



Agenda

TUC Women's Conference

Contents

5

Motions

- 1 Impact on women of the government's Autumn Statement
- 2 Women, recession and organising
- 3 Women hit hardest
- 4 The disproportionate impact of the cuts on women
- 5 The exclusion and devaluing of women in society
- 6 The impact maternity leave has on women's pensions
- 7 Equal pay and pensions
- 8 Women over 50 in the labour market
- 9 End poverty retirement for women
- 10 Women and pension changes
- 11 Defending maternity rights
- 12 Supporting women in work
- 13 Challenges to women's equality
- 14 Women's employment rights
- 15 Equal treatment on trade union rights
- 16 Bridging the gap in breast cancer survival
- 17 Health and Social Care Bill
- 18 Mind the hunger gap
- 19 Women's health
- 20 Women and mental health
- 21 Legal Aid cuts and the disproportionate impact on women's rights
- 22 Safety of women journalists
- 23 End violence against women at sea
- 24 Strengthening working women's voices
- 25 Role models for women
- 26 30 November – a triumph for women trade unionists
- 27 Under-representation of women

- 28 Women on boards
- 29 Work and climate change in the developing world
- 30 New Woman Foundation
- 31 Women in the Middle East
- 32 Women's rights in Afghanistan
- 33 Standing up for standards
- 34 Privatisation of the education service
- 35 Girls' and women's right to learn
- 36 Fair price for public service broadcasting content on pay TV
- 37 End legal loan sharking
- 38 Demonisation of mothers
- 39 Railway staff cuts
- 40 Women and transport fare rises
- 41 The impact of the global financial crisis on women

24 Guide for delegates and visitors

28 Constitution and standing orders

Section one

Motions

1 Impact on women of the government's Autumn Statement

Conference deplores the impact of the government's Autumn Statement on women, who will be affected twice as much as men by benefits and tax changes. Noting that inequality in society directly links to inequality in educational achievement, Conference further deplores the effects of these cuts on already deprived children, weakening their life chances.

Conference calls on the TUC and its affiliates to continue to campaign against an unfair tax and benefits system that attacks disadvantaged women and children.

Association of Teachers and Lecturers

2 Women, recession and organising

Conference is concerned at increasing women's poverty, job insecurity and the impact on their families, as well as the growing employer backlash against women's rights as workers and trade unionists.

The Chancellor announced in the Autumn Statement a freeze on public sector pay, tax credits and an increase in public sector job losses to 800,000. Changes to tax credits and pay added up to £2.37bn, of which women were likely to lose £1.73bn while men would lose £0.64bn – a 73 per cent burden for women.

Since the 2010 election, the government has raised £18.9bn each year, of which £13.2bn has

come from women and £5.7bn from men. This has been the biggest and the most sustained attack on women in a generation.

Like many unions, the GMB has seen an increase in new members over this period, many of whom are women.

Conference calls upon the TUC to:

- i) highlight the impact of the cuts on women's lives
- ii) lobby government to address the impact of the cuts on women with a budget for growth and jobs
- iii) arrange events to further boost organising women in trade unions.

GMB

3 Women hit hardest

Conference condemns the government's attacks on jobs, pay, pensions and public services, which are impacting hardest on low paid women workers and their families.

In particular, Conference deplores:

- i) the cuts to local authority funding for community projects providing life saving help for women: children's centres, women's advice centres, rape crisis centres and refuges for women facing domestic abuse – many are now forced to close their doors or drastically reduce their services
- ii) plans to close the EHRC grants programme, which currently distributes grants to

Motions

hundreds of community groups tackling discrimination.

Conference condemns the government's reckless disregard of deepening inequality, and re-affirms its belief that there is an alternative, including the collection of £120bn of avoided, evaded and uncollected tax from wealthy individuals and companies.

As the attacks are driven by ideology rather than economic necessity, Conference agrees to oppose all these cuts as unnecessary, unjust and economically damaging, and calls on the Women's Committee to:

- a) use the media to dispel the myths portraying such cuts as necessary
- b) step up its promotion of the economic alternatives to the government's cuts agenda
- c) insist that the government complies with its legal duty to advance gender equality.

Public and Commercial Services Union

Amendment

Add new sub-paragraph iii):

- “iii) the Chancellor's decision to further restrict public sector pay rises to just 1 per cent over the next two years which, together with the drive towards local and regional pay, will further exacerbate financial hardship and inequality.”

Chartered Society of Physiotherapy

Amendment

Insert new paragraph 3:

“Conference further deplores the demonisation of public sector workers and the continuing pay freeze, which will cause untold hardship to public sector workers and their families and to local economies as disposable income is reduced and money which would have been spent in the private sector, supporting local business, is

diverted into meeting ever-increasing household bills.”

UNISON

4 The disproportionate impact of the cuts on women

The disproportionate impact of the attack on the public sector on women is by now well documented and Women's Conference congratulates the TUC for its efforts with others, such as the Fawcett Society, to ensure that this has been visible at the centre of resistance to the cuts.

UCU's recent report *The growing epidemic: Work-related stress in post 16 education* highlights increased levels of stress and overwork and identifies a deteriorating situation. The report presents a picture of members required to work intensively and under unrealistic time pressures, members pressurised to work long hours and even so neglecting some tasks because they have too much to do; members coping with excessive workloads, unreasonable expectations and poor work/life balance. All of these factors have a particular impact on those seeking to balance work and family commitments – hitting women most keenly.

