

**Agreement between**  
**The Icelandic Confederation of Labour (ASÍ)**  
**and**  
**the Confederation of Icelandic Employers (SA)**  
**on workplace ID cards and implementation of workplace inspection**  
(with amendments by additional agreements from 5<sup>th</sup> May 2011 and 16<sup>th</sup> April 2013)

**Article 1**

This agreement is made by the authority of the Act on Workplace ID Cards and Workplace Inspection. It covers employers and employees working in industries and jobs specified in this agreement.

**Article 2**

*Scope*

This agreement covers employers and their employees within the building and construction industries, hotel and restaurant industries, retail sale in small non-specialised stores with food, beverages or tobacco predominating, manufacture of furniture, manufacture of glass and other non-metallic mineral products, processing and preserving of meat, manufacture of grain mill, bakery and farinaceous products, manufacture and repair of motor vehicles and related industries, renting and leasing of motor vehicles, manufacture of electrical equipment, manufacture of fabricated metal products, except machinery and equipment, telecommunications, computer programming, consultancy and related activities, private security activities, water collection, treatment and supply and sewerage, crop production, raising of swine/pigs and of poultry and related service activities, land transport, travel agency, tour operator reservation service and related activities, landscape service activities and other personal service activities operating in Iceland fall within the scope of the agreement as those activities are defined in Accompanying Documents 1 and 2.

Employers and their employees not accounted for in paragraph 1 but because of their activities are working in those workplaces shall carry Workplace ID card.

Nevertheless, the agreement does not cover employers and employees under paragraph 1 other than those falling under the following divisions of ÍSTARF95: 7, 8, 9, 51, 122, 131, 312, 611, 612, 613, 4221 and 5221.\*

The Consultative Committee may further define which jobs under ÍSTARF95 fall under this agreement.

**Article 3**

*Definitions:*

*Employer:* A legal entity or self-employed individual operating a business on the domestic labour market or sending employees to Iceland in connection with providing services.

*Employee:* An individual hired directly by an employer or coming to work through an employment agency.

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\* Classification according to the 2nd ed. of ÍSTARF95. See:  
<http://www.hagstofa.is/lisalib/getfile.aspx?ItemID=9160>

*Workplace ID cards:* Cards that an employer prepares with information about the employer and employee. If an employee from an employment agency is involved, the name of the employment agency shall be specified instead of the employer's.

*Inspector:* An employee of a union or an association of employers, authorized by the Consultative Committee of the Icelandic Confederation of Labour (ASÍ) and the Confederation of Icelandic Employers (SA) to monitor workplaces.

#### Article 4

An employer covered by this agreement shall see to it that employees get workplace ID cards when they start working.

An employer and his employees shall carry the cards and be ready to present them upon an inspector's request.

#### Article 5

The following information shall appear on workplace ID cards:

- a. Name/designation of the employer as recorded in the Register of Companies or the name of an employment agency as registered at the Directorate of Labour.
- b. The employer's National ID.  
In case of foreign company which has not registered National ID in Iceland, its name and VAT number or other equivalent information which shows that the company is operating legally in the country where it is registered.
- c. Name and National ID of the relevant employee, along with a picture. If an employee of a foreign service company does not have an Icelandic National ID, the employee's birth date and year shall be recorded.
- d. The job title of the employee shall be specified and shall be in accordance with the job the employee is hired to execute. In cases where the job and/or the job title are regulated by law the job title has to be in accordance with the rules that apply.

The Icelandic Standards (IST) has published a standard on Workplace ID cards, ÍST 132:2012.

The parties to this agreement have decided to explore the benefits of taking up an electronic registration of employees instead of Workplace ID card as laid down in the standard referred to above. Results from this work should be available no later than 1<sup>st</sup> of June 2013. While this work takes place it is not required that Workplace ID cards meet the requirements of the standard referred to above as regards size and material as long as it is guaranteed that all information the Workplace ID card contains as laid down paragraph 1 is easily legible.

The website [www.skirteini.is](http://www.skirteini.is) contains further information on Workplace ID cards.

#### Article 6

##### *Disclosure of information*

An inspector records the information stated on workplace ID cards in a special database.

The inspector shall send the information stated on workplace ID cards to the public authorities specified in the Act on Workplace ID cards. The form and frequency of disclosure depends on the relevant parties' wishes.

