

Friday 7 March 2025

Union celebrates hard-won pay rises on International Women's Day

On the eve of International Women's Day 2025, the Independent Education Union of Australia NSW/ACT Branch continues to fight for equity for women in salaries and conditions.

With a total membership of almost 32,000, three-quarters of whom are women, the IEU is proud to have achieved substantial pay rises for teachers and support staff in the Catholic systemic and independent school sectors in 2024.

In the early childhood education and care sector, the IEU is pursuing pay rises for teachers in community preschools. These teachers have the same qualifications as their colleagues in schools, but they are paid substantially less. We are fighting to change that.

"Our women members and staff have worked tirelessly to keep gender equity at the forefront of our union," said IEUA NSW/ACT Branch Secretary Carol Matthews. "We've won many gains for women over the past few years, but there is still more work to be done for full gender equality."

In this federal election year, union members will be looking to political candidates who are committed to protecting hard-won gender reforms and progressing the fight for equality.

Pay rises in the long day care sector: Unions gained a [15% pay rise for long day care teachers and educators](#). Three days [guaranteed early childhood education and care](#) is another major step towards universal childcare. Union campaigns for competitive salaries, manageable workloads and quality professional development are vital to rebuilding a sustainable workforce.

Narrowing the gender pay gap: This week the [WGEA gender equality scorecard](#) reported a narrowing in the gender pay gap which is 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. Superannuation now paid on government funded parental leave will also help address equality and dignity in retirement for working women.

Right to disconnect from work laws: The [right to disconnect](#) from work outside normal working hours followed [union campaigns](#) and federal Labor's Closing the Loopholes legislation. This is an important win for women striving for a healthier work-life balance.

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.

Better pay and conditions in feminised sectors such as education are directly linked to more women joining unions over the past decade. They are the future of the union movement.

"We know there is much more to be done to advance gender equity and deliver fairer and safer workplaces for all women," Matthews said. "The IEU will continue to fight for better salaries and conditions for all our members."

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The IEUA NSW/ACT Branch represents over 32,000 teachers, principals and support staff in Catholic and independent schools, early childhood centres and post-secondary colleges.

Authorised by Carol Matthews, IEUA NSW/ACT Branch Secretary