Conference resolves to keep the impact on women at the forefront of the campaign against the cuts. Conference further resolves to work with the trade unions to monitor the impact of the cuts on stress and mental health in the workforce and to include within this a measure of the disproportionate impact of the deteriorating situation on women.

University and College Union

5 The exclusion and devaluing of women in society

Conference notes that the government's measures to reduce the deficit are undermining women's place in the workplace and in society:

- i) Sixty-five per cent of public sector workers are women – cuts in public sector jobs, wages and services will impact on women more than men.
- ii) Women's unemployment is now at its highest level in 20 years.
- iii) Services used primarily by women are being cut and withdrawn.
- iv) Low income mothers, particularly lone parents, cannot balance childcare costs with paid work.
- v) Attacks on public sector pensions and changes to the state pension lead to more women living in poverty.
- vi) Women are under-represented in political life, on decision making bodies and at board level in the private sector.

A leaked document from 10 Downing Street made it clear that the government is worried that their claims to be “women- and family-friendly” have backfired, and that they intend to launch a “charm offensive” on women voters.

Conference therefore calls upon the TUC and affiliates to take action to ensure that the public and members are aware of the disproportionate impact of the cuts on women and that the government's claim to be family-friendly is exposed as a lie.

UNISON

6 The impact maternity leave has on women's pensions

Conference is appalled at the government's plans to increase pension contribution rates for some women fire fighters to up to 17 per cent by 2015. This could mean an extra contribution of up to £7,000 for some FBU members. This, on top of an increase in the normal pension age, will be devastating for our members.

Conference is further concerned that some women firefighters, taking their full year's entitlement of maternity leave, may not be able to afford to pay back their pension contributions at this proposed rate. The knock-on effect could mean some women will need to work longer to gain their full pension entitlement. Under current proposals this could mean working beyond the age of 60 for firefighters and 68 for firefighters working in fire control.

Conference calls upon the TUC Women's Committee to lobby government on:

- i) the detrimental impact that the increased employee contributions will have on women, including women in the fire service
- ii) the detrimental impact that the proposed change to the normal pension age and other reforms will have on women's pensions.

Fire Brigades' Union

Amendment

Add new sub-paragraph iii):

- “iii) the effect that taking time out for maternity leave can impact on a woman's pension.”

Fire Brigades' Union

Motions

7 Equal pay and pensions

Conference notes that, despite legislation, equal pay remains merely an aspiration for many women in senior posts in the civil service. Pay freezes are exacerbating this. In addition, the government's move from final salary to career average pension means that inequality continues into future pensions. With final salary pensions there is equality of pension provision if women achieve pay equality before retirement, but in career average schemes women must attain pay equality throughout their career.

Moreover, in the public sector, when an equal pay case is won, required adjustments are often funded by other workers, by reducing pay increases or even by job losses. Conference believes it is imperative that:

- i) government addresses pay inequalities in the event of any move to career average pension schemes for public sector workers
- ii) the Women's Committee seeks to ensure that the government:
 - a) funds pay deals in the public sector to enable employers to rectify equal pay anomalies without leading to disadvantage and job loss
 - b) relaxes the public sector pay freeze to ensure that pay progression continues, enabling women earning less than their colleagues in the same grade to continue or progress towards the proper rate for the job.

FDA

8 Women over 50 in the labour market

Conference believes women over 50 in the UK make a vital contribution to society that is often ignored. Conference notes that many women

working in the education sector are being pressurised out of their jobs.

Conference believes that women over 50 are vulnerable to multiple layers of discrimination in the workplace. Sexism and ageism combine to restrict opportunities for this group of women and over-expose them to competency procedures. Conference further notes that these women often juggle caring responsibilities for children, grandchildren and parents.

Conference believes that black, disabled and LBT women face multiple oppression in the workplace. Conference notes that, in particular, disabled women are disproportionately disadvantaged by the increase in the state retirement age and face poverty in retirement as a result of disablism and ageism.

Conference urges the TUC Women's Committee to:

- i) bring to the forefront the issues affecting women over 50 in campaigns about the workplace
- ii) design a public awareness campaign highlighting the combined discrimination of sexism and ageism
- iii) convene a seminar on the barriers facing women over 50 in the workplace.

National Union of Teachers

Amendment

In paragraph 1, sentence 2, insert after "sector"; "in particular,"

Add at end of sentence 2:

"but also notes that examples of these pressures to quit can be found across the UK economy."

Community

9 End poverty retirement for women

Conference utterly deplores the Tory-led government's policies that will force more women into poverty retirements. Decisions taken by the coalition in the name of managing the deficit threatens to decimate the lives of millions of women for generations.

In particular Conference condemns:

- i) the move to CPI pension indexation without negotiation, which will cause older women greater hardship
- ii) the failure to increase the basic State Pension to a level that insures all pensioners can live with dignity
- iii) the repeated decisions to increase the State Pension Age, meaning that some 500,000 women suddenly see their pension age increase by up to 18 months so far
- iv) 50 per cent increases in member contribution rates to public sector pensions, pricing the predominantly female workforce out of pension saving and denying part-time workers protection from the Osborne Pension Tax
- v) watering down the new minimum workplace pension scheme provision at the expense of low-paid, part-time workers.