If there is no union representative at a workplace, an inspector under its auspices can request access to information on the basis of the Agreement between ASÍ and SA on Foreigners in the Icelandic Labour Market.

## Article 7

### *Inspectors*

The unions, their organizations and employers' organizations can ask the ASÍ and SA's Consultative Committee to designate one of their employees as an inspector.

Inspectors shall adhere to the decisions of the ASÍ and SA's Consultative Committee regarding the implementation of monitoring.

Inspectors shall sign a declaration of confidentiality before beginning work.

## Article 8

### *Implementation of inspection*

When an inspector comes to an employer's workplace, he shall notify the employer's (management's) representative of his arrival.

An inspector shall be equipped with the personal protection gear generally required at workplaces and observe the rules of safety applying in the workplace.

An inspector can request the assistance of the relevant union representative with monitoring.

An inspector may deliver information to employees on wages and other terms of employment as stipulated in the collective agreements for the relevant occupation and a summary of statutory and contractual rights and duties.

Inspection shall be conducted in a way that minimizes disturbance to activities at the workplace. An employer or his representative is otherwise forbidden to influence the implementation of monitoring.

## Article 9

### *Consultative Committee*

The ASÍ and SA's Consultative Committee on the Implementation of Workplace Inspection shall consist of two representatives from ASÍ and two from SA.

The Consultative Committee shall publicise this agreement and the Act on Workplace ID Cards and Workplace Inspection and facilitate the adoption of workplace ID cards, for example, by preparing templates for the cards and open a special website.

The Consultative Committee decides which jobs the inspection covers within the framework of this agreement.

The Consultative Committee supervises the execution of inspection and determines the emphases of the inspection in close collaboration with the tax authorities and the Directorate of Labour. The Consultative Committee may entrust inspectors with special tasks related to inspection.

The committee shall prepare special ID cards for inspectors. They shall include a picture of the inspector along with his/her name and the name of the company/organization where the inspector

works. The cards are issued for a period of 12 months. Permission to inspect may be revoked if an inspector has violated this agreement, the Act on Workplace ID Cards or the Consultative Committee's decisions. Authorization automatically expires if an inspector quits working at the company/organization.

The committee maintains a register of inspectors and publishes it on a website.

Employers subject to inspection, inspectors and others involved in workplace inspection may direct complaints to the Consultative Committee. The committee shall investigate the subject of a complaint and direct instructions to parties, as required.

## Article 10

### *Entry into Force*

This agreement enters into force immediately.

Preliminary provisions:

Obligations of employers in industries specified in paragraph 1, article 2 accounted for in Accompanying Document 2 will enter into force on 1<sup>st</sup> of May 2013.

From the 1<sup>st</sup> of May 2013 all new Workplace ID cards have to comply with the conditions set down in article 5.

Renewal of Workplace ID cards which do not meet the conditions set down in article 5 has to be finished by 1<sup>st</sup> of June 2013.

Reykjavik, 15 June 2010

(With additional agreements from 5<sup>th</sup> of May 2011 and 16<sup>th</sup> of April 2013).

On behalf of the Negotiations Committee of the Icelandic Confederation of Labour

On behalf of the Confederation of Icelandic Employers

*[This translation is published for information only.  
In case of a possible discrepancy, the original Icelandic text applies.]*

## Accompanying Document 1

The agreement applies to employers in following industries and activities as defined in the statistical classification of economic activities NACE<sup>\*\*</sup>, as it is implemented by ÍSAT2008<sup>††</sup>. If there is a difference between NACE classification and ÍSAT2008 the Icelandic version applies.

