











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

EPIC Pledging Event 26 September 2018 PLEDGES

Governments

1	 <p>Australia</p>	<ul style="list-style-type: none">• Australia pledges to deliver a Women's Economic Security Statement detailing national progress in opening up more opportunities for women to build their economic independence and security.• Australia also pledges to continue building on its progress to date in closing the gender pay gap, now at a record low. Existing innovative initiatives aim to educate and assist employers on how to address gender pay gaps in their organisations through gender pay gap audits and strategies.• Australia will also continue annual gender reporting by large private sector employers to the Workplace Gender Equality Agency on key gender indicators, including equal remuneration between women and men. This reporting covers over 11,000 employers and 4 million employees (approximately 40 per cent of all employees).
2	 <p>Canada</p>	<ul style="list-style-type: none">• The Government of Canada is committed to introducing proactive pay equity legislation for the federal jurisdiction by the end of 2018. Proactive pay equity legislation will ensure that on average women and men in federally regulated sectors receive the same pay for work of equal value. It will cover all federal jurisdiction employers with 10 or more employees. The legislation will provide clear timelines that employers will have to follow when implementing and maintaining pay equity, as well as independent oversight of the legislative regime. Preliminary estimates suggest that it could reduce the gender wage gap by about 2.6 cents in the federal private sector (to 90.7 cents on the dollar), and by about 2.7 cents for the core public administration (to 94.1 cents on the dollar).• Implement a new pay transparency measure that will provide easily accessible information on the pay practices of federally regulated employers. This measure will highlight those employers who model equitable pay practices, while

		<p>holding employers accountable for wage gaps that affect women, Indigenous Peoples, persons with disabilities and visible minorities.</p> <ul style="list-style-type: none"> • Develop a user-friendly Government website displaying salary information and easily-comparable data on gender wage gaps for each federally regulated employer. • Host a National Symposium on women and the workplace with leaders in the private and public sectors to discuss and share best practices and to support proactive, collaborative initiatives aimed at reducing wage gaps in private sector organizations.
3	 <p>Republic of Costa Rica</p>	<ul style="list-style-type: none"> • Prohibit and sanction, in the Costa Rican Internal legislation, the remuneration gap between women and men in the public and private sectors; aiming at a job of equal value in different positions with the same work value, as in the case of the same position, or with similar responsibilities, and under the same employer.
4	 <p>Republic of Ecuador</p>	<ul style="list-style-type: none"> • Generar las condiciones para el ejercicio pleno de los derechos económicos de las mujeres, dentro del marco de la Misión Mujer del Plan Toda una Vida, para el 2021. • Mejorar el acceso de las mujeres al mercado de trabajo y a oportunidades de generación de ingresos dentro del marco de la Misión Mujer del Plan Toda una Vida, para el 2021. • Facilitar el diálogo entre todos los actores relevantes e identificar los sectores productivos o las actividades económicas donde persisten brechas salariales de género y contrarrestar sus causas para el 2021. • Reducir la brecha salarial entre mujeres y hombres del 21.9% al 18.4% al 2021.
5	 <p>Republic of Iceland</p>	<ul style="list-style-type: none"> • The Icelandic government pledges to eliminate the gender pay gap by 2022 by implementing the Law on the Equal Pay Certification. While the law applies to over 80% of all employees, Iceland will encourage all other entities to voluntary obtain Equal Pay Certification by end of year 2022 as to demonstrate their commitment towards social responsible approach to equality. • Iceland also pledges to conduct a research on the direct impact of the law on equal pay for work of equal value, as well as its impact on different aspects of workplace culture and conditions. These include gender stereotypes and sexism, work satisfaction and promotion prospects. This also refers to the law's potential to correct the negative implications of the gender segregated labour market for women and eliminate discrimination based on other factors than gender, such as ethnic background.

