

Key intervention: Equal Pay International Coalition (EPIC)

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| Thematic Area of the Coalition | <p><i>Addressing inequalities, discrimination and exclusion</i></p> <p>High levels of inequality and persistent systemic discrimination are major obstacles to social justice and social cohesion. Preventing and reducing inequalities hinges on addressing the root causes as well as the drivers and determinants across all dimensions in a coherent and coordinated manner with a focus on the most vulnerable. This also requires tackling both vertical inequalities often stemming from discrimination and exclusion among households or individuals, and horizontal inequalities across different groups distinguished by factors such as gender, age, nationality, ethnicity and disability. Partners are committed to intensifying action and collaboration to prevent and reduce inequality in all its dimensions, to foster equal opportunities and outcomes and to enhance access for all to basic needs and services. The collective ambition is to create societies where social justice is a reality for all, ensuring that the benefits of progress and development are shared equitably across all segments of society, and no one is left behind, and to contribute to the achievement of SDGs 1, 2, 3, 4, 5, 8 and 10.</p> |
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1. Background and context

This intervention acts at the global, regional and national levels to support governments, employers' and workers' organizations and other stakeholders to take concrete steps to reduce the gender pay gap. EPIC accelerates progress towards gender pay equity (SDG target 8.5) by raising awareness, sharing knowledge, embracing innovation and scaling up initiatives and programmes that have already yielded positive results. It also provides support to improve legislation, build capacity and strengthen monitoring and enforcement mechanisms. The Coalition will provide the opportunity to scale up engagement in this initiative, particularly at regional level.

2. Collective ambition and rationale

The Equal Pay International Coalition (EPIC) and the Global Coalition for Social Justice are aligned in their pursuit of a fairer, more equitable world. Both initiatives emphasize advancing Sustainable Development Goals (SDGs), particularly SDG 5 on gender equality and women's empowerment, SDG 8 on decent work and economic growth, and SDG 10 on reduced inequalities. EPIC's focused work on addressing the gender pay gap and ensuring equal pay for work of equal value contributes to the overarching objectives of the Coalition by tackling one of the key manifestations of inequality and gender-based discrimination in the world of work.

EPIC's mission is to achieve equal pay for work of equal value for men and women globally, reflecting the principles of fairness, dignity, and equality central to social justice. By supporting countries to enact national legislation and frameworks for pay equity, EPIC contributes to enhance social and labour protections. It raises public awareness about the structural drivers of pay inequality, fostering societal and organizational change. Through peer-to-peer learning and sharing best practices, EPIC equips stakeholders to address the gender pay gap effectively at all levels.

EPIC directly contributes to SDG 8.5, which focuses on achieving equal pay for work of equal value by 2030. It also addresses SDG 5 on gender equality by tackling systemic discrimination and advocating for comprehensive workplace measures that empower women economically. Moreover, EPIC promotes wage equity, reducing economic disparities within and between nations, in alignment with SDG 10.

At the international level, EPIC brings together diverse stakeholders to drive collective action, as demonstrated by its global campaigns and events like the International Equal Pay Day. Regionally, EPIC fosters collaboration between countries, enabling knowledge transfer and shared strategies for reducing pay gaps, including social dialogue. At the national level, EPIC's work has tangible effects, such as supporting countries like Ukraine in developing national strategies for pay equity and implementing localized, actionable solutions.

Placing EPIC under the Coalition enhances its impact by embedding equal pay efforts into a broader framework of social justice. The Coalition provides a global stage for EPIC's initiatives, amplifying their reach and influence, whilst EPIC's targeted interventions to reduce the gender pay gap complement the broader social justice goals of the Coalition, creating a synergistic effect that accelerates progress towards a fairer and more equitable world.

3. Actions

- Organize high-level and technical events to raise awareness and promote dialogue on equal pay, including at international fora such as G20, G7, Commission on the Status of Women, UNGA.
- Facilitate knowledge exchange and capacity building through members-only EPIC technical meetings and targeted peer-to-peer learning sessions.
- Develop and disseminate tools, policy briefs, and guidance materials to support the implementation of equal pay measures.
- Elevate visibility and engagement around equal pay for work of equal value
- Strengthen engagement with governments, employers' and workers' organisations, academia, civil society, international organisations to mobilize political and institutional support.

4. Expected results

- Strengthened technical capacity and commitment of EPIC members to identify and address the gender pay gap.
- Increased visibility of pay equity as a development priority, including through the inclusion of equal pay commitments and calls to join EPIC in global fora
- Improved availability and use of practical resources to support implementation of equal pay initiatives.
- Greater alignment of national actions with EPIC's goals, including steps toward the ratification and implementation of ILO Convention No. 100.
- Expanded and more diverse EPIC membership, reflecting stronger global momentum for equal pay for work of equal value.

5. Partners' contributions

Interested partners can contribute by becoming active members of EPIC, the first and most important step, which involves no membership fee or mandatory reporting. As members, they can host or contribute to EPIC-related initiatives, such as high-level advocacy events and technical meetings, or the development of tools and knowledge products. They can also play a role in supporting EPIC's mission through outreach to potential new members and acting as allies and advocates for a more inclusive and coordinated global movement toward equal pay for work of equal value.