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stuc Women's Committee

Eighty-third Scottish TUC Women's Conference

Chairperson
Elaine Dougall
Unite

Secretary to the Women's Committee
Ann Henderson

Concert Hall, Perth
Monday/Tuesday 1st/2nd November
2010



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The conference is supported by Perth and Kinross Council.

2010 is the 800th anniversary of Perth's Royal Charter, the ancient document granted by King William the Lion in 1210 which confirms Perth's royal burgh status.

Welcome to the 83rd Scottish TUC Women's Conference/ This Year's Chair

Welcome to the 83rd Scottish TUC Women's Conference and to Perth.

I have been a trade union member for 20 years and was elected as a shop steward for the previous Transport and General Workers' Union (now Unite the Union) in 1996 to represent members in Glasgow City Council, Culture and Sport. I was then elected as convenor for T&G members from 2003–2006.

I am now employed as the Regional Women's & Equalities Organiser for Unite in Scotland, where I have responsibility for providing support to our union's equalities committees, ensuring that equality remains a core principle at the negotiating table, politically and within the wider community.

I've been privileged to have attended the STUC Women's Conference on behalf of my union from 1997, and in 2007 I was privileged to be elected onto the STUC Women's Committee. Working together and following each Annual Conference, the Committee continues to tackle inequality, while promoting social justice, delivering on a 12 month Work Plan.

The past 12 months have shown great challenges for the wider trade union movement in relation to the economic



down turn and the Women's Committee's priorities reflect this. Issues include "Women and the Recession", "Increasing Women's Representation and Participation", Promoting the "Living Wage Campaign" the STUC's "There is a Better Way" Campaign and campaigning against the "Sexualisation of Children in the Media".

As Chair of the STUC Women's Committee, it has been a privilege to represent the Committee at events throughout Scotland and the UK at the invitation of various committees and organisations, with the main focus on the equality agenda. Internationally, we will continue to forge links with our sisters in Palestine and Cuba.

The STUC Women's Committee continues to play an integral role in promoting and supporting trade union women in Scotland. As a delegate at Conference over the next 2 days, you will add your voice and support not only to women in Scotland, but internationally too.

If this is your first Conference, or one of many, please feel free to participate, enjoy the debates, make new friends, socialise and encourage new delegates in the future!

Elaine Dougall
Unite the Union

**UNIONS
WORK**
... for women



Conference Programme



1. SESSIONS:

Monday, 1 November

10.00am–12.45pm
1.45pm–5.00pm

Tuesday, 2 November

9.30am–12.30pm
2.00pm–4.00pm

2. AGENDA:

- i) Addresses of Welcome
- ii) Address by Chairperson
- iii) Announcements
- iv) Consideration of Report and Motions
- v) Sororal/Fraternal Delegates
- vi) Election of Committee
- vii) Vote of Thanks and Close of Conference



Presentation to Maria Fyfe at STUC Women's Conference 2009. Left to right: Pauline Rourke (CWU), STUC Women's Committee Chair 2009; Maria Fyfe; Johann Lamont MSP; Agnes Tolmie (Unite), STUC Women's Committee

Photo: Jamina Struk

Motions

Section 1

Women's Committee

1. WOMEN AND JUSTICE

“That this Conference welcomes the Scottish Parliament Equal Opportunities Committee report on Female Offenders in the Criminal Justice system, published in November 2009, and notes the Scottish Government's response in January 2010.

The Committee Report commented on:

- length of sentences;
- conditions in prison;
- the scale of minor offences;
- experiences in the justice system;
- alternatives to custodial sentences;
- the Gender Equality Duty and female offenders; and
- tackling re-offending.

“Conference notes that women offending frequently will often relate to drug abuse, and poverty, being more likely to be in prison for dishonesty offences (27% compared to 14% for men) and more likely to be in prison for drug offences, (28% compared to 14% for men). Conference also notes that a high percentage of women are imprisoned for unpaid fines.

“Conference welcomes the Committee's Report with regard to Cornton Vale, with a range of recommendations to address the high proportion of mental health problems, drug dependency, low literacy levels, improving support for the children of female prisoners, the poor facilities, and greater access to appropriate services.

