



AEU WORKS FOR WOMEN WOW

Women's Officer in the Workplace

Hi there, I'm
Kerry Green,
Women's Organiser.
If you're interested in
becoming the WOW in your
workplace, get in touch.



SCAN TO EMAIL

**Union women
have so much to
be proud of, but we
still don't have equality in
the workplace.**

HOW CAN THIS BE, GIVEN THAT
WOMEN MAKE UP THE MAJORITY
OF THE EDUCATION WORKFORCE?

Women working in education still need:

- Adaptable working arrangements so that we can balance work, care, and our own wellbeing, still be promoted, and enjoy a long and fulfilling career.
- Safe workplaces, free from gendered violence.
- To close the gender pay gap.
- To remove the motherhood penalty (i.e. the impact on women's earnings after the arrival of children, where earnings fall by an average of 55% in the first five years).



Read more about Victoria's gender equality strategy and action plan 2023-2027

- To overcome the gendered segregation of our workforce.
- More women at leadership/management levels.
- To overcome ageism in the workplace.
- To hear the voices of all women, especially those who face compounded forms of gender inequality due to intersectional attributes.

Let's get this done!

We need to act together to sweep away the barriers, resolve these issues, and create sustainable change.

We will build on the work of the women who have come before us, further our claims to win better working lives for all, and ensure the girls you teach now don't meet the barriers that we have faced.

We are building the AEU sisterhood – one that patriarchy can never dismantle.

Allies

According to a 2023 report by the Women's Economic Equality Taskforce, 30% of Australian men don't think gender inequality exists.

We know that not all men experience power and privilege in the same way. Union women will continue

to be inclusive and to work with men who are ready to move from passive allies to active advocates, and actively dismantle the systems and biases that prevent gender equality.

Women's Network meetings

These are held online, once a term. Activists and WOWs are strongly encouraged to attend to connect with other women and stay in touch with current issues and developments.

WOWs

Having a Women's Officer in the Workplace (WOW) increases the visibility of the issues affecting women.

WOWs are active in helping solve workplace challenges, and will take solutions to the sub-branch and leadership. A WOW will also help create a local women's network and connect with women across the AEU. When all women in the workplace unite, we win better working lives.



Interested in becoming a WOW? Email Kerry Green, Women's Organiser

How to become a WOW

Annual sub-branch elections are usually held in Term 1, although you can be elected to a position within your sub-branch at any time. All you need to do is nominate for the position and have another member second your nomination. Once you're elected, you need to let us know by completing this form on the website:



Let us know your workplace and sub-branch position holders

The AEU Women's Program

MENTORING, TRAINING, LEADERSHIP, SCHOLARSHIPS, OPPORTUNITIES, AND MORE

Trade union training

The AEU conducts a range of trade union training courses for members, some specifically targeted to women and WOWs. All workplace union representatives are encouraged to participate in trade union training. In most cases, we will reimburse your workplace for the costs of your replacement on the day.

Anna Stewart Memorial Project

This two-week development program is run biannually with the Victorian Trades Hall Council for women who want to get more involved in their union. The course was set up in memory of Anna Stewart, a journalist and active unionist who died aged 35 in 1983. Designed to encourage more women to be active in unions, the Anna Stewart Memorial Project is a two-week internship program consisting of two days each week at the VTHC, and the remaining days with your union. The AEU will pay your replacement costs, and extra assistance is available for country members.



**Scan for information
about the Anna Stewart
Memorial Project**

Women's Conference

Our Women's Conference is a fantastic opportunity to hear from a range of guest speakers, increase awareness of professional and industrial matters, build your network, and be inspired by fellow women unionists.

WILD

The annual WILD (Women in Leadership Development) program is a great initiative for AEU women members interested in union leadership and activism at the workplace, sub-branch, council or regional level. Ideally, you'll have some knowledge and experience of the AEU and have already participated in union activities. WILD participants are allocated a mentor who will assist you to develop a project to build union engagement and activism.



