



Constitutional Council  
Algeria



DGFPPA  
Algeria



**CDL-UD(2017)044**  
Or. Engl.

**EUROPEAN COMMISSION FOR DEMOCRACY THROUGH LAW**  
**(VENICE COMMISSION)**

in co-operation with

**THE CONSTITUTIONAL COUNCIL OF ALGERIA**  
**&**  
**DIRECTORATE GENERAL OF CIVIL SERVICE**  
**AND ADMINISTRATIVE REFORM - ALGERIA**

**Regional seminar for senior public officials**

**UniDem**

**“WOMEN AND THE LABOUR MARKET”**

**Algiers, Algeria**

**7 – 8 November 2017**

**DEVELOPMENTS AS REGARDS THE SITUATION OF WOMEN IN THE  
ECONOMIC SECTOR**

by

**Ms Rosa Gudrun ERLINGSDDOTTIR**  
**(Senior Adviser, Ministry of Welfare, Iceland)**

Towards a Strengthened Democratic Governance in the Southern Mediterranean





# **Fixing the Gender Pay Gap?**

## **Achieving Equal Pay through implementing an Equal Pay Standard**

**Women in the Economic Sector**

**UnIDem Seminar, Algeria**

**8 November 2017**

Rósa Guðrún Erlingsdóttir  
Head of Equality Unit  
Ministry of Welfare, Iceland



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- Gender Equality in Iceland - Stepping Stones
- Equal Pay Standard ÍST85 and the Pilot Project for the Implementation of the Equal Pay Standard
- Legislation on Equal Pay Certification, approved by the Icelandic Parliament (Althingi) June 2017



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## **Gender Equality in Iceland – Stepping Stones**



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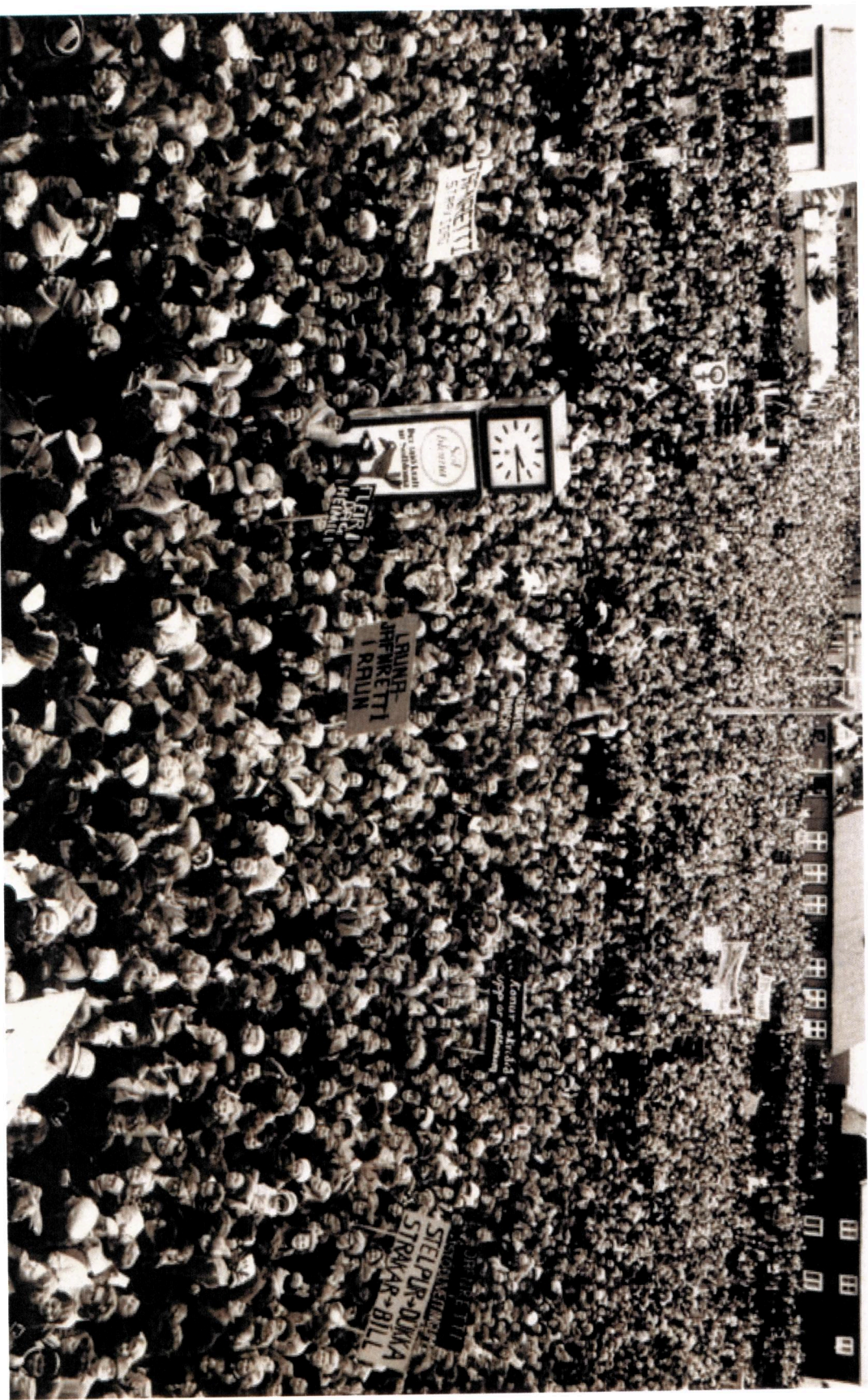
# 100 Years of Women's Suffrage in Iceland 1915-2015



