



EPIC
Equal Pay International Coalition

EQUAL PAY FOR WORK OF EQUAL VALUE

Engagement Compliance – Government

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.

For EPIC to operate credibly, effectively and strategically, it is key that the committed parties show a genuine and proven commitment to achieving equal pay for work of equal value.

By joining the coalition, I, the undersigned,

I. Certify that my country complies with the following criteria (please indicate which criteria - at least 6):

- ☒ Ratification of ILO Equal Remuneration Convention, 1951 (No. 100) or verifiable steps being taken to ratify it;
- ☐ Legislation in line with ILO Convention No. 100;
- ☒ Ratification of the UN Convention on the Elimination of all forms of Discrimination against Women, 1979 (Article 11d);
- ☒ Adherence to the 2013 OECD Recommendation of the Council on Gender Equality in Education, Employment and Entrepreneurship and the 2015 OECD Recommendation of the Council on Gender Equality in Public Life;
- ☒ Compliance monitoring on equal pay legislation through labour inspection or other effective measures is undertaken;
- ☒ Sex-disaggregated data on wages are collected;
- ☒ Policies or practices that encourage pay transparency are in place;
- ☐ In countries where minimum wages are set by sector or occupation, minimum wages cover also sectors and occupations where women workers predominate;
- ☒ National bodies (e.g. equal employment opportunities bodies or tripartite bodies) that address equal pay are in place;

- V Laws, policies or measures to facilitate work-family reconciliation or increase the representation of women in companies' boards are in place;
- V Offer in-kind or financial support as contributions to key EPIC outputs.II. Declare to be aware of the principles related to Copyright & Permissions as in <https://www.equalpayinternationalcoalition.org/copyright-permissions/> and agree to respect them.

Georgia

Barkalaia Tamila, Deputy Minister of Internally Displaced Persons from the Occupied Territories, Labour, Health and Social Affairs of Georgia

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