

**2022 TUC Women's
Conference
Preliminary
Agenda**

Motions

Composite 1 (Motions 1,2,3,5 and amendments)– Tackling and preventing sexual harassment in the workplace

Conference welcomes the UK government's announcement (July 2021) that they intend to introduce a duty on employers to protect staff from sexual harassment, protections from third-party harassment, and to look at extending the time limit for employment tribunal cases. Achieving the changes to the law is urgent. Sexual harassment is rife in workplaces.

Sexual Harassment in the workplace continues to be a major problem for many women.

More than four-fifths of young women in the UK have been subjected to sexual harassment, (source UN Women UK (March 2021)).

A poll published in July by the TUC revealed that around 7 in 10 (68%) disabled women surveyed about sexual harassment have been sexually harassed at work.

TUC research recently revealed the persistent and widespread scale of workplace sexual harassment. Over 1 in 2 women and nearly 7 out of 10 LGBT workers are sexually harassed in the workplace.

After lobbying from the TUC, the UK Gov launched a consultation on sexual Harassment at work which closed in October. In their responses 54% of women said they had experienced harassment at work.

This conference condemns continued sexual harassment in the workplace. Reporting has been hampered by failure to provide anonymity therefore increasing victimisation, placing burden of proof on the individual, the adverse effect of increased stress, and working from home.

It can happen to anyone, however, the majority of those affected are women. Too many workers have had to put up with appalling behaviour for too long because they felt nothing would be done if they reported it. There is also evidence that the requirement to work from home during the pandemic has led to online sexual harassment becoming more prevalent.

Women (and anybody facing sexual harassment) need an alternative mechanism to report incidences, better protection, therefore improving chances of satisfactory result and closure.

Responding to the consultation the government said they intend to introduce a "duty" requiring employers to prevent sexual harassment, and introduce explicit protections from third-party harassment.

Conference welcomes the commitment of EHRC to work with the Government and others to produce a statutory Code of Practice on Harassment at Work to use in legal proceedings brought under the Equality Act 2010.

Believes:

- i) While welcoming the proposals we believe they don't go far enough, particularly as these measures do not give protection for self-employed women, a vast number in the creative industries.
- ii) While the changes in employment law go some way to protect women at work. The only way women can be fully protected from Sexual Harassment is to make it a criminal offence, both at work and outside of work.

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

- a) To continue to campaign against sexual harassment
- b) Continue to campaign for zero tolerance of sexual harassment in workplaces, including on-line abuse and for companies to adopt stand-alone sexual harassment policies
- c) Provide support to women whose work and employment arrangements make it more difficult to access immediate assistance and seek legal redress, such as seafarers and other cross-border workers.
- d) Develop a charter or pledge for trade union affiliates to sign up to encouraging respect and dignity to all women and an end to misogynistic behaviours – essentially creating sexual harassment free-zones.
- e) Press the government to act urgently to turn intention into action, change the law and enforce it.
- f) Make good on the campaign to force the Government to introduce an enforceable duty for employers to take all such steps to protect workers from Sexual Harassment.
- g) Campaign for the UK to ratify the Istanbul Convention and International Labour Organisation (ILO) Convention 190, an international treaty that recognises the right of everyone to a world of work free from violence and harassment.
- h) Following on from above, for the UK Government to fully endorse and ratify ILO convention 190 on Ending Violence and Harassment in the World of Work.
- i) Pressure the Government to make the collecting of data linked to the prevalence of workplace sexual harassment and its impact an annual exercise.
- j) To explore how sexual harassment might be made a criminal offence

Lobby Government to

- i) Increase EHRC's funding to increase enforcement effectiveness
- ii) Implement Section 14 of the Equality Act and review the limit of two characteristics.
- iii) Increase the time to raise a Tribunal claim to six months.

Engage with employers/unions to:

- a) establish levels of sexual harassment
- b) consider current reporting procedure with a view to introducing anonymous reporting
- c) consider better disclosing procedures
- d) provide training to increase awareness and a zero-tolerance culture in the workplace
- e) provide specialist in-house support with trade union oversight
- f) provide in-house trained investigators

AUE

CWU

PCS

UNISON

4. Sexual harassment

This conference welcomes the TUC Sexual Harassment in Focus training, aimed at helping managers embed preventative approaches to sexual harassment in the workplace.

This conference also notes however, that unfortunately, some trade union members and some trade union staff also experience structural sexism, and sexual harassment, assault and bullying in our own trade unions.

The women's uprising and #metoo movement has inspired a #meTU focus. We need to lead by example, call out any unequal treatment and recognise the profound impact on our democracy and ability to protect our members and effect change for good.

We note that these behaviours, which mirror what is happening in wider society, are not restricted to any one union body.

This conference agrees that the TUC should lead the way by:

- i) conducting an independent investigation into structural sexism, bullying and sexual harassment within its organisation and where found makes positive recommendations and participative training for change
- ii) encouraging all trade unions to conduct an independent investigation into structural sexism, bullying and sexual harassment within its organisation
- iii) ensuring that selections of independent investigators and any subsequent action or training involves the full democratic participation of women members and women's organisations in the TUC and unions.

6. Education, sexual harassment, and gender based violence

This conference notes:

- i) The continued and pervasive presence of harassment and violence on the basis of gender, and sexuality in our workplaces:
- ii) The importance of including educational as well as industrial and political challenges to the cultures and practices which foster or ignore harassment:
- iii) The role of education unions in helping their students to learn how to notice and oppose gender and/or sexuality based harassment and/or violence as well as in protecting/ defending workers from such harassment and violence.

We call on the TUC Women's Committee to take action

- a) to review and if relevant update TUC policies and practices which challenge sexual, gender and/or sexuality based harassment and violence
- b) to work with education unions to develop advice, training, and support for members' work in schools and in post school education to enable students to understand and oppose sexual, gender and/or sexuality based harassment
- c) to ensure that our policies and practices are fully intersectional to take full account of racial, disability, and identity elements in these forms of violence and harassment
- d) to report back on this work in 2022

University College Union

7. Sexual harassment against women and girls on public transport

Conference is concerned about the prevalence of sexual harassment against women and girls in public spaces, including on public transport.