10	Manufacture of food products
10.1	Processing and preserving of meat and production of meat products
10.11	Processing and preserving of meat
10.12	Processing and preserving of poultry meat
10.13	Production of meat and poultry meat products
10.6	Manufacture of grain mill products, starches and starch products
10.61	Manufacture of grain mill products
10.62	Manufacture of starches and starch products
10.7	Manufacture of bakery and farinaceous products
10.71	Manufacture of bread; manufacture of fresh pastry goods and cakes
10.72	Manufacture of rusks and biscuits; manufacture of preserved pastry goods and cakes
10.73	Manufacture of macaroni, noodles, couscous and similar farinaceous products
23	Manufacture of other non-metallic mineral products
23.1	Manufacture of glass and glass products
23.11	Manufacture of flat glass 2310*
23.12	Shaping and processing of flat glass 2310*
23.13	Manufacture of hollow glass 2310*
23.14	Manufacture of glass fibres 2310*
23.19	Manufacture and processing of other glass, including technical glassware
23.2	Manufacture of refractory products
23.20	Manufacture of refractory products 2391
23.3	Manufacture of clay building materials
23.31	Manufacture of ceramic tiles and flags 2392*
23.32	Manufacture of bricks, tiles and construction products, in baked clay 2392*
23.4	Manufacture of other porcelain and ceramic products
23.41	Manufacture of ceramic household and ornamental articles 2393*
23.42	Manufacture of ceramic sanitary fixtures 2393*
23.43	Manufacture of ceramic insulators and insulating fittings 2393*
23.44	Manufacture of other technical ceramic products 2393*
23.49	Manufacture of other ceramic products 2393*
23.5	Manufacture of cement, lime and plaster
23.51	Manufacture of cement 2394*
23.52	Manufacture of lime and plaster 2394*
23.6	Manufacture of articles of concrete, cement and plaster
23.61	Manufacture of concrete products for construction purposes 2395*
23.62	Manufacture of plaster products for construction purposes 2395*
23.63	Manufacture of ready-mixed concrete 2395*

<sup>\*\*</sup> See [http://epp.eurostat.ec.europa.eu/cache/ITY\\_OFFPUB/KS-RA-07-015/EN/KS-RA-07-015-EN.PDF](http://epp.eurostat.ec.europa.eu/cache/ITY_OFFPUB/KS-RA-07-015/EN/KS-RA-07-015-EN.PDF)

<sup>††</sup> See <http://hagstofa.is/Pages/1830>

- 23.64 Manufacture of mortars 2395\*
- 23.65 Manufacture of fibre cement 2395\*
- 23.69 Manufacture of other articles of concrete, plaster and cement 2395\*
- 23.7 Cutting, shaping and finishing of stone
- 23.70 Cutting, shaping and finishing of stone 2396
- 23.9 Manufacture of abrasive products and non-metallic mineral products n.e.c.
- 23.91 Production of abrasive products 2399\*
- 23.99 Manufacture of other non-metallic mineral products n.e.c. 2399
- 24 Manufacture of basic metals
- 24.1 Manufacture of basic iron and steel and of ferro-alloys
- 24.10 Manufacture of basic iron and steel and of ferro-alloys 2410\*
- 24.2 Manufacture of tubes, pipes, hollow profiles and related fittings, of steel
- 24.20 Manufacture of tubes, pipes, hollow profiles and related fittings, of steel 2410\*
- 24.3 Manufacture of other products of first processing of steel
- 24.31 Cold drawing of bars 2410\*
- 24.32 Cold rolling of narrow strip 2410\*
- 24.33 Cold forming or folding 2410\*
- 24.34 Cold drawing of wire 2410\*
- 24.4 Manufacture of basic precious and other non-ferrous metals
- 24.41 Precious metals production 2420\*
- 24.42 Aluminium production 2420\*
- 24.43 Lead, zinc and tin production 2420\*
- 24.44 Copper production 2420\*
- 24.45 Other non-ferrous metal production 2420\*
- 24.46 Processing of nuclear fuel 2420\*
- 24.5 Casting of metals
- 24.51 Casting of iron 2431\*
- 24.52 Casting of steel 2431\*
- 24.53 Casting of light metals 2432\*
- 24.54 Casting of other non-ferrous metals 2432\*
- 25 Manufacture of fabricated metal products, except machinery and equipment
- 25.1 Manufacture of structural metal products
- 25.11 Manufacture of metal structures and parts of structures 2511\*
- 25.12 Manufacture of doors and windows of metal 2511\*
- 25.2 Manufacture of tanks, reservoirs and containers of metal
- 25.21 Manufacture of central heating radiators and boilers 2512\*
- 25.29 Manufacture of other tanks, reservoirs and containers of metal 2512\*
- 25.3 Manufacture of steam generators, except central heating hot water boilers
- 25.30 Manufacture of steam generators, except central heating hot water boilers
- 25.4 Manufacture of weapons and ammunition
- 25.40 Manufacture of weapons and ammunition 2520
- 25.5 Forging, pressing, stamping and roll-forming of metal; powder metallurgy
- 25.50 Forging, pressing, stamping and roll-forming of metal; powder

