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Universal periodic review

## Report of the Working Group on the Universal Periodic Review\*

### Iceland

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\* The annex is being circulated without formal editing, in the language of submission only.



## Introduction

1. The Working Group on the Universal Periodic Review, established in accordance with Human Rights Council resolution 5/1, held its fortieth session from 24 January to 11 February 2022. The review of Iceland was held at the 3rd meeting, on 25 January 2022. The delegation of Iceland was headed by the Prime Minister, Katrín Jakobsdóttir. At its 10th meeting, held on 28 January 2022, the Working Group adopted the report on Iceland.
2. On 12 January 2022, the Human Rights Council selected the following group of rapporteurs (troika) to facilitate the review of Iceland: Argentina, Finland and Senegal.
3. In accordance with paragraph 15 of the annex to Human Rights Council resolution 5/1 and paragraph 5 of the annex to Council resolution 16/21, the following documents were issued for the review of Iceland:
  - (a) A national report submitted/written presentation made in accordance with paragraph 15 (a);<sup>1</sup>
  - (b) A compilation prepared by the Office of the United Nations High Commissioner for Human Rights (OHCHR) in accordance with paragraph 15 (b);<sup>2</sup>
  - (c) A summary prepared by OHCHR in accordance with paragraph 15 (c).<sup>3</sup>
4. A list of questions prepared in advance by Belgium, Germany, Liechtenstein, Panama, Slovenia, Spain, the United Kingdom of Great Britain and Northern Ireland and Uruguay was transmitted to Iceland through the troika. These questions are available on the website of the universal periodic review.

## I. Summary of the proceedings of the review process

### A. Presentation by the State under review

5. The delegation of Iceland, headed by the Prime Minister, Katrín Jakobsdóttir, declared that the promotion and protection of human rights was a core priority, in both domestic and foreign policies. This was vital, given the challenges posed by the coronavirus disease (COVID-19) pandemic, the climate crisis, and a rise in nationalism, racism, religious intolerance, homophobia, transphobia and hate speech.
6. The Government Steering Committee on Human Rights served as a formal platform for consultations across all ministries and with civil society, including the Youth Council for the Sustainable Development Goals. Input from these entities fed into the national report, which was focused on the implementation of recommendations from the last review and on achievements, while outlining areas for improvement.
7. Iceland addressed some questions received from States.
8. Iceland continued to make steady progress towards institutionalizing the promotion of and respect for human rights. It would ensure that the establishment of a national human rights institution was in full accordance with the principles relating to the status of national institutions for the promotion and protection of human rights (the Paris Principles). The policy area of human rights had been transferred from the Ministry of Justice to the Office of the Prime Minister. Iceland planned to strengthen the Government Steering Committee on Human Rights to develop a strong and comprehensive national policy on human rights. Iceland had ratified the Optional Protocol to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence, the United Nations Educational, Scientific and Cultural Organization (UNESCO) Convention against Discrimination in Education and the United Nations conventions on statelessness. The

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<sup>1</sup> [A/HRC/WG.6/40/ISL/1](#).

<sup>2</sup> [A/HRC/WG.6/40/ISL/2](#).

<sup>3</sup> [A/HRC/WG.6/40/ISL/3](#).

process of ratifying the International Convention for the Protection of All Persons from Enforced Disappearance had begun.

9. Promoting equality and non-discrimination continued to be a key priority. Iceland had been at the top of the World Economic Forum's Global Gender Gap Index since 2009 and was actively continuing its drive in this area as part of a dedicated government action plan. In 2018, Iceland had become the first country in the world to require employers by law to obtain an equal pay certification, which ensured equal pay for equal work. In 2020, Iceland had implemented a comprehensive new law on gender equality, containing a first-ever provision on multiple and intersecting forms of discrimination. This increased legal protection for the most marginalized individuals, including women of foreign origin and women with disabilities. Iceland had made significant progress in advancing LGBTIQI+ rights. In 2019, the new Act on Gender Autonomy had been adopted, allowing individuals full autonomy to define their own gender, and prohibiting unnecessary surgical procedures on intersex children. Amendments had been made to the Children's Act regarding the parental status of trans and non-binary persons, to protect and respect all forms of families. For 2022, Iceland had doubled its contribution to the Global Equality Fund, and it had committed to contributing to the United Nations Free & Equal campaign for the next three years. Iceland was firmly committed to fighting racism, xenophobia and other forms of discrimination. In 2018, Parliament had adopted the Act on Equal Treatment on the Labour Market and the Act on Equal Treatment Irrespective of Race and Ethnic Origin. A comprehensive anti-discrimination bill presented to Parliament required equal treatment in all areas of society and prohibited all and any discrimination on the basis of race, ethnicity, religion, life stance, disability, age, sexual orientation, gender identity and expression, and sex characteristics. Increased emphasis had been placed on fighting hate speech and hate crime, including through extensive awareness-raising. Iceland would present a bill in the coming months to amend the General Penal Code to include a provision on hate crime. The bill would also provide more groups with protection against hate speech, including persons with disabilities and intersex persons, as well as protection on the basis of ethnic origin.

10. Iceland had committed to further advancing the rights of persons with disabilities. Amendments had been made to integrate the Convention on the Rights of Persons with Disabilities into Icelandic legislation. The Act on Services for Persons with Disabilities with Long-term Support Needs was aimed at giving persons with disabilities the support they needed to lead their lives independently on their own terms, and to fully enjoy their human rights on an equal basis with others in society.

11. Iceland placed strong emphasis on the rights of the child. A new policy and action plan on a child-friendly Iceland had been adopted in mid-2021. It was aimed at ensuring comprehensive implementation of the Convention on the Rights of the Child, including through strengthened child participation, child impact assessments, child-friendly budgeting, increased collection of data, and education on children's rights at all school levels and throughout society. Since its last universal periodic review, Iceland had undertaken an extensive revision of laws and policies on services for children, which had included the adoption of the new Act on the Integration of Services in the Interest of Children's Prosperity. Iceland also planned to create an integral policy on matters concerning children.

12. Iceland had strengthened its systems to fight gender-based and sexual violence. This had included policies on prevention and awareness-raising, and new provisions in the General Penal Code to address online gender-based violence. Iceland had made significant efforts to ensure faster and better-quality investigations and prosecutions in gender-based violence, sexual violence and human trafficking cases via additional financial resources and training for police and prosecutors. Iceland had minimized the societal effects of COVID-19 quarantine measures, in part to reduce the risk of gender-based violence and other human rights abuses. Combating human trafficking was a top priority. In 2019, the Government's policies had been outlined in a national action plan to combat human trafficking and other forms of exploitation. Iceland had created enhanced partnerships and consultations across the administration and with the police. Iceland was committed to protecting the rights of migrants, asylum seekers and refugees. The Government was finalizing a new action plan and a long-term policy on immigration issues to promote an inclusive society based on the principles of equality, justice, and respect for the human rights of all individuals.

13. Iceland concluded that the advancement of human rights was an ongoing process with new challenges. Among those, the fight against climate change was a core priority.

## **B. Interactive dialogue and responses by the State under review**

14. During the interactive dialogue, 89 delegations made statements. Recommendations made during the dialogue are to be found in section II of the present report.

15. Uruguay welcomed the efforts made by Iceland, including the ratification of the Optional Protocol to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment.

16. Uzbekistan noted that since the second review cycle, a number of legislative and administrative measures had been taken at the national level to promote and protect human rights in Iceland.

17. The Bolivarian Republic of Venezuela underscored the importance of the ratification of the Convention on the Rights of Persons with Disabilities. It was concerned at the increase in racist discourse and the high number of cases of violations and sexual violence.

