

**2023 TUC Women's
Conference
Preliminary
Agenda
Women Demand Better**

Motions

The disproportionate impact of the cost of living on women

P1 Part-time and self employed working

Conference notes the Conservative government's failure to deliver real equal opportunity for women, as they do in all other areas of equality.

Women earn 81p for every pound earned by men. They still do not have equal opportunity in jobs, still do the majority of childcare and care of relatives, earn less over their lifetimes and have lower pensions when they retire.

The Labour government introduced the Ministry for Women in 1997, where the minister had full powers, and within her remit could call on all areas of government policy to be responsive to women's needs, combat discrimination, and give women a more equal chance, in work and education.

We call on the TUC Women's Committee to:

- i. continue lobbying the UK government for women's equality; and
- ii. commission a report to recommend how best the next Labour government could assess and improve women's rights across all areas, particularly work, including the gender pay gap, early years support, education, health, discrimination and gender stereotyping.- and to develop policies for change.

Artists Union England

P2 Delivering for women in work

Conference notes many women, particularly those working in the creative industries are often working part time or in self-employed/freelance jobs. Those jobs are often poorly paid, insecure, with poor conditions and little prospects or in-service training. Often women workers in low paid creative work, take on second zero hour contract jobs.

We call on the TUC Women's Committee to:

- i. campaign for the protection of low-paid workers including legislative protections against employment abuses. As well as improving legal duties on notice given and to raise the basic minimum wage;
- ii. campaign to ensure that employers, whatever their size of workforce, have legal responsibilities that ensure that pay per rata, and conditions of service, offered to part time workers are equivalent to those in full-time contracts;
- iii. campaign and lobby government to establish a support network for self employed/freelance women workers; and

- iv. campaign and lobby the government to provide a support packages for low paid, self-employed/freelance women workers that would enable them to ensure they have opportunities to provide themselves with education/training courses and help with childcare issues.

Artists Union England

P3 Women and Food Bank Reliance

Conference is alarmed at the rapid increase in the use of food banks in the UK and that over 56% of foodbank users are women.

The continuing cost-of-living crisis is resulting in huge increases in the cost of food, energy, housing costs and fuel leaving millions of women unable to provide enough food for themselves and their families.

Conference notes that in the 12 months to August 2022 the costs of food and non-alcoholic beverages rose 13.1% and this continues to rise. During the same period the Trussell Trust distributed 1.3 million emergency food parcels including half a million to children and there has been a 45% increase in families using the Trussell Trust for the first time. Single mothers are more likely to skip meals to feed their children and are disproportionately finding themselves in food poverty.

Conference calls on the TUC Women's Committee to campaign to ensure that:

- i. women, especially lone parents, have quality of access to affordable healthy food without the need to rely on foodbanks;
- ii. that all children who need them have access to free school meals in term time and during holidays; and
- iii. food poverty is eradicated in the UK.

British Dietetic Association

P4 Double trouble for women

Women in the UK are facing double trouble. They are living through the biggest cost of living crisis in decades and a growing gender pay gap. 2022 research by The Fawcett Society states that on average women will take home £564 less than men each month, rising from £536 in 2021.

More than 68% of women are struggling to pay their household bills, this figure rises to over 80% in Black, Asian and Minority Ethnic Women.

Furthermore, 35% of women who are not working want to work but are prevented from doing so because of childcare costs and a lack of flexible working.

We are calling on government to:

- i. introduce a legally enforceable 'Right to Know' what a male colleague is paid for equal work;

- ii. lower the gender pay gap reporting requirements to include companies with 100+ employees;
- iii. require all employers to offer flexible work arrangements as default; and
- iv. reform childcare to ensure affordability alongside ensuring that children get the best start in life.

Chartered Society of Physiotherapy

P5 Gender pensions gap

Conferences notes there is a significant gap between the pension incomes of female and male pensioners, and that pension wealth of women and men reached 33.5% in 2021. Conference notes that the gender pensions gap is caused by women on average earning less than men over time, and the impact of breaks from paid work, for example caring responsibilities. Conference further notes that women are excluded from pensions schemes at a disproportionate rate because lower earners are excluded from auto-enrolment, and women are disproportionately likely to be low earners.

Conference notes that the problem of low pensions savings is particularly acute amongst the self-employed, and that many low-paid self-employed women will not have sufficient retirement savings to support them in old age.

Conference believes that pensions fairness is a part of our continuous commitment in fighting for equality.

Conference calls upon the TUC to:

- i. lobby the government to develop plans to tackle the gender pensions gap, including through the reform of auto-enrolment rules, and developing routes for workers to accrue state pension entitlement during periods of caring responsibilities; and
- ii. campaign to raise awareness of the gender pensions gap and encourage unions to support members to save for their future.

Community

P6 Women and the cost of living crisis

Considerable, authoritative evidence underlines that women are disproportionately exposed to the most severe impacts of the cost of living crisis. This is a worsening of the economic, physical and emotional toll on women which arose during the pandemic where women were more likely than men to lose their jobs and suffer greater anxiety from increased caring or childcare burdens and female pension inequality.

As principally self-employed and sole trader members, Equity understands the increased vulnerabilities of those engaged in precarious work, notably in related to income, age and mental health. An earnings survey conducted in May 2022 revealed annual industry

earnings to be approximately £10,000, with around 45% of respondents reliant on Universal Credit, and earnings from other non-industry work.

