

Parliamentary resolution on a four year gender equality action programme

The Althing resolves under Article 11 of the Act on Equal Status and Equal Rights of Women and Men, No. 10/2008, to adopt the following governmental action programme on gender equality for the years 2011– 2014:

A. The Administration.

1. Council of Ministers on Gender Equality.

The Council of Ministers on Gender Equality should work in line with the government's ordinance of 15 September 2009 in order to gender mainstream the policies and actions of the government, coordinate its work and follow up its action programme of gender equality.

Timeframe: Ongoing.

Cost estimate: Within the budget of the ministries.

Responsibility: The Prime Minister, the Minister of Welfare, the Minister of Finance and the Minister of the Interior.

2. The Project Fund for Gender Equality.

ISK 30 million in total should be spent from the national budget temporarily for three years, 2012-2014, ISK 10 million annually, on gender equality projects by the ministries for utilising results, experience and knowledge or for implementing recommendations that are considered to result from projects belonging to the government's action programme . The Council of Ministers on Gender Equality allocates this money. The criteria for the allocation should be presented to the ministries before the end of 2011.

Timeframe: 2012–2014.

Cost estimate: ISK 30 million.

Responsibility: The Prime Minister's Office, the Ministry of Welfare, the Ministry of Finance and the Ministry of the Interior.

3. Gender mainstreaming.

The Gender Equality Representatives of the ministries should shape, in collaboration with the Centre for Gender Equality, a comprehensive four years' programme on gender mainstreaming into the policy formulation and decision-making of ministries and government institutions. It should entail, inter alia:

1. The establishment of a Steering Group involving senior managers in ministries.
2. Special meetings of ministers, senior officials and experts on gender equality about policies, priorities and methods in gender equality.
3. Training for the staff of ministries and institutions on gender mainstreaming.
4. Annual recommendations for at least two projects within the competences of each Ministry as pilot projects, to be completed by the end of each year.
5. Measures or key figures in all major areas of the activities of ministries and institutions should be analysed so that there are always available data disaggregated by gender supporting policies and decisions. Areas where regular collection of information is deficient should be identified and corrective action taken.

Timeframe: 2011–2014.

Cost estimate: ISK 2.5 million.

Responsibility: The Prime Minister's Office and the Ministry of Welfare.

4. The Gender Equality representatives of the Ministries.

The Gender Equality Representatives of the ministries should advance gender mainstreaming within the competences of the concerned ministry. Furthermore, the Gender Equality Representatives should address and monitor gender equality work within the competences of the concerned ministry and its institutions. This includes participating in creating and reviewing the ministries' gender equality programme and ensuring that all reports and studies carried out by the concerned ministry or its institutions have a gender perspective.

The Gender Equality Representatives should acquire knowledge on gender equality and work by an approved work and education programme. In implementing the education programme, they should collaborate with the Gender Studies programme at the University of Iceland. The Expert on Gender Equality at the Government Offices and the Centre for Gender Equality should serve as advisers to the Gender Equality Representatives of the ministries.

Timeframe: 2011–2014.

Cost estimate: ISK 700,000 for the education of Gender Equality representatives.

Responsibility: The Prime Minister's Office in collaboration with other ministries.

5. Gender budgeting.

Gender budgeting should be implemented in stages over the period 2011-2014. For this purpose, pilot projects should be initiated in ministries and institutions with the objective to develop procedures and methods for the preparation of gender-budgets. The publication of a handbook on gender budgeting should be followed up by a systematic training. The Project management on gender budgeting will supervise the project.

Timeframe: 2011–2014.

Cost estimate: ISK 5.2 million.

Responsibility: The Ministry of Finance.

6. Code of Ethics.

A Code of Ethics for ministers and State civil servants, that inter alia are to include provisions prohibiting the purchase of sexual services, should be followed up by presentations and training for the staff of ministries and institutions.

Timeframe: Ongoing.

Cost estimate: Within the budget of the Prime Minister's Office and the Ministry of Finance.

Responsibility: The Prime Minister's Office and the Ministry of Finance in collaboration with other ministries.

