



Global Care Policy Index

Technical Report for Iceland

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Overview

The Global Care Policy Index (GCPI) is a composite index that provides a single numerical assessment of a country's support for and protection of home-based caregivers and careworkers who do the important but often invisible work of caring for the young, old, disabled, and infirm within the country. The GCPI incentivizes states to take an embedded economy approach, and recognize and reward the critical role that caregiving and carework within households play in supporting the reproduction of society and the functioning of the economy. This goal is in line with the 2030 UN Agenda for Sustainable Development and the ILO's Decent Work Agenda which aim for a future where everyone is able to access decent work. It recognizes that paying attention to, valuing, and dignifying (paid) carework and (unpaid) caregiving is essential if a society wants to improve the quality of life of its people.

For more detailed information about the GCPI, please visit globalcarepolicy.com.

Index Calculation

Each question in the index is scored on a scale of 0 to 1. Each sub-category score is calculated by summing the unweighted scores of all the questions in the sub-category and then converting that to a 0-to-10 scale. Each category score is calculated as an unweighted average of their respective sub-category scores. Each sub-index is calculated as an unweighted average of their respective category scores. Thus, all sub-categories, categories, and sub-indices are calculated out of 10. The overall GCPI score is calculated as an unweighted average of Sub-Indices A and B.

In the case of countries with decentralized legislation that varies from state to state, or province to province, a [two-step scoring logic](#) is used. This two-step logic takes into account the population coverage of any protective legislation (relative to the overall national population) and deducts points based on the average number of exclusionary conditions that exist in the various states/provinces where the relevant legislation is in force.

How to Cite this Technical Report

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No.	Category/Sub-Category/Question	Country Score	Explanation of Score	Source/ Evidence
Iceland				
SUB-INDEX A: PROTECTIONS FOR FAMILY CAREGIVERS				
A1. Pregnancy and Maternity Leave Coverage				
A1.1	Are working women guaranteed maternity leave?	0.75	Yes, working women are guaranteed maternity leave under the Act on Maternity and Parental Leave. However, there is 1 exclusionary condition: (1) The employee must be employed in a salaried position amounting to at least a 25% of a full-time position each month. Score = 1 - 0.25 = 0.75	Act on Maternity & Parental Leave
A1.2	Are all categories of working women guaranteed maternity leave?	1.00	All 5 categories of working women (workers in full-time, temporary, part-time, multi-party and self-employment) are guaranteed maternity leave. Article 1 of the Act on Maternity and Parental Leave states that its eligibility applies to: "parents who are employees and / or self-employed. " The Act "also applies to the rights of parents outside the labor market or in less than 25% employment and parents in full-time study for a maternity / paternity grant."	Icelandic Labour Law Act on Maternity & Parental Law
A1.3	How long a maternity leave are eligible working women guaranteed?	1.00	Eligible mothers have an independent entitlement of 6 months of maternity leave, but can also receive an additional 6 weeks from their partner's entitlement, amounting to 7.5 months. Article 8 of the Act on Maternity/Paternity Leave and Parental Leave was updated in 2000 to state that: "Parents have an independent right to maternity / paternity leave for up to six months each due to the birth, primary adoption of a child or the taking of a child into permanent foster care. Notwithstanding the foregoing, a parent may transfer six weeks of his independent rights to the other parent."	Act on Maternity & Parental Leave
A1.4	Are eligible working women guaranteed extended prenatal maternity leave, if the actual date of childbirth is before or after initial predicted date of childbirth (indicated by a medical certificate) without any reduction in the postnatal maternity leave?	0.00	No mention in the Act on Maternity/Paternity Leave.	Act on Maternity & Parental Leave
A1.5	Are eligible working women guaranteed extended maternity leave in the case of simultaneous multiple births?	1.00	Yes. Eligible mothers have a right to the extension of their maternity leave by three months for each child after the first in the case of multiple births. Article 15 of the Maternity/Paternity Leave and Parental Leave Act states: "Parents have a joint right to an extension of maternity leave by three months for each child over one who is born alive or stillborn after 22 weeks of pregnancy."	Act on Maternity & Parental Leave
A1.6	Are eligible working women entitled to freely choose when they wish to take the non-compulsory portion of their maternity leave - before or after childbirth?	1.00	Yes. Eligible working women are entitled to freely choose when they wish to take their non-compulsory portion of their maternity leave. Article 8 of the Maternity/Paternity Leave and Parental Leave Act states: "Despite the fact that a parent's right to maternity / paternity leave is established at the birth of a child, cf. Article 3, a parent may begin taking maternity / paternity leave up to one month before the expected date of birth , which shall be confirmed by a midwife's certificate, and that time shall be considered part of that parent's independent right to maternity / paternity leave."	Act on Maternity & Parental Leave
A1.7	Are eligible working women guaranteed a period of compulsory maternity leave after childbirth?	1.00	Yes, eligible working women are guaranteed a period of compulsory maternity leave after childbirth. Article 8 of the Maternity/Paternity Leave & Parental Leave Act states that " a parent who has given birth to a child must be on maternity / paternity leave for at least the first half month after the birth of a child. That period shall be considered part of that parent's independent right to maternity leave and the leave shall not begin later than at the birth of a child."	Act on Maternity & Parental Leave
A1.8	How long is the compulsory maternity leave that eligible working women are guaranteed after childbirth?	0.67	Article 8 of the Maternity/Paternity Leave & Parental Leave Act states that "a parent who has given birth to a child must be on maternity / paternity leave for at least the first half month after the birth of a child. That period shall be considered part of that parent's independent right to maternity leave and the leave shall not begin later than at the birth of a child." If we assume that a "half month" equals 2 weeks, this is less than the recommended duration of 6 weeks from the ILO. Score = 4/6 = 0.67	Act on Maternity & Parental Leave
A1.9	Are eligible women guaranteed additional leave in case there is a documented medical illness, complications, or risk of complications arising out of pregnancy or childbirth?	1.00	Yes, eligible working women are guaranteed additional leave of up to 2 months due to a serious illness suffered in connection with the birth. Article 17 of the Act on Maternity/Paternity Leave & Parental Leave states: "If a pregnant parent is required for health reasons related to the pregnancy to be granted leave of absence or to cease participation in the labor market [...] more than one month before the expected date of birth of the child in the opinion of a specialist, the parent shall be entitled to an extension of maternity / paternity leave and payments from the Maternity / Paternity Leave Fund during the period in question, but never longer than two months."	Act on Maternity & Parental Leave



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A1.10	Do adoptive mothers have access to a similar system of protections regarding parenting leave, benefits, and employment protection?	0.75	<p>Yes, but with 1 restriction. Under the Act on Maternity/Paternity Leave & Parental Leave, adoptive mothers have access to a similar system of protections regarding parenting leave, benefits, and employment protection, but with one exclusionary condition.</p> <p>Exclusionary condition: (1) The adoption must be of a child under 8 years.</p> <p>However, Article 15 of the Act states that parents who adopt or permanently adopt more than one child at the same time have a joint right to an extension of maternity / paternity leave by three months for each child in excess of one.</p> <p>$1 - 0.25 = 0.75$</p>	Act on Maternity & Parental Leave
A2. Protections during Pregnancy and Maternity Leave				
A2.1 Financial Protections				
A2.1.1	What proportion of their salary are eligible working women entitled to receive while on maternity leave?	1.00	<p>Eligible working women are entitled to receive 80% of their salary while on maternity leave.</p> <p>Article 23 of the Act on Maternity and Parental Leave states that: "Monthly payment from the Maternity / Paternity Leave Fund to an employee [...] during maternity leave shall amount to 80% of the average total salary [...] and shall be based on a twelve-month continuous period ending six calendar months before the month of the child's birth or the calendar month in which the child enters the home during primary adoption or permanent foster care."</p> <p>Article 24 of the Act specifies the maximum amount of payments: "the monthly payment of the Maternity / Paternity Leave Fund to a parent on maternity / paternity leave shall never exceed ISK 600,000 [approx. USD4,600/month]."</p>	Act on Maternity & Parental Leave
A2.1.2	Is the woman entitled to cash benefits during maternity leave out of social assistance funds if she does not qualify for wage replacement or the country does not offer wage replacements?	1.00	<p>Yes, the woman is entitled to cash benefits during maternity leave out of social assistance funds if she does not qualify for wage replacement. The woman receives cash benefits from the Maternity/Paternity grant if she has been domiciled in Iceland for 12 months. This condition is not counted as exclusionary as various exceptions have been written into the law to still provide the maternity grant to the parent even if they do not meet this eligibility criterion.</p> <p>Article 29 of the Act on Maternity and Parental Leave includes the following exceptions to the domicile requirements:</p> <ol style="list-style-type: none"> 1. Parents who have been granted a residence permit in Iceland on the basis of international protection or on humanitarian grounds for the first time under the Aliens Act may be entitled to a maternity / paternity grant under this Act even though they have not been domiciled in Iceland for the last twelve months. 2. An exemption from the legal domicile requirement may be granted if the parent has moved his or her legal domicile temporarily due to studies abroad, provided that the parent has been domiciled in Iceland for at least five consecutive years prior to the transfer. The same applies when a parent has temporarily transferred his or her legal domicile and is pursuing distance learning at an Icelandic school at that time, provided that the parent has been domiciled in Iceland for at least five consecutive years before transferring and fulfills other conditions for a full-time maternity / paternity grant. 3. If a parent has been domiciled in Iceland for at least some time in the last month before the child's date of birth or on the day the child enters the home due to primary adoption or taking a child into permanent foster care, the Directorate of Labor shall, to the extent necessary, take into account the parent's another member state of the Agreement on the European Economic Area, the Nordic Convention on Social Security, the Treaty establishing the European Free Trade Association or an agreement between the Government of Iceland on the one hand and the Government of Denmark and the Home Government of the Faroe Islands on the other. <p>In addition, Article 30 of the Act specifies situations where the maternity/paternity grant can be transferred from the parent to another individual e.g. A parent shall acquire the right to a maternity / paternity grant for up to twelve months if the other parent dies during a pregnancy which ends with the child being born alive. The same applies to a single parent who has undergone artificial insemination or a single parent who has adopted a child or taken a child into permanent foster care.</p>	Iceland: Employment, Social Affairs and Inclusion
A2.1.3	Does the government ensure that employers are not individually liable for the cost of providing cash benefits to working women during maternity leave either through compulsory social insurance or public funds?	1.00	<p>Yes, the government ensures that employers are not individually liable for the cost of providing cash benefits to working women during maternity leave. This is done through interest from the Maternity/Paternity Leave Fund, managed by the Directorate of Labour, and through regular contributions from employees and employers.</p>	Act on Maternity & Parental Leave
A2.1.4	Are taxes and contributions due under compulsory social insurance, utilised to finance maternity benefits, payable equally by men and women, without distinction of sex?	1.00	<p>Yes, both men and women pay equally into compulsory social insurance and this is utilized to finance maternity and paternity benefits.</p>	Act on Maternity & Parental Leave



