**Discussion document**

1. In 2006 a widely read newspaper in Reykjavik reported that there was a huge pay gap between men and women players for the national team. The Icelandic FA, which is not short of money, would pay male players the equivalent of EUR 460 stipend for each match, home and abroad. The men would get another EUR 460 for each point they gained from a match (a team gets one point for a draw, three for a win). The women however were only paid EUR 100 for away games, nothing for home games and nothing for points gained in matches.

The national teams usually play two games during the national team break. If the men´s team played two winning games in a week the FA would pay them EUR 4.370. If the women´s team played two winning games the FA would only pay them EUR 195, but only if the games were away games. If the women´s games were both played at home they would get nothing.

The FA argued that the male team brought in more resources from e.g. sponsorship deals and TV rights, and that payments from UEFA and FIFA were higher for the men than the women. Therefore, this was not a case of discrimination nor a matter of equal pay for the same job.

- Do you agree or disagree with the FA? How are the national teams paid in your country?

2. In February 2020 a pay gap between referees in the women´s league and the men´s league in Iceland was revealed. A referee in the 1st tier of the men´s league would get paid EUR 245, while a referee in the 1st tier of the women´s league was paid EUR 105 or the same as a referee in the 3rd tier of the men´s league. Many cried discrimination and lack of respect for women footballers. The FA denied (and still denies) that this is discrimination saying that men and women referees are paid the same. They claim that games in the men´s league are more challenging physically and mentally, so referees are paid more for those games.

- what do you think about this?