

Thursday 16<sup>th</sup> February – Women’s conference Brighton.

Opening speech by the Chair

1 minute silence Remembering colleagues who are no longer with us.

S O C Report No 1 - Susanne Williams

A motion put by Camden re Donald Trump visiting the UK – how can this be ruled out of order.

Annual report.

Liz Cameron. Donald Trumps | comments regarding women and equality are total disrespectful. Women are desperately underrepresented in our workplace and society particularly black disabled women. Report accepted.

MOTION 1 - Zero hour contracts

Exploitation – zero security, no minimum guarantee of hours of work no terms and conditions

Reference to Sports direct – Social care Zero hours’ contracts are rife in this area. We need to build a coalition to bring this practice to an end. Workers feel trapped by these practice – we need to make our union accessible to them.

More work is needed to educate Home care workers about their rights against zero hours work.  
CARRIED

Composite A – PENSIONS

Unison will be in the forefront of our WASPI (Women Against State Pension Inequality) Women born after 1951 lose out big time –

2.6 million women are affected by these changes having to work longer for less. More women live in poverty than men. Women are suffering this injustice now. Has the government have not written to most women to notify them of changes, Only 10 women at conference had received such correspondence. There is also no longer a widow’s pension. You may be lucky and received a £2000 death grant.

Women having to work longer are keeping younger people out of jobs. CARRIED

*There will be a demonstration against these changes for pensions outside Parliament on the 8<sup>th</sup> March.*

6. THE PENALTY OF MOTHERHOOD

Child care costs between £10,000 –£15,000 annually, on a salary of £18,000 to £28,000

## 7. PREGANCY DISCRIMINATION

54,000 lose jobs due to pregnancy discrimination.

1 in 20 women reported pay cuts after returning to work after returning to their job.

UNISON will recruit and campaign across all sectors to challenge this discrimination.

Discrimination against pregnancy has gotten worse over the year's women need to support each other. We UNISON have a -voice so stand up and shout. CARRIED

## 8. WOMEN AND THE CUTS

Women have borne the brunt of central and local government austerity measures since 2010

Women are low paid and carers for children and the elderly and provide unpaid labour where services have been cut. CARRIED

8.1 amendments LGBT CARRIED

GUEST SPEAKER - DAVE PRENTICE – GENERAL SECRETARY

Reference to Donald Trump as an "ODIOUS BIGOT". Who has a hairdresser with a warped sense of humour.

STOP TRUMP CAMPAIGN to which UNISON has donated £10000.00

4<sup>th</sup> March - OUR NHS march London

18<sup>th</sup> March - march against racism

- Brexit white paper is 77 pages long and the word EQUALITY isn't mentioned ONCE
- The fight for respect and dignity lies at the heart of our union.

Bucket Collection suggested supporting the TA's in Durham and Derby

Motion 9 Domestic Abuse – cuts to budgets

-Serious lack of services resulting in Women and children being turned away from refugees. Often resulting in homelessness and suicide. 2 women murdered every week.

- FGM and forced marriages are also included in these stats. Often women in minority ethnic groups are afraid to come forward for fear of further reprisals from their own communities and immigration authorities.

- Support services, Mental Health impacted greatly by the reduction in available funds and geographical availability.

- What message are we giving to women by the reduction in these services! Must have environments where they feel safe and supported. CARRIED

## 10. WHERE NEXT WITH THE HOUSING CRISIS FOR WOMEN? (AS AMENDED) CARRIED

We are now facing a desperate housing crisis Poor housing standards by private rented property

Amendment 10.1 - end to right to buy and all housing to be of an acceptable standard. CARRIED

## 11. ABORTION RIGHTS IN NORTHERN IRELAND

Northern Ireland [lives](#) under some of the most restrictive abortion legislation in Europe.

95% of women requiring abortion are refused even [though](#) abortion is legal. CARRIED

## 12. ABORTION RIGHTS 50 YEARS SINCE THE 1967 ACT

The 1967 Act gave women limited access to safe abortions but the right has had to be defended many times and the Trade Union movement has always been central to that defence.

