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Elín Blöndal
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Main field of expertise

Labour law and Labour market relations, Gender Equality law, Administrative law, International law, Human rights, Social rights, Human Resource Management.

Education and professional qualifications

2017 MS Human Resource Management, University of Iceland.
1996 LL.M. Public International Law, University of Leiden, 1996.
2004 District Court's Litigation Rights (málflutningsréttindi fyrir héraðsdómi),
1992 Cand Jur. (kandidatspróf í lögfræði), University of Iceland, 1992.

Professional Career

From 2020. Head of Office, Office of Human Resources and Work Environment, City of Reykjavik.
From 2019 Self-employed expert, consultant, Business owner.
From 2019 Adjunct, Bifrost University.
2013-2018 Chief Legal Council, University of Iceland.
2008-2013 Professor, Faculty of Law, Bifröst University.
2005-2011 Director of the Research Centre for Labour Law and Equal Rights, Bifröst University.
2006-2007 Ad-hoc Dean of the Faculty of Law, Bifröst University.
2004-2008 Associate Professor, Bifrost University.
2001-2004 Head of Office, Parliamentary Ombudsman in Iceland.
1996-2001 Chief of Dpt. of Labour Law and Occupational Safety, Ministry of Social Affairs.
1992-1994 Legal assistant, Committee Dpt., Althingi, the Icelandic Parliament,

Other posts/resonsibilities (not exhaustive)

- From 2020 Member of the Committee established by the Prime Minister on the future of future environment of collective agreements and labour market relations in Iceland (Grænbókarnefnd).
- From 2020 Chair of the labour lawyers team, City of Reykjavík.
- From 2020 Chair of the Equal Pay Committe, City of Reykjavik.
- From 2020 Chair of the Work Evaluation Committe, City of Reykjavik.
- From 2019 Vice- State Conciliation and Mediation Officer (aðstoðarsáttasemjari).
- From 2007 In the Advisory Counsel of Tímarit lögfræðinga - the Lawyers Magazine.
- 2017 Member of the evalutation committee under the Ministry of Justice, for the applicants of the positions of the District Prosecutor and Vice-District Prosecutor.
- 2011-2017 Labour Court Judge (on behalf of BHM, the Icelandic Confederation of University Graduates).
- 2014-2016 Member of the Revision Committee of Court Cases (Endurupptökunefnd vegna dómsmála).
- 2014-2015 Chair of the committee on the rights and salaries of part time lectures at the University of Iceland. 2014-2015.
- 2011-2013 Chair of the committe established by the Ministry of Finance, to resolve dispute concerning provisions of working time and in the collective agreements of doctors and surgeons.
- 2011-2012 Chair of the committee established by the Ministry of industry to revision of the industrial law.
- 2007-2017 *ELLN: European Labour Law network*. Member of the European network of legal experts in the field of labour law, dealing with both individual and collective rights/aspects, under the European Commission.
- 2008-2014 Board member of the Icelandic division of the Nordic administrative confederation (Norræna stjórnarsýslusambandið).
- 2007-2010 In the Advisory Committee of Nordic 500, a Nordic research project on the number of women on board in the 500 largest companies in the Nordic countries.
- From 2007 In the advisory board of the Icelandic Lawyer's Association Law Review.
- 2007-2011 In the Bifrost University Council.
- From 2006 In the ethical committee of Bifrost University.
- 2005-2007 Member of a Committee established by the Minister of Social Affairs, for preparation of certification of equal pay in firms and institutions in Iceland.
- 2005-2008 Member of the Complaints Committee of unemployment benefits in Iceland.
- 2005-2013 Board member of the Icelandic Labour Law Accosiation.
- 2000-2001 Head of the Administration of the Icelandic Wage Guarantee Fund
- 1998-2001 Head of the Consultative Committee under the Ministry of Social Affairs, concerning the affairs of the International Labour Organisation (ILO) and the European Social Charter. Head of the Icelandic tripartiate delegation at the ILO annual Conference in June 1999 and 2000 in Geneva.
- 1999-2001 Head of the Consultative Committee of the Ministry of Social Affairs and the social partners on labour law and equality rights under the EEA- agreement (EuropeanEconomic Area),

