Reykjavíkurborg

The City of Reykjavík' Equality Action Plan 2015-2019

Adopted by the Reykjavík City Council
October 20th, 2015

THE CITY OF REYKJAVIK´S EQUALITY ACTION PLAN

The City of Reykjavik´s Equality Action Plan is based on the Act on Equal Status and Equal Rights of Women and Men no. 10/2008[1] (hereafter called the Equality Act), the City of Reykjavik's Human Rights Policy[2] which was adopted by the City Council on May 16th 2006, and the European Charter for Equality of Women and Men in Local Life[3] (hereafter called the European Charter for Equality), adopted by the City Council on October 20th 2009. The action plan combines projects that municipalities must perform according to the Equality Act, actions related to the European Charter, and other initiatives emphasized by the Human Rights Council and Human Rights Office.

THE EQUALITY ACT - OBLIGATIONS OF LOCAL AUTHORITIES

Article 12 of the Equality Act states that municipalities shall appoint gender equality committees to examine the equal status and equal rights of women and men within their municipality. The Human Rights Council acts as Reykjavík's committee on gender equality according to a decision made by the City Council on December 18, 2007. These committees shall advise the local governments on matters concerning gender equality, and monitor and take initiative on measures, including affirmative action, to ensure the equal status and equal rights of women and men within their municipality. Article 12 of the Equality Act also states that gender mainstreaming should proceed in all spheres.

Article 23 of the Act states that gender mainstreaming shall be employed in all policymaking and planning in the work of schools and educational institutions, including sports and recreational activities, and students shall receive instruction on gender equality issues at all levels of the education system.

As an employer, the City of Reykjavik has certain responsibilities; see article 19 on wage equality, article 20 on job vacancies, vocational training and continuing education, article 21 on reconciliation of work and family life, and article 22 on gender-based violence, - harassment and sexual harassment.

Every second year, the gender equality committe shall submit to the Centre for Gender Equality a report on the situation and developments in gender equality issues within the municipality.

THE CITY OF REYKJAVIK'S HUMAN RIGHTS POLICY

Reykjavik City's Human Rights Policy is based on the principle of equality found in the Icelandic constitution, and aims to allow all persons to enjoy their human rights regardless of origin, nationality, skin colour, religious and political beliefs, sex, sexual orientation, gender identity, age, financial situation, heritage, disability, state of health or any other status.

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[1] Link to the Equality act: http://eng.velferdarraduneyti.is/media/acrobat-enskar_sidur/Act-on-equal-status-andequal-rights-of-women-and-men-no-10-2008.pdf

[2] Link to policy: http://www.reykjavik.is/Portaldata/1/Resources/mannr_ttindaskrifstofa/skjol/Mannr_ttindastefna___ensku_-_ma__2011.pdf

[3] Link to charter: http://www.velferdarraduneyti.is/media/acrobatenskar_sidur/European_Charter_for_Equality_of_women_and_men_in_local_life2.pdf

uppruna, þjóðernis, litarháttar, trúarbragða, stjórnmálaskoðana, kynferðis, kynhneigðar, aldurs, efnahags, ætternis, fötlunar, heilsufars eða annarrar stöðu.

The first chapter of the Human Rights Policy says that the City‘s emphasis on equal rights of women and men shall be visible in all activities and operations of the City and that the status of women and men shall be observed especially in all the groups addressed by the policy. Reykjavík City‘s Human Rights Policy is in ongoing development to meet changes in society, and to respond to knowledge production in both the university and in grassroot organizations.

THE EUROPEAN CHARTER FOR EQUALITY OF WOMEN AND MEN IN LOCAL LIFE

The City Council authorized the approval of the European Charter on October 20, 2009, and the mayor signed the same day. Local governments that have signed the charter formally commit to respect the principle of equality between women and men. They also commit to recognize the need to work against the multiple forms of discrimination to ensure the equality of women and men.

Included in the approval is recognition that equal participation of women and men in decision-making is a premise of a democratic society, that the elimination of gender-based stereotypes is fundamental to achieving equality between women and men, and that the integration of gender perspectives is crucial to promoting equality between women and men. Moreoever, it entails the recognition of action plans that receive adequate resources as essential tools for promoting equality.