18. Viet Nam appreciated the high standards of human rights in Iceland and noted with appreciation that Iceland was a party to numerous major human rights instruments.

19. Afghanistan commended Iceland for efforts towards equality, justice and accountability and for the ratification of the Convention on the Rights of Persons with Disabilities. It remained concerned about the high percentage of migrant children dropping out of school after finishing compulsory education.

20. Albania encouraged Iceland to expedite the establishing of an independent national human rights institution in accordance with the Paris Principles. It welcomed the new Act on Equal Status and Equal Rights Irrespective of Gender and the ratification of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence.

21. Algeria appreciated the recent ratifications of the Convention relating to the Status of Stateless Persons and the Convention on the Rights of Persons with Disabilities.

22. Argentina welcomed efforts to implement the recommendations from the previous review cycle.

23. Armenia welcomed progress in the implementation of recommendations from the previous universal periodic review cycle and the accession of Iceland to the United Nations conventions on statelessness. It encouraged Iceland to complete the work towards ratification of the International Convention for the Protection of All Persons from Enforced Disappearance.

24. Australia commended the strong human rights record of Iceland, particularly as a global leader in reducing gender inequality. It welcomed planned progress to expand anti-discrimination laws and the commitment to establishing a new human rights agency.

25. Azerbaijan noted measures in the field of non-discrimination, but was concerned about the rise in hate speech, especially against certain religious groups, and about the unemployment rate among people with migrant backgrounds.

26. Bahrain made recommendations.

27. Bangladesh expressed concern about the high per capita carbon dioxide emissions, and about inequality experienced by migrants in access to basic services, including accommodation, education and health care, as well as in employment opportunities.

28. Barbados commended the positive steps taken by Iceland to increase the protection of human rights as well as its recognition of room for improvement due to new challenges.

29. Belarus was concerned at systemic human rights problems, including the low level of interaction by Iceland with special procedures.

30. Belgium congratulated Iceland on the progress made since the previous review cycle.
31. Brazil encouraged Iceland to take measures to ensure the effective implementation of existing legal provisions prohibiting racial discrimination, facilitate effective access to justice and provide appropriate remedies for all victims of racial discrimination. It welcomed the accession by Iceland to the Convention on the Rights of Persons with Disabilities and the Optional Protocol to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, while calling for ratification of the International Convention for the Protection of All Persons from Enforced Disappearance.
32. Bulgaria welcomed efforts to combat digital violence against children and young people. It noted the focus by Iceland on equal representation of women and men in high-ranking positions.
33. Canada welcomed the top performance by Iceland in the World Economic Forum's Global Gender Gap Index, and encouraged continuing efforts to close the wage gap between genders by 2022.
34. Chile highlighted the ratification by Iceland of the Optional Protocol to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment.
35. China noted progress in the field of human rights but was concerned about continued discrimination against migrants and ethnic minorities, increased violence against women, human trafficking, and the non-guarantee of the rights of women, children, the elderly and persons with disabilities.
36. Costa Rica acknowledged the anti-discrimination laws and welcomed the ratification of the Optional Protocol to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment.
37. Croatia commended the measures introduced in the Act on Equal Treatment on the Labour Market, and comprehensive formal investigations in the combating of human trafficking.
38. Cuba welcomed the adoption of legislation on gender equality and the Government's related action plan.
39. Cyprus commended the efforts of Iceland since the second universal periodic review cycle, especially the ratification of human rights instruments, including the Optional Protocol to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment and the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence.
40. The Democratic People's Republic of Korea was concerned about continued hate speech and hate crimes and the trafficking of women and girls for the purposes of sexual or labour exploitation.
41. Denmark commended the ratification by Iceland of the Optional Protocol to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment and welcomed the country's commitment to establish a national human rights institution. It remained concerned about the continued increase in the number of reported cases of sexual and gender-based violence, particularly against women and girls, and the insufficient diversity in the media landscape.
42. Djibouti welcomed the measures taken by Iceland to implement previous universal periodic review recommendations, which included ratifications, as well as its efforts to combat gender-based violence, in particular the action plan, running until 2022, on measures to combat such violence.
43. The Dominican Republic encouraged Iceland to continue its efforts to strengthen its legislative and institutional framework to protect human rights.
44. Ecuador highlighted the adoption of the comprehensive law on gender equality, the action plan against human trafficking, and the integration of foreigners.
45. Egypt made recommendations.

46. Estonia welcomed the ratification by Iceland of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence, the implementation of the recommendations made by Estonia in the previous cycle and the ongoing efforts on gender-related issues. It commended Iceland for progress made in promoting gender equality and for preventing violence against persons with disabilities, especially women and girls.
47. Fiji commended the country's focus on combating climate change through its goal under the revised climate action plan of becoming carbon-neutral by 2040, along with its increased contributions to the Green Climate Fund.
48. Iceland reiterated its commitment to establishing a strong and effective national human rights institution in full accordance with the Paris Principles and to implementing the Sustainable Development Goals.
49. In 2019, a government action plan for gender equality (running from 2020 to 2023) had been adopted and a new comprehensive law on gender equality had entered into force. For the first time, gender equality laws referred to genders other than women and men.
50. The Government of Iceland had prioritized measures to help facilitate the harmonization of family and work life, and the right to parental leave had been extended to 12 months and was divided equally between parents.
51. The new comprehensive Act on Equal Status and Equal Rights Irrespective of Gender had entered into force in 2021 to better ensure protection of the most marginalized individuals, including women of foreign origin and women with disabilities.
52. An action plan on the processing of sexual offences within the justice system had been adopted in 2017 and a steering committee had been established. Amendments had been made to the General Penal Code to strengthen protection against sexual violence, and in 2018, amendments had been made to the definition of rape to increase the legal protection of victims. A special focus had been placed on improving the judicial system. Work was ongoing to ensure coordinated procedures when victims of domestic violence sought health care and services. In 2021, amendments had been made to the General Penal Code to further increase the legal protection of victims of human trafficking and to make the prosecution of perpetrators easier. In 2019, a human trafficking information portal had been opened at the National Emergency Number 112.
53. Finland thanked Iceland for its leadership in promoting human rights globally and domestically, and appreciated its new programme to incorporate the Convention on the Rights of Persons with Disabilities into national law.
54. France welcomed the ratification of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence and the Optional Protocol to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment.
55. Georgia welcomed the ratification of various international human rights instruments, the updated action plan against human trafficking and the establishment of the working group on creating an independent national human rights institution.
56. Germany commended the positive human rights situation in Iceland, the country's efforts in promoting non-discrimination in relation to sexual orientation and gender identity and its decision to accede to the Convention on the Reduction of Statelessness.
57. Greece commended the continuous efforts made by Iceland to promote human rights, and in particular gender equality, at the domestic and international levels.
58. Haiti commended Iceland for measures taken since the previous review, particularly the ratifications of international instruments, the increase in the share of official development assistance and the cooperation with treaty bodies. It encouraged Iceland to continue its efforts to prevent and combat domestic violence, and to strengthen protection services for vulnerable groups, particularly children and migrants.
59. India commended Iceland on its effective response to the COVID-19 pandemic situation, especially the support provided to vulnerable groups to enable their access to

essential health-care services. It also commended the actions taken on gender equality and combating gender-based violence.

60. Indonesia commended the efforts of Iceland in countering discrimination, racial prejudice and hate speech, and in combating disinformation and misinformation related to the pandemic.

