

**date:** 12 March 2014



# Agenda

## 2014 TUC Women's Conference

### **84<sup>th</sup> TUC Women's Conference 2014**

Congress House, Great Russell Street, London

Wednesday 12 March 14.00 to 17.30

Thursday 13 March 09.30 to 17.30

Friday 14 March from 09.15



## Contents

### 5

#### Motions

- 1 Campaigning through austerity
- 2 Fuel poverty
- 3 The impact of austerity on parental rights
- 4 Britain needs a pay rise
- 5 Childcare workers and early years teachers- still under-paid and undervalued
- 6 Equal pay
- 7 Low pay, poor health
- 8 Unworkable Firefighter pension scheme
- 9 Bedroom Tax– an attack on women
- 10 Access to face-to-face services
- Amendment*
- 11 In-work benefits
- Amendment*
- 12 Decent childcare for all
- 13 Universal childcare
- 14 Affordable childcare
- Amendment*
- 16 Health inequalities
- 17 Pregnancy discrimination
- 18 When age isn't immaterial
- Amendment*
- 19 The undermining of human rights and equality legislation
- 20 Women's health, safety and wellbeing
- 21 Bullying to be recognised as a specific clause in health and safety or equality legislation
- 22 Workplace bullying and harassment in male-dominated industries
- 23 Zero tolerance for bullying and sexual harassment

- 24 Young women and pornography
- 25 Sexualisation of women in entertainment
- Amendment*
- 26 The concrete ceiling
- Amendment*
- 27 Lobbying and the empowerment of women
- 28 Employment Tribunal fees / Workplace Equality Reps
- 29 Facility time for Equality Reps
- Amendment*
- 30 Global equality in education for women and girls
- 31 Provision of maternity and paternity rights for merchant seafarers
- 32 Breast is best, incentivising is wrong
- 33 A Greek Tragedy
- 34 Afghanistan
- 35 An end to forced labour of young women in Tamil Nadu, South India
- 36 Chuck junk off the checkouts campaign
- Amendment*
- 37 Abortion rights
- 38 Stereotypes stop you doing stuff
- Amendment*
- 39 Gender stereotyping of children's toys
- 40 Sexism/lad culture in Higher Education
- 41 Domestic Violence
- Amendment*
- 42 Female Genital Mutilation
- 43 Arts Council England and gender inequality in theatre

## **36 Composite motions**

Composite motion 1: Poverty and health inequalities

Composite motion 2: Childcare

Composite motion 3: Sexualisation and exploitation of women

Composite motion 4: Gender stereotyping

Composite motion 5: Closure of specialist rape units due to police cuts in funding

**43      Guide for delegates and visitors**

**49      Constitution and standing orders**



## Section one

# Motions

## 1 Campaigning through austerity

Workers are being faced with the most severe economic and political challenges for a generation. Changes in the world of work, cuts and privatisation of public services have a devastating impact on women's lives.

Employers are resorting to measures which create a more flexible labour market but diminish job security and reduce terms and conditions – including the increased use of zero hours contracts, cuts to pay, maternity, holiday and sickness provisions - which impact disproportionately on women.

Meanwhile, the national minimum wage fails to keep pace with the cost of living, leaving the mainly women recipients struggling with increasing debt and poverty. Raising the minimum wage would stimulate the economy through increased spending and save taxpayers money by cutting benefits, whilst closing the gender pay gap.

Conference calls upon the TUC women's committee to work with affiliates to continue to campaign in defence of quality public services and a living wage for all workers, and against the:

- i. privatisation and marketisation of public services;
- ii. public sector pay freeze and imposed pay restraint leading to real terms pay cuts; and
- iii. increasing trend to introduce terms and conditions which deprive workers of a decent standard of living and work life balance.

### UNISON

## 2 Fuel poverty

Conference notes with alarm the link between growing fuel poverty in the UK and low pay, welfare cuts and mounting energy bills, whilst major energy companies continue to maximise their profits. Conference further recognises the impact on climate change of rising fossil fuel prices and the lack of investment in renewable energy.

Because women are more likely to be low paid, lone parents or single pensioners, fuel poverty has a disproportionate adverse impact on women.

## **2014 TUC Women's Conference - Agenda**

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

- i. step up the campaign against fuel poverty and its inextricable link with the austerity agenda;
- ii. produce a campaign leaflet for affiliates, and work with organisations such as Fuel Poverty Action to organise events, activities and peaceful civil disobedience;
- iii. develop a trade union training course on fuel poverty;
- iv. lobby for a public commitment by current and future governments to freeze energy prices, tackle tax avoidance, increase taxation on energy profits and restore public ownership of the energy sector; and
- v. support the aims of the One Million Climate jobs campaign to address both the economic and environmental crises by creating jobs in renewable energy, public housing and public transport.

### ***Public and Commercial Services Union***

## **3 The impact of austerity on parental rights**

Conference deplores the fact that the UK currently ranks last in Europe when it comes to giving new parents well-paid leave following the birth of their child. TUC analysis shows UK mothers get just 1.4 weeks of well-paid maternity leave compared with the EU average of 9.9 weeks. Due to these low rates of pay, fewer than 29% of partners are able to spend longer than two weeks at home following the birth of their child. Under the Children and Families Bill the Government intends to introduce a system of shared parental leave from 2015. This will be paid at £136 per week making it unaffordable for most families. As women who work full time earn on average £5k less than their male counterparts, they are still likely to end up taking the majority of the parental leave. This will lead to a drop in their incomes, permanent damage to their career prospects and poorer pension provision. This has been reflected in our union by increasing number of podiatrists not taking their full maternity leave due to these worries.

Conference therefore calls upon the TUC to continue its campaign for a properly-paid system of shared parental leave.

### ***The Society of Chiropodists and Podiatrists***



## 4 Britain needs a pay rise

Conference welcomes the TUC campaign “Britain needs a pay rise” particularly, at a time when annual income per head is falling, the wage gap between rich and poor is widening and the gender pay gap is 15% for full-time and 35% for part-time women. The top 1% of UK earners’ pay has risen in real terms by 117% since 1986 and the lowest 10% by only 47%. Women are still concentrated in lower-paid, traditionally female jobs.

Conference notes many local authorities are now paying or are committed to paying the Living Wage however, only around 140 employers have adopted the living wage benchmark. 20% of workers, nearly 5m, are paid less than the living wage, the majority of them are women.

Conference believes that the UK’s low pay economy is a disgrace and a direct result of successive Governments’ neoliberal economic policies that drive down wages and conditions for women workers and their families, and have resulted in the culture of zero hours contracts and bogus self employment.

Conference calls on the TUC women’s committee to further develop the platform of policies to underpin wages, national collective bargaining and reinstate wages councils to tackle unfair pay and low pay.

***Unite the union***

## 5 Childcare workers and early years teachers- still under-paid and undervalued

Conference calls for a national debate about why childcare workers, early years teachers, early years professionals and nursery staff - a mainly female workforce - continue to attract such low rates of pay and status.

Conference predicts that the “cost” of childcare will be a high profile discussion in the run up to General Election. This conference opposes the proposals in the “More Great Childcare” consultation to:

- i. weaken safeguarding requirements and change adult-child ratios;
- ii. narrow training opportunities and career paths for the least qualified parts of this workforce and discourage investment in staff; and
- iii. to create a group of EY ‘teachers’, who are not qualified teachers, to make them cheaper to employ.

Conference celebrates the co-ordination between trade unionists, women’s rights groups and early years education experts to achieve a U turn on the adult: child ratios.