7. Proportions of the sexes on committees, councils and boards of the government.

The ministries should comply with the statutory 40:60 criteria when appointing committees, councils and boards and maintain it, cf. Article 15 of Act No. 10/2008, on Equal Status and Equal Rights of Women and Men. The Centre for Gender Equality and the

ministries should publish information on the proportions of each sex at least annually on the websites of the Centre and all the ministries, disaggregated by ministry.

Timeframe: Ongoing.

Cost estimate: Within the budget of the ministries.

Responsibility: All ministries.

8. Gender Equality Programme of the Government Offices, the ministries and institutions.

A new gender equality programme for the Government Offices should be approved and gender equality strategies of individual ministries revised with regard to that strategy in consultation with the Centre for Gender Equality. Efforts should be made to ensure that all State institutions work according to gender equality programme with detailed objectives and actions in accordance with Paragraph 2, Article 18 of Act No. 10/2008, on Equal Status and Equal Rights of Women and Men.

Timeframe: End of 2011.

Cost estimate: Within the budget of the ministries.

Responsibility: The Prime Minister's Office in collaboration with other ministries.

9. The Gender Equality Fund.

Studies and projects that have been carried out by grants from the Gender Equality Fund should be made available on the website of the Government Offices for the purpose of maximum benefit relating to actions for gender equality. The allocation of grants from the Gender Equality Fund will be resumed in 2012. A council of specialists occupied by, inter alia, experts in the field of gender studies, should make a professional evaluation of applications.

Timeframe: 2012–2014.

Cost estimate: ISK 10 million a year.

Responsibility: The Prime Minister's Office.

10. Sex disaggregated information.

It should be ensured that the preparation of official statistical reports, interviews and opinion surveys comply with Article 16 of the Act on Equal Status and Equal Rights of Women and Men, No. 10/2008, by disaggregating the information by sex, where appropriate. Information generated by the Administration shall be sex disaggregated after January 1, 2012. In accordance with the provisions of the Act on the Rights and Obligations of Civil Servants, those responsible for non-compliance with this goal should be admonished.

Timeframe: 2011–2014.

Cost estimate: Within budget.

Responsibility: The Ministry of Welfare/The Prime Minister's Office in collaboration with other ministries.

11. Gender equality assessment of legislative drafting.

Upon the revision of the rules governing the preparation and handling of government bills, it should be ensured that a gender equality checklist accompanies bills, in which it is outlined whether and how the bill affects gender equality. The revised rules and checklist should be followed up by presentations and education.

Timeframe: 2011–2014.

Cost estimate: Within budget.

Responsibility: The Ministry of Welfare/The Prime Minister's Office in collaboration with other ministries.

B. The labour market - the gender pay gap.

12. Action plan against the gender pay gap.

A comprehensive four years' action plan should be prepared on measures against the gender pay gap in order to eliminate it. The action plan should involve, inter alia, the following:

1. An executive committee on gender wage equality should be appointed, responsible for the supervision and coordination of actions for the purpose of reducing the gender pay gap.
2. The preparation of an equality standard should be completed in the period and followed up with a systematic education on its implementation.
3. The salary administration system of the State should be technically enhanced in order to enable significant and regular appraisals of the salaries of men and women in ministries and government institutions.
4. An analysis of the success of job evaluations of municipalities for the purpose of reducing the gender pay gap and re-evaluating traditional women's jobs should be performed and the benefit of the State from implementing job evaluations should be assessed.
5. Cooperation with the social partners' organisations should be initiated on the implementation of the *Roadmap of wage equality* and ideas on gender equality certification should be further developed.
6. A pamphlet to guide the interpretation of the provisions of the Act on Equal Status and Equal Rights of Women and Men, on equal pay for equal work, inter alia with regard to European law should be published.
7. A checklist for the directors of institutions on criteria regarding the revision of wages so that wage equality objectives can be achieved should be issued.

Timeframe: 2011–2014.

Cost estimate: ISK 6.4 million (of which ISK 3.4 million for the equal pay standard).

Responsibility: The Ministry of Welfare and the Ministry of Finance.

13. The gender pay gap in rural areas.

The Icelandic Regional Development Institute, which is under the Ministry of Industry, should analyse the causes of the gender pay gap based on geographical location with the objective of developing a proposal for an action plan to eliminate the gender pay gap. The project is, inter alia, the result of work that was performed on gender mainstreaming during the review of the Strategic Regional Plan for the years 2010-2013. The proposal for a new Strategic Regional Plan, as submitted to Parliament, stipulates that gender equality and the equal participation of both sexes in the economy and community development is a special subject that needs to be taken into consideration. A performance assessment of the project is to be performed at mid-term of the programme. The project is carried out by the Regional Development Institute in cooperation with the Centre for Gender Equality, Statistics Iceland, universities and research institutes.

