



EPIC

Equal Pay International Coalition

EQUAL PAY FOR WORK OF EQUAL VALUE

Global Deal Webinar Series

Promoting a gender-responsive recovery through social dialogue

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Closing gender pay gaps: the Equal Pay International Coalition (EPIC)

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International
Labour
Organization



www.equalpayinternationalcoalition.org



Main topics

Why EPIC?

What is EPIC? What does it do?

Equal pay for work of equal value
through social dialogue

Why EPIC?

- The gender pay gap is a stubborn and universal problem
- ... and the principle of equal pay for work of equal value is often misunderstood
- Need for practical and concerted solutions
- SDG 8.5 and gender-responsive recovery from COVID 19

How does EPIC operate?



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

Secretariat



International
Labour
Organization



Criteria of
engagement
available at
[EPIC website](https://www.equalpayinternationalcoalition.org)

Steering Committee



Canada



Egypt



Iceland



Jordan



New Zealand



Panama



Switzerland



South Africa



IOE



ITUC



www.equalpayinternationalcoalition.org

EPIC Members

Countries: 23

1. Australia
2. Canada
3. Costa Rica
4. Egypt
5. France
6. Georgia
7. Germany
8. Iceland
9. Israel
10. Italy
11. Jordan
12. Luxemburg
13. New Zealand
14. Panama
15. Peru
16. Portugal
17. South Africa
18. Switzerland
19. The Republic of Korea
20. Ukraine
21. The United Kingdom
22. Tunisia
23. USA (*in process*)

Employer Org. & Private Sector: 8

1. Canadian Employers Council
2. Confederation of Ukrainian Employers
3. Gapsquare
4. Ingka Group
5. IOE
6. Novartis
7. PayAnalytics
8. TechLadies

Worker Org.: 6

1. ETUC
2. Federation of Trade Unions of Ukraine
3. ITUC
4. IUF
5. PSI
6. The Canadian Labour Congress

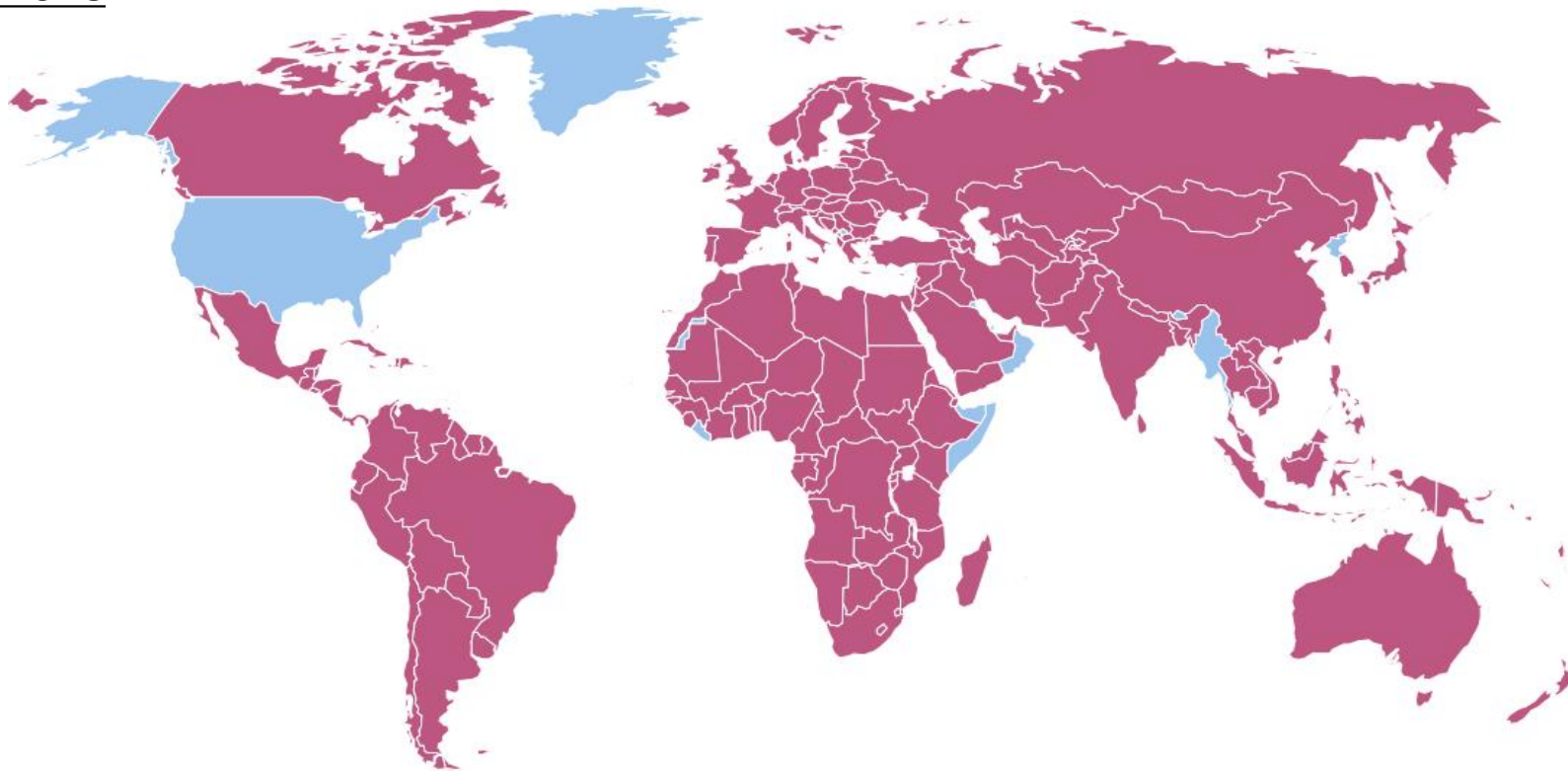
UN & Civil Society & Academic Institutions: 12