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A2.1.5	Are unemployment benefits protected from loss or suspension in situations when a worker refuses a job offer on the grounds of conflicts with their family responsibilities?	0.00	No, unemployment benefits are only granted when a worker takes initiative in looking for work, and is prepared to accept any paid employment. The Directorate of Labour states that an individual receives unemployment benefits if they are actively seeking employment, a condition of which is "you take the initiative in looking for work, and are prepared to accept any paid employment".	Iceland Unemployment Benefits: Rights & Obligations
A2.2	Employment Protections			
A2.2.1	Are working women guaranteed a right to return to the same job/position or to an equivalent position, paid at the same rate at the end of their maternity leave?	1.00	Yes, working women are guaranteed a right to return to the same job/position or to an equivalent position at the end of their maternity leave. Article 49 of the Act on Maternity and Parental Leave states: "The employment relationship between the employee and the employer shall remain unchanged during maternity and parental leave. An employee shall have the right to return to work after maternity or parental leave. If this is not possible, he shall be entitled to a comparable job with the employer in accordance with the employment contract."	Act on Maternity & Parental Leave
A2.2.2	Are working women protected from dismissal from work while they are on maternity leave, except on grounds unrelated to the pregnancy or birth of the child and its consequences or nursing?	1.00	Yes, it is not permitted to dismiss an employee during her maternity leave, without reasonable cause, and in such a case, the dismissal should be accompanied by written arguments. Article 50 of the Act on Maternity and Parental Leave states: " An employee may not be dismissed on the basis that he has announced the planned taking of maternity or parental leave according to Art. Article 12 or 46 or is on maternity or parental leave unless there are valid reasons, in which case written reasons shall accompany the termination. The same applies to dismissals of a pregnant employee and an employee who has recently given birth."	Act on Maternity & Parental Leave
A2.2.3	Are working women protected from dismissal during a period following their return to work, except on grounds unrelated to the pregnancy or birth of the child and its consequences or nursing?	0.75	Yes, it is not permitted to dismiss an employee who has recently given birth, without reasonable cause, and in such a case, the dismissal should be accompanied by written arguments. Article 50 of the Act on Maternity and Parental Leave states: "An employee may not be dismissed on the basis that he has announced the planned taking of maternity or parental leave according to Art. Article 12 or 46 or is on maternity or parental leave unless there are valid reasons, in which case written reasons shall accompany the termination. The same applies to dismissals of a pregnant employee and an employee who has recently given birth. " However, there is no mention of the duration of this protection period after the woman returns to work. 1 - 0.25 = 0.75	Act on Maternity & Parental Leave
A2.2.4	Are employers prohibited from requiring pregnancy tests of women applying for employment (except for work that is prohibited for nursing or pregnant women, or for work that poses significant risk to the health of the woman and the child) ?	1.00	While there is no explicit mention in any Act of a prohibition of pregnancy tests for women applying for employment, Article 19 of the Act on Equal Status and Equal Rights of Men and Women states that: " Employers are prohibited from discriminating between applicants for jobs on grounds of their gender. The same applies regarding promotion, change of position, retraining, continuing education, vocational training, study leave, notice of termination, the working environment and employees' working conditions. It is prohibited to allow maternity/paternity or parental leave, or other circumstances relating to pregnancy and childbirth, to have a negative effect on decisions under Paragraph 1. " Article 19 also states: " It is prohibited to advertise, or publish an advertisement for, a vacant position indicating that an employee of one gender is preferred over another. The provision of the first sentence shall not apply if the aim of the advertiser is to promote a more equal representation of women and men within an occupational sector, in which case this shall be stated in the advertisement. The same shall apply if there are valid reasons for only advertising for a person of a specific gender."	Act on Equal Status and Equal Rights of Men and Women
A2.2.5	Are there laws to protect workers against direct or indirect job discrimination on the basis of their marital status or family responsibilities?	0.10	No. There are laws to protect workers against direct or indirect job discrimination on the basis of gender, pregnancy and childbirth, but none explicitly mention protection from discrimination because of family status or marital responsibilities. Article 19 of the Act on Equal Status and Equal Rights of Men and Women states: "Employers are prohibited from discriminating between applicants for jobs on grounds of their gender. The same applies regarding promotion, changes of position, retraining, continuing education, (lifelong learning) vocational training, study leave, notice of termination, the working environment and employees' working conditions. It is prohibited to allow maternity/paternity or parental leave, or other circumstances relating to pregnancy and childbirth, to have a negative effect on decisions under paragraph. " However no mention is made of general family caregiving responsibilities. However, Article 13 of the Act does state: "Employers shall take the measures necessary to enable their employees to reconcile their professional obligations and family responsibilities, irrespective of gender. Such measures shall, inter alia, be aimed at increasing flexibility in the organisation of work and working hours in such a way as to take account of both employees' family circumstances and the needs of the labour market, including facilitating the return of employees to work following maternity/paternity or parental leave or leave from work due to pressing and unavoidable family circumstances." Given the limited direct reference to protection against discrimination based on marital status or family responsibilities, Iceland receives 0.1 for this question.	Act on Equal Status and Equal Rights of Men and Women