## **2014 TUC Women's Conference - Agenda**

Conference asserts that affordability must be achieved through:

- a) increasing wages for working parents;
- b) increased employer contributions to childcare costs; and
- c) public investment.

Conference calls for a high profile campaign to defend high quality childcare as an entitlement for all parents/carers and challenge Government attempts to attack working conditions for the childcare workforce.

### ***National Union of Teachers***

## **6 Equal pay**

Conference notes that, some forty years after the Equal Pay Act was passed, latest statistics show that the hourly full-time gender pay gap currently stands at 15%. Even in the Civil Service, where women make up the majority of the workforce, there is still a 13% gap between the hourly full-time equivalent earnings of men and women. The Health sector is one of the worst in this regard; the pay gap between male and female health professionals stands at 31%.

The gender pay gap is even bigger for women working part-time, who earn 35% less per hour than men who work part-time.

Conference believes that the current law and voluntary initiatives around Equal Pay are simply not robust enough to combat such a sizeable gap and therefore calls on the TUC to press for:

- i. the enactment of Section 78 of the Equality Act 2010 which would require businesses with 250 employees or more to publish information on the gender pay gap;
- ii. a requirement on employers to conduct regular equal pay audits; and
- iii. amendment of the Public Sector Equality Duty (PSED) to include a specific duty on public sector bodies to take action to reduce the gender pay gap.

### ***FDA***

## **7 Low pay, poor health**

Conference notes recent research which again confirms the link between living on a low income and poor health. Women's economic inequality has worsened significantly under the Coalition Government. This has impacted on

women's health. Cuts to health and social care services, the removal of health promotion initiatives together with cuts to social security support have had a disproportionate effect on the physical and mental health of low-income women.

We need a co-ordinated, well-resourced strategy to improve the health of women on low incomes. It is ineffective and unacceptable to either blame individual women for their health problems or to imply that paid work offers a guaranteed route to good health. The links between in-work poverty and poor health need to be further examined. Poor quality, insecure employment and in-work poverty have a direct bearing on women's health and wellbeing.

Conference calls for:

- i. unions to continue to raise awareness amongst members of women's health as a trade union issue and to negotiate policies with employers that allow for time off for health checks and screening appointments; and
- ii. the TUC and affiliates to continue to be an effective campaigning voice for working women at risk of poor health outcomes.

*USDAW*

## 8 Unworkable Firefighter pension scheme

Conference is appalled by attacks on public service pension schemes which include the imposition of an unworkable normal pension age of 60 and unaffordable contribution rates (most firefighters currently pay 12.9%) on a new scheme proposed for firefighters.

The Government's own review, chaired by Dr Williams, looked into a normal pension age of 60 for firefighters and identified that 66% of current firefighters fall below the required fitness level at age 55-60; Williams also asserted that the situation is worse for women firefighters.

It is accepted that firefighting is one of the most physically demanding and hazardous occupations and firefighters fear that they won't be able to maintain their fitness at the required level until age 60. Williams suggests significant numbers face the option of leaving or dismissal on capability grounds.

The CLG Fire Minister Brandon Lewis has confirmed that that anyone aged 55 forced to retire early rather than get sacked will have their pension reduced by 47.1%.

## **2014 TUC Women's Conference - Agenda**

Conference calls upon the TUC Women's Committee and affiliates to lobby UK Government's and MP's in support of the FBU's campaign to achieve an affordable and workable occupational pension scheme for firefighters.

### ***The Fire Brigades Union***

## **9 Bedroom Tax– an attack on women**

In April 2013, Government changed housing benefit rules to encourage people in public housing to downsize to smaller properties. This was called the "bedroom tax" and designed to free up living space for overcrowded families.

In reality, this has resulted in higher levels of rent arrears, greater homelessness and increased burden on women, in particular:

- i. separated mothers who share the care of their children and who may have been allocated an extra bedroom to reflect this;
- ii. couples who use their 'spare' bedroom when recovering from an illness or operation;
- iii. parents whose children visit but are not part of the household; and
- iv. disabled people including people living in adapted or specially designed properties.

There is a shortage of smaller accommodation, 50,000 people face eviction and 30,000 housing association tenants are in rent arrears.

The bedroom tax is not saving money. Councils will waste more money on evictions, debt collection and emergency support for homeless families.

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

- a) brief the affiliates on the impact of the Bedroom tax on women;
- b) work with women's groups, housing associations and tenants groups to build an alliance against the bedroom tax; and
- c) lobby the DWP

### ***GMB***

## 10 Access to face-to-face services

Conference believes that the devastating effect of austerity cuts is being exacerbated by the government's drive to close down access to local advice services, disregarding the human cost of digital exclusion for many women.

For example, the announcement by HMRC to close its entire enquiry centre network in March 2014 means that access to local face-to-face tax advice will be replaced by a requirement to phone a call-centre or to search for information online. And victims of domestic abuse are now expected to access Ministry of Justice Guidance on eligibility for Legal Aid online.

The Government's planned Digital Strategy will reduce many other services to online access only. This will not only cost thousands of jobs, the majority of which are filled by low paid women workers, but will also have a disproportionate adverse gender impact on low income families, carers, pensioners and disabled people, many of whom are less likely to have any access to online services.

Conference instructs the TUC Women's Committee to:

- i. conduct research on the implications of digitalisation on women workers and users; and
- ii. liaise with affiliates to launch a public campaign exposing the gender impact of digitalisation and the closure of local services.

### *Public and Commercial Services Union*

#### **Amendment**

INSERT after paragraph 2:

"The planned closure of all London Underground ticket offices, except 6, is another example. Although management know the disproportionate impact this will have on their female staff, they are forging ahead. It will cost jobs, increase difficulty accessing the service and women passengers will be more vulnerable in un-staffed stations."

DELETE "and" at the end of point (i)

INSERT at end:

"iii) campaign against the closure of London Underground ticket offices."

### *National Union of Rail, Maritime and Transport Workers*

### 11 In-work benefits

Conference deplores the continuing policy to limit the annual increase in in-work benefits to just one per cent per year as this hits low-paid women hardest.

Conference recognises the below inflation rise means an effective cut in benefits, including maternity allowance, sick pay, maternity pay and paternity pay as well as the couple and lone parent elements of the working tax credit and the child element of the child tax credit. The increase in child poverty to 3.5 million children, of whom two thirds live in households where at least one person works, is a damning indictment of this government's failed austerity policies.

Conference notes that in-work poverty also demands action to tackle low pay and job insecurity but further notes that the cap on increases to in-work benefits is symptomatic of an ongoing attack on the social security system more widely.

Conference therefore calls on the TUC Women's Committee to campaign for an end to the in-work benefits cap and to highlight the damaging effects these policies have on working women and their families.

#### *Community*

#### **Amendment**

Line 12: Insert 'Conference congratulates the lead the TUC has taken to set the record straight about social security spending and benefit claimants and welcomes their ongoing work in this area.' Before 'Conference'.

Line 12: After 'to' insert 'i)

Line 14: Delete '.' And insert '; ii) support and encourage affiliates to highlight the vital role that benefits play in tackling poverty, promoting equality and ensuring a decent standard of living for all'

#### *USDAW*

### 12 Decent childcare for all

Lack of affordable childcare is the most persistent and disproportionate financial disadvantage that women workers face, particularly single parents, 90% of whom are women. The stagnant gender pay gap is in no small part due to the high costs of childcare in the UK, and the reliance of women workers on low paid, low status, part time work to meet childcare needs.