6	 <p>Hashemite Kingdom of Jordan</p>	<ul style="list-style-type: none"> • Digital Payment for of private health workers in Jordan by 2022 to ensure fair remuneration in a highly feminized sector. • Based on the success of the government’s adoption of the National Committee for Pay Equity and the Stand up with Teachers demand to digital payments of private school teachers that will help monitor the receipt of fair remuneration, Jordan will commit to expand the National Committee for Pay Equity membership and conduct studies to further assess the Gender Pay Gap in another highly feminized sector, private health. It will also identify ways to ensure that all health workers receive fair remuneration through digital payments, and allow for monitoring their enrolment in the social security program. Health workers consist of 53% females with 81% females in pharmaceuticals, 80% in nursing, 57% in medical support staff and 20% physicians.
7	 <p>Republic of Lithuania</p>	<ul style="list-style-type: none"> • According to the National Programme of Equal Opportunities for Women and Men for the 2015 – 2021 period, approved by resolution No 112 of the Government of the Republic of Lithuania on 4 February 2015, and the Action Plan for the Programme implementation during the 2018 – 2021 period, adopted by order A1-331 by the Ministry of Social Security and Labour on 27 June 2018, by year 2021 the Government of the Republic of Lithuania is committed to: <ul style="list-style-type: none"> • Annual reporting and data collection on the jobs held by men and by women and their respective remuneration; • Process monitoring and annual assessment in closing he gender pay gap at the national level, including the private and public sectors; • Promotion of awareness-raising, advocacy campaigns and initiative on equal pay.
8	 <p>Mexico</p>	<ul style="list-style-type: none"> • Analyze the redesign of the Mexican Standard on Labour Equality and Non-discrimination to establish differences between the public and private sector. The purpose is to establish measures within the Mexican Standard so that public institutions that have been certified prove that in each administrative unit there are same payments for works of the same value. It also analyse the feasibility of promoting these measures in the private sector.

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Republic
Panama

of


Regional Champion for Latin America and the Caribbean



- The establishment of a **workgroup** on equal pay within the National Commission for Gender Parity to study the actions that Panama has to implement to achieve better Equal Pay Standards Date: October 30th 2018
 - Establishment of an **Equal Pay commemoration day**, assigning for such means each may 23rd, date that also marks the anniversary of the entry into effect of ILO's Convention 100 (May 23rd 1953). Date: October 30th 2018.
 - Publish an informative, user friendly **document about equal pay**. Date: November 30th 2019.
 - Celebrate **on line Forum** about equal pay for national key actors Date: March 30th 2019
 - Launch a **national awareness campaign** about the importance of equal pay. Date: May 23rd 2019.
- Celebrate a **panel on equal pay** within the framework of the 19th regional meeting of ILO.
Date: October 4th 2018.
- Launch of a regional **tool to measure the pay gap**.
Date: October 30th, 2018
- Publish a regional informative document to **create awareness** within key actors in LAC. Date: Date: October 30th 2018
- Promote a **regional campaign** for LAC countries to accelerate the implantation of ILOs convention 100 and give visibility of equal pay at a regional level including topics in speeches, declarations and debates of high level at regional and global levels.
Period: 2018-2019
- Realize a **webinar** forum for key actors of academia in the LAC region.
Date: march 30th 2019
- **Promote** the adhesion of countries from Latin America and the Caribbean to the **EPIC** in the course of a year.
Period: 2018-2019.
- Promote the establishment of a Regional **Equal Pay Commemoration Day**.
Period: 2018-2019.
- Celebrate **high-level meetings** in different countries of LAC with key actors from the private and public sectors in order to create consciousness about the importance of closing the existing pay gaps and how it affects development in our countries.
Period: 2018-2019


10	 <p>Republic of Peru (Ministry of Labour)</p>	<ul style="list-style-type: none"> • Implementar la Ley No. 30709, ley que prohíbe la discriminación remunerativa entre varones y mujeres, a nivel reglamentario al 2019. • Establecer y promover una metodología para la evaluación de puestos de trabajo al interior de las organizaciones de manera justa y objetiva, a fin de que estén exentos de prejuicios de genero al 2019 • Elaborar un proyecto de Ley sobre trabajadoras del hogar acorde con el Convenio 189 de la OIT (recientemente ratificado), y promover su aprobación en consulta con actores sociales al 2019 • Implementar el Plan Sectorial de Igualdad y No Discriminación en el Empleo y la Ocupación 2018-2021, aprobado por Resolución Ministerial No. 061-2018-TR • Aprobar e implementar un Protocolo para la Actuación de la Inspección del Trabajo que permita evaluar y fiscalizar brechas salariales de género en las organizaciones al 2020.
11	<p>The Republic of Peru (Ministry responsible for Gender)</p>	<ul style="list-style-type: none"> • Establishment of the National Multisector Commission responsible for monitoring the State intervention on equal remuneration for December 2020. • The national policy on gender equality and non-discrimination contains specific guidelines that guarantee equal remuneration for December 2019. • Transversalize the gender focus of the directives, protocols and other instruments for the control of compliance with the rules related to equal remuneration, by December 2019. • Financing of studies, which contribute to knowledge management on the impact, on the public and private sectors of the country, of the rules on equal remuneration for December 2022.
12	 <p>Republic of Philippines</p>	<ul style="list-style-type: none"> • Strengthen the implementation of the Two-Tiered Wage System as an approach to minimum wage setting and a strategy to increasingly link wage with productivity growth through adoption of productivity / performance based incentives schemes; • Ensure regular, moderate and predictable wage increases through constant and empirical-based monitoring and assessment of socio-economic conditions and conduct of consultation, and; • Continue to implement and strengthen the labor inspection system to foster a culture of voluntary compliance with the labour laws by establishments nationwide, including compliance on minimum-wage rates.

