

Parliamentary Resolution

on a gender equality action programme for the period 2016-2019.

Under Article 11 of the Gender Equality Act, No. 10/2008, the Althingi resolves to approve the following government gender equality action programme for the period 2016-2019.

A. ADMINISTRATION

1. The Icelandic Gender Equality Fund.

Each year, ISK 100 million shall be allocated in the state budget to the Icelandic Gender Equality Fund. The Icelandic Gender Equality Fund shall finance or support projects designed to increase gender equality in Icelandic society and internationally. The board of the Icelandic Gender Equality Fund shall advertise inviting applications for grants and shall allocate this funding in accordance with Parliamentary Resolution No. 13/144.

Time-frame: 2016-2019.

Estimated cost: ISK 100 million per year.

Responsibility: Ministry of Welfare.

2. The Gender Equality Implementation Fund.

Over a three-year period, 2017-2019, ISK 30 million shall be allocated in the state budget at the rate of ISK 10 million per year, to equality projects in the government ministries in order to utilise findings, experience and knowledge or implement proposals which can be regarded as the outcome of projects in the government's action programme. The Ministry of Welfare shall allocate this money after receiving proposals from other ministries. Criteria for allocation shall be made known to the ministries before the end of 2016.

Time-frame: 2017-2019.

Estimated cost: ISK 30 million.

Responsibility: Ministry of Welfare.

3. Gender equality programmes of the Government, individual ministries and state bodies.

The Government's gender equality programme which is made in accordance with the second paragraph of Article 18 of the Gender Equality Act, No. 10/2008, and the gender equality programmes of the individual ministries, are to be revised during the period covered by the action plan. In the course of this revision, consideration shall be given to the gender equality issues discussed under the *UN Women* and *UN Global Compact* initiatives. The ministries' gender equality officers shall be in charge of the revision, and of following up on the gender equality programmes on behalf of the ministries Permanent Secretaries and in collaboration with the Centre for Gender Equality.

Time-frame: End of 2016.

Estimated cost: Within the funding allocation for each ministry.

Responsibility: Gender equality officers of the ministries and the Ministry of Welfare.

4. Gender equality officers of the ministries.

The ministries' gender equality officers are to work at the integration of gender equality considerations in the issues dealt with by their respective ministries. Furthermore, gender equality officers are expected to address gender equality work and monitor gender equality work in areas

covered by the ministries concerned and their subordinate bodies. This will include involvement in the preparation and revision of the ministries' gender equality programmes and ensuring that all reports and studies carried out at the behest of their respective ministries or their subordinate bodies include analysis of the gender equality implications of the activities examined.

The gender equality officers are to acquire a knowledge of gender equality issues and work according to approved procedural and educational programmes.

The work of the gender equality officers includes the following.

- a. Preparing working plans for the gender equality officers of all the ministries, including evaluation criteria, which are to be ready within six months of the commencement of the action programme.
- b. Following up the projects defined in the Government's gender equality action programme and submitting progress reports to the Centre for Gender Equality. An account of the status of projects shall be given in the ministerial report on the state of gender equality issues and developments in the field which are presented to the Gender Equality Forum which is held every second year.
- c. Drawing up a comprehensive schedule for the integration of gender-responsive and gender-equality considerations in policy-making and decision-making in the ministries and state bodies.
- d. Working on the coordination of electronic registration by the ministries of appointments to committees, councils and boards in order to facilitate monitoring of compliance with Article 15 of the Gender Equality Act.

Time-frame: 2016-2019.

Estimated cost: ISK 1 million for training of gender equality officers and ISK 300,000 for adaptation of computer systems.

Responsibility: Ministry of Welfare.

5. Mainstreaming of gender-responsive and gender equality considerations.

In collaboration with the Centre for Gender Equality and under the leadership of the Ministry of Welfare, the ministries' gender equality officers are to draw up a comprehensive four-year schedule on the mainstreaming of gender-responsive and gender equality considerations in the policy-making and decision-taking of the ministries and government bodies. An action group shall be formally appointed to handle this task, and it will be enabled to engage an employee.

The schedule is to take account of the projects that have already been carried out involving the mainstreaming (inclusion) of these considerations in the ministries, including those that took place in earlier government gender equality action programmes and plans for gender-responsive economic management and budgeting.

The schedule should include the following.

- a. Proposals on the mainstreaming of gender-responsive considerations in the operations of the ministries and government bodies.
- b. Proposals for projects within the range of issues addressed by each ministry as experimental projects in the first year, followed by new projects each year.
- c. Proposals on a check-list on equality issues to be included with governmental bills and the introduction of a procedure for assessing gender equality.
- d. Proposals on the use of already-available data that has been analysed for its gender-equality implications as a tool in policy-making and decision-making. Identification of those areas where the provision of regular information is less than satisfactory, with steps taken to remedy the situation.