Conference calls on the government to stop its attack on affordable, sustainable pension provision for Britain's women.

Conference calls on the TUC to ensure that quality pension provision remains top of our agenda in pursuing dignity for all.

GMB

Amendment

Replace final paragraph with:

“Conference calls on the TUC to:

- a) ensure that quality pension provision remains top of our agenda in pursuing dignity for all
- b) support any union taking industrial action to defend or improve members' pensions.”

Public and Commercial Services Union

10 Women and pension changes

Conference recognises that the impact of the public sector cuts, the attacks on pensions and the move from RPI to CPI will compound and worsen the disadvantage faced by women in their retirement, who are much more likely to live in poverty in their later years than are men.

To add insult to injury, the government's decision to accelerate the increase in women's State Pension Age will affect many thousands of women who will have to work much longer than expected in order to receive their basic state pension. For many women, this is likely to be very difficult or even impossible because of their own health problems or their caring responsibilities.

To impose this further unfairness upon women who have already contributed through their work and caring roles is simply unjustified. Conference therefore calls on the TUC to:

- i) prioritise the issues facing women in the pensions and cuts campaigns
- ii) demand that the government maintain the original timetable for equalisation of the State Pension Age so that it does not start to increase to 66 until 2020 at the earliest
- iii) press the government to proactively inform those affected by any changes.

Prospect

Motions

11 Defending maternity rights

Conference notes with dismay that the Alliance Against Pregnancy Discrimination in the Workplace has found that pregnancy discrimination during redundancy processes has increased dramatically during the economic downturn. Many pregnant women and new mothers are being unfairly selected for redundancy at a time when finding alternative employment is becoming increasingly problematic.

Supporting women to remain in the workforce during their childbearing years must be an essential part of a growth strategy. Rather than strengthening women's maternity rights, the government has instead consistently lobbied against the revised EU Pregnant Workers Directive and has leaked proposals including suggestions that maternity leave and pay might be abolished altogether.

Conference calls upon the TUC Women's Committee to:

- i) update and publicise TUC guidance on maternity rights and produce campaign materials for union notice boards
- ii) support organisations such as Maternity Action, who work with trade unions to raise awareness of maternity rights, to provide specialist advice to pregnant women, and to campaign to protect and improve their rights
- iii) urge the government to undertake research to document the incidence of pregnancy discrimination during the economic downturn and take action to prevent it.

Accord

Amendment

After paragraph 2 insert new paragraphs:

“Conference opposes all plans to reduce the period of maternity leave to 18 weeks.

“Conference believes this would lead to an attack on contractual maternity pay and result in women being forced to return to work early for financial reasons.

“Flexible parental leave” may be considered more “optional” and pressure placed on families to delay taking their “flexible parental leave”.”

Unite

12 Supporting women in work

Conference recognises that women still predominantly have the main responsibility for children and the dilemma of balancing work with home-life continues to be a huge challenge for all parents.

Whilst flexible working regulations have been in force since 2003 many individuals have been denied requests for greater flexibility under the unfair smokescreen of ‘operational requirements’.

Arguably, there should be an absolute right to flexible working – however, as things currently stand, there should at least be a strengthening of the regulations to ensure employers make every effort to accommodate requests from working parents.

The CWU recently achieved great success by stopping the planned closure of the crèche at the Royal Mail office in Mount Pleasant. The trade union movement should, as a priority, be looking to extend the provision of workplace crèches so that parents in larger organisations can be supported accordingly.

Conference instructs the TUC Women's Committee to formulate an effective plan of lobbying to highlight the inefficiencies of the current rights of parents to a proper work/life balance. The campaign should also embrace exploring how larger companies can be encouraged to implement workplace crèche

facilities and the benefits that this could bring them.

Communication Workers' Union

13 Challenges to women's equality

Conference recognises the achievements of women trade unionists over the past hundred years in challenging inequalities and discrimination. It calls on the TUC Women's Committee to ensure that the government is not able to reverse these achievements in the name of austerity. Equality is not a luxury which can be ignored in difficult times, but a necessity which will enable us all – regardless of gender or any other characteristics – to work together to defeat the deficit.

To its shame, the government included equality legislation in the early stages of the “red tape challenge” – suggesting that equality law is an unnecessary bureaucracy. The Beecroft report shows that the government is considering a change to the law to permit “no fault” dismissal, which will render equality protection ineffective. Equality rights including maternity (and paternity) rights are under attack. Support for those with caring responsibilities is being eroded.

Conference calls upon the TUC Women's Committee to work with affiliated unions and the General Council to publicise the impact of these, and similar, attacks on women's equality, and to fight as hard to defend women's rights as our forebears fought to achieve them.

FDA

14 Women's employment rights

Conference deplores the attacks on the rights of working people by the coalition government.

Conference notes the compelling evidence which confirms that the coalition government's Red

Tape Challenge will impact disproportionately and adversely on the rights of women at work.

Conference condemns the coalition government's strategy for stimulating economic growth by removing statutory protections, introducing fees for access to employment tribunals, extending the qualifying period for unfair dismissal cases and cutting the powers of statutory enforcement agencies.

Conference asserts that these changes will make it easier for employers to sack workers and reduce their pay and conditions.

Conference further asserts that the attack on workers is an attack on democracy and an attack on equality.

Conference is deeply concerned that many more women face a future lifetime of poverty as a result of the assault on employment rights, working conditions, pension rights and the race to the bottom on pay.

