**SUMMARY**

### Recommendation 7

**Grade:** B2  
**Overview:**  
Take steps, in particular through the Centre for Gender Equality and a speedy adoption of equal salary standards, to continue to address the persistent and significant wage gap between women and men, guaranteeing equal pay for work of equal value.

No steps have been taken through the Centre for Gender equality but the ministry of Welfare has hired a person to be in charge of these matters. ICEHR does not know how much has been done the past year. Recent survey of wages done by two big unions (the Association of Academics and Federation of State and Municipal Employees) show the persistent wage gap between women and men with the highest 20% both in the private and public sector. ICEHR is not aware of any measures taken in these matters.

Introduce measures to increase the representation of women in decision-making positions, in particular in the Foreign Service, the judiciary, and academia.

### Recommendation 15

**Grade:** B2  
**Overview:**

Take urgent steps to ensure that all cases of sexual abuse of children are effectively and promptly investigated, and that perpetrators are brought to justice.

A consultative group was set up to evaluate the situation and make recommendations of measures necessary. The working group then delivered its recommendations and listed 15 urgent priority measures and 12 measures they recommended to be implemented over the next year. The government responded to some of the recommendations but not all.

The strengthening and expansion of the role of the governments awareness campaign against sexual violence was an important step in this direction but the future of the project is uncertain as regards financial resources and support.

Take steps to establish Government-coordinated measures aimed at prevention of sexual abuse of children.

Some initial steps taken, a research institution at the university of Iceland has been asked to prepare teaching materials for judges. A conversation has started between the ministry of education and the university community about ways to implement education on violence into educational studies.

Ensure that education about child sexual abuse and prevention become a formal part of the curriculum in faculties training teachers and other professionals working with children, as well as for faculties training health professionals, lawyers and police officers.

Some initial steps taken, a research institution at the university of Iceland has been asked to prepare teaching materials for judges. A conversation has started between the ministry of education and the university community about ways to implement education on violence into educational studies.
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**Paragraph 7:**

While welcoming the adoption of the Gender Equality Act and the establishment of the Centre for Gender Equality, the Committee is concerned that there is a significant, and an again increasing, wage gap between women and men. It is also concerned that women continue to be underrepresented in decision-making positions, in particular in the Foreign Service, the judiciary and academia (arts. 2 and 3).

<table>
<thead>
<tr>
<th>Recommendation from the HR Committee</th>
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<th>Action taken by the State</th>
<th>Additional measures needed</th>
<th>Other comments</th>
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<tbody>
<tr>
<td>The State party should continue to take steps, in particular through the Centre for Gender Equality and a speedy adoption of equal salary standards, to continue to address the persistent and significant wage gap between women and men, guaranteeing equal pay for work of equal value.</td>
<td>B2</td>
<td>A person was hired specially to work on these matters within the Ministry of Welfare.</td>
<td>More financial resources should be allotted to the Centre for Gender Equality so that they can fulfil their obligations and agenda according to the Equality Act no. 10/2008</td>
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<td>It should also introduce measures to increase the representation of women in decision-making positions, in particular in the Foreign Service, the judiciary, and academia.</td>
<td>C</td>
<td>ICEHR is not aware of any special measures by the government in relation to this</td>
<td>Although no special measures have been in place there has been some progress in these matters for the judiciary. More women have been applying for judges’ positions and more women have, as a result, been appointed as judges.</td>
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Paragraph 15:

The Committee is concerned that very few cases of sexual abuse of children that are reported to child protection services lead to prosecution, and even fewer to conviction of the perpetrator (arts 2 and 24).

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| The State party should take urgent steps to ensure that all cases of sexual abuse of children are effectively and promptly investigated, and that perpetrators are brought to justice. | B2    | A consultative group was established that made some recommendations. Some of them have been partially implemented. E.g. more policemen hired, a deputy prosecutor hired with the Reykjavík Metropolitan police and a new prosecutor for the state prosecutor. | - Financial resources for measures taken only guaranteed through 2013. It needs to be permanent.  
- Need to improve Barnahús (the Children’s house). First by increasing their budget, enable them to buy a bigger building so that they can hire more therapists to be able to treat more children – there is some progress in that direction. | The government should implement all the recommendations from the consultative group and guarantee that the recommendations are not only a temporary measure but a solution for the future. ICEHR is also concerned that not all children are interviewed in the Children’s house and recommends that all children shall be offered the same service. It is also of concern that children from 15-18 are interviewed by the police but not by professionals in the Children’s house. |

It should take steps to establish Government-coordinated measures aimed at prevention of sexual abuse of children. | B2    | The strengthening and expansion of the role of the government’s awareness campaign against sexual violence was an important step in this direction. | The future of the project is uncertain regarding financial resources and support  
- ICEHR believes that more should be done regarding prevention in Iceland. A holistic approach should be taken regarding prevention forms, not only one form of violence against children but all violence; physical, psychological and sexual.  
- Prevention should also be something permanent and not only a part of some special campaigns that only reached one or two classes of children every ten years or so. | |
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| The State party should also ensure that education about child sexual abuse and prevention become a formal part of the curriculum in faculties training teachers and other professionals working with children, as well as for faculties training health professionals, lawyers and police officers. | B2 | Some initial steps taken, a research institution at the university of Iceland has been asked to make teaching materials for judges. A conversation has been initiated between the ministry of education and the university community about ways to implement education on violence into education studies. | The government should handle these matters responsibly and prioritise them. It is absolutely necessary that all professionals working with or for children get necessary training and knowledge in their formal education as well as in their continuing education. |

Grades:

Grade A: Implementation satisfactory:
A1: Response fully satisfactory
A2: Response largely satisfactory

Grade B: Implementation partially satisfactory:
B1: Implementation partially satisfactory: progress made, but need for additional information
B2: Implementation partially satisfactory: progress made, but additional action required

Grade C: Response not satisfactory
C: No action taken by the State Party to implement the recommendation