Time-frame: 2016-2019.

Estimated cost: ISK 4 million for execution of projects in addition to an expert's salary.
Responsibility: Ministry of Welfare.

6. Gender-responsive economic management and budgeting.

Work is to be done on gender-responsive economic management and budgeting in accordance with a five-year integration plan. The Ministry of Finance and Economic Affairs is to be responsible for the project, which shall be under the direction of a five-person steering committee consisting of appointees from all the government ministries and a representative of the Centre for Gender Equality. An account of the status of the projects shall be given in the draft budget legislation every year. The project manager shall make proposals on monitoring of the integration plan by means of evaluation criteria for all the government ministries and collaborate closely with the steering committee on the inclusion of gender-responsive and gender equality considerations.

Time-frame: This is an on-going project.

Estimated cost: Salary of an expert in a 50% position.

Responsibility: Equality officers of the ministries; Ministry of Finance and Economic Affairs.

7. Examination of the Gender Equality Act and the administration of gender equality issues.

A team of experts is to be appointed which will direct an examination of the development and application of Icelandic gender equality legislation and associated follow-up measures and the administration of gender equality issues. This should establish whether the aims of the current legislation and administration are in accordance with international developments and the changes that have taken place in Icelandic society. The team shall submit a report on its findings to the minister and present proposals on reforms.

Time-frame: 2016-2018.

Estimated cost: ISK 4 million.

Responsibility: Ministry of Welfare.

B. THE LABOUR MARKET – EQUAL PAY

8. Gender equality on the labour market and equal pay.

During the period covered by the action programme, work is to continue on the application and monitoring of the projects described in the plan of action on equal pay. At the end of 2016, an assessment will be made of whether the projects in the plan of action have produced the intended results. The projects dealing with equal pay include the following.

- a. The appointment term of the Implementation Committee on Equal Pay shall be extended until 2019.
- b. Work shall proceed on the dissemination and implementation of ÍST 85:2012 – Equal Pay Management System – Requirements and Guidance ('the Equal Pay Standard').
- c. Deliberate work is to be done on publicising the accredited certification of equal pay systems according to Regulation No. 929/2014, on the certification of equal pay systems in companies and institutions under the Equal Pay Standard, ÍST 85:2012.
- d. The Ministry of Welfare is to gather information on the certification of equal pay systems in companies and institutions and publish a survey of it in the Minister's report on the state of gender equality issues and developments in the field which is published every second year.
- e. Surveys and research projects which are carried out by an action group on the implementation of equal pay measures, consisting of representatives of the government and of the social partners, shall be followed up with a government awareness-raising and publicity campaign of measures to combat the gender pay gap.

- f. The government shall agree to hold an annual 'equal pay day' which will be used for awareness-raising on equal pay issues and gender equality on the labour market.
- g. An action programme shall be drawn up on breaking down traditional gender division in choices of study and career. In particular, attention shall be focussed on increasing the number of women employed in industrial trades, engineering and the exact sciences, and the number of men in care-giving and teaching jobs.
- h. An action plan on methods of integrating family and professional life shall be produced.

Time-frame: 2016-2019.

Estimated cost: ISK 7 million per year.

Responsibility: The Ministry of Welfare and the Ministry of Finance and Economic Affairs, in collaboration with the Ministry of Industries and Innovation, the Office of the Prime Minister and the Ministry of Education, Science and Culture.

9. Parental leave.

The principal proposals of the action group on future policy regarding parental leave (maternity and paternity leave) are to be used as the guideline for the resuscitation of the parental leave system. Work is to be done on bridging the gap in the system between the end of parental leave and the beginning of nursery school.

Time-frame: 2016-2021.

Responsibility: Ministry of Welfare.

10. The Women's Loan Guarantee Fund (Svanni).

Operations of Svanni (the Women's Loan Guarantee Fund) are to be continued. The aim of the fund is to continue to be to support women's business projects by providing surety for loans. This project is to be carried out in consultation with financial institutions and parties involved in counselling and guidance on the implementation of the projects.

Time-frame: 2016-2019.

Estimated cost: ISK 60 million. Capital exists in the Fund.

Responsibility: Ministry of Welfare and the Ministry of Industries and Innovation, in collaboration with the City of Reykjavík.