13	 <p>Swiss Confederation</p>	<ul style="list-style-type: none"> • Further developing practical free software tools to evaluate pay gaps within organizations, including small and medium companies • Organizing workshops and training sessions for HR and other staff members on how to use evaluation tools • Encouraging equal pay checks within the public sector and transparent communication about the results as foreseen by the Swiss Charter on Equal Pay in the Public Sector • Raising public awareness through testimonials of CEOs of public and private sector organizations • Promoting the introduction of control mechanisms regarding equal pay in public procurement or subsidies at all national levels • Monitoring the results of the commitment to the Swiss Charter on Equal Pay in the Public Sector
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United Nations System and International Organisations

1	 <p>International Labour Organization (ILO)</p>	<p><i>The only tripartite U.N. agency, since 1919 the ILO brings together governments, employers and workers of 187 member States , to set labour standards, develop policies and devise programmes promoting decent work for all women and men.</i></p> <ul style="list-style-type: none"> • The ILO will continue to promote equal pay for work of equal value among its constituents through better-equipped staff and to support the work of EPIC. • The ILO pledges to upgrade our own knowledge on existing and promising good practices to promote pay equity and to make it available to EPIC members and the global community. By 2022, we pledge to: <ul style="list-style-type: none"> • develop new awareness raising tools and practical guides to address pay equity gaps; • track progress of legislation, policies and measures available to close the gender pay gap; • expand the EPIC network to more than 50 countries. • At the end of this year, we will launch a Global wage report which will provide data on the gender wage gap for over 80 countries globally. It will “unpack” the gender pay gap and examine how the explained and unexplained components of it have evolved over the past two decades across regions and countries. It also reviews policies that can help reduce the gender pay gap by acting on the multiple factors lying behind it. We pledge to share and build upon the findings of this report among EPIC members. • In 2019, we will organize two Academies at the ILO’s training centre in Turin, Italy – a Gender Academy and an Academy on Fundamental Principles and Rights at Work, which will include workshops on equal pay strategies and tools. We pledge to award fellowships to selected committed EPIC members, based on established criteria.
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2	 <p>Organisation for Economic Cooperation and Development (OECD)</p>	<p><i>The mission of the Organisation for Economic Co-operation and Development (OECD) is to promote policies that will improve the economic and social well-being of people around the world. The OECD provides a forum in which governments can work together to share experiences and seek solutions to common problems.</i></p> <ul style="list-style-type: none"> • The OECD is committed to specifically further its work in the area of equal pay: • For Data Collection: we pledge to ensure open access to up-to-date data on the gender wage gap via the OECD Gender Data Portal. • For Research: by 2022, we pledge to study and report on remaining gender gaps with a focus on pay gaps. • For Knowledge sharing: we pledge to widely disseminate to all relevant stakeholders our evidence on the most effective policies to combat these pay gaps.
3	 <p>UN Women</p>	<p><i>UN Women is the UN organization dedicated to gender equality and the empowerment of women. A global champion for women and girls, UN Women was established to accelerate progress on meeting their needs worldwide.</i></p> <ul style="list-style-type: none"> • As the global advocate for gender equality and women’s empowerment, UN Women pledges to continue its strong advocacy for EPIC and the issue of equal pay for work of equal value to reduce the gender pay gap by 2030. Through our advocacy work, we will raise awareness and draw global political attention to contribute to the concrete advancement of the agenda. • UN Women will prioritize the achievement of equal pay for work of equal value as a critical focus as we approach the 25 year review of the Beijing Declaration and Platform for Action and the 5 year of review of the Sustainable Development Goals. • As the sixty-third session of the Commission on the Status of Women will focus on social protection, UN Women pledges to mobilize governments, civil society and the private sector to accelerate progress on improving social protection systems, access to public services and sustainable infrastructure, which in turn will increase women’s access to paid work and increase prosperity across the family and community.




