



Women's Committee Report

to the Women's Conference 2015

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Women's Committee

The General Council have been represented on the Women's Committee during the year by:

Sheila Bearcroft	Sue Mather
Christine Blower	Fern McCaffrey
Mary Bousted	Lesley Mercer ¹
Joanna Brown	Gloria Mills CBE
Jane Carolan	Christine Payne
Gail Cartmail	Liz Snape MBE
Maria Exall	Michelle Stanistreet
Sue Ferns	Jane Stewart
Janice Godrich	Patricia Stuart
Sally Hunt	Claire Sullivan ²
Karen Jennings	Niamh Sweeney
Chris Keates	Fiona Wilson

¹ Until September 2014

² From September 2014

Members elected to serve on the Women's Committee at the 2014 Conference were:

Tracy Barlow	Jackie McNeil
Sue Bond	Jean Rogers
Kathy Duggan	Linda Roy
Kathy Dyson	Sam Rye
Sharon Harding	Evelyn Martin
Mary Jane Herbison	Susan Matthews
Diana Holland	Sujata Patel
Vicky Knight	Eleanor Smith
Lucia McKeever	Lorraine Parker Delez Ajete
Heather McKenzie	Samantha Webster-Moore

Vicky Knight was elected as the Chair of the Committee from October 2014. Sue Ferns was elected as the Deputy Chair of the Committee from October 2014. Sarah Veale, Head of the Equality and Employment Rights Department, continued as Secretary to the Committee.

Members of the Equality and Employment Rights Department working with the Committee during the year were: Sally Brett (Senior Equality Policy Officer), Scarlet Harris (Women's Equality Policy Officer), Carol Ferguson (Departmental Secretary), Jane Cook (Administrative Assistant), and Julie Lawrence (Administrative Assistant).

Congress 2014

There were 53 unions registered to attend Congress, of whom 28 returned monitoring forms. This is a lower response rate than in 2013, when 33 out of 50 unions returned forms.

The total number of delegates registered to attend Congress 2014 was 533, down from 541 in 2012.

As previously, individual monitoring forms were sent to delegates and completed forms were submitted to delegation leaders who then collated the results and submitted a summary form to the TUC information stand. The returned summary forms covered 395 delegates, which is 74.1 per cent of the registered delegates. This is a significant drop in responses compared to recent years – in 2013, the monitoring exercise covered 85 per cent of registered delegates and in 2012 it covered 89 per cent. A number of the summary forms received from delegation leaders did not include information from all their registered delegates. This was particularly the case with some of the larger unions.

Women delegates

The number of women registered for Congress 2014 was 46.3 per cent (247 out of 533 registered delegates). This was up from 42 per cent in 2012 and 2013. According to the summary monitoring forms which covered 389 responses to the question on gender, 43.7 per cent of Congress delegates were women. This lower figure is likely to be due to women delegates being less likely to return equality monitoring forms this year. It may also be the case that some women delegates who were registered for Congress did not attend.

Table 1: proportion of women delegates registered to attend Congress

	2014	2013	2012	2011	2010	2009	2008	2007	2006	2005	2004
%	46	42	42	40	40	39	38	40	38	34	38

The Committee will welcome the fact that the proportion of registered delegates who are women has risen. However, it still does not fully reflect the overall proportion of women members in TUC-affiliated trade unions, which is currently 49 per cent.

Despite the significant increase in the number of women registered as delegates, there was a slight drop in the proportion of women speakers at Congress – 37.8 per cent of speakers were women in 2014, compared to 38 per cent in 2013.

Table 2: Proportion of women speakers

	2014	2013	2012	2011	2010	2009
% women	37.8	38.02	36.3	40.4	36.5	31.00

Campaigning through Austerity

Resolution 1 called upon the TUC women's committee to campaign in defence of public services and a living wage for all workers and to campaign against the privatisation of public services, the public sector pay freeze, and the introduction of terms and conditions which deprive workers of a decent standard of living and work-life balance.