C. GENDER AND DEMOCRACY

11. Gender and the media.

During the period covered by the action programme, the Ministry of Education, Science and Culture shall take the measures necessary to have a survey made of access to, and presentations in, the media, of men and women, girls and boys, and to work on policy in this area.

The project will include the following.

- a. Examining access by women and men to various types of media material.
- b. Examining whether, and if so, how, media treatment of women and men is coloured by gender-role stereotypes.
- c. Examining the extent and nature of gender-based 'hate speech' in the media.
- d. Working on policy and awareness-raising in the media.

Time-frame: 2016-2019.

Estimated cost: ISK 4 million with the disclaimer that funding will be obtained for the project.

Responsibility: Ministry of Education, Science and Culture.

12. Analysis of the status of refugees and asylum-seekers from the perspectives of gender and gender equality.

During the period covered by the action programme, the Ministry of the Interior shall be responsible for carrying out an examination of the status of refugees and asylum-seekers from the perspectives of gender equality and human rights.

The project will include the following.

- a. An examination of whether gender equality and human rights perspectives are given sufficient attention in Icelandic legislation and practice, including considerations of gender, sexual orientation or sexual identity, individuals at risk, survivors of violent offences and trafficking in human beings.
- b. Making proposals on reform measures in order to guarantee asylum seekers and refugees a fair hearing of their cases and appropriate protection.

Time-frame: 2016-2019.

Estimated cost: ISK 3.5 million.

Responsibility: Ministry of the Interior.

D: GENDER-BASED VIOLENCE AND VIOLENCE IN INTIMATE RELATIONSHIPS

13. A collaborative project involving three ministries on measures against violence.

The Ministry of Welfare is to be in charge of a collaborative project involving three ministries on measures against violence and its consequences. The aim of the project is to improve collaboration and procedures in preventive measures against violence and to enhance collaboration on the investigation of cases involving violence. In addition to addressing collaboration between institutions, emphasis will be placed on collaboration with non-governmental organisations.

The project will include the following.

- a. Instituting nation-wide consultation aimed at improving collaboration and procedures in preventive measures against violence and enhancing collaboration on the investigation of cases.
- b. Preparing, within the context of national consultation, a four-year action programme.
- c. Increasing police capacity and skills to respond when violent crimes are reported so as to ensure quick and competent handling of cases.
- d. Increasing education and training within the law-enforcement system.
- e. Enhancing the capacity of the welfare system to provide positive support and protection for the survivors of violence.
- f. Providing assistance to the perpetrators of violence so as to have them face up to their problems and tackle them in order to reduce the incidence of violence.
- g. Increasing educational and preventive activities based on research and professional knowledge.

Time-frame: 2016-2018.

Estimated cost: ISK 4 million.

Responsibility: Ministry of Welfare.

14. Peace on the home front.

This treatment programme for people who resort to violence in intimate relationships, which psychologists have administered for many years under a contract with the government, is to be reviewed during the period covered by the action programme. The revision should be aimed at having the programme offer specialised services for women and men who have used violence in intimate relationships. Tenders should be invited for providing the service in accordance with a description of requirements, after which a service contract should be made on a probationary basis for two years. The service contract should include demands regarding special qualifications in the field, the regular

submission of information to the ministry and the possibility of offering both individual and group therapy.

Time-frame: 2016-2019.

Estimated cost: ISK 12 million each year.

Responsibility: Ministry of Welfare.

E. GENDER EQUALITY IN EDUCATION

15. Gender equality in education.

The Ministry of Education, Science and Culture shall, during the period covered by the action programme, supervise the following projects.

- a. Increasing gender-equality education on all levels of the educational system, with emphases including equal access to enter vocational training.
- b. Equalisation of participation by the sexes in the social life of upper secondary schools.
- c. Establishment of collaboration with the gender equality committee of the Icelandic Teachers' Association on methods of increasing gender-equality awareness-raising work at the pre-school, compulsory school and upper secondary school levels.
- d. Increasing collaboration between the gender equality officers of Icelandic higher education institutions (university level) through annual educational meetings organised by the ministry.
- e. Carrying out a study of the situation with regard to gender equality awareness and practice in the higher education institutions (university level).
- f. Drawing up an action plan against discrimination and stereotypes in the academic community.

Time-frame: 2016-2019.

Estimated cost: ISK 7.5 million.

Responsibility: Ministry of Education, Science and Culture.

16. Gender equality in allocations from funds administered by the Ministry of Education, Science and Culture.

Following on from the experimental project by the Ministry of Education, Science and Culture in gender-responsive economic management and budgeting as regards the allocation of resources from public competition funds, the findings should be applied, e.g. by changing the rules regarding applications to, and procedure by, the funds in order to observe gender equality and meet demands regarding equality of access by the sexes to funding. Also, work should proceed on guaranteeing equal access by men and women to artists' support grants from the state and allocations from the Icelandic Film Fund.

