



# EPIC

## Equal Pay International Coalition

EQUAL PAY FOR WORK OF EQUAL VALUE

### Criteria for engagement

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Led by ILO, UN Women and the OECD, EPIC is a multi-stakeholder initiative comprising government entities including ministries responsible for labour and employment, ministries responsible for gender equality and national statistical offices, international and national employers' and workers' organizations, relevant UN entities, the private sector, international civil society organizations and academia.

For EPIC to operate credibly, effectively and strategically, it is key that the committed parties show a genuine and proven commitment to achieving equal pay for work of equal value.

#### **Governments must comply with at least 6<sup>1</sup> of the following criteria**

- Ratification of ILO Equal Remuneration Convention, 1951 (No. 100) or verifiable steps being taken to ratify it;
- Legislation in line with ILO Convention No. 100;
- Ratification of the UN Convention on the Elimination of all forms of Discrimination against Women, 1976 (Article 11d);
- Adherence to the Recommendation of the 2013 OECD Council on Gender Equality in Education, Employment and Entrepreneurship and the 2015 Recommendation of the OECD Council on Gender Equality in Public Life;
- Compliance monitoring on equal pay legislation through labour inspection or other effective measures is undertaken;
- Sex-disaggregated data on wages are collected;
- Policies or practices that encourage pay transparency are in place;
- In countries where minimum wages are set by sector or occupation, minimum wages cover also sectors and occupations where women workers predominate;
- National bodies<sup>2</sup> that address equal pay are in place;
- Laws, policies or measures to facilitate work-family reconciliation or increase the representation of women in companies' boards are in place;
- Offer in-kind or financial support as contributions to key EPIC outputs.

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<sup>1</sup> Governments that may not yet comply with at least six criteria, but are committed to and actively working towards this goal may still be considered for engagement in EPIC. These governments will be given a four-year period to align their laws, policies and practices with the required criteria.

<sup>2</sup> These may include bodies such as equal employment opportunities bodies or tripartite bodies.

**Trade unions must comply with at least 4 of the following criteria**

- Is actively campaigning and/or bargaining for equal pay for work of equal value;
- Is actively campaigning and/or bargaining around issues pertinent to achieving equal pay for work of equal value, including but not limited to minimum living wages, universal social protection, occupational desegregation, hidden discrimination in pay structures/pay transparency, family friendly workplace policies;
- Has produced research and other resources to assist affiliates in promoting and bargaining for equal pay for work of equal value at national or sectoral level;
- Is engaged in policy work/social dialogue aimed at promoting equal pay for work of equal value;
- Has achieved equal pay for work of equal value within own organisation, or has plans/measures for doing so in the foreseeable future;
- Organisational statutes or policy documents explicitly refer to equal pay as an organisational priority;
- Has previously or is currently collaborating with other global unions, NGOs, CSOs or other stakeholders to address the gender pay gap.

**Private sector and employers' organizations must comply with at least 4 of the following criteria:**

- Has gender equality and/or diversity policies in place;
- Has plans to promote gender equality and anti-discrimination good practices as part of the commitment to preserve and defend Fundamental Principles and Rights at Work, while paying special attention to gender-based wage discrimination;
- Has plans to develop/continue to develop a Human Resources inclusive policy, with a special focus on ensuring diversity, gender equality and preventing gender-based wage discrimination;
- Willing to increase the awareness and understanding on wage discrimination by using available online tools, research materials and policy guidance;
- Endeavour to take corrective action and positive steps to prevent gender-based wage discrimination in the workplace;
- Has plans to inform and/or train all staff/members on the issue of gender equality and/or diversity in the workplace;
- Willing to share best practices and information on how best to prevent gender-based wage discrimination.

**Academia must comply with at least 4 of the following criteria**

- Recognized as a leading research institution;
- Well-established gender equality and/or non-discrimination units in place;
- Demonstrated extensive evidence-based, peer reviewed research on equal pay/gender pay gap;
- Extensive global networks in place;
- Offer in-kind support to contribute to key EPIC outputs.

**Civil society organizations must comply with at least the first three criteria**

- Is actively campaigning and/or working on equal pay for work of equal value;
- Is aligned with EPIC's vision of a more gender equal and inclusive world of work.
- Strong networks in place;
- Offer in-kind or financial support as contributions to key EPIC outputs.