



Resolution on Gender Equality: Women in Education and Their Unions

The 9th Education International Asia-Pacific (EIAP) Regional Conference, meeting in Siem Reap, Cambodia, on 18–20 October 2022:

(1) Recognising that:

- (i) The *EI Gender Equality Action Plan 2020–2023* highlights three main priorities:
 - a. promoting women’s leadership and participation within education unions,
 - b. taking action to increase intersectional gender equality in and through education, and
 - c. promoting and securing women’s economic empowerment.
- (ii) EIAP’s work on gender equality is advanced through member organisations, and regional and sub-regional women’s networks.
- (iii) EIAP has a long history of promoting and enhancing gender equality within the education sector, and within unions themselves.
- (iv) EIAP has a long history of promoting that all women, inclusive of indigenous women, women of colour, gender diverse people, women of diverse sexual orientation, women with disabilities, younger women, older women, low paid and insecurely employed women, have the right to equality, safety, and respect at work.

(2) Notes that:

- (i) In the 1990s, three sub-regional women’s networks (SAARC, ASEAN, and COPE) were established with the overall objective to achieve gender equality in, and through, education unions and society.



- (ii) Recently, EIAP commissioned a research evaluation, the purpose of which was to (a) assess the relevance, effectiveness, efficiency, inclusiveness, sustainability, and impact of these sub-regional networks and (b) provide recommendations on EIAP's plan to build a better supported, accessible, diverse, and inclusive Women's Network in the Asia-Pacific (APWN), which involves the existing sub-regional structures and programmes.
 - (iii) This *Asia-Pacific Regional Women's Networks Evaluation* (Professor Michele Ford and Dr Kristy Ward 2022) has been completed and is subject to consideration by the EIAP Regional Committee.
 - (iv) This evaluation recommends the establishment of a detailed strategy for gender equity, with targets, reporting mechanisms, opportunities to influence the union's agenda, priorities in negotiating pay and conditions and planning for leadership development for women.
- (3) Urges the EIAP Regional Committee to:
- (i) establish a Women's Steering Committee, consisting of women who are elected to the EIAP Regional Committee;
 - (ii) support the Women's Steering Committee to establish a sister-with-sister model for union leadership development across the region, including emerging and experienced leaders;
 - (iii) ensure women's networks in the Asia-Pacific region are supported, specifically to be inclusive, accessible, and diverse with fully funded interpretation in face-to-face meetings and online technologies that allow for automated translation;
 - (iv) support and promote sub-regional and regional networking and training programmes for women; and
 - (v) engage with sub-regional women's networks to develop and implement a 4-year gender equity strategy for the EIAP region, including targets, reporting mechanisms, opportunities to influence the union's agenda, priorities in negotiating pay and conditions and planning for leadership development for women.
- (4) Urges member organisations to:



- (i) commit to the achievement of gender equity at all levels as a key priority for trade union renewal and the building of power within the EIAP region;
- (ii) establish and grow forums for women members to engage in union activities, structures, and trade union education; and
- (iii) develop a sufficiently resourced strategy to achieve gender equity in union structures including targets, reporting mechanisms, opportunities to influence the union's agenda, priorities in negotiating pay and conditions and planning for leadership development for women.