Conference calls on the TUC to:

- i) develop and publish a strategy plan on women at work as part of the TUC's anti-austerity campaign
- ii) report on the contribution made by the TUC's anti-austerity campaign in securing justice at work for women.

NASUWT

15 Equal treatment on trade union rights

Conference supports all trade unionists within this country to be able to legally withdraw their labour and take any form of industrial action, which is a basic human right.

The POA is currently the only trade union that does not have trade union rights and is discriminated against still in 2012. The

Motions

International Labour Organisation has criticised the previous government for failing to put in place adequate compensatory mechanisms for pay bargaining and matters of dispute.

This legislation denies women working within custodial services the right to withdraw their labour or take any form of industrial action to ensure their equality within the workplace.

Conference also condemns the government for their threatening and bullying tactics to continue to suppress female workers and Conference calls upon the TUC to demand that the government restores trade union rights to the POA.

POA

16 Bridging the gap in breast cancer survival

Conference recognises that breast cancer is the most common cancer in the UK with nearly 48,000 women diagnosed with the disease each year. Around 1,000 women die of breast cancer every month in the UK. More women are surviving breast cancer than ever before due to better awareness, screening and treatments; however, survival rates still lag behind some other European countries.

Conference acknowledges that breast cancer knows no political, social or demographic boundaries – it has the ability to affect everyone so more needs to be done to bridge the gap in breast cancer survival rates.

Conference asks all unions to support Breakthrough Breast Cancer's Bridging the Gap in Breast Cancer Survival Charter which sets out how we can help make sure more women survive breast cancer and help achieve outcomes which rival the best in Europe.

Conference urges TUC members, the government, the NHS and people who want the best breast cancer outcomes to push for

continued improvements in awareness, screening and treatments so we can end the fear of this disease for good. By endorsing Breakthrough's Charter we will be one step closer to achieving this vision.

Accord

17 Health and Social Care Bill

Conference regrets that one year on from the last TUC Women's Conference and despite widespread lobbying by unions and numerous other groups, the Health Bill still stands poised to wreak havoc on the National Health Service.

Patient choice is being used as the rationale for opening up virtually all areas of the NHS to competition and widespread privatisation. Yet far from empowering patients, choice introduced for the wrong reasons and in the wrong way can be a major driver of inequality. Women, who are the greatest users of health services as patients and carers, will be the significant losers.

Conference further notes that the leadership of the new clinical commissioning groups, who will take the key decisions in future on what kind of NHS services are funded, will be overwhelmingly male – despite the fact that more than two thirds of NHS staff are women.

Conference calls on the TUC to continue to raise awareness of the impact on women of these coalition 'reforms', as well as help affiliated unions to develop practical strategies for future campaigning.

Chartered Society of Physiotherapy

18 Mind the hunger gap

Conference is shocked to learn that an estimated one million older people in the UK eat less than one meal a day.

This scandalous ‘hunger gap’ contributes to the massive problem of malnutrition that impacts on people regardless of age, gender or race, costing the NHS over £13bn – twice the financial burden of obesity.

The British Dietetic Association’s Mind the Hunger Gap campaign highlights this major public health issue and will focus particularly on the plight of older people living in the community.

Poverty, social isolation and fragmented services have left many older people, a high proportion of whom are women, excluded and invisible.

Dietitians, the only qualified health professionals that assess, diagnose and treat nutrition problems, have the expertise to lead the nutrition pathway across the health and social care system.

With social care budgets being devolved for local implementation, there is now an important opportunity to plan collaborative solutions to protect and enhance current services.

Dietitians will engage with key policy-makers and unions to raise the importance of malnutrition and asks Conference to call on politicians to protect at least one meal a day by ring-fencing funding to ensure that meal provision continues to lie at the heart of community care.

British Dietetic Association

19 Women’s health

The effect of government cuts on women’s health and well-being is continuing to be a vital issue in the workplace.

The threat and fear of job losses, under-staffing, work pressures, poorly paid jobs and home responsibilities are causing women to suffer further:

- i) stress and mental ill health
- ii) health conditions, e.g. heart disease and musculo-skeletal problems
- iii) increases in domestic violence
- iv) health and safety issues in pregnancy.

Further, cuts to NHS services increase waiting time for treatments.

Conference calls on the TUC Women’s Committee to support affiliates to ensure that women’s health is on the bargaining agenda and the anti-cuts agenda and:

- a) provide a checklist for negotiators on women’s health issues including:
 - a. paid time off to attend screening appointments and the provision of workplace screening
 - b. safety provisions for lone working
 - c. appropriate PPE
- b) educate women workers about health and prevention
- c) ensure action on health issues of older women, particularly continuing breast screening for women over 60
- d) continue campaigning against privatisation and job cuts in the NHS
- e) campaign for reduction in NHS waiting times including for abortion
- f) urge the HSE to research the possible link between shift working and breast cancer.

Unite

20 Women and mental health

Conference notes that women are twice as likely to experience depression and anxiety than men. This can be partly explained by women’s

Motions

continuing economic and social inequality. Women are more likely to live in poverty as the work they do is underpaid and undervalued. Women are also more likely than men to undertake unpaid work at home including taking primary responsibility for childcare.