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# Women's Day Off on October 24th 1975



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# Background information – Gender Equality in Iceland, 2017

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 companies boards.

Parliament: Women 48% (2016), 37% (2017)  
Local governments 43%

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.

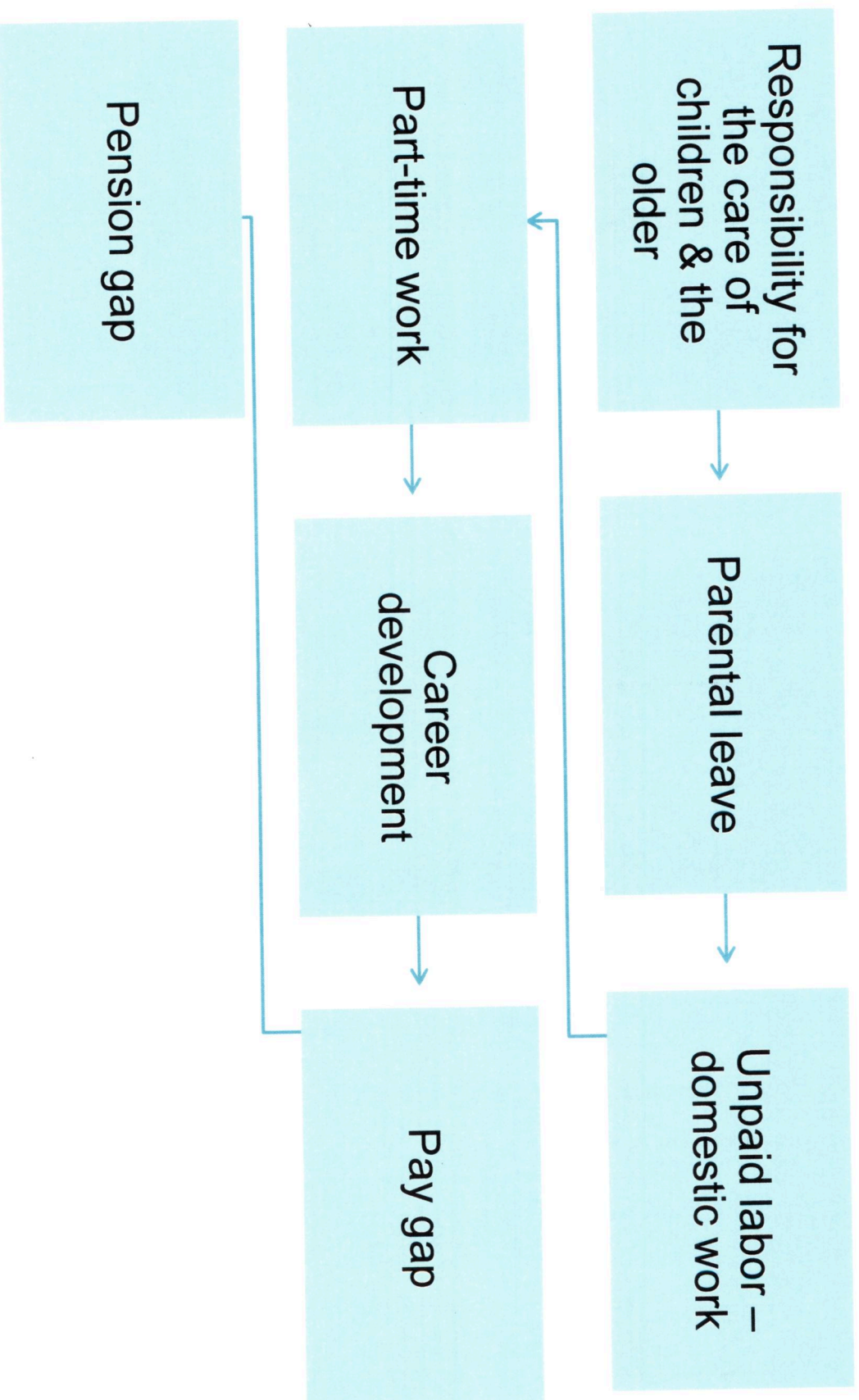








# Gender segregated society – reproduction of the gender pay gap



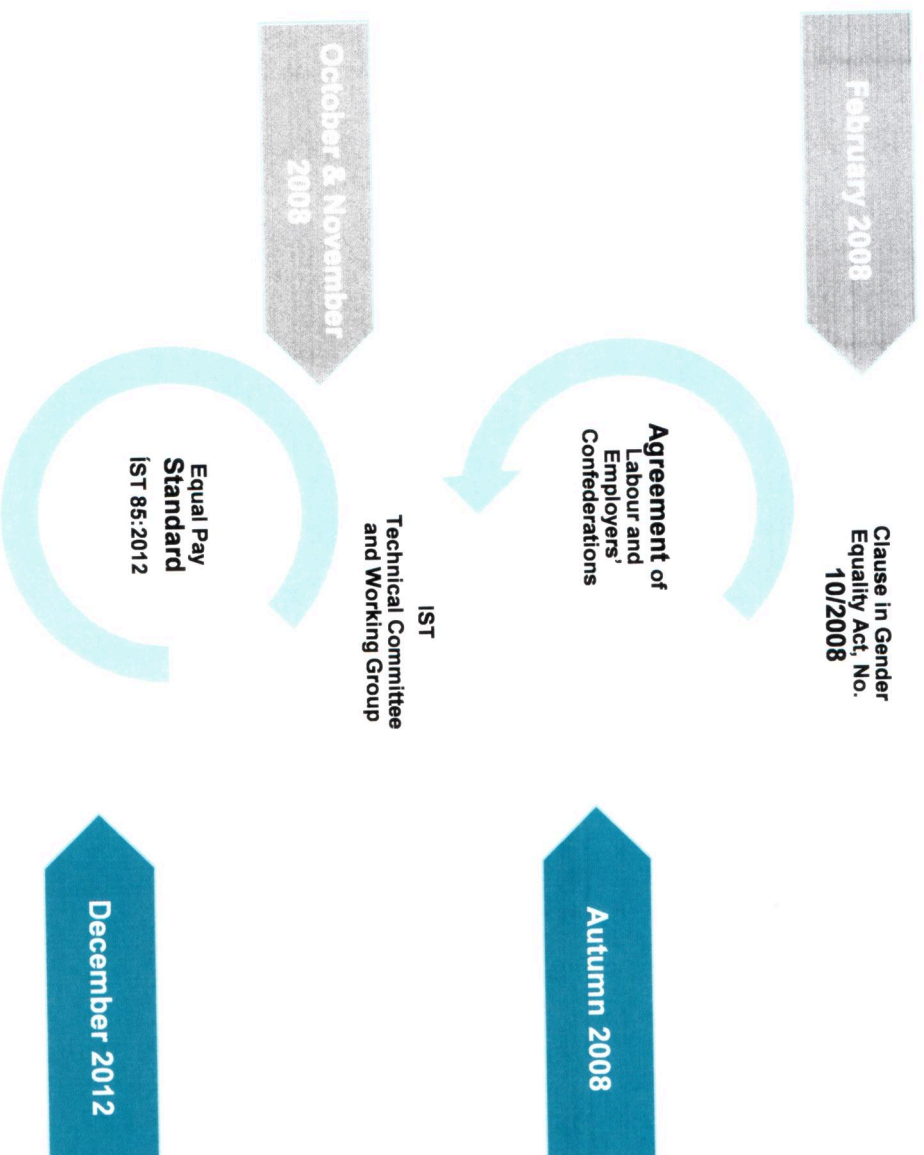


# The Equal Pay Standard ÍST85



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# A Management Requirement Standard about wages