Conference is aware that a recent survey of women public transport workers by the RMT Union found that:

- i) 70% were aware of passengers being sexually harassed on public transport in the last five years;
- ii) 60% had been sexually harassed by a member of the public in the last five years; and
- iii) 72% believe that sexual harassment on public transport is becoming a bigger problem.

Conference believes that fully staffed public transport networks are vital for keeping passengers and workers safe from sexual harassment and is concerned that the

Government and employers are seeking to cut public transport jobs and worsen pay and conditions. Conference calls on the TUC to campaign for fully staffed public transport networks.

Conference also believes that there should be tougher action taken against perpetrators and supports the 'Abuse of Public-facing Workers (Offences) Bill' sponsored by Olivia Blake MP, which would make verbal and physical abuse of public-facing workers a specific offence, and therefore calls on the TUC and affiliates to campaign in support of this Bill.

RMT

8. Domestic abuse

Conference notes a rise in domestic abuse since the pandemic, with police statistics showing a 6% rise in domestic abuse related offences in the year ending June 2021.

Conference believes domestic abuse is a workplace issue, recognising that work is often a place of safety for women experiencing domestic abuse.

Conference believes that workplaces have a duty to protect women and children, and can do so by:

- i) signposting specialist support
- ii) offering and publicising policies and procedures that support workers in this situation, including making workplace adjustments.

Conference believes no-one facing domestic abuse should face a choice between staying with an abuser and destitution. Conference believes the barriers that women with no recourse to public funds face in accessing support leave them at particular risk.

Conference calls upon the TUC to:

- a) Campaign for resourcing for the specialist support sector, particularly as additional funding provided during the pandemic comes to an end
- b) Campaign for an end to no recourse to public fund conditions so that all women experiencing or at risk of domestic abuse have access to financial and housing support
- c) Raise awareness of the rise of domestic abuse and the steps that employers can take to support workers experiencing it.

Community

9. Misogyny

Conference notes that misogyny hate crime is defined as "incidents against women that are motivated by the attitude of men towards women and includes behaviour targeted at women by men simply because they are women."

Conference notes that at present the law defines hate crime protected characteristics as "disability, race, religion, sexual orientation or transgender identity."

Conference supports change to hate crime legislation to include women. The omission manifests how profoundly misogyny is embedded in our society.

Conference believes that requiring the police to record and act on misogynistic hate crime and hate incidents is only a small part of a wider strategy needed to tackle institutional misogyny.

Conference recognises that given the lack of prosecutions of violence against women and the lack of advocacy support for women reporting crimes, there is a need for urgent action from Government to address the failures of the justice system.

Conference calls on the TUC Women's Committee to;

- i) Campaign for Misogyny in hate crime protected characteristics
- ii) Organise an awareness campaign around misogyny
- iii) Campaign for a public inquiry into institutional misogyny across the justice system.
- iv) Campaign for women's advocates to support women reporting violent attacks, hate incidents and hate crime.

Unite the Union

Amendment

Add

- v) Welcome the House of Lords decision to make misogyny a criminal offence.
- vi) Campaign against any attempt to reverse the House of Lords inclusion of misogyny as a criminal offence.
- vii) Monitor how the legislation is enacted.
- viii) Encourage, support and publicise the provisions of the new legislation to women members.

AUE

10. Gender Stereotyping

Conference notes that:

- i) Gender stereotyping continues in the majority of images reproduced in magazines, TV and films, and art images, in both analogue and digital mediums.

Conference instructs:

- a) The TUC Women's Committee continue to campaign against sexual stereotyping in all its forms.
- b) Commissions a working group of Trade Union Representatives and academics to produce recommendations of how practically we can challenge and change cultural stereotypes.

Artists' Union England

11. Global Elimination of Violence Against Women

Conference is alarmed that 1 in 3 women globally experience violence and the risk of intimate partner violence has increased during COVID. Years of unequal access to education, constraints on economic independence and lack of access to adequate food and medical treatment have all compounded to put women and girls at greater risk of all forms of violence.

The UN Secretary General recently stated that there is a direct relationship between increased investment in the tools of warfare and raised levels of insecurity and inequality for women.

Conference notes that the number of wars and conflicts across the world have increased in the past 12 months resulting in the displacement of women and children who make up the majority of the world's refugees and internally displaced persons and that this places them at increased risk of all forms of gender-based violence.

Conference condemns cuts to the UK aid budget which will impact efforts to prevent, reduce and resolve violent conflict and calls on the TUC to work with UK and international women's organisations including the National Assembly of Women to maximise financial and political effort to prevent violence against women.

British Dietetic Association

12. Violence against Women

We have witnessed over the last year woman campaigning around violence against woman following the shocking murder of Sarah Everard.

For years in healthcare our female workers have been subjected to violence, sexual harassment, misogyny, and verbal abuse and much more in the workplace from patients, colleagues and managers.

This is only exacerbated for our members who are lone workers who attend patients in isolated clinics or patients' homes where they do not know what sort of environment they may be entering or who may be present in that property.

Despite attention being brought to these issues we still hear time and time again members being scared to speak up for the fear of reprisal, or not being believed. This should not be the case in 2022.

We as women need to stand together, to support our sisters in all sectors/workplaces. Keeping silent on such behaviours will not change the future for the next generation of female workers. We call upon the TUC to support a national awareness campaign so that female workers can feel safe at work.

RCPod

13. Femicide

Equity's Women's Committee acknowledges the role of the entertainment industry in contributing to detrimental attitudes towards women which can perpetuate violence.

Year after year Conference motions highlight men's fatal violence against women. Femicide cuts across all sections of society e.g. class, ethnicity etc., and yet some women are afforded more empathy than others. Whilst some are more likely to be disbelieved, to be blamed, to be sent away without the help they need.

