

What is EPIC?

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. The Coalition's goal is to achieve equal pay for women and men everywhere. EPIC accelerates progress towards gender pay equity by raising awareness, sharing knowledge, embracing innovation and scaling up initiatives and programmes that have already yielded positive results. The Coalition also provides support to improve legislation and develop capacity of various stakeholders.

Why is equal pay good for business?

Women constitute almost half of the workforce and companies that want to be competitive in the marketplace will be those that develop and implement HR strategies that enable them to attract and retain the best talents. Valuing all employees by ensuring pay equity is an important component of a company's hiring and retention strategy. More and more companies are expressing greater willingness to narrow the gender pay gap and taking actions to develop and implement programmes to adjust disparities that exist in similar positions or positions within the same salary grade.

Closing the pay gap provides companies with:

- ✓ A sense of moral responsibility and accomplishment.
- ✓ Increased ability to attract talent.
- ✓ Improved employee engagement.
- ✓ Enhanced company reputation and public perception.
- ✓ Reduced risk to legal claims.

Why should businesses join EPIC?

The work of EPIC will add value to the company's own work on gender equality and diversity. EPIC provides a platform for the company and its board members to express their views and ideas on how to tackle the gender pay gap. The ILO, UN Women and the OECD have resources to assist the private sector address this challenge through its expertise and convening power. Specifically, EPIC offers companies a network of experts in the field, offering opportunities to learn and give constructive inputs to their work from a business perspective. Effective and practical solutions are key to generate impact.

EPIC members will have access to:

- ✓ Global, technical knowledge on how to prevent gender-based wage discrimination;
- ✓ A platform of policy makers and business representatives available to share their experiences;
- ✓ A wealth of company good practices on achieving pay equity;
- ✓ Information on legislation and proactive measures to address the pay gap;
- ✓ Training and peer-to-peer learning opportunities;
- ✓ Effective tools and methodologies and up-to-date data to measure the gender wage gap;
- ✓ Invitations to high-level events on equal pay;
- ✓ A network of companies and other organizations committed to gender equality in the world of work.