



Agenda

TUC Women's Conference 2011

81st TUC Women's Conference 2011

Floral Floral Hall, Winter Garden, Eastbourne

Wednesday 9 March 4.00 to 17.30

Thursday 10 March 9.30 to 17.30

Friday 11 March from 09.15

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Section one

Motions

1 SPENDING CUTS

(see Composite motion 1, page 27)

Conference is appalled at the government's spending cuts and the disproportionate way they affect the most vulnerable in our society. Women and children are disproportionately affected by these cuts. Women generally make up a high number of public workers, and disabled women are targeted not only in this way but also by the benefit cuts and the access to work changes. Conference instructs the TUC Women's Committee to work with affiliates in delivering a campaign to raise awareness of this unfairness.

Transport Salaried Staffs' Association

Amendment

Replace the third sentence of the motion with:

“Women make up a high number of public workers, and disabled women are targeted not only in this way but also by benefit cuts such as the replacement of Disabled Living Allowance with a new personal independence payment that will have far tighter eligibility criteria; by the access to work changes; and by cuts to NHS services of particular value to disabled people.”

Chartered Society of Physiotherapy

Amendment

Add at end of penultimate sentence:

“and reductions in funding to local authorities for supported employment”.

Add to last sentence:

“and in supporting women workers to oppose detrimental changes to benefits and cuts to services.”

Community

2 WOMEN UNITED AGAINST THE CUTS

(see Composite motion 1, page 27)

Conference is appalled at the devastation that the coalition government is wreaking on our public services and on the most vulnerable in our society.

Services targeted include adult social care, children's services and mental health services. When services are run for private profit, quality of care and service falls, and it is inevitable that as services return to critical care rather than early intervention, women will bear the brunt of these cuts, as service providers and carers.

It is predicted that at least half a million public sector workers will lose their jobs. Conference believes that these cuts in jobs, services, pay and pensions are driven by ideological dogma, evidenced by the government's refusal to consider the very real alternatives, including taxing banks and financial institutions that caused the credit crunch, a fairer tax system,

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and growing not shrinking our public services to provide jobs and boost the economy.

Conference calls upon the TUC and affiliates to use all means possible to exert pressure on the government and politicians at local, regional and national level to withdraw from this attack on our communities, to look again at an alternative budget and to commit to properly funded, publicly provided services.

UNISON

Amendment

Insert new paragraph 3:

The proposed privatisation of the health service beginning with the GP commissioning process will impact severely on women's health, welfare and work. This will lead to a reduction in qualified health staff including nurses, and needs to be resisted and opposed. There is clear evidence that mortality and morbidity decreases as numbers of professionally qualified staff increase.

University and College Union

3 NO CUTTING BACK ON WOMEN'S EQUALITY

(see Composite motion 1, page 27)

As the voice of working women, the TUC Women's Conference is outraged by ConDem coalition cuts to jobs, services and the welfare state, and the disproportionate effect on women of all ages in public and private sectors. Conference is also deeply concerned at increasing women's poverty, job insecurity, and the impact on their families today and for coming decades; as well as growing employer backlash against women's rights as workers and trade unionists.

- i) Conference calls on the TUC and the TUC Women's Committee, with affiliates, to:
- ii) protect our achievements and gains through 'eternal vigilance'
- iii) fight for the rights of women workers and expose their actual financial losses as part of our campaign against job and service cuts
- iv) ensure women's equality is central to the trade union campaign for jobs, growth and justice – for an alternative to the cuts
- v) advance the aims of our Women's Charter including mandatory equal pay audits; decent pensions for all women; family/children's rights; statutory rights for union equality reps and equality impact assessments
- vi) organise and support working women for the TUC rally on 26 March 2011
- vii) link up with TU Council of the Isles Women's Committees, community and women's organisations who share these aims.

Unite

4 AUSTERITY CUTS

(see Composite motion 2, page 28)

Conference notes that the gender audit of the Budget carried out by the House of Commons Library clearly demonstrated that women will bear the brunt of the revenue-raising measures introduced by the ConDems. The gender audit showed that of the £8bn net revenue to be raised by 2014–15, almost £6bn will be from women!

Conference also notes that the Women's Budget Group's report, *The Impact on Women of the Coalition Spending Review* clearly shows that women again will lose out more than men under this government. The report's analysis shows that lone parents and single pensioners, the majority of whom are women, will suffer the greatest reduction in their standards of living. Cuts in welfare spending will fall disproportionately on women. The policy direction of this government is to force women back into the home rather than address the real needs of women.

Women should not bear the brunt of austerity measures caused by the greed of reckless bankers. Conference believes that the attacks on women should feature prominently in any TUC propaganda disseminated to fight the cuts.

National Union of Rail, Maritime and Transport Workers

5 SERVICES FOR WOMEN 'CON-DEM'D'

(see Composite motion 2, page 28)

Conference condemns the vicious cuts announced by Chancellor George Osborne on 22 June 2010.

We have seen attacks on the Health in Pregnancy Grant and the Child Trust Fund. Working Tax Credits are also in the sights of the Chancellor to make them payable to far fewer people. In addition to this we have seen cuts to vital support services such as rape crisis centres. All these cuts are having a hugely disproportionate effect on women.

In addition to this, Conference welcomes the judicial review that has been initiated by the Fawcett Society against the coalition government, after it became clear that the cuts

being driven would have a direct impact on women.

Conference calls for the incoming TUC Women's committee to lobby the government to make them aware of this disproportionate effect and to seek to put pressure on the government to review the decisions around those cuts that have a direct impact on women, i.e. those mentioned above. We should also seek to maximise PR from the judicial review if the situation permits.

Communication Workers' Union

Amendment

In paragraph 2, after "Child Trust Fund" insert:

"along with the axing of free antenatal classes in many areas."

Associated Society of Locomotive Engineers and Firemen

6 IMPACT OF THE COALITION CUTS ON FREELANCE WOMEN

(see Composite motion 1, page 27)

Conference is appalled that since the coalition government came to power the changes have been swift and the cuts deep and biting. Women have felt the impact of redundancies and closures on top of pay freezes and recession. Women in the public sector have been hard hit and the unions have come together to say this is unfair and wrong. Conference notes that in BECTU almost half of women members are freelance and the effect on these women is severe, as support and services are cut back and almost non-existent. Last year Skillset research showed that shockingly 5,000 women left the TV industry alone in the last

Motions

three years, compared with 750 men. Our own industries are always vulnerable; we spend our lives looking for work and living close to the breadline. Conference commends the TUC on the campaign 'All Together for Public Services' and asks that the TUC recognises that it is not only employed women who are vulnerable, but the many women who work freelance and casual contracts. Conference highlights this and feels convinced that equality legislation aimed at protecting these and other women will be watered down if possible by the coalition government, whilst seeking to create 'The Big Society'.

Broadcasting, Entertainment, Cinematograph and Theatre Union

7 PROTECT PUBLIC SERVICE WORKERS

Conference deplores the fact that the Tory-LibDem coalition's 28 per cent local government funding cut has to date resulted in threats of:

- i) over 50,000 job losses, with tens of thousands more expected
- ii) Section 188 imposition of lower terms and conditions for another 50,000 staff
- iii) pay cuts in several councils of up to 5.4 per cent on top of redundancies.

Conference notes that:

- a) local government is a predominately low-paid, female workforce
- b) the likes of school meals staff, street cleaners and classroom assistants are not to blame for the national deficit
- c) all council workers have already had a pay freeze in 2010–11.

Conference further notes that:

- 1) the Tory-LibDem coalition promised to exempt public sector workers earning less than £21,000 from its planned pay freeze
- 2) two-thirds of the local government workforce are below this threshold
- 3) the Shadow Minister for Equality revealed that women will shoulder nearly three-quarters of the government cuts.

Conference therefore calls on:

- A) the Secretary of State for Local Government to honour the coalition's pledge to protect these workers from its austerity programme
- B) the TUC General Council to rally opposition to the attacks on local government jobs and conditions through its All Together for Public Services campaign.

GMB

8 GENDER IMPACT OF WELFARE REFORMS

(see Composite motion 2, page 28)

Conference is opposed to the government's welfare reform plans, including slashing £18bn from the benefit budget, and their devastating impact on women's lives.

Conference notes:

- i) 51,000 public sector workers currently administer benefits, including the planned Universal Credit, across HMRC, DWP and local authorities
- ii) the Universal Credit plans envisage a computer system that can process claims and changes automatically without human input
- iii) the government's reliance over the past decade on the private sector to provide

computer systems that have not worked, or failed completely

- iv) the lack of jobs available compared with the numbers seeking work
- v) the benefit system is complicated, mainly because people's circumstances are complicated.

Conference calls on the TUC Women's Committee to:

- a) research the gender impact of the government's welfare reform plans
- b) encourage the affiliates which organise workers who administer benefits to coordinate campaigning against the government's plans and oppose the slashing of public sector jobs altogether
- c) campaign to oppose the impact of harsh welfare reforms, such as compulsory workfare, increased sanctions, housing benefit cuts and increased conditionality for single parents – all of which will have a damaging impact on women, families, carers and children.