“Conference notes that in January 2010 the Scottish Government announced some additional resources for Criminal Justice Authorities to contribute to addressing women's specific needs in the criminal justice system, but recognises this should be continually assessed, to ensure improvements are occurring.

“Conference also notes that a range of positive initiatives have been taken in Scotland to deliver services more

appropriate for women, including the successful domestic abuse court pilot.

“Conference calls on the STUC Women's Committee to work with all those seeking to address the specific needs of women and their children in the criminal justice system, and to support dedicated staff and funding programmes as appropriate.”

Mover: STUC Women's Committee

2. YOUNG WOMEN IN THE TRADE UNION MOVEMENT

“That this Conference acknowledges that women make up over 50% of the population and, over the last three decades, there has been a marked increase in the number of female employees, yet women trade unionists, trade union officials, reps, shop stewards, etc are not representative of that workforce. This is especially the case with younger women.

“Women need to understand the importance of trade union membership and the benefits of having equality reps such as women to represent them.

“Conference recognises the barriers facing women's participation in the trade union movement. Barriers such as:

- domestic and caring restrictions;
- fears of persecution and victimisation;
- myths and facts about trade unions and male domination therein;
- diversity of organisations and access to training and time off; and
- travel and finance problems.

“In order to overcome these barriers and stop the depletion of women trade unionists, positive and encouraging action must be taken. We, therefore, call upon the STUC Women's Committee to:

- engage and network across unions and workshops to encourage more participation, especially younger women;
- organise courses, seminars, workshops, etc, in different locations to organise and support women;



- participate in community based events to increase awareness of the trade union movement; and
- link in with other organisations e.g. Scottish Women's Convention."

Mover: STUC Women's Committee

Section 2

Economy and Employment

3. DISPROPORTIONATE EFFECT OF CUTS ON WOMEN IN SCOTLAND

"That this Conference recognises the disproportionate effect that the cuts agenda will have on women in Scotland – the loss of part-time and flexible jobs in the public sector and voluntary sector; cuts to benefits that will impact directly on women's lives; and the reduction in public services that women use.

"Conference welcomes the Fawcett Society's legal action to challenge the emergency budget and the STUC 'There is Another Way' Campaign, and calls on the STUC Women's Committee to develop more partnerships with voluntary and community groups to challenge political and economic policies that have a detrimental and disproportionate effect on women's lives."

Mover: Community

4. MIGRANT WORKERS

"That this Conference agrees that migrant workers bring benefits to all communities across Scotland and the rest of the UK, both rural and urban.

"Whether they are employed in seasonal, temporary or permanent work, migrant workers, especially women, many of whom work in the care sections, which are not regulated properly, are susceptible to exploitation by unscrupulous agencies and employers, which can result in problems of integration for them and their families. It is, therefore, a matter of regret that the UK Government proposes to put further barriers in the way of migrant workers, especially those from Eastern Europe and the new countries due to join the European Union in the next few years.

"These problems are often exacerbated by negative and hostile attitudes portrayed by or through the media in Scotland and the rest of the UK.

"Conference calls upon the STUC Women's Committee to work alongside the STUC, colleagues from all affiliated trade unions and other organisations who provide support, assistance and advice to migrant workers, especially women and their families, to help them settle in Scotland

and the UK, by using our wide range of political and civic contacts to speak up for migrant workers and their democratic rights in settling in the countries of the UK.

"Conference further agrees that the STUC Women's Committee, the STUC and affiliate unions will seek to provide as much information as possible to our members and activists that will help us all to defeat and destroy the myths and rumours used by those organisations opposed to migrant workers settling in Scotland and the UK from wherever in the world they may have come."

Mover: Communication Workers' Union

Amendment

After 3rd para, insert additional para:

"Conference strongly condemns UK Government proposals to cap the number of skilled workers which will damage the reputation and international character of Scottish universities".

After 4th para, insert additional para:

"Conference requests STUC Women's Committee to work with the General Council to call for lifting the cap on skilled workers and to highlight its effect on universities in particular".

Mover: University & College Union Scotland

5. PROMOTING EQUALITY OF REPRESENTATION FOR WOMEN OF ALL AGES

"That this Conference, together with our sister unions and the STUC Women's Committee, is committed to promoting equality of representation for women of all ages but especially those over 50, in the areas of entertainment and broadcasting, in the public and political arena, and in all forms of employment.

