

Mandatory Equal Pay Certification — Iceland's Jafnlaunastaðall (2018)

Gender Equality · Good practice · Iceland

Quality score: 89/100

Evidence strength: Observational / pre–post

Summary

Iceland became the first country to mandate equal pay certification (2018): employers with 25+ staff must certify pay equity every 3 years or face daily fines. Gender pay gap fell from 17% (2015) to 10.4% (2024). The EU Pay Transparency Directive 2023 followed this model.

Key dimensions

Dimension	Score
Transferability / replicability	3/3
Impact on gender equality	1/1
Effectiveness	1/1
Efficiency	0/1
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 2026-06-23

[Prime Minister's Office of Iceland / Jafnréttisstofa \(Equality Office\)](#) — accessed 2026-06-23

[Iceland Equal Pay Certification — government.is](#) — accessed 2026-06-23

[Kvenréttindafélag Íslands — Equal Pay Standard explained](#) — accessed 2026-06-23

[EPIC — Iceland member profile](#) — accessed 2026-06-23

[EU Pay Transparency Directive 2023](#) — accessed 2026-06-23

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