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A3. Paternity Leave Policies				
A3.1	Are working men guaranteed paternity or parental leave?	0.75	<p>Yes, working men are guaranteed paternity leave. Article 8 of the Act on Maternity and Parental Leave states: "Parents have an independent right to maternity / paternity leave for up to six months each due to the birth, primary adoption of a child or the taking of a child into permanent foster care. Notwithstanding the foregoing, a parent may transfer six weeks of his independent rights to the other parent."</p> <p>However, there is 1 exclusionary condition: (1) The employee must be employed in a salaried position amounting to at least 25% of a full-time position each month.</p> <p>Score = 1 - 0.25 = 0.75</p>	Act on Maternity & Parental Leave
A3.2	Are all categories of working men guaranteed paternity leave or parental leave?	1.00	All 5 categories of working men (workers in full-time, temporary, part-time, multi-party and self-employment) are guaranteed paternity leave. Article 1 of the Act on Maternity and Parental Leave states that its eligibility applies to: "parents who are employees and / or self-employed. " The Act "also applies to the rights of parents outside the labor market or in less than 25% employment and parents in full-time study for a maternity / paternity grant."	Icelandic Labour Law
A3.3	How long a paternity or parental leave are eligible working men guaranteed?	1.00	<p>Eligible fathers have an independent entitlement of 6 months of paternity leave, but can also receive an additional 6 weeks from their partner's entitlement, amounting to 7.5 months.</p> <p>Article 8 of the Act on Maternity/Paternity Leave and Parental Leave was updated in 2000 to state that: "Parents have an independent right to maternity / paternity leave for up to six months each due to the birth, primary adoption of a child or the taking of a child into permanent foster care. Notwithstanding the foregoing, a parent may transfer six weeks of his independent rights to the other parent."</p>	Act on Maternity & Parental Leave
A3.4	What proportion of their salary are eligible working men entitled to receive while on paternity leave?	1.00	<p>Eligible working men are entitled to receive 80% of their salary while on paternity leave. Article 23 of the Act on Maternity and Parental Leave states: "Monthly payment from the Maternity / Paternity Leave Fund to an employee, cf. Number 4 Article 4, during maternity leave shall amount to 80% of the average total salary according to Art. Paragraphs 4 and 5 and shall be based on a twelve-month continuous period ending six calendar months before the month of the child's birth or the calendar month in which the child enters the home during primary adoption or permanent foster care."</p> <p>Article 24 of the Act specifies the maximum amount of payments: "the monthly payment of the Maternity / Paternity Leave Fund to a parent on maternity / paternity leave shall never exceed ISK 600,000 [approx. USD4,600/month]."</p>	Act on Maternity & Parental Leave
A3.5	In the case of the death of the mother before the expiry of the postnatal leave, is the employed father of the child entitled to take leave of a duration equal to the unexpired portion of the postnatal maternity leave?	1.00	<p>Yes, in the case of the death of the mother before the expiry of the postnatal leave, the employed father of the child is entitled to take leave of a duration equal to the unexpired portion of the postnatal maternity leave.</p> <p>Article 9 of the Act on Maternity & Parental Leave states: "A parent shall acquire the right to maternity / paternity leave for up to twelve months if the other parent dies during the child's pregnancy and the child is born alive."</p>	Act on Maternity & Parental Leave
A3.6	In the case of sickness or hospitalisation of the mother after childbirth where the mother cannot take care of the child, is the employed father of the child entitled to leave of a duration equal to the unexpired portion of the postnatal maternity leave?	1.00	<p>Yes, in the case of the sickness or hospitalization of the mother after childbirth where the mother cannot take care of the child, the other parent is entitled to the unexpired portion of the maternity leave.</p> <p>Article 9 of the Act on Maternity & Parental Leave states: "A parent who is unable to take care of his or her child during the first 24 months after the birth due to illness or the consequence of an accident may transfer his or her right to maternity / paternity leave, which he or she has not already exercised, to the other parent in part or in full."</p>	Act on Maternity & Parental Leave
A3.7	Do adoptive fathers have access to a similar system of protections regarding parenting leave, benefits, and employment protection?	0.75	<p>Yes, but with 1 restriction. Under the Act on Maternity & Parental Leave, adoptive fathers have access to a similar system of protections regarding paternity leave, benefits, and employment protection, but with one exclusionary condition.</p> <p>Exclusionary condition: (1) The adoption must be of a child under 8 years.</p> <p>However, Article 15 of the Act states that parents who adopt or permanently adopt more than one child at the same time have a joint right to an extension of maternity / paternity leave by three months for each child in excess of one.</p> <p>1 - 0.25 = 0.75</p>	Act on Maternity & Parental Leave
A4. Dependent Care Leave Policies				



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A4.1	Are eligible workers entitled to leave to take care of their children?	0.75	<p>Yes, eligible workers are entitled to four months of unpaid parental leave to take care of their children. However, there is one exclusionary condition: (1) The child has to be under the age of 8.</p> <p>The only exception to this rule is if the child is suffering from a serious and chronic illness or a serious disability in which case the age limit is raised to 18.</p> <p>Article 44 of the Act on Maternity and Parental Leave states that: "A parent shall be entitled to parental leave for four months to take care of their child. The right to parental leave arises at the birth of a child. The initial adoption or admission of a child into permanent foster care is based on the time when the child enters the home, provided that the child protection committee or other competent parties confirm the measure. If a parent needs to pick up the child in another country, parental leave can begin at the beginning of the trip, provided that the relevant authorities or institution has confirmed that the child will be adopted first. The right to parental leave ceases when the child reaches the age of eight. If the right to parental leave has lapsed in part or in full at the age of eight, the right becomes effective again in the event that a child is later diagnosed with a serious and chronic illness or severe disability, but before he or she reaches the age of 18. Each parent has an independent right to parental leave that is not transferable. Parental leave does not include the right to payment of wages from the Maternity / Paternity Leave Fund.</p> <p>1 - 0.25 = 0.75</p>	Act on Maternity & Parental Leave
A4.2	Are eligible workers entitled to leave to take care of immediate family members who may be suffering from an illness?	0.00	There is no mention in Icelandic Labour Law or Social Welfare & Families Policy regarding workers' entitlement to general dependent care leave to take care of immediate family members other than their children.	Icelandic Labour Law Iceland- Employment, Social Affairs & Inclusion
A4.3	Are all categories of workers guaranteed dependent care leaves?	1.00	<p>All 5 categories of workers (workers in full-time, temporary, part-time, multi-party and self-employment) are guaranteed parental leave. Article 1 of the Act on Maternity and Parental Leave states that its eligibility applies to: "parents who are employees and / or self-employed."</p> <p>Employees are defined as "a parent who works a paid job in another service continuously for at least 25% of the employment rate each month."</p>	Icelandic Labour Law Iceland- Employment, Social Affairs & Inclusion
A5. Flexible Work Arrangements				
A5.1	Do employees with care responsibilities have the right to request reduced working hours?	0.00	<p>Iceland recommends but has no mandatory or explicit provisions to give employees with care responsibilities the right to request reduced working hours.</p> <p>Article 13 of the Act on Equal Status and Equal Rights Irrespective of Gender states: "Employers shall take the measures necessary to enable their employees to reconcile their professional obligations and family responsibilities, irrespective of gender. Such measures shall, inter alia, be aimed at increasing flexibility in the organisation of work and working hours in such a way as to take account of both employees' family circumstances and the needs of the labour market, including facilitating the return of employees to work following maternity/paternity or parental leave or leave from work due to pressing and unavoidable family circumstances."</p>	Act on Equal Status and Equal Rights Irrespective of Gender
A5.2	Do employees with care responsibilities have the right to request flexitime, telecommuting, etc.?	0.00	<p>Iceland recommends but has no mandatory or explicit provisions to give employees with care responsibilities the right to request reduced working hours.</p> <p>Article 13 of the Act on Equal Status and Equal Rights Irrespective of Gender states: "Employers shall take the measures necessary to enable their employees to reconcile their professional obligations and family responsibilities, irrespective of gender. Such measures shall, inter alia, be aimed at increasing flexibility in the organisation of work and working hours in such a way as to take account of both employees' family circumstances and the needs of the labour market, including facilitating the return of employees to work following maternity/paternity or parental leave or leave from work due to pressing and unavoidable family circumstances."</p> <p>However, in 2015 and 2017, successful trials were conducted with 2,500 public servants in Iceland, accounting for over 1% of Iceland's entire working population, to evaluate the implementation of a 4-day work week.</p>	Act on Equal Status and Equal Rights Irrespective of Gender Article on pilot scheme testing shorter work week in Iceland
A5.3	Are the special needs of workers with family responsibilities taken into account in shift-work arrangements and assignments to night work?	0.00	<p>Iceland recommends but has no mandatory or explicit provisions to give employees with care responsibilities the right to request reduced working hours.</p> <p>Article 13 of the Act on Equal Status and Equal Rights Irrespective of Gender states: "Employers shall take the measures necessary to enable their employees to reconcile their professional obligations and family responsibilities, irrespective of gender. Such measures shall, inter alia, be aimed at increasing flexibility in the organisation of work and working hours in such a way as to take account of both employees' family circumstances and the needs of the labour market, including facilitating the return of employees to work following maternity/paternity or parental leave or leave from work due to pressing and unavoidable family circumstances."</p>	Act on Equal Status and Equal Rights Irrespective of Gender



