

## **VR's Equal Rights Policy**

VR systematically aims at equality in the workplace, irrespective of age, gender, sexual orientation, sexual identity, nationality, race, religion, or political views. The union wants to ensure that Article 19 of the Gender Equality Act is upheld, i.e. that women and men are entitled to equal pay and equal terms for work that is of equal value and comparable. In addition, the union puts an emphasis on strengthening the position of seniors, people with disabilities, and people of foreign origin in the labour market.

### **I. Equal pay for the same work**

1. Companies are to pay equally for women and men for work of equal value. Wages shall reflect the employee's work contribution, competence, educational qualifications and skills, as well as the nature of the job and the responsibilities it involves. VR's Wage Survey is an important tool in determining wages.
2. Women shall make the same wage demands as men.
3. Daytime wages shall increase and overtime work shall be reduced.

### **II. Increased numbers of women in positions of responsibility and management**

1. Companies are to equally hire women in positions of responsibility and management as they do men.
2. Women are to apply for positions of responsibility and management.

### **III. The importance of education**

1. Companies are to increase educational training and ensure that all employees have equal opportunities for continuing education, vocational training, and study leave.
2. Women are to increasingly seek education for traditional men's work and men for traditional women's work.
3. Older employees are to seek job-related continuing education to strengthen their position in the labour market.
4. People of foreign origin are to seek Icelandic language studies to increase their capabilities in the Icelandic economic sector.
5. The position of people of foreign origin in the labour market shall be strengthened and acknowledgment of their education and work experience ensured.

### **IV. Equal responsibility of family and working life**

1. Men shall take equal responsibility for their families and household as women, e.g. utilise their rights to parental leave and leave because of the illness of a child.
2. This includes facilitating the return to work of employees after maternity/paternity leave, parental leave, or leave from work due to uncontrollable and urgent family circumstances.
3. Work contracts in the labour market shall stipulate shorter and more flexible working hours that allow employees to better coordinate the needs of their families and that of their employers.
4. Organisation of the educational system is to be modified to better suit the needs of families and the economic sector.

**V. Equal position in the labour market**

1. Companies are to formulate a clear communication plan regarding bullying, sexual harassment, gender-based harassment, and other abuse in the workplace.
2. Good access and environment for employees with disabilities shall be ensured in the workplace.
3. Easier retirement shall be facilitated, in the form of opportunities of part-time jobs, longer summer leaves, and education on retirement.