The Pandemic exposed the prevalence of domestic violence and abuse against women. The public outcry after the deaths of Sarah Everard, Sabina Nassa, Nicole Smallman and Bibaa Henry calls for profound change.

The 2022 Women's Conference calls on all TUC affiliates to:

- i) Clearly assess and challenge current portrayal of women in media images, and in the stereotypical storytelling of women's lives.
- ii) Work with the TUC to demand the Government listen and urgently act to tackle the societal issue of women's safety; to commit adequate funding for re-education, legal services for women and a full, statutory enquiry into police activity.
- iii) To support the work of Equity in calling upon production companies across the entertainment industry to take an active stance against discriminatory portrayal of women.

Equity

Amendment

Add a third paragraph: "Greater diversity at all levels within the creative industries is vital for improving the public portrayal of women."

Add to the instructions:

"iv) support the work of the creative unions to increase diversity and representation of women within their industries, especially at decision-making levels."

NUJ

14. Violence and Harassment in the World of Work

Congress applauds the work of the International Labour Organization (ILO), global unions and non-governmental organisations (NGOs) in their contributions towards securing the ground-breaking adoption of an ILO Convention that establishes global standards to end violence and harassment in the world of work.

Conference asserts that the historic level of momentum created by the mobilisation of the global trade union movement and civil society in achieving this result must be sustained for real change.

Conference recognises that women bear the brunt of gender-based violence, discrimination and structural power imbalances, which hinder their access to freedoms, safety and progression in the workplace.

Conference is deeply concerned that despite the implementation of this important labour standard, for over two years the UK Government has failed to ratify this Convention and protect workers from violence and harassment in the workplace.

Conference asserts that the trade union movement has a vital role to play in ensuring that this ILO Convention and its recommendations are ratified in full.

Conference calls on the TUC and affiliates to strengthen their campaigns and demand the Government to uphold its commitments to ratifying this important Convention. This is in order to end gender violence and other intersecting forms of violence and discrimination in the workplace.

NASUWT

15. Online attacks on women journalists

Conference notes that attacks on all journalists are increasing online and while our colleagues are out doing their jobs in the field. This abuse is getting worse, especially for female journalists.

A government survey in relation to the Online Harms Bill found that more than a third of women respondents said they didn't feel safe as a journalist in the UK and had experienced death threats, intimidation, bullying, sexism and racism.

Such abuse has a direct and detrimental impact on women journalists and their behaviour, professionally and personally. They are effectively silenced and forced to make difficult choices on which subjects to explore and expose in their working life.

Conference condemns all forms of harassment, which hinders the media from operating as it should, as it negatively affects the democratic process.

Conference calls on the TUC to encourage employers to increase protection for women workers by:

- i) forming policies which protect women from online abuse within the workplace;
- ii) liaising with police chiefs so complaints are investigated quickly and prosecuted;
- iii) exploring how work-related social media accounts can be restricted to prevent online abuse;
- iv) supporting the work of the NUJ on the National Committee for the Safety of Journalists. "

National Union of Journalists

16. Cuts to public transport and women's safety

Conference notes with concern that the government and private transport companies are cutting staffing levels on public transport, pursuing a redundancy programme in the rail and metro networks that could result in thousands of staff leaving the industry at a time when more than 80% of stations are already unstaffed all or most of the time and when rail companies have tried to cut guards from services; Conference also notes that

research from Transport Focus has shown that passengers want more staff on public transport not less, and believes this is particularly the case for women passengers who value a staff presence for assurance and safety. Conference therefore believes that cutting transport jobs will make public transport less safe for women passengers; supports the transport unions' campaigns against attacks on staff jobs, pay and conditions and supports any industrial action taken by affiliates to oppose these cuts.

RMT

17. Protection of workers who do late shift work

Shift work is essential in many industries, including the media. Employers may feel that their duty of care ends at the point the employee finishes their shift, but they must also take into consideration the journey home, especially when during unsocial hours.

In the light of the murders of Sarah Everard and Sabina Nessa, employers should be aware those working for them, particularly women, are concerned that their journey to and from work could be unsafe at night.

Conference calls on the TUC to identify and promote good practice including putting pressure on employers to put in place policies:

- i) which adopt risk assessments that include an individual's journey times and potential hazards once they've left the workplace.
- ii) provide expenses or taxis where there is no public transport;
- iii) include options such as allowing people to carry out late shifts by working from home where possible; and
- iv) which include protection for casuals and freelancers.

National Union of Journalists

Amendment

Add at the end of the second sentence "especially after dark."

Add a fifth ask which reads "v) Which make sure adequate lighting is provided in staff car parks and footpaths on work premises."

Royal College of Podiatry

Amendment

Add bullet points:

- v) Extend employers' duty of care to embed safe transport home policies for all workers.
- vi) Make free transport home for staff a prerequisite for new liquor licenses.
- vii) Campaign for trained staff, enforcement and reporting of sexual assault and harassment on public transport;
- viii) Lobby Government for safety and municipal ownership of buses

Unite the Union

18. Mothers in prison: the impact on children and young people

Conference is deeply concerned about the severe and long-lasting effects of maternal imprisonment, including exclusion from school, increased vulnerability to exploitation, mental health issues and risk of youth offending.

Children are not routinely offered the specialist support to deal with the adverse childhood experience of separation from an imprisoned mother.

Conference notes that:

- i) Approximately 8,000 women enter prison each year
- ii) 50% of women in prison have been excluded from school
- iii) 60% of women in prison have children aged under 18
- iv) Black women represent 11.9% of the women's population but 18% of the prison population.
- v) Approximately 18,000 children have an imprisoned mother

Conferences declares that most of the solutions to women's offending lie in improved access to community-based support services, including women's centres, which can enable women to address underlying problems which lead to offending.

Conference calls on the TUC to campaign for:

- a) community- based support services to reduce the social exclusion which leads to offending.
- b) awareness that women in prison have often been victim of much more serious offences than the ones they are accused of committing.
- c) funding for specialist trauma-informed support for children with a mother in prison.