Public and Commercial Services Union

9 WOMEN ORGANISING IN DEFENCE OF PUBLIC SERVICES

(see Composite motion 1, page 27)

Conference welcomes Composite 10 carried at TUC Congress 2010, which rejected the argument that cuts in public services are necessary to pay for a deficit crisis not of our making, and resolved to build a broad solidarity alliance of unions and communities to oppose the government's austerity measures.

These brutal public spending cuts will also deepen inequality, with 72 per cent of the cuts expected to be borne by women.

Conference welcomes the growing mass opposition to the government's cuts programme, including the inspiring protests by students, young people, disabled groups and black communities. Women facing the multiple impacts of cuts have been at the forefront of these protests.

Conference calls on the Women's Committee to:

- i) highlight the disproportionate impact on women of government cuts
- ii) ask affiliates to encourage women members to get involved in anti-cuts campaigning in their local areas to oppose all public service cuts and job losses
- iii) support women in communities fighting to defend public services
- iv) build support for co-ordinated industrial action in defence of public service jobs and conditions in line with TUC policy.

Public and Commercial Services Union

10 MAKING THE MOST OF THE EQUALITY ACT

(see Composite motion 3, page 30)

Conference is disappointed to note the failure of the Equality Act 2010 to address fundamental inequalities in society, with public services under attack, budgets being cut, services being outsourced and pay frozen.

The Act and the single equality duty, replacing the existing sex, race and disability discrimination duties, were intended to harmonise equality legislation, but many of the crucial elements that made the duties effective tools to use in defending public services, jobs and staff terms and conditions have been lost – including no specific duty on procurement; no effective measures to tackle equal pay; and

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watered down requirements for public sector equality action planning.

Women make up 65 per cent of public sector employees. Where services are outsourced, evidence shows that terms and conditions worsen – further exacerbating the gender pay gap and compounding the inequalities identified in the emergency budget and the CSR.

Conference therefore calls upon the TUC Women’s Committee to work with affiliates to lobby the government for full implementation of the Equality Act 2010; to ensure that the EHRC has the resources it needs to play an effective enforcement role and that both the public and private sector are held to account for their failure to deliver on equal pay.

UNISON

11 GENDER EQUALITY DUTY AND THE EMERGENCY BUDGET

(see Composite motion 3, page 30)

Conference notes the Fawcett Society legal challenge to the emergency budget aimed at compliance with the gender equality duty. As agreed at last year’s Conference, fulfilling this duty is particularly important in considering measures to address the current high level of public sector debt, because women are more likely than men to use public services and to work in the public sector. This is particularly true for women facing multiple discrimination, for example due to ethnic minority background and/or disability. Compliance with the gender equality duty is even more important given the scale of public spending cuts planned by the coalition government.

Conference calls on the TUC to redouble its efforts to work with public bodies and enforcement authorities to ensure compliance

with the gender equality duty, including identification and promotion of measures to mitigate the likely negative effect on women identified by equality impact assessments of spending cuts.

FDA

12 PUBLIC SECTOR EQUALITY DUTY

(see Composite motion 3, page 30)

Conference welcomes many aspects of the 2010 Equality Act but opposes the coalition government’s approach to the public sector equality duty. Conference regrets the removal of the specific duties to consult trade unions, to involve disabled people, to provide training to staff, and to consider the need for objectives to address the causes of the gender pay gap, as well as evidence-gathering and impact assessment requirements. Conference does not believe the government’s reliance on transparent outcomes will promote good practice by public sector employers.

Further, Conference notes that employers of fewer than 150 staff are to be exempt from the specific duty to publish data on equality in their workforces, in particular on the gender pay gap. This limit excludes many smaller schools where the governing body is the employer, such as voluntary aided schools and academies.

Conference calls on the TUC and affiliates to campaign for employers to maintain good practices on gender equality duties on a voluntary basis.

Association of Teachers and Lecturers

13 PUBLIC SECTOR EQUALITY DUTIES

(see Composite motion 3, page 30)

The new public sector duties covering all protected characteristics under the Equality Act will come into effect in April 2011. The specific duties under the Act have significantly weakened the previous duties in relation to gender equality. It is therefore of particular concern that employers in the public sector will revert to the most minimal actions in carrying out their duties.

Conference encourages all affiliated unions with members in the public sector to ensure that:

- i) employers continue to carry out equality impact assessments (EIAs) on proposals for cuts and redundancies, which particularly take account of women's position in the organisation
- ii) the criteria for selection for redundancies undergo an EIA
- iii) where redundancy selection takes account of the appraisal process, then this in itself has undergone an EIA to ensure that part-time and BME women are not unfairly targeted.

Conference further calls on the Women's Committee to:

- a) monitor the impact of cuts and redundancies on women
- b) gather examples of good practice on the operation of the new equality duties in the public sector as a resource for affiliates.

Prospect

14 TORY-LIBDEM CUTS – FREE SCHOOL MEALS AND PUBLIC HEALTH

Conference condemns the Tory-LibDem coalition for:

- i) cancelling the extension of free school meals (FSMs) to 500,000 primary school children, which would have lifted thousands out of poverty at a stroke
- ii) withdrawing funding from five pilots of universal FSMs as well as 450 school sports partnerships
- iii) hollowing out the Food Standards Agency and School Food Trust
- iv) surrendering Department of Health policy on obesity to fast-food corporations
- v) failing to assess the dietary needs of elderly patients.

Conference notes that the FSM cuts will cost the very lowest paid some £600 a year and deprive children of much needed nutrition.

Conference concludes that the aforesaid policy decisions endanger the health, well being and educational prospects of children, especially those from low-income families. They prove that the government is in hoc to big business, and give the lie to Tory-LibDem pretensions about reducing child poverty. Recent research has shown that women will bear the brunt of these changes.

Conference, therefore:

- a) affirms its support for the TUC All Together for Public Services campaign against the cuts

and within that campaign:

- b) calls on the TUC General Council to expose the public-health crisis that the Government is stoking.

GMB

Motions

15 WOMEN AND CUTS IN EDUCATION

Conference reaffirms its belief in free education for everyone and opposition to all education cuts. Conference believes that the proposed draconian cuts in post-16 education will particularly disadvantage women and that many women will be unable to afford to continue with their education, increasing the gender pay gap. Conference calls on the government to withdraw all these cuts, including:

- i) Education Maintenance Allowance
- ii) English for speakers of other languages
- iii) further education support, particularly for over-24s
- iv) retraining support
- v) block grants in higher education, particularly arts and social sciences.

Conference congratulates the University and College Union and the NUS for working together and leading the campaign against the cuts, including the march on 10 November 2010. Conference calls on the TUC Women's Committee to support UCU and all education unions in the continuing campaign against the cuts and the increase in tuition fees which will severely impact on the most disadvantaged in our communities, including women.

Conference calls on the TUC Women's Committee to work with affiliates to highlight the immediate and long-term effects of education cuts on the opportunities for women and girls and to ensure that this evidence is made available to support TU campaigns against education cuts.

University and College Union

16 PENSIONS AND THE GENDER IMPACT OF THE CUTS

Conference notes the disproportionate impact on women of bringing forward the date when the new state pension age of 66 takes effect. This change alone will cost women up to £15,000 in lost income. Combined with current review of public sector pensions and the risk of higher contributions in return for smaller pensions, even more women are likely to have insufficient income in their retirement. Women did not cause the banking crisis, but are clearly being expected to pay the price.

Conference congratulates the TUC for its work not only in highlighting the gender impact of cuts but in campaigning for practical alternatives such as the introduction of a financial transaction – or Robin Hood – tax.

Conference calls on the TUC to continue to give gender issues a high profile in the next stages of the All Together for Public Services campaign, including the mass demonstration planned for 26 March. Conference also calls on the TUC and the TUC Women's Committee to work closely with counterparts across the four countries to co-ordinate campaign messages and activities wherever possible.

Chartered Society of Physiotherapy

Amendment

In paragraph 1, insert after “sector pensions”
“, the move from RPI to CPI,”

Insert sentence after “retirement”:

“In addition, dropping the Fair Pensions Clause from contracts will leave outsourced women workers impoverished.”

Para 3 insert before “continue”:

“to ensure that these issues are given prominence, as women's activity in the



campaign and any forthcoming industrial action will be crucial;”

UNISON

17 CHILDREN AND POVERTY

Conference welcomes the Government’s stated commitment to ending child poverty. However, the Institute of Fiscal Studies (IFS) shows that the poorest families are hit hardest by the budget.

Public sector jobs losses, welfare cuts, a reduction in housing benefit and a 28 per cent cut in local government spending will all have a disproportionate impact upon women, and therefore children.

Four million UK children live in poverty. IFS research shows that families in the bottom 10 per cent income bracket are set to lose 5 per cent of their income, throwing more families in poverty.

Child poverty has a profound impact upon society as a whole. The long-term effect is often social exclusion with inevitable impact upon education, employment and health.