Childcare is increasingly a major issue for all political parties in the run up to the 2015 general election, with the Labour Party guaranteeing wraparound 8am-6pm childcare for primary school pupils and 25 hours free childcare, whilst the coalition are offering financial support which will primarily benefit higher earners, but have cut childcare tax credits which helped poorer and single parents.

Conference calls upon the TUC women's committee to work with affiliates to:

- i. campaign for childcare support which will benefit all parents, including those who work shifts and unsociable hours;
- ii. support the Gingerbread campaign for affordable childcare for single parents;
- iii. campaign for decent terms and conditions for the staff providing childcare in schools and nurseries, including adequate training and safe child/carer ratios; and
- iv. lobby for childcare to be at the heart of 2015's election manifestos.

## **UNISON**

### 13 Universal childcare

Conference is concerned by recent figures showing that the average cost of childcare has risen by 30% since 2010 and that there are now 35,000 fewer childcare places available, despite the 125,000 rise in children under 4.

Conference further notes Ofsted ratings from 2012 indicating that the most affluent areas of the country received almost two times the level of top quality childcare provision compared to the most deprived areas. There were also three times as many outstanding providers in the wealthiest areas when comparing the least and most deprived local authorities in England.

Conference recognises that access to affordable childcare is vital in enabling women to return to work after having children and this knock-on effect contributes to the continuing gender pay gap.

Conference believes that high-quality childcare should be available to all and therefore calls on the TUC Women's Committee to:

- i. support unions to negotiate with employers on childcare, ensuring employees are aware of and have access to all available means of support for childcare costs;
- ii. examine and raise awareness of the obstacles linked to childcare that women face in the labour market; and

## 2014 TUC Women's Conference - Agenda

- iii. campaign for comprehensive policy measures geared towards the introduction of universal free childcare.

### *Community*

## 14 Affordable childcare

At a time when many women have seen their pay frozen or cut, the cost of childcare continues to rise faster than inflation. Government measures to give childcare tax breaks to higher earners do nothing to help those who need it most. Childcare support for those on Universal Credit is less than was previously provided via the childcare element of tax credits and is far less than the total investment made by this government in childcare relief for higher earners. According to the Resolution Foundation, under Universal Credit, a part-time cleaner with two children in childcare and working 25 hours a week would be £7 a week worse off than if she didn't work at all.

Childcare in the UK is more expensive than in most other European countries and this has a direct impact on family incomes and on women's ability to return to work.

Conference calls upon the TUC women's committee to work with affiliates to:

- i. press all political parties to include childcare in their election manifestos;
- ii. continue to campaign to defend Sure Start nurseries; and
- iii. make the case for the role of employers in supporting childcare through workplace nurseries or financial support for employees.

### *Accord*

## 15 Closure of specialist rape units due to police cuts in funding.

Conference notes that some police specialist rape investigation units have been disbanded due to government cuts in police funding. These units, staffed by specially trained officers, were set up in some parts of the country and have taken up complex cases and ensured that they reach the courts. As police expertise has built up convictions have increased.

Reports of rape to police forces across the country have doubled over the past year, as have calls to Rape Crisis Centres. However, the percentage of cases brought to court has declined nationally by 13%. Axing these flagship dedicated rape investigation units downgrades the importance of rape.



Many of our members may work at any time, and often face returning home late at night or early in the morning when public transport is less well used and streets are dark and deserted. They are therefore vulnerable to attack, both by strangers and by those they know who take the same route. This issue is therefore of key concern to our union, as it will be to others with members on similar work patterns.

Conference requests the TUC bring pressure to bear on police forces and other stakeholders to retain specialist rape investigation units.

*Broadcasting, Entertainment Cinematograph and Theatre Union*

### **Amendment**

Paragraph 1, insert “and staff” after “officers”

New para 2

Specialist police staffs, who are first in the firing line for these cuts, are essential if women are to receive the support they need and to bring about these convictions.“

Add at end of final paragraph “and campaign for an end to cuts in police funding.

*UNISON*

## 16 Health inequalities

Conference is dismayed by widening health inequalities in the UK.

Over the last twenty years the gap in life expectancy for those living in different areas has increased. Up to seven years are now knocked off a woman’s life depending on where she lives. Wealthy Richmond-upon-Thames shows a ‘healthy life expectancy’ of 72 yrs for women compared to just 54 years in the poorer London borough of Tower Hamlets.

Rising income inequality and cuts to public and voluntary sector-provided services are undermining the health and safety of women and their ability, as society’s main carers, to ensure healthy lives for their children and dependents.

Hundreds of thousands more children are now living in poverty with numbers expected to rise to 3 million by 2015. Poorer children are now four times more likely to be unhealthy than those from wealthy backgrounds.

Conference calls on the TUC to make the devastating health impact of austerity, and the clear link between income inequality and health inequality, a key plank of TUC campaigning leading up to the General Election. The

government must invest in the NHS on an equitable basis to cope with rising demand and prevent ill health.

*Chartered Society of Physiotherapy*

### 17 Pregnancy discrimination

UK laws state that it is unlawful discrimination for an employer to treat a woman less favourably on the grounds of her pregnancy. Yet increasing numbers of women are losing their jobs and being subject to discrimination by employers as a result of their pregnancy. This ranges from unfair and unlawful selection for redundancy to unfounded accusations of poor performance to straight forward dismissal for no clear reason. Sadly very few women are able to take action to right these wrongs.

Instead of ensuring that these women are protected and have recourse to justice, the Government has stripped away their rights most notably by the imposition of fees of £1200 for those wishing to take a claim to an employment tribunal and the removal of the questionnaire procedure in discrimination claims.

Conference welcomes the launch of an EHRC investigation into pregnancy discrimination. This has come about as a direct result of the tireless campaigning efforts of Maternity Action, the TUC and others.

Conference calls on affiliates to support the continuing campaign to secure a better deal for women members and their families, and asks the TUC to lobby for positive and meaningful implementation of the EHRC findings.

*Chartered Society of Physiotherapy*

### 18 When age isn't immaterial

Conference is concerned at the stress that many women over fifty are being placed under due to caring responsibilities, an increase in unemployment and discrimination which may manifest as multiple discrimination in terms of age, gender, sexual orientation and/or race/ethnicity.

Conference believes that the introduction of tribunal fees, the short period of time between raising capability issues and dismissal and the current economic climate are combining to discourage women from challenging procedural errors and unfair dismissals. We have seen many education staff under immense stress, becoming depressed and suffering from mental ill health, who prefer to resign with dignity rather than face dismissal after decades of service to their profession.

Conference applauds the TUC's Age Immaterial campaign and calls upon the TUC and affiliates to:

- i. work with organisations such as The Age and Employment Network (TAEN) to support older workers in the workplace;
- ii. raise awareness of the effects of multiple discrimination in terms of age, race/ethnicity, sexual orientation and/or gender in the workplace; and
- iii. promote the benefits of flexible working more widely and resources to support older workers.

#### *Association of Teachers and Lecturers*

#### **Amendment**

Add onto the end of para one:

"In addition to their role in caring for children and even grandchildren, an increasing number of women workers have responsibility for caring for older relatives too."

Delete full stop at the end of sub-para (iii) and insert:

", including specific guidance for local union representatives on supporting members with age related caring roles."

#### *Chartered Society of Physiotherapy*

## 19 The undermining of human rights and equality legislation

Conference believes the Government is failing to ensure its legislative proposals are compliant with equality and human rights legislation.