4	 <p>UN Global Compact</p>	<p><i>UN Global Compact aim to mobilize a global movement of sustainable companies and stakeholders to create a better world, by supporting companies to do business responsibly by aligning their strategies and operations with Ten Principles on human rights, labour, environment and anti-corruption; and take strategic actions to advance broader societal goals, such as the UN Sustainable Development Goals, with an emphasis on collaboration and innovation.</i></p> <ul style="list-style-type: none"> • Leverage the UN Global Compact Academy, the new learning platform for sustainable companies, to bring practical information to business on how to close the gender pay gap. Specifically, in 2019, we will organize an e-learning session for companies in collaboration with the Global Compact Network UK, who have created a working group as well as organized events to help guide business on this issue. This session will aim to promote expert guidance and knowledge, including from the ILO, on achieving equal pay and will showcase inspiring company examples. Further, we will utilize the Global Compact Local Network Hub to inform, equip and mobilize our 70+ Local Networks around the world to engage business globally on this issue.
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Foundations



1	 <p>The Sasakawa Peace Foundation</p> <p>SASAKAWA Foundation Peace</p>	<p><i>A private Japanese foundation that strives to strengthen cooperation at all levels between Japan and countries abroad. The foundation effectively promotes activities, proposals, and exchanges in the search for a new governance model for human society.</i></p> <ul style="list-style-type: none"> • We pledge to provide financial support for gender gap data collection of selected publicly listed companies in major countries in Asia and publish the result by 2019. • As part of our overall effort for women economic empowerment, we pledge to provide financial and non-financial support for studies on gender gap and women empowerment issues in Japan and South East Asia. Specifically, by end of 2020, we will award and give recognitions to small-and-medium-sized enterprises that are exercising good practices in terms of women leadership, work place equality and etc. Through improving visibility of those enterprises, we aim to eventually raise the public awareness and mitigate gender pay gap in Asia.
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Civil Society

1		<p><i>CIVICUS is a global alliance of civil society organisations and activists dedicated to strengthening citizen action and civil society throughout the world.</i></p> <ul style="list-style-type: none"> • By December 2018, CIVICUS pledges to incorporate at least 2 indicators in relation to gender pay gap (GPG), with annual targets, on the CIVICUS Secretariat main organisational dashboard. From December 2018 to December 2022, CIVICUS commits to monitoring these indicators on a bi-annual basis (every 6 months), sharing progress at Board, management and staff levels and ensuring relevant supporting HR policies are updated accordingly. CIVICUS will strive for 0% targets in their mid-management and staff categories from December 2019, ensuring that corrective action is taken to meet and maintain targets throughout the pledge period. • By December 2022, CIVICUS will raise awareness of the issue of gender pay gap (equal pay for equal work) amongst its members by incorporating GPG in the CIVICUS diversity & inclusion statement, communicating CIVICUS Secretariat progress against GPG targets, and providing opportunities (e.g. through webinars) for members to discuss successes and challenges on this issue. • CIVICUS will also offer support to members who want to adopt their own indicators and targets, to establish a baseline and activity monitor GPG in their own organisational contexts. Support will be channelled through existing programme frameworks and capacity development initiatives, as requested by members. CIVICUS Secretariat will also hire a Diversity & Inclusion specialist who will champion GPG with members, as part of their wider remit.
2		<p><i>Concordia is a non-profit, nonpartisan organization dedicated to actively fostering, elevating, and sustaining cross-sector partnerships for social impact.</i></p> <ul style="list-style-type: none"> • Ensure equal pay and fair payment, regardless of gender, race, religion, ethnicity, sexual orientation, or any other protected status, and contribute to open and transparent reporting schemes on an annual basis in order to enhance the quality and availability of sex-aggregated data. • Leverage its public platform to: advance the public discussion on breaking barriers for equal pay; amplify the importance of eliminating wage-based discrimination from the workplace; share sex-aggregated data to elevate the importance of this within achieving SDG 8 and SDG 5; and, celebrate policies in the public and private sector that support equal pay, through guaranteed programming on the subject at its flagship Annual Summit. • Dedicate its cross-sectorial partnership brokering efforts to achieve progress at the global, regional and national levels, in accordance to EPIC pledges made by likeminded organizations.

