



Directorate of Equality
Iceland

The Role of the Directorate of Equality

Borgir April 26th 2022

Presentation for “We All Equal One”

Gender Equality

- Iceland has topped the *World Economic Forum's Gender Gap Index* for the last twelve years.
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Legislation on Gender Equality

- First Equal Pay Act in 1961
 - Gender Equality Act in 1976
 - Equal rights of women and men in the Constitution 1995
 - Directorate of Equality est. 2000
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Directorate of Equality

- A national bureau in charge of administering the Equal Status and Equal Rights Irrespective of Gender no. 150/2020.
- From 1.sept 2018 also:
 - Act on equal treatment irrespective of race and ethnic origin no. 85/2018
 - Act on equal treatment in the labour market irrespective of race, ethnic origin, religion, life stance, disability, reduced working capacity, age, sexual orientation, gender identity, sexual characteristics or gender expression no. 86/2018

How to reach the aim

- a. observing gender equality perspectives and working towards gender mainstreaming in policy-making and decision-taking in all spheres of society,
 - b. working to secure equal influence of women and men in society,
 - c. specifically improving the position of women and increasing their opportunities in society,
 - d. working against wage discrimination and other forms of gender-based discrimination on the employment market, including by having companies and institutions fulfil the conditions of equal pay certification or equal pay confirmation
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How to reach the aim

- e. enabling everyone, irrespective of gender, to reconcile their work and family life
 - f. by increasing education and awareness-raising on gender equality
 - g. analysing statistics according to gender,
 - h. increasing research in gender and equality studies,
 - i. working against gender-based violence and harassment and sexual harassment
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How to reach the aim

- j. changing traditional gender images and working against negative stereotypes regarding the roles of women and men.
 - k. promoting gender-neutral classification of jobs
 - l. focusing especially on the status of people whose gender is registered as neutral in Registers Iceland, and
 - m. by working against multiple discrimination
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Role of the Directorate

- ACT on the Administration of Matters Concerning Equality no 151/2020
 - Monitoring the application of the Act
 - Education and information
 - Gender mainstreaming
 - Special actions and projects
 - Counselling
 - Legal advice and supervision
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Role of the Directorate - Education



- Article 15 of Act no. 150/2020
 - Mainstreaming gender in all policymaking and planning in the work of schools and educational institutions
 - Appropriate instruction on equality and gender issues at all levels
 - Stereotypes
 - Gender based education and career choices
 - People with disabilities and Queer people
 - Non-discriminatory teaching material
 - Gender-neutral educational and vocational counseling
 - Enhancing gender research and disseminating results in education and media
 - Monitoring compliance in educational institutions (the Ministry)
 - Gender Equality Counsellor in the Ministry.



80% 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.

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

Women make up two thirds of university students.

Parliament: Women 48% (2021),
Local governments 43%

June 2017:
Law requiring certification of equal pay

September 2018:
Acts on Equal Treatment

Unadjusted gender pay gap 12,6%
Adjusted pay gap 4,1%

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

Thank you



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