



Gender equality – Iceland



Public Procurement Principle: **Balance**



Procurement Stage: **Pre-tendering, Tendering**



Audience: **Policy makers, Procuring entity, Private sector**

Description

Iceland's equal pay certification legislation, passed in 2017, is aimed at closing the gender pay gap. All companies with 25 employees or more are obliged to obtain certification from a certifying body of Icelandic Standard ÍST 85 to prove that women and men receive equal pay for equal work. The Centre for Gender Equality oversees the certification process. Companies that do not meet the government requirements are fined. The Icelandic Act on Public Procurement allows for requirements of certification or equivalent.

Source: OECD (2020), [Integrating Responsible Business Conduct in Public Procurement](#), OECD Publishing, Paris

