Independent Education Union of Australia

Speaks on...

6 December 2024

Game changing reforms in 2024: IEU gender & equity wins

Gender and equity reforms, driven by union campaigns in 2024, will benefit over 50,000 women workers who make up 72% of IEU members. Rights to fairer working conditions and gender safety, and reforms to build a sustainable and equitable teacher workforce, have been historic achievements this year.

Union members made it happen! Multi-employer bargaining and ECEC wage justice
Union campaigns delivered multi-employer bargaining to feminised sectors like early childhood education. Collective bargaining through the federal government's fairer laws, and 15% pay rise for long day care workers, recognises a previously undervalued but essential workforce.

Successful and growing unions driven by feminised industries
Further improvements to pay and conditions in feminised industries is directly linked to the growth and success of our largest unions. Feminised occupations and industries are the future of the Australian union movement. A union member in 2024 is an IEU member – a female, white collar, tertiary qualified professional.

Gender pay gap (GPG) finally begins to narrow
Improved working rights and federal government wage reforms have helped cut the GPG to its lowest level on record. November's WGEA gender equality scorecard shows good progress and unions are committed to abolishing gender pay inequality for good.

Domestic violence initiatives and funding
The IEU was one of the first to secure paid domestic and family violence leave through bargaining. These wins, combined with federal government emergency support payments, will save lives.

Supporting women and girls' safety in schools
Our Union called for governments and employers to act urgently to end the gendered harassment of women teachers, and implement the important recommendations of the recent SHOT Report.

Super paid on parental leave
The government's plan to pay superannuation on government funded parental leave will help reduce the retirement pay gap that relegates many women to poverty after work.

Right to disconnect from work
New right to disconnect laws followed union campaigns for the *Closing the Loopholes Bill*. A right to disconnect is particularly valuable for IEU's members as women workers, already overburdened at work, continue to also carry the majority of family and caring responsibilities.