Conference therefore calls upon the TUC Women's Committee to undertake the following:

1. Support the Federation of Entertainment Unions (FEU) in their call for the reform of Universal Credit, and notably the removal of the minimum income floor.
2. Support bodies like Pregnant then Screwed in their campaign for improved parental and care funding and infrastructure across the UK.
3. Collaborate with bodies like the Cultural Learning Alliance to support the case to safeguard public funding for the cultural sector.

Equity

P7 Pay Gap Reporting

Conference is concerned that the Government's announcement that they will 'cut red tape' for businesses will reduce the number of companies required to publish their gender pay gap.

Recategorising organisations with fewer than 500 employees as small businesses could make them exempt from mandatory gender pay gap reporting and turn back the clock for women at work.

The UK's gender pay gap is still an issue. The national median gender pay gap was 9.8% in 2021/22, meaning that women were paid 90p for every £1 earned by a man.

We cannot change what we cannot measure. Gender pay gap reporting is a vital tool for tackling inequality and improving the lives of women.

Current legislation to improve pay gaps does not go far enough and any attempts to increase the reporting threshold must be resisted.

Conference calls on the TUC to lobby government to:

- i. widen gender pay gap reporting to include companies with over 50 employees;
- ii. introduce mandatory ethnicity and disability pay gap reporting for companies with over 50 employees;
- iii. require employers not only to develop plans to close pay gaps but also to report on progress towards their implementation; and
- iv. support work that seeks to address freelance gender pay gaps.

Musicians' union

P8 Pay transparency in job adverts

Conference notes research showing 60 per cent of UK job adverts in 2022 disclosed the position's salary -- down from 64 per cent in 2021. Many state that remuneration will be 'depend on experience' or be 'competitive'.

Conference believes that without disclosing salary or rates and expecting job applicants to negotiate their pay, often during a job interview, this can perpetuate unequal pay between women and men, as well as a widening ethnicity and disability pay gaps. Questions concerning an applicant's present salary should also be banned.

The creative industries, together with retail and science, have been shown to be among the worst offenders in lack of transparency over pay.

While half of job adverts for internships disclosed the salary, only 43 per cent did do so for senior roles.

Conference notes the government has initiated a pilot scheme to address the gender pay gap, where participating employers list salary details on job adverts and stop asking about salary history during recruitment.

Conference calls on the TUC to lobby government, employers' bodies and employers to extend the pilot scheme to normalise the publication of pay rates, salaries and salary bands in employment adverts.

National Union of Journalists

P9 Women and railways

Conference notes with concern that the Government and companies are planning to close the majority of ticket offices and extend Driver Only Operation (DOO) across the rail network. Conference believes that this will lead to a de-staffing of the railway and make public transport less safe, secure and accessible for women and girls. Conference believes that these plans are about protecting profits at the expense of workers and passengers.

Conference notes that the attacks on public transport jobs and services are happening amidst a cost-of-living crisis and notes with concern that research has shown that women are disproportionately affected by this crisis.

Conference fully supports trade unions fighting for better pay and conditions and job security for workers. Conference understands that rail members of the RMT have taken numerous days of industrial action in a dispute over jobs, pay and conditions and condemns the Government's decision to table minimum services legislation aimed at attacking the right to strike.

Conference calls on the TUC and affiliates to campaign for properly staffed transport networks and against ticket office closures and DOO. Furthermore, conference calls on the trade union movement to continue coordinated campaigning and activity to defend jobs, pay and conditions.

National Union of Rail and Maritime Workers'

P10 The impacts of caring on women

In the UK, its mainly women who care for elderly and/or disabled family for extended periods of time, without support or pay, sacrificing careers and reducing quality of life.

For those caring 35 hours or more a week UK Carers Allowance is £69.70 a week. This is affected by other benefits claimed.

The UK minimum wage varies dependant on age, and potential basic salary before costs for employed carers is between £168.35 and £332.50 per week. Due to an earnings limit, anyone currently earning over £132 a week is not entitled to Carer's Allowance.

Carers have to negotiate cover for respite. Many also juggle paid work with caring responsibilities. Carers are a disadvantaged group. Carers save the government a lot of money.

Conference instructs the TUC Women's Committee to campaign for:

- i. carers to be designated a Protected Characteristic under the Equality Act 2010;
- ii. government to increase financial support for Carers in line with minimum wage parity and immediate respite for carers;
- iii. employers across all sectors to implement Carers' Passports plus minimum of 10 days special carers leave p/a; and
- iv. TUC to develop an annual TUC Carers Conference and work with unions to develop Carers Networks for members.

Public and Commercial Services Union

P11 Improving pension outcomes for women in atypical employment

Conference notes that the gender pension gap was 40.5% in 2020-21. Women face lower incomes in retirement because of underlying factors such as unpaid caring responsibilities and the gender pay gap.

People in atypical employment also face lower incomes in retirement. Workers who are engaged on a series of short-term contracts can be excluded from automatic enrolment by employers deferring assessment. Some employers take advantage of confusion over workers' status to avoid automatic enrolment duties altogether. The self-employed do not get an employer contribution into a pension scheme and are unlikely to contribute to a private pension themselves.

Women in atypical employment therefore face a double disadvantage in relation to pensions.

