

## What are the causes of the gender pay gap?

Differences in:



### Education and training

In some countries women still have fewer years of schooling than men and narrower range of education and training opportunities. This translates into fewer job opportunities.



### Work experience

Family responsibilities often result in women having more intermittent work patterns than men over the life course.



### Occupational category

While men predominate in better paying and high status jobs, women are concentrated in relatively low-paid, lower status jobs with little decision-making power.



### Hours worked

Men work longer hours (in paid work) than women as related to an unequal share of family responsibilities.



### Level of unionization of enterprises and sectors

Enterprises employing mainly women tend to be small, and smaller enterprises are less likely to have unions representing their workers. In these enterprises where there is little or no unionization or collective bargaining, pay levels tend to be lower for women than for men.

## What are the causes of the gender pay gap?

Discrimination:

Pay discrimination can take many forms, both direct and indirect.

In some instances, pay rates are specifically based on whether the worker is a man or a woman, this is direct discrimination.

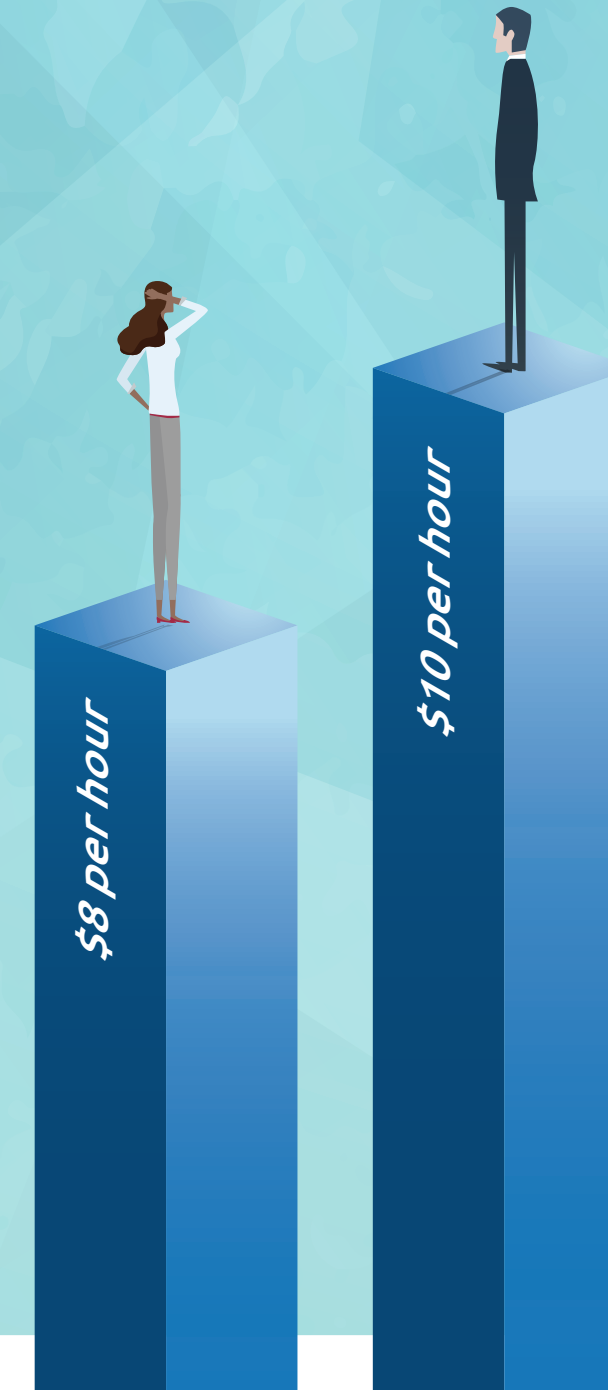
More often, discrimination is subtle and indirect, such as paying lower wages in sectors traditionally associated with women.

- > Women are paid less than men for the same or similar job (direct discrimination).
- > Undervaluation of the skills, competencies and responsibilities associated with "female" jobs (indirect discrimination).
- > Gender biases in job evaluation, classification and remuneration systems.
- > Traditional stereotypes and prejudices with regard to women's roles and work.