At a time when women's unemployment is at a 23-year high and women are shouldering the burden of the coalition's austerity measures they are coming under increasing personal, financial and social pressure. It is becoming increasingly difficult to negotiate hours that fit with caring responsibilities as staffing budgets are cut and employers look to members to change established working patterns to suit the needs of the business. Financially women are also feeling pressurised as opportunities to work beyond core hours are limited and much needed social security payments and support services are withdrawn.

Conference calls for:

- i) unions to ensure their work on mental health acknowledges the distinct issues and needs of women workers
- ii) unions to link in with other relevant initiatives such as Platform 51's anti-depressants initiative and any subsequent work arising from this.

Union of Shop, Distributive and Allied Workers

21 Legal Aid cuts and the disproportionate impact on women's rights

Conference deplores the inequitable effects of the proposed cuts to the provision of legal aid on access to justice. These 'reforms' could remove up to 650,000 people from the scope for receiving the assistance they require for legal fairness.

Conference notes the disproportionate impact these cuts will have on women. In particular those experiencing or who are vulnerable to domestic violence require legal assistance to protect their safety and well-being.

Under the proposed legislative changes the definition of domestic violence is more restrictive than the support currently available and inconsistent with definitions used elsewhere in the legal system.

The programme of cuts has been delayed by six months, until April 2013. The decision to postpone reforms was attributed to the need to reschedule legal contracts although fierce opposition in the Lords and strong criticism from senior judges and social welfare organisations appears instrumental in the delay.

Conference calls on the TUC Women's Committee to work with the Rights of Women Campaign and report back to the TUC on the changes that affect women's access to justice.

Napo

22 Safety of women journalists

Conference notes that women journalists, particularly those covering demonstrations or war zones are at risk of violence, as are male journalists, but women reporters also face the possibility of sexual attacks and rape. Such dangers increase exponentially when countries experience revolution or lawlessness and recent publicised sexual attacks on women journalists in Egypt and Libya have brought this issue into focus.

Conference, however, also notes that attacks on women journalists are not confined to danger areas abroad. Women journalists in the UK experience safety issues involving travel, unsocial hours and risky assignments. Added to this are now cyber sexist attacks on women bloggers

some of which have been extremely intimidating using gender specific, sexually violent language. Conference condemns this practice which is yet another attempt to silence women's voices.

Women journalists have the right to report and Conference deplores responses such as that of Reporters Sans Frontiers calling on editors to stop sending women journalists to cover the protest in Tarir Square rather than condemn the perpetrators of the abuse. Conference therefore, calls on the TUC to campaign on the issue of women workers' safety and to urge managements to include gender-specific safety awareness training in health and safety initiatives.

National Union of Journalists

23 End violence against women at sea

Conference notes with alarm the high number of suspicious deaths that occur at sea involving UK-flagged ships or UK citizens. A large number of these deaths involve women. In 2010 British citizen Rebecca Coriam went missing in suspicious circumstances from the Bahamas-flagged cruise ship Disney Wonder and the UK government called on the Bahamas, as the flag state, to investigate.

In 2009 South African cadet Akhona Geveza died in suspicious circumstances after making an allegation of rape against a senior officer onboard her UK-flagged ship, Safmarine Kariba. The British government claimed it was the Croatian authorities' responsibility to investigate Ms Geveza's death as her body was found in their waters.

These two cases highlight the impossible situation facing females at sea, where the lines of responsibility become increasingly blurred by the number of jurisdictions involved.

Conference calls on the UK government to immediately launch its own investigations into the disappearance of Rebecca Coriman and death of Akhona Geveza. Conference also calls on the Shipping Minister to improve the way shipboard crimes are investigated by the British authorities, and to ensure that all British women seafarers can go about their jobs without the fear of crime, and the fear of crimes going uninvestigated.

Nautilus International

24 Strengthening working women's voices

Conference supports the renewed development of grassroots women's organisations in our communities and congratulates UK Feminista for coordinating the work of these groups and providing a passionate voice for feminism.

The voice of trade union women is essential within the wider women's movement to maintain the focus of women's struggle for equal rights including decent pay, pensions, jobs and services.

Conference reaffirms its commitment to elected women's structures, conference and committees within trade unions and the TUC. Our voice must be heard so we can determine the direction of our campaigns for equality.

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

- i) continue to work with all women's organisations we currently work with including Fawcett and the Charter for Women as well as UK Feminista to organise all women to fight for their rights as workers and trade unionists and against the cuts
- ii) invite a speaker from UK Feminista to the TUC Women's Committee to discuss opportunities for coordinated action for

Motions

equal rights at work between our women's organisations at a local and national level

- iii) protect, enhance and continue to support our women's structures in all TUC regions and nationally.

Unite

25 Role models for women

The lack of positive role models for women of all ages from the cradle to the grave denies the intellectual and creative capabilities of women throughout the UK in all walks of life. When 51 per cent of the population do not see themselves positively reflected in the creative industries, the media, sport, in politics and on boards of both public and private companies, something is seriously wrong. When history conveniently forgets the achievements of women in medicine, the sciences, in the political arena and the arts this needs to be challenged.

In the USA Miss Representation.org is sending a message out every week to raise awareness of where women are overlooked and misrepresented in their working lives. They are publically challenging this in advertising, sport or wherever they feel the achievements of women are being eroded and ignored. They are identifying companies whose products misrepresent or degrade women and urging people to boycott them.

