
Fjölmenningarsetur Multicultural Information Centre

Multicultural Information Center's equality policy & plan

This equality plan covers all activities of the Multicultural information Center cf. art. 4. Act on equal status and equal rights of the sexes no. 150/2020. The plan stipulates goals and actions intended to guarantee employees the rights stipulated in 6., 12.-14. Article of the Act on equal status and equal rights of the sexes no. 150/2020, Act on prohibition of discrimination in the labor market no. 86/2018 and no. 85/2018 on equal treatment of individuals regardless of race and ethnic origin in all areas of society, outside the labor market.

Policy

This equality plan is intended to provide an overview of the working environment and the main rights and obligations related to equality issues. It is also intended to guide employees and promote mutual understanding between employee and employer on equality issues. Goals for greater equality are set and a plan is set for how to achieve them.

Although the goal of an equality plan is to equalize the status of the sexes, the plan shall also cover equality on the basis of religion, opinion, nationality, race, color, economic status, sexual orientation abilities and any other background characteristics in a diversity rich environment.

All staff are jointly responsible for ensuring gender equality and that equality is respected in all respects within the Multicultural Information Center. When discussing equality issues and their resolution, the agencies values, trust, cooperation and ambition must always be taken as a guide.

Here within this agency, there must be equal pay based on the merits determined in collaborative labor agreements. Equality must be observed when hiring for vacant positions, as well as when decisions are made about vocational training, continuing education and staff development.

The staff of the Multicultural Information Center must be enabled to coordinate their work duties and responsibilities towards family, regardless of gender or nationality, and enjoy flexibility to care for their families.

Gender-based violence, gender-based harassment and sexual harassment are not tolerated at this agency under any circumstances.

Multicultural Information center must ensure gender integration in its activities. In particular, care must be taken to ensure that gender, religion, race, ethnic origin, color, economic background, sexual orientation in other respects are not discriminated against when preparing information for promotional material made by the organization. Statistical information provided by the agency shall be as gender-disaggregated and diversity-disaggregated as appropriate.

Aim

Multicultural Information Centre is to be a desirable workplace where equality and non-discrimination are respected in every respect. A work environment where work is done systematically to equalize the position of employees, prevent any kind of discrimination and ensure that the contribution of each individual is valued regardless of gender, age, race, nationality, sexuality or sexual orientation or other irrelevant factors cf. Law no. 86/2018 and law no. 150/2020.

Responsibility for implementation and follow-up

It is important that the tasks of the equality plan are followed and that all employees are aware of the responsibility that equality law and general respect for equality place on their shoulders. The director of the Multicultural Information Center reviews the equality plan every three years and makes it known to the employees.

The revised equality plan will officially take effect from 28.01.2022. It will be revised no later than the end of 2025.

Equal pay

When determining wages, care is taken to ensure that gender or any other marginalizing factors are not discriminated against. Everyone must be paid equal wages and shall enjoy the same wages for work of equal value and comparable work and any additional remuneration, directly and indirectly, whether through allowance payments or other means. Only terms found in collective labor agreements can affect variations in pay (for example education or experience factors) Everyone should also enjoy the same conditions in terms of pension, holiday and sick leave rights and any other type of employment conditions or rights valued at money, cf. Article 19 law on equal status and equal rights of women and men's no. 10/2008.

Article 6 General provisions on equal pay (150/2020)

"Women, men and people with gender-neutral registration in the national register must be paid equal wages and enjoy the same benefits for the same or equally valuable work. Equal pay means that pay must be determined in the same way for people of different genders. The criteria used as a basis for salary determination shall not include gender discrimination. Employees must always be allowed to explain their salary if they so choose."

Article 9 Prohibition of discrimination in relation to wages and other benefits (86/2018)

An employer is not permitted to discriminate against its employees due to race, ethnic origin, religion, outlook on life, disability, reduced work capacity, age, sexuality, gender identity, gender characteristics and gender expression in relation to wages and other conditions, provided they are the same or equally valuable jobs. Employees must always be allowed to explain their wages if they so choose.