Conference instructs the TUC Women’s Committee to:

- i) continue to highlight the End Child Poverty campaign and encourage affiliates to join
- ii) demand the TUC co-ordinates further action
- iii) ensure that the disproportionate impact of the cuts programme on women and children is highlighted in TUC activity against the attack on the public sector and organise for full participation of women in the anti-cuts campaign
- iv) work with organisations to lobby for child poverty to be included within equality

impact assessments of government proposals.

National Union of Teachers

18 WOMEN AND THE CUTS

(see Composite motion 1, page 27)

Conference condemns the coalition government’s ideologically driven assault on public services and the welfare state, which will have a disproportionate, adverse impact on women.

Conference believes that the coalition government’s assertion that the Comprehensive Spending Review is based on fairness is a fallacy.

Conference asserts that the coalition government’s plans undermine the status of women as equal partners with men in the world of work, home and society as a whole.

Conference further asserts that the coalition government’s attacks on public services and the welfare state threaten women’s economic security and will have a consequent detrimental impact on children and young people.

Conference calls on the TUC and all affiliates to:

- i) continue to campaign vigorously against the cuts, highlighting specifically the adverse impact on women
- ii) support the Fawcett Society in its attempts to seek a judicial review of the coalition government’s budget cuts
- iii) work with women’s organisations and campaigning groups involved in anti-cuts campaigns.

NASUWT

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19 TAX DEFICIT

Conference is concerned that many changes proposed by the government under the ‘austerity measures’ will have an impact on working women – particularly those changes relating to maternity grants and childcare. The government suggests that the reductions are necessary because of the financial crisis.

However, Conference notes that there is a tax gap of over £40bn between what is collected and what is due. Unions directly involved in this area have been campaigning to persuade the government to address the financial deficit by increasing the revenue collected from existing taxation, to reduce the need for cuts in spending. Both PCS and ARC have highlighted the inadequate resourcing of HMRC, which, if reversed, would result in a reduction in the tax gap, as every £1 spent in increasing HMRC policing activity can generate at least £30 more in otherwise lost revenue and protect a further £30 – generating many billions of pounds to reduce the deficit.

Conference calls on the government to reduce the tax gap by fully resourcing those departments which are responsible for raising revenue, and use part of the funding generated to reverse the erosion of provisions that support women in the workplace.

FDA

Amendment

Insert new third paragraph:

“Conference welcomes the recent high street protests which have highlighted the need to address corporate tax dodging, and instructs the TUC Women’s Committee and affiliate unions to publicise the campaigning work of War on Want and the Tax Justice Network against global injustices in the tax system.”

Public and Commercial Services Union

20 WOMEN IN COLOMBIA

Violence against women in Colombia has increased dramatically since the new Colombian President Juan Manuel Santos came to power in August 2010. Attacks have included the assassinations of trade unionists Luz Mila Chavez and Ligia Gonzalez; human rights defenders Norma Irene Perez, Maria Elena Murillo, Cruz Elena Roja and Nevis Yuleny Roldan; indigenous leaders Carmen Elisa Mora and Maria Elena Galindez; community leaders Luz Emilia Carreno, Jineth Alexandra Barrios, Janet Carmenza Amaya and Ana Maria Moreno; as well as Elizabeth Silva Aguilar, a leading member of the political opposition.

These killings have been accompanied by numerous death threats against women civil society leaders as well as cases of forced disappearances, torture and sexual violence. The perpetrators of these crimes are rarely brought to justice and, despite the rhetoric, there is very little political will to end the violence against women leaders speaking out against the Colombian regime.

Conference calls on the TUC to continue supporting the Justice for Colombia campaign; to strongly condemn the ongoing violence against women in Colombia; and to call on the British government and EU to make any support for Colombia conditional on a real improvement in the human rights situation.

Musicians’ Union

21 LILIANY OBANDO – HUMAN RIGHTS IN COLOMBIA

The human rights situation in Colombia remains critical with many types of abuses, including murders of trade unionists, increasing in recent years. The response of the Colombian

authorities is inadequate and there is strong evidence that they have attempted to mislead the international community as to the severity of the situation.

On 8 August 2008 Lilianny Patricia Obando was detained by the Colombian authorities. She was dragged away in front of her two terrified children and her elderly mother. The Colombian regime accused her of ‘rebellion’ and is holding her in appalling conditions in jail without having convicted her of any crime.

Lilianny’s work as an academic, human rights campaigner and trade union consultant angered the Colombian regime, which is trying to present the international community with a false picture of Colombia and to cover up the abuses.

The detention of Lilianny is just one example of how the Colombian regime attempts to silence those who speak out.

Conference calls on all affiliates and TUC to:

- i) maintain pressure on the European Union to suspend its Free Trade Agreement negotiations with Colombia
- ii) continue to support the work of the JFC and campaign for the release of political prisoners such as Lilianny.

University and College Union

22 GENDER AND INTERNATIONAL DEVELOPMENT

Conference believes that people everywhere should be able to work with dignity, in secure safe environments, with fair pay and with the freedom to choose – and leave – employment.

Human trafficking, which results in forced labour in many sectors in the UK, is the total antithesis of ‘decent work’. Trafficking involves

transporting people away from communities in which they live, through the use of violence, deception and coercion.

The UK government estimates there are 5,000 trafficked people in the UK at any one time, originating from 65 countries. According to Anti Slavery International, 98 per cent of these are women. Between April 2009 and March 2010, 706 potential cases were referred to the National Referral Mechanism, the UK body responsible for the identification of victims of trafficking. One quarter of these cases involved people under the age of 18.

Conference calls on the Women’s Committee to work with the Anti Slavery International and the multi-agency Anti-Trafficking Monitoring Group to:

- i) seek immediate action from the government to meet international obligations on trafficking as ratified in the Council of Europe Convention on Action against Human Trafficking
- ii) develop capacity to support victims who have been trafficked into the UK.

Prospect

23 HELP FOR HAITI’S WOMEN

Conference was shocked along with the rest of the world to see the immense devastation caused by the earthquake last year in Haiti.

As a result of the earthquake more than 1.5 million people were made homeless and forced to live in temporary camps; over half of these people are women and young girls.

Conference is saddened to learn that life in these temporary camps for women is dangerous with very high levels of rape and sexual violence towards them. These crimes often go unreported due to stigma and lack of support;

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perpetrators are often the police themselves and members of camp committees.

Haitian women must not be forgotten and their living conditions must be improved and Conference therefore calls on the TUC Women's Committee to:

- i) lobby the Haitian government to improve security on the temporary camps in the form of lighting and increased security patrols
- ii) forge links with the Haitian women's charity KOFAVIV, who work in the camps to provide rape survivors with direct support and services
- iii) work to raise the profile of the Haitian women's plight within women's section of UK trade unions.

Associated Society of Locomotive Engineers and Firemen

24 IRAN

Conference is appalled and outraged at the continued abhorrent treatment of women in Iran, in particular those who have been 'convicted' of a criminal offence, in the vast majority of cases on trumped up charges.

A woman with an 'independent personality' is perceived as an insubordinate woman who must be tamed using violent means, including flogging and in extreme cases being stoned to death. Female genital mutilation is still practiced widely in Iran, and women activists who oppose these practices are being imprisoned and tortured in increasing numbers. Alarming, this treatment is also being extended to defence and human rights lawyers who are trying to help these women regain their freedom.

Conference therefore calls upon the General Council in conjunction with the ETUC and ICTU to assist Amnesty International and other campaign groups to put pressure on the UK government and its foreign office by encouraging affiliate trade unions to increase awareness of these atrocities with their members.

Furthermore, Conference urges the General Council to raise the profile of the plight of these innocent women by encouraging members to petition the Iranian government on their behalf.

Fire Brigades' Union

25 100 YEARS ON – TIME TO END VIOLENCE AGAINST WOMEN INTERNATIONALLY

- i) Conference is gravely concerned in the Centenary year of International Women's Day that our sisters globally still face increasing acts of violence. Violence against women takes many forms: domestic abuse, sexual harassment, rape, femicide, economic violence, female genital mutilation, hate crime, forced labour and trafficking; and Conference recognises the importance of international, national, workplace and community campaigning to end violence against women.
- ii) Conference calls on TUC and the TUC Women's Committee, with affiliates, to:
- iii) challenge myths and raise awareness of the reality of violence against women
- iv) promote workplace domestic violence and dignity at work policies and ITUC Decent Work, Decent Life for Women campaign
- v) campaign with, for example, Women's Aid/End Violence against Women for funding of women's safety and support

services and refuges, challenging ConDem cuts including scrapping of 'go orders', and using public sector equality duty and equality impact assessments

- vi) distribute a TUC 'Say No to Violence against Women' sign up postcard for 25 November 2011, like the ITUC/UNIFEM card
- vii) support anti-trafficking measures, including the powerful ILO domestic workers convention/recommendation, and a stronger Gangmasters Licensing Authority extended to other sectors
- viii) advance with ITUC and Women's Committee the role of women in conflict prevention and peace-building in UN resolution 1325.

