



EPIC

Equal Pay International Coalition

EQUAL PAY FOR WORK OF EQUAL VALUE

Criteria for engagement

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 6¹ of the following 11 criteria

- Has ratified the ILO Equal Remuneration Convention, 1951 (No. 100) or taken verifiable steps to ratify it;
- Has adopted legislation in line with ILO Convention No. 100;
- Has ratified the UN Convention on the Elimination of all forms of Discrimination against Women, 1976 (Article 11d);
- Has adhered 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;
- Has undertaken compliance monitoring on equal pay legislation through labour inspection or other effective measures, especially within the public sector, which has to lead by example;
- Has collected sex-disaggregated data on wages;
- Has put in place policies or practices that encourage pay transparency;
- In countries where minimum wages are set by sector or occupation, minimum wages cover also sectors and occupations where women workers predominate;
- National bodies² 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.

¹ 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.

² These may include bodies such as equal employment opportunities bodies or tripartite bodies.

Trade unions must comply with at least 4 of the following 7 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 organization, or has plans/measures for doing so in the foreseeable future;
- Has organizational statutes or policy documents which explicitly refer to equal pay as an organizational priority;
- Has previously or is currently collaborating with other global unions, NGOs, CSOs or other stakeholders to address the gender pay gap.

Private sector must comply with at least 4 of the following 7 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;
- Is willing to increase the awareness and understanding on wage discrimination by using available online tools, research materials and policy guidance;
- Endeavours 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 on the issue of gender equality and/or diversity in the workplace;
- Is 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 5 criteria

- Has been recognized as a leading research institution;
- Has put in place well established gender equality and/or non-discrimination units;
- Has demonstrated extensive evidence-based, peer reviewed research on equal pay/gender pay gap;
- Has put in place extensive global networks;
- Offers in-kind support to contribute to key EPIC outputs.

Civil society organizations must comply with at least 3 the following 4 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;
- Has put in place strong networks, including working with employers, workers and governments on gender equality;
- Offers in-kind or financial support as contributions to key EPIC outputs.