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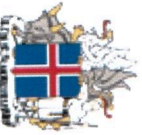
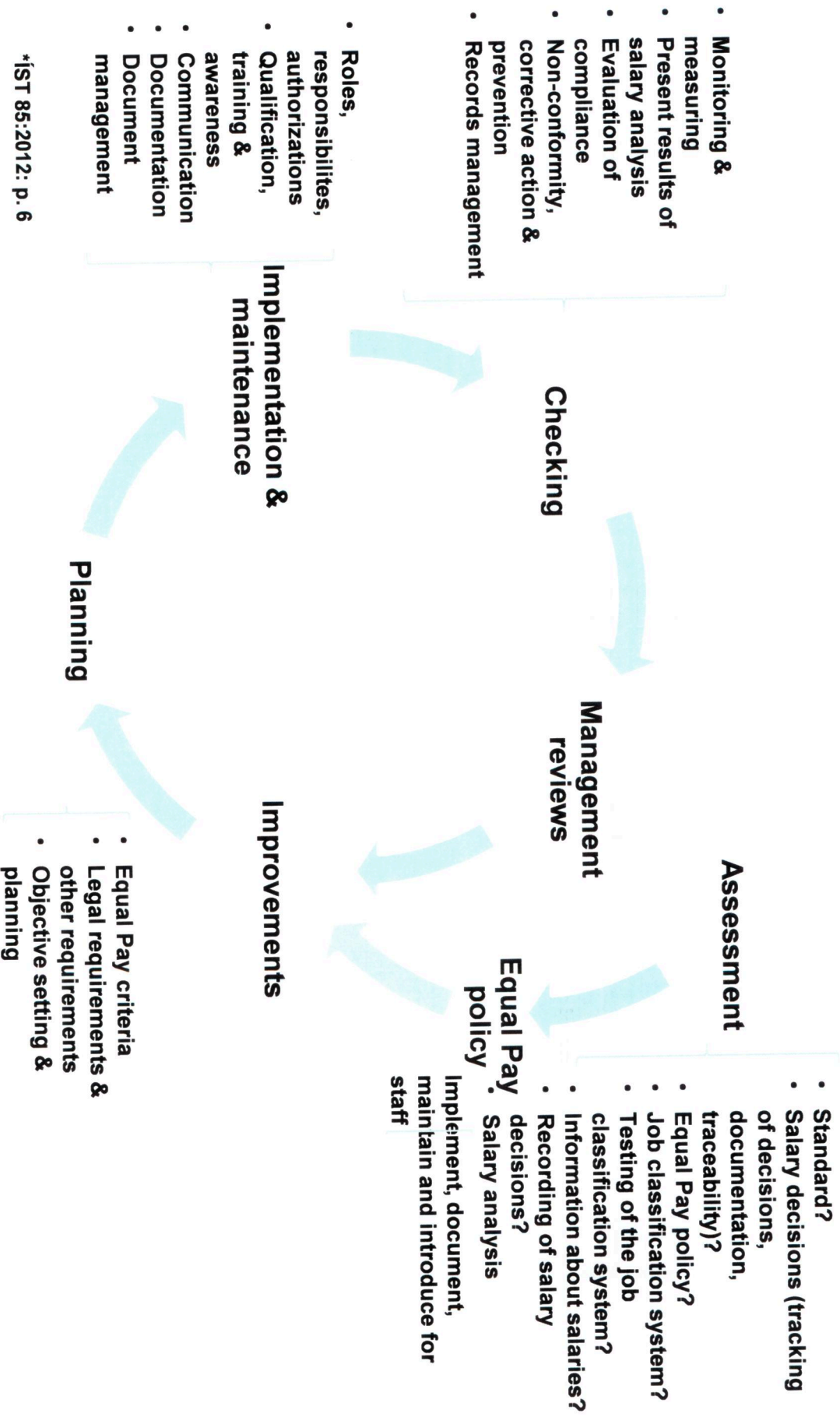
# The Equal Pay standard compared to the ISO 14001 Environmental management systems\*