Unite

26 WOMEN AND TRADE UNION LEADERSHIP

Conference welcomes the publication in May 2010 of the academic study by Gill Kirton and Geraldine Healy that researched women and trade union leadership in the UK and USA. The findings of the study conclude that women remain significantly and disproportionately under-represented on the National Executive Committees of UK trade unions and among national and regional officials. This is also noticeably the case in those unions that have a majority of female members. Conference commends this research to the General Council for study and action.

Conference believes that the interests of effective trade unionism in the UK will be improved by progressing towards fairer distribution of leadership positions between men and women. Towards that end, the TUC and individual unions need to identify and

implement means of promoting women's involvement in the higher levels of governance and decision making.

Conference therefore calls upon the General Council to undertake research into identifying any barriers to the proportional participation by women in the leadership of affiliated unions and promote action to ensure such barriers are overcome.

Napo

27 UNDER-REPRESENTATION OF WOMEN AND ADOPTING BEST PRACTICE

Conference is concerned that despite the obvious support provided by the TUC at previous Women's Conferences the wider trade union movement is still falling short in terms of representation and proportionality vis-à-vis women and the union structures.

There are some exceptions to this rule but generally the issue is still a major problem. Some unions have had more success in terms of encouraging their female members to step onto the 'union ladder'.

Conference instructs the incoming TUC Women's Committee to liaise with its research department with a view to establishing a feasibility study which will highlight those positive inclusive practices taking place in other trade unions – the research should take on board the entire structures of unions from branch level through to national structures. A report will be made available to the General Council and this shall be made available to the 2012 TUC Women's Conference.

Communication Workers' Union

Motions

28 YOUNG WOMEN AND TRADE UNIONS

Conference recognises that despite the increase in the number of women workers over the last 20 years, many young women have not joined their appropriate trade union or, if they have, are not becoming trade union reps or becoming active in their union structures. Conference recognises that some young women may be put off becoming active because of domestic responsibilities or fears of victimisation or because they see unions as being old fashioned or male dominated.

- i) Conference therefore calls upon the TUC Women's Committee to draw up a strategy to assist unions in recruiting and mobilising young women members by:
- ii) organising TUC courses and seminars in different locations aimed at attracting young women trade unionists which will include confidence building, public speaking, dealing with the media, etc.
- iii) encouraging trade unions to make sure that their delegations to TUC conferences are age-diverse
- iv) participating in community-based events so that awareness of the trade union movement is improved
- v) organising a major conference aimed at young women trade unionists.

National Union of Journalists

Amendment

Insert new paragraph 2: "It is important that unions do more to communicate with young women workers on the issues that matter to them to help understand and overcome barriers to membership."

At end of sub-paragraph iii) add: "and work with organisations that support young women to get the union message across"

Insert new sub-paragraph iv): "considering ways to reinvigorate the programme of outreach in schools, colleges and universities"

Renumber existing sub-paragraph iv) as v).

Prospect

Amendment

Insert new sub-paragraph v)

"making greater use of social media such as Facebook and Twitter as a way of helping young women to become aware and get involved."

Society of Chiropractors and Podiatrists

29 THE NATIONAL MINIMUM WAGE

Conference recognises that the main beneficiaries of the national minimum wage are women. It is vital in protecting the wages of some of the lowest paid workers in the country. However, Conference is concerned that the coalition government may not accept the full recommendations of the Low Pay Commission and may slash the enforcement budget, significantly weakening its effectiveness.

Conference welcomes the introduction of a national minimum apprenticeship rate and the TUC & YWCA joint paper on apprenticeships and gender. The vast majority of beneficiaries will be women working in retail and hairdressing. However, Conference is gravely concerned at the low level of the rate which bars women from accessing statutory payments. We need a significant increase in the

£2.50 an hour rate to make apprenticeships a realistic option for women workers.

Conference calls on the TUC to:

- i) establish a campaign to increase all rates of the national minimum wage
- ii) press Government to ensure the enforcement budget is maintained
- iii) ensure that increasing the apprentice rate is a priority in TUC work on the national minimum wage
- iv) work with affiliates to raise awareness of women's right to the NMW and the rates at which it is paid.

Union of Shop, Distributive and Allied Workers

30 MATERNITY RIGHTS AND THE CUTS

Conference welcomes the draft EU Pregnant Workers Directive which is currently being debated in the European Parliament. This will improve the rights of pregnant women, new mothers and breastfeeding women in the UK. The improvements include an increase to fully paid maternity leave to 20 weeks, better protection against unfair dismissal, better health and safety protection, and two weeks fully paid paternity leave for partners.

The Directive represents a major step forward in the rights of women in the workplace at a time when so many benefits are being attacked and reduced for ideological reasons, often dressed up as unaffordable burdens on business.

Conference believes the current financial crisis should not be used as an excuse to reduce hard-won employment rights. There are practical alternatives to cuts that can and should be

taken. Conference therefore calls on the TUC and affiliates to campaign to:

- i) ensure the Pregnant Workers Directive is speedily implemented by the UK Government
- ii) reclaim and, where possible, advance universal benefits for women.

Chartered Society of Physiotherapy

31 MAKING WORK PAY

Conference notes with concern the findings of the Joseph Rowntree Foundation's Monitoring Poverty and Social Exclusion Report 2010. The report found that the number of children in poverty from working households has increased while the number of children in poverty in workless households has decreased. Conference notes the role of low-paid work and, in particular, low-paid part-time work predominantly carried out by women as a barrier to working households moving out of poverty. Conference also notes with concern the coalition government's plans to reduce the welfare bill, which will have a devastating impact on women in particular.

Therefore, Conference recognises that work alone is not a total solution and calls on the TUC to campaign to increase in-work earnings and to call for policies that create more jobs, and in particular more better-paid, flexible jobs, available across all sectors of the economy, in order to close the gender pay gap and reduce in-work and out-of-work poverty.

Community

Motions

32 WOMEN, CANCER AND EMPLOYMENT RIGHTS

Conference notes that recent research by Macmillan Cancer Support has found that 53 per cent of line managers are unaware that employees with cancer are classified as disabled and therefore employers are required to make reasonable adjustments. Conference further notes that the same survey of 1,740 adults with cancer working at the time of their diagnosis reported that their employer had not discussed sick pay entitlement, flexible working or workplace adjustments with them. Of the 109,000 people diagnosed with cancer every year, many of these will be women and many of the carers are likely to be women.

Conference is in no doubt that women are already suffering inordinately from government cuts in employment and benefits and therefore urges the TUC General Council and its Women's Committee, in consultation with healthcare affiliates, to initiate a campaign to raise awareness of these workplace rights, working with the RCN and, as appropriate, other partners such as Macmillan.

National Union of Journalists

Amendment

In paragraph 1, last sentence, after “will be women”, insert “suffering particularly from breast cancer,”

Insert new paragraph 2:

“Additionally recent European research shows a possible link between breast cancer and shift working making this an important health and safety issue.”

In the last paragraph, after “workplace rights,” insert “, for free workplace breast screening, for more women to become health and safety reps and, if appropriate, for breast

cancer resulting from shift work to be classified as an industrial injury,”

In the last paragraph, delete “the RCN” and insert “relevant health sector unions”.

Unite

33 BREAST SCREENING

Conference recognises that breast cancer is the most common cancer in the UK with nearly 46,000 women diagnosed with the disease each year. Although the number of breast cancer deaths in the UK has decreased considerably in recent years survival rates still lag behind some other European countries.

Conference acknowledges that breast screening is important as it can detect cancer at the earliest possible stage when no other symptoms are obvious and the earlier cancer is diagnosed the better the chances of successful treatment. It is estimated that 1,400 lives are saved in England each year thanks to the NHS breast screening programme.

Conference asks all unions to support Breakthrough Breast Cancer’s call to encourage all women to be breast aware and remind women over 50 to attend their breast screening appointments.

Conference urges employers to allow employees time off to attend breast screening appointments and for those diagnosed to be fully supported during their treatment and, when appropriate, their return to work.

Conference supports the Government, the NHS and its staff in their continued commitment to improve breast cancer services in order to make Breakthrough’s vision of a future free from the fear of breast cancer a reality for all.

Accord

34 SUPPORT SYSTEM FOR WOMEN SUFFERING MENTAL HEALTH PROBLEMS

Conference calls on the government to provide a greater support system for women suffering mental health problems.

It is essential that the government do more to address issues such as mental health, which is connected with women's offending, before imprisonment becomes a serious option.

There are fundamental differences between male and female offenders (and those at risk of offending) that indicate a different and distinct approach is needed for women.

POA

Amendment

Add final paragraph:

“Conference calls on the TUC to:

- i) campaign to end the stigma attached to mental health conditions
- ii) disseminate examples of best practice from affiliates, including examples of support by employers for workers with mental health conditions
- iii) address the issue at source by campaigning on root causes such as poverty, job insecurity, excessive workload, lack of social support and bullying.

NASUWT

EMERGENCY MOTION 1 NHS

With the publication of the Health and Social Care Bill on 19 January, the coalition has signalled its intention to press ahead with the biggest, most costly re-organisation in the history of the NHS.

With women making up the majority of the healthcare workforce and often the principal carers when members of their family fall ill, the impact on women will be significant.