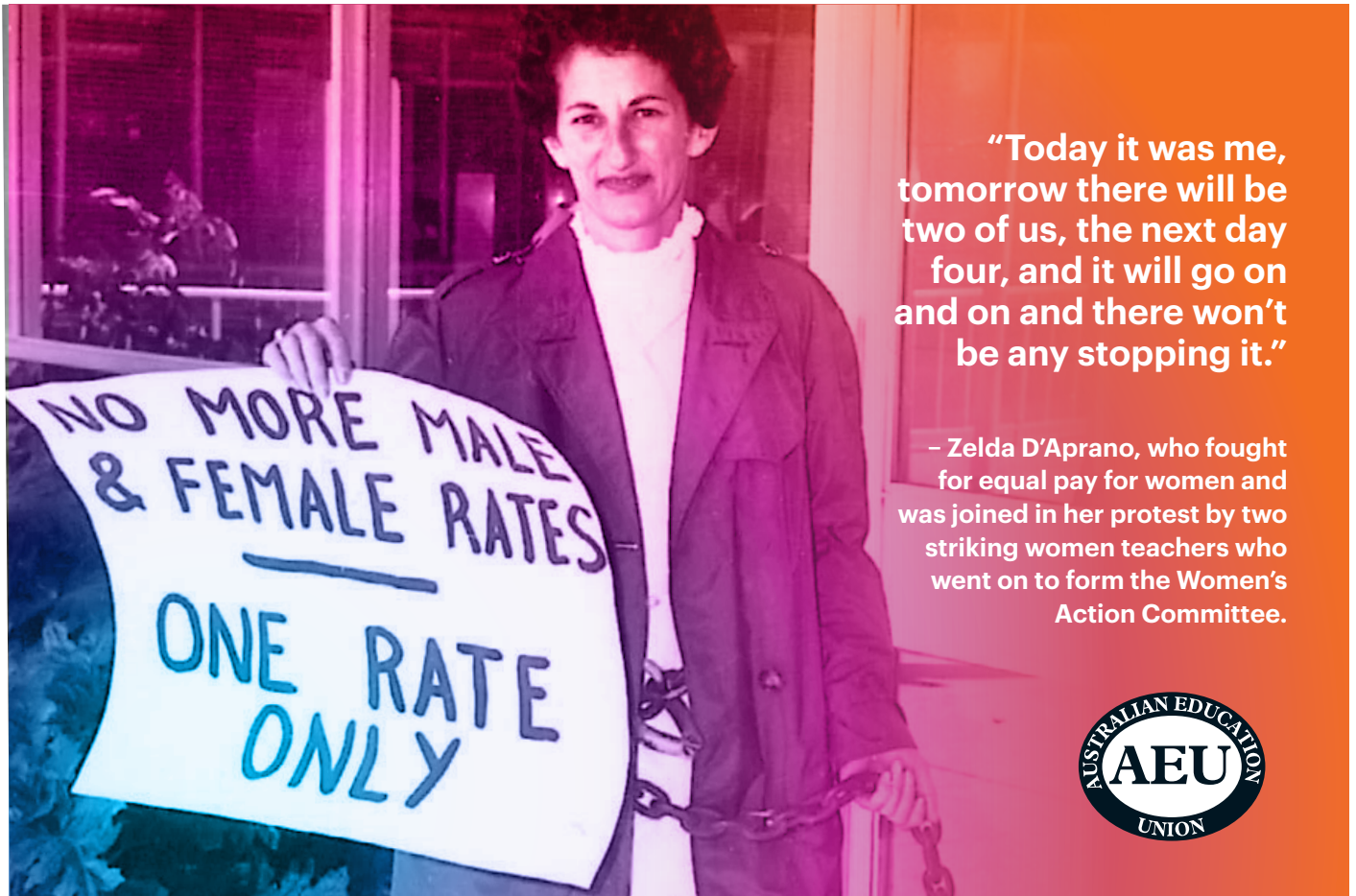
**Find out about how
being WILD is great for
leadership**

International Working Women's Day Dinner

The IWWD dinner is held on the Tuesday prior to International Working Women's Day on 8 March. At this event, we celebrate the wins for union women and enjoy a night of solidarity and laughter as we consider the next steps towards gender equality.

Rosemary Richards Scholarship

The Rosemary Richards Scholarship is a great opportunity for an AEU member with an innovative project, research or study experience idea to increase her skills and experience in the union's work at state/territory, national or international level. All women financial members are eligible to apply. Recipients typically have a strong record of union activism and a commitment to gender equality. **Keep an eye on AEU bulletins for application dates.**



**"Today it was me,
tomorrow there will be
two of us, the next day
four, and it will go on
and on and there won't
be any stopping it."**

– Zelda D'Aprano, who fought
for equal pay for women and
was joined in her protest by two
striking women teachers who
went on to form the Women's
Action Committee.



If not now, when?

**You have access to all
the personalised support
you need to make gender
equality a reality in your
workplace, but we need
AEU women to bring these
opportunities to life.**

Connect with us

Phone: 1800 238 842

Facebook: AEU Victoria, AEU Victoria Women

Threads: @AEUVictoria

Instagram: @aeuvictoria

Email: melbourne@aeuvic.asn.au

Website: www.aeuvic.asn.au

**Find
out more
about the AEU
Women's program**