Objective:

That people regardless of gender, race, ethnic origin, religion, outlook on life, disability, reduced work capacity, age, sexuality, gender identity, gender identity and gender expression receive equal pay and enjoy the same pay for the same or equally valuable work.

Action:

It is important that criteria for determining wages are transparent. Salary analysis that examines whether people regardless of gender, race, ethnic origin, religion, outlook on life, disability, reduced work capacity, age, sexuality, gender identity, gender characteristics and gender expression receive

equal pay and enjoy the same pay for the same or equally valuable work. If an unexplained difference in wages is discovered, the difference must be corrected.

Responsible:

Director with the help of a wage representative on behalf of FJS

Time frame:

Completed in January each year.

Advertisements, vacancies, and jobs

The Multicultural Information Center's job advertisements are non-gender specific and appeal to all genders. Equality considerations must be evaluated equally with other important considerations when hiring positions at the agency. An applicant of a gender who is in the minority in the relevant profession must, on an equal footing, be hired when he is equally qualified or more qualified. There should always be an equal gender ratio. When hiring, it is not permitted to discriminate between the sexes on the basis of family status or other factors where it can be assumed that gender-related private interests have an influence. Care must be taken when assigning tasks, job transfers, opportunities to assume responsibility and job advancement that individuals are not discriminated against due to gender. In the same way, care will be taken as far as possible to increase the possibilities for people to find work at the suitable locations of the Multicultural Information Center, across all fields.

-Objective 1:

Vacancies are open to everyone regardless of gender, race, ethnic origin, religion, outlook on life, disability, reduced work capacity, age, sexuality, gender identity, gender identity or gender expression.

Action:

1. Job advertisements encourage individuals regardless of gender, race, ethnic origin, religion, outlook on life, disability, reduced work capacity, age, sexuality, gender identity, gender identity or gender expression to apply.
2. Advertisement must be published in more languages than Icelandic.
3. Emphasis should be placed on publishing an advertisement on media that people with diverse backgrounds have access to. For example, on social media, in media that are in foreign languages or at social organizations that work with people from diverse backgrounds.

Responsibility:

Director and/or officers involved in recruitment.

Time frame:

When dealing with recruitment and placement.

-Objective 2:

Working groups and committees must be accessible to all employees regardless of origin, religion, outlook on life, disability, reduced work capacity, age, sexuality, gender identity, gender characteristics or gender expression.

Action:

Analyze the annual composition of working groups and committees with regard to diversity among committee members. If there is an uneven composition, it must be remedied, provided that the individuals meet the qualification requirements.

Responsibility:

Director

Time frame:

Review when appointing a new working group or committee.

Career development, vocational training, and continuing education

Care must be taken not to discriminate against employees based on gender, religion, race, ethnic origin, color, economic background, sexual orientation and status in other respects when assigning tasks, when transferring to positions within the agency, in assuming responsibility or in other opportunities offered by general professional development. Opportunity of employees for vocational training, continuing education and other staff development shall be equal. In particular, opportunities for education aimed at increasing the ability to take responsibility and progress in work must be available to everyone, and genders that are disadvantaged in this respect must be encouraged to attend such education.

Objective 1:

It is ensured that professional development, vocational training and continuing education are accessible to everyone.

Action:

Annual analysis of participation by gender in similar jobs in continuing education and professional development.

Responsibility:

Director

Time frame:

Completed in August each year.

-Objective 2:

An active education and training program for the organization is guaranteed to all its employees appropriate education and training.

Action:

Annual review of education and training program and gender analysis of how employees use it.

Responsibility:

Director

Time frame:

Completed in August each year.

Coordination of work and private life

Employees are enabled to coordinate their work duties and family obligations flexible working hours, part-time jobs or other work optimization. All genders are encouraged to take advantage of maternity leave and parents are encouraged to share time at home due to illness of children on an equal basis. It is assumed that everyone has the flexibility to attend their families.