3	 <p>Fair Pay Innovation Lab gGmbH (FPI)</p>	<p><i>The Fair Pay Innovation Lab addresses all kinds of questions surrounding fair pay. They support companies and organisations in the practical implementation of pay equity, create space for dialogue and provide suggestions for the labour market of the future.</i></p> <ul style="list-style-type: none"> • Promote awareness-raising on equal pay and pay equity as well as implementation of the principles within companies and address all kinds of questions surrounding fair pay through the establishment of a contact point for companies; present the importance of pay equity at leading HR exhibitions and spread the word on pay equity in presentations, lectures and talks in Germany and abroad; collect and discuss best practices on how to effectively implement equal pay HR- and Compensation & Benefits-policies; create space for dialogue for companies in Fair Pay Management Circles and support companies and organisations in the practical implementation of pay equity; continue with our ambitious HR policy within our own company, including full wage transparency, flexible working arrangement and work from different locations; inform employees about their rights and obligations in regard to wage transparency and the German Wage Transparency Law and hold workshops for students and young professionals on career starts and the importance of wage transparency.
4	 <p>Inter-Parliamentary Union For democracy. For everyone.</p> <p>Inter-Parliamentary Union (IPU)</p>	<p><i>The IPU is the global organization of national parliaments. They work with parliaments to safeguard peace and drive positive democratic change through political dialogue and concrete action</i></p> <ul style="list-style-type: none"> • In 2019, the IPU will hold a debate among parliamentarians at the global level to raise their awareness of the ILO Equal Remuneration Convention and the need for strong policies and legislation to combat the gender pay gap. The IPU will also focus on this issue in all its SDG interventions. I also pledge to mobilize the IPU to in turn mobilize parliaments individually to promote equal pay interventions in their respective parliaments.
5	 <p>The Global Voice of Business</p> <p>International Organisation of Employers (IOE)</p>	<p><i>The International Organisation of Employers (IOE) is the largest network of the private sector in the world, with more than 150 business and employer organisation members. In social and labour policy debate taking place in the International Labour Organization, across the UN and multilateral system, and in the G20 and other emerging processes, the IOE is the recognised voice of business.</i></p> <ul style="list-style-type: none"> • Strengthen our action to promote gender equality and non-discrimination good practices as part of our commitment to preserve and defend Fundamental Principles and Rights at Work, while paying special attention to gender-based discrimination in pay.

6	 <p>International Trade Union Confederation (ITUC)</p>	<p><i>The ITUC's primary mission is the promotion and defence of workers' rights and interests, through international cooperation between trade unions, global campaigning and advocacy within the major global institutions.</i></p> <ul style="list-style-type: none"> • Adopt an updated action plan on equal pay by January 2019, following the 4th ITUC World Congress. • Work with affiliates on programmes to formalise work in the care economy, including through skills training of care workers in the informal economy linked to government certification of skills, advocacy on investment in childcare, establishing minimum living wage levels and guaranteeing social protection for childcare workers (India/Ghana). • Facilitate exchanges between affiliates, in order to inform national activities aimed at closing the gender pay gap - including social dialogue, collective bargaining and implementation of gender neutral job evaluations (e.g. re on-going work in Japan, France, Spain, Chile, Canada). • Assist affiliates in selected countries in developing effective advocacy and strategies to close the gender pay gap (e.g. on-going work in Zimbabwe, Costa Rica). • Campaigning with unions on universal social protection with financing strategies, country by country. • Working with affiliates to increase the representation of women on collective bargaining teams. • Widely promote awareness-raising, advocacy campaigns and initiatives on equal pay in partnership with Global Union Federations.
7	 <p>JUST Capital</p>	<p><i>JUST Capital was co-founded in 2013 by a group of concerned people from the world of business, finance, and civil. Their mission is to build a more just marketplace that better reflects the true priorities of the American people.</i></p> <ul style="list-style-type: none"> • To ensure we are walking the talk as an organization committed to just and equitable business behaviours, JUST Capital will roll out an Equal Pay Policy and practices, which includes an annual analysis of pay packages for all staff, an action plan to ensure that we deliver on pay equity for all employees according to their job title, years of relevant experience, and expertise; as well as a public posting of details on our website. • We will also continue to raise awareness around this important issue by increasing transparency and access to information regarding pay equity at the largest publicly-traded companies in the U.S. Each and every year, we survey thousands of everyday people to define the issues they think are most important when it comes to just business performance, and demonstrating a “commitment to promoting employment equity” is a key component that we measure by tracking if companies have conducted a pay equity analysis or have committed to conduct a pay equity analysis (either through public statements or as a signatory to the White House Pledge or UN Women's Empowerment Principles). We will add EPIC pledges as one of the sources that we will explore through our research process.
8	 <p>Plan International</p>	<p><i>Plan International is an independent development and humanitarian organisation that advances children's rights and equality for girls.</i></p> <ul style="list-style-type: none"> • Work with industries to foster corporate practices which advance women's equal role in the workplace. Specifically, we will develop 1 regional and 4 country-level business cases on the Ready-Made Garment, Travel and Tourism, and Hospitality sectors in Bangladesh, Nepal, Philippines and India to strengthen advocacies for equal participation and