NEU

Promoting Women's health and safety

C2 (Motions 19, 20 and amendment) – Women's health and the workplace

Conference notes that women make up the majority of working-age people and that they play an essential and positive role in the workplace.

There are over 16 million women in employment in the UK. Women face health concerns, and not all of them feel well-supported at work which in the long term is not good for them or their employer.

Almost 8 out of 10 women go through the menopause at work, yet almost half of them feel they could not tell their workplace that having to take a day off was because of

their symptoms, and 1 in 4 women consider leaving their job because of the menopause.

According to research by an all-parliamentary group 1 in 10 women live with endometriosis and four in 10 women fear losing their job because of it, and over a third say they earn less because of it.

Conference deplores the fact that women's health issues continue to be downplayed and even dismissed by many employers, resulting in many women being forced out of work.

Conference notes with concern that around two million people in the UK are now living with Long COVID, with women overwhelmingly outnumbering men as sufferers of the longer-term effects of COVID-19.

Conference is further concerned that despite the fact that women are disproportionately vulnerable to long-term inflammatory immune conditions such as endometriosis and ME/CFS, many sickness absence and health and safety policies fail to address gender-specific conditions.

Conference condemns the stigmatisation of women's health in the workplace and society in general, which results in many women suffering in silence and reluctant to seek the work-life adjustments they need.

Conference calls on the TUC and affiliates to:

- i) campaign for greater awareness of intersectional gender-sensitive health and safety issues; and
- ii) demand that workplaces develop gender-sensitive sickness absence and health and safety policies with mandatory training for all managers.

We therefore call on the TUC to continue raising awareness of both women's physical and emotional health and to campaign for employers to have Women's Health policies which includes:

- i) Recognising Women's Health Needs
- ii) Training and educating line managers in different health conditions and how they can support these.
- iii) Review Flexible Working patterns to incorporate health needs
- iv) Signpost women employees to the support available
- v) Bespoke health and safety risk assessments, tailored to meet women's needs, undertaken by trained staff

Conference calls on the TUC and affiliates to:

- iii) campaign for greater awareness of intersectional gender-sensitive health and safety issues; and
- iv) demand that workplaces develop gender-sensitive sickness absence and health and safety policies with mandatory training for all managers.

NASUWT

RCPod

C3 - Supporting women through pregnancy loss

Conference sadly acknowledges that 1 in 5 pregnancies in the UK ends in miscarriage, an event that requires time for a woman to grieve and heal.

Conference notes research from Maternity Action estimates that 150,000 working women will face pregnancy loss each year.

Current legislation dictates that any woman experiencing pregnancy loss before 24 weeks is required to take sick leave, yet these women are not ill, what they need is time and space to process their grief.

Time off for pregnancy loss before 24 weeks is often included in any sickness absence recording. The support available from employers is hit-and-miss. FDA members have reported not feeling able to take sufficient time away from work to deal with the physical/emotional implications of pregnancy loss

Conference commends Sarah Owen MP for her recent Bill seeking to extend parental bereavement leave to include women who have miscarried or whose baby was still born before 24 weeks, however Conference is disappointed that this is not expected to become law due to lack of parliamentary time.

Conference believes that changes must be made to legislation to remove the reliance on sick leave, a system that could find women in difficult situations through sickness absence policies and unsympathetic employers.

Conference therefore calls on TUC Women's Committee to, as a priority, campaign for legislation changes that allow women who experience pregnancy loss during the first 24 weeks to take bereavement leave. Further, that affiliates be informed and encouraged to join the campaign.

Conference calls on the TUC to work with unions to create a model policy that union activists can use to influence change in their workplace.

ASLEF

FDA

23. Neonatal Leave

Conference notes the continued inadequate support for new mothers and babies including the lack of flexible fully paid maternity leave and expensive, unaffordable privatised childcare.

There is no flexibility that takes account of the particular circumstances facing new mothers and babies - especially for families where babies are born prematurely. Maternity leave begins immediately, and no account taken of long hospital stays eating into this – mothers often left with a shortfall and facing a choice between financial detriment or caring for their child.

Government has stated its intent to introduce the right to 12 weeks' neonatal leave and pay for parents of babies under 28 days who spend more than 7 days in hospital in April 2023. However, this is too little too late.

Financial pressures on low paid women workers are increasing and we must do more.

Conference instructs the TUC Womens Committee to campaign for:

- i) the immediate introduction of at least 6 months neonatal leave on full pay with no qualifying period – additional to maternity leave
- ii) free and flexible state provided childcare
- iii) employers, to provide special leave on full pay until legislation is secured.

Public and Commercial Services Union (PCS)

C4 (Motions 24, 25 and amendment) – Menopause at work

Conference notes that 3.5 million UK women are going through the menopause. Symptoms can include hot flushes, memory issues, difficulty sleeping, anxiety and depression.

Conference believes that menopause is a workplace issue. It can leave women feeling unsupported, particularly in male dominated industries, pushed out of work or unable to access training or promotion opportunities.

Whilst the TUC has identified that 9 out of 10 workers of menopausal age felt that the menopause has affected their working lives detrimentally Equity's experience reflects the heightened discrimination faced by gig economy workers. This includes a lack of knowledge and expertise on the part of production companies in understanding statutory protections, and allied good practice, in prohibiting discrimination against menopausal women.

Equity's Women's Committee welcomes the opportunity of the TUC's Women's Conference to underline its commitment to eradicate the discrimination faced by women experiencing the perimenopause and menopause.

Conference recognises that flexible working can help make it easier to manage the symptoms of menopause. So too can small adjustments to things like uniforms, breaks, or room temperature.

Conference acknowledges that menopause can be a taboo subject, that managers and employers know little about. Conference believes all employers should have a menopause policy in place to support workers.

Conference recognises that awareness training for managers will help employers to better support workers, and to signpost appropriate support where needed.

Conference endorses Carolyn Harris MP's menopause revolution campaign and commends the creation of a menopause task force and the reduction in costs of HRT.