Timeframe: 2011–2013.

Cost estimate: ISK 2 million.

Responsibility: The Ministry of Industry.

14. An analysis of the gender pay gap in fisheries and agriculture and educational opportunities in those professions.

A survey should be conducted on, on the one hand, wages of men and women in agriculture and fisheries and, on the other hand, the opportunities of men and women to study in the named fields as well as of the selection of studies offered in secondary and tertiary education.

Timeframe: Completed in 2014.

Cost estimate: ISK 5 million.

Responsibility: The Ministry of Fisheries and Agriculture.

15. Parental leave.

A survey should be conducted of the frequency of parents taking parental leave and its impact on the division of labour in homes and the labour force participation of women and men. Furthermore, the position of mothers and fathers after the end of their parental leave should be examined. The impact of cuts in payments from the Parental Leave Benefit Fund on the frequency of parents taking parental leave should be examined especially. The information should be disaggregated by sex, age and parents' status. The project should be performed in cooperation with the Centre for Gender Equality.

Timeframe: 2010–2012.

Cost estimate: ISK 4 million.

Responsibility: The Ministry of Welfare.

16. Committee on the reconciliation of Work and Family Life.

A committee appointed in accordance with the priorities of the Equal Status Council in 2010 shall survey the means designed to help active participants in the labour market to reconcile their work and family life. The committee should collect information on how active participants in the domestic labour market consider themselves to manage to reconcile their work and family life and put forth a proposal to the Minister of Welfare how to facilitate the reconciliation of work and family life.

Timeframe: Reporting in January 2012.

Cost: Within the budget of the Ministry of Welfare and the Equal Status Council.

Responsibility: The Ministry of Welfare.

17. Women's access to capital for establishing businesses.

Funds under the institutions of the Ministry of Industry, i.e. the Innovation Center Iceland, the New Business Venture Fund, the Regional Development Institute, the Energy Fund and the Technology Development Fund, should systematically collect information disaggregated by sex of grantees of 2011 so that it will be possible in 2012 to assess how the activities of the funds benefit each sex and revise the allocation rules if the allocations turn out to deficit either sex among the grantees.

Timeframe: 2011–2012.

Cost estimate: Within the budget of the funds.

Responsibility: The Ministry of Industry.

18. Women's Loan Guarantee Fund.

The activities of the Women's Loan Guarantee fund, which operated during the years 1998-2003 on behalf of the Ministry of Social Affairs, the Ministry of Industry and the City of Reykjavik, should be reactivated. The objective of the fund should be to support women's entrepreneurship by providing guarantees on loans. The project should be performed in cooperation with financial institutions and entities that provide advice and guidance pertaining to the execution of projects; funds for its activities should be available as liquid assets.

Timeframe: 2011–2014.

Cost estimate: ISK 60 million.

Responsibility: The Ministry of Welfare and the Ministry of Industry.

19. An appraisal of the interpretation of the Equal Rights Act in the opinions of the Gender Equality Complaints Committee.

A judicial appraisal of cases appealed to the Gender Equality Complaints Committee should be made and the development of the interpretation of the Equal Rights Act by the Gender Equality Complaints Committee and in the rulings of the Supreme Court should be reviewed.

Timeframe: 2011.

Cost estimate: ISK 500,000.

Responsibility: The Ministry of Welfare.

C. Gender and power.

20. The working environment and working conditions in local governments.

A working party should be appointed to examine the working environment and working conditions of elected representatives in local governments with a gender perspective and their impact on women's participation in local government activities. The working party should, inter alia, work in accordance with the recommendations of the Working Party for Actions to Balance the Positions of women and men in Local Government, cf. the report of October 2009. The project should be performed in collaboration with the Association of Local Authorities in Iceland.

Timeframe: 2011–2012.

Cost estimate: ISK 300,000.

Responsibility: The Ministry of the Interior.

