

# a charter for women

## **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 fleeing domestic violence.
- 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 increasing the State pension in line with average earnings.

## **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'.