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# Employee policy Mánaland Preschool

Mánaland Preschool’s Employee Policy includes, among other things, intended for:

* Ensuring the Mánaland has competent, motivated, and reliable employees.
* Ensuring good working conditions for employees and working to ensure that equipment, hygiene practices and working conditions are in good condition.
* That Mánaland is a desirable workplace for competent and ambitious employees who will have the opportunity to grow in their work.
* That there is good cooperation and mutual trust among employees.
* That employees have the option of education and continuing education that increases their knowledge on the job and makes it easier for them to deal with new and changing issues.
* That employees are well informed about their tasks and responsibilities and have an overview and solid knowledge of the various projects at Mánaland.
* To improve public services and increase public trust in the preschool
* To promote equality among the employees of the preschool.
* Making it easier for employees to balance family responsibilities and work.

It is the responsibility of the employees and management to work towards the above-mentioned goals. The working conditions, rights and obligations of employees are governed by the [Act on the Rights and Obligations of State Employees, no. 70/1996](https://www.althingi.is/lagas/nuna/1996070.html), [Act on Collective Bargaining of Public Employees, no. 94/1986](https://www.althingi.is/lagas/nuna/1986094.html) and the [Act on facilities, hygiene and safety at workplaces, no. 46/1980](https://www.althingi.is/lagas/nuna/1980046.html). Additionally, [The Act on Equal Treatment on the Labour Market no. 86/2008](https://www.government.is/publications/legislation/lex/2019/07/03/Act-on-Equal-Treatment-on-the-Labour-Market-No.-86-2018/) apply to the equal treatment of individuals on the labour market, irrespective of their race, ethnic origin, religion, life stance, disability, reduced working capacity, age, sexual orientation, gender identity, sexual characteristics or gender expression.