In 2015, as part of its ongoing campaign against privatisation and marketisation, the TUC published a major research report, in partnership with the New Economics Foundation, mapping the impact of outsourcing and privatisation across 5 areas of public services: employment services, local government, health, social care and offender management. The report also contains analysis of the Labour Force Survey data, comparing a range of employment conditions for different occupation types in the public, private and voluntary sector as a means to demonstrate the potential negative impact of outsourcing on the quality of employment and services.

The TUC has continued to work in partnership with health unions to maximise public awareness and mobilise MPs in support of the National Health Service (Amended Duties and Powers) Bill, a Private Members Bill promoted by Labour MP Clive Efford which aims to address the most harmful aspects of the Health and Social Care Act introduced by the current government, including reinstating the responsibility of the Secretary of State for ensuring universal healthcare coverage and protecting the NHS from privatisation and a competition-led race to the bottom.

Through the Action for Rail campaign, the TUC has worked with rail unions and campaign groups, to garner support for the public ownership of our

railways, with specific campaigns around the franchising of the East Coast and TSGN lines and opposition to the EU's Fourth Rail Package, staging a series of days of action, lobbying of MPs and MEPs.

In 2014, the TUC established the Speak Up For Justice campaign with unions in the criminal justice sector, campaigning against the privatisation of probation and prison services.

The TUC has signed a Declaration of Inter-Dependence with Children England, the representative body of voluntary sector children's services providers, a mission statement and set of policy recommendations looking to establish a new relationship between the statutory and voluntary sector, based on collaboration, sustainable funding agreements and promotion of high quality employment and services in place of price-based competition, marketisation and cuts. To date, the Declaration has the support of over 40 children's service providers and one local authority.

The TUC continues to work with unions and partner organisations, such as We Own It, to influence party policies in relation to procurement and commissioning, with significant impact on Labour Party policy.

In relation to challenging attacks on workers' terms and conditions, living standards, and work life balance, the TUC produced two reports on the prevalence and impact of casualisation. One of the reports, *Women and Casualisation*, specifically addressed the issues faced by women in precarious work, including the impact on work life balance. The reports contained a number of recommendations for both employers and government. The reports were launched during a TUC campaign, *Decent Jobs Week*, in December. The campaign and reports garnered significant media coverage.

With regard to Resolution 10, The TUC has not campaigned specifically on the impact of digitalisation of services on women. However, the issue of digitalisation has been addressed through the Public Services Forum, where unions were able to raise concerns directly with the head of the government's digital programme and Francis Maude, the Cabinet Office minister.

The TUC recognises the potential progress offered through digitalisation of public services and the greater access and transparency this offers, however, we continue to make the case for (a) face-to-face contact for those services highly dependent on personal contact (b) just transition to digitalisation that does not exclude those without access (c) proper investment in training the workforce and harnessing in-house skills and expertise and (d) buying-in digital support services in a way that supports jobs, growth and opportunities in all regions where appropriate.

The TUC has supported affiliates campaigning against the closure of London Underground ticket offices. In their campaigning, RMT and TSSA have organised public events and mobilisations, secured a special parliamentary debate, disseminated a range of materials, published surveys and worked with

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community groups on a better vision for London Transport. Materials produced by Action for Rail (AfR), including a survey of disabled and older passengers, have been used to increase awareness of the impacts of the cuts and ticket office closures, and events have been promoted to AfR supporters.

Poverty and Pay

Resolution 2 highlighted the impact of fuel poverty on many families. Further to this Resolution, the TUC Women's Committee invited a speaker from the Fuel Poverty Action campaign group to address the Committee and circulated materials from the campaign to union equality officers. The TUC has further highlighted this issue via a blog on the TUC's Touchstone website.

Resolution 4 called on the TUC to continue the work of the *Britain Needs a Pay Rise* campaign. The TUC pay campaign has gathered momentum over the past year.

