



# ZIMBABWE TEACHERS' ASSOCIATION (ZIMTA)

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## ZIMTA STATEMENT ON IWD 08 MARCH 2022

***Achieving gender equality and the empowerment of all women and girls in the context of climate change, environmental and disaster risk reduction policies and programmes.***

ZIMTA has taken a huge leap forward towards breaking the gender bias that exists in the teacher trade union organisation, whereupon women educators are sometimes not considered as equal or competent trade unionists in addressing labour related matters and in assuming leadership positions.

This is done through the conducting of workshops that seek to capacitate and upskill union representatives in Zimbabwe's 10 provinces to preside over labour related issues at workplaces.

The women and men educators who subscribe to ZIMTA are in the process of attending various trainings and continuous programs which are expected to assist them in addressing gender biases that normally arise during disciplinary and grievance handling meetings at work stations.

As a Union with a mission of promoting, protecting and advancing educators' interests and rights, we have considered it a priority to have as many women representatives as possible acquire the necessary tools needed in representing fellow workers. We believe that this way, equality of men and women will be sustained within the union.

Women in ZIMTA have embraced the hashtag for 2022 Women's Day, #BreakTheBias, because it precisely dovetails with ZIMTA's work of breaking gender bias within its union structures. The training programme

to involve every member of the union was instituted in October 2021 and it is ongoing.

Because teachers matter, it is the union's role to ensure that empowerment is done at all levels in the union. However, the issue of incapacitation induced by low salary levels requires urgent attention. It is important that as we celebrate Women's Day this 08 March 2022, we consider the plight of teachers, and women teachers who are failing to provide for their families due to inadequate salaries. Teachers are demanding for adequate salaries that are paid in a stable currency so as to beat the high domestic inflation figures.

#BreakTheBias

We Educate the Nation!