21. Database of gender equality in local government.

The database of the Centre for Gender Equality, which it constructed within the framework of the European project *Tea for two* should be updated and maintained so that at any given time, it will give information about specified aspects of gender equality in local government, such as gender balance in local government, committees and councils, population distribution, service components etc. The database should be developed further in collaboration with the municipalities and be useful for assessing the status of gender equality in the municipalities and as an incentive for best practice.

Timeframe: 2011–2014.

Cost: ISK 700,000.

Responsibility: The Ministry of the Interior.

22. Proportion of women on the boards of companies and institutions.

Information should be disseminated and promotional material drafted to raise awareness of the entry into force of Act no. 13/2010, which stipulates that in companies and private companies employing more than 50 employees on average per year, both sexes shall be represented on the board when the board is composed of three members. When the board is composed of more than three members, it shall be ensured that the proportion of either sex is not lower than 40%.

Training should be offered relating to the responsibilities and duties of managers and board members of companies. The objective should be to increase the ability of such parties to perform their positions with an emphasis on reaching women. A database should be established with information about those who have received such training to enable the forming of relationships between managers and board members and help companies find qualified managers and board members.

Timeframe: 2011–2014.

Cost estimate: Within the budget of the Ministry of Economic Affairs.

Responsibility: The Ministry of Economic Affairs.

D. Gender-based violence.

23. A new action plan against gender based violence.

A new government action plan against gender based violence for the period 2011-2015 should be drafted. The new action plan should take into account research from the existing action plan from 2006 in addition to the research of the Chief of Police in the capital region. Furthermore, special emphasis should be put on examining the context of gender based violence offences, their prosecution and treatment in the judicial system. In addition, a position on the treatment of a new Charter of the Council of Europe in the policy area should be shaped and projects redefined with regard to it. A committee should be appointed to carry out the abovementioned plan of action against gender based violence.

Timeframe: 2011.

Cost estimate: ISK 600,000 for the creation of the plan.

Responsibility: The Ministry of Welfare and the Ministry of the Interior.

24. Strategies against domestic violence.

A bill amending the Act on restraining orders should be presented to the Althing in order to enact an authorisation for competent bodies within the criminal justice system so that an individual who exerts violence against members of the household is made to leave the household. The so-called "Austrian way" should constitute the basis of this work.

Timetable: 2011.

Cost estimate: Within budget.

Responsibility: The Ministry of the Interior.

25. *Men take responsibility.*

The therapy option *Men take responsibility* should be strengthened and offered around the country. The forthcoming authorisation to remove a violent individual from their home should be responded to by offering a therapy to escape from the vicious circle of violence. It should be determined whether it should be allowed to sentence people to therapy. The therapy option shall be assessed for performance and compared with similar projects abroad.

Timeframe: 2010–2014.

Cost estimate: ISK 12.7 million.

Responsibility: The Ministry of Welfare.

26. *Measures to prevent prostitution.*

An education campaign aimed at the potential buyers of prostitution should be launched, inter alia with special focus on young men to prevent them from becoming buyers in the sex market.

Timeframe: 2011.

Cost estimate: Within budget.

Responsibility: The Ministry of the Interior.

27. *The position of disabled women.*

The position of disabled women should be examined with the purpose of analysing the position of these individuals who are at risk of violence, abuse and exploitation, and whether special measures need to be taken to ensure these women fully enjoy human rights and fundamental freedoms in accordance with the UN Convention on the Rights of Persons with Disabilities.

Timeframe: 2012–2013.

Cost estimate: ISK 1.5 million.

Responsibility: The Ministry of Welfare.

E. Education and gender equality.

28. *Gender book for the young.*

This handbook for young people with information about gender and gender equality, published in 2010, should be systematically followed up by promotional activities, inter alia in relation to the introduction of new syllabi and curricula. Information should be updated and republished during the period.

Timetable: 2011–2014.

Cost estimate: ISK 500,000.

Responsibility: The Ministry of Education, Science and Culture.

29. *Equality education in kindergartens and primary schools.*

The project *Equality in schools* should be continued so that the ideas and projects that were created will be useful to more schools and municipalities; the project involves gender equality education in kindergartens and primary schools. The project was carried out in primary schools and kindergartens in five municipalities, a total of ten schools; information relating to it is given on the website jafnrettiiskolum.is. The project should be carried out in consultation with experts in gender studies and with municipalities.