The Bill has the potential to fragment patient services in England and create an unacceptable postcode lottery of care. It opens the door to widespread competition, including on price. It will make it harder for NHS staff to work collaboratively across organisational boundaries to create the integrated care that patients want and need.

The Bill is also being introduced at a time when the NHS is under intense pressure to deliver massive efficiency savings, compounding the risk that it could seriously damage the quality of care for patients.

Conference calls on the TUC to work with the TUC Women's Committee to alert all affiliates to the implications of the Bill, including the specific impact on women and women's health, and the steps individual members and their families can take to try to influence its passage through parliament.

Chartered Society of Physiotherapy

35 A WOMAN'S RIGHT TO CHOOSE

Conference re-affirms its support for a woman's right to choose. Conference is concerned by high profile attacks on a woman's right to choose by Conservative MP Nadine Dorries and by retired Conservative

Motions

MP Ann Widdecombe and by recent calls for “informed consent” legislation which would increase delays, barriers and stigma around abortion.

Conference is concerned by the impact of cuts to local authority and NHS budgets on family planning and sexual and reproductive health services.

Conference asserts that all women should have the right to control their own fertility.

Conference therefore opposes any dilution of existing legal rights, and calls on the Women’s Committee to:

- i) campaign amongst affiliates, and with the Irish, Scottish, and Wales TUC’s Women’s Committees, to defend the current legal upper limit of 24 weeks and oppose any mandatory ‘cooling-off’ period and compulsory counselling
- ii) campaign for the right of workers in sexual health and abortion services to work without fear of abuse or attack
- iii) call for the extension of the 1976 Act to Northern Ireland
- iv) campaign to save family planning and sexual and reproductive health services from local cuts.

Accord

36 CHAMPIONING EDUCATION

Conference condemns the coalition government’s ideological attack on state education.

Conference deplores the policy of relentless cuts and reform, which has included cancelling the roll out of universal free school meals, abolishing funding for one-to-one tuition, extended services and the Ethnic Minority

Achievement Grant, which supported some of the most disadvantaged and vulnerable pupils, and abandoning the Building Schools for the Future programme.

Conference believes that these cuts, along with the coalition government’s obsessive promotion of state-funded independent schools, are the blueprint for demolishing the state school system.

Conference condemns the coalition government’s attacks on the school and children’s services workforces by undermining trade union rights and recognition, threatening the national pay framework for teachers and abolishing the School Support Staff Negotiating Body, all of which affect thousands of women workers.

Conference calls on the TUC to:

- i) support education unions in defending state education
- ii) continue to campaign to defend trade union rights in the face of privatisation and marketisation of education
- iii) campaign to defend the continuation of national pay and conditions frameworks for the school workforce.

NASUWT

Amendment

In paragraph 3, after “state-funded independent schools” insert:

“namely academies and free schools”

Add at end of sub-paragraph i):

“and opposing privatisation”

In sub paragraph ii), delete “continue to campaign to defend trade union rights” and replace with:

“stand firm against erosion of trade union rights and recognition and continue to campaign for repeal of anti-TU laws”

Add new sub-paragraphs at end:

- “iv) urge government to support existing schools instead of redirecting millions of pounds to the academies and free schools programme
- v) support local opposition to any move to academy and free school status.”

National Union of Teachers

37 WOMEN AND SAFETY ON PUBLIC TRANSPORT

Conference notes that the Department for Transport report published last July Cost to Society of Crime on Public Transport showed that crime on public transport just in England cost an estimated £1.5bn a year, in 2008. The report also found that passengers were reassured when staff were visible on transport networks. Crime or anti-social behaviour on our public transport systems not only costs women through higher fares but also impacts on their freedom to get out and about. Few lone women choose to travel home on late night services.

The advice on the Crimestoppers website for people travelling on trains is “If you are on a train, sit near the conductor”. RMT has been in dispute with FirstScotRail over the destaffing of trains by the introduction of driver-only operations which will discourage women from using the affected rail services. RMT has also been in dispute with London Underground about redundancies which will cut the number of staff at stations.

Conference believes the de-staffing of services and redundancy programmes in public transport will further discourage women from

travelling. Conference therefore asks the General Council to fully support a properly staffed and safe public transport system.

National Union of Rail, Maritime and Transport Workers

Amendment

At the end of paragraph 2, delete “at stations” and insert “, which will have a substantial impact on women considering travelling through these stations”.

Transport Salaried Staffs’ Association

Amendment

At the end of paragraph 1 add new sentence: “However many have no alternative, particularly in the current economic climate where women are under increasing pressure to agree working hours even where they feel this puts them at risk.”

Add at end of final paragraph: “and support the work affiliates are carrying out highlighting the role employers can play in helping women stay safe on their journey to and from work.”

Union of Shop, Distributive and Allied Workers

38 ENDING VIOLENCE AND ABUSE AGAINST WOMEN BETTING SHOP WORKERS

Conference condemns the continuing violence and abuse against women working in betting shops. Conference welcomes the establishment under the supervision of the previous government of the Safebet Alliance voluntary code for safety standards in betting shops as a first step to improving the safety of all betting

Motions

shop workers, especially women betting shop workers. Conference further notes that the Safebet Alliance is currently due a review to examine if it has improved safety for betting shop workers. However, Conference notes union members' views that the voluntary code has not improved safety and that anti-social behaviour and crime in and around betting shops remains a significant problem. Therefore, Conference calls on the coalition government to ensure the lessons are learnt from the Safebet Alliance; further action is taken to improve the safety of betting shop workers; and pro-active measures such as Community Union's Minimum Standards for the Betting Shop Industry are introduced to bring an end to violence and abuse against women working in betting shops.

Community

39 SEXUAL HARASSMENT IN SCHOOLS

Conference notes with alarm the End Violence against Women coalition poll of school children which found that:

- i) 29 per cent of girls have been subject to unwanted sexual touching whilst at school
- ii) nearly three-quarters of children polled reported hearing sexual name calling such as 'slut' or 'slag' on an almost daily basis at school
- iii) over a quarter of 16- to 18-year-olds say they regularly see sexual pictures on mobile phones at school.

This poll is symptomatic of the premature sexualisation of childhood, with children being pressurised into acting and behaving in ways which are detrimental to a natural healthy development leading to possible problems in the future such as emotional distress, anxiety,

low self-esteem, eating disorders and depression.

Conference urges TUC Women's Committee to:

- a) lobby the Department for Education to ensure that prevention through education is a central component of the forthcoming violence against women and girls national strategy
- b) campaign to ensure teachers are given the training and resources necessary to understand and tackle the sexualisation of childhood
- c) put pressure on companies who promote sexualised images or products to children to cease those activities.

National Union of Teachers

40 CHAMPIONING FEMINIST ENTERTAINERS

Women workers can be empowered by the strength and influence of high-profile workers who embrace and promote feminism – irrespective of their gender or area of work.

Following on from Lady Ga-Ga's insistence that she is 'not a piece of meat' at 2010's MTV Awards, it is hoped that musicians and other entertainers will be inspired to come out as feminists and challenge sexism in their workplace and beyond.

Conference calls recognised performers to embrace feminism in the workplace by encouraging member unions to highlight feminist entertainers in their publications and at their events.

Musicians' Union

41 OUTSOURCING IN THE WORKPLACE AND HOW IT AFFECTS WOMEN

Conference acknowledges that in the majority of cases the outsourcing of services to subcontractors has a detrimental effect on employees' working conditions. There is often little or no trade union recognition and workers endure inferior wages, health and safety procedures and minimum standards of employment rights.

Conference believes that women are particularly vulnerable to the effects of outsourcing as it is often more traditionally female roles that are victims of this practice such as in the cleaning, catering and customer care sectors.

Women in the rail industry have already fallen prey to this practice, in particular the cleaning staff at London Underground and call centre workers in national rail enquiries. Women in this sector face even greater barriers due to the male-dominated industry.

Conference calls on the TUC Women's Committee to continue to campaign actively against outsourcing of any kind.

Associated Society of Locomotive Engineers and Firemen

42 EQUALITY TARGETS

Conference is appalled at the Con/Dem government's scrapping of equality targets for under-represented groups in the fire and rescue service, in particular for the recruitment of women firefighters.

Instead this responsibility has been handed over to the control of local fire and rescue services, sending out a clear message that a centralised

equality strategy for UK fire and rescue services is unimportant to this government.

Fire and rescue services have been historically reluctant actively to recruit women firefighters and are renowned for using positive action solely as a tick box exercise to achieve a 'gold standard' in auditing processes. The removal of targets has not been impact-assessed and will undoubtedly have a detrimental effect on women.

Conference asks the Women's Committee actively to lobby government at all levels to reinstate reflective targets and closely monitor the fire and rescue services recruitment of women. Conference also asks the TUC to work closely with the STUC, WTUC and ICTU in order to utilise this campaign to lobby their respective devolved governments to include an equality target agenda within their fire and rescue services.