Conference calls on the Women's Committee to:

- i. ensure that TUC campaigning on the gender pension gap highlights the impact on women in atypical employment;
- ii. lobby to remove the option for employers to postpone assessment for automatic enrolment so workers on short-term contracts are not excluded;
- iii. lobby to clarify the legal definition of non-employee "workers" who are entitled to be covered by automatic enrolment; and

- iv. lobby to extend a form of automatic enrolment to the self-employed which could be facilitated by HMRC through digital tax reporting.

Prospect

P12 Women and the cost-of-living crisis

Generally, women tend to have lower paid jobs than men. Also, there are three times as many women in part-time work as men.

Therefore, women have been hit hard by the sharp rise in inflation and are disproportionately affected by spiralling living cost.

Women are usually the ones who manage household budgets especially in lower income households. Women tend to have the main responsibility for buying food and preparing it for the family.

The cost-of-living crisis is affecting everyone but it's often women who have to make the choice between skipping meals or buying their children's school uniforms or leaving their jobs because childcare is expensive.

Conference notes the TUC research that highlights that victims of domestic violence are likely to find it harder to leave an abusive relationship if they cannot support themselves and their children as living costs rise.

Conference calls on the TUC Women's Committee and affiliates to:

- i. press the government to act urgently to resolve the cost-of-living crisis issue and provide long term policies that will address food poverty; and
- ii. campaign for minimum wage of £15 an hour across the UK and to restore the £20 cut to universal credit.

Unison

P13 Women and the cost of living crisis

Women are facing a major cost of living crisis.

Although some of this is because of energy price rises and the unequal impact of the pandemic, this is also a crisis of incomes.

Over a decade of austerity and cuts to social security have left many women in poverty. Wages have stagnated. Women's wages have increased at a slower rate than men's. Women will bear the brunt of rising food prices as the 'shock absorbers of poverty'. This is a gendered crisis and low paid, Black and minority ethnic women and disabled women are likely to be at the sharp end.

Our members did not cause the cost-of-living crisis and must not be made to pay for it.

Conference urges the TUC to:

- i. continue to play a leading role in co-ordinating the Trade Union Movement's response to the crisis;
- ii. continue to build a movement of protest against the crisis;

- iii. support and commission research taking into account the full range of women's identities and roles into the gendered nature of the crisis and specifically how it is impacting on women at work; and
- iv. press Government to exercise their statutory duty to assess the disproportionate impact of the crisis on women.

Union of Shop, Distributive and Allied Workers

P14 Scandalous rise in the cost of living – disproportionality affects women

Unite is extremely concerned about the disgraceful rise in the cost of living and particularly the disproportionate impact on women when austerity hits. The lack of financial security can lead women to remain in abusive relationships or be stripped of period dignity as shamefully those essential monthly items become too expensive to afford. Women may also delay having children due to the chronic lack of protections for pregnant workers. Working parents are often forced into part-time, often low-paid, work due to unmanageable childcare costs. As women are still predominately seen as the caregiver, this results in a motherhood pay gap of over 30% and a gender pay gap of over 10%.

Therefore we call on the TUC Women's Committee to:

- i. work across affiliates to look at successful strategies of organising women workers;
- ii. support all women who are in dispute for fair pay or legal fights for equality;
- iii. highlight and promote any union campaigns that can have a direct positive impact on women workers;
- iv. organise regional events specifically to look at how women are being affected and consider solutions; and
- v. arrange a meeting with Maria Caulfield MP, Minister for Women, to lobby on changes needed.

Unite the Union

Tackling all forms Violence Against Women and Girls

P15 Confidential reporting of sexual harassment in the trade union movement

Conference acknowledges in 2017 a social media post instigated MeToo which became a global movement highlighting the magnitude of sexual harassment and sexual assault experienced by women around the world, at work and within society.

Conference believes that whilst trade unions have been quick to hold employers and governments to account over the stark reality they have been reluctant to act within their own ranks.

Conference commends the TUC and trade unions who have already acknowledged sexual harassment and sexual assault as an issue and have begun to improve support and

reporting procedures for victims. However, the movement continues to fail women who are unable to access support and representation via their own unions through fear of reprisal or not being believed.

Conference calls on the TUC Women's Committee to work with the TUC General Secretary and Executive to explore introducing an independent, confidential reporting line for trade union members and staff to report incidents of sexual harassment and assault. The line should offer support, signposting and legal advice to trade union women not receiving this elsewhere and be facilitated by experts in the field. Further a progress report on its formation is presented to the 2024 TUC Women's Conference.

Associated Society of Locomotive Engineers and Firemen

P16 Tackling and Preventing Sexual Harassment in our movement and in the workplace

Conference recognises the excellent work carried out the TUC to tackle sexual harassment in the workplace and beyond, including the 2016 report "Still Just a Bit of Banter".

In doing so, conference recognises that the eradication sexual harassment in society and workplaces must include trade unions, both as democratic membership bodies and as employers.

Conference therefore commends the TUC on the publication of the report "Tackling and Preventing Sexual Harassment". In March 2021 the TUC established an Executive working group to examine how we can work together to ensure that we have our own house in order and to provide the tools to make positive change. This report outlines the progress made by the working group and sets out a number of recommendations.