- 1998-2001 Member of a Nordic Consultative Committee (Governmental) on EEA labour law and health and safety at the working place, 1998 – 2001.
- 1998-2001 Member of a Nordic committee (Governmental) on the matters of the ILO.
- 1998-2001 Member of a Nordic committee on working environment (Governmental). Chair of the committee in 2000.
- 2000 Member of an ad hoc steering group of the EFTA concerning the revision of the EFTA-agreement (The Stockholm-Convention).
- 1998-2001 Member of the EFTA working group on Labour law and work environment.
- 2000-2001 Member of the EFTA working group on the free movement of labour.
- 1998-2001 Member of the Governmental Committee of the European Social Charter.
- 2000-2001 Member of the Icelandic Ministry of Foreign Affairs Committee concerning a new negotiation round of the WTO.
- 1999-2001 Member of the committee under the Ministry of Foreign Affairs concerning the implementation of the EEA-agreement.
- 1996-1999 Legal assistant of the Icelandic Refugee Council.
- 1996-2000 Legal assistant of the Steering group of experimental municipalities.
- 1997-2000 Observer of the EFTA-states at the European Foundation for Improvement of Living and Working in the European Union.
- 1996-2001 *Member of various other Committees under the Ministry of Social Affairs, e.g. on the revision of the legislation on Maternity leave, the Act of Rental benefits etc. Also Member of a Committee under the Ministry of Justice which made proposals on the prevention of home-violence.*

List of main Publications / Reports (not exhaustive)

- Blöndal, E. (2020). COVID-19 and Labour Law: Iceland. *Italian Labour Law E-Journal*, 13(1S). <https://doi.org/10.6092/issn.1561-8048/10945>
- Blöndal, E. & Hjaltadóttir, I.B. (2019): Atypical Employment Relationships - The Position in Iceland. In Waas, B. and Voss, G.H. (Ed.) *Restatement of Labour Law in Europe, Volume II, Atypical Employment Relationship* (p. 397-423). Oxford: Hart Publishing (Peer reviewed book chapter).
https://books.google.is/books?id=bzzCDwAAQBAJ&pg=PT436&lpg=PT436&dq=e%C3%ADn+bl%C3%B6ndal+and+inga+bj%C3%B6rg&source=bl&ots=b3VjV3nmLD&sig=ACfU3U1UP11M56Dja0rKnt-B-NWOUqLzDw&hl=en&sa=X&ved=2ahUKEwiv_Pzf8LoAhWMIqQKHRgfCN0Q6AEwAnoECAoQAQ#v=onepage&q&f=false
- Blöndal, E. (2019). *Labour Law in Iceland, 3 ed.*, Kluwer Law International B.V.
<https://rus.wolterskluwer.com/store/product/labour-law-in-iceland-third-edition/>
- Blöndal, E & Hjaltadóttir, I.B. (2017) *The Concept of „Employee“: The Position in Iceland*. In Waas, B. and Voss, G.H. (Ed.), *Restatement of Labour Law in Europe, Volume I, The Concept of Employee* (p. 308-328). Oxford: Hart Publishing (Peer reviewed book chapter). <https://www.bloomsburycollections.com/book/restatement-of-labour-law-in-europe-volume-i-the-concept-of-employee/#toc>
- Blöndal, E. & Guðmundsdóttir, Á.E. (2017). Management of Experts: First among equals. *Stjórnsmál og stjórnsýsla*, 13(2), (p. 39-50). Reykjavík: Stofnun stjórnsýslufræða og

- stjórn mála (Peer reviewed article in Icelandic).
[file:///C:/Users/elinbl/Downloads/2668-3721-1-PB%20\(2\).pdf](file:///C:/Users/elinbl/Downloads/2668-3721-1-PB%20(2).pdf)
- Blöndal, E. & Bjarnadóttir, R. (2017). Freedom of Association according to Article 11 of the European Convention on Human Rights. In Thorarensen, B. (Ed.), *The European Convention on Human Rights. Principles, implementation and its implications for Icelandic Law* (2nd. ed.). Reykjavík: Codex (Peer reviewed chapter).
- Blöndal, E. (2016). New Forms of Employment in Iceland. In Hendrickx, F. og Blanpain, R., Waas, B. (Ed.) *New Forms of Employment in Europe* (p. 243-248). Kluwer Law International B.V. (Peer reviewed book chapter).
https://openaccess.leidenuniv.nl/bitstream/handle/1887/45695/Blanpain_BCLR-94_Netherlands.pdf?sequence=1
- Blöndal, E. & Bendixen, J.K. (2012). Women on boards and women in management - A comparative overview of regulation in Iceland and Denmark. *Rannsóknir í félagsvísindum XIII*. Research in Social Science XIII. Reykjavík: The Institute of Social Science at the University of Iceland.
- Blöndal, E. (2007). Limitations of the right of Public Servants to bargain collectively - in light of the Constitution and international conventions. *Tímarit um félagsvísindi (Bifrost Journal of Social Science)* (1), 117-127. Working paper.
https://skemman.is/bitstream/1946/7676/3/Elin_Blondal.pdf
- Blöndal, E. (2006). Legislation concerning Temporary Agencies. In Hafstein, J.H., Hlöðversdóttir, B. and Bjarnadal, U.S. (Ed.), *Bifróst*, p. 119-153 (Peer reviewed article).
- Blöndal, E. (2006). The Sørensen and Rasmussen v. Denmark Judgement by the European Court of Human Rights: Implications for Iceland. *Nordic Journal of Human Rights* 24(3), p. 206-217 (Peer reviewed article).
- Blöndal, E. (2006). The Sørensen and Rasmussen v. Denmark Case and its implications. *Tímarit lögfræðinga (The Icelandic Lawyer's Association Law Review)* 56(2), p. 131-146 (Peer reviewed article).
- Blöndal, E. (2005). Freedom of Association according to Article 11 of the European Convention on Human Rights. In Thorarensen, B. (Ed.), *The European Convention on Human Rights. Principles, implementation and its implications for Icelandic Law*. Reykjavík: Codex (Peer reviewed chapter).
- Blöndal, E. (2003). The International Labour Organization (ILO) and the Implications of its Conventions on Icelandic Law. In Stefánsson, S.M., and Mattíasson, V.M., *Lögberg* p. 275-313 (Peer reviewed book chapter).
- Blöndal, E. (2003). Protection of the Right to Strike under Article 74 of the Icelandic Constitution - in the light of International Conventions and the Supreme Court from 14 November 2002. *Tímarit lögfræðinga (The Icelandic Lawyer's Association Law Review)* 53(3), p. 273-306 (Peer reviewed article).
- Blöndal, E. (1997). Minority Groups and the Principle of Equality. *Úlfjótur, the Journal of Law students at the University of Iceland*, 4th issue.