		metallurgy
25.6		Treatment and coating of metals; machining
	25.61	Treatment and coating of metals 2592*
	25.62	Machining 2592*
25.7		Manufacture of cutlery, tools and general hardware
	25.71	Manufacture of cutlery 2593*
	25.72	Manufacture of locks and hinges 2593*
	25.73	Manufacture of tools 2593*
25.9		Manufacture of other fabricated metal products
	25.91	Manufacture of steel drums and similar containers 2599*
	25.92	Manufacture of light metal packaging 2599*
	25.93	Manufacture of wire products, chain and springs 2599*
	25.94	Manufacture of fasteners and screw machine products 2599*
	25.99	Manufacture of other fabricated metal products n.e.c.
27		Manufacture of electrical equipment
27.1		Manufacture of electric motors, generators, transformers and electricity distribution and control apparatus
	27.11	Manufacture of electric motors, generators and transformers 2710*
	27.12	Manufacture of electricity distribution and control apparatus 2710*
27.2		Manufacture of batteries and accumulators
	27.20	Manufacture of batteries and accumulators 2720
27.3		Manufacture of wiring and wiring devices
	27.31	Manufacture of fibre optic cables 2731
	27.32	Manufacture of other electronic and electric wires and cables 2732
	27.33	Manufacture of wiring devices 2733
27.4		Manufacture of electric lighting equipment
	27.40	Manufacture of electric lighting equipment 2740
27.5		Manufacture of domestic appliances
	27.51	Manufacture of electric domestic appliances 2750*
	27.52	Manufacture of non-electric domestic appliances 2750*
27.9		Manufacture of other electrical equipment
	27.90	Manufacture of other electrical equipment 2790
28		Manufacture of machinery and equipment n.e.c.
28.1		Manufacture of general — purpose machinery
	28.11	Manufacture of engines and turbines, except aircraft, vehicle and cycle engines 2811
	28.12	Manufacture of fluid power equipment 2812
	28.13	Manufacture of other pumps and compressors 2813*
	28.14	Manufacture of other taps and valves 2813*
	28.15	Manufacture of bearings, gears, gearing and driving elements 2814
28.2		Manufacture of other general-purpose machinery
	28.21	Manufacture of ovens, furnaces and furnace burners 2815
	28.22	Manufacture of lifting and handling equipment 2816
	28.23	Manufacture of office machinery and equipment (except computers and peripheral equipment) 2817
	28.24	Manufacture of power-driven hand tools 2818
	28.25	Manufacture of non-domestic cooling and ventilation equipment 2819*
	28.29	Manufacture of other general-purpose machinery n.e.c. 2819*
28.3		Manufacture of agricultural and forestry machinery
	28.30	Manufacture of agricultural and forestry machinery 2821

28.4	Manufacture of metal forming machinery and machine tools
28.41	Manufacture of metal forming machinery 2822*
28.49	Manufacture of other machine tools 2822*
28.9	Manufacture of other special-purpose machinery
28.91	Manufacture of machinery for metallurgy 2823
28.92	Manufacture of machinery for mining, quarrying and construction 2824
28.93	Manufacture of machinery for food, beverage and tobacco processing 2825
28.94	Manufacture of machinery for textile, apparel and leather production 2826
28.95	Manufacture of machinery for paper and paperboard production 2829*
28.96	Manufacture of plastic and rubber machinery 2829*
28.99	Manufacture of other special-purpose machinery n.e.c. 2829*
29	Manufacture of motor vehicles, trailers and semi-trailers
29.1	Manufacture of motor vehicles
29.10	Manufacture of motor vehicles 2910
29.2	Manufacture of bodies (coachwork) for motor vehicles; manufacture of trailers and semi-trailers
29.20	Manufacture of bodies (coachwork) for motor vehicles; manufacture of trailers and semi-trailers 2920
29.3	Manufacture of parts and accessories for motor vehicles
29.31	Manufacture of electrical and electronic equipment for motor vehicles 2930*
29.32	Manufacture of other parts and accessories for motor vehicles 2930
30	Manufacture of other transport equipment
30.1	Building of ships and boats
30.11	Building of ships and floating structures 3011
30.12	Building of pleasure and sporting boats 3012
30.2	Manufacture of railway locomotives and rolling stock
30.20	Manufacture of railway locomotives and rolling stock 3020
30.3	Manufacture of air and spacecraft and related machinery
30.30	Manufacture of air and spacecraft and related machinery 3030
30.4	Manufacture of military fighting vehicles
30.40	Manufacture of military fighting vehicles 3040
30.9	Manufacture of transport equipment n.e.c.
30.91	Manufacture of motorcycles 3091
30.92	Manufacture of bicycles and invalid carriages 3092
30.99	Manufacture of other transport equipment n.e.c. 3099
31	Manufacture of furniture
31.0	Manufacture of furniture
31.01	Manufacture of office and shop furniture 3100*
31.02	Manufacture of kitchen furniture 3100*
31.03	Manufacture of mattresses 3100*
31.09	Manufacture of other furniture 3100
33	Repair and installation of machinery and equipment
33.1	Repair of fabricated metal products, machinery and equipment
33.11	Repair of fabricated metal products 3311
33.12	Repair of machinery 3312
33.13	Repair of electronic and optical equipment 3313
33.14	Repair of electrical equipment 3314
33.15	Repair and maintenance of ships and boats 3315*

