



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 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.

Fostering equal pay: a must!

Gender equality is not only a fundamental human right. It is also a keystone of a prosperous, modern economy that provides sustainable inclusive growth. Gender equality is essential for ensuring that men and women can contribute fully at home, at work and in public life, for the advancement of societies and economies at large. Despite anti-discrimination laws and other measures taken to enhance gender equality such as tackling stereotyping at school and implementing family-friendly policies at work, significant gender pay gaps persist, even after accounting for worker and job characteristics. Discrimination in hiring and career development help explain why gender pay gaps already appear when young men and women enter the labour market and widen over the life course with women being at a higher risk of poverty, especially in old age.

Why should countries join EPIC?

EPIC supports governments in the pursuit of gender equality objectives, but there is no single policy measure that eradicates discrimination and pay gaps. Countries need a smart mix of legal provisions, public awareness and good labour market practice, and by providing a platform to governments to share analysis, ideas, views, experiences and tools, EPIC aims to contribute to tackling persistent discriminatory gender pay gaps. EPIC members will have access to:

- A platform for policy makers, business representatives, unions and civil society and academia to share analysis, ideas, experiences and tools
- Information on legislation and proactive measures to address the gender pay gap
- Effective tools and methodologies to measure the gender wage gap
- A wealth of company good practices on achieving pay equity
- A network of organizations and policymakers committed to gender equality in the world of work
- Invitations to events and webinars on equal pay.

<https://www.equalpayinternationalcoalition.org/>