In November 2013 the parliamentary Joint Committee on Human Rights report highlighted these concerns when examining the Offender Rehabilitation Bill, they wrote:

"We are not satisfied with the information provided by the Government in relation to the Bill's compatibility with other relevant international standards. We expect human rights memoranda to go beyond assertions that all relevant human rights obligations have been considered".

"We are concerned about the lack of evidence provided by the Government so far to support its assertion that the proposals have been considered fully in line with the requirements of the Equality Act ... We would particularly like to see the Government's analysis of the Bill's potential on women offenders, young offenders and BME offenders".

## 2014 TUC Women's Conference - Agenda

Napo represents workers in Probation and Family Courts but these concerns about the Government's cavalier approach to human rights and equality legislation are not confined to the Justice System.

We call on the TUC to publicise all attempts to undermine, circumvent or ignore human rights and equality legislation. Trade unions must play a major role in safeguarding these hard fought for and fundamental rights.

*Napo*

### 20 Women's health, safety and wellbeing

Conference asserts that the Coalition Government's attacks on basic health and safety rights, undermining of equality law and austerity measures have collectively delivered a significant and disproportionately detrimental impact on the health and wellbeing of women workers.

Conference is appalled by changes to the Regulations relating to school premises that have removed the basic rights to privacy, dignity and safety for teachers and pupils in schools.

Conference notes the overwhelming weight of evidence demonstrating that the Coalition Government has no commitment to ensuring that the rights and needs of women workers and students are met.

Conference calls upon the TUC to collate and highlight the evidence about the impact of the Coalition Government's reforms to the health, safety and wellbeing of women teachers and pupils.

*NASUWT*

### 21 Bullying to be recognised as a specific clause in health and safety or equality legislation

Conference notes a 2013 survey of Federation of Entertainment Union members on bullying returned 4000 replies which showed 56% of respondents had been bullied, harassed or discriminated against at work and 52% had witnessed such behaviour. 64% of women experienced ill treatment with 34% identifying gender or sexuality as a factor in their ill-treatment, reporting sexual harassment. The survey also showed that employers had a blatant disregard or ignorance of equality legislation concerning maternity and many women were bullied whilst pregnant.

Conference congratulates the FEU on the survey and holding a joint conference to discuss the findings and future campaign strategy. Conference further welcomes the unions' decision to produce a joint statement on bullying from

all the FEU unions involved and the commitment to raising the issue of bullying and harassment in all employer and union forums and asking media/entertainment employers to commit to signing the joint statement.

Conference calls on the TUC to mount a campaign on bullying and harassment and to raise this issue at governmental level in order that work can begin on a campaign to get bullying recognised as a specific issue in health and safety legislation or the Equality Act.

*National Union of Journalists*

## 22 Workplace bullying and harassment in male-dominated industries

Conference regrets that male-dominated workplaces and industries continue to be blighted by the harassment and bullying of women workers.

Management of many companies may pay lip service to equality and diversity issues but these paper policies are not being translated into action on the shop floor.

Legislation to outlaw harassment on the grounds of sex and gender, under the Equality Act 2010, is failing to tackle the problem as it needs to be accompanied by a massive cultural shift. Many women do not report bullying for fear of being labelled as complainers. Those that do are often ignored or ridiculed - accused of not being able to meet the demands of the job or told to develop a sense of humour.

Conference recognises that this problem is particularly acute in the construction sector where over 90% of workers are male. This hostile working environment deters female entrants to the industry and contributes to the poor retention rates of women workers.

Conference reiterates its support for initiatives to increase the number of women working in male-dominated industries and calls for mandatory anti-bullying training as part of new worker induction programmes, supervisor training and trade union representative courses.

*Union of Construction Allied Trades and Technicians*

### 23 Zero tolerance for bullying and sexual harassment

Conference is appalled that sexual harassment in the workplace remains rife.

Research published in October 2013 indicates that six in ten working women in the UK have experienced inappropriate behaviour by a male colleague. One in three of these women faced inappropriate comments and one in six had experienced unwanted physical contact.

Women are understandably reluctant to report such behaviour, which is often initiated by senior colleagues in positions of power, with the result that women who are harassed often suffer unfair disadvantage. When harassment and bullying are not dealt with effectively, employers must recognise that there is a cost to the individual in terms of their physical and mental health, as well as an organisational cost, e.g. reduced productivity and higher absence levels.

Robust policies addressing unacceptable behaviours are essential, but conference agrees that policies must be implemented through:

- i. campaigning with employers to raise awareness that harassment in any form is unacceptable;
- ii. education to change behaviours, and
- iii. promoting an organisational culture that is conducive to women making complaints without fear of ridicule or victimisation.

Conference therefore calls on the Women's Committee to promote such action by all affiliates and to publicise examples of good practice.

#### *Prospect*

### 24 Young women and pornography

Conference is deeply concerned at the effects on young women and girls of exposure to pornography, embedded in a culture of demeaning images of and attitudes towards women and girls. Conference notes the damage done to young people's self-esteem through the myths of a perfect body image, which is often unrealistic and/or unattainable.

Conference applauds the campaigns run by UK Feminista and OBJECT, to 'Lose the Lads' Mags' and the 'Rewind and Reframe' campaign run by End Violence Against Women (EVAW), Imkaan and OBJECT. We also note the welcome focus on the intersectionality between racism and sexism by the 'Rewind and Reframe' campaign.

Conference notes the links made in research by the Office of the Children's Commissioner between the viewing of pornography and violence against women and girls.

Conference calls upon the TUC and affiliates to:

- i. support the work of the End Violence Against Women coalition and others to campaign on the issue of young people's inappropriate exposure to pornography;
- ii. explore with relevant bodies the possibilities of age regulations for online music videos; and
- iii. raise awareness of the damage being done to young people as a result of inappropriate exposure to pornography.

### *Association of Teachers and Lecturers*

## 25 Sexualisation of women in entertainment

The MU is concerned that female entertainers are facing increasing pressure to sexualise their music or performance from executives in the entertainment industry who insist that 'sex sells'.

Whilst we support the idea of women expressing themselves as they wish to, we are concerned that young and vulnerable women are being manipulated in order to make money for other people in the industry.

Media executives have a responsibility to their audiences and their performers and should be promoting talent and individuality rather than insisting on their acts being sexually provocative.

The MU calls on Conference to condemn the juvenile attitude to female sexuality within the entertainment industry, to ask the industry to encourage a positive and healthy view of women and to support artists like Charlotte Church and Lily Allen who have spoken out against the sexualisation of women in entertainment.

### *Musicians' Union*

### **Amendment**

Insert new fourth paragraph

Conference notes that this is compounded in some sections of the media by a portrayal of women as sexual objects, trivialising or ignoring their achievements in society. Conference supports campaigns which call for the media and entertainment industries to represent women in ways that are neither sexist nor stereotypical encouraging a wider diversity.

### *National Union of Journalists*

### 26 The concrete ceiling

Conference notes that the government published statistics in 2013 which showed that just 37% of new public appointments made by Whitehall departments were women. The government also published its 'aspiration' that this figure should increase to 50% by 2015 because, in the words of Francis Maude, Minister for the Cabinet Office, "the boards of our public bodies need to represent the communities that they serve. At the moment they do not."

Conference notes this admission that women are still under-represented on public boards and that this needs to change. Conference believes that there is a need for fair gender representation at senior levels across the whole economy - not just in the sphere of new public appointments.

Conference urges the TUC to publicly support unions in:

- i. highlighting the under-representation of women at senior levels in all sectors;
- ii. pressing employers to publish comprehensive data on the gender breakdown at senior levels, and the levels immediately below, within their organisation; and
- iii. lobbying employers to publish strategies which include measurable, time-bound diversity targets and action plans demonstrating how these benchmarks can be achieved.

