

What is EPIC ?

Led by ILO, UN Women and the OECD, the Equal Pay International Coalition (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 aims at accelerating 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.

Tackling equal pay : a must !

Worldwide, women earn on average 20 per cent less than men. Depending on the region, this can increase to 40%. This is unacceptable and trade unions have a key role to play in eliminating the gender pay gap. Various International Labour Standards (ILS) give guidance on the role of trade unions in closing the gender pay gap. It is not only at the heart of the ILO Constitution (1919), the ILO's Equal Remuneration Convention (C100) most directly addresses the issue of equal pay for men and women at work, and the role of trade unions therein. Moreover, it is a Fundamental Convention.

Actions that trade unions can take to close the gender pay gap:

- targeting **overall gender discrimination**, tackling roots causes and challenging existing social norms and gender stereotypes
- promoting **inclusive wage setting**, for instance by promoting increased levels, or extending the coverage, of minimum wages and collective agreements
- pursuing **specific gender pay equality measures**, by addressing occupational segregation or through equality bargaining based on gender-neutral job classification
- enhanced **women's representation in decision-making**

Why should trade unions join EPIC ?

EPIC (<https://www.equalpayinternationalcoalition.org/>) provides:

- A **platform to exchange experiences** between trade unions and with governments, international organizations and businesses
- **Expertise** on how to prevent gender-based wage discrimination
- Documented **good practices** from around the world on achieving pay equity
- **Updates and analysis** on legislation and policy 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
- **High-level seminars** on equal pay
- A **network** of trade unions, international organizations, governments and companies committed to gender equality in the world of work