

## 2.4.1.

Human and Trade Union Rights and Equality / Equality:

### Draft Resolution on Gender Equality

**Proposed by:** Executive Board  
**Original language:** English

#### The 6th World Congress of Education International (EI) meeting in Cape Town, South Africa, from 22-26 July 2011

1. Affirms that gender equality is a human right, and one that underpins human endeavor for sustainable development, social justice, peace and security, and quality education for all;
2. Affirms EI's principle aim on the importance of equality, non-discrimination, respect for girls and women, and recognition of and respect for diversity;
3. Affirms EI's commitment to gender equality and empowerment of women in unions, education and society;
4. Affirms the right of women to make decisions about their own lives;
5. Recognizes EI's policy and programmatic efforts to achieve gender equality, engaging both men and women;
6. Recognizes also that persistent gender inequalities continue to exist, in unions, in education, and in society, despite international standards and agreements, such as the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW 1979), Education For All and Millennium Development Goals (EFA and MDG 2000); and United Nations world conferences and specific action plans, such as the Beijing Platform for Action (BPA 1995);
7. Notes progress, but also that no country has fully achieved gender equality despite enabling legislation;
8. Notes that global crises of finance, food security and climate change are exacerbating the situation of many women and girls;
9. Recognizes MDG and EFA goals will not be universally met by 2015, and that consideration to strategic action beyond 2015 must be given, so as to ensure implementation and sustainability;
10. Notes that women outnumber men in education union membership globally and in most countries, but that progress in women's participation in union leadership is slow and uneven;
11. Believes that full representation and ensuring full participation of all members is the responsibility of the union;
12. Notes that diversity within countries and groups as well as among countries is important to consider in policy, programme and action;
13. Understands that collective responsibility and action are necessary to bring about significant change towards gender equality and the empowerment of women, and that the actions of member organizations largely determine what EI can achieve;

56 14. Affirms EI's commitment to pursue non-discrimination and gender equality in all and through all  
57 its endeavors, globally, regionally and nationally.

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### 59 Purpose

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61 To build on the outcomes and the momentum created by EI's first world women's conference, ***On the***  
62 ***Move for Equality***, to revitalize, broaden and deepen collective union action in the struggle for  
63 gender equality, in unions, in education and in society.

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### 65 Recommends that EI:

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67 1. Promote and implement an EI Gender Equality Plan of Action, such plan to include specific  
68 targets and measures of success; with focus on the short term, 2011 – 2015, and considering the  
69 longer term, to 2030;

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71 2. Include in the plan five objectives based on the key areas below:

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- 73 • **Strengthen and democratize unions** through achieving gender equality in unions, with  
74 full participation of women in unions and in union leadership; full participation of men in  
75 promoting gender equality; support for the work of Women's Networks; and ensure that EI  
76 policies and structures effectively support programmes and action that address gender  
77 justice and empowerment of girls and women;
- 78 • **Ensure inclusive gender-sensitive quality public education**, with focus on the  
79 education of girls; on impediments such as child labour, stereotyping and gender based  
80 violence; and on the centrality of the role of the teacher;
- 81 • **Mobilize Member Organizations** to advocate for and hold governments to account to  
82 meet MDG and EFA goals, ratify, implement and monitor treaties and conventions, improve  
83 the application of standards and enforce existing legal frameworks in order to advance  
84 gender equality in education and society at large;
- 85 • **Build and maintain partnerships, alliances and coalitions that address public**  
86 **policy issues**, working with Global Unions, relevant international organizations including  
87 UN Women, UNESCO, ILO and nongovernmental organizations, at national and global levels,  
88 with emphasis on political and economic empowerment of women, through addressing pay  
89 equity, social protection and structural salary discrimination; an end to violence against  
90 women; and lead roles for women in building peace and security;
- 91 • **Develop a communication and research strategy** to support the plan by making visible  
92 trade union practices that address gender discrimination, sharing knowledge through the use  
93 of information and communication technologies (ICT), enabling women's networks to  
94 improve communication and networking skills, and undertaking a study to identify gains and  
95 gaps, in access to and participation in quality education and training leading to full  
96 employment and decent work for decent lives for women.

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101 3. Promote gender balance in all EI structures and delegations; include gender perspective in all  
102 policy, programme, and activities; and develop guidelines and practical tools to implement  
103 gender mainstreaming;

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105 4. Promote and disseminate good practices on gender equality, gender mainstreaming;

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107 5. Support member organisations in holding their governments accountable to meet international  
108 commitments;

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110 6. Build and support networks of women to create a global community of women activists;

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114 7. Promote exchange and foster coordination among specific EI Committees, including the Status of  
115 Women, Early Childhood and Vocational education and training, Indigenous, and Higher  
116 Education;  
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118 8. Refocus the Quadrennial Survey to monitor and report on the achievement of the Action Plan on  
119 a biennial basis;  
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121 9. Include monitoring and achievement of the Action Plan in the Annual Report.  
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123 **Encourage member organisations to:**  
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- 125 1. Carry out the Action Plan at the national level to the greatest extent possible;  
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127 2. Monitor and report progress on recommendations from the EI World Women’s Conference and  
128 World Congresses;  
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130 3. Lobby for the ratification, implementation and monitoring of existing legal frameworks and  
131 improvement of the application of standards at the national level;  
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133 4. Hold governments to account to achieve and sustain international agreements, notably  
134 Millennium Development (MDG) and Education For All (EFA) goals ;  
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136 5. Ensure labor standards apply equally to men and women and that terms and conditions of  
137 employment address women’s issues;  
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139 6. Include gender balance in all structures and delegations; include a gender perspective in all  
140 policy, programme and activities; and develop guidelines and practical tools to implement gender  
141 mainstreaming;  
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143 7. Provide training opportunities for women, including in leadership, negotiating skills and  
144 communications.