender equality representatives of local authorities, institutions and companies,
- i. working at **preventive measures against gender-based violence** in collaboration with other government authorities and organisations specifically involved in such preventive measures,
- j. working **against gender based wage discrimination** and other forms of gender discrimination in the labour market,
- k. **mediating cases of dispute** referred to the Centre for Gender Equality on the basis of this Act,
- l. changing traditional gender images and **working against negative stereotyping** regarding the roles of women and men,

Gender Equality in Iceland, 2019

Iceland has topped the Global Gender Gap for the last nine years.

79% of women active in the labour market.
34% of women work part time.

Since 2000: Legislation on parental leave ensuring equal rights of mothers and fathers.

90% of children aged 1–5 in day care. Municipalities pay 85% of costs.

Women make up two thirds of university students.

Since 2008–2013: Gender quotas on public committees and company boards.

Huge public engagement with the #metoo

June 2017: Law requiring certification of equal pay

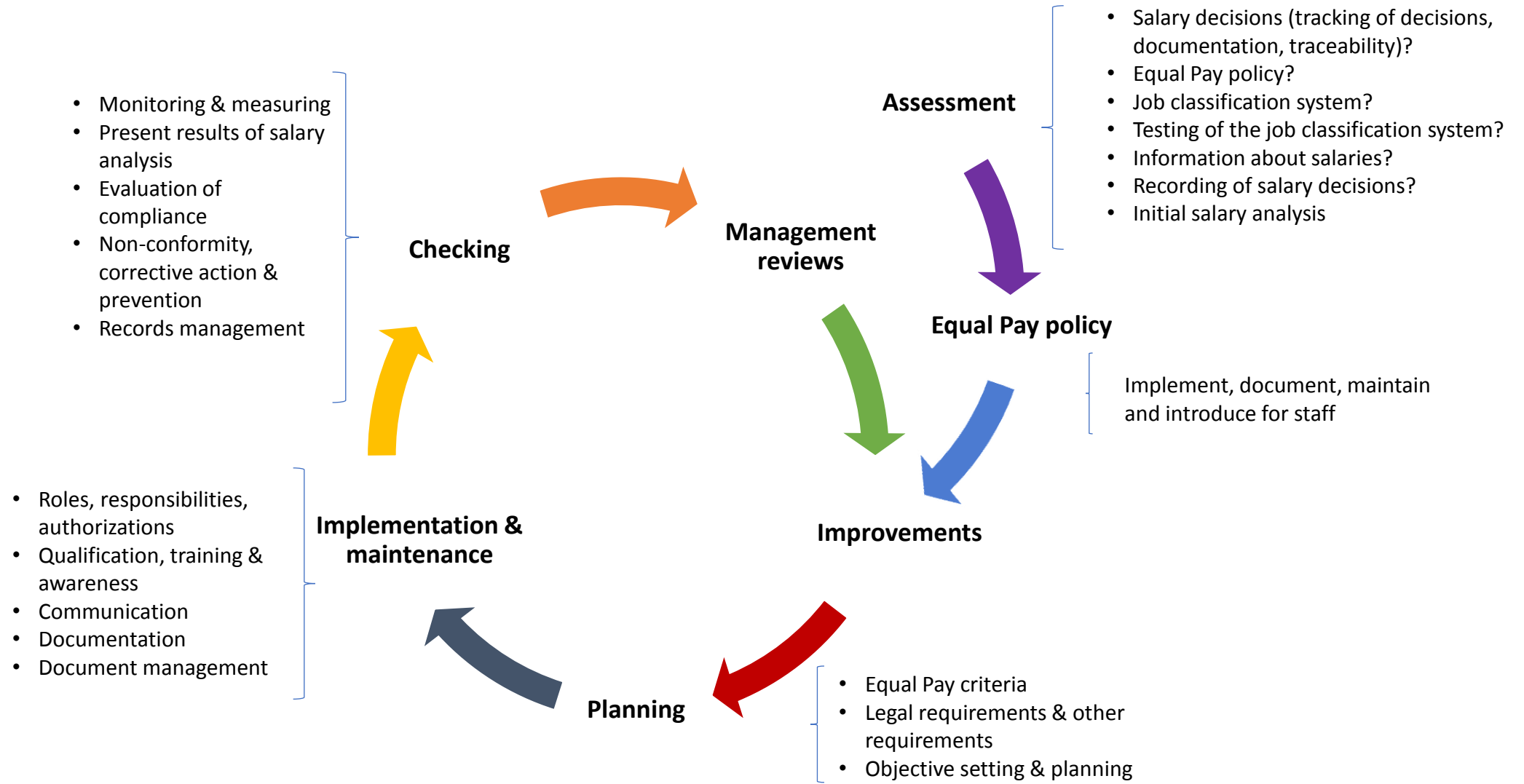
Unadjusted gender pay gap 17%-21%. Adjusted pay gap 7.6%

Labour market highly segregated by gender. Inbalances in economic life.

Equal pay standard:

- Entered into force in January of 2018
 - Developed in cooperation with “Icelandic Standard” – (Same format as ISO, International Standards organization)
 - Government was presented with a huge administrative task
 - Replicating this method in Portugal and Norway shown interest
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- What should we be afraid of ?

Implementation *IST 85:2012: p. 6



#MeToo in Iceland – Getting men involved

- Population was very attentive to women's testimonies
- New progress through the Gender Equality Act
- The Prime Minister has made a coordinated response
 - *mostly in the form of committees*
- Not been any type of meaningful resistance
 - *Some speak of „the pendulum“*

#MeToo in Iceland – Getting men involved

- The issue of pornography, pornification/sexualisation must be raised as a subject for special discussion.
 - Measures should look to finding ways to discuss sexualisation, harassment and oppression without alienating boys/men
- A need for research into men and prostitution – A need for discussing prostitution in relation to ethics.
 - looking at men as sex-buyers