We in the UK also need to challenge the continuing misrepresentation and portrayal that women endure on a daily basis. Conference calls on the TUC to launch a nationwide campaign to challenge the lack of positive role models for women throughout the UK.

Equity

Amendment

At the end of the motion delete the full stop and add:

“and produce a training pack for union representatives to help them identify and challenge materials in the workplace that misrepresent women.”

FDA

26 30 November – a triumph for women trade unionists

Conference commends our sisters across the public sector trade union movement for their outstanding support for the day of action over pensions on 30 November.

Conference calls on the TUC and affiliated unions to build on the energy, enthusiasm and commitment shown by women trade unionists in future recruitment and organising work. Conference also notes the value of putting forward women members as key speakers to the media and the public at all times, but in particularly in high profile union campaigns.

Chartered Society of Physiotherapy

27 Under-representation of women

Conference is deeply concerned at both the continuing under-representation of women in senior roles in public life and in business and ongoing occupational segregation. As an example, Conference notes that in the voluntary sector more than two thirds of the workforce is female but less than fifty per cent of leadership roles are held by women. Conference further notes that occupational segregation is still the stark reality in manufacturing.

Conference recognises and welcomes the work that unions are continuing to do to rectify these issues and notes that strong trade union organisation across all sectors of the economy is one of the most powerful tools in our struggle for equality.

Conference therefore calls on the TUC Women's Committee to share best practice between unions in tackling under-representation of women and in ending occupational segregation. Furthermore, conference calls on the TUC to champion those companies and organisations that deliver genuine gender equality in the workplace.

Community

Amendment

Add to end of first paragraph:

“and in science, engineering and technology (SET) more widely. Just one in twenty working women, but one in three men, are employed in any SET occupation. Among younger workers, women account for just 3 per cent of apprenticeships in engineering but dominate in low paid sectors.”

In paragraph 3, line 2, after “unions” insert: “and to support reps”.

In paragraph 3, line 3, after “to” insert “work with organisations encouraging women into male-dominated occupations and”.

Prospect

28 Women on boards

Deutsche Bank boss Josef Ackermann's comment last year that a woman's presence on a company board might make meetings “prettier and more colourful” sent his personal stock plummeting. It was one of the less constructive contributions to the debate raging in Germany and across Europe

about the chronic absence of women serving at the top of major public companies.

Only 2 per cent of FTSE companies are currently run by women and only 12 per cent of position on boards are occupied by women, yet in these difficult economic times the case for getting more women on company boards has never been stronger. It has been shown that the operating results of companies which have greater gender diversification are 56 per cent higher, according to a study published in 2010 by the consultancy firm McKinsey. A report published in 2007 by Goldman Sachs said that closing the gender gap could boost US gross domestic product, a broad measure of economic growth, by as much as 9 per cent, and up to 13 per cent in the euro zone.

Conference calls upon the TUC to mount a campaign designed to address the under-representation of women on company and organisational boards.

Equity

29 Work and climate change in the developing world

The threat of climate change and the increase of unpredictable and extreme weather conditions such as droughts, storms or floods are expected to exacerbate global poverty and inequalities. Climate change is one of the leading contributors to world hunger, exposure to disease, and declining access to water. Women make up 70 per cent of the global poor and they are affected more acutely as they have unequal access to resources and decision making processes. The adverse effect of climate change on women is visible in agriculture, food security, water resources, health, migration patterns, and natural disasters. Already 10,000 women die every year from weather-related disasters. Women account for the majority of 26 million

Motions

people estimated to be displaced by rising sea levels.

While women are key decision-makers at a household level, and often lead in community based activity, they remain under-represented at national and international level.

Conference calls on the TUC to:

- i) raise awareness of the impact of climate change on women in the global south
- ii) ensure that gender perspectives on climate change are incorporated in TUC and affiliates' climate change policies and action plans to enable and empower women to take action and secure decent work.

Prospect

30 New Woman Foundation

Conference notes that TUC Congress 2011 passed a motion on Egypt which included support for independent trade unions in Egypt.

The New Woman Foundation (NWF) Egypt is a non-governmental feminist organisation. The foundation's mission is the elimination of all forms of discrimination against women in society, whether economic, social, cultural, political or in legal systems. They support and campaign for better recognition and support of women workers with the EFITU and the CTUWS.

Women in Egypt are marginalised and very rarely supported or recognised within the trade union movement. They face many issues within the workplace including sexual harassment, discrimination, lack of promotional opportunities and challenges to their maternity rights to name a few.

Nawla Darwiche from the NWF visited TUC Congress 2011 and highlighted these issues and

asked for the UK trade union movement to support the work of the NWF.

Conference therefore calls on the TUC and other affiliated unions to:

- i) make links with the NWF and support and highlight the work they do
- ii) highlight the importance of women's support, recognition and inclusion within the EIFTU
- iii) highlight the issues women in Egypt face within the workplace.

Fire Brigades' Union

31 Women in the Middle East

Conference notes the continuing wave of strikes and workers' protests across the Middle East demanding social justice, democracy and equality and welcomes the huge strides taken by Egyptian workers in establishing independent trade unions.

The citizen uprisings and political changes in the 'Arab Spring' countries represent a historic opportunity for advancing gender equality and women's rights.

