



## European network of legal experts in gender equality and non-discrimination

### NEWS REPORT

<b>Country:</b>	<b>Iceland</b>
<b>Title:</b>	Equal Pay Certification
<b>Date:</b>	17 December 2018
<b>Expert:</b>	Herdis Thorgeirsdottir
<b><u>Context</u></b>	
<b>Issue at stake:</b>	Equal pay certification
<b>Ground of discrimination:</b>	Sex
<b>Source:</b>	Policy development
<b>Field:</b>	Employment
<b>Applicable law:</b>	Gender Equality Act No. 10/2008, Art. 19

### **Content**

The Minister of Welfare and Equality has granted companies a postponement of one year to obtain an equal pay certification. This deferral applies to private corporations as well as institutions, independent of their size but not to public institutions, funds or state owned companies.

The reason for this postponement is a lack of parties to conduct the certification process to implement the law.

The amendment to the Gender Equality Act No. 10/2008 which came into force on 1 January 2018 makes it obligatory for companies and institutions employing 25 or more workers on annual basis to obtain equal pay certification of their equal pay system and the implementation thereof. The purpose of this obligatory certification is to enforce the current legislation prohibiting discriminatory practices based on gender and requiring that women and men working for the same employer shall be paid equal wages and enjoy equal terms of employment for the same jobs or of equal value.

According to the law companies and institutions with more than 250 employees were to be ready to obtain pay certification by the end of this year. Already, 39 companies have obtained such certification.

The regulation issued today by the Minister of Welfare and Equality stipulates the below time limits for obtaining the equal pay certification:

- Companies and institutions with more than 250 employees – 31 December 2019;
- Companies and institutions with 150-249 employees – 31 December 2020;
- Companies and institutions with 90-149 employees – 31 December 2021;
- Companies and institutions with 25-89 employees – 31 December 2022.<sup>1</sup>

### **Internet link source:**

<http://www.ruv.is/frett/krofu-um-jafnlaunavottun-frestad-um-12-manudi>.

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<sup>1</sup> <http://www.ruv.is/frett/krofu-um-jafnlaunavottun-frestad-um-12-manudi>.