



## Women in Iceland strike for gender equality October 24<sup>th</sup>, 2018

Icelandic labour unions and Icelandic women's organizations are calling for a women's strike on October 24<sup>th</sup> 2018, to protest gender income inequality and violence and sexual harassment in the world of work.

Our demand is **Don't Change Women, Change the World!**

In recent months, stories of harassment, violence and injustice women suffer in the workplace have been shared on social media under the hashtag #MeToo. These stories have made it clear that our fight for gender equality in the world of work cannot only be about equal rights, but must also be about safety in the workplace.

We will no longer tolerate this harassment, violence and injustice! Women should be safe at work and safe at home. The focus now is to put pressure on employers and the government to change how they deal with misogyny, harassment and violence in the workplace and to make sure all workplaces have regulations and protocol for when incidents occur.

Women's solidarity and women's protests in Iceland have driven social change. This is the sixth time that women in Iceland have gone on a strike for gender equality under the banner of *Kvennafri* (Women's Day Off). We walked out in 1975, 1985, 2005, 2010 and 2016. However, even if we have made great gains in the past four decades towards gender equality, we still have not reached full equality.

Women in Iceland are encouraged to leave work at 2:55 p.m. on October 24<sup>th</sup> 2018, the minute they stop being paid for their work.

According to the newest figures from Iceland Statistics, the average wages of women in Iceland are only 74% of the average wages of men. **Women are therefore paid 26% less on average than men.** Women have earned their wages after only 5 hours and 55 minutes, in an average workday of 8 hours. This means that, if the workday begins at 9 a.m. and finishes at 5 p.m. **women in Iceland stop being paid for their work at 2:55 p.m.**

We have created an emblem for the Icelandic strike this year with the official slogan "Don't Change Women, Change the World", which we offer to you for any campaigns you want to create this year! We only request that you credit Kvennafri 2018 and send us a link to your campaign, so we can publicize it on our website.

You can find more information about the Icelandic women's strikes on our website:

<http://kvennafri.is/en>, and on our social media. Our Facebook page is

<http://facebook.com/kvennafri>, our Instagram page <https://www.instagram.com/kvennafri> our

Twitter page: <https://twitter.com/kvennafri>.

## Calculating the Time of the Strike

**The time of departure for women is calculated as the percentage of “income from work” that women get compared to men. Note: This is not the unexplained gender wage gap.**

The reason we do not use the unexplained wage gap is that we feel that it does not represent inequality in society. There are many variables which explain parts of the wage gap, for example women’s labor participation, women who work part-time work due to family and household responsibilities, gender segregation in the labor market (“women’s jobs” that get lower wages), power and influence (board members and managerial positions), longer absences from work due to childbirth, gender stereotyping, etc. Although these factors explain the wage gap, they do not justify women’s lower pay!

The numbers we use in Iceland are tax statistics from Statistics Iceland. They show that working women get 26% lower income from work than men. According to Icelandic law the working week is 40 hours.

To keep it simple we assume that the working day is 8 hours ( $8 \times 60 = 480$  minutes). Transferring that into the time women can leave is:  $(1 - 0,26) \times 480 = 355$  which gives 5 hours and 55 minutes. In a working day from 9-5 that means that women leave at 14:55.

The time of the Icelandic strike is calculated from this table, with the variables „Income from work“ and „Mean conditional“ chosen.

[http://px.hagstofa.is/pxen/pxweb/en/Samfelag/Samfelag\\_launogtekjur\\_3\\_tekjur\\_1\\_tekjur\\_skattf\\_ramtol/TEK01001.px](http://px.hagstofa.is/pxen/pxweb/en/Samfelag/Samfelag_launogtekjur_3_tekjur_1_tekjur_skattf_ramtol/TEK01001.px)

## Women’s Strike in Your Country

We encourage you to calculate the time women stop being paid for work compared to men in your home country and use these numbers to highlight gender inequality in your country!

We don’t know if other countries publish similar numbers. The closest we can find come from Eurostat, but these numbers are a bit old:

<https://ec.europa.eu/eurostat/tgm/table.do?tab=table&init=1&language=en&pcode=teqges01&plugin=1>.