	33.16	Repair and maintenance of aircraft and spacecraft 3315*
	33.17	Repair and maintenance of other transport equipment 3315*
	33.19	Repair of other equipment 3319
33.2		Installation of industrial machinery and equipment
	33.20	Installation of industrial machinery and equipment 3320
35		Electricity, gas, steam and air conditioning supply
35.1		Electric power generation, transmission and distribution
	35.11	Production of electricity 3510*
	35.12	Transmission of electricity 3510*
	35.13	Distribution of electricity 3510*
	35.14	Trade of electricity 3510*
35.2		Manufacture of gas; distribution of gaseous fuels through mains
	35.21	Manufacture of gas 3520*
	35.22	Distribution of gaseous fuels through mains 3520*
	35.23	Trade of gas through mains 3520*
35.3		Steam and air conditioning supply
	35.30	Steam and air conditioning supply 3530
36		Water collection, treatment and supply
36.0		Water collection, treatment and supply
	36.00	Water collection, treatment and supply 3600
37		Sewerage
37.0		Sewerage
	37.00	Sewerage 3700
41		Construction of buildings
41.1		Development of building projects
	41.10	Development of building projects 4100*
41.2		Construction of residential and non-residential buildings
	41.20	Construction of residential and non-residential buildings 4100*
42		Civil engineering
42.1		Construction of roads and railways
	42.11	Construction of roads and motorways 4210*
	42.12	Construction of railways and underground railways 4210*
	42.13	Construction of bridges and tunnels 4210*
42.2		Construction of utility projects
	42.21	Construction of utility projects for fluids 4220*
	42.22	Construction of utility projects for electricity and telecommunications 4220*
42.9		Construction of other civil engineering projects
	42.91	Construction of water projects 4290*
	42.99	Construction of other civil engineering projects n.e.c. 4290*
43		Specialised construction activities
43.1		Demolition and site preparation
	43.11	Demolition 4311
	43.12	Site preparation 4312*
	43.13	Test drilling and boring 4312*
43.2		Electrical, plumbing and other construction installation activities
	43.21	Electrical installation 4321

	43.22	Plumbing, heat and air conditioning installation 4322
	43.29	Other construction installation 4329
43.3		Building completion and finishing
	43.31	Plastering 4330*
	43.32	Joinery installation 4330*
	43.33	Floor and wall covering 4330*
	43.34	Painting and glazing 4330*
	43.39	Other building completion and finishing 4330*
43.9		Other specialised construction activities
	43.91	Roofing activities 4390*
	43.99	Other specialised construction activities n.e.c. 4390*
45		Wholesale and retail trade and repair of motor vehicles and motorcycles
45.1		Sale of motor vehicles
	45.11	Sale of cars and light motor vehicles 4510*
	45.19	Sale of other motor vehicles 4510*
45.2		Maintenance and repair of motor vehicles
	45.20	Maintenance and repair of motor vehicles 4520
45.3		Sale of motor vehicle parts and accessories
	45.31	Wholesale trade of motor vehicle parts and accessories 4530*
	45.32	Retail trade of motor vehicle parts and accessories 4530*
45.4		Sale, maintenance and repair of motorcycles and related parts and accessories
	45.40	Sale, maintenance and repair of motorcycles and related parts and accessories 4540
47		Retail trade, except of motor vehicles and motorcycles
47.1	47.11	Retail sale in non-specialised stores with food, beverages or tobacco predominating
55		Accommodation
55.1		Hotels and similar accommodation
	55.10	Hotels and similar accommodation 5510*
55.2		Holiday and other short-stay accommodation
	55.20	Holiday and other short-stay accommodation 5510*
55.3		Camping grounds, recreational vehicle parks and trailer parks
	55.30	Camping grounds, recreational vehicle parks and trailer parks 5520
55.9		Other accommodation
	55.90	Other accommodation 5590
56		Food and beverage service activities
56.1		Restaurants and mobile food service activities
	56.10	Restaurants and mobile food service activities 5610
56.2		Event catering and other food service activities
	56.21	Event catering activities 5621
	56.29	Other food service activities 5629
56.3		Beverage serving activities
	56.30	Beverage serving activities
61		Telecommunications
61.1		Wired telecommunications activities