ACTIONS OF REYKJAVIK CITY

GENDER MAINSTREAMING, GENDER EQUALITY ASSESSMENT AND ANALYSIS

Article 12 of the Equality Act states that municipalities shall work on gender mainstreaming in all spheres. Reykjavik City employs the methods of gender responsive planning and budgeting to reach the aims of gender- and equality mainstreaming. A gender equality assessment is made of all proposals that are brought to the planning of the budget, and emphasis is placed on improving the collection of gender disaggregated data.

Action 1: Gender responsive planning and budgeting

See Article 12 of the Equality Act, article 2.1.1 in the City of Reykjavik's Human Rights Policy, and article 9 of the European Charter for Equality.

Gender responsive planning and budgeting (GRPB) is being systematically implemented at the City of Reykjavík. [4]

The GRPB steering group has divided the implementation into three phases. The implementation includes inter alia an assessment of the impact of specific budget allocation decisions on people. The City Council's Executive Board has decided that during the budget planning of 2018, decisions on the adjustment of the budget will be taken based on a gendered analysis of all of the city's services. The aim is to meet the needs of differently situated people and make it as equal as possible.

Time period: 2015-2018

Responsibility: The GRPB steering group

Action 2: Gender data collection

See article 16 of the Equality Act and article 10.3 in the City of Reykjavik's Human Rights Policy.

In accordance with the decisions of The City Council's Executive Board on gender responsive planning and budgeting, a gendered analysis of all of the city's services will be systematically collected. The data will be analysed based on the groups addressed by the city's Human Rights Policy when applicable.

Time period: 2015-2018

Responsibility: The GRPB steering group

Action 3: Equality assessment

See article 9 of the European Charter for Equality

In accordance with rules on the planning of the budget, an equality assessment shall be made of proposals for amendment of the budget and on new projects. An equality assessment involves

[4] Gender responsive planning and budgeting amounts to the the same as the mainstreaming of gender and equality perspectives into the budget process.

assessing the impact of proposals on the genders and the groups addressed by the city´s Human Rights Policy. The aim is that in the year 2018, an equality assessment will be performed of all proposals except those that do not have a major impact on people‘s status.

Time period: 2015-2019
Responsibility: The GRPB steering group

Action 4: Gender statistics
See article 16 in the Equality Act, article 10.3 in the City‘s Human Rights Policy and article 9 of the European Charter for Equality.

Present statistics on the status of men and women in the city and their utilization of city services in the pamphlet *Kynlegar tölur* (Gendered numbers).

Time period: Annually on March 8.
Responsibility: The Human Rights Office

Action 5: Evaluation of the city‘s services in group homes and assisted living residences from a diversity perspective.

See article 12 of the Equality Act, article 4.3 in Reykjavik City‘s Human Rights Policy, and articles 10 and 15 of the European Charter for Equality.
Evaluate the city‘s services in group homes and assisted living residences from a diversity perspective, including age and gender. Determine whether there is enough diversity amongst the staff to offer satisfactory services based on the interests and wishes of the service users.

Time period: 2016
Responsibility: The Social Services and The Human Rights Office.

THE POLITICAL ROLE

Action 6: Equal proportion of men and women on candidate lists and in committees and councils.

See article 15 of the Equality Act, article 2.1 in the city‘s Human Rights Policy and article 2 of the European Charter for Equality.

All candidacies for the City Council are encouraged in writing to ensure equal representation of men and women on their list of candidates, and to ensure equal representation of men and women when appointing representatives for committees, councils and boards - no less than 40% for those with three or more representatives, cf. article 15 of the Equality Act.

Time period: Before elections 2018
Responsibility: The Human Rights Council and the Human Rights Office.

Action 7: Gender ratio on committees, councils and boards – yearly survey

See article 15 of the Equality Act, article 2.1 in Reykjavik City‘s Human Rights Policy, and article 2 of the European Charter for Equality.

Take a survey of the gender ratio on committees, councils and boards. Present the information to the Mayor, the Chairperson of the City Council, and the Human Rights Council, and publish it on the City‘s website.