This should be undertaken in consultation with the relevant union(s).

**FDA**

### **Amendment**

#### *Insert new para 3:*

Professional women in male-dominated industries, particularly in the private sector, often report isolation and little support in their workplaces. In addition, they are less likely to be trade union members and therefore more exposed to unfair employment practices.

Add new number iii, renumber existing para iii:

- iii negotiating good practice on promotion and worklife balance policies;

**Prospect**



## 27 Lobbying and the empowerment of women

According to the Office for National Statistics, women now make up over 50% of the working age population. Conference agrees that women should be encouraged and helped to become better political campaigners for change, both in the workplace and wider society.

The CWU Women's Committee has recently introduced a toolkit designed to encourage greater participation of women in public life and also how to gain change through lobbying. The toolkit also seeks to maximise women's roles in public office.

Conference calls on the incoming Women's Committee to give consideration to a similar initiative for the TUC to include the potential for specific training courses, including distance based training. A report will be presented to the 2015 TUC Women's Conference.

### *Communication Workers Union*

## 28 Employment Tribunal fees / Workplace Equality Reps

In July 2013, the Government introduced fees of up to £1180 to take workplace cases to Employment Tribunals.

This has had a pronounced impact on cases involving sex discrimination.

In the period before the introduction of fees, there were 4,528 cases per month (average), this decreased to 1,000 per month. Of these only 129 were for sex discrimination - a reduction from an average of 2,055 per month.

Women workers are being priced out of justice.

In order to resist sex discrimination and defend women at work, we need specific workplace equality reps supported by statutory underpinning. Workplace equality reps can help transform the lives of many women and vulnerable workers by putting in policies and agreements that are essentially 'preventative' and avoid costly litigation.

But to be able to reach their full potential, workplace equality reps need paid time off for union duties and recognition from employers that statutory status would give.

Conference calls on the TUC Women's Committee to:

- i. campaign to raise awareness and build support with affiliates;
- ii. build support with NGO's particularly with women's groups; and

## **2014 TUC Women's Conference - Agenda**

- iii. lobby the Labour Party to include this as a unequivocal manifesto commitment.

### ***GMB***

## **29 Facility time for Equality Reps**

Conference recognises the important work done by equality reps in the workplace, for example in development and implementation of progressive policies, workforce monitoring and widening the bargaining agenda.

Conference therefore notes with great concern the impact of restrictions on facility time on workplace representatives. As the 2012 TUC Equality Audit showed, Government policies are systematically undermining equality structures and programmes, leading to greater inequality at work. The need for workplace equality reps has never been greater. Yet there is a lack of detailed evidence about how the work of equality reps is being affected by restrictions on facility time. Nor is it clear how the ability of equality reps to undertake other duties and activities including training, networking and participating in union and TUC conferences is being impacted.

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

- i. investigate the consequences of cuts in facilities on the role of equality reps;
- ii. identify any challenges and highlight good practice where it exists, including in the devolved nations; and
- iii. provide guidance for unions aimed at minimising adverse effects and supporting the continuing work of equality reps.

### **Prospect**

### **Amendment**

We would like to add the following text:

- iv. investigate the impact of cuts in facilities time on the opportunities for workplace reps to attend TUC equality conferences, which can act as a development opportunity, especially for those from underrepresented groups, to encourage them to play a larger role within their unions and the TUC.

### ***FDA***

### 30 Global equality in education for women and girls

Conference asserts that gender equality in education is essential for ensuring the human rights of women and girls.

Conference notes with concern that women and girls are systematically denied access to quality education and decent life chances as a result of gender inequality, discrimination, intimidation and violence.

Conference further notes with concern the failure of international institutions to deliver the promise of universal access to education for girls by 2015.

Conference deplores the fact that two-thirds of illiterate people in the world are women and that thirty-one million girls worldwide have no access to school.

Conference asserts that denying women and girls their fundamental right to education is a blight on society.

Conference welcomes the Declaration of Intent on 'Global Equality in Education for Women and Girls' which seeks to secure equality for women and girls.

Conference endorses the international campaign to 'Unite for Quality Education' calling for action by national governments to secure quality education for all.

***NASUWT***

### 31 Provision of maternity and paternity rights for merchant seafarers

Conference notes the remarkable variations in the provision of maternity and paternity rights for merchant seafarers in the national and international shipping fleets. Conference applauds the work done by the Nautilus International during the past few years to seek to ensure that the best possible maternity and paternity rights are negotiated for seafarers. Conference notes however, due to the international nature of the industry and the fragmented and intensely competitive nature of the global maritime labour market, it is difficult to promote such initiatives worldwide – especially on vessels without International Transport Workers' Federation approved collective bargaining agreements. Conference therefore calls for more to be done to ensure that all women working at sea have better legal protection and urges greater cooperation between relevant organisations to ensure that the world's 1.2m seafarers, of which barely one per cent are women, have at least the same rights as those who work ashore.

***Nautilus International***

### 32 Breast is best, incentivising is wrong

Conference fully believes in the adage 'breast is best' and the huge health benefits that breastfeeding can bring to both mother and baby.

Conference however rejects the new Government scheme which attempts to bribe mothers to breastfeed by offering a payment of £200 in shopping vouchers.

The UK does have a poor record for breastfeeding with only 35% of mothers doing so until six months; although Conference has grave reservations that this scheme will encourage more women to take up or persevere with feeding.

Many women try to breast feed in the early weeks but for medical reasons or lack of advice and support make the torturous decision to stop. This scheme could only serve to make women in this situation feel more guilt ridden.

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

- i. lobby the government to withdraw the shopping voucher incentive scheme;
- ii. lobby the government to allocate more funding for breast feeding councillors, to provide thorough training on breast feeding support to maternity and children's services professionals; and
- iii. campaign to improve post natal care including the introduction of a scheme that would see a breast feeding expert visit new mothers in their first week at home.

### *Associated Society of Locomotive Engineers and Firemen*

### 33 A Greek Tragedy

Conference is shocked to learn that the Greek government has reintroduced a controversial regulation on the transmission of infectious diseases. The health provision permits the Greek police to detain those suspected of being sex workers or drug users for forced testing for HIV and other infectious diseases.

Conference is disgusted that in 2012, despite a lack of evidence, women suspected of being sex workers were rounded up and forcibly tested, 31 of them were criminalised because of their HIV status. On order of the Greek prosecutor their pictures, names and addresses appeared in the national media and the Greek police website denounced them as threat to public health.

This HIV witch hunt was an appalling violation of human rights and medical confidentiality, which stigmatised the women involved and breached several human rights standards.

TUC Women's Committee is called to:

- i. write to the EU's fundamental Human Rights Agency and the United Nations High Commissioner for Human Rights expressing serious concern over the reintroduction of the regulation and the inhumane treatment of those targeted in its execution;
- ii. build links with the Greek HIV charity, Positive Voice; and
- iii. promote the documentary film 'Ruins' which chronicles the story of the criminalised women.

*Associated Society of Locomotive Engineers and Firemen*

## 34 Afghanistan

Women's Conference is deeply concerned at the plans drafted by a working group for the Ministry of Justice in the Karzai administration, to reintroduce public stoning as punishment for adultery.

Conference is also aware that the Afghanistan Government has never ratified a long awaited law setting penalties for rape, child marriage and "Baad" the local term used for the giving of girls to resolve disputes.