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A5.4	Is a woman allowed to leave the workplace, if necessary, after notifying her employer, in order to undergo medical examinations related to her pregnancy?	0.00	There is no mention in the Act on Maternity and Parental Leave about the right of pregnant women to leave their workplace to undergo medical examinations.	Act on Maternity & Parental Leave
A6. Mother-Friendly Workplace Policies				
A6.1 Nursing Support in the Workplace				
A6.1.1	Is the mother guaranteed daily breaks or reduction of work hours to pump milk, breastfeed, or nurse for her child?	0.00	No, there are no legal provisions to guarantee all mothers daily breaks or reduction of work hours to pump milk, breastfeed, or nurse for her child. Such breaks may be the subject of collective bargaining agreements by individual unions.	Commentary on Workplace Lactation Support Are mothers of infants guaranteed breastfeeding breaks at work?
A6.1.2	Are these breaks counted and compensated as working time?	0.00	No, there are no legal provisions to guarantee all mothers daily breaks or reduction of work hours to pump milk, breastfeed, or nurse for her child. Such breaks may be the subject of collective bargaining agreements by individual unions.	Commentary on Workplace Lactation Support Are mothers of infants guaranteed breastfeeding breaks at work?
A6.1.3	On the production of a medical certificate, can the frequency and length of these nursing breaks be adapted to particular needs?	0.00	No, there are no legal provisions to guarantee all mothers daily breaks or reduction of work hours to pump milk, breastfeed, or nurse for her child. Such breaks may be the subject of collective bargaining agreements by individual unions.	Commentary on Workplace Lactation Support Are mothers of infants guaranteed breastfeeding breaks at work?
A6.1.4	Are employers required to provide infrastructural provisions/facilities at or near the workplace that mothers may use to nurse or pump milk?	0.00	No, there are no legal provisions to guarantee all mothers daily breaks or reduction of work hours to pump milk, breastfeed, or nurse for her child. Such breaks may be the subject of collective bargaining agreements by individual unions.	Commentary on Workplace Lactation Support Are mothers of infants guaranteed breastfeeding breaks at work?
A6.2 Workplace Safety for Pregnant and Nursing Women				
A6.2.1	Are employers required to assess and report workplace risks related to the health and safety of pregnant and nursing women and their children?	1.00	Yes, employers are required to assess and report workplace risks related to the health and safety of pregnant and nursing women and their children. Article 14 of the Act on Working Environment, Health and Safety in Workplaces states that "the employer shall inform the employees of all dangers of accidents and health hazards which may be associated with their work. The employer shall, furthermore, ensure that the employees receive education and training for their jobs to minimize dangers associated therewith."	Act on Working Environment, Health and Safety in Workplaces
A6.2.2	Is a pregnant or nursing woman exempt from performing work that has been determined to be prejudicial to the health of the mother or the child?	1.00	Yes, a pregnant or nursing woman is exempt from performing work that has been determined to be prejudicial to the health of the mother or the child. Article 16 of the Maternity/Paternity Leave and Parental Leave Act states: "If the safety and health of a pregnant woman, a woman who has recently given birth to a child, or a woman who is breastfeeding a child, is considered to be in danger according to a special assessment, her employer shall make the necessary arrangements to ensure the woman's safety by temporarily changing her working conditions and/or working hours. If this is not possible for technical reasons, or other valid reasons, the woman's employer shall entrust her with other tasks; if this is not possible, she/he shall grant her leave of absence for the length of time necessary to protect her safety and health."	Act on Maternity & Parental Leave



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A6.2.3	Is the woman entitled to eliminate risk elements from work (if possible), adapt the conditions of her work, or transfer from harmful labor to other kinds of work that do not pose risks to her health?	1.00	Yes, the women is entitled to eliminate risk elements from work adapt the conditions of her work, or transfer from harmful labor. Article 16 of the Act on Maternity/Paternity Leave and Parental Leave states: "If the safety and health of a pregnant woman, a woman who has recently given birth to a child, or a woman who is breastfeeding a child, is considered to be in danger according to a special assessment, her employer shall make the necessary arrangements to ensure the woman's safety by temporarily changing her working conditions and/or working hours . If this is not possible for technical reasons, or other valid reasons, the woman's employer shall entrust her with other tasks ; if this is not possible, she/he shall grant her leave of absence for the length of time necessary to protect her safety and health"	Act on Maternity & Parental Leave
A6.2.4	On the production of a medical certificate, is the woman exempt from doing night work if it may be incompatible with her pregnancy or nursing?	0.00	There is no explicit mention in the Act on Maternity and Parental Leave regarding the exemption of pregnant or nursing women from night work.	Act on Maternity & Parental Leave

SUB-INDEX B: PROTECTIONS FOR DOMESTIC WORKERS

B1. Coverage under National Labor Laws				
B1.1	Are domestic workers covered under national labor laws?	1.00	Yes, domestic workers are covered under the Icelandic Labour Law, though they are not explicitly mentioned within the law. The Servants Act of 1928 does explicitly regulate working conditions for household servants, and has not been repealed though it has not been actively referred to in recent years.	Icelandic Labour Law
B1.2	Do the legislations for domestic workers cover all categories of domestic work and contractual arrangements?	0.50	Icelandic Labour Laws explicitly guarantee that part-time workers are not treated any worse than full-time workers. Article 1 of the Act on Part-time employees states as its objective that: "the purpose of this Act is to prevent part-time employees from being discriminated against and to promote the increased quality of such jobs, as well as to facilitate the availability of part-time employees and more flexible working hours so that the needs of both employers and employees are taken into account." Article 4 of the Act also states that "Part-time employees shall not enjoy relatively poorer terms or be treated less favorably than comparable full-time employees for the sole reason that they are not full-time, unless this is justified on objective grounds." However, au pairs who are a category of migrant domestic worker are not fully covered under Iceland's labour laws and this counts as one group that is not fully covered under labor protections. In addition, many domestic workers have informal arrangements with their employers and are not covered under a collective agreement. This is a second group that is not fully covered. 1 - 0.25 - 0.25 = 0.5	Act on Part-time Employees
B2. Fair Employment Process				
B2.1 Standard Terms of Employment				
B2.1.1	Is there a requirement for domestic workers to be informed of their terms of employment, preferably through written contracts, though verifiable verbal contracts are allowed?	0.50	Yes, there is a requirement for workers to be informed of their terms of employment, preferably through written contracts. However, there are exclusionary conditions: (1) No requirement for the contracts to be in domestic worker's native language. (2) A contract is only required if a worker is hired for more than one month and on average for more than 8 hours per week. Score= 1 - 0.50 = 0.50	Icelandic Labour Law
B2.1.2	Are domestic workers' contracts required to include standard information about the employment relationship?	0.875	Yes, the labour law outlines that the written statement of contract of employment must include: - name of employer - domicile of the employer - name of employee - address of workplace - work duration (including starting date) - period of probation - length of the notice periods to be observed by the employer and the worker. The one ILO-recommended item that is not required to be in the contract is the address of the employee. Score= 7/8 = 0.875	Icelandic Labour Law Information from the Icelandic Federation of Unions



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B2.1.3	Are domestic workers' contracts required to include information about working hours, rest and leave?	0.83	Yes, workers' contracts are required to include information about: <ul style="list-style-type: none"> - type of work to be performed - normal hours of work - daily rest - weekly rest - holiday entitlement and allowance <p>The one ILO-recommended piece of information that is not directly mentioned is sick leave allowances though this is typically covered under collective agreements. Score= 5/6 = 0.83</p>	Icelandic Labour Law Information from the Icelandic Federation of Unions
B2.1.4	Are domestic workers' contracts required to include information about their wages?	0.86	Yes, workers' contracts are required to include information about their wages such as: <ul style="list-style-type: none"> - wage - method of calculation - periodicity of payments - rate of pay for overtime - rate of pay for standby - authorized deductions from wages <p>The only ILO-recommended stipulation that is not required in contracts is if there will be any payments in kind. Score = 6/7 = 0.857</p>	Icelandic Labour Law Information from the Icelandic Federation of Unions
B2.1.5	Are domestic workers' contracts required to include information about living conditions for live-in workers?	0.00	No, workers' contracts are not required to include information about living conditions for live-in workers.	Icelandic Labour Law Information from the Icelandic Federation of Unions
B2.2	Regulations for Recruitment and Employment Process			
B2.2.1	Is there any regulation around how private employment agencies recruit and place local and migrant domestic workers?	1	Yes, there is a general law governing the operations of temporary work agencies, but there is no explicit mention of employment agencies that recruit and place local and migrant domestic workers. <p>In addition, Article 19 of the Act on Temporary Work Agencies specifies: "Enterprises, individuals and non-governmental organisations may act as intermediaries regarding employment engagements, providing that this is done at the employer's expense. Cases involving violations under the first paragraph of this Article shall be punishable by fines, which shall be paid to the State Treasury."</p>	Icelandic Labour Law Act on Temporary Work Agencies
B2.2.2	Are there measures to ensure that fees charged by private employment agencies are not deducted from the remuneration of domestic workers?	1.00	Yes, Article 5 of the Act on Temporary Work Agencies specifies that "a temporary-work agency may not demand payments, make agreements involving payments or accept payments, from its employees in return for offering them or providing them with employment, either at the beginning of their contractual relationship or later." <p>In addition, Article 19 of the Act on Labour Market Measures Act specifies: "Enterprises, individuals and non-governmental organisations may act as intermediaries regarding employment engagements, providing that this is done at the employer's expense. Cases involving violations under the first paragraph of this Article shall be punishable by fines, which shall be paid to the State Treasury."</p>	Icelandic Labour Law Act on Temporary Work Agencies Labor Market Measures Act
B2.2.3	Are there any measures to prohibit discrimination in employment of domestic workers on the basis of medical testing results?	0.00	No, there is no explicit measure to prohibit discrimination in employment of workers on the basis of their medical testing results.	Icelandic Labour Law
B3.	Decent Working and Living Conditions			
B3.1	Working Hours and Environment			
B3.1.1	Is there a requirement of normal hours of work for domestic workers?	0.00	According to Article 2 of the Act on the 40-hour Working Week, "each week, there shall be no more than 40 working hours to be worked during the working day on weekdays agreed by the Parties. It is permitted to negotiate a shorter working week. As a rule, 8 hours of daytime work shall be worked every day from Monday to Friday, unless other working hours are more suitable for special reasons and this is agreed by the parties." <p>However, domestic workers are explicitly excluded from coverage by this Act: "This Act applies to all employees in the country, other than those listed here: <ol style="list-style-type: none"> Sailors on fishing vessels. Traders and workers, unless they are employed in accordance with the wage agreements of trade unions and employers. Employees who do homework or other work that the employer does not have the facilities to monitor. Supervisors and special representatives in jobs that are of such a nature that supervision of working hours is not possible." </p>	Act on a 40-Hour Working Week



