



EPIC

Equal Pay International Coalition

EQUAL PAY FOR WORK OF EQUAL VALUE

Government Engagement

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, declares that my country intends to comply within 3 years with the following 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, 1976 (Article 11d);
- Adherence to the Recommendation of the 2013 OECD Council on Gender Equality in Education, Employment and Entrepreneurship and the 2015 Recommendation of the OECD 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 (eg. equal employment opportunities bodies or tripartite bodies) that address equal pay are in place;
- Laws, policies or measures to facilitate work-family reconciliation or increase the representation of women in companies' boards are in place;
- Offer in-kind or financial support as contributions to key EPIC outputs.

Country

Last name, First name, Function

Place, Date, Signature, Seal