The membership fee is remuneration for negotiating a collective agreement on wages and other terms of employment, overtime pay, and other terms of work that are of equal value and comparable to work performed in connection with the provision of services. The trade union shop stewards oversee that employers abide by the collective agreements and that the rights of employees are not violated. Employees must contact the union shop steward at their place of work with their complaints against the employer.

### Equal status of women and men

Women and men who are employed by the same employer are entitled to equal pay and equal terms of employment, overtime pay, and other terms of employment, overtime pay, and other terms that apply to the Icelandic labour market. According to law, employers and trade unions must provide temporary services in Iceland, including temporary work agencies that apply to the Icelandic labour market.

### Further information on the rights and obligations that apply to the Icelandic labour market

The Icelandic Confederation of Labour (ASÍ) provides a website with information regarding basic courses in Icelandic, courses in civics and other learning courses that may be available to workers and their families. The trade union shop stewards oversee that employers abide by the collective agreements and that the rights of employees are not violated. Employees must contact the union shop steward at their place of work with their complaints against the employer.

### Icelandic language courses

According to law, employers and trade unions must provide temporary services in Iceland, including temporary work agencies. Special rules apply to foreign employees who are sent to Iceland under the auspices of foreign undertakings in connection with the provision of services. Although they have an employment relationship with the foreign undertaking, they have rights according to Icelandic collective agreements regarding minimum pay and other terms of employment, overtime payments as well as the right to vacation time and vacation time.

### Special rules on the rights and obligations of employees of foreign companies that provide temporary services in Iceland

The trade union shop stewards oversee that employers abide by the collective agreements and that the rights of employees are not violated. Employees must contact the union shop steward at their place of work with their complaints against the employer.

### Further information in your own language

For further information, contact the local trade union.
Collective agreements covering wages and other employment terms

Trade unions negotiate collective agreements for wages and other employment terms of wage earners. Collective agreements reached by the unions apply as minimum terms in the Icelandic labour market, irrespective of the size of the company or duration of the employment. But wage earners in the profession in question.

Contracts of employment between individual wage earners and employers stipulating poorer employment terms than those provided for in the collective agreements are invalid.

Collective wage agreements provide for the occupation's minimum legal requirement for paid days off, holidays, holiday allowance, accident insurance during illness and accidents occurring in the course of their normal work and insurance for accidents resulting in permanent disability caused by work-related accidents or accidents occurring in the course of their normal work and accuracy in an occupation and seniority in a company provided for in the collective agreements and working time.

Working time

The workweek is 40 working hours. In some sectors, the trade unions have negotiated shorter workweeks, e.g. for office and commercial workers. Wages are paid for daytime work, which cannot exceed 40 hours per week (5 hours per day. Overtime begins on completion of daytime work. Overtime is usually paid with 80% higher wages than daytime work. Workers who do assistants and tradespeople are entitled to a 35-minute break period per day, based on full-time employment, without any deduction from wages.

Periods of rest

Nurses are entitled to a minimum of 11 hours consecutive rest during each 24-hour period and at least one day of rest per week immediately succeeding the daily period of rest.

Wages

The minimum income for a full-time position from May 2017 is ISK 280,000 per month for employees who, after the age of 18, have worked for at least six months in the same company. The minimum wage for tradespeople (electricians / metal workers / carpenters / plasterers / painters / plumbers) is ISK 354,430. The minimum wage for skilled workers, waiters and butchers with a journeyman's diploma is ISK 346,974. The next increase in wages will be 1% in May 2018 at the very latest.

Any applicable collective agreements stipulate higher wages with their employers as well as further rights than those provided for in the collective agreements. Basic wages are called market wages and are subject to conditions in the labour market at any given time. It is important for wage earners to find out the market wages for their occupation.

Pension funds

All wage earners are required to ensure their employers to a pension through pension fund membership from the age of 18. The minimum contribution to a pension fund is 12% of the salaries, 4% of which is deducted from the worker's wages and 8% of which is contributed by the employer. In addition to the basic contributions, additional contributions into a supplementary contribution scheme (public or private pension fund), in which case the employer's matching contribution is 2%.

Contract of employment

Employees must, no later than within two months of employment, receive an effective written contract of employment. The provisions of the employment contract must include names of the parties to the contract, the location of the employee's workplace, a short description of its duties, the first day of employment, wage terms, employment ratio, the length of employment if temporary, holiday rights, notice of termination, pension through pension fund membership and reference to an occupational qualification.