61. The Islamic Republic of Iran expressed its concern about the rise in racist discourse in recent years and the systematic exploitation of migrant workers in Iceland.

62. Iraq welcomed the ratification of the Convention on the Rights of Persons with Disabilities.

63. Ireland welcomed progress made since the last review cycle. It commended the enactment of new legislation and policies to combat sexual and gender-based violence, and the improved protections for the rights of transgender and gender-neutral persons.

64. Italy commended the steps taken by Iceland since the last review, particularly the ratifications of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence and the Optional Protocol to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment. It praised Iceland for the measures adopted to promote the rights of LGBTIQ+ persons and to increase protection of the freedoms of expression, of the media and of information.

65. Japan welcomed the positive steps taken since the previous review cycle, including the ratification of the Convention on the Rights of Persons with Disabilities. It commended Iceland for promoting prevention of violence towards children and young people, including for its adoption of an action plan on preventing sexual and gender-based violence and harassment (running from 2021 to 2025).

66. Jordan made recommendations.

67. Lebanon welcomed efforts in fighting racial prejudice and hate speech.

68. Libya made recommendations.

69. Lithuania commended Iceland for placing human rights at the forefront of the national and international agenda.

70. Luxembourg congratulated Iceland on its ratification of the Optional Protocol to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment.

71. Malaysia commended progress made by Iceland in implementing recommendations from the previous cycle. It welcomed efforts to promote gender equality through the adoption of the action plan for gender equality and noted the adoption of the action plan on preventing sexual and gender-based violence.

72. Maldives took positive note of the commitment made by Iceland to achieve carbon neutrality before 2040 and to cut greenhouse gas emissions by 40 per cent by 2030 under the Paris Agreement.

73. Malta congratulated Iceland on ratifying the Optional Protocol to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment and the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence.

74. The Marshall Islands welcomed the ratification of the main international human rights treaties, in particular the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence.

75. Mauritius applauded the efforts of Iceland in providing early support to students with special needs.

76. Mexico acknowledged the advancements made by Iceland regarding gender equality, particularly wage equality, and welcomed the ratification of the Optional Protocol to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment.

77. Mongolia commended the engagement by Iceland in the universal periodic review process.
78. Montenegro commended the engagement by Iceland in the promotion and protection of human rights at home and internationally. It emphasized that with the adoption of the Equal Pay Certification Act, Iceland had led the fight against gender-based pay discrimination.
79. Namibia commended Iceland for ensuring equality between men and women, and particularly for its adoption of the gender equality action plan for 2020–2023.
80. Nepal commended the adoption of the action plan for gender equality for 2020–2023, the enactment of the new comprehensive law on gender equality, and efforts to end the gender pay gap.
81. The Netherlands commended Iceland on the ratification of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence, the passing of two anti-discrimination acts, an exemplary equal pay management system, and starting the process of establishing a national human rights institution. It expressed concerns at occurrences of gender-based and sexual violence.
82. Iceland explained that several measures for persons with disabilities had been implemented, on the basis of a 2017 action plan, relating, for example, to accessibility, employment, health care, education and independent living. Efforts had also been made to reduce the risk of inhumane treatment for persons with disabilities and for other vulnerable groups, including by amendments to the Patients' Rights Act.
83. In 2019, the Government Steering Committee on Children's Affairs had been established to increase cooperation across the administration, and the title of the Minister of Social Affairs had been expanded to Minister of Social Affairs and Children. In 2021, the new Act on the Integration of Services in the Interest of Children's Prosperity had been adopted to provide children and their families with appropriate support, with a special focus on early assistance in the best interests of the child. A new Ministry of Education and Children was currently being established, and a policy and action plan on a child-friendly Iceland had been adopted in 2021. A plan on prevention of sexual and gender-based violence and harassment against children had been adopted in 2020.
84. Iceland had adopted a new holistic national policy on education in 2021, with the aim of safeguarding and strengthening the education system.
85. The Government's focus had been on shortening processing times for asylum applications while safeguarding the right to a fair procedure. Iceland had taken important steps to create a welcoming society and to ensure a comprehensive approach to integration. A new and coordinated approach to refugee reception and integration had been adopted, aimed at ensuring quicker and better inclusion in the community. It was stated that the Minister of Social Affairs would put forward a parliamentary resolution with a three-year action plan based on five pillars – social participation, family, education, the labour market and refugees – and that in the coming years, a holistic policy on immigration would be developed, focusing on active participation of the immigrant population in every aspect of society.
86. Steps had been taken to increase equality within the health-care system, for example by altering the co-payment systems for medicines and health-care services, and through increased participation in the cost of dental care for children, the elderly and persons with disabilities.
87. In 2019, a mental health team for prisoners had been set up to strengthen related services in prisons and to ensure continuity in such services for prisoners after imprisonment. Special focus had been put on supporting those most adversely affected and special response teams had been established.
88. Extra financial support had been provided for civil society organizations to increase their services for vulnerable groups, and temporary measures had been taken to counteract unemployment during the COVID-19 pandemic, for example by broadening the right to unemployment benefits. From the start of pandemic, Iceland had made a strong commitment



to the fundamental right to education, managing to keep preschools and compulsory schooling open with only minor restrictions.

89. New Zealand welcomed progress in gender equality and in non-discrimination on the basis of sexual orientation and gender identity, and the creation of a helpline for human trafficking notifications.

90. The Niger noted major progress in implementing recommendations from the previous cycle, the legislative and political measures taken to protect refugees, migrants, elderly persons and persons with disabilities, and the legislation on equal pay for men and women.

91. Nigeria commended Iceland for its cooperation with human rights mechanisms and its efforts in implementing previous recommendations. It noted the initiative titled “Emphases in measures against human trafficking and other forms of exploitation”.

92. Pakistan welcomed the enactment of the Act on Equal Treatment on the Labour Market, of 2018, while calling for measures to combat discrimination in all spheres of life. It expressed concerns over the rise in racial hatred and hate speech, especially against ethnic-religious groups and people of the Muslim faith, and the propagation of notions of racial superiority in political campaigns.

93. Panama made recommendations.

94. Peru noted progress made, an example being the Act on Equal Treatment Irrespective of Race and Ethnic Origin.

95. The Philippines recognized the efforts of Iceland to advance gender equality, but was concerned about the reported rise in racist discourse and incitement to racial hatred in the media.

96. Poland reiterated its support for strengthening the principle of equal pay for women and men for the same work or work of equal value, through appropriate legislation and pay transparency mechanisms. It welcomed the starting of a process to create a national action plan on business and human rights.

97. Portugal welcomed the ratification of the Optional Protocol to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, and the setting up of a working group to establish an independent national human rights institution.

98. Qatar appreciated the measures that Iceland had taken to implement the recommendations accepted in the previous cycle, including the accession to human rights treaties and the amendments to national legislation.

99. The Russian Federation noted the weak progress in the implementation by Iceland of the recommendations from the previous universal periodic review cycle, including in relation to the establishment of a national human rights institution. It expressed concerns over the increase in racist speech.

100. Senegal welcomed the efforts of Iceland in the fight against racial prejudice and hate speech.

101. Serbia noted the strong commitment of Iceland to the universal periodic review process and commended measures taken to respond to the universal periodic review recommendations.

102. Slovakia commended Iceland on the positive steps it had taken, in particular to combat sexual violence, narrow the gender pay gap and set up the Government Steering Committee on Human Rights.

103. Slovenia welcomed the first steps taken towards establishing a national human rights institution, and the adoption of a national action plan on the rights of the child.

104. Spain noted that although Iceland had very strong gender legislation, there were differences as far as migrant women and girls were concerned.