Objective 1:

Employees should be offered flexible working hours as much as possible.

Action:

Maintain the policy of the Multicultural Information Center in terms of flexible working hours and coordination of family and work life.

Responsibility:

Director

Time frame:

Revised in accordance with the Multicultural Center policy.

Objective 2:

All genders are encouraged to balance private life, family life and work.

Action:

Annual presentation of these employee rights and responsibilities.

Responsibility:

Director

Time frame:

Completed in August each year.

Equal access to rights

It is important that employees feel that it is safe to seek their rights if they believe that they have been violated.

Article 13 Protection against injustice at work (86/2018)

An employer is not permitted to dismiss employees because they have complained about or sued for discrimination due to any of the factors referred to in paragraph 1. 1.gr or required correction on the basis of this law. At the same time, the employer must ensure that the employees are not made to pay for the fact that discrimination has been complained about or sued for or rectification has been demanded on the basis of this law.

No intended offense according to Paragraph 1 occurs more than one year after a complaint, appeal or demand for correction was made on the basis of this law, however, it is not insignificant that a violation according to Paragraph 1 was discussed.

Objective 1:

That employees are informed about their rights and complaints procedure.

Action:

Contingency plan or work procedures introduced to employees due to violations of rights and/or complaints in the workplace.

Responsibility:

Director

Time frame:

Within 2 weeks of hiring a new employee.

Objective 2:

Ensure staff access to the human resources department and confidential union employees in the workplace

Action:

Information about rights and obligations must be accessible to all employees in the workplace with regard to individual special needs, e.g. because of language or disability

Responsibility:

Director

Time frame:

Within 2 weeks of hiring a new employee and/or as soon as there are changes in the confidential representative

Employee morale and well-being

In order to provide the best for the well-being of the employees of the Multicultural Information Center, all forms of prejudice, bullying, gender-based violence, sexual harassment, gender-based harassment and other violence must be combated and under no circumstances is such behavior tolerated. The rights of those who may be subjected to any kind of violence of this kind must be guaranteed in every respect. The Equality Act and the Act on Equal Treatment regardless of race and ethnic origin contain the following definitions:

- Gender-based harassment: Behavior related to the gender of the victim and which has the purpose or effect of offending that person's dignity and creating a situation that is threatening, hostile, humiliating, humiliating or offensive to that person.
- Sexual Harassment: Any sexual behavior that has the purpose or effect of offending the dignity of the victim, especially when the behavior leads to a threatening, hostile, humiliating, humiliating or offensive situation. The behavior can be verbal, symbolic and/or physical.
- Gender-based violence: Violence based on gender that results or may result in physical, sexual or psychological harm or suffering to the victim, including the threat of such, coercion or arbitrary deprivation of liberty, both in private and in public.
- Equal treatment: When individuals are not discriminated against directly or indirectly because of race or ethnic origin.

- Direct discrimination: When a person receives less favorable treatment than another person receives, has received or would receive under similar circumstances because of race or ethnic origin.
- Indirect discrimination: When an apparently neutral condition, standard or measure treats individuals less favorably because of their race or ethnic origin compared to other individuals, unless this can be objectively justified by a legitimate aim and the means to achieve this aim are appropriate and necessary.
- Harassment: Behavior that is disrespectful to the victim and has the purpose or effect of offending the person's dignity, especially when the behavior leads to a threatening, hostile, humiliating, humiliating or offensive situation.

Objective 1:

Gender-based violence, gender-based and sexual harassment are not tolerated

Action:

Work is carried out according to work rules when this happens.

Responsibility:

Director

Time frame:

When cases arise.

Objective 2:

Bullying, discrimination and prejudice are not tolerated.

Action:

Work is carried out according to work rules when this happens.

Responsibility:

Director

Time frame:

When cases arise.