### Women are still being paid less than men.

On average women are paid around 20% less than men across the world per month. No country has achieved gender parity in pay as yet.

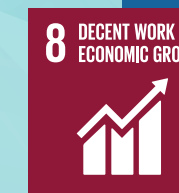
[[ILO, Global Wage Report, 2018-19. (Forthcoming)]]



**EPIC**  
Equal Pay International Coalition  
EQUAL PAY FOR WORK OF EQUAL VALUE



EPIC is a multi-stakeholder coalition to reduce the gender pay gap and build an inclusive world of work



**2030 Agenda for Sustainable Development**  
Sustainable Development Goal 8: target 8.5

By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.



## What is Equal Pay for Work of Equal Value?

1

Equally qualified women and men, who perform the *same* or *similar* job in equivalent conditions, receive equal pay.



> For example: a female secondary school teacher earns \$135 less than her male counterpart per week. In a year, she will have earned \$7,020 less than him.



> For example: a female financial manager earns \$497 less than her male counterpart per week. In a year, she will have earned \$25,844 less than him.

2

Women and men who perform *jobs*, which differ in content but, based on objective criteria (qualifications, effort, responsibility and working conditions) are of equal value, are paid equally.

> For example: a male storage assistant (male dominated sector - 80% men) earns a basic monthly salary of \$2,785.



> For example: a female caretaker of the elderly, sick or persons with disabilities (female dominated sector - 76% women) earns a basic monthly salary of \$2,535.



While the two jobs are entirely different, when evaluated according to the objective criteria, the caretaker job scores higher yet it is paid less.

## Why is it important?

More equal and fairly paid jobs for women translate into:

- > More women joining and remaining in the labour market.
- > Attraction of talent, reduced turnover and higher morale and productivity.
- > Higher purchasing power for women and their families, higher consumption levels and higher aggregate demand.
- > Healthier and more educated children.
- > Less women in poverty, including in older age.
- > More equal distribution of domestic chores and care work between women and men in the family.

## What is the international overarching framework on pay equity?

Equal pay for work of equal value is a fundamental right enshrined in the:

1951

ILO's Equal Remuneration Convention (No. 100)

1979

UN Convention on the Elimination of all forms of Discrimination against Women (CEDAW)

1995

Beijing Declaration and Platform for Action

2013

OECD's Recommendation of the Council on Gender Equality in Education, Employment, and Entrepreneurship

All of these instruments call on governments to enact and enforce legislation, and adopt policies and measures to ensure that women and men are paid equally.

## EPIC and the 2030 Agenda for Sustainable Development

Sustainable Development Goal 8, Target 8.5 is bold and ambitious and requires an equally bold and ambitious partnership to achieve it. EPIC will also contribute to the achievement of the following goals in particular:



## What is EPIC?

The Equal Pay International Coalition (EPIC) is an initiative driven by stakeholders committed to reduce the gender pay gap and make equal pay for work of equal value a reality across all countries and sectors.

Led by the ILO, UN Women and the OECD, the Coalition engages with governments, employers, workers and their organizations, the private sector, civil society and academia to take concrete steps to accelerate the closing of the gender pay gap and the achievement of pay equity.

EPIC works at the global, regional and national levels and focuses on:

- > Promoting the universal ratification of the ILO Equal Remuneration Convention, 1951 (No. 100) and improving its implementation;
- > Enhancing national equal pay legislation and its enforcement;
- > Producing data and monitoring trends in respect of the gender pay gap and the policies to curb it;
- > Fostering knowledge sharing through peer-to-peer exchanges, capacity building and technical advisory services;
- > Supporting governments, enterprises, workers' and employers' organizations to advance equal pay;
- > Promoting gender responsive policies and measures to reduce the gender pay gap.

## Who is involved?



International Labour Organization



The EPIC Secretariat comprises the ILO, UN Women and the OECD.

Key stakeholders today include Australia, Canada, Germany, Iceland, Jordan, New Zealand, Panama, Republic of Korea, South Africa, Switzerland, the International Organisation of Employers (IOE) and the International Trade Union Confederation (ITUC).

EPIC includes Equal Pay Champions who are influential individuals who advocate for equal pay in their personal capacity.

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Design by Candy Factory.

For more information about how to join:  
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