105. The State of Palestine welcomed efforts to reduce higher rates of unemployment among persons belonging to ethnic minorities, including through the implementation of the Act on Equal Treatment on the Labour Market.

106. The Syrian Arab Republic made recommendations.
107. Thailand welcomed the advancements made by Iceland in the field of human rights. It applauded the efforts of Iceland to uphold women's rights and gender equality, such as the action plans on the prevention of sexual and gender-based violence and harassment and on gender equality.
108. Timor-Leste commended Iceland on the adoption of the action plan for gender equality and the action plan on measures to combat violence.
109. Togo welcomed the progress made by Iceland since its previous universal periodic review, in particular the ratification of numerous United Nations and Council of Europe human rights conventions.
110. Tunisia welcomed the ratification of various international human rights instruments, and commended the measures adopted to combat trafficking in persons and to support gender equality, protect children and integrate migrants.
111. Turkey commended the wide-ranging engagement by Iceland with various United Nations human rights mechanisms, and its approach towards women's rights, especially in terms of pay standards. Turkey remained concerned about the rise in racist discourse and the working conditions of migrant workers.
112. Ukraine welcomed the progress made since the previous review cycle, the ratification of international human rights instruments, the Act on Equal Status and Equal Rights Irrespective of Gender, and the work done on comprehensive anti-discrimination legislation.
113. The United Kingdom of Great Britain and Northern Ireland commended Iceland on topping the 2021 Global Gender Gap Index rankings and on adopting two acts on gender autonomy. It welcomed the commitment of Iceland to media freedom, and to combating human slavery, for example by introducing a new Human Slavery Act in 2021.
114. The United Republic of Tanzania commended Iceland for undertaking to earmark a percentage of its gross national income to development assistance and for increasing its financial contribution to education.
115. The United States of America commended Iceland on its long-standing commitment to protecting and promoting human rights and fundamental freedoms.
116. Iceland explained that various legislative amendments had been made to increase the protection of freedom of expression, of the media and of information, including a new act on protecting whistle-blowers in 2020 and an act reinforcing the public's right to information in 2019.
117. Iceland noted that an action plan on measures against violence, for the period 2019–2022, had been adopted, and that a bill would be presented in Parliament to amend the General Penal Code to include a provision on hate crimes.
118. Iceland reiterated that the law on gender autonomy adopted in 2019 had strengthened the rights of trans and intersex persons and provided individuals with the right to define their own gender, granting persons over the age of 15 the right to register their self-identified gender.
119. The first action plan on LGBTIQ+ rights was being developed. Iceland had increased its financial contribution to the leading Icelandic LGBTIQ+ organization to increase services for marginalized individuals, with an emphasis on the elderly and those seeking international protection.
120. Iceland remained fully committed to continuing to implement the universal periodic review recommendations and to involving civil society organizations and other stakeholders in the follow-up process. Iceland stated that it would submit a voluntary midterm report.

## II. Conclusions and/or recommendations

121. The following recommendations will be examined by Iceland, which will provide responses in due time, but no later than the fiftieth session of the Human Rights Council.

121.1 Promote the prompt ratification of the International Convention for the Protection of All Persons from Enforced Disappearance, and the International Labour Organization (ILO) Domestic Workers Convention, 2011 (No. 189) and Violence and Harassment Convention, 2019 (No. 190) (Uruguay);

121.2 Consider ratifying the International Convention for the Protection of All Persons from Enforced Disappearance, as well as the Optional Protocol to the Convention on the Rights of the Child on a communications procedure (Belgium);

121.3 Ratify the International Convention for the Protection of All Persons from Enforced Disappearance signed in October 2008, as well as the Optional Protocol to the Convention against Torture signed in September 2003 (France);

121.4 Ratify the Optional Protocol to the Convention on the Rights of Persons with Disabilities and the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, to fight against the systematic exploitation they suffer (Bolivarian Republic of Venezuela);

121.5 Step up efforts to ratify the Optional Protocol to the Convention on the Rights of the Child on a communications procedure and the International Convention for the Protection of all Persons from Enforced Disappearance (Albania);

121.6 Accede to the international human rights treaties that it has not joined, including the Convention on the Rights of the Child and the International Covenant on Economic, Social and Cultural Rights (Libya);

121.7 Ratify the International Convention for the Protection of All Persons from Enforced Disappearance (Argentina); Ratify the International Convention for the Protection of All Persons from Enforced Disappearance at as early a stage as possible (Japan);

121.8 Expedite the ratification of the International Convention for the Protection of All Persons from Enforced Disappearance (Mexico) (Mongolia);

121.9 Keep up the work on the ratification of the International Convention for the Protection of All Persons from Enforced Disappearance (Viet Nam);

121.10 Conclude the procedures to ratify the International Convention for the Protection of All Persons from Enforced Disappearance, signed in 2008 (Italy);

121.11 Ratify the International Convention for the Protection of All Persons from Enforced Disappearance, and also continue its efforts in enhancing the provision of care to disabled children (Greece);

121.12 Ratify the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (Bangladesh) (Turkey) (Fiji) (Philippines);

121.13 Become a party to the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (Azerbaijan);

121.14 Proceed to ratify the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (Togo);

121.15 Sign and ratify the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (Egypt);

- 121.16 Consider acceding to the **International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (Indonesia)**;
- 121.17 Ratify the **Optional Protocol to the International Covenant on Economic, Social and Cultural Rights (Cyprus) (Portugal) (Slovakia)**;
- 121.18 Ratify the **Optional Protocol to the Convention on the Rights of the Child on a communications procedure (Croatia) (Cyprus) (Maldives) (Slovakia)**;
- 121.19 Adhere to the **Optional Protocol to the Convention on the Rights of the Child on a communications procedure (Italy)**;
- 121.20 Expedite the ratification of the **Optional Protocol to the Convention on the Rights of the Child on a communications procedure, in line with the recent commitment agreed by the Icelandic Parliament (Ireland)**;
- 121.21 Ratify the **Optional Protocol to the Convention on the Rights of Persons with Disabilities (Australia) (Costa Rica) (Cyprus) (Lithuania) (Slovakia) (Namibia)**;
- 121.22 Consider ratifying the **Optional Protocol to the Convention on the Rights of Persons with Disabilities (Malta) (Viet Nam)**;
- 121.23 Ratify the **Optional Protocol to the Convention on the Rights of Persons with Disabilities and establish programmes to combat discrimination and violence against persons with disabilities (Mexico)**;
- 121.24 Withdraw all reservations to the **International Covenant on Civil and Political Rights (Namibia)**;
- 121.25 Ratify the **International Convention on the Suppression and Punishment of the Crime of Apartheid (Islamic Republic of Iran)**;
- 121.26 Ratify the **Convention relating to the Status of Stateless Persons and the Convention on the Reduction of Statelessness (Togo)**;
- 121.27 Sign the **Declaration on Children, Youth and Climate Action, phase out all fossil fuels and continue the transition to renewable energy, ensuring that this is produced in a manner compatible with human rights (Panama)**;
- 121.28 Ratify the **Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention) (Argentina)**;
- 121.29 Ensure an open, merit-based process when selecting national candidates for **United Nations treaty body elections (United Kingdom of Great Britain and Northern Ireland)**;
- 121.30 Continue constructive interaction with human rights mechanisms of the **United Nations, including the Office of the United Nations High Commissioner for Human Rights (Uzbekistan)**;
- 121.31 Consider implementing the remaining recommendations from the previous cycle (**United Republic of Tanzania**);
- 121.32 Share internationally good practices on equal pay for equal work and provide technical assistance to developing countries to follow a similar system (**Costa Rica**);
- 121.33 Include national or ethnic origin as a ground of discrimination in its relevant legislation with a view to providing comprehensive protection for vulnerable groups (**Azerbaijan**);
- 121.34 Continue to create, adopt and implement comprehensive anti-discrimination legislation (**Barbados**);
- 121.35 Take effective legislative and administrative measures to combat racial discrimination (**China**);