The objective of the TUC Fair Pay campaign is to raise public awareness about the need for fair pay, to influence politicians and employers, to forge broad and sustainable alliances, and to engage and encourage union members and reps to organise for fair pay.

In October 2014, the TUC organised a national Britain Needs A Pay Rise demonstration and rally. The demonstration was well attended and was covered widely in national and local media.

In 2015, the TUC has sought to maintain the momentum of the successful pay campaign activities which took place during 2014. Regular blogs, reports and media stories on pay inequalities, including the gender pay gap, were released in the run up to the second Fair Pay Fortnight.

With regard specifically to fair pay in the public sector, the TUC has continued to work in partnership with all public service unions engaged in industrial action in support of fair pay, helping to organise complementary action across sectors through the Public Services Liaison Group, and staging regional events in support of the local government and NHS pay disputes and providing supportive press releases and social media activity. The TUC staged a parliamentary lobby event for NHS workers, bringing over 30 MPs together with workers from a wide range of NHS unions to discuss the pay dispute.

Equal Pay

The campaign has included a greater focus on gender, including media stories on equal pay day, the gender pay gap, and women and the living wage. In furtherance of Resolution 6, the TUC has continued to press for stronger legislation in relation to equal pay and for action on the gender pay gap. On Equal Pay Day in November, there was wide media coverage of the TUC's analysis of earnings data which showed women were far less likely to be

earning over £50,000 a year despite having entered many of the high paying professions in increasing numbers. Other media and campaign work highlighted how part-time women are still very likely to be earning less than the living wage – the majority in some parts of the country.

The TUC has continued to press Government and political parties to make commitments to bring in regulations under s.78 of the Equality Act 2010 which would require employers to publish more information on the gender pay gap, has called for regular equal pay audits and has called for the PSED specific duties in England to include a specific requirement to take action on the gender pay gap as the Scotland and Wales duties do.

In the run up to the general election in 2015, the TUC will continue to press parties to make commitments to address equal pay. The TUC also plans to publish guidance for unions on pressing for greater pay transparency and action on the gender pay gap in the workplace.

Equality Legislation

In line with Resolution 19, the TUC has continued to raise awareness within the trade union movement (e.g. through union officer briefings, speaking at union conferences, the TUC's annual discrimination law conference) of the way the current Government has undermined human rights and equality legislation.

This government has encouraged employers not to carry out equality impact assessments, it is weakening judicial review, it has cut the budget of and reformed the EHRC, reviewed the Public Sector Equality Duty and introduced employment tribunal fees which have had a devastating impact on discrimination cases.

The TUC has also raised these issues with parliamentarians and representatives of political parties (e.g. through giving evidence to parliamentary committee on reform of judicial review) and worked closely with equality and human rights organisations (e.g. through the Equality and Diversity Forum) to build support for these important rights and to campaign to defend them.

The TUC supports the efforts of Equity to demand that Arts Council England recognises its obligations under the Public Sector Equality Duty, and carry out gender monitoring of employment in the theatre.

Employment Rights

Further to Resolution 28, the TUC has continued to campaign for the repeal of ET fees. It has produced briefings and secured good media coverage of how workers are being priced out of justice, particularly women workers. The TUC report on pregnancy and maternity discrimination and event held with Jo Swinson MP and Sharon Hodgson MP in December 2014 focused on how ET

fees have further undermined the rights of pregnancy women and new mothers in the workplace at an especially vulnerable time.

Workplace Equality Reps

In line with Resolutions 28 and 29, the TUC used the launch of the TUC Equality Audit 2014 to raise the profile of workplace equality reps at Congress 2014.

A new TUC briefing on equality reps and the case for statutory rights and recognition was produced and a joint TUC, Unison, Unite and GMB fringe was held at Congress with Angela Eagle MP, Professor Sir Bob Hepple and a Unite workplace equality rep as speakers.