Reports and other papers/articles (not exhaustive)

- Blöndal, E. (2020). Advisory report for the Prime Minister concerning legislative measures to stop work stoppages/strikes in Iceland
- Blöndal, E. (2019). Report to the Ministry of Transport and Local Government, analysing the legislation and regulations concerning the Local Government Equalization Fund

(Jöfnunarsjóður sveitarfélaga) and proposals for legislative amendments due to Supreme Court Judgement in 2019.

- Blöndal, E. (2018). Advisory report to the State Conciliation and Mediation Officer concerning the arrangement of Vice-officers at the office (October).
- Blöndal, E., Grönvold, H., and Stefánsdóttir, H. (2013). Advisory report for the Ministry of Finance on booking 6 in the collective agreements of doctors and surgeons, March.
- Blöndal, E. & Hallvarðsson, E.K., (2010). Advisory opinion to the Minister of Justice concerning dissolution of companies. March.
- Blöndal, E. (2009). Advisory report for the Ministry of Justice concerning the (freedom of association) case of Vörður Ólafsson, February.
- Blöndal, E. (2009). Characteristic of the Employment Relationship, report written as a member of the European Labour Law Network for the European Commission, June.
- Blöndal, E. (2008). Advisory Report to the Confederation of Icelandic Commercial Workers and VR trade union concerning payments to part time employees. February.
- Blöndal, E. (2008). Report on the implementation of rules concerning the free movement of workers and the rights of posted workers. Written as a member of the European Labour Law Network for the European Commission, June.
- Blöndal, E. (2007). Is there an equality in your company: Article in Fréttablaðið.
- Blöndal, E. (2007). Advisory Report to the Confederation of Icelandic Teachers concerning limitation of the right to bargain collectively under the Act On Collective Agreements of Public Servants, October.
- Blöndal, E. (2005). Advisory Report to the Icelandic Prime Minister's Office concerning the term „Association“ in Article 11 of the European Convention on Human Rights.
- Blöndal, E. (2005). Temporary Agency Work. Legal Report to the Ministry of Social Affairs, October.
<https://www.stjornarradid.is/media/velferdarraduneyti-media/media/acrobat-skjol/Starfsmannaleigur.pdf>
- 1992-2004 Several Reports, drafts of legislation, Regulations, Rulings and Decisions made e.g. for the Ministry of Social Affairs, the Parliamentary Ombudsman and Althingi, the Icelandic Parliament and the University of Iceland.

Some Projects made on behalf of the Research Centre of Labour Law and Equal Rights

- 2006-2008 Manager of the Gender Equality Index project in Iceland. Publications of Gender Equality index for the 100 largest Companies in Iceland. The figures present number of board members, whether the chairman of the board is male or female, number of top managers and if equal policy has been implemented.
- 2008-2009 Leader of a consulting team in project on Gender and Corporate Social Responsibility (CSR), managed by the International Finance Corporation (IFC), in partnership with the Global Reporting Initiative (GRI). The objective of the project was to promote gender and CSR reporting at the global level with the intended impact that more companies understand the business case for gender inclusion and implement appropriate best practices to increase and optimize the contribution of women in their organizations.
- 2006-2008 Draft legislation made for the Ministry of Social Affairs, on information and consultation in Undertakings (Act No. 151/2000), on involvement of employees in

European Cooperative Societies (Act No. 92/2006) and on involvement of employees at cross-border mergers of limited liability companies, implementing Article 16 of Directive 2005/56/EC (Act No. 86/2009).