- 121.36 **Assess the reform of the criminal code to include racist motives as an aggravating circumstance for crimes (Peru);**
- 121.37 **Include racist motivation as an aggravating circumstance in Icelandic criminal and procedural law, given the rise in hate speech (Spain);**
- 121.38 **Revise its laws to eliminate all forms of racial discrimination (Syrian Arab Republic);**
- 121.39 **Introduce a criminal law provision that expressly considers racist motivation of an offence as an aggravating circumstance (United Kingdom of Great Britain and Northern Ireland);**
- 121.40 **Consider amending the General Penal Code to include racist motivation of an offence as a specific aggravating circumstance (Albania);**
- 121.41 **Include national or ethnic origin as a ground of discrimination in its General Penal Code (Philippines);**
- 121.42 **Classify racist motivation as an aggravating circumstance of a crime (Bolivarian Republic of Venezuela);**
- 121.43 **Review the Penal Code provisions on crimes with racist motivation (Turkey);**
- 121.44 **Amend the Penal Code to include nationality, ethnicity and religion as grounds of discrimination, in accordance with the International Convention on the Elimination of All Forms of Racial Discrimination (Pakistan);**
- 121.45 **Extend explicit protections in hate crime laws to include crimes against LGBTQI+ persons on the basis of sexual orientation or gender identity (United States of America);**
- 121.46 **Combat racial discrimination, including racially motivated hate crimes, by amending national laws, ensuring effective investigation and prosecution of all such cases, and holding perpetrators accountable (Pakistan);**
- 121.47 **Expand the Act on Equal Treatment, which should also include discrimination based on grounds such as religion, disability, age, sexual orientation and gender identity (Slovenia);**
- 121.48 **Implement the Convention on the Rights of Persons with Disabilities in its domestic legislation by introducing changes to relevant legislation to bring its legislation into accordance with the Convention (Islamic Republic of Iran);**
- 121.49 **Conduct robust consultations with religious groups and civil society when developing laws and policies with implications for religious practice (United States of America);**
- 121.50 **Carry out the reform of the electoral system in accordance with the recommendations of the Organization for Security and Cooperation in Europe/Office for Democratic Institutions and Human Rights (Belarus);**
- 121.51 **Promote the development of a more diverse media supply, with the aim of further strengthening democratic debate (Denmark);**
- 121.52 **Make further efforts to protect human rights (Niger);**
- 121.53 **Consider the development of a national plan on human rights (Lithuania);**
- 121.54 **Pursue the development and adoption of a comprehensive national human rights action plan to strengthen consistency in implementing related policies and programmes (Armenia);**
- 121.55 **Take further steps to ensure the adoption of the comprehensive national plan on human rights (Georgia);**

- 121.56 Establish a national human rights institution in accordance with the Paris Principles (Bolivarian Republic of Venezuela) (Lebanon) (Australia) (Slovenia) (Mongolia);
- 121.57 Establish an independent national human rights institution in accordance with the Paris Principles (Qatar) (Senegal);
- 121.58 Establish a national human rights institution and ensure its compliance with the Paris Principles, and maintain its full independence (Egypt);
- 121.59 Establish a national human rights institution, in accordance with the Paris Principles, following a respective announcement of Iceland's Government (Germany);
- 121.60 Establish a national human rights institution with a broad mandate for the protection of human rights, including for persons belonging to ethnic or religious minorities and from migrant backgrounds (Azerbaijan);
- 121.61 Establish a national human rights institution with sufficient resources for its functions and in accordance with the Paris Principles (Costa Rica);
- 121.62 Establish a national human rights institution, building on the efforts already undertaken by the Government (Ireland);
- 121.63 Establish an independent national human rights institution with a broad mandate to promote and protect human rights (Mauritius);
- 121.64 Establish a national human rights institution as soon as possible, while making use of existing civil society know-how and expertise (Netherlands);
- 121.65 Establish a national human rights institution in line with the recommendations from the second cycle of the universal periodic review (Turkey);
- 121.66 Establish a national human rights institution (Argentina);
- 121.67 Create a national human rights institution in line with the Paris Principles (Niger);
- 121.68 Create an independent national human rights institution with a horizontal mandate and the necessary resources to enable it to promote and protect human rights in accordance with the Paris Principles (Luxembourg);
- 121.69 Create a national human rights institution provided with full institutional independence and effective *modus operandi* (Russian Federation);
- 121.70 Consider establishing an independent national human rights institution, in accordance with the Paris Principles (India) (Nepal);
- 121.71 Consider establishing an independent national human rights commission, drawing on the experience of the Icelandic Centre for Human Rights (Algeria);
- 121.72 Consider the establishment of an independent national human rights institution with a broad mandate and in accordance with the Paris Principles (France);
- 121.73 Consider the establishment of an independent national human rights institution with sufficient human and financial resources to carry out its mandate (Poland);
- 121.74 Expedite the establishment of an independent national human rights institution, in accordance with the Paris Principles (Mexico) (Ukraine);
- 121.75 Intensify efforts aimed at establishing an independent national human rights institution in line with the Paris Principles (Georgia); Intensify the establishment of an independent national human rights institution, in accordance with the Paris Principles (Montenegro); Continue efforts to establish an independent national human rights institution (Pakistan); Continue efforts

aimed at establishing a national human rights institution in accordance with the Paris Principles (Iraq);

121.76 Take measures aimed at establishing a national human rights institution in compliance with the Paris Principles (Bangladesh);

121.77 Take measures to establish a national human rights institution compliant with the Paris Principles, which will reinforce the implementation of related policies and programmes and build on the resource base of existing Icelandic human rights partner organizations (Canada);

121.78 Advance in the establishment of a national human rights institution in accordance with the Paris Principles, with a mandate to promote and protect human rights (Chile);

121.79 Speed up the efforts to establish a national human rights institution, guaranteeing its financial autonomy and full independence institutionally to conduct its responsibilities and functions (Dominican Republic);

121.80 Step up the necessary domestic procedures in order to establish a national human rights institution in line with the relevant Paris Principles (Greece);

121.81 Accelerate the process of establishing an independent national human rights institution fully compliant with the Paris Principles (Djibouti);

121.82 Accelerate the establishment of an independent national human rights institution with a broad mandate and resources, in accordance with the Paris Principles (Ecuador);

121.83 Take further steps towards establishing a national human rights institution that is in full compliance with the Paris Principles, with possible bilateral and international collaboration (Indonesia);

121.84 Work to establish an independent national institution concerned with the promotion and protection of human rights and allocate the necessary resources for it (Jordan);

121.85 Advance the goal of establishing a national human rights institution in accordance with the Paris Principles (Malaysia);

121.86 Take concrete actions to establish its national human rights institution that is fully compliant with the Paris Principles (Philippines);

121.87 Conclude the process of establishing a national human rights institution based on the Paris Principles and the adoption of a comprehensive national plan on human rights (Portugal);

121.88 Proceed with the establishment of a financially autonomous and fully institutionally independent national human rights institution, capable of carrying out its responsibilities and functions effectively (Togo);

121.89 Continue efforts made to consider the creation of a national human rights institution, within the framework of the working group established for this purpose (Tunisia);

