



The City of Reykjavík's Equal Pay Policy

2022-2030

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Reykjavíkurborg



Emphasis on Equality

The City of Reykjavík has through the years put much emphasis on equality and within the City there has been targeted work done in order to eliminate gender-based wage difference. This can clearly be seen in various plans, policies and actions under the auspices of the City.

In the City of Reykjavík's Equal Pay Policy, which was approved by the city council on 24 May 2022, emphasis is placed on ensuring equal pay regardless of gender as well as other factors that may cause pay differences.



The City of Reykjavík's Equal Pay Policy

The City of Reykjavík's Equal Pay Policy covers all employees of the City. The city council is responsible for the Equal Pay Policy.

Employees of the City of Reykjavík must be paid equal wages and enjoy the same benefits for the same or equally valuable work, regardless of gender. There should be no unexplained gender pay gap.

*Employees shall be paid equal wages and they shall enjoy the same benefits for the same or equally valuable work, regardless of origin, nationality, class, language, color, religion, lifestyle, political views, atheism, gender, sexuality, gender identity, gender expression, gender characteristics, age, disability, physical condition, physicality, health, capabilities or other condition.

*The equal pay system does not include these factors



The Head of the Department of Human Resources and Working Environment is responsible for the equal pay system and ensuring that it complies with the law and international obligations regarding equal status and equal rights of the sexes. The Department Head is the representative of the City of Reykjavík's senior management regarding the equal pay system and is responsible for its implementation and maintenance in accordance with ÍST 85:2012. The Head of the Department of Human Resources and Working Environment is also responsible for ensuring that all employees involved in wage decisions at the City of Reykjavík are well informed about the equal pay system, related procedures as well as the laws and rules that apply in equal pay matters.

The City of Reykjavík undertakes to implement, document and maintain an equal pay system in accordance with the requirements of ÍST 85:2012. The City of Reykjavík has implemented procedures and defined wage criteria to ensure that employees are paid for their work based on their value, regardless of gender, gender identity or other irrelevant considerations.

The City of Reykjavík is one workplace and emphasizes equality and equal opportunities and that the diversity of the workforce reflects the complexity of society and city life.

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With the approval of this Equal Pay Policy, the previous Pay Policy of the City of Reykjavík becomes invalid. This equal pay policy is an integral part of the City of Reykjavík's HR Policy and Human Rights Policy.

Action plan with the City of Reykjavík's Equal Pay Policy

Specific ongoing actions to follow-up the City's equal pay system

The City of Reykjavík's Equal Pay Policy is part of the City's equal pay system, and its implementation is supervised by a certification authority. In order to maintain an equal pay system in accordance with the requirements of ÍST 85:2012, the City of Reykjavík will:

- Implement a certified equal pay system based on ÍST 85:2012, document it and maintain it.
- Comply with all relevant laws, regulations and collective wage agreements in force at any given time and confirm compliance with the laws.
- Conduct annual internal audits and management reviews.
- Conduct a wage analysis annually comparing jobs of equal value to ensure that there is no gender pay gap. The main results should be presented to employees.
- Respond to unexplained pay gaps through continuous monitoring and improvement where needed.
- Present its Equal Pay Policy to staff and make it available on the website of the City of Reykjavík

Actions until December 31, 2024

*Action no. 1:

Evaluate methods, in collaboration with Jafnlaunastofa, to identify whether there is discrimination in wages with regard to factors other than gender or nationality for City of Reykjavík employees and make proposals for actions, such as surveys to ascertain this.

Objectives: That it will be possible, as far as possible, to identify whether there is a wage gap at the City of Reykjavík with regard to factors such as age, sexuality, physicality, disability, age or health.

Cost: Fits within the department's budget.

Responsible party: Department of Human Resources and Work Environment.

Partners: The Human Rights and Democracy Office.

*Action no. 2:

Texts in job advertisements will be revised along with layout to increase accessibility and appeal to a diverse group of applicants for jobs at the City of Reykjavík. Job advertisements will be written in clear language and published in more languages than Icelandic as appropriate. It will be examined whether applicants can in some cases respond to applications in English.

Objectives: To increase access to all jobs at the City of Reykjavík, including jobs that require expertise and management positions, so that the workforce reflects the diversity of society.

Cost: This proposal needs a cost estimate.

Responsible party: Department of Human Resources and Work Environment.

Partners: Human Rights and Democracy Office along with other departments and offices of the City.

*The equal pay system does not include these factors

*Action 3:

Managers will be given assistance in looking at how to increase the possibility of part-time jobs for those who need it due to circumstances such as reduced work capacity or other personal circumstances.

Objectives: To increase flexibility in work and the possibility of employees for diverse work arrangements. With such an arrangement the opportunities of different groups that need it, for example due to disability or demanding family reasons, to hold paid jobs can be improved.

Cost: Fits within the department's budget.

Responsible party: Department of Human Resources and Work Environment

Partners: The Human Rights and Democracy Office.

*Action 4:

Raising awareness for Reykjavík City staff. The City of Reykjavík should educate all employees and emphasize how much the City of Reykjavík and society benefits from having a diverse group of employees.

Actions It is suggested that emphasis be placed on educating staff about the benefits of diversity. Such emphasis can already be found in the educational material of the Human Rights and Democracy Office, but the material can be reviewed in accordance with

the focus of the policy. The City of Reykjavík's new education system will be used to bring education to more of employees.

Funds: No additional cost other than a labor contribution.

Responsible parties: The Human Rights and Democracy Office

***Action 5:**

An assessment will be made of the need for improved information to the City's staff on equal pay issues, where they can turn for assistance if they consider their rights violated and possible actions, such as translations of texts, are assessed for costs.

Objectives: That all employees have access to information on equal pay issues and where they can turn to for assistance if they believe their rights are being violated with regard to wages.

Funds: No additional costs.

Responsible parties: Department of Human Resources and Work Environment.