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B3.1.2	Are periods during which domestic workers remain to respond to possible calls required to be regarded as hours of work?	0	Not specified within the Icelandic Labour Laws.	Icelandic Labour Law
B3.1.3	Is there a limit to the number of hours of standby work domestic workers can be given, and are they entitled to compensation for this standby work?	0	Not specified within the Icelandic Labour Laws.	Icelandic Labour Law
B3.1.4	Is there a requirement that hours of work be accurately recorded and the records freely accessible to the domestic worker?	1.00	Yes, the Icelandic Labour Laws require that hours of work be accurately recorded and the records be freely accessible to the worker. The Icelandic Confederation of Labor (ASI) states that "A written pay statement must at least include the following information: - Name and address of the employer and name of the worker. - The period of time or the work for which the worker is being paid. - The rate of wages to which the worker is entitled, the number of hours worked, broken into daytime work, overtime and the gross amount of the wages. - Deductions and the purposes for which they are made, eg personal income tax, pension fund contributions, trade union fees etc. (See: Union funds) - Holiday pay. - Any bonus, allowance or other payment to which the worker is entitled. - Accumulated right for time-off due to reduced hours of rest. - Net wages being paid to the worker."	Icelandic Confederation of Labor (ASI)
B3.1.5	Is there a requirement to provide domestic workers with a safe and healthy working environment?	1.00	Yes, the Icelandic Act on Working Environment, Health and Safety in Workplaces requires workers to have a safe and healthy working environment. This Act applies to all workers and domestic workers are not explicitly excluded. This applies even to workplaces with only one employee.	Icelandic Act on Working Environment, Health and Safety in Workplaces
B3.2	Rest and Leave			
B3.2.1	Is there a requirement to provide daily rest for domestic workers?	1.00	Yes, the Icelandic Labour Laws require employers to provide daily rest for workers. Article 53 of the Act on Working Environment, Health and Safety in Workplaces states that "working hours shall be arranged so that every 24 hours, calculated from the beginning of the working day, employees receive at least 11 hours of continuous rest. With the agreement of the social partners' associations, continuous rest periods may be shortened to up to eight hours if the nature of the work or special working methods make deviations necessary."	Icelandic Act on Working Environment, Health and Safety in Workplaces
B3.2.2	Is weekly rest at least 24 consecutive hours for domestic workers?	1	Yes, a weekly rest of at least 24 consecutive hours is guaranteed by Article 54 of the Act on Working Environment, Health and Safety in Workplaces. "During each seven-day period, the employee shall receive at least one weekly holiday."	Icelandic Act on Working Environment, Health and Safety in Workplaces
B3.2.3	Are there defined exceptions when domestic workers may be asked to work during periods of rest, and is compensatory rest mandatory?	1.00	Yes, there are defined exceptions when workers may be asked to work during periods of rest and compensatory rest is mandatory. Article 54 of the Act on Working Environment, Health and Safety in Workplaces specifies that "If there is a special need due to the nature of the work in question, agreements between the social partners' associations may be postponed by a weekly holiday so that the employee receives a corresponding rest period later and always within 14 days. However, where special reasons make such deviations necessary, it may be decided by agreement at the workplace to postpone the weekly rest period so that the weekly holiday is replaced by two consecutive holidays every two weeks. Furthermore, weekly holidays may be postponed when external conditions, such as weather and other natural forces, accidents, energy shortages, breakdowns of machinery, equipment or other equipment, or other similar unforeseen events disrupt or have disrupted operations and the need to maintain services or production, provided that the employee receives the corresponding rest period later and as soon as possible. "	Icelandic Act on Working Environment, Health and Safety in Workplaces
B3.2.4	Is paid annual leave at least 3 weeks per year for domestic workers?	1.00	Yes. According to Article 3 of the Holiday Allowance Act, the minimum paid annual leave for a worker during the first year of service is 2 days per month, which amounts to 24 days per year. "Two days' holiday shall be granted for each working month during the past holiday allowance year, two weeks or more constituting one month in this respect, shorter periods not being counted. If a person is absent from work due to illness or accident while he is receiving wages, or is on holiday, this shall constitute working hours for the purpose of this article. Sundays and other public holidays shall not count as holidays in this respect, nor the first five Saturdays during holidays."	Holiday Allowance Act, No. 30/1987
B3.2.5	Is there a requirement that time spent by domestic workers accompanying household members on holiday should not be counted as part of paid annual leave?	0.00	No, there are no provisions accounting for the time domestic workers spend accompanying household members on holiday.	Icelandic Labour Law
B3.3	Wages			
B3.3.1	Is the minimum wage for domestic workers at least the national minimum wage?	99.00	N.A.- Iceland does not have a national minimum wage. Instead minimum wages are typically set via collective agreements with specific trade unions.	Icelandic Labour Law



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B3.3.2	Is the overtime compensation rate for domestic workers at least 1.25 times their regular rate?	1.00	The Icelandic Confederation of Labour (ASI), built up of 46 trade unions, notes that the overtime compensation rate for workers is "paid for work in excess of 8 hours per day and 40 hours per week. Work performed outside day time hours is remunerated with overtime pay. It is not permitted to pay day-time wages for work performed during hours outside day-time hours even though the worker in question has not done his full 8 hours in day-time." Work on major holidays is paid with an hourly pay equalling 1.375% of the monthly wages for regular day work, in addition to the 8 hours day-time wages.	Iceland- Worker's rights
B3.3.3	Is there any limitation placed on wages paid in the form of payments in kind for domestic workers?	0.00	No, there are no limitations placed on wages paid in the form of payments in kind for workers.	Icelandic Labour Law
B3.3.4	Is there a requirement to provide at least a monthly payment of wages in cash for domestic workers?	0.00	No, there is no explicit requirement that wages must be paid at least monthly. The frequency of wage payments are generally covered by collective agreements between workers' unions and employers. In general, the frequency of payments is monthly, but they may also be bi-weekly or weekly in certain cases.	Icelandic Labour Law
B3.3.5	Is there a requirement that domestic workers be given an understandable written account of the total wages due to them at the time of each payment?	1.00	Yes. Icelandic Labour Law outlines that employers are required to provide a written pay statement with information about: - the period of time for which the payment is taking place - the rates of wages to which the worker is entitled, the number of hours worked, broken into daytime work, overtime and the gross amount of wages - deductions - holiday pay - net wages being paid.	Icelandic Labour Law
B3.3.6	Is there a requirement that upon termination of employment, any outstanding payments should be made promptly to domestic workers?	1.00	Yes, Article 8 of the Holiday Allowance Act specifies that "should the contract of employment between an employee and an employer be terminated, the employer shall, at the end of the period of employment, pay to the employee all his accrued holiday allowance."	Holiday Allowance Act, No. 30/1987
B3.4	Social Security			
B3.4.1	Are domestic workers eligible for healthcare coverage?	1.00	Yes, domestic workers are eligible for healthcare coverage with conditions not less favourable than those for other workers. Residents are automatically covered by the Icelandic health Insurance. Foreign workers on a work permit must be provided health insurance by their employers for the first six months of their employment contract. Thereafter, they automatically become eligible for Icelandic Health Insurance.	Iceland- Health Insurance
B3.4.2	Are domestic workers eligible for paid sick leave?	1.00	Yes, all workers are eligible for paid sick leave. This is outlined in Section 11 (Absence from Work due to Sickness) of the Icelandic Labour Law. There are no explicit exclusions for domestic workers.	Icelandic Labour Law
B3.4.3	Are domestic workers eligible for unemployment benefits?	1.00	Yes, domestic workers are eligible for unemployment benefits. Since Iceland has no special regulations for domestic workers, domestic workers enjoy the same benefits as other workers. In Iceland, an individual gets basic unemployment benefits for the first half month and may be entitled to income linked benefits for up to 3 months.	Iceland- Employment, Social Affairs & Inclusion
B3.4.4	Are domestic workers eligible for old-age benefits (if they have completed the required number of years of active economic contributions)?	1.00	Yes, workers in Iceland are eligible for old-age pensions, and there are no explicit exclusions for domestic workers. Iceland's Old-Age Pension: Those who have lived in Iceland for 40 years or more are entitled to a full old-age pension. Those who have lived in iceland for less than 40 years are entitled to a proportional old-age pension.	Iceland- Employment, Social Affairs & Inclusion
B3.4.5	Are domestic workers eligible for employment injury benefits?	1.00	Yes, workers are eligible for employment injury benefits, and there are no explicit exclusions for domestic workers. Workers are entitled to: (1) The reimbursement of medical expenses. (2) Per-diem cash benefits.	Iceland- Accidents at work
B3.4.6	Are domestic workers eligible for invalidity benefits?	1.00	Yes, workers in Iceland are entitled to disability benefits in Iceland, and there are no explicit exclusions for domestic workers. The benefits are dependent on the extent of disability for all workers: - Below 9%: No disability benefit is paid. - 10-49%: Disability benefit is paid in one lump-sum, calculated based on the pension of the person concerned for a specified period of time. - 50-74%: If the invalidity is assessed at 50%, half the invalidity pension is paid and then an additional 2% for each level of invalidity up to 75% invalidity. - Above 75%: a full disability pension is paid monthly.	Disability benefits- Icelandic Health Insurance
B3.4.7	Are domestic workers eligible for survivors' benefit?	1.00	Yes, workers in Iceland are eligible for survivors' benefits, and there are no explicit exclusions for domestic workers.	Death Benefits- Icelandic Health Insurance