In May 2013, the country's lower chamber also revised the country's electoral law, which removed the guarantee that at least a quarter of seats in each of 34 provincial councils be reserved for women.

Despite initial progress after the supposed fall of the Taliban, restrictions on women's education and freedoms are still endemic and widespread violence against women is accepted practice.

Conference therefore calls upon the TUC and all affiliated unions to:

- i. campaign vigorously, using any means at their disposal, to raise the plight of our sisters in Afghanistan;
- ii. support sister organizations that are working against the oppression of women and girls in Afghanistan; and
- iii. lobby UK Governments to ensure that they work hard against any practice in Afghanistan, proposed or otherwise, that serves to oppress the women of Afghanistan.

*The Fire Brigades Union*

### 35 An end to forced labour of young women in Tamil Nadu, South India

Conference notes that South India is a major producer and supplier of garments like T-Shirts, sweatshirts and nightwear to most British clothing retailers.

Girls as young as 14 are being recruited from poor rural areas to work in spinning mills and garment factories a long way from their homes, under conditions amounting to forced labour.

Unions and NGOs are not allowed any access to the workforce, who are shut up in hostels. If they were, they could talk to the young women workers and further their cause. Freedom of movement and association is key to ending forced labour.

Conference therefore requests the TUC to:

- i. demand that British retailers commit to eliminating all forced labour, including in Tamil Nadu, in their supply chains;
- ii. put pressure on the UK government to ensure that UK retailers undertake due diligence against all violations of human rights including forced labour as set out in the UN document Guiding Principles on Business and Human Rights, 2011;
- iii. use its position in the Ethical Trading Initiative to further these demands; and
- iv. actively support the campaign of solidarity with the young women workers of Tamil Nadu, co-ordinated by HomeWorkers Worldwide.

### *Broadcasting, Entertainment Cinematograph and Theatre Union*

### 36 Chuck junk off the checkouts campaign

Conference notes the increasing problem of childhood obesity and needs to take a leadership role in tackling this epidemic.

Action is required at many levels, simultaneously, to bring about population change in levels of obesity.

The British Dietetic Association has partnered with the Children's Food Campaign to run 'Chuck Junk off the Checkouts Campaign' which aims to encourage retailers to stop selling high calorie snacks at the checkouts.

A survey conducted to support the campaign found that 8 out of 10 people are unhappy with the sale of sugary or high calorie food and drink items at checkouts. Almost all the parents surveyed said they had been pestered by their

children to buy junk food at the checkouts, and most found it difficult at that particular moment to say no.

Dietitians will engage with key policy-makers and retailers to lobby for a change in practice and asks The General Council to call on politicians to ensure that a cessation of positioning of high calorie food and drinks at impulse purchase points is included in the Department of Health's "Responsibility Deal."

Congress encourages all affiliated unions to support the effort to protect children's health.

*British Dietetic Association*

### **Amendment**

The following amended paragraph replaces paragraph 4 of our original submission:

"A survey conducted to support the campaign found that 8 out of 10 people are unhappy with the sale of sugary or high calories products at checkouts. Almost all the parents, the majority affected were women, surveyed said they had been pestered by their children to buy junk food at the checkouts, and most found it difficult at that particular moment to say no."

*British Dietetic Association*

## **37 Abortion rights**

TUC women's conference notes the Department of Health report (Gender Ratios at Birth in the UK) confirms there is no evidence of gender selective abortion in the UK.

Conference is appalled by the actions of journalists who sought to generate this media myth by falsely claiming to be pregnant and seeking a termination from two doctors. This cynical ploy was used to whip up support for the anti-choice campaign.

Conference notes there are 20 million unsafe abortions around the world every year – most of them in countries where abortion is criminalised or restricted. At least 47,000 women will die as a result, thousands more will suffer ill health.

Conference believes a woman's right to choose is global and reaffirms its commitment to supporting women's autonomy in making their own decisions whether and when to have children and access to safe, legal abortion as a health and human rights issue.

Conference resolves to;

## 2014 TUC Women's Conference - Agenda

- i. remain vigilant in media monitoring and rebuttal of anti choice campaign messages;
- ii. support our sisters in Ireland and the ARC campaign;
- iii. support the International Day of Action for the Decriminalisation of Abortion;
- iv. publicise the website [www.womenonwaves.org](http://www.womenonwaves.org); and
- v. encourage trade union branches to affiliate to Abortion Rights.

### *Unite the union*

## 38 Stereotypes stop you doing stuff

Conference is hugely frustrated at the extent to which stereotypes still limit the lives of girls and women in 2014 and applauds the efforts of campaigns such as UK Feminista, Everyday sexism and PinkStinks to highlight the harmful impact of stereotypes and to demand change and faster progress.

Conference realises that schools can play a role in liberating girls and boys from sexist stereotypes but warns that the Government's education "reforms" – competition between schools, ranking children, ever more testing - will do nothing to help and much to hinder.

Conference notes that a practical NUT project called 'Breaking the Mould' found:

- i. in schools, just as in society, we tend to stress the differences between girls and boys far more than the similarities;
- ii. opportunities to challenge assumptions occur throughout the curriculum;
- iii. this work must start when children are young and the non-stereotypical behaviour of nursery children needs to be encouraged;
- iv. parents/ carers need information about the impact of sexism and the ways in which stereotypes limit attainment and aspiration; and
- v. weakening stereotypes benefits girls and boys, but also addresses gender inequality.

Conference demands a return to child centred education policies which allow time and space for schools to focus on equality of opportunity.

### *National Union of Teachers*



## **Amendment**

Add after paragraph one;

“Conference believes that more children are exposed to negative images of women and teenage girls that have become more prolific through the internet.

Conference believes trade unions have an important role to counter gender stereotyping among our children and teenagers.”

Add at the end;

“Conference resolves to develop a counter gender stereotyping work shop programme for use in schools, community groups and work places.”

*Unite the Union*

## **39 Gender stereotyping of children’s toys**

Conference is concerned that the methods used to promote and advertise children’s toys is becoming increasingly gender specific. There is a risk that children’s preferences and expectations will be channelled along out-dated traditional lines which may impact on their future educational and career choices. Toys are regularly split into girls’ and boys’ toys. The girls toys are almost exclusively based on the fashion and beauty industries, even for girls under 10 years, cookery and housework. Boys’ toys concentrated on the use of technical skills and the promotion of science. “Girls” toys are passive. “Boys” toys are active.

This advertising is a type of brainwashing aimed also at parents. Small children, if left to their own devices, will play with whatever toy appeals, whether it is a girl playing with a chemistry set or a boy playing with a doll. Schools career services have found that a girl’s ambition can be set by early play choices and can run against the development of natural talent and inclination.

Conference urges the TUC to the campaign against the virtual brainwashing of our children by big businesses whose aim is to exploit the choices children make as a result of targeting advertising.

*National Union of Rail, Maritime and Transport Workers*

## **40 Sexism/lad culture in Higher Education**

The TUC women’s conference has previously supported campaigns aimed at ending violence and harassment against women and girls(in transport, betting

## 2014 TUC Women's Conference - Agenda

shops and schools respectively) and has a strong involvement in the Board of Ending Violence Against Women Coalition and the report 'a Different World is Possible'.

The theme of this year's TUC women's conference is 'Every Woman in Every workplace: Stronger Together'. As a contribution towards that theme this conference notes the NUS report "That's what she said" relating to sexism and lad culture in Higher Education which was published in March 2013 (on International Women's Day) and calls upon:

- i. all teaching unions to work together to investigate the matter of sexism and lad culture in schools, Further Education and Higher Education; and
- ii. all unions to campaign for mandatory education aimed at preventing domestic violence against women.