Congress calls on the TUC to ensure that the working group continues this vital work and in doing so:

- i. implements the recommendations of the 2022 report;
- ii. monitors the progress of affiliates in addressing sexual harassment;
- iii. recognises that sexual harassment is intersectional;
- iv. reports on progress to the 2024 Women's Conference; and
- v. provides adequate resource to properly facilitate the continued work of the group.

British Dietetic Association

P17 Violence against women and girls

Violence against women and girls is a human rights violation, globally affecting one in three. It is a universal crisis, driven by misogyny and women's inequalities. We experience abuse and discrimination everywhere, simply because of our gender.

Millions of women and girls face many forms of abuse throughout their lives including domestic abuse, female genital mutilation and sexual exploitation. Progress falls severely short of where society needs to be for us to genuinely feel protected.

We are extremely concerned about the decision to separate domestic abuse from the government's 2021 Violence Against Women and Girls strategy – removing this displays a lack of understanding that the two are connected and could misrepresent how women experience these crimes and prevent them from receiving specialist help.

Women's Aid estimates £393 million is required to fund specialist women's domestic abuse services in England.

We are calling on government to:

- i. ensure sustainable support for victims of abuse and ring-fenced funding for BAME, Disabled, Older and LGBTQIA+ survivors;
- ii. a duty to fund and provide safe accommodation for those experiencing abuse including migrant women; and
- iii. Ensure sustainable funding to invest in perpetrator interventions and specific funding for working with young men and boys.

Chartered Society of Physiotherapy

P18 Independent cultural review of the London Fire Brigade

Conference is saddened and angered to read the details of incidents of discrimination, bullying and harassment highlighted in the London Fire Brigade (LFB) independent Cultural Review.

Conference believes that the behaviour and attitudes towards women, Black, Asian and minority ethnic, LGBT+ and neurologically diverse staff, reported within it, have no place in the workplace, the trade union movement or in society as a whole.

Conference notes that the report is a review of the institution of the London Fire Brigade and highlights failings within it.

Conference notes that the FBU and its National Women's Committee, B&EMM committee and LGBT+ committee have campaigned to rid the fire and rescue service of these behaviours for decades.

Conference notes the representation, casework and legal cases taken by the FBU against discrimination over many years.

Conference supports FBU officials, including its equality sections officials, in holding LFB senior leadership to account where they are found to have failed firefighters and emergency control staff.

Conference demands that the LFB give FBU officials, including its equality reps and equality committees, the powers and resources to tackle misogyny, racism, homophobia and any other forms of discrimination exposed by this report.

Fire Brigades Union

P19 Non-disclosure agreements

Conference is concerned that despite heightened awareness and some positive progress on tackling sexual harassment and abuse, the misuse of non-disclosure agreements (NDAs) continues. These are often used to cover up cases of sexual harassment and other discriminatory practices.

NDAs allow perpetrators to stay in the workplace or move to another workplace with impunity. The misuse of NDAs protects the careers of perpetrators whilst silencing survivors and prevent them from seeking justice.

NDAs gag victims; preventing them from reporting incidents, speaking to family and friends, and warning others about perpetrators. Enforced silence will hamper efforts to eradicate harassment and abuse from all workplaces, including the music industry, resulting in unsafe working environments.

The misuse of NDAs could also have a disproportionate impact on already marginalised groups such as women, disabled and Global Majority workers who experience a lack of access to justice and are more likely to experience sexual harassment, abuse, and discriminatory behaviours.

The misuse of NDAs to protect bullies and harassers must end.

Conference calls on the TUC to:

- i. lobby Government to introduce legislative and regulatory change that will make NDAs unenforceable for anything other than their original purpose; and
- ii. continue to promote the Can't buy My Silence Campaign.

Musicians' union

P20 Let's break the cycle – remove sexism from the school curriculum

Conference condemns the continued and pervasive presence of sexual harassment, rape and violence towards women and believes that these are symptoms of a deep and systemic problem in society.

Conference notes with deep concern that such behaviours feed into a constant and persistent message to people, from a young age, that women's lives are less important than men's, due to patriarchal and misogynistic assumptions and beliefs.

Conference believes that education can play a key role in eradicating sexist and

misogynistic attitudes towards women and girls. Conference further asserts that changes are needed to the curriculum in schools and colleges to question and challenge sex-based stereotyping, gendered generalisations and sexist attitudes.

Conference strongly asserts that breaking the cycle of institutionalised sexism in education requires a curriculum where women's achievements are visible and celebrated and their experiences shared and discussed.

Conference calls on the TUC to work with affiliates to campaign for:

- (i) training for all school and college staff on tackling misogyny and sexual harassment; and
- (ii) a review of the curriculum to identify and tackle all forms of sexism and gender bias.

NASUWT

P21 Keeping the spotlight on challenging sexism and sexual harassment

Conference notes that sexual harassment remains widespread in all sectors. Sexual harassment and sexist behaviour at work has a serious effect.

Most workers who face sexual harassment do not feel confident to report it in the workplace for fear of reprisals or non-action.

Conference calls on the TUC to keep going with a multi-layered approach to preventing and tackling sexism and sexual harassment in the workplace. This requires ongoing training from employers to change culture and proactively encourage reporting.

Conference welcomes the new NEU practical Toolkit It's Not OK: Preventing sexism and sexual harassment in schools about tackling sexual harassment for staff and students.

Conference is concerned how the attitudes which lead to sexism and harassment are normalised and minimised, and that sexist and homophobic content online viewed by young people is increasing.