The TUC is also co-operating with a PhD researcher who is carrying out case studies of equality reps and updating research on their effectiveness. Lobbying the Labour Party on this issue has succeeded in getting the following positive commitment in the Party's National Policy Forum final report: *"Labour will encourage equality representatives in the workplace to promote and achieve equality for all workers. Much good work to resolve disputes in the workplace is carried out by voluntary trade union stewards. Labour will look at ways to ensure that proper facility time is available to allow them to undertake their role effectively."*

Following monitoring of the equality conferences and the TUC Equality Audit 2014, there have been discussions at Women's Committee about ways of engaging younger delegates, particularly those who may struggle to get facilities time to get release from work.

Childcare and Parental Rights

Composite 2 concerned the high cost of childcare as well as the poor pay and arduous working conditions in the childcare sector. This composite Resolution went to TUC Congress in September 2014.

The TUC continued to press for more supply side funding for high quality childcare. This issue has been raised with ministers and as part of press work and campaigns on women's labour market position. In particular the TUC has raised the issue of how precarious work, shift work, zero hours contracts, short hours contract and agency work are particularly problematic for women in terms of securing childcare. The recent TUC report on *Women and Casualisation* gave prominence to the difficulties faced by women organising and paying for childcare when their income and hours varied from week to week and when they could be expected to be available for work with very little notice. The report set out a series of recommendations in relation to childcare.

The composite resolution on childcare pointed to the cuts in Sure Start funding. The removal of the ring fencing of local authority spending on Sure

Start has seen many childcare centres close down and many others reduce their services. According to Freedom of Information requests by the Labour Party, £430m was cut from English local authority Sure Start budgets between 2010-11 and 2012-13 and more than 400 Sure Start centres have closed since the government took office. Over half of those which have remained open do not provide onsite childcare. In February 2015, the Labour Party committed to create 50,000 new Sure Start childcare places and to reimpose a requirement on councils to provide childcare via Sure Start.

The recent TUC report on the position of women in the economy since the recession includes updated information on cuts to Sure Start centres. The TUC has undertaken a piece of work with Working Families and Barnardos to explore how the role of employers in funding childcare can be strengthened.

The TUC has been working with the National Union of Students on a campaign to extend the Care to Learn scheme, which provides childcare funding for young mothers in full time education, to young mothers on apprenticeship schemes.

The TUC will continue to campaign on childcare and will continue to support organisations such as Working Families, the Child Poverty Action Group and Gingerbread.

The TUC has continued to support the proposal for new Shared Parental Leave rights and has assisted unions in putting the new rights into practice and bargaining for enhanced contractual rights by organising briefings for equality officers and producing new “Know Your Rights” guidance materials for members and reps. The TUC worked with ACAS on new guidance on breastfeeding in the workplace in furtherance of Resolution 32, as breastfeeding rates are more likely to improve if employers facilitate women who want to breastfeed rather than the government offering cash incentives as was trialled in a pilot scheme in 2014. The TUC has been active in calling for the new Shared Parental Leave rights to be improved for fathers. TUC analysis estimates that 2 in 5 employed fathers will not be eligible for any more time off once SPL comes in. Most of the disqualified fathers will miss out because their partner is not in paid work and so she will not have any right to maternity leave or pay that she can convert into SPL. The current statutory pay rate for fathers who take leave in the UK is £138.18 a week (due to rise to £139.56 a week from April) which is just a quarter of the median weekly wage for full-time male employees (over 90% of fathers of young children work full-time).

The TUC applauds efforts made by Nautilus and the International Transport Federation to ensure that seafarers are able to access maternity and paternity rights as highlighted in Resolution 31.

Pregnancy Discrimination

In furtherance of Resolution 17, the TUC has worked closely with other members of the Alliance Against Pregnancy Discrimination and with the EHRC to assist with the investigation into pregnancy discrimination.

The TUC has continued to support the Valuing Maternity campaign which calls for investment in maternity services, better leave entitlements for new parents, and an end to pregnancy discrimination. The TUC hosted the Maternity Action AGM in 2014.