### *University and College Union*

## 41 Domestic Violence

Conference is appalled that one in four women are still affected by domestic violence.

Far from helping to alleviate the situation the current government have introduced measures which are exacerbating it.

With the enforcement of the bedroom tax, women are being forced to leave safe secure homes and put themselves, and their families, at risk.

Conference instructs the women's committee to highlight at every opportunity the desperate plight of these women and to work with community organisations and businesses to support the women and children who are the victims of domestic violence and to strategically campaign to end this plague on our society.

### *Transport Salaried Staffs' Association*

### **Amendment**

After "Conference instructs the Women's Committee to" add "challenge the gender stereotypes that can create the tacit acceptance of violence against women, and"

After "work with community organisations" add ", justice unions, police"

Add new paragraph after "on our society":

"Conference further believes that workplace policies to support women experiencing domestic violence should be a trade union priority, and instructs

the Women's Committee to provide guidance and a model policy for affiliate unions to use in negotiations with employers".

### *Public and Commercial Services Union*

## 42 Female Genital Mutilation

Conference is shocked to note that Female Genital Mutilation affects about 100-140 million women and girls worldwide, and each year it is estimated that an additional three million girls are at risk of being subjected to the practice globally. While FGM is a crime in Great Britain no one has yet been convicted and British women and girls are still at risk.

Conference calls on the TUC to lobby the Government for support services for victims, to engage with key influencers and support community-based activities to change social norms within the at-risk groups, as well as practical actions to bring perpetrators to justice.

### *National Union of Rail, Maritime and Transport Workers*

## 43 Arts Council England and gender inequality in theatre

On its website the Arts Council England (ACE) states "Great art and culture inspires us, brings us together and teaches us about ourselves and the world around us. In short, it makes life better." For theatre to do this it is essential that our stories as women are told and women are employed on stage. Men currently outnumber women on stage by at least two to one.

Between 2011 and 2015 ACE will invest £1.4 billion of government money and an estimated £1 billion from the National Lottery. Theatre receives a significant share of this money.

Conference deplores ACE's failure to undertake comprehensive equality monitoring of performer employment. It is unacceptable that an organisation subject to the Public Sector Equality Duty, in receipt of large sums of public money, is unable to say how many men and women are employed on the stages of the theatres it funds. How can ACE effectively address equality of opportunity for women performers without knowing how many women and men are employed?

Conference calls on the TUC Women's Committee to demand, alongside Equity, a commitment from ACE to institute comprehensive and transparent equality monitoring of performer employment within subsidised theatre in England.

### *Equity*

Section two

# Composite motions

## Composite motion 1: Poverty and health inequalities

*(see Motions 7 and 16)*

Conference notes recent research which again confirms the link between living on a low income and poor health. Women's economic inequality has worsened significantly under the Coalition Government. This has impacted on women's health. Cuts to health and social care services, the removal of health promotion initiatives together with cuts to social security support have had a disproportionate effect on the physical and mental health of low-income women.

Over the last twenty years the gap in life expectancy for those living in different areas has increased. Up to seven years are now knocked off a woman's life depending on where she lives. Wealthy Richmond upon Thames shows a 'healthy life expectancy' of 72 yrs for women compared to just 54 years in the poorer London borough of Tower Hamlets.

Rising income inequality and cuts to public and voluntary sector-provided services are undermining the health and safety of women and their ability, as society's main carers, to ensure healthy lives for their children and dependents.

Hundreds of thousands more children are now living in poverty with numbers expected to rise to 3 million by 2015. Poorer children are now four times more likely to be unhealthy than those from wealthy backgrounds.

We need a co-ordinated, well-resourced strategy to improve the health of women on low incomes. It is ineffective and unacceptable to either blame individual women for their health problems or to imply that paid work offers a guaranteed route to good health. The links between in-work poverty and poor health need to be further examined. Poor quality, insecure employment and in-work poverty have a direct bearing on women's health and wellbeing.

Conference calls for:

- i. unions to continue to raise awareness amongst members of women's health as a trade union issue and to negotiate policies with employers that allow for time off for health checks and screening appointments; and
- ii. the TUC and affiliates to continue to be an effective campaigning voice for working women at risk of poor health outcomes.

- iii. the TUC to make the devastating health impact of austerity, and the clear link between income inequality and health inequality, a key plank of TUC campaigning leading up to the General Election.
- iv. The TUC to campaign for greater government investment in the NHS on an equitable basis to cope with rising demand and prevent ill health.

**Mover:** *USDAW*  
**Seconder:** *Chartered Society of Physiotherapy*

## Composite motion 2: Childcare

(see Motions 5, 12, 13 and 14)

Lack of affordable childcare is the most persistent and disproportionate financial disadvantage that women workers face, particularly single parents, 90% of whom are women. The stagnant gender pay gap is in no small part due to the high costs of childcare in the UK, and the reliance of women workers on low paid, low status, part time work to meet childcare needs.

Conference is concerned by recent figures showing that the average cost of childcare has risen by 30% since 2010 and that there are now 35,000 fewer childcare places available, despite the 125,000 rise in children under 4.

Conference further notes Ofsted ratings from 2012 indicating that the most affluent areas of the country received almost twice the level of top quality childcare provision compared to the most deprived areas. There were also three times as many outstanding providers in the wealthiest areas when comparing the least and most deprived local authorities in England.

Childcare is increasingly a major issue for all political parties in the run up to the 2015 general election. The Labour Party has guaranteed wraparound 8am-6pm childcare for primary school pupils and 25 hours free childcare. Meanwhile, government measures to give childcare tax breaks to higher earners do nothing to help those who need it most. Childcare support for those on Universal Credit is less than was previously provided via the childcare element of tax credits and is far less than the total investment made by this government in childcare relief for higher earners. According to the Resolution Foundation, under Universal Credit, a part-time cleaner with two children in childcare and working 25 hours a week would be £7 a week worse off than if she didn't work at all.

The “cost” of childcare is likely to be a high profile discussion in the run up to General Election. This conference opposes the proposals in the “More Great Childcare” consultation to weaken safeguarding requirements and change

## 2014 TUC Women's Conference - Agenda

adult-child ratios, to narrow training opportunities and career paths for the least qualified parts of this workforce and discourage investment in staff and to create a group of EY 'teachers', who are not qualified teachers, to make them cheaper to employ.

Conference celebrates the co-ordination between trade unionists, women's rights groups and early years education experts to achieve a U turn on the adult: child ratios. Conference asserts that affordability must be achieved through increasing wages for working parents, increasing employer contributions to childcare costs and public investment.

Conference calls for a national debate about why childcare workers, early years teachers, early years professionals and nursery staff - a mainly female workforce - continue to attract such low rates of pay and status.

Furthermore, Conference calls upon the TUC women's committee to work with affiliates to:

- i. campaign for childcare support which will benefit all parents, including those who work shifts and unsociable hours and for comprehensive policy measures geared towards the introduction of universal free childcare.
- ii. support the Gingerbread campaign for affordable childcare for single parents;
- iii. campaign for decent terms and conditions for the staff providing childcare in schools and nurseries, including adequate training and safe child/carer ratios; and
- iv. lobby for childcare to be at the heart of 2015's election manifestos.
- v. support unions to negotiate with employers on childcare, ensuring employees are aware of and have access to all available means of support for childcare costs and to make the case for the role of employers in supporting childcare through workplace nurseries or financial support for employees
- vi. examine and raise awareness of the obstacles linked to childcare that women face in the labour market; and
- vii. continue to campaign to defend Sure Start nurseries; and

**Mover:** *NUT*  
**Seconder:** *UNISON*  
**Supporters:** *Community*  
*Accord*

### Composite motion 3: Sexualisation and exploitation of women (see Motions 24 and 25 and amendment)

Conference is deeply concerned by the effects on young women and girls of exposure to pornography, embedded in a culture of demeaning images of and attitudes towards women and girls. Conference notes the links made in research by the Office of the Children's Commissioner between the viewing of pornography and violence against women and girls.

