



7 March 2025

## 'March Forward' on International Women's Day 2025

IEU members will join a global call to action on [International Women's Day](#) on Saturday, 8 March. This special day of celebration and activism has its origins in worker protests, and this year's theme *March Forward* highlights both the achievements and further reforms needed to advance gender equality.

While there is still much to do to deliver a fairer and safer community for women and girls, International Women's Day is an opportunity to acknowledge the many gains won in recent years.

In this federal election year, IEU members will be looking to political candidates who are committed to protect hard-won gender reforms, and who are prepared to continue the fight for equality.

### **Multi-employer bargaining and ECEC reform**

Three days [guaranteed early childhood education and care](#) (ECEC) is a major step towards the policy objective of universal ECEC. Union campaigns for competitive salaries, manageable workloads and quality professional development remain vital to rebuilding a sustainable ECEC workforce.

Multi-employer bargaining for feminised sectors like ECEC and a [15% pay rise for long day care workers](#) were delivered by union action. Improved pay and conditions in feminised sectors like education are directly linked to [feminised union growth](#), and are the future of the union movement.

### **The gender pay gap is finally narrowing**

Improvements in gender pay reported in this week's [WGEA gender equality scorecard](#) are in no small part due to new union-won workplace rights and the federal Labor government's [wage reforms](#). These workplace rights must be protected at this year's federal election if we are going to continue to narrow the gender pay gap. Superannuation now paid on government funded parental leave will also help address equality and dignity in retirement for working women.

### **Reproductive health in the workplace**

While workplace rights and protection from discrimination were strengthened under the Fair Work Act, further reforms are needed to expand [reproductive health rights and entitlements](#) for all workers.

### **Domestic and family Violence**

The IEU was one of the first unions to secure domestic and family violence leave through collective bargaining. New federal government funding for [emergency payments](#) will help save lives.

### **Right to disconnect from work laws**

Right to disconnect from work outside normal hours followed union campaigns to [Close The Loopholes](#). This is an important win for women IEU members striving for a healthier work-life balance.