In December 2014 the TUC published a report called *The Pregnancy Test* highlighting the different ways in which women are discriminated against in pregnancy and calling for government and employer action. The report was launched at an event with Jo Swinson MP and Sharon Hodgson MP and has generated parliamentary debate. A question was raised in the House of Lords in February 2014, citing the TUC report.

Health

Composite Resolution 1 made the link between poverty and health inequalities. The TUC continues to work with health unions through the All Together for NHS campaign, while working with other campaign partners such as Keep Our NHS Public, Socialist Health Association, NHS Support Federation and the People's Vote for the NHS.

Through a concerted campaign of media and social media activity, the TUC will highlight the damaging impact of the government's spending squeeze on the NHS and the significant deterioration of service and outcomes as a result, seeking to influence the NHS policy debate in the run up to the election.

The TUC supports the efforts of affiliates, as outlined in Resolution 36, to campaign for junk food to be removed from check out areas as it is recognised that junk food and poor diet are linked to poor health.

Welfare

Resolution 9 highlights the fact that the bedroom tax is an attack on women. As the TUC noted in a post on the Touchstone blog¹, 60 per cent of the adults hit by the bedroom tax are women. What is more, 23 per cent of the individuals hit by this policy are children, and we know that parents often go without to protect children from their families' poverty, with mothers being more likely than fathers to cut spending on themselves. The TUC has raised this issue with the Opposition front bench and welcomed Labour's commitment to scrapping the Bedroom Tax.

¹ <http://touchstoneblog.org.uk/2014/10/saving-our-safety-net-fact-of-the-week-60-of-the-adults-hit-by-the-bedroom-tax-are-women/>

Resolution 11 criticises the government's policy of uprating benefit rates by a maximum of 1 per cent, regardless of the level of inflation. It notes the fact that in-work poverty has to be tackled by acting on low pay and job insecurity and by defending in-work benefits and congratulates the TUC on its work to set the record straight.

The TUC has consistently criticised the government's successive changes to uprating policy since 2010 and a feature of TUC work on this subject has been our insistence that Britain Needs A Pay Rise and decent in-work benefits.

In December, the TUC poverty conference was entitled "*Making Work Pay?*". Leading experts, including speakers from the OBR and IFS spoke, showed that social security is not "out of control" and that the scourges of low pay and high rents are forcing up spending – despite real and painful cuts.

The TUC's Budget Submission draws upon research we published last year, showing that annual cuts to key benefits will reach £30.5bn by 2016/2017. Working families will lose £17.9bn a year by 2016/17, twice the £6.2bn loss for out of work families - three-quarters of all welfare cuts to people of working age will be on working families. Working families with children stand to lose the most – £11.7bn a year. With out of work families with children losing a further £2.3bn a year, the total cost of welfare cuts to families with children will be £14.1bn a year by 2016/17. The lead TUC social security demand in the Budget Submission was that the government should stop cutting social security.

In 2014 the TUC began a series of Saving Our Safety Net "Facts of the Week" on the Touchstone blog, usually published on a Friday, specifically to continue to set the record straight on poverty and social security.

In 2015, the TUC published a joint report with Women's Aid on the impact of Universal Credit on women experiencing financial abuse.

Sexism and Violence Against Women

Composite Resolution 5 highlighted the impact of cuts on specialist police units trained to respond to rape cases. Through the *Speak Up for Justice* campaign, the TUC has worked closely with unions to call for an end to cuts to police funding and services. As part of this work, the campaign website and online action launched in 2014 has been used to increase awareness and mobilise support to end cuts and stop privatisation. Workforce survey information has been collated to illustrate the impacts of government reforms and cuts, and unions have promoted the campaign online, through social media and in publications. The importance of re-building neighbourhood policing was discussed at a TUC organised round table with a senior Labour minister and MPs.

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The TUC has also met with Rape Crisis and publicly called for increased funding to Rape Crisis centres.