Equal Pay Standard ÍST 85:2012	Environmental Management Systems ISO 14001
4.2 Equal Pay Policy	4.2 Environmental Policy
4.3 Planning	4.3 Planning
4.3.1 Equal Pay criteria	4.3.1 Environmental elements
4.3.2 Legal & other requirements	4.3.2 Legal & other requirements
4.3.3 Goals & plans	4.3.3 Goals & plans
4.4.1 Roles, responsibilities & authority	4.4.1 Resources, roles, responsibilities & authority
4.4.2 Competency, training, awareness	4.4.2 Competency, training, awareness
4.4.3 Communication	4.4.3 Communication
4.4.4 Documentation	4.4.4 Documentation
4.4.5 Document management	4.4.5 Document management
4.5.1 Monitoring & measurement	4.5.1 Monitoring & measurement
4.5.2 Evaluation of compliance	4.5.2 Evaluation of compliance
4.5.3 Abnormalities, improvements & prevention	4.5.3 Abnormalities, improvements & prevention
4.5.4 Control of records	4.5.4 Control of records
4.5.5 Internal audit	4.5.5 Internal audit
4.6 Management review	4.6 Management review

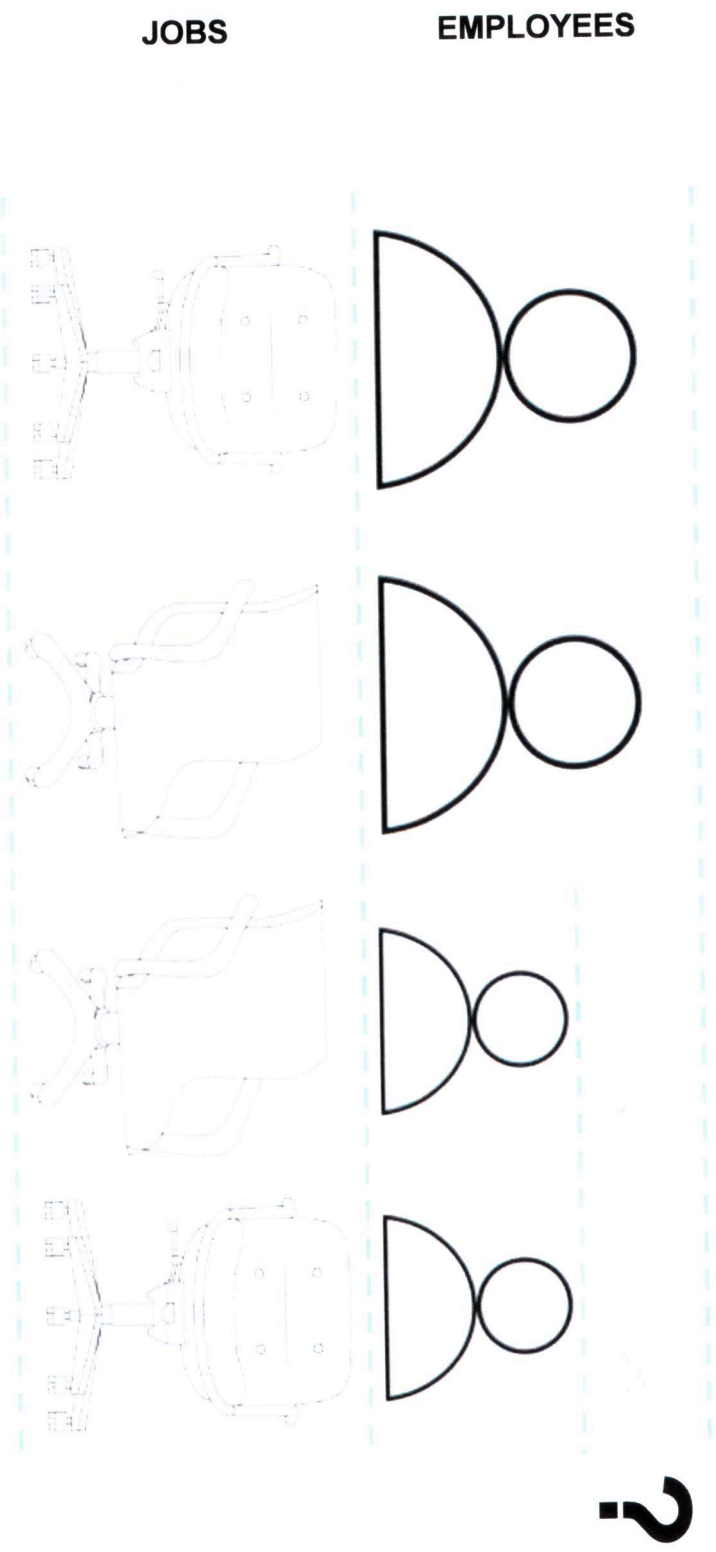




# Implementation

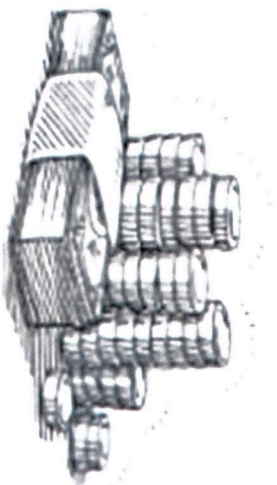


# CLASSIFICATION OF JOBS OF EQUAL VALUE




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# TAKING INTO ACCOUNT ALL FORM OF REMUNERATION



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**Pilot Project for the Implementation  
of the Equal Pay Standard  
2013 – 2016**