Conference notes with concern that female entertainers are facing increasing pressure to sexualise their music or performance from executives in the entertainment industry who insist that 'sex sells'. Whilst Conference supports women expressing themselves as they wish to, we are concerned that young and vulnerable women are being manipulated in order to make money for other people in the industry. Media executives have a responsibility to their audiences and their performers and should be promoting talent and individuality rather than insisting on their acts being sexually provocative.

Conference notes that this is compounded in some sections of the media by a portrayal of women as sexual objects, trivialising or ignoring their achievements in society. Conference supports campaigns which call for the media and entertainment industries to represent women in ways that are neither sexist nor stereotypical, encouraging a wider diversity.

Conference applauds the campaigns run by UK Feminista and OBJECT, to 'Lose the Lads' Mags' and the 'Rewind and Reframe' campaign run by End Violence Against Women (EVAW), Imkaan and OBJECT. We also note the welcome focus on the intersectionality between racism and sexism by the 'Rewind and Reframe' campaign.

Conference notes the damage done to young people's self-esteem through the myths of a perfect body image, which is often unrealistic and/or unattainable.

Conference calls upon the TUC and affiliates to:

- i. support the work of the End Violence Against Women coalition and others to campaign on the issue of young people's inappropriate exposure to pornography;
- ii. explore with relevant bodies the possibilities of age regulations for online music videos
- iii. raise awareness of the damage being done to young people as a result of inappropriate exposure to pornography.
- iv. condemn the juvenile attitude to female sexuality within the entertainment industry, to ask the industry to encourage a positive and healthy view of women and to support artists like Charlotte Church

## 2014 TUC Women's Conference - Agenda

and Lily Allen who have spoken out against the sexualisation of women in entertainment.

**Mover:** *Association of Teachers and Lecturers*  
**Seconder:** *Musicians' Union*  
**Supporter:** *National Union of Journalists*

### Composite motion 4: Gender stereotyping

*(see Motions 39 and 40 and amendment)*

Conference is frustrated at the extent to which stereotypes still limit the lives of girls and women in 2014 and applauds the efforts of campaigns such as UK Feminista, Everyday sexism and PinkStinks to highlight the harmful impact of stereotypes and to demand change and faster progress.

Conference believes that more children are exposed to negative images of women and teenage girls that have become more prolific through the internet.

Conference believes trade unions have an important role to counter gender stereotyping among our children and teenagers.

Conference is concerned that the methods used to promote and advertise children's toys is becoming increasingly gender specific. There is a risk that these advertising methods may impact on their future educational and career choices.

Toys are regularly split into girls' and boys' toys. The girls toys are almost exclusively based on the fashion and beauty industries, even for girls under 10 years, cookery and housework. Boys' toys concentrated on the use of technical skills and the promotion of science. "Girls" toys are passive. "Boys" toys are active.

Schools career services have found that a girl's ambition can be set by early play choices and can run against the development of natural talent and inclination.

Conference realises that schools can play a role in liberating girls and boys from sexist stereotypes but warns that the Government's education "reforms" – competition between schools, ranking children, ever more testing - will do nothing to help and much to hinder.

Conference notes that a practical NUT project called 'Breaking the Mould' found:



- i. in schools, just as in society, we tend to stress the differences between girls and boys far more than the similarities;
- ii. opportunities to challenge assumptions occur throughout the curriculum;
- iii. this work must start when children are young and the non-stereotypical behaviour of nursery children needs to be encouraged;
- iv. parents/ carers need information about the impact of sexism and the ways in which stereotypes limit attainment and aspiration; and
- v. weakening stereotypes benefits girls and boys, but also addresses gender inequality.

Conference demands a return to child centred education policies which allow time and space for schools to focus on equality of opportunity.

Conference urges the TUC to the campaign against the virtual brainwashing of our children by big businesses whose aim is to exploit the choices children make as a result of targeting advertising.

Conference resolves to develop a counter gender stereotyping workshop programme for use in schools, community groups and workplaces.

**Mover:** *National Union of Teachers*

**Seconder:** *National Union of Rail, Maritime and Transport Workers*

**Supporter:** *Unite the union*

## Composite motion 5: Closure of specialist rape units due to police cuts in funding

Conference notes that some police specialist rape investigation units have been disbanded due to government cuts in police funding. These units, staffed by specially trained officers and staff, were set up in some parts of the country and have taken up complex cases and ensured that they reach the courts. As police expertise has built up convictions have increased.

Specialist police staff, who are first in the firing line for these cuts, are essential if women are to receive the support they need and to bring about these convictions.

Reports of rape to police forces across the country have doubled over the past year, as have calls to Rape Crisis Centres. However, the percentage of cases brought to court has declined nationally by 13%. Axing these flagship dedicated rape investigation units downgrades the importance of rape.

## 2014 TUC Women's Conference - Agenda

Many of our members may work at any time, and often face returning home late at night or early in the morning when public transport is less well used and streets are dark and deserted. They are therefore vulnerable to attack, both by strangers and by those they know who take the same route. This issue is therefore of key concern to our union, as it will be to others with members on similar work patterns.

Conference requests the TUC bring pressure to bear on police forces and other stakeholders to retain specialist rape investigation units.

**Moved:**            *Broadcasting, Entertainment Cinematograph and Theatre Union*

**Seconded:**      *UNISON*

## 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.

## **2014 TUC Women's Conference - Agenda**

### **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.

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

## **2014 TUC Women's Conference - Agenda**

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

## **2014 TUC Women's Conference - Agenda**

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 crèche is provided for use by delegates if there is sufficient demand. If not the TUC will help the delegate to make alternative arrangements.



## 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 20,001 and 50,000 members shall be entitled to be represented by a total of 10 delegates.
- c) Affiliated organisations with between 50,001 and 100,000 members shall be entitled to be represented by a total of 15 delegates.
- d) Affiliated organisations with between 100,001 and 500,000 members shall be entitled to be represented by a total of 20 delegates.
- e) Affiliated organisations with over 500,001 and 1,000,000 members shall be entitled to be represented by a total of 25 delegates.
- f) Affiliated organisations with over 1,000,001 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.

## **2014 TUC Women's Conference - Agenda**

- h) Affiliated organisations with between 10,001 and 15,000 women members shall be entitled to 2 additional delegates.
- i) Affiliated organisations with between 15,001 and 20,000 women members shall be entitled to 3 additional delegates.
- j) Affiliated organisations with between 20,001 and 100,000 women members shall be entitled to 4 additional delegates.
- k) Affiliated organisations with over 100,001 and 250,000 women members shall be entitled to 6 additional delegates.
- l) Affiliated organisations with over 250,001 and 500,000 women members shall be entitled to 8 additional delegates.
- m) Affiliated organisations with over 500,001 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. 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

## **2014 TUC Women's Conference - Agenda**

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](http://www.tuc.org.uk)

contact:

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

© 2014 Trades Union Congress

For more copies of this title contact our ordering point on 020 7467 1294 or [smills@tuc.org.uk](mailto: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.