As such, we call upon Conference to support a co-ordinated strategy which seeks:

- i) To introduce the menopause as an explicit, new protected characteristic within the Equality Act (2010).
- ii) Undertake an extensive, national awareness raising campaign around this new protection, and including small-to-medium-sized businesses.
- iii) Renew and reinforce guidance for employers and industry bodies, and in particular advocating for a new ACAS Code of Practice on menopause and including an express focus on those with the status of worker and the self-

employed, and within this Code introducing a model policy on managing menopause, ensuring that this caters for small-to-medium-sized businesses also.

Conference calls upon the TUC to:

- i) Support affiliates to introduce menopause policies into all workplaces
- ii) Campaign for better healthcare information for women experiencing the menopause at work and increased awareness of relevant workplace rights
- iii) Expand training for reps on the impact of the menopause on women.
- iv) Encourage culture change in male dominated industries by highlighting positive examples of policies that support women going through the menopause and the tangible benefits of those policies such as improved mental health."

Community

Equity

26. Menopause in the Workplace

Since April 2001, anyone joining Her Majesty's Prison and Probation Service [HMPPs] as a prison officer is required to pass an annual fitness test as part of their terms & conditions.

Until recently, there were no allowances made for women in the menopausal stage of their life.

HMPPS' own Equality Impact statement highlighted that women are more likely than men to fail the fitness test and the allowance they have in place is that the test could be deferred for 6 months for women who can prove they are going through the menopause.

The POA believes that this is not enough, health professionals advise that the average length of time symptoms persist is 4.5 years following a woman's last period and 7.5 years in total.

Conference calls upon the TUC Women's committee to: -

- i) Raise awareness of the issues women suffer during the menopause with HMPPS
- ii) Campaign for the fitness test to be adequately adjusted for women going through the menopause and to provide increased support and understanding to prevent more women from being forced out of their operational roles because they are unable to demonstrate the required level of physical fitness.

Prison Officers Association

27. Funding of Eating Disorder Services

Conference welcomes the APPG on eating disorders report "Short-Changed" published in May 2021, which investigates the funding for children and young people's eating disorders services in England.

Conference notes that approximately 1.25 million people in the UK have an eating disorder of whom approximately 72% are women and girls. Eating disorders have the highest mortality rates among psychiatric disorders with anorexia nervosa having the highest mortality rate in adolescence. The earlier that specialist eating disorder treatment is initiated, the better the suffers chance of recovery.

Conference is concerned that only 90% of an extra £11m increase in funding for children and young people's eating disorder services awarded to Clinical Commissioning Groups in 2019/20 reached front line services.

There has been an increase in demand with referrals on the rise particularly during the pandemic.

Conference calls on the TUC to campaign to ensure that the recommendations of the APPG report are implemented including:

- i) CCGs should ensure that any additional funding they are allocated for this service is actually spent on them.
- ii) The Government should take action to ensure all eating disorder services can recruit, train and retain the staff they need.

British Dietetic Association

28. Mental health in film and TV

The mental health crisis in film and TV productions in the UK is no secret.

The Film and TV Charity's 2020 survey, showed nearly 90% of off-screen professionals have experienced mental health issues on the job, while one in 10 have attempted suicide. The Looking Glass survey found two-thirds of freelancers have thought about leaving the industry due to concerns over their mental wellbeing (66%). This increases to 77% of mid-career freelance women aged 30-39.

Conference recognises health and safety and working conditions have a role to play in the mental health and wellbeing of cast and crews (including some big failures in H&S becoming global news stories).

Bectu Sector of Prospect has been developing a template welfare policy for use by production companies, setting the tone of the working culture, including the expected standards of behaviour, to ensure all cast and crew are treated with dignity, equality and respect at work (in line BFI principles).

Conference calls on the TUC Women's committee to encourage the development of national welfare policies for companies or organisations where they don't exist, particularly in relation to providing first responders in workplaces, stress risk assessments and ways to improve work life balance for all.

Prospect

Bargaining for women's rights and representation

29. New Deal for Workers Supporting Women at Work

Women make up the majority of the workforce and yet opportunities for women are still not equal. Pay inequality continues, poor representation in the boardrooms, equally poor representation at senior trade union levels and the list goes on.

Covid19 continues to impact on everyone with women amongst the groups being disproportionately disadvantaged. Women are proven to be more likely to be responsible for caring responsibilities and as long Covid19 issues take hold this will have a greater effect on workers and wider society the burden of caring will mainly fall on women.

As part of the trade union movement focus on a new deal for workers, Conference calls upon the TUC Women's Committee to ensure that, as a minimum:

- i) Unions re-double their efforts to ensure flexibility is maximised for women trade union members to balance work-life when dealing with long Covid issues
- ii) A report is commissioned to assess the effect of the Gender Pay Gap during the pandemic
- iii) Any work on a green deal must ensure women have fair access to higher paid areas of work and genuine flexibility in the allocation of this work.

Communication Workers Union

30. Policies for Women

We note and understand the issues which frequently affect women in the workplace. Why do many organisations not have policies to deal with these issues faced?

We demand that employers make policy and provision for issues affecting women, in consultation and negotiation with trade unions. This should include standalone policies on; menopause, domestic abuse and female illnesses such as endometriosis. This is vital for women to be treated with fairness and consistency in our workplaces.

FBU

C5 (Motions 31, 32, 33) – Flexible working

Conference congratulates the TUC on their continued efforts to highlight the failure of the right to request flexible working, to meet the needs of working women.

Flexible working is vital for the future of work. Employees and trade unions have been campaigning for years to increase flexible working rights for working women citing the benefits to businesses including increased productivity, recruitment and retention. Additionally of course, there are benefits for employees, including a better work life balance and, critically, helping to address the gender pay gap.

Many women are carers for children and adult dependents and need to be granted flexible working arrangements in order for them to achieve work-life balance.

