



# General Assembly

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## Seventy-fourth session

Agenda item 70

### Promotion and protection of human rights

## Resolution adopted by the General Assembly on 18 December 2019

[on the report of the Third Committee (A/74/399)]

### 74/142. International Equal Pay Day

*The General Assembly,*

*Reaffirming* the obligation of all States to promote and protect all human rights and fundamental freedoms, and also that all forms of discrimination, including discrimination against women and girls, are contrary to the Charter of the United Nations, the Universal Declaration of Human Rights,<sup>1</sup> the International Covenant on Civil and Political Rights,<sup>2</sup> the International Covenant on Economic, Social and Cultural Rights,<sup>2</sup> the Convention on the Elimination of All Forms of Discrimination against Women,<sup>3</sup> the Convention on the Rights of the Child,<sup>4</sup> the Convention on the Rights of Persons with Disabilities,<sup>5</sup> the International Convention on the Elimination of All Forms of Racial Discrimination<sup>6</sup> and other relevant human rights instruments,

*Reaffirming also* the commitment made to gender equality and the empowerment of all women and girls, contained in the outcome documents of relevant international conferences and summits, in particular the Beijing Declaration and Platform for Action adopted at the Fourth World Conference on Women<sup>7</sup> and the outcomes of the twenty-third special session of the General Assembly, entitled “Women 2000: gender equality, development and peace for the twenty-first century”,<sup>8</sup>

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<sup>1</sup> Resolution 217 A (III).

<sup>2</sup> See resolution 2200 A (XXI), annex.

<sup>3</sup> United Nations, *Treaty Series*, vol. 1249, No. 20378.

<sup>4</sup> *Ibid.*, vol. 1577, No. 27531.

<sup>5</sup> *Ibid.*, vol. 2515, No. 44910.

<sup>6</sup> *Ibid.*, vol. 660, No. 9464.

<sup>7</sup> *Report of the Fourth World Conference on Women, Beijing, 4–15 September 1995* (United Nations publication, Sales No. E.96.IV.13), chap. I, resolution 1, annexes I and II.

<sup>8</sup> Resolution S-23/2, annex, and resolution S-23/3, annex.



*Recalling* that the 2030 Agenda for Sustainable Development<sup>9</sup> addresses the need to achieve gender equality and the empowerment of all women and girls, in order to ensure that no one is left behind, and that the systematic mainstreaming of a gender perspective in the implementation of the 2030 Agenda is crucial,

*Recalling also* the commitment to 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, contained in the Sustainable Development Goals, in particular target 8.5,

*Noting* the work of the Equal Pay International Coalition, which was established to contribute to the achievement of equal pay for work of equal value and the relevant Sustainable Development Goals, in particular target 8.5,

*Taking note* of the Secretary-General's High-level Panel on Women's Economic Empowerment,

*Taking note with appreciation* of the major contributions made by civil society, including women's and community-based organizations and feminist groups, as well as businesses and workers' and employers' organizations, to promoting equal pay for work of equal value and the economic empowerment of women and girls,

*Recognizing* that progress on the achievement of gender equality and the empowerment of women and girls has been held back owing to the persistence of historical and structural unequal power relations between women and men, poverty and inequalities and disadvantages in access to resources and opportunities that limit women's and girls' capabilities,

*Expressing deep concern* that this progress has been particularly slow when it comes to women's economic empowerment, that work traditionally held by women has been undervalued and that tackling pay inequality has proved to be particularly difficult,

*Recalling* in this regard Human Rights Council resolution 41/14 of 11 July 2019 on equal pay<sup>10</sup> and its recommendation to declare an International Equal Pay Day, in order to celebrate the efforts of all stakeholders to achieve equal pay for work of equal value and urge further action for the goal of equal pay for work of equal value for all,

*Reaffirming* its resolutions 53/199 of 15 December 1998 and 61/185 of 20 December 2006 on the proclamation of international years and Economic and Social Council resolution 1980/67 of 25 July 1980 on international years and anniversaries, particularly paragraphs 1 to 10 of the annex thereto on the agreed criteria for the proclamation of international years, and paragraphs 13 and 14, in which it is stated that an international day or year should not be proclaimed before the basic arrangements for its organization and financing have been made,

1. *Decides* to proclaim 18 September as International Equal Pay Day, to be observed each year beginning in 2020;
2. *Invites* all Member States, relevant organizations of the United Nations system, other international organizations and civil society, including non-governmental organizations and the private sector, to observe International Equal Pay Day in an appropriate manner, in order to celebrate the efforts of all stakeholders to achieve equal pay for work of equal value and urge the further action required to

<sup>9</sup> Resolution 70/1.

<sup>10</sup> See *Official Records of the General Assembly, Seventy-fourth Session, Supplement No. 53 (A/74/53)*, chap. II.

achieve the goal of equal pay for work of equal value for all, and encourages all stakeholders to continue to support the goal of equal pay for work of equal value;

3. *Invites* the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) and the International Labour Organization, within their respective mandates and existing resources, in collaboration with all relevant organizations already involved in the promotion of equal pay for work of equal value, to work together to facilitate the observance of International Equal Pay Day and to support Member States, upon their request, in observing the Day;

4. *Requests* the Secretary-General to bring the present resolution to the attention of all Member States and organizations of the United Nations system;

5. *Stresses* that the cost of all activities that may arise from the implementation of the present resolution shall be met from voluntary contributions.

*50th plenary meeting  
18 December 2019*