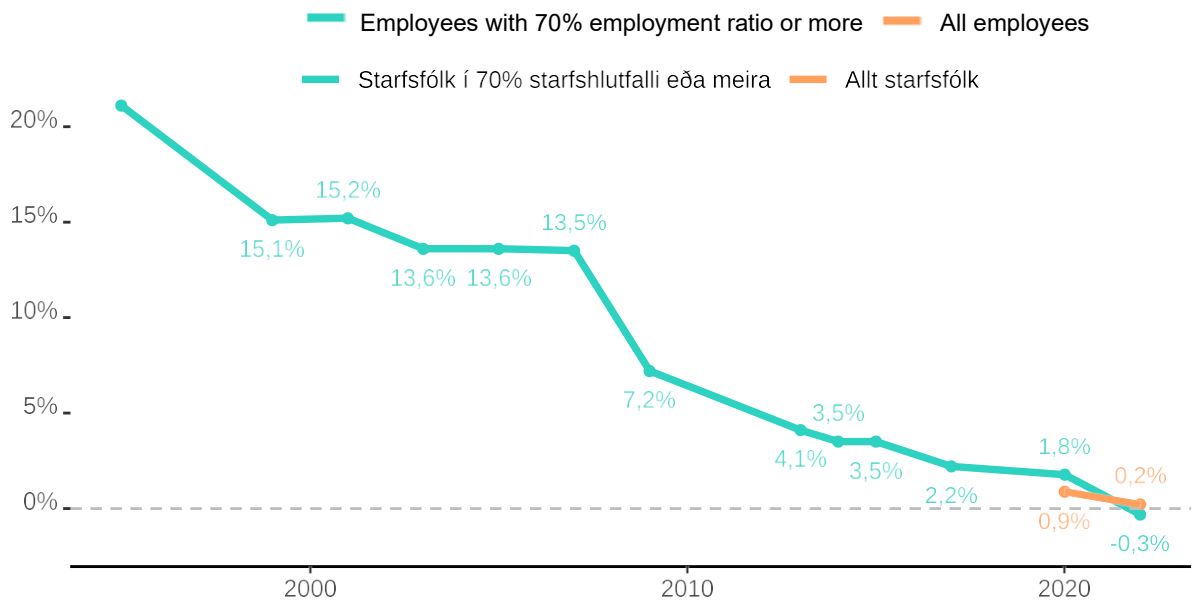




Analysis of the Gender Pay Gap – Summary

The gender pay gap is now barely measurable at the City of Reykjavík

Harmonized figures on the development of the gender pay gap in the total wages of Reykjavík City employees in the years 1995-2022.



The adjusted wage difference between men and women at the City of Reykjavík is only 0.2% when looking at the wages of all the City's employees, taking into account the employment rate and other explanatory variables. This is the results in a new analysis of the Social Sciences Institute of the University of Iceland on the City's gender pay gap for 2022. The City of Reykjavík is the largest workplace in the public labor market in Iceland and has made significant progress towards equal pay.

The City of Reykjavík received an equal pay certification in 2019 and received renewed certification in 2022. The nature of the equal pay certification is that in order for the workplace to maintain the certification, it must demonstrate continued success between years. A re-evaluation of the City of Reykjavík's equal pay system has confirmed that the City's equal pay system meets the requirements set out in equal pay standard. One of the requirements of the standard is that an analysis of staff wages is carried out, which consists of a systematic review of wages and benefits in order to investigate whether there is a gender pay gap. Then the organization must formulate an equal pay policy, choose equal pay criteria and define, classify and evaluate the value of jobs so that jobs of the same or equal value are grouped together. The main focus is that the same wage should be paid for the same or equally valuable jobs.

Much smaller wage difference than in the general labor market

The analysis by the Institute of Social Sciences of the University of Iceland of the October salaries of Reykjavík City employees in 2022 shows that women had a 0.2% lower total wage than men when looking at the wages of all City staff regardless of employment rate and taking into account gender, age, education, professional experience, overtime, shifts and job



category. The average difference in employment income, i.e. the total wage of all men and women at the City of Reykjavík, regardless of the number of hours worked and other explanatory variables, was 2.1% in favor of women, and the uncorrected wage difference, i.e. taking into account the employment rate, the difference was 0.7% in favor of men.

The City of Reykjavík has been very successful in eradicating the gender pay gap over the past three decades. According to the Statistics Iceland's latest wage study, the uncorrected gender wage gap, i.e. difference between men's and women's wages, taking into account working hours, in 2020 12.9% in the general labor market and an adjusted wage difference of 5.6%.

At the City of Reykjavík, the difference in employment income in the same year was 3.4% in favor of women. The unadjusted wage difference taking into account the employment rate was 0.7% (in favor of men) and the adjusted wage difference was 0.9% (in favor of men).

When looking at the wage difference of Reykjavík City employees by nationality, it was found that employees with foreign citizenship had a 1.18% lower total wage than employees with Icelandic citizenship when age, personality factors due to education, professional age, skill categories, overtime, units due to other factors were taken into account. wages and shifts. The interaction between gender and nationality was also examined, but that analysis revealed that the wage gap was slightly greater among foreign women than among foreign men.