Fire Brigades' Union

43 ACCESS TO ART

Conference condemns the government's decision to scrap the socio-economic duty. The socio-economic would have provided a much needed overarching legal requirement to tackle inequalities of outcome resulting from socio-economic disadvantage. Conference also condemns the proposed cuts to the arts announced in the Government's Comprehensive Spending Review. Cuts to frontline arts organisations and to Arts Council England will be accompanied by further cuts to the arts as local authority budgets are cut over the next four years. Cuts to the arts will:

- i) limit the accessibility to art and culture to those from more advantaged socio-economic groups

Motions

- ii) erode regeneration and community cohesion
- iii) reduce the ability of theatres to do work with schools, colleges and in local communities
- iv) have a negative impact on the employment, training and development opportunities available to women performers and creative workers.

Access to art and culture should not be limited to the more advantaged socio-economic groups and so Conference calls on the TUC to support Equity's campaign against the arts cuts and urge all affiliates to lend support to Equity's campaign.

Equity

Section two

Composite motions

Composite motion 1: NO CUTTING BACK ON WOMEN'S EQUALITY: WOMEN UNITED AGAINST THE CUTS

(see Motions 1 and amendments, 2 and amendment, 3, 6, 9, and 18)

Conference is appalled at the government's spending cuts to jobs, services and the welfare state and the disproportionate way they affect women of all ages in public and private sectors and the most vulnerable in our society.

Conference believes that the coalition government's assertion that the Comprehensive Spending Review is based on fairness is a fallacy. Conference is also deeply concerned at increasing women's poverty, job insecurity, the impact on their families for decades to come, and the growing employer backlash against women's rights as workers and trade unionists.

It is predicted that at least half a million public sector workers will lose their jobs. Conference believes that these cuts in jobs, services, pay and pensions are driven by ideological dogma, evidenced by the government's refusal to consider the very real alternatives, including taxing banks and financial institutions that caused the credit crunch, a fairer tax system, and growing not shrinking our public services to provide jobs and boost the economy.

Services targeted include adult social care, children's services and mental health services. When services are run for private profit, quality of care and service falls, and it is inevitable that as services return to critical care rather than early intervention, women will bear the brunt of these cuts, as service providers and carers.

The proposed privatisation of the health service beginning with the GP commissioning process will impact severely on women's health, welfare and work. This will lead to a reduction in qualified health staff including nurses and needs to be resisted and opposed. There is clear evidence that mortality and morbidity decreases as numbers of professionally qualified staff increase.

Women have felt the impact of redundancies and closures on top of pay freezes and recession. Women in the public sector have been hard hit and the unions have come together to say this is unfair and wrong.

Women generally make up a high number of public workers, and disabled women are targeted not only in this way but also by the benefit cuts such as the replacement of Disabled Living Allowance with new personal independence payments which will have far tighter eligibility criteria, by the access to work changes, by cuts to NHS services of particular value to disabled people, and reductions in funding to local authorities for supported employment.

Conference asserts that the coalition government's plans undermine the status of women as equal partners with men in the world of work, home and society as a whole.

Conference commends the TUC on the campaign 'All Together for Public Services' and asks that the TUC recognises that it is not only employed women who are vulnerable, but the many women who work freelance and casual contracts. Conference highlights this and feels convinced that equality legislation aimed at protecting these and other women will be

Composite motions

watered down if possible by the coalition government, whilst seeking to create ‘The Big Society’.

Conference welcomes the growing mass opposition to the government’s cuts programme, including the inspiring protests by students, young people, disabled groups and black communities. Women facing the multiple impacts of cuts have been at the forefront of these protests.

Conference calls on the TUC and the TUC Women’s Committee, with affiliates, to:

- i) use all means possible to exert pressure on the government and politicians at local, regional and national level to withdraw from this attack on our communities, to look again at an alternative budget and to commit to properly funded, publicly provided services
- ii) protect our achievements and gains through ‘eternal vigilance’
- iii) fight for the rights of women workers and expose their actual financial losses as part of our campaign against job and service cuts
- iv) ensure women’s equality is central to the trade union campaign for jobs, growth and justice – for an alternative to the cuts
- v) advance the aims of a Women’s Charter including mandatory equal pay audits; decent pensions for all women; family/children’s rights; statutory rights for union equality reps and equality impact assessments
- vi) organise and support working women for the TUC rally on 26 March 2011
- vii) link up with TU Council of the Isles Women’s Committees, community and women’s organisations who share these aims

- viii) work with women’s organisations and campaigning groups involved in anti-cuts campaigns
- ix) work with affiliates in delivering a campaign to raise awareness of this unfairness and supporting women workers to oppose detrimental changes to benefits and cuts to services
- x) highlight the disproportionate impact on women of government cuts
- xi) support women in communities fighting to defend public services
- xii) build support for co-ordinated industrial action in defence of public service jobs and conditions in line with TUC policy.

Mover: Unite

Seconder: PCS

Supporters: UNISON

Transport Salaried Staffs’ Association

Broadcasting, Entertainment, Cinematograph and Theatre Union

NASUWT

Chartered Society of Physiotherapy

Community

University and College Union

Composite motion 2: WOMEN ORGANISING IN DEFENCE OF PUBLIC SERVICES: GENDER IMPACT OF WELFARE REFORMS

(see Motions 4, 5 and amendment, 8)

Conference notes that the gender audit of the Budget carried out by the House of Commons Library clearly demonstrated that women will bear the brunt of the revenue-raising measures introduced by the ConDems. The gender audit showed that of the £8bn net revenue to be raised by 2014–15, almost £6bn will be from women.

The Women's Budget Group's report, The Impact on Women of the Coalition Spending Review clearly shows that women again will lose out more than men under this government. The report's analysis shows that lone parents and single pensioners, the majority of whom are women, will suffer the greatest reduction in their standards of living. Cuts in welfare spending will fall disproportionately on women. The policy direction of this government is to force women back into the home rather than address the real needs of women.

We have seen attacks on the Health in Pregnancy Grant and the Child Trust Fund along with the axing of free antenatal classes in many areas. Working Tax Credits are also in the sights of the Chancellor to make them payable to far fewer people. In addition to this we have seen cuts to vital support services such as rape crisis centres. All these cuts are having a hugely disproportionate effect on women.

Conference believes that the attacks on women should feature prominently in any TUC propaganda disseminated to fight the cuts.

Conference notes:

- i) 51,000 public sector workers currently administer benefits, including the planned Universal Credit, across HMRC, DWP and local authorities
- ii) the Universal Credit plans envisage a computer system that can process claims and changes automatically without human input

- iii) the Government's reliance over the past decade on the private sector to provide computer systems that have not worked, or failed completely
- iv) the lack of jobs available compared with the numbers seeking work
- v) the benefit system is complicated, mainly because people's circumstances are complicated.

Conference calls for the incoming TUC Women's committee to:

- a) lobby the government to make them aware of this disproportionate effect and to seek to put pressure on the government to review the decisions around those cuts that have a direct impact on women (CWU)
- b) ask affiliates to encourage women members to get involved in anti-cuts campaigning in their local areas to oppose all public service cuts and job losses
- c) support women in communities fighting to defend public services
- d) build support for co-ordinated industrial action in defence of public service jobs and conditions in line with TUC policy
- e) research the gender impact of the Government's welfare reform plans
- f) encourage the affiliates which organise workers who administer benefits to coordinate campaigning against the Government's plans and oppose the slashing of public sector jobs altogether
- g) campaign to oppose the impact of harsh welfare reforms, such as compulsory workfare, increased sanctions, housing benefit cuts and increased conditionality for single parents – all of which will have a damaging impact on women, families, carers and children.

Composite motions

Mover:	Public and Commercial Services Union
Seconder:	Communications Workers Union
Supporters:	National Union of Rail, Maritime and Transport Workers Associated Society of Locomotive Engineers and Firemen

Composite motion 3: PUBLIC SECTOR EQUALITY DUTY

(see Motions 10, 11, 12, 13)

Conference is disappointed to note the failure of the Equality Act 2010 to address fundamental inequalities in society, with public services under attack, budgets being cut, services being outsourced and pay frozen.

The Act and the single equality duty, replacing the existing sex, race and disability discrimination duties, were intended to harmonise equality legislation, but many of the crucial elements that made the duties effective tools to use in defending public services, jobs and staff terms and conditions have been lost – including no specific duty on procurement; no effective measures to tackle equal pay; and watered down requirements for public sector equality action planning.

Conference regrets the removal of the specific duties to consult trade unions, to involve disabled people, to provide training to staff, and to consider the need for objectives to address the causes of the gender pay gap, as well as evidence-gathering and impact assessment requirements. Conference does not believe the government's reliance on

transparent outcomes will promote good practice by public sector employers.

Further, Conference notes that employers of fewer than 150 staff are to be exempt from the specific duty to publish data on equality in their workforces, in particular on the gender pay gap. This limit excludes many smaller schools where the governing body is the employer, such as voluntary aided schools and academies.

Fulfilling this duty is particularly important in considering measures to address the current high level of public sector debt, because women are more likely than men to use public services and to work in the public sector. This is particularly true for women facing multiple discrimination, for example due to ethnic minority background and/or disability. Compliance with the gender equality duty is even more important given the scale of public spending cuts planned by the coalition government.