Resolution 40 tackled the issue of sexism and “lad culture” in universities. The TUC has supported UCU’s campaign work on this issue and is pleased to report that both the End Violence Against Women coalition and the NUS have made significant progress on this issue in the past year. Notably the NUS has piloted “consent workshops” at 20 universities and colleges for all freshers to improve students’ understanding of consent and healthy sexual relationships. The TUC has also continued to press for consent to be included in sex education in schools and for Sex and Relationships Education to be compulsory in all schools, including free schools and academies which currently are free to set their own curriculum.

With regard to Resolution 41, the TUC undertook several pieces of work relating to domestic violence over the course of 2014 and 2015. The TUC has continued to campaign for the UK to ratify the Istanbul Convention, a Council of Europe convention which sets out international standards on eliminating violence against women. The TUC submitted a petition with 1000 signatures to Theresa May in early 2014, calling for the UK government to ratify the convention. The TUC and Women’s Aid wrote and press released a joint letter to Theresa May a year later in early 2015 calling on the government once again to ratify the convention.

The TUC has continued to play an active role on the board of the End Violence Against Women coalition.

In early 2014, the TUC released a report on the impact of domestic violence on survivors’ working lives. The report generated significant interest, including media coverage in Cosmopolitan and inclusion in an international academic project to map data on the impact of domestic violence on the workplace in various countries. The report was presented to the ETUC Women’s Committee as well as various affiliates.

The TUC also published an “e-note” (an online training course) on domestic violence for union reps in 2014.

In early 2015, the TUC funded a joint project with Women’s Aid to explore the impact of Universal Credit on women experiencing financial abuse.

Female Genital Mutilation is an issue which received increased media and political interest in the past year with a sustained media campaign by the Evening Standard, an amendment to the Serious Crime Bill, and a failed prosecution. It should be noted that FGM has been illegal in the UK since 1985 yet there have been no successful prosecutions. The recent prosecution brought by the Crown Prosecution Service was arguably a mistake as professional bodies representing healthcare professionals point out that the defendant acted as many doctors and midwives do to save the life of the child and the mother during a labour complicated by FGM which had been performed on the

mother when she was a child. The TUC has continued to work with organisations such as Equality Now which advocate a community based approach to changing attitudes, educating parents and girls, and ultimately eradicating the practice of FGM.

Composite Resolution 3 dealt with the issue of sexualisation and exploitation of women, particularly in the media and in the music industry. The TUC has continued to support the work of EVAW, Imkaan, UK Feminista and Rewind Reframe to challenge pornography and sexual exploitation of women in the music industry.

In furtherance of composite Resolution 4, the TUC has continued to promote the NUT's *Breaking the Mould* project to parliamentarians and to campaign organisations such as UK Feminista. The TUC welcomes the efforts of campaign organisations such as Pink Stinks and Let Toys Be Toys which challenge the gender stereotyping of children's' clothing and toys.

Bullying and Harassment

In relation to Resolutions 20 and 21, the TUC continued to highlight the effect of the government's policies on health and safety, including on women and published a detailed critique of the coalitions record in "Corrosive toxic and dangerous". In addition it conducted a survey of union health and safety representatives to determine the level of bullying and harassment amongst members. This was published in October 2014.

Pensions

In furtherance of Resolution 8, which highlighted the failures of the firefighter pension scheme, the TUC has worked closely with the FBU on this issue, providing supportive public statements through our press and media activity but also working hard to lobby MPs and ministers in both the Department for Communities and Local Government and Her Majesty's Treasury.

Women over 50

Resolution 18 drew attention to the particular issues facing women over 50 in the labour market. In 2014, the TUC published a report called *Age Immaterial*, detailing the labour market and social pressures facing women over 50 in work and proposing a series of policy recommendations. The key findings of the report were that although more women over the age of 50 are in work than ever before, this age group is still faring badly in terms of pay, discrimination, and the pressures of juggling working with caring responsibilities.

The report found that part time work is prevalent amongst women over 50 but the majority of them earn less than £10,000 per year and problems of low pay,

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lack of job security and weak employment rights are exacerbated for those in precarious forms of work such as zero-hours contracts or agency work.

