



EPIC
Equal Pay International Coalition

EQUAL PAY FOR WORK OF EQUAL VALUE

**Demonstrating commitment and leadership on equal pay - an EPIC
Pledging Event**

Wednesday, 26 September 2018

1.15 – 2.45 p.m.

United Nations Headquarters, New York

South Terrace, UN Delegate's Dining Room

Introduction

In September 2017, a strategic multi-stakeholder partnership, the Equal Pay International Coalition (EPIC), was launched to assist UN Member States in achieving the UN Sustainable Development Goals (SDGs), in particular Goal 8, target 8.5 which calls for equal pay for work of equal value by 2030, as well as Goal 5, as equal pay is central to the achievement of gender equality and women's empowerment.

The parties committed to EPIC will work together at the global, regional and national levels to support governments, employers and workers and their organizations, and other stakeholders, to make equal pay between women and men for work of equal value a reality, and reduce the gender pay gap. This will be supported through research and data collection, advocacy, knowledge sharing, capacity building, technical advisory services, data analysis and monitoring. Improving the collection of sex-disaggregated data on earnings and clarifying the merits and demerits of different methods to measure the gender pay gap are key to informing policy action and assessing its effectiveness.

The innovative work of EPIC will contribute significantly to challenging some of the main issues underlying gender pay gaps, by strengthening the evidence base for policy action, sharing good practices and lessons learned, promoting the business case for change in favour of gender equality, and by investing in initiatives already proven to lead to positive results.

One year after its launch, global leaders, including Heads of State, CEOs of multinational companies, Heads of employers' and workers' organizations, and representatives of renowned universities and civil society organizations will come together to publicly demonstrate their commitment to work together under the EPIC umbrella.

The main objective of the event is to accelerate the pace towards equal pay for work of equal value, in line with target 8.5 of the SDGs.

Pledging Criteria

All pledges should:

- Be in line with the EPIC's vision, mission and goals (see Annex 3);
- Be action-oriented, measurable and time-bound (objectives to be achieved during the period 2018-2022);
- Be short, concise and specific (no more than 10 lines).

The EPIC Secretariat will screen pledges to ensure that they comply with the above criteria (see examples of pledges in Annex 2 of this document).

Submission and screening assessment

Prior to the EPIC pledging event, and at the latest by noon GMT on 31 August 2018, all pledges must be submitted to the EPIC Secretariat epic@ilo.org for review and feedback. Any pledges not meeting the requirements will be returned for further amendments.

Final amended pledges must reach the EPIC Secretariat by noon GMT on 1 September 2018 to epic@ilo.org.

Publication

Participants whose pledges have passed the screening assessment will be able to publicly announce their pledge during the event.

After the pledging event

Registered pledges will be integrated into the EPIC plan of work, providing the EPIC Secretariat an opportunity to offer technical assistance, as needed, to the respective countries/organizations. Pledge makers will be invited to designate a focal point of contact regarding their pledges.

Please contact the EPIC Secretariat at epic@ilo.org for questions on the preparation or on the content of pledges.

ANNEX 1



EPIC
Equal Pay International Coalition

EQUAL PAY FOR WORK OF EQUAL VALUE

PLEDGE FORM

During the period 2018-2022, we hereby pledge to:

Pledge Maker

FULL NAME	
DESIGNATION	
GOVERNMENT or ORGANIZATION	
E-MAIL ADDRESS	
DATE	
SIGNATURE	
NAME OF DESIGNATED FOCAL POINT	
E-MAIL ADDRESS	

ANNEX 2

Some examples of pledges (illustrative only)

Governments can commit to:

- Ratification of relevant international labour standards: e.g. C. 100, C. 111 by X date;
- Drafting or amending legislation governing equal pay, in consultation with social partners, and in line with relevant international labour standards by X date;
- Establishment of an equal pay commission by X date.

Any stakeholder can commit towards taking action to address implementation gaps with regard to ratified international labour standards, and to reducing the gender pay gap such as:

- Adoption or updating of a policy on equal pay by X date;
- Adoption of an action plan on equal pay by X date;
- Use of free online tools to evaluate whether pay gaps exist within an organization;
- Annual reporting on the jobs held by men and by women and their respective remuneration;
- Establishment of a minimum wage in female dominated sectors by X date;
- Promotion of awareness-raising, advocacy campaigns or initiatives on equal pay by X date;
- Financial support for evidence based research, data or statistical studies on equal pay in female dominated sectors with a view to informing policy or practice;
- Undertake a gender neutral job evaluation within an organization by X date;
- Implement results of a gender neutral job evaluation with an organization by X date.

ANNEX 3

EPIC's Vision

More gender equal and inclusive world of work.

EPIC's Mission

To achieve equal pay between women and men for work of equal value by 2030.

EPIC's Goals

- Reduced national and global gender pay gaps, especially the portions of the pay gap due to discrimination in pay;
- Demonstrated efforts and results by private sector to implement equal pay initiatives;
- Systems established or strengthened to monitor progress in closing the gender pay gap at the global, regional and national levels;
- Improved national equal pay legislation and strengthened enforcement mechanisms and access to remedies in line with international good practice;
- Increased awareness and greater engagement of the ILO and UN constituents and other key stakeholders at the global, regional and national levels on equal pay;
- Universal ratification of ILO Equal Remuneration Convention, 1951 (No. 100);
- Increased media coverage on the equal pay;
- More empirical evidence and data available on the benefits of equal pay;
- Strengthened national capacity to formulate and implement policies and practical measures to close the gender pay gap.