61.2	61.10	Wired telecommunications activities 6110
61.2	61.20	Wireless telecommunications activities 6120
61.3	61.30	Satellite telecommunications activities 6130
61.9	61.90	Other telecommunications activities 6190
62		Computer programming, consultancy and related activities
62.0	62.0	Computer programming, consultancy and related activities
	62.01	Computer programming activities 6201
	62.02	Computer consultancy activities 6202*
	62.03	Computer facilities management activities 6202*
	62.09	Other information technology and computer service activities 6209
77		Rental and leasing activities
77.1		Renting and leasing of motor vehicles
	77.11	Renting and leasing of cars and light motor vehicles 7710*
	77.12	Renting and leasing of trucks 7710*
80		Security and investigation activities
80.1		Private security activities
	80.10	Private security activities 8010
80.2		Security systems service activities
	80.20	Security systems service activities 8020
80.3		Investigation activities
	80.30	Investigation activities 8030
95		Repair of computers and personal and household goods
95.1		Repair of computers and communication equipment
	95.11	Repair of computers and peripheral equipment 9511
	95.12	Repair of communication equipment 9512
95.2		Repair of personal and household goods
	95.21	Repair of consumer electronics 9521
	95.22	Repair of household appliances and home and garden equipment 9522
	95.23	Repair of footwear and leather goods 9523
	95.24	Repair of furniture and home furnishings 9524
	95.25	Repair of watches, clocks and jewellery 9529*
	95.29	Repair of other personal and household goods 9529*

## Accompanying Document 2

The agreement applies to employers in following industries and activities as defined in the statistical classification of economic activities NACE<sup>##</sup>, as it is implemented by ÍSAT2008<sup>§§</sup> from 1th of May 2013. If there is a difference between NACE classification and ÍSAT2008 the Icelandic version applies.

01	Crop and animal production, hunting and related service activities
01.1	Growing of non-perennial crops
01.13	Growing of vegetables and melons, roots and tubers 0113
01.19	Growing of other non-perennial crops 0119
01.3	Plant propagation
01.30	Plant propagation 0130
01.4	Animal production
01.46	Raising of swine/pigs 0145
01.47	Raising of poultry 0146
01.49	Raising of other animals 0149
01.6	Support activities to agriculture and post-harvest crop activities
01.61	Support activities for crop production 0161
01.62	Support activities for animal production 0162
01.63	Post-harvest crop activities 0163
01.64	Seed processing for propagation 0164
49	Land transport and transport via pipelines
49.3	Other passenger land transport
49.39	Other passenger land transport n.e.c. 4922*
79	Travel agency, tour operator reservation service and related activities
79.1	Travel agency and tour operator activities
79.11	Travel agency activities 7911
79.12	Tour operator activities 7912
79.9	Other reservation service and related activities
79.90	Other reservation service and related activities 7990
81	Services to buildings and landscape activities
81.3	Landscape service activities
81.30	Landscape service activities 8130
96	Other personal service activities
96.0	Other personal service activities
96.01	Washing and (dry-)cleaning of textile and fur products 9601
96.02	Hairdressing and other beauty treatment 9602
96.03	Funeral and related activities 9603
96.04	Physical well-being activities 9609*
96.09	Other personal service activities n.e.c. 9609*

<sup>##</sup> See [http://epp.eurostat.ec.europa.eu/cache/ITY\\_OFFPUB/KS-RA-07-015/EN/KS-RA-07-015-EN.PDF](http://epp.eurostat.ec.europa.eu/cache/ITY_OFFPUB/KS-RA-07-015/EN/KS-RA-07-015-EN.PDF)

<sup>§§</sup> See <http://hagstofa.is/Pages/1830>