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B3.4.8	Is there protection of domestic workers' claims in the event of the employer's insolvency or death?	1.00	Yes, the Wage Guarantee Fund Act protects workers' claims in the event of the employer's insolvency or death. There are no explicit exclusions for domestic workers.	The Wage Guarantee Fund Act
B3.5 Living Conditions for Live-in Workers				
B3.5.1	Are there measures to ensure that domestic workers are free to decide whether or not to live in the household?	0.00	No, there are no measures to ensure that domestic workers are free to decide whether or not to live in the household.	Icelandic Labour Law
B3.5.2	For live-in workers, is there any requirement for the employer to provide accommodation that offers privacy?	1.00	While there are no explicit mentions in the Labour Law about live-in workers, the 1928 Servants Law does specify some minimum requirements for the accommodation provided to live-in domestic workers: "The master shall provide his [servant] with adequate and adequate food, as well as bedding, if she sleeps in her master's home, and other care as is customary in each village or town to provide the household in addition to the purchase. A [servant] is not obliged to sleep in a bed with others. It has the right to have clean sheets or sheets in its bed once a month and a clean towel once a week. In their free time during the winter, they should stay in a comfortably warm room." Meanwhile, the Directorate of Immigration specifies that the host family of an au pair " must provide the au pair with meals and a lockable special room with a window, free of charge for the au pair. "	Icelandic Labour Law https://www.althingi.is/lagas/nuna/1928022.html Au Pair Rules (from the Directorate of Immigration)
B3.5.3	For live-in workers, is there any requirement for the employer to provide access to suitable sanitary facilities?	0.00	No, there are no requirements for employers to provide access to suitable sanitary facilities for live-in workers.	Icelandic Labour Law
B3.5.4	For live-in workers, is there any requirement for the employer to provide accommodation that has adequate lighting, heating, and air conditioning?	1.00	While there are no explicit mentions in the Labour Law about live-in workers, the 1928 Servants Law does specify some minimum requirements for warmth in the accommodation provided to live-in domestic workers: "The master shall provide his [servant] with adequate and adequate food, as well as bedding, if she sleeps in her master's home, and other care as is customary in each village or town to provide the household in addition to the purchase. A [servant] is not obliged to sleep in a bed with others. It has the right to have clean sheets or sheets in its bed once a month and a clean towel once a week. In their free time during the winter, they should stay in a comfortably warm room. " Meanwhile, the Directorate of Immigration specifies that the host family of an au pair " must provide the au pair with meals and a lockable special room with a window, free of charge for the au pair. "	Icelandic Labour Law
B3.5.5	For live-in workers, is there any requirement for the employer to provide appropriate meals of good quality and sufficient quantity?	1.00	While there are no explicit mentions in the Labour Law about live-in workers, the 1928 Servants Law does specify some minimum requirements for adequate food in the accommodation provided to live-in domestic workers: "The master shall provide his [servant] with adequate and adequate food , as well as bedding, if she sleeps in her master's home, and other care as is customary in each village or town to provide the household in addition to the purchase. A [servant] is not obliged to sleep in a bed with others. It has the right to have clean sheets or sheets in its bed once a month and a clean towel once a week. In their free time during the winter, they should stay in a comfortably warm room." Meanwhile, the Directorate of Immigration specifies that the host family of an au pair " must provide the au pair with meals and a lockable special room with a window, free of charge for the au pair. "	Icelandic Labour Law
B3.5.6	Are there measures to ensure that live-in workers are not obliged to remain in the household or with household members during rest or leave?	0.10	No, there are no measures to ensure that live-in workers are not obliged to remain in the household or with household members during rest or leave. However, the Directorate of Immigration stipulates that au pairs have "the right to one (1) day off per week and at least one weekend per month off. After 26 weeks of work with a family the au pair has the right to one (1) week off and may spend it elsewhere than at the host family's house. "	Icelandic Labour Law Au Pair Rules (from the Directorate of Immigration)
B3.5.7	Is there a requirement that live-in workers be given a reasonable period of notice and time off to seek new employment and accommodation in the event of termination of employment at the initiative of the employer?	0.00	No, there is no requirement that live-in workers be given a reasonable period of notice and time off to seek new employment and accommodation in the event of termination of employment at the initiative of the employer.	Icelandic Labour Law
B3.5.8	Are live-in domestic workers legally entitled to keep in their possession their travel and identity documents?	0.00	No, there are no explicit provisions to ensure that live-in domestic workers are legally entitled to keep in their possession their travel and identity documents.	Icelandic Labour Law
B4. Labor Rights and Protections				
B4.1 Freedom of Association and Access to Collective Bargaining				

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B4.1.1	Are there legislative provisions for domestic workers to establish their own organizations or join the workers' organizations, federations, or confederations of their own choosing?	1.00	<p>Yes, the Act on Trade Unions and Industrial Disputes ensures that workers can establish their own organizations (Article 1) or join the workers' organizations, federations, or confederations of their own choosing (Article 2). Since the act does not actively exclude domestic workers, it applies to domestic workers as well.</p> <p>Article 1 of the Act on Trade Unions and Industrial Disputes states: "People are entitled to found trade unions and federations of trade unions for the purpose of working jointly for the interests of the working class and wage earners in general."</p>	Act on Trade Unions and Industrial Disputes
B4.1.2	Are there legislative provisions to recognize domestic workers' rights to collective bargaining?	1.00	<p>Yes, the Act on Working Terms and Pension Rights Insurance (1980) is a legislative provision that recognizes workers' rights to collective bargaining.</p> <p>Article 1 states that "Wages, and other working terms agreed between the social partners shall be considered minimum terms, independent of sex, nationality or term of appointment, for all wage earners in the relevant occupation within the area covered by the collective agreement."</p>	Act on Working Terms and Pension Rights Insurance
B4.2	Access to Complaint Mechanisms			
B4.2.1	Are there complaint mechanisms for domestic workers to report non-compliance with labor protections?	1.00	<p>Yes, workers can proceed to the labor court to report non-compliance with labor protections. The Directorate of Labour also operates various service centers and a helpline for workers to report issues.</p>	Directorate of Labour contact channels
B4.2.2	Are there measures to ensure that domestic workers have access to courts, tribunals or other dispute resolution mechanisms?	1.00	<p>Yes, workers can proceed to the labor court to report non-compliance with labor protections. The Directorate of Labour also operates various service centers and a helpline for workers to report issues. Workers also have the right to inform their representative of their union if they are concerned about non-compliance with their labor protections.</p>	Directorate of Labour contact channels
B4.3	Enforcement and Protection Mechanisms			
B4.3.1	Are conditions specified, under which access to household premises must be granted for on-site labor inspections of the employers of domestic workers?	0.00	<p>No.</p> <p>While Articles 81 and 82 of the Act on Working Environment, Health and Safety in Workplaces state that "Staff of the Administration of Occupational Safety and Health shall make inspection visits to enterprises to carry out their inspection functions, and shall be granted access to the enterprises' workplaces for this purpose", there is no explicit mention of being granted access to household premises for on-site labor inspections of the employers of domestic workers.</p> <p>In fact, Article 71 of the Constitution of Iceland explicitly states that the "bodily or personal search or a search of a person's premises or possessions may only be conducted in accordance with a judicial decision or a statutory law provision." This exception leaves domestic workers in a precarious situation where they are out-of-reach of the law.</p>	Act on Working Environment, Health and Safety in Workplaces https://www.humanrights.is/en/laws-conventions/icelandic-law/constitution-of-the-republic-of-iceland
B4.3.2	Are there penalties for private employment agencies for non-compliance with domestic worker protection laws?	1.00	<p>Yes, the Act on Temporary-Work Agencies stipulates that the Directorate of Labour has the authority to both suspend the operations of the agency as well as impose daily fines if the agency is found to be in contravention of the Labour Law.</p> <p>Articles 11 and 11a of the Act state: "If the Directorate of Labour has demanded, with suitable notice, that a temporary-work agency comply with the law, and if nothing has been done to rectify the situation by the deadline granted for doing so, then the Directorate of Labour may demand that the police stop work being done temporarily or close the operations of the temporary-work agency temporarily until the situation has been rectified. [...] If a temporary-work agency does not comply to this Act, the Directorate of Labour may demand that [the temporary-work agency] in question rectifies the situation within a reasonable period, failing which it will be subjected to per diem fines."</p> <p>The fines may amount to "as much as ISK 1 million for each day" which is roughly equivalent to USD7,800 a day.</p>	Act on Working Environment, Health and Safety in Workplaces
B4.3.3	Are there penalties for employers for non-compliance with all domestic worker protections?	1.00	<p>Yes, there is a provision within Article 87 of the Act on Working Environment, Health and Safety in Workplaces for employers to have to pay daily fines if they are found to be in contravention of the Act.</p> <p>"If the provisions of this Act, or rules established on the basis thereof, are violated and the decision of the Occupational Safety and Health Administration is not complied with on the basis thereof, the institution may decide that the person or persons to whom the decision is directed shall pay daily fines until it is complied with."</p> <p>Likewise, Articles 16 and 17 of the Act on Equal Treatment in the Labor Market also specifies penalties for violation of the Act:</p> <p>"Any party who, criminally and unlawfully, violates the provisions of this Act, shall be liable to pay compensation for financial and non-financial loss according to the ordinary rules. Violations of this Act or of regulations issued hereunder may entail fines unless more severe punishment is prescribed under other acts of law. The Code of Criminal Procedure shall apply as regards procedure in cases concerning violations of this Act, or of regulations issued hereunder. Fines shall be paid to the Treasury."</p>	Act on Working Environment, Health and Safety in Workplaces Act on Equal Treatment in the Labor Market