Conference calls on the TUC to:

- i. continue its excellent campaign '*This is Not Working*';
- ii. campaign for accurate data collection on experiences of sexual harassment in work
- iii. lobby for robust enforcement of women and girls' existing protections against sexual violence and harassment; and
- iv. support education union campaigns to prevent sexual harassment through education, including bystander approaches and campaigning for a broad and balanced approach which prioritises wider learning.

National Education Union

P22 The Cost-of-Living Crisis Exacerbates Economic Abuse

The cost-of-living crisis is making it harder for women to flee domestic abuse. Perpetrators are using the cost-of-living crisis to exert coercive control over women and their finances - refusing to pay child maintenance, restricting women from working, or taking out loans in their name and forcing them into debt.

Domestic abuse charity Refuge reported that one in six people have experienced economic abuse, which equates to 8.7million people. During the pandemic 1.6 million adults experienced economic abuse for the first time.

Domestic abuse and the cost-of-living crisis are workplace and trade union issues. We must safeguard women and children from their abusers.

We welcome the Domestic Abuse Act 2021, but it doesn't support domestic survivors during the cost-of-living crisis.

Conference instructs the TUC Women's Committee to:

- i. campaign with domestic abuse organisations, e.g. Women's Aid and Refuge for government to provide an emergency support fund for survivors to offset the impact of the cost-of-living crisis;
- ii. lobby government to increase financial support of community-based services, debt advice organisations and legal services which help families to recover from domestic abuse; and
- iii. raise awareness of domestic abuse, particularly economic abuse, with employers and trade unions and signpost abuse survivors to support.

Public and Commercial Services Union

P23 More work needed to prevent sexual harassment

Conference welcomes the Congress report on tackling and preventing sexual harassment and the action by the TUC Executive Committee sexual harassment working group in:

- i. conducting a survey of unions about the work being done to tackle and prevent sexual harassment for members and as employers for their staff;
- ii. sharing legal advice and resources;
- iii. developing opportunities for training for the senior leadership within our movement; and
- iv. launching a pilot training programme.

In response to the survey, nearly half of affiliates said they were already developing or progressing a programme of work to tackle, respond to and prevent sexual harassment and the majority said their planned or ongoing work sought to include employees, members, paid officials, lay representatives and governing structures.

Sexual harassment is still a major problem and although good work has been done to highlight issues and in providing education and training, more is needed.

It is essential that we continue working to achieve a zero-tolerance approach to sexual harassment in all workplaces and to build cultures and practices that prevent sexual harassment.

Conference calls on the TUC Women's Committee to conduct a follow up survey of unions in mid-2023 to monitor progress and to determine priorities for further action.

Prospect

P24 Action to end sexual harassment

In recent years the scale and extent of sexual harassment has been thrown into sharp focus.

The TUC's own research exposed just how persistent and widespread sexual harassment is in the workplace and the role of misogyny and sexism in enabling it. Conference congratulates the TUC on their work in this area supporting and encouraging affiliates to develop internal and member facing policies and practices.

Conference recognises that unions are crucial to defending women's rights and acknowledges the vital role reps play in encouraging women to report harassment; ensuring appropriate action is taken when women do speak out; and campaigning on the issue in the workplace.

Conference asks the TUC to:

- i. support the work affiliates are doing with employers to address sexual harassment;
- ii. encourage unions to examine their own internal policies and procedures to ensure they are equipped to prevent and respond to sexual harassment within their organisations; and
- iii. explore the possibility of tabling sexual harassment as a standing agenda item at meetings of the TUC General and Executive Councils, to reflect the role leadership can play in tackling and preventing it.
- iv. press Government for the implementation of a preventative duty and a Statutory Code of Practice.

Union of Shop, Distributive and Allied Workers

P25 Preventing violence against women

Preventing violence against women is a priority for Unite. Crimes which disproportionately affect women such as domestic abuse, sexual violence, stalking and forced marriage profoundly impact survivors and victims. Sadly, gender-based violence and abuse is also experienced in workplaces with as many as 40% of women reporting that they had suffered sexual harassment in their working lives.

Unite believes that misogyny should be classed as a hate crime as it can be an extremely harmful form of psychological torture using controlling techniques which lead to legal and social exclusion. All of this with the aim of keeping women at a lower social and economic status than men.

Women must be free from any form of violence or abuse, and our struggle to stop this endemic, needs a nationally lead campaign. We call on the Women's TUC committee to:

- i. continue lobbying for misogyny to be classed as a hate crime
- ii. campaign against any cuts to services dedicated to women and girls' health and safety
- iii. continue supporting affiliates to negotiate domestic violence and abuse policies and training for reps
- iv. establish a taskforce with dedicated resources to make further recommendations and report back to the TUC Women's committee

Unite the Union

Women's Health in the Workplace

P26 Menopause

Conference recognises that Menopause and Perimenopause is still an issue with very little support being given to people, even after they have been diagnosed.

As the cost-of-living crisis continues to bite, many working women will struggle to pay for HRT treatment and will be further pushed into poverty due to taking unpaid leave for menopause related illnesses.

Research conducted by the Chartered Institute for Personnel and Development (CIPD) has found that three in five menopausal women (usually aged between 45 and 55) have been negatively affected at work and that almost 900,000 women in the U.K. left their jobs over an undefined period of time because of menopausal symptoms.