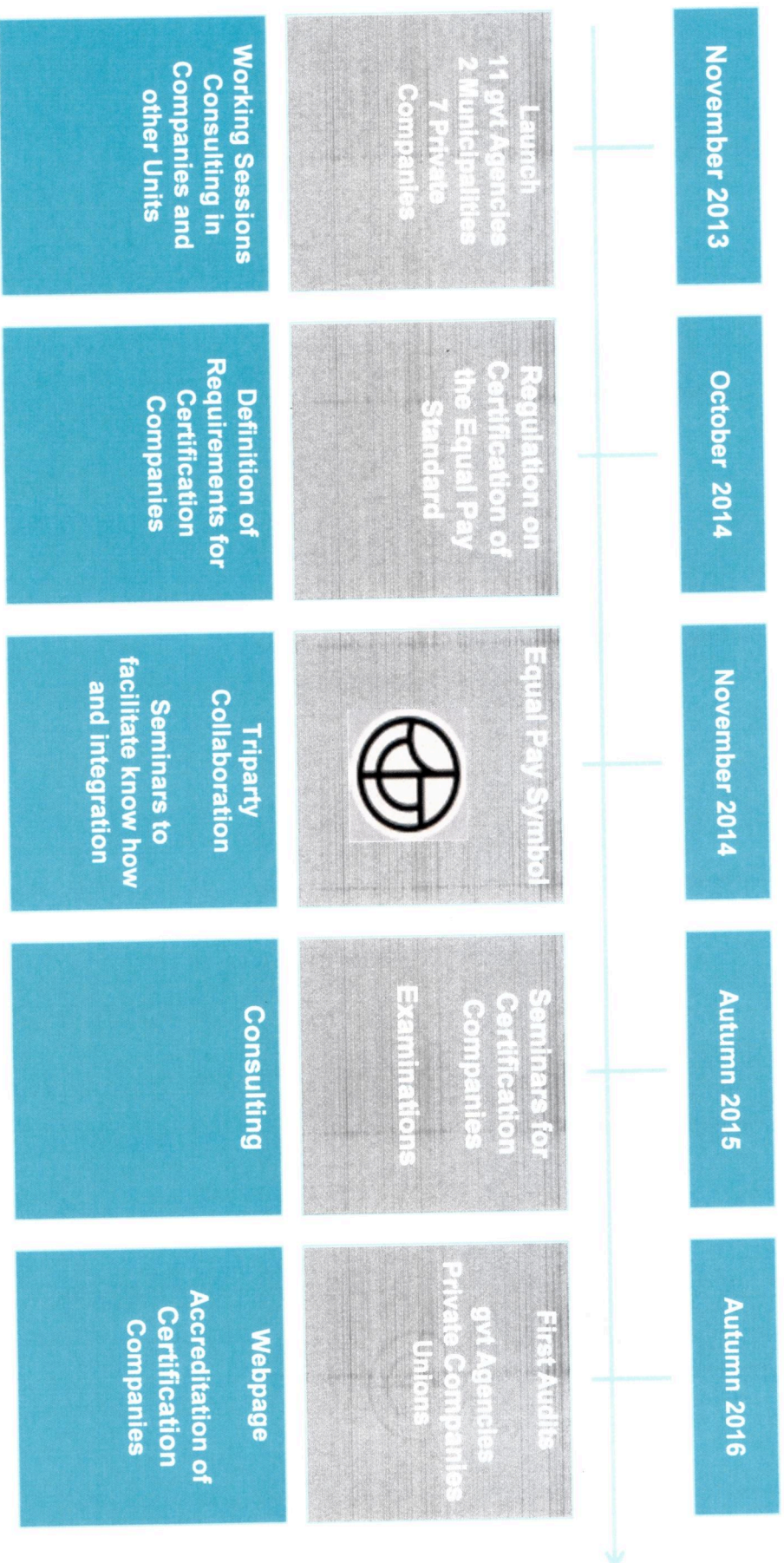


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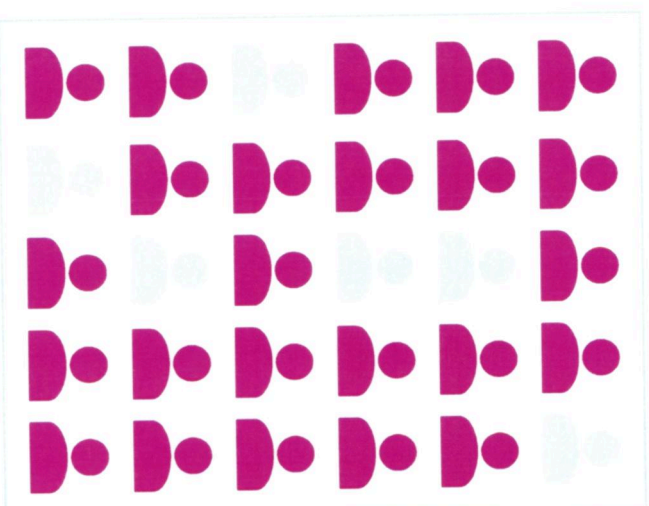
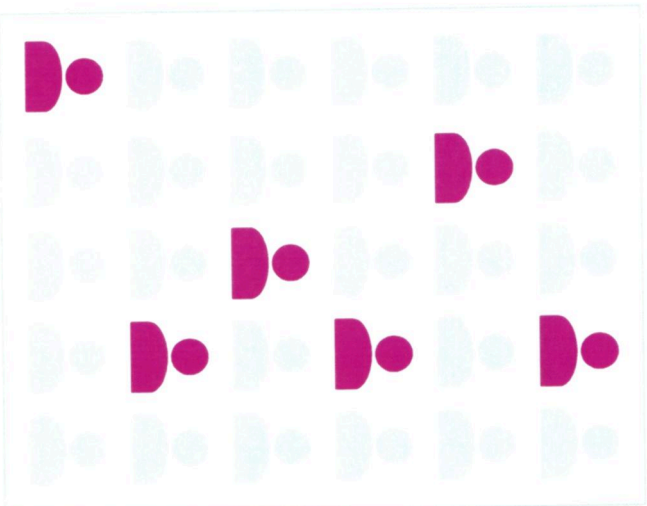


# Pilot Project - Scope



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# GENDER-SEGREGATED JOB MARKET



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# The advantages and challenges of implementing the standard

## Advantages

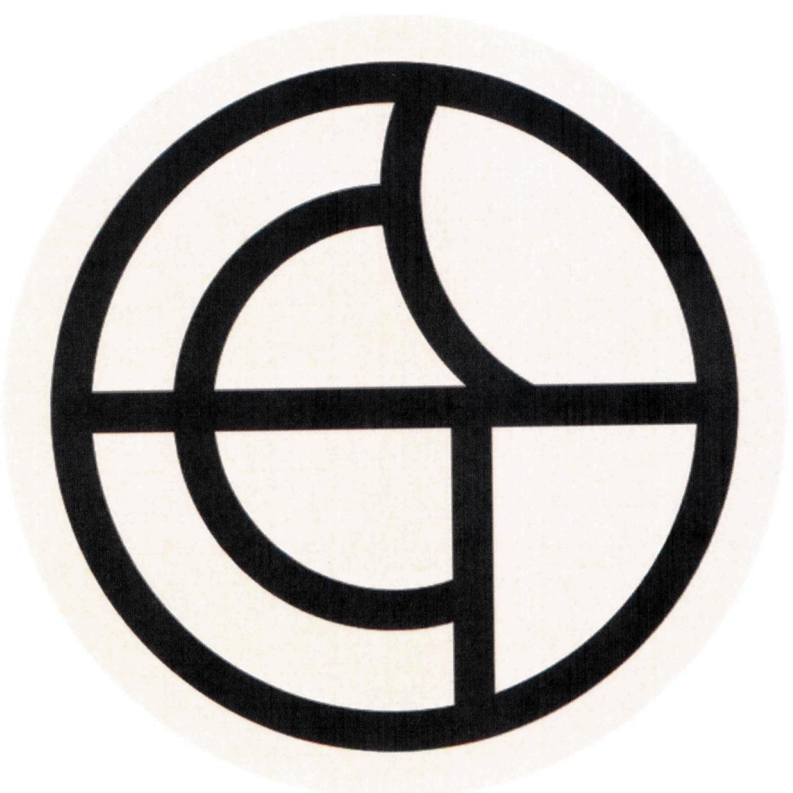
- Gives a new perspective to the salary system
- Points to „hidden/unconscious“ salary differences
- Brings out facts about salary composition & decisions
- Base for discussions
- Increases the credibility of the salary system
- Transparency
- Traceability
- Job classification is useful in HR management systems in general
- HR Analysis & Planning
- Recruitment Processes
- Job Evolution Plans
- Review of Performances