Women have increasingly participated in these 'revolutions' and social change movements and have played leading roles in breaking gender stereotypes and reclaiming the public sphere. However, it is not clear that future models of government and society will place gender equality and the rights of women of cornerstone. In Egypt for example, we have already seen the exclusion of women in the constitutional reform process. In many countries retaliation against women activists has been brutal and across the board, ranging from rapes to virginity tests, imprisonment and torture.

Conference instructs the Women's Committee and affiliate unions to:

- i) send messages of solidarity to our trade union sisters in Egypt and the Middle East supporting their struggle for social and gender justice
- ii) publicise their campaigns for democratic and trade union rights, social justice and equality.

Public and Commercial Services Union

Amendment

In paragraph 4, sub-paragraph i) delete “our trade union sisters in Egypt and the Middle East” and replace with “, and organise solidarity action with, sisters in independent trade unions in North Africa and the Middle East”

Add new sub-paragraph iii):

- “iii) work with independent trade unions and women’s organisations in the region to campaign for increased women’s rights and an increase in the representation of women in the new governments.”

NASUWT

32 Women’s rights in Afghanistan

With the announcement that peace talks with the Taliban are contemplated, women’s rights have apparently been forgotten. The treatment of women by the Taliban government was a contravention of their human rights.

Now, in cities, women work, receive education and there are 25 women MPs. However, Amnesty reports that the picture is different across the country where old practices remain. Women are still deprived of education, healthcare and subject to violence and early forced marriages as they were under the rule of the Taliban.

Conference calls on the TUC General Council together with their international trade union partners to launch a campaign for recognition of

women’s rights in Afghanistan and to include equality as part of the constitution of any recognised Afghan trade union.

Conference also calls on the TUC General Council to lobby the government to ensure that any political or trade partnership with Afghanistan has recognition and implementation of equal treatment for women according to the UN Declaration of Human Rights as a core clause in each contract, particularly:

- i) the right to access healthcare
- ii) the right to education
- iii) the right to free movement
- iv) the right to be free of domestic violence.

National Union of Rail, Maritime and Transport Workers

33 Standing up for standards

Conference condemns the coalition government’s ideological assault on state education and the concerted attacks on the working conditions of teachers.

Conference asserts that an attack on teachers is an attack on the education of children and young people.

Conference notes with concern the results of the NASUWT Big Question survey that showed that 61 per cent of women teachers are seriously considering quitting teaching.

Conference is appalled by growing evidence of decreasing interest amongst graduates in teaching as a career option.

Conference applauds action by affiliates in standing up for standards by continuing to campaign for the rights of all teachers in terms of pay, pensions, working conditions and job security.

Motions

Conference calls on the TUC to work with affiliates to highlight the impact of the attacks on teachers and on children's education.

NASUWT

34 Privatisation of the education service

Conference condemns the continuing privatisation of the education service in the UK. The new freedoms for Free Schools and Academies to 'innovate' are leading to changing holiday patterns, a longer working day and increased workload. Many women workers are threatened with lower wages, employment insecurity and deteriorating conditions of service. Family-friendly policies including parental leave are at risk of worsening, leading to women facing greater barriers at work.

The escalating privatisation of education is creating segregation in education and is increasingly undermining comprehensive state education.

Conference urges the TUC Women's Committee to:

- i) call on affiliates to campaign together to defend comprehensive state education
- ii) highlight the negative impact that the privatisation of education services has on women, girls and communities
- iii) highlight the threat to family-friendly policies posed by privatisation.

National Union of Teachers

35 Girls' and women's right to learn

Education is a fundamental human right. UNICEF recognise that "being born female is too often synonymous with a life of

discrimination, inequality and missed opportunities" and "inequalities condemn millions of children, particularly girls, to a life without quality education – and, therefore, to a life of missed opportunities".

Education International (EI) identifies that millions of girls are still being forced out of school because of poverty, threats of sexual violence and poor quality schools and even when education is accessible and free there are other challenges. Girls from poor families are more likely to have to work and girls are often expected to stay home to care for younger siblings.

In the UK we are also faced with threats to girls' and women's education. Women have been asked to shoulder an unfair proportion of the cuts made in public spending both as public sector employees and as service users.

Conference calls on the TUC Women's Committee to:

- i) link with EI to support campaigns that defend women's education and maintain pressure for strong government financial support
- ii) prioritise resistance to the gendered impact of cuts in Britain and continue to fight to protect women's education in the UK.

University and College Union

Amendment

At end, add additional sub-paragraph iii):

- “iii) defend the roles and facility time of union learning representatives who, through their vital work on education and training, have increased the number of women active in trade unions and supported women to improve their education and skills.

Community

36 Fair price for public service broadcasting content on pay TV

Public service broadcasting (PSB) refers to TV programmes that are broadcast for the public benefit rather than for purely commercial purposes and it is currently under threat in this country. This is important to all women because PSB is more likely to take seriously and focus on areas that matter to women compared with the commercial channels.

Conference calls on the TUC to campaign for pay TV operators, whether satellite, cable or online, to pay a fair price to public service broadcasters for content that they offer to subscribers. The present arrangement whereby public service broadcasters generate programme content, but are obliged to pay for that content to be aired to pay TV audiences, provide operators like BSkyB with an unfair economic advantage. It denies the PSB sector additional income that could otherwise enrich the range of news, documentary, investigative journalism and cultural programmes that often highlight content and themes relevant to women.