121.90 Reform the Steering Committee on Human Rights so that it is fully compliant with the Paris Principles, and so that all human rights issues are within its mandate (Lithuania);

121.91 Provide a legislative framework for the Icelandic Human Rights Centre to fulfil the Paris Principles (Slovakia);

121.92 Continue its efforts to fight against discrimination, racism and hate speech (Algeria);

121.93 Combat hate speech on mainstream and social media platforms (Iraq);

- 121.94 Continue efforts to combat hate speech, especially against ethnic and religious groups and foreigners of the Muslim faith (Peru);
- 121.95 Continue implementing measures to eliminate hate speech and stereotypes, as foreseen in national programmes to combat racism, analogous forms of hostility and hate crimes (Dominican Republic);
- 121.96 Take all measures to prevent hate speech and all forms of discrimination, especially on the basis of race, colour, religion and gender (Libya);
- 121.97 Ensure accessibility to effective remedies against any form of discrimination to protect vulnerable groups from hate speech and other hate crimes (Bahrain);
- 121.98 Intensify measures to combat all forms of discrimination, in particular racial discrimination, with particular emphasis on the fight against hate speech and racist and xenophobic rhetoric (Djibouti);
- 121.99 Redouble efforts to combat racism and hate crimes that are ethnically and religiously motivated, and ensure that they are effectively investigated, and that appropriate means of litigation and remedies are provided for all victims (Qatar);
- 121.100 Strengthen its legislation on racial hate speech and crime, intensify efforts to prevent the prevalence of those acts, and ensure that those crimes are thoroughly investigated, perpetrators punished and victims provided with effective remedies (Democratic People's Republic of Korea);
- 121.101 Reinforce implementation of two anti-discrimination laws from 2018: on Equal Treatment Irrespective of Racial and Ethnic Origin and on Equal Treatment on the Labour Market (Slovakia);
- 121.102 Introduce provisions in its criminal law that would stiffen punishment for racist speech (Russian Federation);
- 121.103 Intensify measures for combating racist discourse (Turkey);
- 121.104 Take concrete steps to combat racist discourse and related crimes (Syrian Arab Republic);
- 121.105 Intensify its public information campaign to raise awareness on combating racist hate speech (Philippines);
- 121.106 Develop effective actions to put an end to hate speech and the spreading of racial or supremacist stereotypes, by political sectors and the media (Cuba);
- 121.107 Establish an effective mechanism to combat racism, hate speech and xenophobia and to promote tolerance throughout the society (Bangladesh);
- 121.108 Facilitate the ability of existing mechanisms for the protection of human rights to receive complaints on the grounds of discrimination until such a time as an Icelandic national institution is established (Canada);
- 121.109 Promote efforts to combat all forms of racial discrimination and hate speech and ensure the reporting of racial discrimination and crimes and to hold perpetrators accountable (Jordan);
- 121.110 Take measures to guarantee the full and effective application of existing legislation prohibiting racial discrimination (Senegal);
- 121.111 Pursue the efforts made in fighting racial discrimination (Lebanon);
- 121.112 Develop a comprehensive strategy and action plan to eliminate all kinds of discrimination on the basis of racism, religion and gender identity, and ensure non-discriminatory treatment of all minority communities within its territory (Democratic People's Republic of Korea);



- 121.113 **Draft a national action plan to combat all forms of racism, xenophobia and Islamophobia (Egypt);**
- 121.114 **Continue its proactive efforts in order to ensure full gender equality in education and the labour market, and share best practices in this field (Viet Nam);**
- 121.115 **Conduct awareness campaigns and take measures to combat gender stereotyping and inequality between men and women (Costa Rica);**
- 121.116 **Conduct awareness-raising campaigns to eliminate gender stereotypes, and ensure the engagement of men and boys as a critical tool to promote gender equality (Estonia);**
- 121.117 **Take concrete and sustainable measures to combat the negative effects of climate change, in particular ocean acidification (Haiti);**
- 121.118 **Incorporate the right to a safe environment in its constitution and law (Costa Rica);**
- 121.119 **Continue to intensify efforts to develop and strengthen the necessary legislative frameworks that address cross-sectoral environmental challenges, including climate change and disaster risk reduction frameworks (Fiji);**
- 121.120 **Implement the commitment made at the Nairobi Summit to invest in the implementation of the Programme of Action of the International Conference on Population and Development by supporting concrete actions, at both the national and the international levels, within the overall context of the 2030 Agenda for Sustainable Development (Panama);**
- 121.121 **Continue introducing measures that will promote the welfare of the population (United Republic of Tanzania);**
- 121.122 **Meet its official development assistance target of 0.7 per cent of its gross national income (Bangladesh);**
- 121.123 **Continue to take steps to increase its contribution to official development aid with a view to reaching the internationally agreed threshold of 0.7 per cent of gross national product while emphasizing capacity-building and resilience (Haiti);**
- 121.124 **Take effective measures to end the compliance with unilateral coercive measures that are illegal and contrary to international law and international human rights (Islamic Republic of Iran);**
- 121.125 **Finalize the development of Iceland's National Action Plan on Business and Human Rights in line with the United Nations Guiding Principles on Business and Human Rights with the aim of promoting respect for human rights in business (Japan);**
- 121.126 **Continue taking steps in developing a national action plan on business and human rights (Malaysia);**
- 121.127 **Strengthen oversight over its companies operating abroad with regard to any negative impact from their activities on the enjoyment of human rights, particularly in conflict areas, which includes situations of foreign occupation, where there are heightened risks of human rights abuses (State of Palestine);**
- 121.128 **Strengthen the prevention of new forms of violence, such as online harassment (Lithuania);**
- 121.129 **Ensure that conditions of detention in places of deprivation of liberty meet international standards, including by refraining from excessive use of solitary confinement (Belarus);**
- 121.130 **Ensure that independent and impartial bodies investigate all allegations of torture and ill-treatment (Egypt);**

- 121.131 Encourage efforts to investigate complaints from persons deprived of their liberty, and develop awareness-raising and training campaigns for law enforcement officers (Spain);
- 121.132 Ensure that non-refoulement principles are secured in law and in practice (Afghanistan);
- 121.133 Ensure that its courts implement its new whistle-blowing legislation firmly to prevent attempts at intimidation against journalists and whistle-blowers by private persons (Germany);
- 121.134 Guarantee independence, impartiality, publicity and transparency to the appointments process of judges in order to protect civil and political rights (Marshall Islands);
- 121.135 Adopt more effective measures to prevent trafficking for the purpose of labour exploitation, and include a legal definition of practices analogous to slavery and servitude, as types of exploitation (Bolivarian Republic of Venezuela);
- 121.136 Fund all actions for combating human trafficking and issue a comprehensive action plan including awareness-raising, prevention, and measures to address the structural conditions which enable and perpetuate human trafficking (Australia);
- 121.137 Step up efforts to combat human trafficking, especially for the purposes of sexual and labour exploitation, and improve law enforcement practice to ensure the inevitability of punishment for these crimes and the effective prosecution of perpetrators (Belarus);
- 121.138 Adopt and implement a comprehensive action plan on combating the trafficking of human beings in support of the Government's 2019 emphasis on actions to combat human trafficking and other forms of exploitation (Canada);
- 121.139 Consider carrying out awareness-raising campaigns aimed at preventing human trafficking, and providing information about the rights and available resources aimed at the most vulnerable groups in the population (Chile);
- 121.140 Effectively combat human trafficking and bring those responsible to justice (China);
- 121.141 Take further steps to improve the prosecution of human traffickers and ensure appropriate protection and assistance for the victims (Croatia);
- 121.142 Ensure the consistent developing and implementing of legislation on the trafficking of women and girls for sexual or labour exploitation and criminal activity (Democratic People's Republic of Korea);
- 121.143 Continue to allocate the necessary human, technical and financial resources to effectively implement its policies and procedures to combat trafficking in persons, with a focus on trafficking of women and children (Fiji);
- 121.144 Continue efforts related to identifying victims of trafficking for sexual and labour exploitation, and ensuring appropriate protection and assistance to such victims (Georgia);
- 121.145 Continue the ongoing efforts to prevent trafficking in human beings (Italy);
- 121.146 Continue efforts aimed at combating human trafficking and at treating victims with justice (Jordan);
- 121.147 Continue efforts to combat human trafficking and labour exploitation (Mexico);
- 121.148 Continue the efforts made to combat human trafficking and all other forms of exploitation (Tunisia);

