

Charter for Women

This Charter is supported by Unite,
TUC Women's Conference and individual unions

In society

- Highlight the feminisation of poverty and campaign to reverse cuts in welfare state and public services.
- Expose the ideologies that are used to perpetuate women's inequality (for example, the notion of 'family values' and the 'family wage').
- Draw attention to the role of the media and other cultural agencies in shaping gender identities that reinforce the unequal relationships between men and women.
- Campaign for greater support for lone mothers, carers and women subjected to domestic and other violence.
- End the oppression of Lesbian, Bisexual and Trans women.
- Improve access and rights to abortion.
- Ensure that women and girls are entitled to the full range of free and high quality educational provision (from nursery to university) and subject choice.
- End women pensioner poverty by paying men and women equal State Pensions and restoring the link to average earnings or prices, whichever is the higher.

At work

- Campaign to end institutional and other forms of racism and ensure that the status and pay of black women workers is a bargaining priority.
- Campaign to reduce the gender pay gap and highlight its causes.
- End job segregation by improving training and opportunities for women.
- Ensure that unions fight more equal value claims.
- Campaign to change equal pay law to permit 'class action' (group claims) and remove employer 'get out' clauses.
- Campaign to raise the level of national minimum wage to at least half, and rising to at least two-thirds of male median earnings.
- Demand statutory pay audits.
- Equalise opportunities and improve conditions for women workers.
- Demand full-time right for part time workers.
- Root out bullying and sexual harassment.
- End casualisation and especially zero hours contracts.
- Reduce job segregation by providing training opportunities for women in non-traditional areas.
- Campaign for affordable child care including pre-, after-school and holiday provision.
- Campaign for a shorter working week for all.
- Improve maternity leave and pay, including paid paternity leave.
- Campaign for a change in the qualification criteria in the Industrial Injuries/Disability Benefit scheme, to end discrimination against women and in particular to extend the list of disorders in the prescribed disease schedules.

In the labour movement

- Tackle the under-representation of women in the labour and trade union movement structures by proportionality and other measures.
- Ensure the accountability of women's structures to women.
- Maintain and extend women's committees, women's courses and other measures to ensure that women's issues/concerns are collectively articulated and actioned.
- Campaign to raise the profile of the TUC, STUC and Welsh TUC's women's conferences as the 'parliaments of working women'.

*For us the price of progress is eternal vigilance -
we must ensure that women's demands
are heard and acted on.*

ES/3266/10-10



Unite Charter for Women

at the Workplace, in the wider community, in the union



unite

Unite4Women
Pay up! Link up! Speak up!

theUNION

Unite welcomes progress for women's equality that has been struggled for and achieved, but is concerned at continuing discrimination, unequal pay, harassment and violence against women, and the under-representation of women in leadership at all levels.

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Assistant General Secretary Equalities & Organising

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This Unite Charter for Women was proposed by the Unite National Women's Committee and agreed at Unite's First Policy Conference.

The Charter encompasses "A Charter for Women" supported by Unite and TUC Women's Conference (attached) and calls for action by Unite reps, members, negotiators, officers, staff and organisers to implement the charter at the workplace, in Unite the Union, the wider trade union and labour movement, with relevant organisations that share our policy and aims, and in lobbying the government.

Support Unite Charter for women. Forward on equality - no cutting back.

Unite National Women's Campaigns 2010-12



- **Unite Charter for Women**
- **Equal Pay**
- **Women's Health**
- **Violence against Women**
- **Trafficking**

Pay up!

Women at the Workplace:

- an industrial campaign for equal pay regionally and nationally – mandatory pay audits incorporated into bargaining agendas of all our workplace negotiators
- ensuring union negotiators promote and check implementation of flexible working policies and choice, alongside enhanced paid maternity, paternity and parental leave
- a national campaign on breast screening and early detection through the workplace – particularly encouraged in workplaces where there is shift work
- encourage women to become representatives and monitor involvement of women at workplace level
- elect union equality reps and negotiate with employers for paid release
- good workplace policies covering sexual harassment and domestic violence within the workplace, including recognition for Unite listening support network on harassment, bullying and discrimination

Link up!

Women in the Wider Community:

- a national campaign to challenge violent and abusive attitudes against women and girls and campaigning on the International Day to End Violence against Women 25 November
- continued support for a woman's right to choose
- gender balance in public appointments
- active support for Unite women in political and public life
- Unite involvement on International Women's Day 8 March regionally, nationally and internationally, and celebrating Women Chainmakers achievements on a minimum wage every September

Speak up!

Women in the Union:

- Unite to strive to be an example of best practice in tackling under-representation and supporting the involvement of women, including recognition of childcare and other caring responsibilities, that women are more likely to be low paid and to be in part-time work and the value of union education, shadowing and mentoring
- Audit of women's involvement throughout Unite as the basis of a cohesive Action Plan on all women's involvement
- Promoting Unite Women's Week education course and United Together Women's Magazine
- Encouraging women members to build their involvement through direct contact e.g. reps surgeries where members can talk confidentially, and production of a short guide to getting involved in Unite