Timeframe: 2011–2013.

Cost estimate: ISK 1.1 million.

Responsibility: The Ministry of Education, Science and Culture.

30. Equality in secondary schools.

Courses in gender studies and gender equality studies should be introduced to secondary schools in the field of gender equality. Experience should be shared between schools with promotional activities, meetings and cooperation. In the years 2013 and 2014, gender equality prizes should be awarded to those participants who have shown the greatest progress in the field of gender equality.

Timeframe: 2011–2013.

Cost estimate: ISK 500,000.

Responsibility: The Ministry of Education, Science and Culture.

31. Gender equality in universities.

Education on gender equality should be established within universities. A working party should be established to plan and implement such a process; the party should be composed of representatives from universities and the Ministry of Education, Science and Culture and experts in gender studies. Experience should be shared between educational institutions with presentations, meetings and cooperation. In the years 2013 and 2014, equality prizes should be awarded to those participants who have shown the greatest progress in the field of gender equality.

Timeframe: 2012–2014.

Cost estimate: ISK 500,000.

Responsibility: The Ministry of Education, Science and Culture.

32. Social life in secondary schools.

The participation of boys and girls in social life should be investigated with the objective of promoting equal opportunities for boys and girls. Using this work as basis, it should be considered, in consultation with student unions, whether special measures need to be taken to encourage both sexes to further participation. The manifestations of secondary education in the State media (RÚV) should be specifically examined to ensure that either sex is not overrepresented.

Timeframe: 2011–2013.

Cost estimate: Within the budget of the Ministry of Education, Science and Culture.

Responsibility: The Ministry of Education, Science and Culture.

33. Professions.

The reasons why girls pursue professions that have been identified as traditional women's professions and boys those that have been identified as traditional male professions should be analysed. Furthermore, it should be examined how access to the professions that seem closed to either men or women can be opened. A concerted effort between trade councils, educational institutions and businesses should seek to ensure that students enjoy equal opportunities to choose their education and employment regardless of sex.

Timeframe: 2011–2013.

Cost estimate: ISK 200,000.

Responsibility: The Ministry of Education, Science and Culture.

34. Teacher education.

The contents of teacher education should be revised and universities should be encouraged to introduce mandatory courses on gender studies to all students. The working party working on the revision of teacher education and regulation should take account of these objectives.

Timeframe: 2011–2014.

Cost estimate: Within the budget for the revision of teacher education.

Responsibility: The Ministry of Education, Science and Culture.

35. Women and film-making.

It should be investigated why fewer women than men apply for grants from the Icelandic Film Centre. A way should be found to regularly encourage women to apply for grants for their own material for writing scripts and producing films, documentaries and television shows. Measures should be taken that subject matters with feminine values receive recognition on par with masculine norms in the evaluation of applications. The aim should be to get more films and programmes produced with a female point of view. A way should be found to encourage school girls from an early age to create and share their perspective by film creation as well as boys. Primary and secondary schools should be encouraged to undertake initiatives in girls' short film creation.

Timeframe: 2011–2014.

Cost estimate: Within the budget of the Ministry of Education, Science and Culture.

Responsibility: The Ministry of Education, Science and Culture.

36. Access of women and men to funding for scientific research.

Funds under the Ministry of Education, Science and Culture that operate on the basis of the Act on public support for scientific research should systematically collect information on the gender composition of expert councils, applicants and grantees, and grant amounts in all categories for the year 2012. Thus, in 2013 it will be possible to assess how the activities of the funds benefit both sexes. If an uneven distribution is found between the grantees of either sex it should be examined whether action should be taken to correct this inequality, for example, by making grant applications more accessible, or reviewing the allocation rules. Information and appropriate action should also extend to projects that Rannis (The Icelandic Centre for Research) finances for reallocation.

Timeframe: 2012–2014.

Cost estimate: Within the budget of the funds.

Responsibility: The Ministry of Education, Science and Culture.