Conference encourages all affiliated unions with members in the public sector to ensure that:

- i) employers continue to carry out equality impact assessments (EIAs) on proposals for cuts and redundancies, which particularly take account of women's position in the organisation
- ii) the criteria for selection for redundancies undergo an EIA
- iii) where redundancy selection takes account of the appraisal process, then this in itself has undergone an EIA to ensure that part-time and BME women are not unfairly targeted.

Conference further calls on the Women's Committee to:

- a) monitor the impact of cuts and redundancies on women

- b) gather examples of good practice on the operation of the new equality duties in the public sector as a resource for affiliates.

Conference calls upon the TUC Women's Committee to:

- 1) work with affiliates to lobby the government for full implementation of the Equality Act 2010
- 2) ensure that the EHRC has the resources it needs to play an effective enforcement role and that both the public and private sector are held to account for their failure to deliver on equal pay
- 3) campaign for employers to maintain good practices on gender equality duties on a voluntary basis
- 4) redouble its efforts to work with public bodies and enforcement authorities to ensure compliance with the gender equality duty, including identification and promotion of measures to mitigate the likely negative effect on women identified by equality impact assessments of spending cuts.

Mover: UNISON

Seconder: Prospect

Supporters: Association of Teachers and Lecturers

FDA

Section three

Guide for delegates and visitors

Who attends the Women's Conference?

Each union is entitled to send one delegate for every five thousand members (or fraction thereof) and for this purpose all members are counted, not solely women. Unions are allowed a maximum of sixteen delegates on this basis. Unions are also entitled to send additional delegates on the basis of their total women's membership.

Following a resolution of the 1992 Conference, delegates to the Conference should be women. The majority of affiliated unions send delegates. Every delegate is entitled to vote.

TUC Regional Councils, together with the larger Trades Union Councils, are also invited to send an observer. Observers sit together in a separate section on the 'floor' of Conference next to the delegates, and are able to speak in any debate, but not allowed to vote.

Many unions and outside organisations also send visitors to the Conference for all or part of the proceedings. The visitors sit separately and are not entitled to participate in any of the business of Conference. Also in attendance are journalists from a wide cross-section of the media, and, of course, TUC staff.

The stewards for the Conference are volunteers from the local Trades Union Council.

The Labour Party, Scottish TUC and Co-operative Women's Guild, together with several international trade union organisations, are invited to send sororal delegates and by tradition the local Trades Union Council or local Council nominates a speaker to welcome delegates.

How long does the Conference last?

The Conference lasts two and a half days in the second or third week of March. It opens at 2.00pm on the Wednesday, closing at 5.30pm. It reassembles at 9.30am on Thursday until 5.30pm, with a break for lunch between 12.45pm until 2.00pm. The Conference opens at 9.15am on Friday and closes by 1.45pm.

Who is responsible for Conference arrangements?

The Women's Committee acts as the Conference Arrangements Committee.

Who chairs the Conference?

The Chairing of Conference rotates amongst women members of the Women's Committee on the basis of seniority, that is, the longest continuous service.

What role does the Women's Committee play at the Conference?

The Women's Committee consists of members of the General Council and eighteen women elected at the previous year's Conference. All usually attend the Conference and sit on the platform (or with their union delegation), together with members of the TUC staff, sororal delegates and international guests.

The delegates' printed Order of Business indicates the Committee's attitude to each motion:

Support: In order to allow more time for delegates the Committee usually (but not

always) waive their right to speak in a debate on a motion or amendment they support.

Support with Reservations: If necessary a Committee member will explain to Conference any reservations they may have on a motion or amendment they otherwise support. The union concerned is notified in advance of the Committee's reservations.

Remit/Oppose: The Committee may seek remission of a motion before Conference. If the union will not agree to remit the motion a Committee member will speak in opposition to it.

Oppose: A Committee member will speak on any motion or amendment opposed by the Committee.

A Committee member may also speak in order to make observations or points of explanation on a motion or amendment.

A member of the Committee will also introduce any special report on behalf of the Committee.

How is the Women's Committee elected?

The Women's Committee is composed of General Council members and eighteen members elected at the Women's Conference. Unions have the right to nominate two women from their organisation for the elected places on the Women's Committee, one for Section A (fourteen places), one for Section B (four places set aside for black women), one for Section C (one place for disabled women) and one for Section D (one place for lesbian, bisexual and trans women). Unions with over 1.5million members have the right to make two nominations for election to Section A.

Nominations are sought from unions and details of their nominations, together with supporting statements from the candidates, are circulated to delegates prior to the Conference.

All candidates must be delegates to the Conference.

Every delegate receives a ballot paper and can vote for up to fourteen candidates for Section A and four places for Section B. Regional Council and Trades Union Council observers are not entitled to vote. The votes are then counted at the close of business on Thursday by four scrutineers who are appointed at the start of Conference from unions which do not have a nominee standing in the election. The results are announced on Friday. The successful candidates hold office from the close of Conference for one year.

What does the Conference discuss?

Each union is invited to submit two motions, of not more than 200 words each, which must deal with one subject only each. Motions are published in a preliminary agenda and unions are then invited to submit not more than one amendment, of not more than 60 words.

Certain motions on the preliminary agenda, together with amendments, are grouped into composite motions with the agreement of the unions concerned. The final agenda is then distributed to all delegates.

What about emergency motions?

The closing date for motions to be received in Congress House is usually the end of the last full working week in December. In addition, any union or the Women's Committee is entitled to submit an emergency motion to Conference, not later than two days prior to the opening of Conference.

Emergency motions must deal with issues that have arisen since the closing date for ordinary motions. In other words, they must be a genuine emergency, otherwise they will not be approved for inclusion on to the agenda by the Women's Committee.

Guide for delegates and visitors

All emergency motions are considered by the Women's Committee on the eve of the Conference. Those that are considered genuine emergencies are then circulated to delegates at the beginning of Conference. Delegates are invited to vote on whether each should be included on the agenda. At least two thirds of delegates must vote in favour if the emergency motion is to go on the agenda.

If the Committee decides that any emergency motion is mainly about issues that arose before the closing date for ordinary motions, they will rule it out of order. Such motions are not circulated to delegates.

Report of the TUC Women's Committee

As well as discussing motions, the Conference receives the Report of the TUC Women's Committee, which reports the work of the Committee over the past year, including the implementation of resolutions from the previous Conference. Each paragraph is listed on the printed Order of Business distributed to delegates and the Conference proceeds paragraph by paragraph through the Report. Delegates are entitled to question the Committee on the issues contained in any paragraph when the number of that paragraph is called by the Chair.

Motions are ordered to correspond to the subjects of the paragraphs in the Report. The place of a paragraph or motion on the agenda is no reflection on the importance or priority of its content.

MOTIONS TO CONGRESS

Delegates are able to vote for one resolution (ie one successful motion) of the Conference to go forward onto the agenda of the TUC Congress in September. (This could be a composite motion.)

Delegates receive a ballot paper listing all the motions to be debated. Each delegate is able to

vote for the one motion they wish to see on the Congress agenda. The ballot papers will be counted at the end of the Conference and the result announced. The resolution with most votes becomes a motion to Congress. In the event of a tied vote, the Women's Committee make the final decision at their meeting following Conference. (See next section.)

What happens to motions after the Conference?

All the motions which are carried (and now termed 'resolutions') or remitted form the basis of action by the Women's Committee during the following twelve months. Resolutions are also considered by the General Council itself and TUC departments as part of the overall work of the TUC.

The resolution that the Conference voted onto the Congress agenda becomes the property of the TUC Women's Committee. The Women's Committee deal with it on behalf of the Conference. For example, the Committee might take decisions about compositing or accepting amendments. The Committee will decide which union will move the motion at Congress on behalf of the Conference. The mover must already be a delegate to Congress.

How are the debates conducted?

The rules of debate may differ from those at some union conferences. These are some of the main points:

- a) **Moving and seconding a motion** - the mover of a motion may speak for up to six minutes. The seconder is allowed three minutes, although a motion can be formally seconded.
- b) **Debate and right of reply** - subsequent speakers on the motion are allowed three minutes. A delegate is not normally able to speak more than once in any debate unless permission is given by the Chair, to make a

point of order or explanation. Whether or not a motion has been opposed, the mover may be allowed three minutes to reply to the discussion on the motion but no new issues may be introduced into this reply.