The TUC are therefore instructed to co-ordinate a campaign with all their affiliates that seek to improve support by:

- i. scrapping prescription costs for Hormone Replacement Therapy (HRT) in England;
- ii. offering all women a free health check at age 45 to help diagnose Menopause and Perimenopause at an early stage; and
- iii. introducing statutory provisions of paid leave for working women suffering with menopause and perimenopause related sickness.

Communication Workers Union

P27 Womens health

Conference believes that for too long women's health has been ignored.

Conference notes that in January 2022 waiting times between cervical screenings has increased from 3 to 5 years. At the same time, awareness of the need for cervical screenings

is down and take-up has therefore decreased. Conference notes that for women aged 25-49, take up rates are almost 20 percentage points below NHS targets.

Conference recognises the devastating effect conditions such as endometriosis can have on women's wellbeing. Conference notes the long waits sufferers face to get treatment driven by lack of research and limited coverage in GP training.

Conference believes women are too often expected to "get on with it" and women's health concerns are not taken seriously enough, leading to devastating consequences.

Conference calls on the TUC to:

- i. campaign for increased government funding to investigate women's health, including diseases such as endometriosis;
- ii. campaign to raise awareness of the importance of cervical screening and encourage union members to promote and undertake screening; and
- iii. raise awareness of the impact conditions like endometriosis can have on workers and the steps that employers can take to support them such as making reasonable adjustments or offering flexible working.

Community

P28 Hormonal health and menopause

Many women will experience workplace difficulties due to their hormonal health — from period pain to endometriosis, IVF to menopause. These issues impact half the population yet remain all but invisible in the workplace. This invisibility impacts the longevity, effectiveness, and security of women's working lives, and can be particularly severe in the gig economy.

TUC research has shown that employers can make workplaces more accessible by improving temperature control and ventilation, adopting flexible working, providing access to period products, and improving employee education and awareness. These basic changes, along with others which support workers' hormonal health, are essential to workplace equality.

We therefore call upon Conference to support a coordinated strategy to:

- i. introduce menopause as an explicit, new protected characteristic within the Equality Act (2010);
- ii. undertake an extensive, national awareness campaign around the menopause and hormonal health in the workplace;
- iii. strengthen and reinforce existing guidance for employers and industry bodies of all sizes; and
- iv. advocate for a new ACAS Code of Practice introducing a model policy on managing menopause and hormonal health. This code should make provision for small-to-medium-sized businesses and include an express focus on workers and the self-employed.

Equity

P29 Excessive working hours

Public services have acute issues of workload and excessive working hours. Given the majority of people employed in public services are women and are predominantly the main carers, the impact can be profound.

The FDA report on hybrid working found that, overwhelmingly, FDA members feel that hybrid working has worked well for them, with 71% telling us that it had made them more productive. Yet while the clear majority of FDA members report that their work-life balance has improved as a result of hybrid working, there remains a pervasive long-hours culture – with 60% reporting that the working of excessive hours is a problem in their organisation.

We recognise the trade-off between work-life balance and overwork is a complex problem to solve, but there is significant overlap between those reporting improved work-life balance while also working extra hours, having seen their workload increase and working while on annual or sick leave.

Conference calls on the TUC to press the government to look at ways to better protect and support employees, to drive a cultural change to combat the issue of excessive working hours, and to use hybrid working as a tool of regeneration and driver of equality.

FDA

P30 Improving women's access to Industrial Injuries Disablement Benefit

Conference notes the Industrial Injuries Benefit Scheme, providing compensation for people disabled by work accidents or specific diseases caused by work.

Women's Conference 2022 highlighted that the vast majority of recipients of Disablement Benefit were men and called for a campaign for women's work-related injury and disease to be better recognised.

The TUC now has a major opportunity to increase the number of women receiving IIDB.

The Industrial Injuries Advisory Council has recommended that health and social care workers who contracted COVID at work and who have various serious ongoing complications and impairment should be eligible for Disablement Benefit.

We must now wait for the Secretary of State for Work and Pensions to decide whether to agree the recommendation, allowing more disabled women workers to get Disablement Benefit.

Conference agrees:

- i. if the SoS hasn't yet agreed to IIDB eligibility for these workers, the TUC must campaign for them to do so;
- ii. if the SoS has agreed to IIDB eligibility, the TUC must raise awareness amongst unions and health and social care workers; and

- iii. that the TUC will encourage the Industrial Injuries Advisory Council's continuing research into the effects of Long COVID on workers who contracted COVID at work.

GMB

P31 Period Poverty in Schools and Colleges

Conference asserts that period poverty in schools and colleges does not end with access to free sanitary products, but requires an education imperative, right from the early years, that removes the stigma and shame that surrounds periods and menstruation.

Conference further asserts that the current provision of free period products in schools falls short of what is necessary to enable and empower girls to continue to attend school during the time of their periods with dignity.

Conference is deeply concerned that the provision of free period products is only available to students aged 19 or below.

Conference is further concerned that the current cost of living crisis will make women's health products less affordable for students and school/college staff and push more women into poverty.

Conference calls on the TUC to:

- (i) lobby governments to extend the provision of free period products to include a wider variety of women's health items;
- (ii) campaign for the provision of free period products to be available to all school/college staff;
- (iii) work with affiliates to raise awareness of period poverty and to educate members to remove the stigma of menstruation; and
- (iv) campaign for menstruation and wider women's health issues to be included in gender-sensitive health and safety policies.