Time period: Annually in April.
Responsibility: The Human Rights Office

MUTLIPLE DISCRIMINATION OR DISADVANTAGE

The City of Reykjavík recognises that discrimination on any and all grounds is prohibited. The city’s Human Rights Policy is based on the principle of equality, and aims that everyone should enjoy human rights regardless of their origin, nationality, skin colour, religious and political beliefs, sex, sexual orientation, gender identity, age, financial situation, heritage, disability, state of health or any other status. Despite this principle, as stated in the European Charter for Equality, many people of all genders suffer from multiple discrimination or disadvantages, which has a direct impact on their ability to exercise the other rights set out and referred to in the City‘s Human Right‘s Policy, the Equality Act and the European Charter. A gender equality action plan needs to address multiple discrimination and disadvantage, and thus this perspective is weaved into different actions of this action plan.

Action 8: Checklist of multiple discrimination

See chapter one of Reykjavik City‘s Human Rights Policy and article 10 of the European Charter on Equality.

Develop a checklist on multiple discrimination for use by staff in The Human Rights Office and elsewhere in the City‘s departments, elected representatives, and other staff of the City who could benefit from using it. The checklist will be used in the process of giving reviews of parliamentary bills, giving advice, and the organization of services. The checklist will be grounded in the methods of gender mainstreaming and gender assessment, and encourage staff to assess the services according to the impact it has on the groups that the City‘s Human Rights Policy addresses. Multiple discrimination will be especially noted.

Time period: 2015-2016
Responsibility: The Human Rights Office

THE EMPLOYER ROLE

GENDER EQUALITY IN THE WORKPLACE

Article 2.2. of Reykjavík‘s Human Rights Policy states: “It is to be ensured by means of an organised equal rights program that men, women, and transgender people enjoy equal rights in every respect in the City of Reykjavík’s work-places.“

Action 9: Pilot project: Improving the gender balance in four work locations of Reykjavík City

See article 12 and 18 of the Equality Act, article 11 of the European Charter for Equality, and article 2.2. in Reykjavík City‘s Human Rights Policy.

Municipalities are obliged by the Equality Law to promote an equal balance of men and women in the workplace and strive to prevent a gendered division of labor. This is a development project in four work locations where the vast majority of staff is of one gender. The aim is to reach a more equal balance of the genders in these work locations over the long term by building up knowledge on equality and examining all parts of the job from a gendered perspective. This includes recruitment, practices, work organization, communication and image. The duration of the project is set to four years initially and will be evaluated along with the review of the Equality Action Plan in 2019.

Time period: 2015-2019
Responsibility: The Office of Human Resources and The Human Rights Office

Action 10: Supervisors'equality knowledge

See article 18 of the Equality Act, article 2.2 of Reykjavík City's Human Rights Policy, and article 11 in the European Charter of Equality.

Courses on equality and human rights issues for supervisors at the City of Reykjavík will be developed and regularly held. Ways will be found to ensure that supevisors get retraining in equality issues. Emphasis shall be put on supervisors'obligations according to the Equality Act and Reykjavík City's Human Rights Policy and Human Resources Policy. Main topics will be the gender wage gap, equal oppurtunities in recruitment, work/life balance, and gender-based harassment.

Time period: 2015-2019
Responsibility: The Office of Human Resources and The Human Rights Office

Action 11: Knowledge of gender equality and equality related workers´ rights within the workplace

See article 18-23 of the Equality Act, article 2.2 of Reykjavík City's Human Rights Policy, and articles 10.4 and 11 in the European Charter of Equality.

Equality Education Courses for employees at the City of Reykjavík will be developed. In the courses, emphasis will be placed on neccessary information concerning employee rights to work/life balance, gender wage equality and gender-based harassment. Additionally, courses will focus on equality and human rights education, and address topics such as stereotypes, the gendered labor market, multiple discrimination, and other key issues covered in Reykjavík City's Human Rights Policy.

Time period: 2016-2019
Responsibility: The Office of Human Resources and the Human Rights Office

EQUAL PAY
All actions related to equal pay fall under articles 19 and 25 of the Equality Act, article 2.2.3 in Reykjavík City's Human Rights Policy, and article 11 in the European Charter of Equality.

