



Iceland: The Action Plan of Akureyri district

Presented by: 4ELEMENTS (GR)

Key words: Action plan; regional administration; wage transparency; reduction of gender pay gap; collection of gender data; change of working hours

Main target group: Employees of Akureyri district

Part. 1: General description of the measure

Country and title of the measure	The Action Plan of Akureyri district –Iceland
Type of Measure: Please specify if it is a law, a policy, a program, a recommendation, a tool, etc	Action Plan
Who started the Measure: if possible, please give the name and/or function of the person or department.	<p>The district of Akureyri, Iceland, initiated the Action Plan under review in 2004, aiming at eliminating the gender pay gap among its employees. A relevant research conducted in 1998 stated that the gender pay gap was 8%, while the average gender pay gap in Iceland appeared to be approximately 15%-17% in the past decade.</p> <p>The District created a committee assigned with the task to assemble all data related to the salary system in its area of authority and to provide recommendations on tackling the gender pay gap. The committee concluded its tasks in 2005 and the District proceeded to implement activities aiming at the elimination of the gender pay gap.</p>
Who is implementing the Measure? If it is a company, please specify the size and sector.	The Akureyri district –Iceland
Partnership. Who are the partners and/or others actors involved? Which role do they	n/a

have?	
<p>Short Description of the measure. Please mention content, objectives, target groups, beneficiaries; time frame or duration and the activities carried out. Please mention the legal framework and if there are specific sanctions foreseen for non compliance with the measure</p>	<p>The action plan under review evolved in three phases:</p> <ul style="list-style-type: none"> • The initial phase referred to assembling all the relevant data. In particular, this phase entailed the review of all the payments to each employee, the examination of whether the payments corresponded to the agreements with the respective labour unions, and the outline of extra or special payments (i.e. for overtime work or provisions such as telephones etc.). <p>On the basis of “you can only change what you can measure”, all extra payments were registered to corresponding activities/facilities. Reductions were imposed to overtime payments, which had been given almost exclusively to men, as it was noticed. In the same framework, other forms of extra payments were also reduced. The aforementioned reductions were imposed on the grounds that some employees appeared to work overtime disproportionately, which is against the family policy adopted by the District. Delays in implementation were due to objections raised by those who lost their extra benefits, albeit just a few resignations occurred.</p> <ul style="list-style-type: none"> • Phase two aimed at measuring the gender pay gap after the initiatives taken in the framework of Phase One. Measurements showed that the gender pay gap had been successfully tackled. • The third, final phase aimed at safeguarding the sustainability of the outcome through centralizing the decision on employee pay. It also aimed at making regular measurements. <p>Source: Institute for the equality of women and men, <i>How to close the gender pay gap? Strategies and good practices of States and social partners in Europe</i>, Belgium, 2010</p> <p>http://igvm-iefh.belgium.be/sites/default/files/downloads/45%20-%20Gender%20pay%20gap.pdf</p>

Purposes. Which are the direct purposes of the Measure, if applicable, the indirect ones?	The direct purpose of the Action plan was the abolishment of the Gender Pay Gap in local government level.
Funds. Which are the funding sources for the Measure?	n/a

Part. 2: Qualifying aspects of the measure relative to OGP

Effectiveness. Please describe which aspects relevant to problems about the Gender Pay Gap are considered and overcome by the Measure.	The implementation of the Action plan resulted in the abolishment of the Gender Pay Gap at the local government's level.
How did the Measure manage to reduce Gender Pay Gap?	The measure managed to eliminate the Gender Pay Gap through the implementation of a three-phase plan, as it has been described above.
Does the Measure involve other stakeholders and different actors (e.g. Local Government)	The Local Government assigned the task to a Special Committee. Trade unions supported the implementation of the Action Plan.
Monitoring. Does the Measure provide internal assessment and monitoring of the results?	Regular monitoring has been foreseen.
Has the Measure foreseen an analysis of the satisfaction of the women's needs?	n/a
Innovation. Has the Measure produced new working conditions, especially referring to female employees? (e.g. develop new policy and service, introduce new ways of working as smart-working?)	The innovative element of the Action plan, in terms of working conditions, was that it abolished the practice of assigning overtime work almost exclusively to male employees. The reduction of disproportionate overtime payments had an influence on the working conditions of both sexes, thus attaining gender balance and safeguarding the District family policy.
Reproducibility. Can the Measure easily be reproduced in other contexts?	Yes, the Measure is transferrable to other contexts. In particular, it would be easily reproducible in regions and/or municipalities of other EU member-states, as community level initiatives are more easily manageable and controlled due to smaller size.
Comment (own evaluation or experts' opinion). If possible, please specify what facilitates the success and where are the obstacles	The particular example highlights the potential of local government to success where central government measures fail. The smaller size favors successful implementation. Practices of this kind underline the

	<p>potential of effectively mitigating the gender pay gap through interregional cooperation programmes (such as Interreg). Programmes such as Interreg, which aim at the transfer of best practices between EU regions through the implementation of relevant Action plans, could facilitate the reproduction of such measures. Therefore, Gender Equality in the Workplace could constitute a specific Axis of interregional cooperation programmes, promoting the implementation of relevant pilot actions by the regional/local authorities (as it has happened, for example, with the implementation of action plans by regional/municipal authorities, promoting zero energy public buildings).</p>
Further Information	<p>http://igvm-iefh.belgium.be/sites/default/files/downloads/45%20-%20Gender%20pay%20gap.pdf</p>