

VR Equality and Human Rights Policy

VR is committed to actively promoting equality and inclusion in the labour market, regardless of age, gender, sexual orientation, gender identity, sex characteristics, nationality, origin, skin colour, religion, disability, political opinions, or other factors. The union emphasises that all genders and marginalised groups should enjoy equal rights and be visible and active participants in the labour market. Special emphasis is placed on ensuring compliance with Article 19 of the Gender Equality Act – that everyone receives equal pay and rights for work of equal value.

I. Equal Pay for Equal Work

1. Companies shall pay all employees the same wages for the same, comparable, or equally valuable work, regardless of gender, gender identity, disability, origin, or other factors.
2. Wages shall reflect the individual's contribution, skills, education, and responsibility in the role.
3. VR opposes gender-based wage gaps and discrimination based on reduced work capacity or part-time work.
4. Special attention is paid to the effects of the “third shift”, parental leave, and the fact that women more often reduce their work hours to carry out unpaid responsibilities at home and for their families. This negatively affects women's wage development and therefore their pension rights. Equality in wages and the pension system is demanded.

II. Increasing the Number of Women and Marginalised Groups in Leadership and Management Positions

1. Companies shall hire women and individuals from marginalised groups into leadership roles on an equal basis with others.
2. Women, LGBTQIA+ individuals, non-binary and gender-diverse people, people with disabilities, and individuals of foreign origin shall be specifically encouraged to take on leadership roles and participate in leadership training.
3. VR supports diversity and an inclusive leadership culture.

III. Equal Access to Education and Career Development

1. Companies shall ensure equal opportunities for all employees to pursue continuing education, workplace training, and study leave.
2. Companies shall offer people of foreign origin the opportunity to attend Icelandic language courses during working hours to aid their inclusion in Icelandic society and increase their skills and opportunities in the Icelandic labour market.
3. Special measures shall be available for individuals with reduced work capacity and people with mental health challenges.
4. VR works to ensure the recognition of education and experience gained abroad.

IV. Equal Responsibility for Family and Home

1. Men shall be encouraged to take parental leave equally with women, and all employees shall be supported in returning to work after maternity or parental leave.
2. Individuals shall not have to use their sick leave due to pregnancy.
3. Flexible working hours, the possibility of part-time work, and increased consideration of urgent and unavoidable family circumstances shall be available for all genders.
4. Employees with chronic illnesses or disabilities shall be offered job adjustments and part-time work as a realistic option.
5. Employees with chronically ill or disabled children shall be met with understanding and flexibility, as this group is especially vulnerable to stress-related illness.

V. Equal Conditions and Inclusion in the Labour Market

1. Companies shall implement a clear policy against bullying, harassment, and all forms of prejudice, in accordance with Regulation No. 1009/2015.
2. Accessibility, facilities, and information in workplaces shall be suitable for all, regardless of gender expression, disability, age, or origin.

3. Special emphasis shall be placed on the inclusion of people of foreign origin, people with disabilities, LGBTQIA+ individuals, and transgender and gender-diverse people.
4. Discussions about setbacks in equality issues shall be kept visible. VR sends a clear message of support for the human rights of marginalised groups.
5. VR supports diverse work arrangements, adaptation to individual work capacity, and special measures and education for employees approaching retirement.