The report also found that women over 50 faced difficulties in terms of accessing training and promotion opportunities and often faced specific health issues, such as the menopause.

Throughout the course of 2014 and 2015, the TUC has continued to pursue the findings of the *Age Immaterial* report and to build relationships with organisations such as TAEN. TUC officers have spoken at TAEN events in Westminster with MPs on the issues facing women over 50 in the workplace.

The TUC produced printed guidance for reps on the menopause which proved extremely popular. The TUC also produced guidance for union representatives and members on workplace rights relating to carers.

Abortion Rights

In line with Resolution 37, the TUC has continued to support Abortion Rights and to develop relationships with other organisations such as BPAS and Brook.

On 4th November 2014, Conservative MP Fiona Bruce, Chair of the Pro-Life All Party Parliamentary Group, introduced a 10 Minute Rule Bill on sex selection in abortion. The Bill contends that the 1967 Abortion Act should be amended to clarify “*that nothing in section 1 of the Abortion Act 1967 allows a pregnancy to be terminated on the grounds of the sex of the unborn child*”.

The TUC responded by producing a parliamentary briefing setting out the TUC Women's Committee's policy in relation to this issue, in line with Resolution 37.

This Bill was withdrawn in early January 2015 and this agenda was instead pursued by means of an amendment to the Serious Crimes Bill. The TUC has once again responded by producing a parliamentary briefing explaining that a) there is no statistical evidence to support the claim that sex selective abortions are taking place in the UK b) there may be genuine reasons where the sex of the foetus may influence the decision to have an abortion, such as cases of certain genetic diseases c) if a woman is being coerced into having a sex selective abortion by an abusive partner, she is already protected by existing legislation and d) if, as proponents of this amendment claim, sex selective abortions are taking place in the UK, the solution must be to tackle the misogyny and devaluing of women and girls rather than restrict women's access to abortion.

International

With reference to Resolution 30, the TUC has continued to support the work of Education International to ensure that girls get access to education, and has

put access to education at the heart of our representations to DFID and international institutions over child labour and the post-2015 agenda for international development.

In pursuance of Resolution 33, in February 2014, the TUC circulated information to affiliates about enforced and public HIV testing of Greek sex workers and a link to the film “Ruins” which is referred to in the Resolution. The TUC has also supported the work of the Greece Solidarity Campaign in raising awareness of the impact of austerity on women and other workers in Greece (including pensioners) and in September, the General Secretary sent a letter of solidarity to striking cleaners at the Finance Ministry who had lost their jobs due to austerity. They were reappointed as one of the first acts of the new Greek government at the end of January.

With reference to Resolution 34, the TUC continues to work with the ITUC and other partners to promote women’s rights and campaign against violence against women globally, and the ITUC has begun working with Afghan trade unions which opens up the possibility of work on the issues in Afghanistan.

In furtherance of Resolution 35, the TUC continues to lobby the retail industry through the Ethical Trade Initiative to promote the employment rights and human rights of garment workers, who are predominantly women. The TUC continues to work closely with Industriall and organisations such as Labour Behind the Label, especially on the employment conditions of women garment workers in Bangladesh and Cambodia as well as India.

During the year, the TUC has continued to press the case for the UK government to ratify the ILO Convention on domestic workers’ rights and for the restoration of migrant domestic workers’ right to switch jobs when facing harassment. The TUC has also worked with Maternity Action to oppose hospital charges for pregnant migrants introduced by the Immigration Act.

TUC Aid, the TUC’s development charity, is currently supporting projects promoting women’s participation in unions in Bangladesh, Nicaragua and Tunisia.

The TUC agreed in January to propose a series of amendments to the European Trade Union Confederation (ETUC) constitution that would increase the participation of women in its leadership and decision-making bodies. TUC representation on the ETUC and ITUC governing bodies and at ITUC Congress in Berlin in June continues to be gender balanced. Gloria Mills was elected as Vice President of the ETUC Women’s Committee



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