		pay for women in the workplace with evidence of the practical benefits to businesses of investments on women's economic empowerment.
9	 <p>PowHer New York</p>	<p><i>PowHer New York is a statewide network of individuals and organizations committed to accelerating economic equality for 10 million New York women and their families. Through the collective action of our 100+ network partners we build intersectional collaborations, educate the public about combating gender inequality, convene innovators and advocates to explore and develop new approaches and strategies, and work with legislators and business leaders on solutions</i></p> <p>During the period 2018-2022, we hereby pledge to:</p> <ul style="list-style-type: none"> Engage companies committed to closing the wage and opportunity gap for workers to develop a “best practices initiative” in New York. PowHerNY will establish an Equal Business Leaders Group; highlight best practices based on “Levelling the Playing Field” document; craft strategies to educate and inspire employers; design a series of forums and workshops; and partner with New York City and New York state government, including the NYS Council for Women and Girls and the NYC Commission on Gender Equality.
10	 <p>Public Services International (PSI)</p>	<p><i>Equal pay for work of equal value needs to be a means for raising women's labour value, while at the same time transforming the wage hierarchy that segregates women by occupations, plants them at the bottom of pay scales as well as addressing the continued sexual division of labour. PSI stands for transformative equal pay policies that demand an intersectional approach and EPIC is strategic for these. For PSI, ensuring collective bargaining rights for public services unions, as well as, that women are represented at the bargaining table and in trade union leadership are two fundamental conditions for progress to be made on regard of equal pay. PSI reached a milestone in 2017, when a fully gender mainstreamed program of action was approved for the first time ever. It puts our work for economic justice and the need of the re-distribution of income and wealth at its very centre, calling for urgent solutions for how women's work is organized and valued.</i></p> <p>During the period 2018-2022, we hereby pledge to:</p> <ul style="list-style-type: none"> Advocate for Gender Responsive Quality Public Services (GRQPS) as fundamental to support a more balanced labour market. The future of public services needs to be gender responsive to consider the strategic needs of women and men. Continue encouraging and jointly developing neutral job evaluation experiences in the public sector in the Americas, in partnership with the ILO-ACTRAV, Regional Office and our affiliated unions: EPSEL-FENTAP in Peru; ANEF and the Government of Chile¹; and the two new projects in Panama with the Environment Ministry and FENASEP; and in Barbados with Health and Social Services Ministry and the Barbados Nurses Association. Support the Lady Health Workers (LHW) in Pakistan, the Accredited Social Health Activist (ASHA) in India and the Female Community Health Volunteer (FCHV) in Nepal to engage in a constructive social dialogue that can allows that the governments of India, Nepal and Pakistan report on the progress with regard to including CHWs under the statutory minimum wage to the Committee of Experts on the Application of Conventions and Recommendations on Convention 100 and 111; as well as institute systems that provide for stable and regular wages for all CHWs.

11






Save the Children®




Save the Children US





Save the Children aims to give children a healthy start in life, the opportunity to learn and protection from harm. Their goals is to do whatever it takes to save children, transforming their lives and their future.



- Save the Children – US (SC) pledges to be a global leader in closing the gender pay gap in support of EPIC’s mission “To achieve equal pay between women and men for work of equal value by 2030.”
- In support of EPICs mission, SC pledges an annual review of all employees’ actual pay to ensure internal equity (including gender) and external competitiveness.
- SC values all employee efforts equally and strives to ensure the agency’s pay practices reflects this value. SC is committed to equal pay for equal work regardless of gender and has adopted an equal pay policy to demonstrate this commitment.
- SC pledges to conduct an agency wide independent compensation study in 2018 and every three years thereafter to market price each position. SC pledges to review the agency’s gender pay practices on an annual basis based on this study.
- SC pledges and has implemented a policy to conduct a gender pay analysis to ensure fair and equitable treatment of employees when delivering annual merits, semi-annual promotions and salary adjustments, and recognition awards.
- SC pledges to ensure diversity and inclusion in all agency job levels. SC will review gender participation at each job level to ensure equal gender representation at each level with any gender imbalance to be resolved on an annual basis.
- SC pledges transparency and will make the results of the gender pay analysis and compensation study available to all staff to review and comment on.
- SC pledges to eliminate any gender bias or inequity that may exist by 2020.

