

Iceland Equal Pay Certification Standard (ÍST 85) — Mandatory Equal-Pay Law 2018

Gender Equality · Good practice · Iceland

Quality score: 100/100

Evidence strength: Observational / pre–post

Summary

Iceland's 2018 law made it the world's first country to require all employers with 25+ workers to certify gender-equal pay under standard ÍST 85. Non-compliant firms face fines. Pay audits must be renewed every three years.

Key dimensions

Dimension	Score
Transferability / replicability	3/3
Impact on gender equality	1/1
Effectiveness	1/1
Efficiency	1/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-06-20

[Directorate of Equality \(Jafnréttisstofa\) / Government of Iceland](#) — accessed 2026-06-20

[Kvenréttindafélag Íslands — Equal Pay Standard resource](#) — accessed 2026-06-20

[Academic evaluation: Social Politics, Oxford University Press \(2022\)](#) — accessed 2026-06-20

[PayAnalytics — Iceland Equal Pay Law overview](#) — accessed 2026-06-20

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