The fight for women's rights to choose is a global issue. CARRIED

17<sup>th</sup> February

Guest Speak [Paula Donovan](#) ["AIDS FREE WORLD" Speaking about "Child Labour, Child Marriage.](#) If a boy is crushing rocks it doesn't mean he will be doing this for the rest of his life. [It's different for girls.](#) Child marriage should be added to child labour statistics. 15 million girls around the world are in put in arranged marriage. Child bride household chores become child employment. [ILO does not include the statistics for girls in arranged forced marriages, mainly due to the fact that this would reflect badly on their positive stats to reduce child labour. Paula is advocating a global movement to end Child marriage and is appealing to Trade Unions to lead the way.](#)

13. ([As](#) amended) PROPORTIONALITY Equality for women Giving women power does not make men less it adds to them. [Unison is nearly 80% women members and this must be reflected in all levels of its leadership, -officers and Stewards, including SOG's.](#) CARRIED

13.1 [A](#) amendment CARRIED

13.2 CARRIED

PM

Speaker Angela Rayner MP – speaking about housing, health Education and the NHS The TU Bill,

TU's are the Labour [Roots](#) "We are the many and they are the few"

[14 Gender](#) Wage Gap widens for women with children

Low paid women cannot afford to work due to the high costs of child care. CARRIED

4.1 CARRIED

15. Equal Pay and Black Women

As we all know the pay gap between men and women is widening the gap is even wider for Black women is even wider. CARRIED

Debate between 14 / 14.1 15. All carried.

20. 16 years ago there were many subsidised nursery's today there are [NONE](#)

Women need equal opportunities – following this women need equal outcomes.

#### 16. LACK OF BLACK WOMEN PARTICIPATION IN UNISON

SOG is a great way for black members to become involved. CARRIED

Emergency motion 3. A career in the NHS – STILL AN OPTION FOR WOMEN?

What the Government has done is attack our chances – It's a to do our jobs looking after the most vulnerable in our society but there is a crisis in the service created at Downing [ST](#)

LGBT a nursing student – being a student is really hard working shift patterns days, [night's](#) weekends answering to a staff nurse who is already stressed, Many students are forced to take paid work to make ends meet. Once qualified they have to pay for the mounting debts their studies have cost.

Fight for our NHS now or it won't be there to fight for. Bring back the bursary for student nurses so we can continue to encourage more students into health not less. CARRIED

Mentions Debate 17 / 18 / 19 /21 YOUNG WOMEN MUST NOT SUFFER UNDER BREXIT – Brexit – the women's voice, The Effect of EU [EXIT and](#) women- PROTECTING THE RIGHTS OF EU WOMEN WORKING IN SOCIAL CARE

Saturday 18<sup>th</sup> Feb.

23. Sexual harassment at work.

Figures published by the [TUC 52](#) % of all women and nearly 2 thirds between the ages of 18 and [24](#) [have](#) experienced sexual harassment at work.

Despite efforts sexual harassment remains an endemic problem within our work place. CARRIED

Guest Speak vice chair Carol [Sewell](#) -

Emergency motion 6 CARRIED

#### OUR GIRLS NEED HIGH QUALITY INCLUSIVE SEX AND RELATIONSHIP EDUCATION

Teen pregnancy is still among the highest in Europe. Conference believes SRE should be compulsory in primary and secondary that fosters gender equality and which is LGBT inclusive.

24. OVEREXPOSED AND UNDERPREPARED.

Although sex education is compulsory from the age of 11, this is often too late as children (mainly boys) are being exposed to porn on the internet. The effect this is having on school children especially girls is a lack of confidence, fearful of speaking up and frightened to go to school.

Surveys show that 59% of girls and young women have faced sexual harassment at school or college.

## 25. WORKING WITH DEMENTIA.

The Alzheimer's Society report that women are disproportionately affected by dementia.

- Over 500,000 people with dementia – 61% -are women
- Women in their 60 are almost twice as likely to develop Alzheimer's over the rest of their lives as [they are](#) to develop breast cancer.
- Between 60– 70% of all unpaid dementia carers are women. And likely to provide 24 hour care than men.
- Female carers report feeling less supported than their male counterpart.

The rights to adjustment leave.

With the rise in pension age for women, there is a likelihood that could be working with this condition.

## 26 SICKLE CELL MATTERS

Education is need for all reps who may need to support someone living with sickle [cell](#). [CARRIED](#)

## 27. DRESS CODE INQUIRY

Dress codes must be applied equally to men and women – dress such as suit and ties for men skirt and blouse for women does not affect a person's ability to do their job. [CARRIED](#)

## MODERN SLAVERY – CLOSER THAN YOU THINK?

There is no one face of modern slavery. Victims are mostly women and cut across populations but is [normally](#) more prevalent among minorities and excluded groups. Many women in modern slavery are brought to the UK, but latest figures show that UK nationals are also being targeted. [CARRIED](#)

## 29 SAFE TRAVEL (as amended) [CARRIED](#)

In particular regarding safe travel for [women about](#) the removal of guards on trains on some train placing females [at higher](#) risk of unwanted attention and in more serious cases physical and sexual assault.

## AMENDMENT [29.1](#) [CARRIED](#)

[We need a transport system that places safety over profit.](#)

## [30 DRIVER ONLY TRAINS DENY ACCESSIBILITY SUPPORT FOR DISABLED WOMEN](#)

[There is no safety or support without Guards on board.](#)