Private sector

1	 <p>Deloitte</p>	<p><i>Deloitte is one of the world's largest service providers in the field of audit, consulting and lawyer services.</i></p> <ul style="list-style-type: none"> • We believe that businesses play a critical role in addressing equal pay around the world. Toward that end, we commit to supporting equal rights laws that encourage increased employment of women, supporting organizations that foster inclusive cultures, and making investments to increase qualified talent pools for the longer term. Additionally, we commit to reviewing our own hiring, compensation, and promotion processes and procedures to reduce the potential impact of unconscious bias and any structural barriers. We pledge to take these steps as well as identify and promote other best practices to help ensure fundamental fairness for all workers.
2	 <p>dermalogica[®] developed by The International Dermal Institute</p> <p>Dermalogica, Unilever Prestige</p>	<p><i>Dermalogica is an American personal care company headquartered in Carson, California.</i></p> <ul style="list-style-type: none"> • Founded thirty years ago, the gold standard in skin and body training the International Dermal Institute alongside Dermalogica, the number-one product line for skin therapists and consumers worldwide are now the leaders in the salon industry. The salon industry is an economic powerhouse where more women own their own business than any other. These are small business owners employing anywhere from 3 to 10 employees. Today, Dermalogica is still defined by its emphasis on skill development. • To give back to our industry, we pledge to provide entrepreneurship skills so therapist can grow their business to scale and create pathways for underserved communities to access training in skin care. We will achieve this over the next few years by creating an online course free of charge to help these business grow so our students can quickly go from job seeker to job creator as vocational training is a fast track for financial independence. The Entrepreneur Accelerator will cover topics such as business basics, operations, managing money, HR practices, marketing and social media, retailing, building clientele and customer service, and we will make this accessible to over 100,000 students around the world by 2020.
3	 <p>EQUAL PAY COMPANY</p> <p>Equal Pay Company</p>	<p><i>Equal Pay Company helps organizations in entertainment, tech, law, and finance, and give insight into business and the agility to adapt. They use the research to effectively assess pay, culture, and growth at its core.</i></p> <ul style="list-style-type: none"> • Equal Pay Company pledges, with a view to informing robust practices / practical measures to close the gender pay gap and leadership gap, to the following 2018-2022 actions: • Provide technical advisory services through cloud software, video, and/or in person for system-level solutions to close the pay and leadership gap (equalpay.co); • Build capacity, share knowledge, collect data, and analyze the efficacy of our work among employers, workers, and their organizations (foundations, governments, companies, universities, and non-profits among others) with faces of leadership, a game to visualize bias and recalibrate in the context of leadership (equalpay.co/fol); and

		<ul style="list-style-type: none"> • Use social media to elevate leaders in their field, who are committed to excellence through an equitable workplace. (instagram.com/equalpayco)
4		<p><i>Equallet supports the growth and success of Women-Owned Businesses, consumers can help to accelerate job creation and advancement opportunities for women.</i></p> <ul style="list-style-type: none"> • Equallet pledges to raise awareness on equal pay and growth starting in 2018 through 2022 with the following actions: • Events that include 1. buying and investing women-owned businesses can level the economic playing field, 2. serving on boards can ensure women's voices are heard, 3. identifying and promoting best practices to close the pay gap, and 4. featuring diverse women professionals addressing their work towards systemic equity in business • Social media posts that highlight women business owners that pledge their commitment to a fair and equitable workplace.
5	 <p>IKEA</p>	<p><i>IKEA is a Swedish-founded multinational group that designs and sells furniture, kitchen appliances and home accessories. It has been the world's largest furniture retailer since at least 2008.</i></p> <ul style="list-style-type: none"> • As a humanistic and values-based company, IKEA Group (Ingka Holding B.V.) has been empowering women for many decades. Recently, as part of the UN High Level Panel on Women Economic Empowerment, we committed to secure equal pay for work of equal value by 2020. Consequently, we have been developing a clear corporate framework and approach on equal pay and made concrete actions in several markets over the last years towards achieving this goal. • Today, we reinforce that commitment, and hereby pledge to: • Roll this framework out in the 30 countries where we have operations by 01.01.2019 - with the goal to identify and perform concrete actions within 18 months. • We will also conduct an annual assessment and reporting - on the jobs held by men and by women and their base pay. • We will report publicly on these findings in our own reporting channels – IKEA Group Yearly Summary – and other channels. • We see this pledge as one more contribution towards equality – women’s rights are human rights. • Let’s all take action to create a fairer world where we can thrive equally. The journey continues.
6		<p><i>Nestlé is one of the world's largest producers of food and beverage products.</i></p> <ul style="list-style-type: none"> • At Nestlé we aim to provide a workplace that generates equal opportunities for everyone, and in which people are treated with dignity and respect. • In line with our commitment to enhance gender balance at all levels in our workforce, we further pledge to work to achieve equal pay for our employees.