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B4.3.4	Are domestic workers legally protected against all forms of workplace abuse, harassment, and violence?	1.00	<p>Yes, domestic workers are legally protected against all forms of workplace abuse, harassment and violence.</p> <p>Article 38 of the Act on Working Environment, Health and Safety in Workplaces grants protections to all workers "against bullying, sexual harassment, gender-based harassment and violence in workplaces."</p> <p>Article 24 of the Servants Act of 1928 explicitly provides for protections for domestic servants from abuse and harassment: "A householder may leave the residence without notice when it can prove that the master has been guilty of a serious breach of his obligations towards it, such as if he:</p> <ol style="list-style-type: none"> 1. abuses the housekeeper, 2. seeks to entice the housekeeper into evil or fornication, or if other members of the household make such a claim and the master does not provide the house with proper protection, even if it is up to him, 3. the house always has poor and insufficient food, unjustifiable support or unhealthy housing, 4. hurts badly the reputation of the household or is therefore the victim of an urgent crime of which it is innocent; wrongly and unnecessarily endangers the life or health of the household." 	<p>Act on Working Environment, Health and Safety in Workplaces</p> <p>Servants Act</p>
B5.	Protections for Forced/Under-age Domest			
B5.1	Protections against Forced/Compulsory Labor			
B5.1.1	Is illegal extraction of forced or compulsory labor of domestic workers punishable as a penal offence?	1.00	<p>Yes, Article 227a of the Icelandic Criminal Code criminalizes labor trafficking and establishes a punishment of up to 12 years' imprisonment.</p> <p>"[Anyone convicted of the following acts, one or more, for the purpose of sexually using a person or for forced labour or to remove his/her organs shall be punished for human trafficking by up to [12 years' imprisonment]:</p> <ol style="list-style-type: none"> 1) 1. Procuring, transporting, handing over, housing or accepting someone who has been subjected to unlawful compulsion under Article 225 or deprived of freedom [as covered by the first paragraph of Article 226], 1) or threatened as defined in Article 233 or subjected to unlawful deception by awakening, strengthening or utilizing the lack of understanding concerning circumstances or by exploiting the position of vulnerability of the person concerned. 2. Procuring, transporting, handing over, housing or accepting an individual younger than 18 years of age. 3. Rendering payment or other gain in order to acquire approval from a person who has control of another person's actions for the exploitation of that person. <p>The same penalty shall be applied to a person accepting payment or other gain under indent 3 of the first paragraph.</p> <p>If a violation under the first paragraph is committed against a child, this shall be considered as an aggravating factor when deciding the severity of the punishment. The same penalty shall be applied to anyone convicted of the following acts, one or more, for the purpose of facilitating human trafficking:</p> <ol style="list-style-type: none"> 1. Forging a travel or identity document. 2. Acting as an intermediary in obtaining, or providing, such documents. 3. Retaining, removing, damaging or destroying the travel or identity documents of another individual." 	<p>The General Penal Code</p>
B5.1.2	Are domestic worker victims of forced labor provided with any protection?	1.00	<p>Yes, foreign victims of human trafficking (which includes forced labor) are provided with protection under the Foreign Nationals Act which allows them to be granted a renewable residence permit of duration 9-12 months.</p> <p>Article 33 of the Act further stipulates the provisions for applicants for international protection (which includes victims of human trafficking): "An applicant for international protection shall be offered:</p> <ol style="list-style-type: none"> a. accommodation, b. basic living expenses, c. necessary healthcare services, including mental health and mental disability care. <p>Special consideration shall be given to persons with special needs or requiring special assistance. Pregnant women shall have access to antenatal and obstetric care. A minor applying for international protection shall be given an opportunity for education at compulsory school level or comparable study within the public-school system or at the minor's place of residence as soon as possible."</p>	<p>Foreign Nationals Act (translated into English by the ILO)</p>



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B5.1.3	Are domestic worker victims of forced labor provided with any access to remedies?	1.00	<p>Yes, foreign victims of human trafficking (which includes forced labor) are provided with protection under the Foreign Nationals Act which allows them to be granted a renewable residence permit of duration 9-12 months.</p> <p>Article 33 of the Act further stipulates the provisions for applicants for international protection (which includes victims of human trafficking): "An applicant for international protection shall be offered:</p> <ul style="list-style-type: none"> a. accommodation, b. basic living expenses, c. necessary healthcare services, including mental health and mental disability care. <p>Special consideration shall be given to persons with special needs or requiring special assistance. Pregnant women shall have access to antenatal and obstetric care. A minor applying for international protection shall be given an opportunity for education at compulsory school level or comparable study within the public-school system or at the minor's place of residence as soon as possible."</p>	Foreign Nationals Act (translated into English by the ILO)
B5.2 Protections for Under-age Laborers				
B5.2.1	Is the minimum age for domestic workers 16 or higher, or the age of completion of compulsory schooling (if this is age 16 or higher)?	0.00	<p>No, the minimum age for workers is generally 15 or higher. Chapter 10 of the Act on Working Environment, Health and Safety in Workplaces states that a child (an individual who is under the age of 15 years) may not be engaged in employment.</p> <p>However, the Act indicates that exemptions may be made in the following cases:</p> <ul style="list-style-type: none"> "a. Children may be engaged to participate in cultural or artistic events and sporting or advertising activities. A party who engages children who have not attained the age of 13 years shall obtain a licence from the Administration of Occupational Safety and Health before the engagement takes place. b. Children aged 14 years and older may be engaged in work that constitutes part of theoretical or practical studies. c. Children who have attained the age of 14 years may be engaged in light employment. Children who have attained the age of 13 years may be engaged for a limited number of hours per week in light employment such as light gardening or service jobs and other comparable jobs." <p>Meanwhile, Article 3 of the Compulsory School Act states that the "school attendance is mandatory for all children, in general between the ages of 6 and 16."</p>	Act on Working Environment, Health and Safety in Workplaces
B5.2.2	Are domestic workers, who are under the age of 18 and above the minimum age of employment, still able to access compulsory education, or opportunities for further education or vocational training?	0.75	<p>Yes, there are provisions for workers who are under the age of 18 and above the minimum age of employment to still be able to access compulsory education which goes until age 16.</p> <p>Article 63 of the Act on Working Environment, Health and Safety in Workplaces states: "The active working time of children covered by items b and c of paragraph 2 of Article 60 shall be restricted as follows:</p> <ul style="list-style-type: none"> a. Eight hours a day and 40 hours a week if the work constitutes part of theoretical or practical studies. b. Two hours during a school day and 12 hours a week in the case of work which is done during the hours of operation of the school, but outside organized school teaching hours. At no time, however, may working time each day exceed seven hours. The daily working time of a child who has attained the age of 15 years may, however, be eight hours. c. Seven hours a day and 35 hours a week in the case of work done at a time when the school is not in operation. The daily working time of a child who has attained the age of 15 years may, however, be eight hours each day, and 40 hours a week. d. Seven hours a day and 35 hours a week in the case of light work done by children who are no longer in compulsory education. <p>There is one exclusionary condition however which is that children above the age of 15 can still be allowed to work 8 hours a day.</p> <p>1 - 0.25 = 0.75</p>	Act on Working Environment, Health and Safety in Workplaces Compulsory School Act