Broadcasting, Entertainment, Cinematograph and Theatre Union

37 End legal loan sharking

Conference notes with concern that despite a downward trend in personal insolvency rates, the number of women being declared bankrupt hit record levels in the third quarter of 2011. In particular, Conference notes the analysis by accountants RSM Tenon that revealed that 65 per cent of insolvencies in the 18–25 age group and 54 per cent in the 26–35 group were women. Furthermore, conference is concerned by the increasing high-street presence of so-called 'legal loan sharks' who are known to offer pay-day loans and short-term credit at 4,000 per cent APR.

Conference recognises this as part of a wider problem of access to credit and the problems low and middle income households are increasingly facing in meeting rising living costs that can trap people in a spiral of debt. Conference welcomes the work of credit unions in providing local access to savings and credit and further welcomes campaigns by MPs, unions and other organisations to tackle the curse of legal loan sharking.

Conference therefore calls on the TUC to campaign for the effective regulation of legal-loan sharking and to investigate the causes and possible solutions to the rising trend of female personal insolvency.

Community

38 Demonisation of mothers

Conference notes that some responses to the August riots demonised mothers for failing to control their children.

Mothers were blamed and abused on social network sites for having out-of-control children, female rioters were defined by their clothing and hairstyles rather than seen as part of the discussion as to the causes and consequences. MPs joined the condemnation as judgements continued to focus on the home.

Ursula Nevin, who did not take part in the riots was jailed for receiving a £5 pair of shorts; the courts and following news reports focused on her skills as a mother quoting the judge as saying she should've been a "role model to her sons" and criticising her for not speaking up about the stolen goods.

Women already facing the brunt of the austerity cuts were put at further disadvantage post-riots as mothers risked losing their home when council tenant evictions were called for; risked losing their jobs, income and liberty when

Motions

penalised for minor crimes; and, ultimately, denied the chance to support their families yet further condemned for failing to do so. Conference calls on the TUC Women's Committee and affiliates to challenge misogyny at every opportunity.

National Union of Journalists

39 Railway staff cuts

Conference is concerned that government proposals for the main line railway and the actions of London Underground in slashing staff numbers will worsen passenger services through the loss of thousands of frontline workers from trains, stations, ticket offices and safety-critical infrastructure and operational roles.

Cuts in staff will be a false economy which could result in fewer people using the railway. The cuts fly in the face of research by Passenger Focus and the government that station and train staff are important for passengers, for ticket sales, journey advice and general assistance and reassurance.

Women passengers in particular will feel less safe than at present. With fewer staff and probably more irate passengers, women rail workers will also be more vulnerable to assaults from the public.

Conference believes that an expanding railway system, with affordable fares and proper staffing levels, operated as a public service which puts the needs of passengers, the economy, manufacturing and the environment before commercial considerations will best serve women rail workers and women passengers. Conference therefore calls on the General Council to actively campaign to achieve these ends.

National Union of Rail, Maritime and Transport Workers

40 Women and transport fare rises

Conference notes that women are disproportionately affected by the cuts brought about by the government's deficit reduction strategy.

Conference notes the increases to public transport fares significantly above inflation year on year will affect passengers travelling to work, effectively acting as another stealth tax. In addition the government's proposed cuts to hundreds of railway ticket office staff will mean many train stations becoming dangerous and unwelcoming places. Conference notes that effective campaigning on this issue should involve trade unions, passenger groups and other interest groups.

Conference will commit to supporting the activities of the Together for Transport campaign.

Transport Salaried Staffs' Association

Amendment

In paragraph 2, at the end of the second sentence after "places", insert: "Women are more likely to use public transport and to be travelling when it's dark because most part-time workers are women. Women often miss the last bus or train home if their shift does not finish on time."

In paragraph 2, at the end, after "groups" insert ", and be led by women"

Union of Shop, Distributive and Allied Workers

41 The impact of the global financial crisis on women

Conference notes that the global financial crisis is having a serious and widespread impact on the real economy and particularly on the lives of women. Historically, economic recessions have

placed a disproportionate burden on women, and those living in both developed and developing countries will be particularly affected by job cuts, increased caring responsibilities and an increased risk of violence.

This impact is exacerbated by the fact that women have limited access to and control over economic and financial resources, domestically and societally, and are under-represented in almost all political decision-making forums.

Adequate funding, political commitment and access to health care and education are crucial to women's ability to achieve equality, but the financial crisis is slowing progress, whilst women seeking political change are targeted for violence and repression.

Conference therefore calls upon the TUC Women's Committee and affiliates to work with support sister unions globally to:

- i) lobby governments to ensure that policy responses to the crisis take account of gender equality perspectives
- ii) engage with the UN Convention on the Elimination of Discrimination Against Women to ensure that issues of women's economic security, ending violence against women and women in leadership are prioritised.

UNISON

Section two

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 five 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 three

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.

Constitution 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

Five 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.



Trades Union Congress
Congress House
Great Russell Street
London WC1B 3LS

www.tuc.org.uk

contact:

Enquiries concerning the TUC Women's Conference 2012 should be directed to the TUC Equality and Employment Rights Department on 020 7467 1260

© 2012 Trades Union Congress

For more copies of this title contact our ordering point on 020 7467 1294 or smills@tuc.org.uk. Bulk discounts may be offered.

All TUC publications can be provided for dyslexic or visually impaired readers in an agreed accessible format, on request, at no extra cost.