Recent CSP polling showed that 27% of those surveyed had carried out some of their work from home. When considering a future career move, 42% indicated they would want the flexibility to work partly from home. A new national collective agreement in the NHS England staff the right to request flexible working from day one of their employment. Although not perfect, this is a significant step forward, in particular for workers who are experiencing domestic abuse; are carers; have disabilities or are experiencing the menopause. However, many workers in the UK do not have access to the same rights

Despite almost universal support for flexible working amongst workers the majority of low paid working women continue to be denied access to genuine two way flexibility in the labour market. In sectors like the retail sector flexibility is wholly employer centered. It has become a by word for casualisation - shorthand for job insecurity, low hours contracts, short notice changes to hours and low pay. Genuine two way flexible working including getting hours of work that fit around family life is a key feature of decent work. Decent work isn't and never was solely about pay.

Both Government Policy and Legislation have failed to deliver flexible working arrangements across all Employers and it is only now with difficulties recruiting and retaining the workforce that some Employers are willing to be flexible to allow women to reduce their working hours to enable them to continue working and receive the support they should in balancing work and family life.

The Government Guidance identifies job sharing, working from home, part-time, compressed hours, flexitime, annualised hours and staggered hours. Women returning from maternity leave, parents and carers have a right to request flexible working it is not a right to flexible working and there is a long list of reasons where an Employer can legitimately turn down flexible working; cost, inability to reorganise the work, negative effect on meeting customer demand etc.

Conference calls upon the TUC Women's Committee to continue to:

- i) Campaign for a family friendly framework of rights that reflects the reality of women's working lives and the labour market in the 21st century.
- ii) Ensure the experiences and needs of low paid working women inform the TUC campaigning, political and collective bargaining priorities.
- iii) Support affiliates in their attempts to resist casualisation and win secure, well paid and decent work for all working women.
- iv) Make further recommendations on how to encourage employers to work with trade unions to ensure flexible working requests are enacted fairly.

Conference calls on the TUC to do all it can politically, industrially and legally to make flexible working a Day 1 right as opposed to a request which is available after 26 weeks and on only one occasion in 12 months.

Conference calls on government to: Show their commitment to 'levelling up' by enabling all workers to request flexible working from day one of employment.

CSP
PoA
USDAW

34. A key moment for Equality Impact Assessments

As we begin the long recovery from the pandemic, we must show a demonstrable commitment to right the avoidable inequalities in access to healthcare that exist in the UK and were exacerbated during the pandemic. NHS Trusts, Health Boards and healthcare providers have an opportunity to influence the systemic differences in accessing healthcare services due to protected characteristics such as gender, race and disability.

Equality Impact Assessments are a powerful tool to prevent discrimination against women at work and consider the impact that policy, strategy or a project may have on under-represented groups. We also know that compliance with the Public Sector Equality Duty is inadequate, with a wide variation in the volume and nature of data published.

EQIA's must urgently be carried out in the pandemic recovery, to ensure proper consideration has been given to the impact of recovery plans on equality and to avoid exacerbating existing health inequalities. Conference calls on TUC Women's Committee to:

- i) Urge healthcare unions, to ensure EQIA's are being carried out in NHS Trusts and healthcare providers.
- ii) Call on public sector employers to carry out their duty to comply with the Public Sector Equality Duty

Chartered Society of Physiotherapy

35. Industrial Injuries Benefit Scheme

This Conference acknowledges the Industrial Injuries Benefit Scheme has been in use since 1948 and provides no-fault compensation for people who are disabled because of an accident at work, or who have one of certain prescribed diseases caused by their work. Conference notes that in 1948 there were very few predominately-female workforces, and women's work was largely hidden and undervalued.

The main benefit in the scheme is Industrial Injuries Disablement Benefit (IIDB). Other benefits can be claimed as part of the Scheme, such as Constant Attendance Allowance for people who receive a maximum award of IIDB, and Reduced Earnings Allowance for people affected prior to 1990. Around 183,000 people received IIDB in the last quarter of 2020. The vast majority of recipients (78%) are male. The number of new cases has been on a general downward trend since 2002.

Conference calls upon the TUC to raise the profile of this issue, and to promote the Industrial Injuries Benefit Scheme, particularly with women members - with the view to launching workplace campaigns to ensure that women's work and work-related injuries and diseases are recognised within the scheme thus enabling them to access this benefit.

GMB

36. Black Women in music

Black Lives in Music's report 'Being Black in the UK Music Industry' exposed the structural racism that exists in the music industry and remains a barrier to career progression for Black musicians.

The report revealed:

- i) 89% of Black women have experienced barriers to progression
- ii) 43% of Black women have felt the need to change their appearance because of their race/ethnicity
- iii) 42% of Black women believe their mental wellbeing has declined since starting their music career

When devising and delivering solutions to tackle racism, there must be a focus on intersectionality to tackle the multiple forms of inequality Black women face.

Conference calls on the TUC to:

- a) Raise awareness of the need to decolonise MA Music Therapy training curriculums and entry requirements to produce more Black practitioners

Lobby Government to:

- 1 Introduce mandatory ethnicity pay gap reporting for companies with over 50 employees
- 2 Widen gender pay gap reporting to include companies with over 50 employees
- 3 Enact Section 14 of the Equality Act so that individuals can bring discrimination claims based on multiple protected characteristics
- 4 Supply additional funding to tackle racial disparities in mental health
- 5 Make the teaching of Black histories, achievements, and cultures mandatory in the school curriculum in England

Musicians Union

37. Mothers & Parents in The Music Industry

Conference notes that many women and parents have put their careers on hold due to caring responsibilities. Research by Pregnant then Screwed revealed that during the Covid-19 pandemic 72% of mothers worked fewer hours because of childcare issues.

The picture is bleaker in the entertainment sector. A survey by Parents & Carers in Performing Arts highlighted that during the Covid-19 pandemic:

- i) One in four women were doing 90% of the childcare and were struggling to work or to seek work.
- ii) 72% of parents and carers were considering abandoning their career.
- iii) D/deaf and disabled women and parents or those with long-term health conditions were twice as likely to have taken on full-time caring responsibilities.