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B5.2.3	Are there extra limitations of hours of work of domestic workers who are under the age of 18 and above the minimum age of employment?	0.75	<p>Yes, there are extra limitations of hours of work for workers who are under the age of 18.</p> <p>Article 63 of the Act on Working Environment, Health and Safety in Workplaces states: "The active working time of children covered by items b and c of paragraph 2 of Article 60 shall be restricted as follows:</p> <p>a. Eight hours a day and 40 hours a week if the work constitutes part of theoretical or practical studies.</p> <p>b. Two hours during a school day and 12 hours a week in the case of work which is done during the hours of operation of the school, but outside organized school teaching hours. At no time, however, may working time each day exceed seven hours. The daily working time of a child who has attained the age of 15 years may, however, be eight hours.</p> <p>c. Seven hours a day and 35 hours a week in the case of work done at a time when the school is not in operation. The daily working time of a child who has attained the age of 15 years may, however, be eight hours each day, and 40 hours a week.</p> <p>d. Seven hours a day and 35 hours a week in the case of light work done by children who are no longer in compulsory education."</p> <p>There is one exclusionary condition however which is that children above the age of 15 can still be allowed to work 8 hours a day.</p> <p>1 - 0.25 = 0.75</p>	<p>Act on Working Environment, Health and Safety in Workplaces</p> <p>Compulsory School Act</p>
B5.2.4	Are there measures to prohibit domestic workers who are under the age of 18 and above the minimum age of employment to work at night?	1.00	<p>Yes, Article 63a of the Act on Working Environment, Health and Safety in Workplaces states: "Children [...] may not be made to work during the period between 20.00 hours and 06.00 hours. Teenagers may not be made to work during the period between 22.00 hours and 06.00 hours."</p> <p>The Act defines children as "an individual who is under the age of 15 years, or who is in compulsory education." The Act defines a teenager as "an individual who is aged at least 15 years, but has not yet attained the age of 18 years, and is no longer in compulsory education."</p>	<p>Act on Working Environment, Health and Safety in Workplaces</p>
B5.2.5	Are there extra measures to restrict/limit work that is excessively demanding (whether physically or psychologically) for domestic workers who are under the age of 18 and above the minimum age of employment?	1.00	<p>Yes, there are measures to limit work that is excessively demanding for workers under the age of 18 and above the minimum age of employment. Since Iceland has no specific legislation for domestic workers, the legislation for general workers is extended to domestic workers.</p> <p>Article 62 of the Act on Working Environment, Health and Safety in Workplaces states that young persons (individual under the age of 18) may not be engaged in work that is carried out under the following conditions:</p> <p>a. Work that is likely to be beyond their physical or mental capacity</p> <p>b. Work that is likely to cause permanent damage to health.</p> <p>c. Work that involves the risk of hazardous radiation.</p> <p>d. Work involving a risk of accidents which it can be assumed that children and teenagers could have difficulty in identifying or avoiding due to their lack of awareness or lack of experience or training.</p> <p>e. Work that involves hazards to their health due to excessive cold, heat, noise or vibration.</p> <p>f. Work where there is a risk of violence or other specific risk, except where the young people work with adults.</p>	<p>Act on Working Environment, Health and Safety in Workplaces</p>
B6.	Protections for Migrant Domestic Workers			
B6.1	Employment Support			
B6.1.1	Are mdws required to receive a written job offer, or enforceable contract of employment, prior to crossing national borders?	1.00	<p>Migrant workers from non-EEA countries are required to receive written, enforceable contracts before applying for a visa to enter Iceland. In contrast, citizens of EEA/EFTA member states may stay and work in Iceland without a registration for up to three months from arrival, or up to six months if seeking employment. This leaves the door open for citizens of these countries to work in the informal sector more easily.</p> <p>Article 7 of the Foreign Nationals' Right to Work Act states that "an employment contract between the employer and the foreign national has been signed, covering a specific period or task and guaranteeing the foreign national wages and other terms equal to those enjoyed by Icelandic nationals and in conformity with the valid legislation and relevant collective agreements" is required before a work permit is granted to foreign workers.</p> <p>Meanwhile, au pairs are required to submit a signed standard contract issued by the Directorate of Immigration when applying for a residence permit.</p>	<p>Foreign Nationals' Right to Work Act</p> <p>Directorate of Immigration Au Pair guidelines</p>
B6.1.2	Is there a national hotline for migrant domestic workers with interpretation services?	0.10	<p>There is no national hotline for migrant domestic workers with interpretation services. However, the Directorate of Immigration has a helpline to answer general questions regarding "applications for residence permits, visas, Icelandic citizenship and international protection." The Ministry of Social Affairs has a hotline for foreigners new to Iceland which offers free and confidential services in English, Polish, Spanish, Portuguese, Arabic, Lithuanian, Russian and Icelandic.</p>	<p>Work in Iceland</p> <p>New in Iceland</p> <p>Icelandic Directorate of Immigration</p>
B6.2	Support after Termination of Employment			



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B6.2.1	Are there measures to ensure that the loss of employment should not in itself imply the withdrawal of the migrant domestic workers' authorization of residence?	1.00	Rules regarding authorization to stay in Iceland depend upon the nationality of the worker. Individuals who do not need a visa to travel to Iceland are permitted to stay in Iceland for 90 days after the end of their work permit. Other nationalities are required to leave Iceland within 15 days unless their appeal to the Immigration and Asylum Appeals Board has allowed them to stay longer while their appeal is being processed.	Directorate of Immigration Right to Appeal guidelines
B6.2.2	If it is established that the termination of employment was not justified, are the mdw entitled to reinstatement, to compensation for loss of wages or of other payment which results from unjustified termination, to access to a new job with a right to indemnification, or sufficient time to find alternative employment, with conditions no less favourable than other workers?	1.00	<p>Icelandic labor law allows either party to an employment contract to terminate the contract as long as sufficient notice is given. Generally one year's employment entitles a worker to a 1-month notice period. Only when notice has not been given, can a worker claim damages.</p> <p>A summary of Icelandic Labor Law (translated into English by the Icelandic Confederation of Labour) states that: "The employee has the right to an interview regarding the end of his employment and the reasons for the termination of his employment and can request them to be stated in writing. A request for the interview shall be given within 96 hours from the employees' knowledge of the contract's termination. Should the employer fail to fulfil the said request the employee is entitled to another interview with the employer in the presence of his or her union representative or other representative of the union, should he or she request so. Formalities Notice of termination must be in writing and based on the turn of the month (or week if applicable). If the worker does not receive his formal notice of dismissal at least on the last working day of the month, his notice period is automatically pushed back to the turn of the next month.</p> <p>The summary also states: "A worker deprived of his right to a lawful notice of termination can claim damages, equal to his loss during the notice period."</p>	Icelandic Labour Law (translated into English by the Icelandic Confederation of Labour, and hosted by the ILO)
B6.2.3	Are mdws entitled to the right of appeal before an administrative or judicial instance if they face expulsion order or termination of their employment and should be allowed sufficient time to obtain a final decision?	1.00	<p>All foreign workers in Iceland have the right to appeal an expulsion decision by immigration authorities.</p> <p>Article 7 of the Foreign Nationals' Act states that "decisions by the Directorate of Immigration and the police under this Act may be appealed to the Immigration and Asylum Appeals Board within 15 days of the notification of the decision to the applicant. However, where an applicant is a national of a country on the Directorate of Immigration's list of safe countries of origin and the Directorate has processed the case in accordance with art. 29(1)(b)-(f), the time limit for appeal is five days."</p>	Foreign Nationals Act (translated into English by the ILO)
B6.2.4	Are migrant domestic workers entitled to repatriation at no cost on the expiry or termination of the employment contract?	0.75	<p>Article 7e of the Foreign Nationals Right to Work Regulation stipulates that a minimum condition for a temporary work permit to be issued is that: "That the employer guarantee to pay the cost of sending the employee back to his home at the end of the employment period in the event of the termination of employment for which the employee is not responsible or if the employee becomes incapable of working for a long period as a result of illness or an accident. The country to which the employee may be sent home shall be specified in the employment contract."</p> <p>Meanwhile, foreign au pairs are expected to come to an agreement with their host family with regards to their travel expenses. But the Directorate of Immigration specifies that at a minimum, the host family should cover half of the travel expenses at the start and end of the contract. This counts as one exclusionary condition.</p> <p>Its website states: "The host family and the au pair shall agree on the payment of travel expenses to and from Iceland. An agreement may be made on the host family paying the travel expenses in full or in part. The host family, however, shall pay as a minimum half of the travel expenses.</p> <p>The host family pays the full travel expenses: 1. If the family terminates the contract without the au pair being in default. 2. If the au pair is unable to honor the contract due to illness or accident. 3. If the au pair terminates the contract on grounds of default or misconduct by the host family. If the au pair leaves the placement at own initiative the au pair shall pay the travel expenses if the termination of placement is not due to default by the host family.</p> <p>In the event of a dispute between the host family and the au pair regarding travel expenses, following the termination of the placement agreement (whether it's reimbursement of costs paid by either party before the placement or foreseeable costs due to the au pair's return home), the Directorate of Immigration does not have means to collect any alleged claims of one or both parties. If the host family and the au pair cannot reach an agreement on their claims, they can refer their case to Icelandic courts for a ruling to resolve such a civil dispute.</p> <p>The au pair is advised to turn to the Directorate of Immigration or the police if he/she needs assistance."</p> <p>1 - 0.25 = 0.75</p>	Directorate of Immigration Au Pair guidelines Regulation on Foreign Nationals Right to Work
B6.2.5	After termination of employment AND departure from the country of employment, can MDWs still access complaint mechanisms and pursue legal civil and criminal remedies?	0.00	Not specified.	