The City of Reykjavík's Human Right's Policy states: "Women and men are to enjoy comparable terms of employment and rights. Women and men are to be paid equally for equal work. Wages based on the individual (i.e. qualification and performance-related pay) and other decisions which affect terms of employment are to be based on objective grounds, regardless of sex. The City of Reykjavík considers confidentiality about wages to be one of the sources of the gender related wage-gap, and that it should therefore be eliminated wherever it might occur. An audit of the gendered wage-gap, performed on the basis of wage data from October 2014, showed that the adjusted gross wages of men were 3,5% higher than those of women. The adjusted gap when comparing basic wages of men and women is 2%, in favor of men. The City Council agreed on an action plan for the closing of the gendered wage gap on September 23, 2013.[5] Actions 12 – 17 are based on this action plan.[6] The cause of the gendered wage gap when comparing gross wages has been shown to be additional payments such as overtime and transport subsidies. In the action plan, emphasis was put on work-life balance and the systematic reduction of overtime work. Transport subsidies have been abolished already.

Action 12: Educational program for supervisors about equal pay
Obligatory course for all supervisors every second year aimed at improving supervisors' knowledge and procedures on gender neutral salary decisions. In addition, the city's employees and supervisors will be encouraged to view Reykjavík City as one workplace.

Time period: 2016 and 2018
Responsibility: The Office of Human Resources

Action 13: Statistical report on the city's salary
Detailed statistical reports shall be presented quarterly to The City Council and the city's department councils.

Time period: Four times a year
Responsibility: Salary and Employer Policy Division

Action 14: Gendered wage gap
A yearly audit of the gendered wage gap at Reykjavík City shall be performed. Every second year, the audit will be done by an external professional. If a gendered wage gap is found, measures will be taken to eliminate it.

Time period: Annually, based on wage data from October of the previous year.
Responsibility: The Office of Human Resources

Action 15: Review of the salary constitution
The possible implementatation of a gender neutral additional payroll system at the City of Reykjavík will be examined. Parallel to the implementation of an additional payroll system, fixed wage agreements would be abolished and overtime work would be systematically reduced. Such actions

[5] News item about the agreement, in Icelandic: http://reykjavik.is/frettir/borgarstjorn-samthykkir-adgerdir-gegn-kynbundnum-launamun
[6] The action plan is detailed in the City Council agreement nr. R13080073. The text has been adjusted here.

call for a rethinking of salary constitution and job productivity, with the aim of altering the constitution of salaries without reducing gross wages.

Time period: 2016 and 2018
Responsibility: The Office of Human Resources

Action 16: Equal pay standard
An equal pay standard will be implemented at the City of Reykjavík. The aim of the implementation is to fulfill legal provisions of the equal status of women and men, and the equal rights of women and men to equal pay for same or equally valuable jobs. The equal pay standard makes it easier for businesses to establish and sustain gender wage equality.

Time period: 2015 - 2018
Responsibility: Salary and Employer Policy Division and The Office of Human Resources

Action 17: Analysis of overtime pay
Make an analysis of overtime pay at the City of Reykjavík, and determine whether or not supervisors follow the rules. The actual amount of overtime work completed shall be analysed and compared to overtime contracts.

Time period: 2016 - 2019
Responsibility: Salary and Employer Policy Division and the Office of Human Resources

Action 18: Wage difference between people of Icelandic and foreign descent

In addition to the laws and agreements referred to in the beginning of this chapter about wage equality, this action refers to article 1 of the City of Reykjavík's Human Rights Policy and article 10 of the European Charter on Equality on multiple discrimination.

An audit will assess the wage gap between employees of Icelandic and foreign descent at the City of Reykjavík. The data will be analysed according to gender. If a wage gap presents itself, measures will be taken to eliminate it.
Time period: 2016-2017
Responsibility: The Office of Human Resources

VACANCIES, TRAINING AND LIFELONG LEARNING
Action 19: Employee gender balance analysis

See article 18 in the Equality Act, article 2.2.1 in Reykjavík City's Human Right's Policy, and article 11 in the European Charter on Equality.

Gather information on employee gender balance in each department. Analyse according to smaller organizational units when appropriate.

Time period: Published in a yearly human resources report, every February. The information is based on data from the October payroll. The first report is due in February 2016.