Time-frame: 2016-2019.

Estimated cost: ISK 1.5 million.

Responsibility: Ministry of Education, Science and Culture.

17. Participation by women in sports.

Participation by women in sports should be increased during the period covered by the action programme. Measures should be taken to encourage girls not to stop playing sport during their teens, take part in the committees of sports clubs to the same extent as boys and men and become more active as trainers and judges and in all aspects of sporting activities. Coverage of sports in the media should be examined.

Time-frame: 2016-2019.

Estimated cost: ISK 2 million.

Responsibility: Ministry of Education, Science and Culture.

F. MEN AND GENDER EQUALITY

18. Men and gender equality

The proposals of the committee on men and gender equality, which was appointed under the action programme on gender equality for the period 2011-2014, should be put into practice. The aim of policymaking and projects in this area should be to increase the part played by boys and men in all aspects of gender equality work and to examine how policymaking in the sphere of gender equality can reflect men's social position better than it does at present. An action group is to be appointed formally to handle the project. A gender equality expert from the Ministry of Welfare is to work with the group.

Principal projects to be addressed during the time covered by the action programme include the following.

- a. An examination of how the integration of family and working responsibilities can be facilitated for men.
- b. Awareness-raising of the influence of concepts of masculinity on men's health and quality of life. Particular attention to be given to whether men miss out on aspects of the health services.
- c. Examination of the effect of stereotypes and concepts of masculinity on boys' choice of studies and careers.
- d. An investigation of the connection between choice of study subjects and the drop-out rate of boys from upper secondary schools and higher education institutions (university level).
- e. The Ministry of Education, Science and Culture, the Ministry of Welfare and the Association of Local Authorities in Iceland are to prepare and launch a special campaign aimed at increasing the number of men in care-giving and teaching positions on the basis of the action programme on breaking down gender divisions on the labour market.

Time-frame: 2016-2019.

Estimated cost: ISK 3 million each year

Responsibility: Ministry of Education, Science and Culture.

19. Participation by men in gender-equality work.

The Ministry for Foreign Affairs is to place emphasis on the role of men in the international arena. This shall include the following.

- a. Holding 'barber-shop' conferences in the international bodies of which Iceland is a member in order to have men shoulder their responsibilities in the field of gender equality.
- b. Presenting Iceland's point of view on this issue in the international bodies of which Iceland is a member and in bilateral agreements with other states.
- c. Encouraging Icelandic men to support the aims of the UN Women HeForShe campaign in accordance with Iceland's obligations under the UN Women IMPACT campaign.
- d. Increasing collaboration between the Icelandic governmental system and non-governmental organizations.

Time-frame: 2016-2017.

Estimated cost: ISK 6 million.

Responsibility: Ministry for Foreign Affairs.

G. INTERNATIONAL WORK

20. The gender equality situation in the Arctic.

Discussion of gender equality issues in the Arctic region is to be encouraged, with attention focussed on the status of the sexes in this region.

The principal projects to be addressed during the period covered by the action programme include the following.

- a. Measures to follow up the international conference that was held in October 2014 by the Ministry for Foreign Affairs, in collaboration with the Centre for Gender Equality, the Icelandic Arctic Cooperation Network and the states with which Iceland collaborates in the Arctic Council, on gender equality issues in the Arctic.
- b. Establishment of an international collaborative network on gender equality issues in the Arctic region and opening of an internet portal to connect the various stakeholders with each other.
- c. Iceland should continue to emphasise gender equality issues in the forum of the Arctic Council in the years ahead, based on the conclusions presented in the report from the conference referred to above.

Time-frame: 2016-2017.

Estimated cost: This project is fully funded.

Responsibility: Ministry for Foreign Affairs.

21. Gender and climate.

The Ministry for the Environment and Natural Resources and the Ministry for Foreign Affairs shall observe the emphasis on the importance of gender equality perspectives in the new international agreement on action to combat climate change.

This project shall include the following.

- a. Emphasising how important it is that international projects in the sphere of cooperation and development to which Iceland contributes funding in connection with climate issues, should encourage gender equality and women's empowerment.
- b. Mainstreaming of gender-responsive and gender equality considerations in the allocation of funding to projects to combat climate change.

Time-frame: 2016-2019.

Estimated cost: This project is fully funded.

Responsibility: Ministry for Foreign Affairs.

Approved by the Althingi on 7 September 2016.