University teaching – overview (not exhaustive).

- From 1993 University teacher in several courses on BS and Master level, both as an Academic (Bifröst University), Part time lecturer (Reykjavik University and the University of Iceland) and Adjunct (Bifröst University). The courses I have supervised/tought are in the field of Labour Law (Icelandic Labour Law, European Labour Law and International Labour Law), Human Rights (especially Social Rights), Public Employee Law and Administrative Law.
- 2019/ 2021 Labour Law. Bifröst University, Faculty of Business Administration (MS, 6 ECTS)
- 2019/2020 Management and Human Resource Management. Bifröst University, Faculty of Law (ML, 6 ECTS).
- 2020/2021 Public Administration V: Public Employees Law (Opinber starfsmannaréttur). Diploma Study in Public Administration. Bifröst University, Faculty of Social Science.
- 2020 Guest teacher in Administrative Law at the University of Akureyri.
- 2018 Labour Law. Part time teaching at the University of Iceland, Law Faculty (ML)
- 2017 Human Rights. Part time teaching in a course on Human Rights, University of Iceland, Law Faculty (ML).
- 2013-2018 Public Employees Law. University of Reykjavík, Law Faculty (ML).
- 2004-2011 Administrative Law I. Bifröst University, Law Faculty (ML).
- 2004-2011 Administrative Law II. Bifröst University, Law Faculty (ML).
- 2005-2011 Labour Law. Bifröst University, Law Faculty (BS).
- 2001-2003 Human Rights. Part time Teaching, University of Iceland.
- 1993-1994 European Convention of Human Rights. Part time Teaching, University of Iceland (ML).

Supervisor in several ML, MS and BS essays in the field of Law at Bifröst University, University of Reykjavík and University of Iceland.

Teaching/courses (not at University level)

- 2020-2021 Teaching in the management courses (stjórnendanámskeið) at the City of Reykjavík on topics of: Equality measurements and Gender Equality Pay Certification, Employment rights and Administrative law. Other courses. Sick Leave and Maternity Leave, Presence Policy and Management of Experts.

Main lectures (not exhaustive)

- 2017 *Protection of „public interests“ according to Article 10 of the information law and access to exams at state universities.* Lecture at Lagadagurinn, The Association of Lawyers annual conference, April.
- 2017 *Current challenges in Icelandic Labour Law.* Lecture at Labour Law Conference, Nova University, Lisboa, December.
- 2015 *Publication of names in court decisions which are published on the internet.* Lecture at Lagadagurinn, the Association of Lawyers annual conference, April.
- 2012 *Women on Boards and Women in Management - a comparative overview of regulation in Iceland and Denmark.* Lecture at Þjóðarspejillinn, University of Iceland.
- 2011 *The position of women at the Icelandic Labour Market.* Lecture at Bifröst University, conference in connection with the Womens Action Day, March.
- 2010 *Trade unions and European cooperation.* Lecture at Vinnuréttardagurinn – The Labour Law Conference, Bifröst University, October.
- 2010 *Corporate Social Responsibility and Gender Equality.* Conference on Social Studies, Bifröst, May.
- 2010 *"Ég ræð". On recruitment in the public sector.* Lecture at Bifröst conference on ethics in Public administration.
- 2008 *Can equality be measured?* Research Conference in Akranes October.
- 2008 *The Equality Index.* The Labour Law seminar, University of Bifrost, October.
- 2008 *Indexes on Gender.* Lecture at the conference "The Companies of the future", September.
- 2006 *Equal Pay Policy Certification in Iceland.* Workshop at the 5th Conference of Nordic experts on labour law at municipal level, Reykjavik, May 2006.
- 2007 *Equal Pay Policy Certification.* The Labour law seminar, University of Bifrost, May.
- 2006 *Is there a Gender Equality in your Company? Equality and pay discrimination.* Lecture at the workshop: Advancement of Women, Bifrost, March 2006 and December 2006.
- 2005 *Priority Clauses in Collective Agreements in the light of the Judgement by the European Court of Human Rights in the case of Sørensen and Rasmussen v. Denmark.* Icelandic Labour Law Association Conference, January.
2005. *Trade Union membership and Activities of Trade Unions.* The Icelandic Labour Law Association's Seminar, May.
- 2005 *Temporary Agency Work. Characteristics and legislation.* Conference about Temporary Agencies at Bifröst, December.
- 2005 *Trade union membership and activity of trade unions in the light of Article 11 of the European Convention of Human Rights.* Labour Law Association's Conference, May.
- 2003 *The Right to strike as protected by the Icelandic Constitution.* Workshop at a Conference held by the law faculty of the University of Iceland.
- 1999 *The European Social Charter and its implication in Iceland.* Lecture as a representative of the Council of Europe in Sofia, Bulgaria.