- 121.149 Continue its efforts to combat human trafficking and gender-based violence (Nepal);
- 121.150 Take further steps to address human trafficking by formulating a comprehensive action plan and by providing additional funding to combat human trafficking (New Zealand);
- 121.151 Continue to pursue all efforts to combat human trafficking, and for the protection of the rights of victims of human trafficking (Nigeria);
- 121.152 Exert more efforts to combat trafficking in persons and to provide the necessary protection and assistance to victims (Qatar);
- 121.153 Continue its efforts with regard to identifying victims of trafficking for the purposes of sexual and labour exploitation, including children, and ensure that victims and survivors receive appropriate protection, assistance and reparation, taking into account the gender perspective (Panama);
- 121.154 Conduct awareness-raising campaigns among the private sector to prevent and address racial discrimination and exploitation, especially against foreign workers (Philippines);
- 121.155 Take further steps to prevent human trafficking for the purpose of labour exploitation and include slavery, slavery-like practices and servitude as forms of exploitation in the legal definition of human trafficking (Russian Federation);
- 121.156 Improve its procedure for identifying victims of human trafficking and intensify efforts to grant greater assistance to victims, and provide sufficient funding for efforts to fight human trafficking (Russian Federation);
- 121.157 Adopt a comprehensive plan to combat sexual harassment and exploitation in the workplace (Syrian Arab Republic);
- 121.158 Continue its efforts in ensuring effective investigations and prosecutions against all persons engaged in trafficking in persons, and providing protection and assistance to victims of all nationalities (Thailand);
- 121.159 Further strengthen efforts to counter and prevent trafficking in persons, including by, where appropriate, prosecuting traffickers (United States of America);
- 121.160 Build upon the 2021 Human Slavery Act by increasing training for police, prosecutors and judges on investigating and prosecuting perpetrators of modern slavery offences (United Kingdom of Great Britain and Northern Ireland);
- 121.161 Take measures to reduce the demand for prostitution in the country, and to prevent the involvement of minors and vulnerable persons from among immigrants in this area (Belarus);
- 121.162 Issue temporary work permits valid for a given type of employment, rather than linked to an employer which for the employees concerned increases vulnerability to exploitation and abuse, as previously recommended (Luxembourg);
- 121.163 Promote policies to support the family as the fundamental and natural unit of society (Egypt);
- 121.164 Ensure equal opportunities for women in the labour market, including by adopting measures on the principle of equal pay for work of equal value (Cuba);
- 121.165 Take effective measures to reduce the high rates of unemployment among persons belonging to ethnic minorities and immigrants (Qatar);

- 121.166 Take measures to reduce the disproportionate unemployment of persons belonging to ethnic minorities and migrants, and guarantee them decent employment under equal conditions (Cuba);
- 121.167 Adopt measures to reduce unemployment of persons belonging to ethnic minorities and of immigrants and their descendants (Ecuador);
- 121.168 Ensure a consistent effective enforcement of the Act on Equal Treatment on the Labour Market, and conduct awareness-raising campaigns among employers to prevent racial discrimination in the labour market (State of Palestine);
- 121.169 Consider adopting legislation to prevent discrimination in employment against persons with disabilities (Bulgaria);
- 121.170 Effectively protect the rights of vulnerable groups in housing, education, medical care, employment, etc. (China);
- 121.171 Continue efforts in ensuring that all retired persons and persons with disabilities will be able to enjoy an adequate standard of living, through both the provision of adequate levels of social security benefits and pensions, and work opportunities (Slovenia);
- 121.172 Continue to take measures to ensure an adequate standard of living for persons with disabilities (India);
- 121.173 Continue efforts to ensure that all retirees and persons with disabilities are able to enjoy an appropriate standard of living, through provision of an adequate level of social security benefits and pensions, and work opportunities (Poland);
- 121.174 Implement human rights-based mental health policies aligned with the Convention on the Rights of Persons with Disabilities, and provide community-based mental health services, with a view to eliminating stigma, discrimination and coercion in mental health (Portugal);
- 121.175 Implement further measures to ensure equal access to education for women and girls, as well as for national minorities (Uzbekistan);
- 121.176 Ensure that all refugees' and asylum seekers' children enjoy the right to education, particularly secondary education (Afghanistan);
- 121.177 Further strengthen education policy to ensure that all persons are provided with equal opportunities to obtain quality teaching, to increase literacy and lessen withdrawal from upper secondary schools (Barbados);
- 121.178 Take measures to increase learning opportunities for children with disabilities and to ensure that persons with disabilities are enrolled in academic programmes of their choice with sufficient support to enable them to complete their education (Bulgaria);
- 121.179 Continue applying measures to reduce dropout rates for migrant and other students, from upper secondary schools (Cyprus);
- 121.180 Improve access to education for immigrant children (Ecuador);
- 121.181 Consider putting in place measures to ensure free primary and secondary education for at least twelve years (France);
- 121.182 Work towards a more inclusive educational system, especially with regard to allocation of resources for all children (India);
- 121.183 Take the necessary measures to prevent asylum seekers' children from dropping out of school (Islamic Republic of Iran);
- 121.184 Consider extending the duration of free and compulsory education to twelve years (Lebanon);

- 121.185 Take appropriate measures to reduce the inequalities that exist in the education system to address the challenges faced by children with disabilities and special needs (Maldives);
- 121.186 Establish education programmes for the police, prosecutors and judges, on methods for questioning victims with disabilities and other measures necessary to ensure as fair and thorough a procedure as possible (Malta);
- 121.187 Provide at least 12 years of education at the primary and secondary levels, as recommended by UNESCO (Mauritius);
- 121.188 Continue its efforts to improve access to secondary education for children with immigrant backgrounds (Montenegro);
- 121.189 Improve access to quality education for all children without discrimination (Qatar);
- 121.190 Continue its efforts to improve access to secondary education for children with immigrant backgrounds, including by creating a national education strategy to identify inequalities in access to education and develop solutions, in consultation with affected groups (Serbia);
- 121.191 Adopt measures to combat school dropout by immigrant children in order to achieve their fullest possible integration (Spain);
- 121.192 Improve further the access to justice for women victims of domestic and gender-based violence, and provide training in dealing with domestic and sexual violence for judges, police, prosecutors and other relevant professionals (Estonia);
- 121.193 Ensure that adequate funding is available for preventive measures against gender-based and sexual violence, for counselling and support for victims, and for training for law enforcement personnel (Netherlands);
- 121.194 Train law enforcement officers and prosecutors to investigate and prosecute sexual violence crimes (Syrian Arab Republic);
- 121.195 Establish training programmes for law enforcement officials, prosecutors and judges on sexual and gender-based violence with the aim of increasing the rate of convictions (Denmark);
- 121.196 Grant sufficient resources for the investigation and prosecution of sexual crimes and cases of domestic violence, and for the training of police officers, prosecutors and judges in this matter (Bolivarian Republic of Venezuela);
- 121.197 Increase measures to protect foreign women and women with minority backgrounds from sexual and gender-based violence and racial discrimination, including domestic violence, and ensure that victims are provided with adequate legal, medical and psychosocial assistance, regardless of their immigration status (Serbia);
- 121.198 Increase measures to protect foreign women and women from minority groups against gender-based violence and to ensure their access to legal, medical and psychosocial assistance, regardless of their immigration status (Peru);
- 121.199 Take further positive steps in relation to women's rights, in particular by strengthening State prosecutors' and police officers' capabilities to investigate gender-based sexual violence and by adopting a new action plan against sexual violence (Germany);
- 121.200 Improve access to justice for women who are victims of domestic violence and gender-based sexual violations, and ensure that victims are able to report incidents and press charges without fear of adverse consequences in case of losing in court (Finland);