Responsibility: Salary and Employer Policy Division and the Office of Human Resources

Action 20: Supervisor gender balance analysis
See article 18 in the Equality Act, article 2.2.1 in Reykjavík City's Human Rights Policy and article 11 in the European Charter on Equality.

Gather information on gender balance among supervisors, departments, and different levels of management. Compare findings with the gender balance among employees in corresponding departments. If one gender is significantly under-represented, appropriate measures will be taken.

Time period: Published in a yearly human resources report, every February. The information is based on data from the October payroll. The first report is due in February 2016.
Responsibility: Salary and Employer Policy Division and The Office of Human Resources

Action 21: Equal opportunities in recruitment

See articles 20 and 26 in the Equality Act and article 2.2.1 in Reykjavík City's Human Rights Policy.

Equality perspectives shall be considered in equal measure to other perspectives when vacant positions are filled at Reykjavík City. Supervisors should be informed of Reykjavík City's gender equality policy in recruitment: "When recruiting, applicants of the minority gender in the relevant profession shall have priority given that the person is equally qualified or more qualified than other applicants."

Time period: 2016
Responsibility: The Office of Human Resources

Action 22: Equal opportunities in career development and/or lifelong learning.

See article 20 in the Equality Act and article 2.2.1 in Reykjavík City's Human Rights Policy.

Determine through an employee survey whether men and women have the same opportunities for career development and/or lifelong learning. If this is not the case, the cause will be analysed and ways identified for career development and lifelong learning where needed.

Time period: 2015-2017
Responsibility: The Office of Human Resources

Action 23: Access to Icelandic language lessons by employees of foreign descent – gender analysis

See article 25 in the Equality Act, article 10 and 11 in the European Charter of Equality and articles 2.2 and 8.2 in the Human Rights Policy of the City of Reykjavík.

Survey possible gender discrimination in employee access to Icelandic lessons. Analyse according to departments and other organizational units when appropriate. If discrimination is found, measures will be taken to eradicate it.

Time period: 2015-2016

Responsibility: The Office of Human Resources

RECONCILIATION OF WORK AND FAMILY LIFE

The personnel policy states, "Reykjavik wishes to create conditions for its employees to coordinate the demands of their professional and private lives as much as possible. Reykjavik wishes its employees to have as flexible working hours as possible. Men and women should be able to reduce their working hours temporarily due to family responsibilities. Employees shall have the option of part-time and flexible working hours as circumstances permit. Managers should encourage expectant fathers to exercise their right to paternity leave. Furthermore, they should encourage men to stay home with sick children equally to women. "

Action 24: Gendered information about the coordination of work and private life

See article 21 of the Equality Act, article 2.2.6 of the Human Rights Policy, and article 11 of the European Charter on Equality

Information about the coordination of work and private life should be collected by means of an employee attitude survey every two years. The answers shall be analysed according to gender, job, and other appropriate parameters. If the survey reveals that people in certain work places find it difficult to coordinate family and professional life, the causes should be determined and ways to reform the situation set in place.

Time period: 2015 and 2017
Responsibility: The Office of Human Resources

Action 25: Reduction of the workweek hours – Pilot project

See article 12 and 21 in the Equality Act, article 2.2.5 in Reykjavik City's Human Rights Policy, and article 11 of the European Charter of Equality.

In the beginning of March 2015, a pilot project of the reduced workweek - without reduction of salary - was commenced. Two workplaces were chosen to participate in the pilot project: the service center of Árbær and Grafarholt, and the Reykjavík Child Protection Agency. These workplaces were selected as they are often demanding work environments. As the project is set to last one year, the employees of these two workplaces worked 35 hours a week for all of the year 2015. The effects of the workweek reduction on employees will be researched, including effects on health, wellbeing, workplace morale and service in relation to efficiency, quality, and economic feasibility. Part of the data will be analysed according to gender.

Time period: 2015-2016
Responsibility: The Office of Human Resources

Gender and Sexual – Based Harassment

See article 22 of the Equality Act, article 2.2.6 in the City's Human Rights Policy, and article 11 of the European Charter on Equality

GENDER-BASED HARASSMENT AND SEXUAL HARASSMENT

The city's personnel policy states, "any employee who by words, gestures, or behaviour threatens, disrupts or provokes others in the workplace, bullies another employee, or sexually harasses, has violated basic rules of conduct in the workplace. Such behaviour can lead to a reprimand and dismissal." Furthermore, the human rights policy states that sexual harassment is completely prohibited in the workplace, and that should the city supervisors or shop stewards be notified of such behaviour, they are bound to act immediately to resolve it in the manner appropriate, in cooperation with other supervisors and administrators.