7	 <p>Novartis International AG</p>	<p><i>Novartis is a global healthcare company based in Switzerland that provides solutions to address the evolving needs of patients worldwide.</i></p> <ul style="list-style-type: none"> • At Novartis, we believe in equal pay for women and men for work of equal value. In this spirit, we are proud to support the United Nation’s Equal Pay International Coalition (EPIC). We pledge to conduct regular gender pay equity analyses and remediate annually as appropriate. To help prevent pay differences, we pledge to eliminate the use of historic salary data when making internal and external offers. Additionally, we commit to pay transparency by sharing with our associates their pay as compared to internal and external benchmarks. We remain committed to achieving a gender-balanced representation in management in the next five years.
8	 <p>PepsiCo, Inc.</p>	<p><i>PepsiCo is an international food and beverage company founded in 1965. The company produces, markets and sells a variety of soft drinks, as well as salts, sweet and cereal-based snacks and other foods.</i></p> <ul style="list-style-type: none"> • Advance our goal to achieve pay equity by implementing a more comprehensive global pay equity review process.
9	 <p>Randstad Holding</p>	<p><i>Randstad Holding is one of the world's largest staffing and recruitment companies.</i></p> <ul style="list-style-type: none"> • Establish a mentorship program for early career women by 2018 o the Randstad US employee resource group Women in Randstad Empowering Development (WIRED) offers mentorship and career guidance for early to mid-career women to support their development and advancement • adopt or update a policy on equal pay by 2019 • promote awareness-raising, advocacy campaigns or initiatives on equal pay by 2020 • Undertake a general neutral job evaluation within the organization by 2020, and implement actions related to the results of the job evaluation by 2021 • Randstad US has a strategy for diversity and inclusion centered on the concept of leveraging the strength of our differences for an equal and inclusive workplace, marketplace, and business. Our success is built upon the foundation of our core values and emulated in the diverse employees, clients, and communities we serve.
10	 <p>RELX Group</p>	<p><i>RELX Group is a global provider of information and analytics for professional and business customers across industries.</i></p> <ol style="list-style-type: none"> 1. Raise awareness and educate employees on pay principles, pay philosophy and equal pay to engender a broad and thoughtful engagement with this topic across the enterprise. 2. Invest in undertaking evidence based research to identify causes of pay differences that may emerge within the enterprise over a period of time and evaluating the effectiveness of pay policy, pay processes in the context of our diversity and inclusion vision. 3. Build a robust and compelling framework for monitoring pay equity across the enterprise and pressure-test it by benchmarking with external data/party.

11	 <p>Starbucks Company</p> <p>Coffee</p>	<p><i>Starbucks Corporation is an American coffee company and coffeehouse chain. Starbucks was founded in Seattle, Washington in 1971.</i></p> <ul style="list-style-type: none"> ● Maintain 100% pay equity in the United States for women, men, and people of all races, and strive to achieve 100% gender pay equity for all our partners (employees) working in company-operated markets globally. We will do this by focusing on our three pay equity principles: Equal Footing, Transparency, and Accountability. ● Specifically in the area of Equal Footing, we will put measures in place to set starting pay right – in a way that reflects our pay equality commitment. We will additionally ensure that promotion increases aren't constrained by arbitrary caps, so that we're enabled to pay our advancing partners fairly. ● Specifically in the area of Transparency, we will publish our pay equity progress annually and create a culture where partners feel safe discussing their wages without fear of retaliation. We will also strive to find additional ways to advance the principle of transparency in our company-owned markets globally. ● Specifically in the area of Accountability, we will continue our practice of conducting regular compensation analyses of each element of our rewards programs, and when we find unexplained differences between women and men performing similar work (and, in the United States, people of all races), we will address them.
10	 <p>VMware</p>	<p><i>VMware is a software company for cloud storage and virtualizing.</i></p> <ul style="list-style-type: none"> ● During the period 2018-2022, we hereby pledge: ● Financial support in the amount of 10,000 USD for evidence based research, data, or statistical studies on equal pay in male dominated sectors with a view to informing policy or practice by end of year 2019.