- 121.201 **Improve measures to combat gender-based and domestic violence so as to ensure adequate investigation and prosecution of reported abuses and violations against women and children (Brazil);**
- 121.202 **Step up efforts to ensure greater access by women from minority backgrounds and immigrant women to sexual and gender-based violence support services (Philippines);**
- 121.203 **Support migrant women in abusive relationships and assist and empower them in order to reduce the ratio of migrant women seeking help from women's shelters (Islamic Republic of Iran);**
- 121.204 **Continue efforts to prevent and combat all forms of violence and discrimination against women, and support gender equality (Tunisia);**
- 121.205 **Continue the efforts already undertaken in the fight against domestic and sexual violence, in the wake of the implementation of the action plans adopted in 2017 and 2019 (France);**
- 121.206 **Ensure adequate funding for the investigation and prosecution of sexual offences and domestic violence to ensure the rights of women (Marshall Islands);**
- 121.207 **Redouble efforts to protect foreign women and women belonging to minority groups against sexual violence and discrimination (Ecuador);**
- 121.208 **Increase efforts to prevent violence against women, in particular, increase measures to protect foreign women and women from minority groups against sexual, domestic and gender-based violence and racial discrimination (Chile);**
- 121.209 **Continue to provide adequate preventive measures for combating violence against women, as well as support and counselling, and continue to provide access to justice for victims, including foreign women and women from minority backgrounds (Belgium);**
- 121.210 **Take measures to ensure protection and assistance in the face of increasing incidents of gender-based violence among migrants (Spain);**
- 121.211 **Continue to ensure comprehensive implementation of the Convention on the Rights of the Child (Barbados);**
- 121.212 **Ensure successful realization of the Child-Friendly Iceland policy and action plan, aiming at implementation of the Convention on the Rights of the Child (Ukraine);**
- 121.213 **Continue efforts to ensure that children take part in decisions that affect them, particularly in custody cases (Bulgaria);**
- 121.214 **Ensure that all competent services for children continue participating in the implementation of integrated support services for children and that lessons learned are shared (Belgium);**
- 121.215 **Step up its efforts in providing support to children who face physical and psychological violence, in particular children with disabilities, and in effectively implementing the Action Plan on Child Protection (Thailand);**
- 121.216 **Strengthen efforts to ensure equal opportunities for children, including access to education, health care, justice and financial support (Timor-Leste);**
- 121.217 **Strengthen existing policies and measures at the national level to protect the human rights of all children in conditions of vulnerability, including children living in poverty and migrant and refugee-seeking children, equipping them with sufficient resources, and ensuring that they are guided by a comprehensive assessment of the best interests of the child (Uruguay);**

121.218 **Take effective steps to combat discrimination against persons with disabilities, particularly persons with Down syndrome (Islamic Republic of Iran);**

121.219 **Intensify steps to combat and prevent discrimination against persons with disabilities (Malaysia);**

121.220 **Take immediate and effective steps to combat discrimination against persons with disabilities, particularly persons with Down syndrome, strengthen public awareness campaigns to uphold their rights, and provide comprehensive support and assistance to persons concerned and their families (Philippines);**

121.221 **Take further steps to address employment issues for migrants, by implementing its action plan on migration (New Zealand);**

121.222 **Endorse and implement the Global Compact for Safe, Orderly and Regular Migration (Indonesia);**

121.223 **Ensure the full realization of the rights of refugees, asylum seekers and migrants, and adopt a government action plan on migration (Finland);**

121.224 **Take further measures to reduce the high unemployment rates among people of immigrant origin (Iraq);**

121.225 **Strengthen efforts to ensure the protection of the rights of migrant workers and members of their families (Nigeria);**

121.226 **Take further measures to ensure the protection of the most vulnerable individuals, including migrant women and children (Bahrain);**

121.227 **Continue its efforts aimed at improving the integration of migrant children into the national health and education systems (Algeria);**

121.228 **Take additional steps towards addressing the unemployment rate among migrants, as well as towards improving access to secondary education for children with immigrant backgrounds (Brazil);**

121.229 **Ensure refugees prompt access to basic services (Mexico);**

121.230 **Establish a formal statelessness identification and determination procedure, in accordance with human rights obligations and standards, and encourage revision of the nationality law so that stateless children born in the State may have the right to acquire Icelandic nationality (Uruguay).**

122. **All conclusions and/or recommendations contained in the present report reflect the position of the submitting State(s) and/or the State under review. They should not be construed as endorsed by the Working Group as a whole.**

## Annex

### Composition of the delegation

The delegation of Iceland was headed by H.E. Ms. Katrín Jakobsdóttir, Prime Minister and composed of the following members:

- Ms. Bryndís Hlökkversdóttir, Permanent Secretary, Prime Minister's Office (Moderator);
- H.E. Ambassador Harald Aspelund, Permanent Representative, Geneva;
- Ms. Ásthildur Knútsdóttir, Director General, Ministry of Health;
- Ms. Anna Hjartardóttir, Director of International Organizations and Political Affairs, Ministry for Foreign Affairs;
- Ms. Elísabet Gísladóttir, Senior Legal Advisor, Prime Minister's Office, Chair of the Steering Committee on Human Rights;
- Ms. Ragnheiður Kolsöe, Counsellor, Permanent Mission of Iceland, Geneva.

Members of the Steering Committee on Human Rights:

- Ms. Arndís Dögg Arnardóttir, Ministry of Transport and Local Government;
  - Ms. Áshildur Linnet, Special Advisor, Ministry of Social Affairs;
  - Mr. Guðni Olgeirsson, Senior Advisor, Ministry of Education, Science and Culture;
  - Ms. Guðrún Inga Torfadóttir, Advisor, Ministry of Finance and Economic Affairs;
  - Ms. Helen Inga S. Von Ernst, Advisor, Ministry for Foreign Affairs;
  - Ms. Heiður Margrét Björnsdóttir, Advisor, Prime Minister's Office;
  - Ms. Hildur Sunna Pálmadóttir, Senior Legal Advisor, Ministry of Justice;
  - Ms. María Sæm Bjarkardóttir, Legal Advisor, Ministry of Health;
  - Ms. Silja Stefánsdóttir, Legal Advisor, Ministry of Social Affairs/Ministry of Education, Science and Culture;
  - Ms. Söldís Rós Símonardóttir, Ministry of Industries and Innovation;
  - Ms. Þ. Auður Ævarr Sveinsdóttir, Head of Division, Ministry for the Environment and Natural Resources.
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