



# Gender equality in Iceland

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Sustainable District Energy Conference

“the right to equal opportunities and resources regardless of gender—is both a fundamental human right and one of the foundations for a prosperous and harmonious planet.”









Iceland has topped the Global Gender Gap for the last ten 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.

Gender quotas on public committees and companies boards.

Parliament: Women 38% (2017)  
Local governments 44% (2018)

June 2017:  
Law requiring certification of equal pay

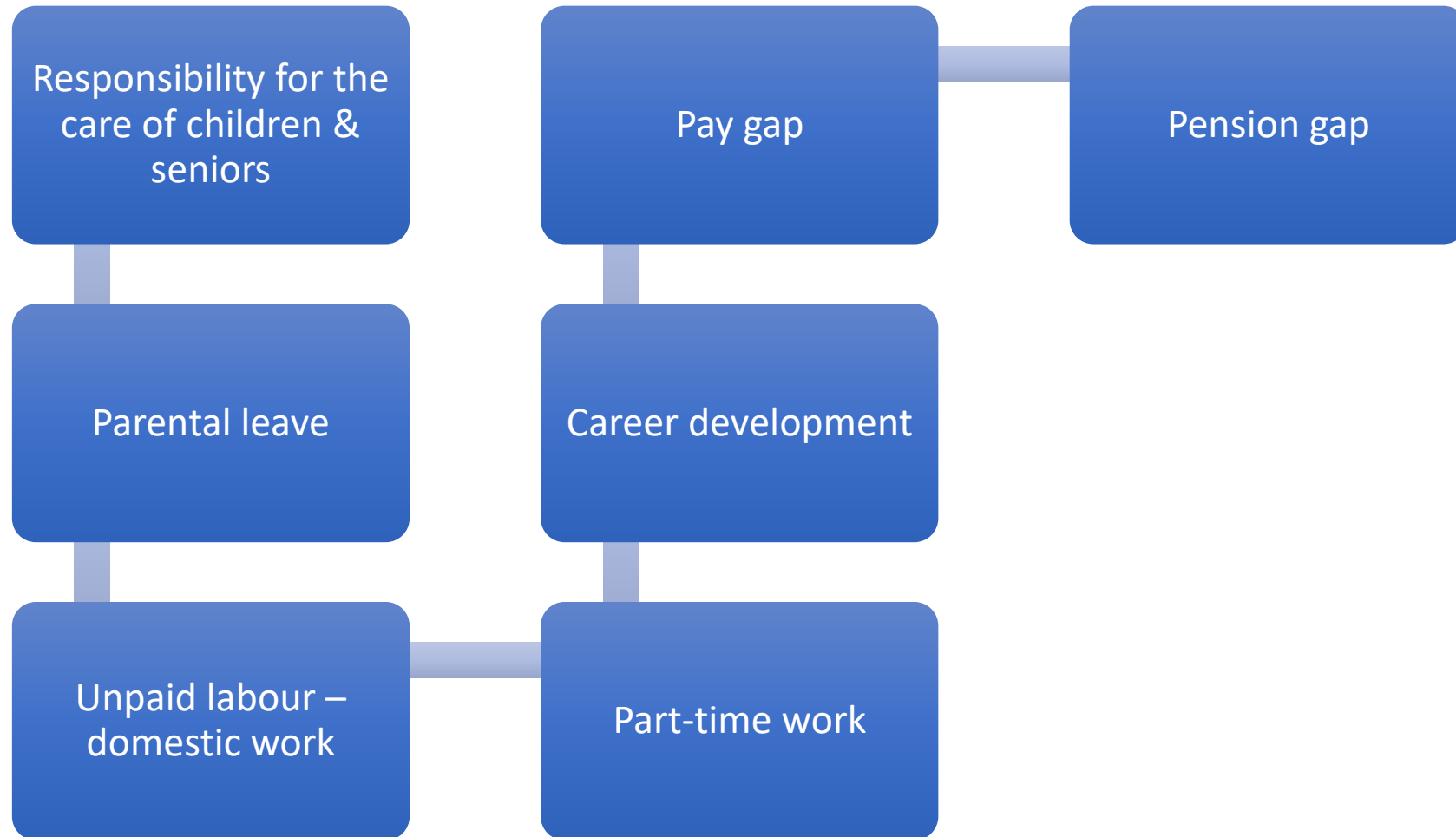
Unadjusted gender pay gap 15,3% (2018)  
Adjusted pay gap 4,5% (2008-2016)

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





## Cause **and** consequences







The unadjusted pay gap is 15,3%

The adjusted pay gap is 4.5

# Equal Pay Standard ÍST 85

## Purpose

- A quality system to ensure equal pay

## Approach

- Modeled by other international management standards (like ISO 14001 & ISO 9001)

## Method

- Formal procedures & role definitions related to salary decisions
- Classification & ranking of jobs
- Pay analysis and audits

## Certification

- Certification by a accredited certification body
- Since 2018 all companies & institutions with more than 25 employees on a yearly bases obligated to be certified

And they all lived happily ever after –  
in gender Equality