NASUWT

P32 Attendance management for women's issues

Absence Management Policies should include a section that mandates employers to be more caring towards women's issues.

We ask that conference calls on the TUC to campaign for employers to be more understanding of women specific issues by having a flexible Attendance Management Policy which gives more consideration to illnesses relating to women's health such as periods, menopause and maternity.

In addition, the policy should include specific information mandating time off for IVF treatment for women and their partners going through the process.

Prison Officers Association

P33 Provision of HRT

Conference acknowledges the vast number of women who need HRT medication as their bodies change and the extra cost that this puts on them.

Therefore, conference asks the TUC to campaign to get HRT prescribed free of charge to all women who need it.

Prison Officers Association

P34 Male bias in the maritime industry

Conference is concerned by the prevalence of male orientated language in maritime legislation.

Conference notes that international conventions and domestic legislation still refer to 'seaman' and to official documents like a 'seaman's book.' Gendered job titles such as 'Able Seaman,' 'Stewardess' and 'Motorman' maintain a division of gendered roles and fundamentally discourage women from seafarer jobs.

Conference recognises that 'seafarer employment agreements' are legally mandated in the Maritime Labour Convention but there is no sectoral collective bargaining.

Conference is concerned that only 1.3% of the world's 1.89 million seafarers are women and that the number of women in receipt of taxpayer funded seafarer training in the UK fell by 14% between 2020 and 2021.

Conference notes that some employers acknowledge the fundamentally negative effects of gendered language in the shipping industry although this is not addressed in industry-led gender equality initiatives.

Conference notes that language underpins our biases. Moving to gender neutral terms would encourage more women to work in the maritime industry.

Conference therefore agrees to support a campaign for gender neutral language in maritime regulations, conventions and practices which could be introduced with sectoral collective bargaining in the shipping industry.

National Union of Rail and Maritime Workers'

P35 Protect pregnant women from the Government's dispersal policy

Tackling health inequalities must be a major priority for policy makers and maternity services, lack of entitlement to NHS care due to migration status is a significant risk factor. NHS charging acts as a deterrent against accessing maternity services. Fear of unaffordable bills leads women to delay or avoid care, to attempt to minimise cost.

The Government's current policy of dispersal can see pregnant women seeking asylum sent at short notice to unfamiliar areas. This disrupts care and any trusting relationships they

have built with professionals and supportive networks within the community. It has also been found to delay access to early antenatal care, including early scans and screening. Late access to antenatal care is a major risk factor associated with severe maternal and fetal morbidity and mortality.

The RCM believe women should be settled and not moved from suitable accommodation as soon as possible after 20 weeks gestation. This is the date from which the Maternity Certificate (MATB1) can be issued, confirming pregnancy.

Conference join us in calling for pregnant women to be protected from the damaging effects of dispersal and the scrapping of charging requirements for maternity services.

Royal College of Midwives

P36 Action on maternity staffing shortages

The 2022 Baby Loss and Maternity All Party Parliamentary Groups (APPG) report on the impact of staffing shortages in maternity and neonatal care exposed the damaging impact these shortages have on the quality of care of women and staff wellbeing.

The report highlights how:

- i. shortages threaten safe care, with staff fearful of making mistakes while working under current conditions;
- ii. the denial of training and development opportunities for midwives and Maternity Support Workers (MSWs), due to lack of staff, are adversely impacting on the quality and safety of care; and
- iii. Midwives and MSWs are leaving the NHS because they feel exhausted, demoralised and unappreciated.

Conference calls on the TUC to join the RCM in campaigning for the implementation of the following recommendations from the APPG report, that:

- a) Workforce planning should be based on the needs of women, babies and families, to ensure that staffing levels are safe, and that staff have the time to provide personalised care.
- b) A national strategy developed to support retention of staff, which includes access to flexible working, training, career progression and leadership development, access to psychological and therapeutic support services and action to tackle bullying, harassment and discrimination.

Royal College of Midwives

P37 Appropriate Sports footwear For Women.

On the back of the successful Euros win by the Lioness's in 2022 women's sports have been in the spotlight breaking barriers, challenging bias and stereotypes. Whilst we celebrate this focus on women's sports it also highlights concerns to the Royal College of Podiatry.

It's a disgrace that in 2022 girls and women are wearing footwear designed for men.

Boots made for men carry a higher risk of injury to women who are taking part in football and other sports. Despite some progress boot manufacturers have failed to invest in designs suitable for women.

For example, women's feet, heels, and arches are shaped differently, wearing boots designed for men are causing blisters and stress fractures, women also run and move differently, and the stud length is designed on male movement and traction.

This issue was highlighted recently by the Sports Engineering journal.

At the Royal College of Podiatry, we are calling for more research into these recent studies and a campaign for leading manufacturers to supply suitable sports footwear. Having a one size fits all approach is no longer appropriate. We call on the TUC Women's committee to work with stakeholders to prioritise the Health and Safety of professional sportswomen.