Victims should not suffer from the measures taken for that purpose. Severe or repeated harassment can result in immediate removal from the work place. Procedures for responding to such behaviour must be accessible to employees.

In an employee survey conducted by Reykjavík City in 2015, 9,8% confessed to have suffered harassment from coworkers in the past 12 months, of which 10% were women and 8% were men. The definition given in the survey covers more than sexual harassment.[7] Of those who answered yes, 4% had suffered verbal sexual harassment and 2% had suffered physical sexual harassment. In the 2013 staff survey, 11.4% answered this question with a yes. It is important to continue to work against harassment in the city's workplaces.

Action 26: Statistics on sexual harassment

See article 22 of the Equality Act, article 2.2.6 in Reykjavik City's Human Rights Policy, and article 11 of the European Charter on Equality.

Gather information via employee attitude surveys about harassment in the work place every other year.

Time period: 2015 and 2017
Responsibility: The Office of Human Resources

Action 27: Information on response procedures to bullying and harassment.

See article 22 of the Equality Act, article 2.2.6 of the Human Rights Policy on responses to bullying, harassment and sexual harassment and 10.4 on information gathering- and dissemination, and article 11 of the European Charter on Equality.

Review, update and ensure the accessibility of information on responses to bullying, harassment and sexual harassment in the departments.

Time period: Annually
Responsibility: The Office of Human Resources and the Human Rights Office.

[7] The victim is the target of dominant behavior, verbal shaming, insinuation, degradation or provocation, is treated with rudeness and contempt, or is sexually insulted, verbally, physically or with mimicry.

PUBLIC PROCUREMENT AND CONTRACTS

Reykjavík City recognizes its responsibility to promote the equality of women and men and the advancement of human rights when it comes to public procurement, including contracts for goods, services, and construction.

Action 28: Equality and human rights perspectives in public procurement and contract making

See article 2.3 in Reykjavik City's Human Rights Policy and article 12 in the European Charter on Equality.

Gather information on the implementation of equality and human rights considerations in public procurement and contracting in other cities, and develop a plan for its systematic implementation in Reykjavík City. Establish equality and human rights provisions in standard contract documents and agreements based on Reykjavík City's Human Rights Policy. Write a clause for standard requests for tender wherein tenderers are prompted to implement an effective equality plan that is subject to paragraph 2. Article 18. Act. 10/2008 concerning the equal status and equal rights of women and men. The Department of Procurement will subsequently offer educational programs for procurement entities in Reykjavik City about the promotion of gender equality and human rights considerations in public procurement. Alongside these programs, new provisions of standard requirements will be introduced. Establish a coordinator and working group to manage the implementation of this action.

Time period: 2015-2019
Responsibility: The Human Rights Office, the Department of Procurement, and the City Attorney

EDUCATION

See Article 23 of the Equality Act, article 2.3.2 in Reykjavik City´s Human Rights Policy, and article 13 in the European Charter on Equality.

The Reykjavík City Human Rights Policy states that all child-care and recreation programs, education and training under the jurisdiction of the City of Reykjavík and its institutions is to have the equal rights of girls and boys as a guiding principle.

Action 29: Developing an equality policy for the Department of Education and Youth
Develop a policy for preschool, primary education and recreation programs based on the fundamental pillars of equality, human rights, and democracy found in the Icelandic national curriculum guides.

Time period: 2015-2017
Responsibility: Department of Education

Action 30: Reykjavik Equality School
Support professionals in educational and recreational programs in working with children and adolescents with democracy, equality, and human rights as guiding principles.

Time period: 2015-2016
Responsibility: Department of Education and the Reykjavik Equality School

Action 31: Online Equality Resource
Establish and maintain an effective website, jafnrettistorg.is, which addresses equality in schools and recreational programs.