- c) **Moving an amendment** - the proposer of an amendment is called to speak immediately after the seconder of the motion. Like a motion, an amendment has to be seconded or it falls. Further amendments are called in their order on the agenda. However, delegates moving amendments have no right of reply.
- d) **Voting** - delegates must remain in their seats during a vote. Voting is by a show of hands and all delegates are entitled to one vote. There are no union block votes and no card votes. It is the Chair's responsibility to call the result of a vote. However four tellers are appointed at the start of Conference to count the hands raised in the event of a close vote.
- e) **Points of order** - delegates can raise points of order on the conduct or procedure of the debates.
- f) **Chair's ruling** - the Chair's ruling is final.
- g) **Standing orders** - the Standing Orders for the Conference can only be suspended if agreed by at least two-thirds of delegates to the Conference who are present and voting.
- h) **Speaking on a Report paragraph** - the Chair calls each paragraph in the Report in turn, and any delegate may intervene to make a point on that paragraph. Again, up to three minutes are allowed. A member of the Committee will usually then reply.
- i) **Timing of speeches** - it is important for delegates strictly to observe speaking time limits. If business over-runs allocated time it may be necessary during the course of the Conference to reduce speaking times. This

requires a two-thirds majority on a vote to suspend standing orders.

What happens in the evenings?

On Thursday evening there is usually a reception for all delegates and visitors. You will find an invitation in your Conference wallet.

What other facilities and events are provided?

TUC Publications together with a broad selection of books covering trade union and women's issues are on sale at the Conference bookstall. There is also an exhibition in the Conference venue.

A number of bodies also hold fringe meetings to which delegates and visitors are invited. Unlike the exhibitions, fringe meetings do not need to be approved by the Women's Committee. Whilst such meetings are an accepted feature of Conference, the TUC is not able to publicise them formally or assist in their organisation. However, the TUC circulates an informal list of such fringe events as are notified to the TUC office.

A creche is provided for use by delegates.

Section four

Constitution and standing orders

CONSTITUTION

1 Title and purpose of the Conference

The title of the Conference shall be the ‘TUC Women’s Conference’ and its purpose shall be to encourage women to play a full and active role in the trade union movement.

2 Date of conference

The Conference shall meet annually for two and a half consecutive days in the month of March unless otherwise decided by the Women’s Committee.

3 Basis of representation

All affiliated unions are entitled to be represented by a minimum of two delegates, provided always that they have paid the fee prescribed in Rule 3 of the Rules and Standing Orders of the Trades Union Congress. For affiliates with 10,000 or more members, the following entitlements also apply:

- a) Affiliated organisations with between 10,000 and 20,000 members shall be entitled to be represented by a total of 5 delegates.
- b) Affiliated organisations with between 20,000 and 50,000 members shall be entitled to be represented by a total of 10 delegates.
- c) Affiliated organisations with between 50,000 and 100,000 members shall be entitled to be represented by a total of 15 delegates.
- d) Affiliated organisations with between 100,000 and 500,000 members shall be entitled to be represented by a total of 20 delegates.
- e) Affiliated organisations with over 500,000 and 1,000,000 members shall be entitled to be represented by a total of 25 delegates.
- f) Affiliated organisations with over 1,000,000 members shall be entitled to be represented by a total of 30 delegates. Affiliated organisations shall be entitled to be represented by additional delegates on the basis of the total of their women members according to the following banding arrangements:
 - g) Affiliated organisations with between 5,000 and 10,000 women members shall be entitled to 1 additional delegate.
 - h) Affiliated organisations with between 10,000 and 15,000 women members shall be entitled to 2 additional delegates.
 - i) Affiliated organisations with between 15,000 and 20,000 women members shall be entitled to 3 additional delegates.
 - j) Affiliated organisations with between 20,000 and 100,000 women members shall be entitled to 4 additional delegates.
 - k) Affiliated organisations with over 100,000 and 250,000 women members shall be entitled to 6 additional delegates.
 - l) Affiliated organisations with over 250,000 and 500,000 women members shall be entitled to 8 additional delegates.

- m) Affiliated organisations with over 500,000 women members shall be entitled to 10 additional delegates.

All delegates shall be women.

4 The Women's Committee

- a) **General Council representation**

General Council members of the Women's Committee shall be appointed by the General Council of the TUC.

- b) **Elected members**

There shall be twenty elected members of the Women's Committee. Organisations which include women members shall have the right to nominate up to two women from their organisation for seats on the Women's Committee. One nomination shall be for Section A (fourteen places), one for

Section B (four places set aside for black women), one for Section C (one place for disabled women)

and one for Section D (one place for lesbian, bisexual and trans women). Unions with over 1.5million members have the right to make two nominations for election to Section A.

No candidate shall be eligible for election unless she is a delegate to the Conference from her trade union. If a nominee is unable to attend the Conference, her nomination will stand only if the reason for non-attendance is acceptable to the Women's Committee.

Voting shall be by ballot. Each trade union delegate attending the Conference shall have fourteen votes for Section A and four votes for Section B, not more than one vote to be given to any one nominee, and one vote each for Section C and Section D.

Any elected member of the Women's Committee who during the year ceases to be the official representative of her nominating trade union shall cease to be a member of the Committee.

Should a vacancy occur during the year among the elected seats, the runner-up in the election at the previous Conference will be invited to fill it.

- c) **Conference Arrangements Committee**

The Women's Committee shall act as the Conference Arrangements Committee for the Conference.

5 Motions

- a) Motions for the Annual Conference Agenda must be signed by the Secretary of the organisation sending them and must reach the General Secretary of the TUC at least ten weeks before the date fixed for the Conference.
- b) Each affiliated union shall be allowed two motions, of not more than 200 words each, which should deal with one subject only each. The Women's Committee, acting in their capacity as the Conference Arrangements Committee, shall draw to the attention of the General Council any motion they consider does not comply with this requirement and the General Council shall decide whether or not it is eligible for inclusion in the agenda. The decision of the General Council shall be final.
- c) The motions included in the preliminary agenda shall be sent to each affiliated union as soon as possible after the closing date for their submission. The order in which subjects shall be discussed shall be decided by the Women's Committee acting as the Conference Arrangements Committee.
- d) Each affiliated union shall be allowed one amendment, of not more than 60 words.

rules and standing orders

All amendments to the motions submitted by affiliated unions must reach the General Secretary of the TUC by a date to be decided by the Women's Committee. Such amendments must be signed by the Secretaries of the organisations submitting them.

- e) Notwithstanding the above provisions, the Women's Committee may submit emergency motions. Additionally, any affiliated organisation shall, subject to the approval of the Women's Committee, be permitted to submit an emergency motion for consideration of the delegates to the Conference. No such permission shall, however, be granted unless:
 - i) such an emergency motion is received from the Secretary of the affiliated organisation by the General Secretary of the TUC not later than the morning of the day two days prior to the opening of the Conference; and
 - ii) at least two-thirds of the delegates to the particular Conference agree to its inclusion in the Agenda of that Conference.
- f) In making arrangements for the Conference, the Women's Committee shall have authority to take any steps they consider necessary to co-operate with the unions submitting motions and amendments, in order that composite motions may be obtained wherever practicable. Failure to comply with the Women's Committee's arrangements may involve a union's motion being deleted from the final Agenda.
- g) Delegates will select, by secret ballot, one resolution of the Conference to go forward onto the agenda of the succeeding TUC Congress.

STANDING ORDERS

6 Hours of conference

The Annual Conference shall assemble at 2.00pm and close at 5.30pm on Wednesday. It shall assemble at 9.30am and close by 5.30pm on Thursday, and reassemble at 9.15am on Friday, and shall complete the business by 1.45pm on that day. Lunch times on both days shall be from 12.45pm to 2.00pm.

7 Conference chair

The Chair of the TUC Women's Conference shall rotate amongst women members of the Women's Committee on the basis of seniority, this being defined as the longest continuous service.

8 Business of the conference

Included in the business of the Annual Conference shall be the consideration of the annual Report of the Women's Committee and of motions and amendments. The Report and the Agenda for the Conference shall be sent to delegates not later than two weeks prior to the Conference.

9 Appointment of scrutineers and tellers

The appointment of four ballot scrutineers and four tellers shall be made by delegates at the start of the Conference.

10 Limitation of speakers

Six minutes shall be allowed for the mover of a motion and three minutes for each subsequent speaker. Speeches on behalf of the Women's Committee shall be limited to six minutes unless otherwise agreed by the Conference, with the exception of the Chair's address which shall be no longer than 15 minutes. Other guest speakers shall not exceed the length of the Chair's address.

A delegate shall not speak more than once on any question unless permission to do so, on a point of order or explanation, is given by the Chair.

The mover may be allowed three minutes to reply to discussion on the motion concerned but no new matter may be introduced into such reply.

Delegates shall vote on the motion immediately the mover has replied.

11 Closure

The Previous question, Next business, or the Closure of the debate may be moved and seconded only by those delegates who have not previously spoken during the debate and there shall be no speeches on such motions. Should the Closure be carried, the mover of the original motion shall have the right to reply in accordance with Standing Order 10.

12 Voting

The method of voting at the TUC Women's Conference on all matters except the election of representatives to serve on the Women's Committee, and the selection of one resolution to go forward onto the agenda of Congress, shall be by voice or show of hands.

13 Suspension of Standing Orders

Standing Orders may be suspended only if agreed by at least two-thirds of delegates to the Annual Conference who are present and voting.

14 Chair's Ruling

The Chair's ruling shall be final.



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Enquiries concerning the TUC Women's Conference 2011 should be directed to the TUC Equality and Employment Rights Department on 020 7467 1260

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