F. Men and gender equality.

37. Men on board.

A working party should be appointed to make recommendations on how to increase the participation of men in discussions about gender equality and increase men's involvement in equality work. An analysis of the status of men in society and their possibilities for active participation under new and altered conditions should be conducted. The working party should seek cooperation on projects that promote the execution of such an analysis. The goal

should be to produce recommendations on, inter alia, how to increase the academic and professional choices of men as well as their other role choices, counteract gender stereotypes and increase men's participation in family activities. Consideration must be given to negative factors such as risk-taking, violence and suicide. The working party should have for its assistance a larger consultant group of men reflecting a broad background in terms of age and experience.

Timeframe: 2011–2012.

Cost estimate: ISK 1 million.

Responsibility: The Ministry of Welfare.

G. International activities.

38. Follow-up to the National Action Plan for the Implementation of UN Security Council Resolution No. 1325 and related resolutions on Women, Peace and Security in the international arena.

Iceland's National Action Plan for the Implementation of UN Security Council Resolution No. 1325 on Women, Peace and Security from 2000 should be revised by presenting clear and time-bound objectives. Account should be taken of subsequent Security Council resolutions adopted within the context of Resolution 1325 (Resolutions no. 1820 (2008), 1888 (2009), 1889 (2009) and 1960 (2010)). Iceland should also strengthen its position as a representative of the policy area internationally, both in multilateral and bilateral activities with initiative, strong focus and follow-up on the basis of the Action Plan. Concerted efforts should be made to educate the staff of the Ministry for Foreign Affairs and seconded personnel of the Iceland Crisis Response Unit about the contents of the Security Council Resolution 1325 and subsequent resolutions.

Timeframe: 2011-2014.

Cost estimate: ISK 2.5 million.

Responsibility: The Ministry for Foreign Affairs.

39. Pilot Project on the Gender Equality Studies and Training Programme.

The work of the Gender Equality Studies and Training Programme within the University of Iceland (GEST Programme) should be supported as part of the development of the knowledge society in Iceland in the area of gender equality. The purpose of the project is to promote gender equality and women's empowerment with short courses for specialists from developing countries, conflict and post-conflict areas. Efforts should aim at making the GEST Programme part of the network of the United Nations University network. The target group should be the personnel of the administration and non-governmental organisations involved in gender equality in the abovementioned countries and regions. The Ministry for Foreign Affairs should finance the programme under an annual budget and the national budget as adopted by the Parliament.

Timeframe: 2010-2014.

Cost estimate: Within budget.

Responsibility: The University of Iceland and the Ministry for Foreign Affairs.

40. Gender and climate.

The Ministry for the Environment and the Ministry for Foreign Affairs should continue to promote gender perspectives in climate negotiations. The ministries should cooperate to

promote the importance of gender perspectives in terms of climate issues domestically, such as with seminars. Research on the gender aspects of climate issues should be strengthened and an emphasis put on gender perspectives and climate issues, especially in terms of education in the policy area in Iceland's international development cooperation.

Timeframe: 2010–2012.

Cost estimate: ISK 1.4 million.

Responsibility: The Ministry for the Environment and the Ministry for Foreign Affairs.

41. A study of the impact of different behaviour of the sexes on the climate in Iceland.

A study should be made of those aspects of the behaviour of the sexes in Iceland that either increase or decrease greenhouse gas emissions, such as the use of private cars usage, public transportation use, energy use, waste sorting, purchase of environmentally friendly products, meat consumption and other things. The impact of either sex should be estimated and what action needs to be taken. The objective should be to raise general awareness about the impact of individuals on their environment.

Timeframe: 2011–2014.

Cost: ISK 1 million.

Responsibility: The Ministry for the Environment.

H. Follow-up and revision.

42. Follow-up.

The Gender Equality Representatives of the ministries should carry out a follow-up to the government's action programme for gender equality at the level of their ministries in cooperation with the Centre for Gender Equality and the Expert on Gender Equality at the Government Offices. A progress report should accompany the annual report of the Equality Representatives to the Centre for Gender Equality. A report on the status of projects under the implementation plan should be submitted to the Ministerial Committee on Gender Equality and the Gender Equality Forum.

Timeframe: 2010–2014.

Cost estimate: Within budget.

Responsibility: The Prime Minister's Office in collaboration with other ministries.

43. Performance evaluation.

The plan should be performance evaluated and revised as appropriate two years after its adoption.

Timeframe: 2012.

Cost estimate: Within budget.

Responsibility: The Ministry of Welfare.

Adopted by the Althing on 19 May 2011.