The current systems we have in place to support mothers and parents are broken, especially as they apply to the self-employed.

With adequate support mothers and parents can have careers and raise a family.

Conference asks the TUC to lobby Government to:

- a) Subsidised childcare from six months old
- b) Extend Shared Parental Pay to self-employed workers
- c) Revise maternity leave as it applies to the self-employed
- d) Introduce a parental allowance for those who may not qualify for statutory pay

Musicians Union

38. Reform shared parental leave policy and enable more equal parenting

Shared parenting is widely accepted to be essential to tackling gender inequality in the workplace, at home and in wider society. However, the government's flagship Shared Parental Leave (SPL) scheme has failed to drive a societal shift towards more equal parenting; in 2019/2020, the scheme's fifth year, take-up among eligible fathers was just 3-4%.

The SPL scheme is fundamentally flawed, requiring the sacrifice of maternity leave to a second parent – a system that fails to recognise fundamental differences of purpose of maternity and other parental leave. Mothers need paid leave to recover from the physical and mental impacts of pregnancy, childbirth and breastfeeding.

The policy is further undermined by its administrative complexity, restricted eligibility and low rates of pay.

Conference calls on the government to reform the UK's parental leave policy, replacing the failing SPL scheme with a genuinely equitable system that:

- i) Guarantees individual and non-transferable rights to leave for each parent
- ii) Significantly enhances paid leave entitlement of second parents while retaining the existing rights of mothers to 52 weeks maternity leave (including 39 weeks paid leave)
- iii) Is available to all working parents regardless of employment status
- iv) Increases the basic rate of statutory pay

Royal College of Midwives

39. Gender representation in the green economy

Conference recognises the seriousness of the climate emergency, and notes that whilst the government have belatedly published a Net Zero Strategy, much of the detail of how exactly we will achieve our climate goals remains unclear. One key area where unions have ongoing concerns is the creation of a diverse and inclusive low carbon economy that is capable of sustaining good quality jobs.

The existing low carbon economy has a poor record on gender diversity. As the Green Jobs Taskforce noted, building a skilled and inclusive green workforce will necessitate removing the existing barriers faced by women and workers from other underrepresented communities. Whilst employers are increasingly making positive noises about improving gender representation, this has rarely been matched by concrete action to bring about real change.

Conference calls on the TUC and member unions to continue to put pressure on employers and government to implement the recommendations of the Green Jobs Task Force, including:

- i) Publishing regular data on gender diversity and inclusion in the low carbon economy
- ii) Working with unions to improve pay, recruitment, retention, and inclusion practices
- iii) Setting stretching targets for increasing the representation of women, especially in STEM and leadership roles.

Prospect

40. Fix staff shortages in NHS maternity services

The UK is experiencing a crisis in maternity staffing. Covid-19 exacerbated the NHS's long-standing issues of understaffing, with sickness absence and additional pressures on service provision compounding a pre-pandemic shortage of 2,000 midwives in England alone.

Midwives and maternity support workers are at breaking point. Enormous demands on overstretched maternity services are causing record levels of physical and mental burnout for workers. Morale is plummeting, with 92% of respondents to RCM's 2021 annual member survey saying they do not feel their work is valued by the current government.

This crisis is self-perpetuating. Over half of RCM members say they are considering leaving their job as a midwife, with 57% of those considering leaving planning to do so in the next year.

If allowed to continue, the exodus of midwives from the profession will impede the ability of maternity services to provide acceptable levels of safe, quality care. Already, more than two thirds of RCM members are reporting dissatisfaction with the quality of care they are able to deliver.

Conference calls on the government to take urgent measures to improve retention and recruitment of maternity workers, and protect safety in maternity services by keeping midwives in midwifery.

Royal College of Midwives

41. Protecting women's rights - CEDAW

Conference is concerned that COVID-19 has increased inequality for women. Since the start of the pandemic, the number of women in the workforce has declined and their earnings have reduced. Society still expects women to take the lion's share of caring responsibilities. Discrimination is pervasive – in the workplace and at home.

Conference believes that a commitment to gender equality must lie at the heart of plans for a sustained and just recovery after the pandemic and that there needs to be clearer political leadership on gender equality. By ratifying the UN Convention on the Elimination of all Discrimination Against Women (CEDAW) in 1986, the UK committed to eliminate discrimination against women in all aspects of life. Conference calls on the Conservative Government to incorporate CEDAW into domestic law to enforce gender equality. Conference calls on the TUC Women's Committee and affiliates to:

- i) campaign for the necessary legislation and funding to make women's working lives easier and to get gender equality back on track, including day one rights to flexible working, paid parental and carers' leave and affordable childcare.
- ii) campaign for the implementation of CEDAW into domestic legislation to help eliminate discrimination and ensure gender equality.

UNISON

42. Equal Pay

Conference notes 51 years after the Equal Pay Act, there are still industries with a 48% gender pay gap compounded by deeper pensions, race and disability pay gaps for women.

Conference welcomes the Equality Trust's work with unions to develop a new Equal Pay tool kit for trade union reps negotiating equal pay at work.

Conference believes the trade union movement must prioritise equal pay in our collective bargaining strategies, and take action on equal pay in order to close the gender pay gap.

Conference believes we must build collective power and take coordinated action to deliver effective equal pay campaigns to tackle companies that undercut on pay, and take all types of action to deliver a pay rise for women.

Conference resolves to;

- i) Work with our women union reps to agree equal pay bargaining priorities and ensure that progress is measured and monitored
- ii) Build our network of union equality reps and ensure that they are part of pay negotiating teams.
- iii) Launch a dedicated 'equal pay' campaign targeting employers where women are underpaid and undervalued.
- iv) Tackle deep gender occupational divides and bargain for more women in apprenticeships
- v) Organise women workers in under unionised sectors such as hospitality and social care.