## Challenges

- Extensive and expensive project
- Requires support of top management
- Tackles Complex Issues
- Ex-Managers turned specialists
- Employees who „create“ their own jobs
- Pro – conceived notion of the values given to „female-type“ vs. „male-type“ jobs



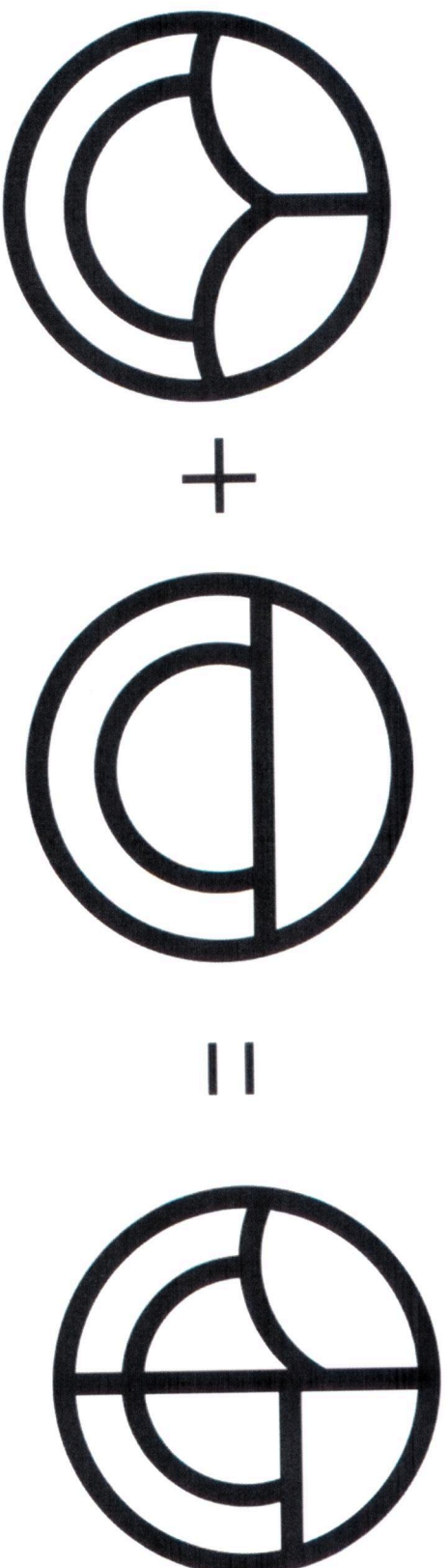
# Equal Pay symbol



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Two individuals represented as equal



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Legislation on Equal Pay Certification, approved by the Icelandic  
Parliament June 2017



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# Legislation on Equal Pay Certification

- » Enforces current legislation which prohibits gender based pay discrimination.
- » Obligation for companies with 25+ employees to have their salary systems certificated by an accreditation office
- » The law will take effect in the beginning of next year
- » Aims to introduce an obligatory equal pay certification in stages over a period of three years
  - Companies will be required to have their certification renewed every third year
  - The Centre for Gender Equality will monitor, supervise and award employers with the Equal Pay Symbol
  - In cases of failure to comply with the law the Centre will supervise employers to rectify the situation, otherwise, it has the permission to incur per diem fines





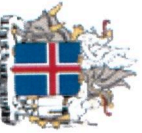
# Why make it a legal requirement?

Persistent Gender Pay Gap!

Despite

Legislation on Equal  
Pay from 1961  
International  
Conventions (ILO) and  
Treaties (CEDAW)

Being World Champion  
in Gender Equality



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# Equality – yes, please!

**Thank you for your attention!**



Further information on Gender Equality in Iceland  
and the Equal Pay Standard:

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