Time period: 2015-2019
Responsibility: Department of Education and the Reykjavik Equality School

CULTURE, SPORTS, AND ENTERTAINMENT

See Article 23 of the Equality Act, Section 2.3 of the Reykjavik Human Rights Policy, and Article 20 of the European Charter on Gender Equality.

The City of Reykjavík stresses that different genders engage with culture and sports in diverse ways. The City of Reykjavik is also concerned with breaking gender stereotypes both in sports and culture.

The Department of Culture and Tourism completed a project on gender responsive budgeting and planning in 2014-15. Two surveys were conducted; one surveyed the participation of boys and girls in events organized by the Department of Culture and Tourism, and a second surveyed the use of cultural institutions´ services in the city. Survey results revealed boys were at a disadvantage. Further, the survey revealed the need for improvements in the collection of gendered data regarding institutional operations.

Action 32: Correcting gender inequality in City Library services
Find ways to address the needs of boys and men in City Library services. Improve the collection of gendered data in City Library operations, and respond to potential gender inequalities.

Time period: 2015-2017
Responsibility: City Library

Action 33: Gender analysis of sports club activities
See paragraphs 12 and 23 of Equality and Human Rights Article 2.3.2 of the City, and Article 20 of the European Charter on Gender Equality.

Examine three sports clubs and analyse how funding is divided between genders and between sports. Take appropriate action if the findings reveal that funding is skewed towards girls or boys.

Time period: 2015-2016
Responsibility: The Human Rights Office, Department of Sports and Leisure, and the Reykjavík Sports Union.

Action 34: Equality in sports associations
See Article 23 of the Equality Act, Article 20 of the European Charter for Equality, and Article 2.3 of the Human Rights Policy of Reykjavik.

All contracts with sports associations must include a requirement that they abide by an equality plan. Investigate whether sport associations currently possess an equality plan, and take appropriate action if they are without one.

Time Period: 2016
Responsibility: Department of Sports and Leisure

GENDER-BASED VIOLENCE

See Article 22 of the Equality Act, Article 22 of the European Charter for Equality, and Article 2.1.2. of Reykjavik City´s Human Right´s Policy.

Reykjavík City recognizes that gender-based violence is a violation of fundamental human rights, and a social harm that nobody should live with. A study of violence against women revealed that 42% of women in Iceland have experienced violence at some point in their lives.

Action 35: Together against violence

The City Mayor and Chief of Police signed a cooperation agreement on combating domestic violence on January 12, 2015. The aim of this cooperation is to improve procedures to address issues of domestic violence. Such measures seek to ensure the safety of citizens in their homes, provide better services for survivors, offer counselling for perpetrators, and improve the situation of children living with domestic violence. Together against violence is a collaborative project with the Women´s Shelter.

Time Period: 2015-2016
Responsibility: The Human Rights Office and the Department of Welfare

Action 36: Violence Protection Committee

The Violence Protection Committee shall counsel City Council and other committees and councils of Reykjavík on addressing violence in society. The Committee facilitates the collaboration and exchange of information between Reykjavik and various interest groups, formulates policy, and makes recommendations to the Council´s Executive Committee.

Time period: Established in Fall 2015
Responsibility: The committee is responsible to the Council's Executive Committee, but administered by the Human Rights Office.

Action 37: Safe Cities

The program seeks to make cities safer for women and girls. While the initiative is mainly aimed at women, it will also be of benefit to men and boys.
Project aims:

- ✓ To reduce sexual violence in public spaces within cities
- ✓ To increase autonomous mobility and comfort by women and girls in accessing and using public spaces
- ✓ To increase awareness of the rights of women and girls to access and use public spaces in cities

Reykjavik City will consider methods to increase safety in the city.

Time period: 2015-2019
Responsibility: The Human Rights Office of Reykjavik, in collaboration with other city departments.

EVALUATING EQUALITY

The implementation of the European Charter of Equality includes a commitment to develop an appropriate system of evaluation to assess progress in implementing the Treaty. Such a system is also necessary to evaluate the progress of other city equality projects.

Action 38: Equality Indicators
See European Charter on Gender Equality Part II.

Develop indicators with which to assess progress in gender equality.

Time period: 2015-2016
Responsibility: The Human Rights Office of Reykjavik and the Steering Committee on Gender Responsive Budgeting and Planning