Unite the Union

43. Post pandemic work patterns and job insecurity

This conference notes:

- i) The impetus which the pandemic has given to developing different forms of working notably home based and online working:
- ii) TUC campaigns to develop worker friendly forms of flexible working, including the needs of women workers:
- iii) Concerns that new patterns of working will further undermine secure employment and decent safe working conditions and rights, which often have worse effects on women than on other workers.

We call on the TUC Women's Committee

- a) to work with the TUC and affiliated unions to ensure that women workers' needs, rights, and interests are central to union responses and policies regarding new working arrangements of the kinds described above

- b) within that work to prioritise resistance to any increases in job insecurity and discrimination against casualised and/or zero hours workers, who are often women
- c) to pay regard to how gender disadvantage interacts with race, disability, sexuality and migrant status to create many sided discrimination
- d) to report back on this work in 2022

University College Union

44. The Impact of Automation on Women's Work

Conference notes that the advancement of new technology continues to transform the way we shop. The pandemic has accelerated the trend towards automation in the retail sector triggering a seismic shift towards online food shopping and the further expansion of self-service checkouts.

Retail work has historically been gendered in terms of the roles which men and women carry out. Despite some progress the sector remains highly segregated. Key job roles in the retail sector that are at high risk of automation are those predominantly occupied by women. Automation will further exacerbate women's inequality if it proceeds unchecked.

Whilst technology can work in women workers favour, Conference recognises that without union action both the quantity and quality of women's work in retail will deteriorate. The role of unions is crucial in mitigating the negative impacts of technological advances on women and women's equality.

Conference asks the TUC to:

- i) Continue to highlight the unequal impact of automation on women's jobs, incomes and lives and support union campaigns for decent work.
- ii) Call for a legal duty requiring all employers to conduct and publish Equality Impact Assessments and a legal right to collective consultation on the introduction of new technologies at work.

USDAW

Solidarity with our international sisters

C6 (Motions 45 and 46) – Solidarity with women and girls in Afghanistan

In August 2021 the Taliban seized control of Afghanistan, Conference believes that despite assurances from them to protect the rights of all Afghans, including women the stark reality is women's rights are being eroded quickly.

Conference notes with deep concern that Afghan women and girls face the removal of their human rights to education, work, and freedom of movement. The humanitarian crisis in Afghanistan will disproportionately affect women and children, leading to malnutrition, famine and the loss of healthcare provision.

Evidence shows the withdrawal of rights previously held by women:

- i) When forming the interim cabinet, the Taliban declined to offer any positions to women instead disbanding the 'Women's Affairs Ministry' replacing it with the all-male 'Department of Vice and Virtue'.
- ii) Young women are being denied access to education when secondary schools reopened only boys could return.
- iii) All women except those employed in public sector health have been instructed not to return to work.

Conference further notes that:

- a) millions of girls are still unable to return to school
- b) women, including teachers and other educators, are confined to the home
- c) women health workers remain afraid to return to the workplace through fear of Taliban reprisals
- d) 10 million children require humanitarian assistance, and 23 million people are facing starvation.

Conference is alarmed that in September 2021 women protesting for equal rights encountered Taliban soldiers who threatened them with death, beat and openly whipped them. Conference is also concerned that local journalists have been detained and tortured to prevent them from reporting on events.

Conference therefore calls on the TUC Women's Committee to:

- 1) send a public message of solidarity to the women of Afghanistan.
- 2) invite a speaker from the Afghan Women's Network to address the 2023 TUC Women's Conference about the issues facing women in Afghanistan.

Conference calls upon the TUC to lobby the UK Government to :

- i) Work with international partners to ensure safe and legal exit from the country for Afghan women and girls at risk of imminent danger.
- ii) Extend the ARAP (Afghan relocations and assistance policy) to include Afghans who are at risk of persecution due to their activism, including on women's rights.

- c) Call on the Taliban to uphold the fundamental rights and freedoms of women and girls, including by maintaining a UK diplomatic presence in Afghanistan.
- d) Halt the Borders Bill, an anti-refugee piece of legislation.

47. Climate Change Affecting Women Worldwide

Firefighters know an emergency when we see one. We are already facing extreme weather conditions, devastating wildfires and floods at a frequency like never before. The world is facing a climate emergency with catastrophic consequences, it has been proven that this will disproportionately affect women and lower income countries worldwide.

We must demand more from world leaders. The recent Cop26 Summit did not provide the ambitious and completely necessary actions to prevent global warming surpassing a level which will lead to widespread death and disaster.

We must:

- i) Support campaigns and movements fighting for climate justice
- ii) Demand more action from political leaders in the UK and worldwide
- iii) Demand the repeal of anti-protest laws so that campaigners can raise the emergency relating to climate change without the threat of being criminalised
- iv) Demand the repeal of anti-Trade Union laws which inhibit workers' demands and actions fighting climate change.

FBU

48. Nicaragua

This conference recognises;

That the punitive sanctions imposed on Nicaragua and the USA-orchestrated attempted coup in 2018 have disproportionately affected women

That Nicaragua is a global south nation suffering extreme climate injustice which COP26 has signally failed, with women hit hardest

That the US has still not repaid the £13 billion of reparations awarded by the International Court of Justice at The Hague in 1986.

That finance is urgently needed for infrastructure, health care, education, and climate adaptation which would improve the lives of the women and their families in Nicaragua.

Conference resolves to;

- i) Call on the British government to respect Nicaragua's sovereignty.
- ii) Encourage trade unions, especially women's groups to affiliate the Nicaragua Solidarity Campaign Action Group

- iii) Demand that the UK government pressurizes the US to pay the reparations ordered by the ICJ
- iv) Demand that the IPCC ensures that wealthy colonial nations pay their fair share into 'loss and damage" and reparations funds to Nicaragua and the global south
- v) Urge TUC and trade unions to join Fridays for the Future actions
- vi) Affiliate to the COP26 coalition or its successor
- vii) Explore how trade unions can work with Nicaraguan women's groups for climate justice and climate mitigation

TSSA