1. Equal Salary Foundation
2. Center for Women's Global Leadership
3. Forética
4. Fair Pay Innovation Lab
5. genEquality
6. IPU
7. Kyiv Institute of Gender Studies
8. Lisbon School of Economics and Management
9. Open Data Charter
10. UNECE
11. UN Global Compact
12. PowHer

What does EPIC do?

- Promotes the universal ratification of ILO Equal Remuneration Convention, 1951 (No. 100)

173 ratifications



What does EPIC do?

- Enhances the quality and implementation of national equal pay legislation
- Documents country experiences and good practices
- Reviews and disseminates tools and methodologies
- Provides policy support to governments, enterprises, and workers' and employers' organizations
- Manages the [EQUAL PAY LEGAL DATABASE](#) see short [video](#).

How?

- Peer-to-peer cooperation
- Policy workshops and webinars
- Advocacy
- Knowledge sharing
- Peer-reviewed research

Social dialogue is key to delivering on equal pay for work of equal value

- Design and implementation of a national policy on equal pay
- Development and use of relevant tools, including job evaluation methods
- Wage-determination: collective bargaining at branch and/or enterprise level; minimum wage-fixing

Collective bargaining for gender equality: a case study from France¹

- French specificities:
 - Collective bargaining for gender equality is a mandatory field at branch level and an “administered field” at enterprise level, and
 - Gender equality index that measures gender equality in companies with more than 50 employees since 2020
- Scope and methodology:
 - Survey in ten enterprises from different sectors in the Euro-metropolitan region of Strasbourg
 - Analysis of collective agreements and plans on gender equality
 - National tripartite consultation with Ministry of Labour and national social partners

¹«Les résultats des négociations sur l'égalité professionnelle entre les femmes et les hommes en France: L'exemple de dix entreprises de l'Eurométropole de Strasbourg» [Link](#)

Main Findings and Recommendations

Findings

- Strong link between occupational segregation and gender pay gaps
- Coexistence of good index scores and observed pay gaps
- Shortcomings and variability of diagnostics prior to negotiation
- Limited articulation of company negotiations with branch negotiations
- A limited number of companies display preventive and redressing interventions on achieving gender equality in occupation and pay

Findings and Recommendations

Recommendations

- Support collective bargaining negotiations in small and medium-sized enterprises
- Train negotiators on understanding socio-economic data
- Evaluate all the occupational risks to which women and men are respectively exposed
- Establish a committee to monitor the implementation of collective agreements or action plans on gender equality
- Prioritize collective fixing actions
- Develop individual actions to reduce the pay gap

In conclusion

- Adequate regulatory frameworks
- User friendly appropriate tools and training
- Cooperation and dialogue at all levels