

The Agricultural University of Iceland Equality Plan

The Equality Plan of the Agricultural University of Iceland (AUI) is based on the provisions of Art. 18 of Act. No. 10/2008 on the equal status and equal rights of women and men in accordance with the Government Ministries' Equality Plan dated 09/NOV/2010. The Plan is part of an effort to equalize the status of the genders within the Agricultural University of Iceland and to remind the staff and the management and students of the importance of everyone being able to come into their own irrespective of sex, sexual orientation, origin, skin colour or other personal factors such as disability, age etc.

This Equality Plan sets out six objectives with defined measures that are intended to advance equality. The objectives that are presented in the Plan have been selected with reference to Act No. 10/2008 and the needs of the Agricultural University of Iceland. In order to pursue the objectives of the Equality Plan it will be typically assumed that relevant information is gathered in the month of January and the results are then disseminated in February. The Plan also explains the roles of the equal opportunities officer and of the Committee on gender equality.

Equal opportunities officer and the Committee on gender equality.

An equal opportunities officer shall work at the Agricultural University of Iceland according to Art. 13 of the Act on the equal status and equal rights of women and men No. 10/2008. A Committee on gender equality is also operating at the Agricultural University of Iceland which monitors and draws attention to gender equality at the Agricultural University of Iceland and is an advisory position with respect to the equal opportunities officer. Along with the equal opportunities officer the Committee manages the review of the institution's Equality Plan and its follow-up. In their work the equal opportunities officer and the Committee on gender equality take note of the relevant laws and regulations and always maintain confidentiality with respect to the terms of employment of individual employees and other personal matters.

Objectives

1. Principle of equal pay

When determining the pay it must be carefully watched that there is no discrimination between genders and the pay must be determined in the same manner for women and men. Women and men shall be paid equal wages and enjoy equal terms of employment for equally valuable and comparable jobs. With respect to definitions of wages and terms of employment see paragraphs 8 and 9 of Article 2, and Article 19 of the Act on the equal status and equal rights of women and men No. 10/2008.

According to the same article the employees may disclose their terms of employment to others if they so wish.

2. Appointments, jobs and studies

The aim shall be to achieve as equal a gender ratio as possible for comparable jobs and studies within the Agricultural University of Iceland. Egalitarian viewpoints are evaluated on an equal basis with other important viewpoints that are determinant with respect to job

appointments and the admission of students. When assigning tasks, or when decisions are taken concerning promotions care will be taken that individual persons are not being discriminated against on the basis of gender or other subjective factors. At the same time all must be accorded the same opportunities to take on positions of responsibility and roles of responsibility. It must also be ensured that the supply of educational products and teaching at the Agricultural University of Iceland appeals to both men and women.

3. Vocational training and continuing education of the employees

Women and men must enjoy the same options for continuing education and vocational training. Efforts must be made to appeal to both genders regarding offers for vocational training and continuing education.

4. Sexual and gender specific harassment and violence

Employees and students are entitled to being treated with respect and also that no one is being subjected to sexual, gender specific or other undesirable harassment or violence.

- *Sexual harassment is sexual behaviour which is unfair and/or insulting and against the wishes of the person being subjected to such behaviour. Sexual harassment can be physical, verbal or symbolic.*
- *Gender based harassment is any form of unfair and/or insulting behaviour that is connected to the gender of the person who is subjected to it, is against the wishes of the person and affects the self-respect of the person who is subjected to it. The harassment can be physical, verbal or symbolic.*
- *Sexual violence is an offence against the sexual freedom of an individual which is criminalized in chapter XXII of the penal code No. 19/1940.*
- *The term gender based violence refers to violence based on gender which results in, or could result in physical, sexual or psychological damage or the pain and suffering of the victim, as well as a threat of the same, intimidation or duress, or haphazard deprivation of liberty, both in private life and in public.*
- *Other kinds of harassment is bullying e.g. etc.*

5. Participation in committees and councils

Efforts will be made to divide the job- and study-related tasks among the participants so that the gender ratio is as even as possible regarding participation in working groups, councils, administrative boards, domestic and foreign committees.

6. Family life harmonisation with job market participation and studies

It shall be made possible for employees and students to harmonise in the best manner possible their work and study obligations with family responsibilities, and to have as flexible options for work rationalization as may be feasible and as needed. Efforts must be made to cater to the wishes of the employees and the wishes of students regarding maternity leave and parental leave.

Revision and adoption

This present Equality Plan shall be drawn up in accordance with Art. 18 of the Act on the equal status and equal rights of women and men No. 10/2008 where it is provided that emphasis must be placed on ensuring equal rights for women and men. At the same time it is stated in the Article that the Equality Plan and egalitarian viewpoints in the personnel policy and in the syllabus shall be revised every three years. This present Equality Plan shall be revised before June 1st 2023.

Adopted by the University Council of the Agricultural University of Iceland on March 30th 2020.