Royal College of Podiatry

P38 Abortion Rights Solidarity

Conference notes that:

- i. the current threats to global abortion rights, led by the actions of the US Supreme Court which overturned the constitutional right to an abortion across the US;
- ii. under UK law people can still be prosecuted for trying to procure an abortion (for example, for ordering abortion pills online, as recent press coverage has shown);
- iii. all this is despite the fact that 85% of the general public in the UK support access to abortion in cases of unwanted pregnancy.

Conference believes that:

- a) access to safe, free, legal and local abortion is a human right, as is the choice of whether to continue with a pregnancy;
- b) nobody should have to face life imprisonment for exercising or helping others exercise this right, and that abortion should be decriminalised in the UK and beyond; and
- c) abortion laws and rights should reflect the pro-choice beliefs of the general public.

Conference therefore resolves to:

1. join Abortion Rights, in standing in solidarity with all those who are facing escalating attacks on abortion rights, in the UK, US and worldwide;
2. send solidarity to unions and activist groups mobilising in defence of choice; and
3. support national and local solidarity campaigns in support of global abortion rights.

Transport Salaried Staffs' Association

P39 Defend and improve maternity rights

Basic rate statutory maternity/parental pay from April 2022 is just £156.66 per week, 47% of the National Living Wage, just over a third of women's average earnings in the UK, and substantially lower than international comparators

The failure of maternity pay to keep up with increasing costs of living is driving many pregnant workers/ new mothers into financial hardship.

The prospect of high childcare costs on their return to work, on top of debt incurred during maternity leave, is causing so much stress that 54,000 new mothers each year are leaving the workforce.

Now, maternity, paternity, and parental leave along with protections against unfair treatment are under attack through the Retained EU Law Bill.

Conference calls on the TUC Women's Committee and affiliates to:

- i. defend maternity, paternity and parental benefits and protections from any erosion through the Retained EU Law Bill;
- ii. Campaign for:
 - a) an increase in flat rate Statutory Maternity Pay to the national minimum wage for a 35-hour week, currently £332.50;
 - b) Paternity, Shared Parental and Adoption Pay increased to the same level; and
 - c) Maternity Allowance under Universal Credit regulations treated in line with Statutory Maternity Pay.

Unison

Solidarity with women and girls globally

P40 Gender equality in Iran

Sadly, in September 2022, Mahsa Jina Amini, was allegedly brutally beaten to death by police in Iran for showing her hair beneath her hijab.

Her tragic death sparked an outpouring of anger over women's lack of freedom, mass protests across the country, and global solidarity.

Iranian women took to the streets, burned their hijabs, cut their hair, and demanded an end to the curtailing of their rights. At least 133 people have died since the unrest began.

Conference commends the bravery of these women who despite the risk to their own lives continue to protest against a tyrannical government.

Conference acknowledges this year Iran was elected on to the UN Commission on the Status of Women, the principal global intergovernmental body dedicated to promoting gender equality and women's empowerment.

Conference calls on the TUC Women's Committee to -

- i. campaign to remove Iran from the UN Commission on the Status of Women;

- ii. write to the Iranian Chargé D'affaires urging Iran to investigate the circumstances of Mahsa Jina Amini's death, holding to account anyone responsible. Further call for respect for the right to peaceful assembly; and
- iii. invite a speaker on Iranian women's rights to address the 2024 TUC Women's Conference.

Associated Society of Locomotive Engineers and Firemen

P41 Supporting women's struggles across the globe

Conference reports that across the world the rights of women and girls continue to be violated:

- i. 15 million girls do not have access to primary education; and in Afghanistan, 1.3m girls are being denied secondary schooling. 1 Girls out of education are at increased risk of early and forced marriage, pregnancy and gender-based violence;
- ii. women's reproductive rights are under attack. Since 2020, women In Poland, have faced barriers to accessing legal abortions; and in the USA, new legislation seeks to restrict access to safe reproductive healthcare;
- iii. in Iran, Mahsa Amini died in police custody after being accused of not following strict clothing rules; and
- iv. women workers face violence. Al Jazeera journalist Shireen Abu Akleh was killed by the Israeli army in May; in Colombia, death squads have targeted teachers and health workers.

Conference resolves to:

- a) express solidarity with all women and girls fighting to secure their rights, including the right to quality public education;
- b) demand the UK Government reverse cuts to overseas aid, recognising cuts impact most on women and girls in low and lower middle-income countries;
- c) campaign for inclusive data and research about the experiences of women; and
- d) campaign in support of global women's rights with women trade unionists.

National Education Union

P42 Attacks on journalists covering the protests in Iran

Conference expresses solidarity with the brave Iranian women and men who have taken to the streets to demand the end of oppression and discriminatory laws, following the death of Mahsa Amini in the custody of the so-called morality police.

Congress also notes that journalists who have been reporting on the protests have been jailed and intimidated by the authorities, including Niloofar Hamedi, who reported from the hospital where Mahsa Amini was admitted, and Elahe Mohammadi, who covered Amini's funeral.

Journalists in the UK, working for the BBC Persian Service and Iran International, have also seen an escalation of threats to them and their families since the start of the protests.

Conference backs the work of the International Federation of Journalists which is compiling lists of jailed Iranian journalists and its work with the NUJ to highlight the attacks by the Iranian authorities on journalists and suppression of the freedom of the press.

Conference calls on the TUC to add its voice in condemnation of the Iran government's attack on women's rights and the right of journalists to report the protests without being labelled as spies and instigators of the demonstrations.

National Union of Journalists