"Following a successful series of Conferences across Europe organised by FIA (the International Federation of Actors) culminating in a Conference in Edinburgh last February, Conference calls on the STUC Women's Committee to campaign to raise awareness of this issue with the public and the Government and to lobby public service broadcasters, in order that women in our society are properly portrayed and represented without discrimination in regard to age or sex."

Mover: Equity

6. MENOPAUSE

"That this Conference is concerned that there is no real evidence based information on how the menopause can affect women in those industries in Scotland, where menopause symptoms can cause a health and safety risk.

“Symptoms such as hot flushes, bloating and sleep irregularities, to name a few, may have direct health and safety implications on women in certain industries.

“We believe that women should be supported when going through the menopause and employers in Scotland should have supportive policies and procedures in place.

“In order to assist affiliates in negotiating menopause policies with their employers, we, therefore, call upon the STUC Women’s Committee to:

- investigate further the effects the menopause may have on women working in those industries that will have direct health and safety implications; and
- produce and distribute to affiliates a report on the findings.

“The findings of this report are to be included in an information leaflet on the menopause which is to be distributed to all affiliates.”

Mover: Fire Brigades Union

Amendment

4th para, at end, insert additional bullet point:

- “develop guidance and training for trade union officials and lay representatives which specifically deal with women’s occupational health issues, including developing a model Menopause policy that can be used by reps at a workplace level as a negotiating tool”.

Mover: Unite the Union

7. UNEMPLOYMENT AND NEWLY QUALIFIED NURSING AND ALLIED PROFESSIONALS

“That this Conference notes that once again in the coming weeks another batch of newly qualified NHS professionals is being released into the health care arena in Scotland, the majority of whom are women, and already most are demoralised and fatalistic about their futures. The NHS has nothing to offer them by way of jobs, with vacancies frozen and natural wastage the order of the day.

“Indeed, many graduates over the past four and more years are still to find permanent and worthwhile jobs. This is an unmitigated waste of public resources and a scandal which must be reversed for the sake of all our futures.

“We call upon the STUC Women’s Committee to campaign to defend the future for our NHS professionals.”

Mover: GMB: Scotland

Amendment

After 2nd para, insert additional para:

“Health Boards commissioned and projected the number of students required for the Higher Education Institutes, in order that NHS services would not become substandard. Boards are now renegeing on that instruction”.

Final para, delete all after “future” and insert:

“by employing newly qualified NHS professionals”.

Mover: UNISON Scotland

8. DEFENCE OF PUBLIC SERVICES

“That this Conference rejects the argument that cuts in jobs, public services, pay and pensions are necessary to pay for the recession triggered by the collapse of the banking sector.

“Conference opposes attempts by either Westminster or Holyrood Governments to make ordinary workers and the unemployed bear the brunt of reducing the deficit. It is of particular concern that the Fraser of Allander economic commentary predicts up to 126,000 jobs will be lost across Scotland by 2014/15 as a direct consequence of the Tory/Lib Dem fiscal consolidation package.

“Conference believes there is an alternative – collection of the taxes avoided, evaded and uncollected from wealthy individuals and companies, which account for £123bn, as well as more, not less, investment in public services.

“Conference notes that the proposed cuts to public services will have a disproportionate effect on women workers in Scotland, who are already among the lowest paid groups in our society. The pay gap between men and women in Scotland is widening as Scottish women are now estimated to earn on average £113 less a week than men, with 43% of women working in the public sector. If the promised cuts to public services go through, Scottish women will not only suffer from lack of earnings, benefits and opportunities for employment, they are also likely to be forced to fulfil extra caring and other responsibilities as the public sector contracts.

“We, therefore, call on the STUC Women’s Committee to:

- collate information from affiliates about the disproportionate impact of the cuts on women in Scotland;
- organise a one-day seminar/forum for affiliates on campaigning to fight the cuts; and
- together with the General Council, support and help to co-ordinate campaigning and joint union industrial action, Scotland-wide and locally, in opposition to attacks on jobs, pensions, pay or public services.”

Mover: Public & Commercial Services Union

9. FLEXIBLE WORKING UNDER ATTACK

“That this Conference believes that, in the midst of this economic crisis, we must make a conscious effort to protect women workers in Scotland as job cuts and office closures makes the jobs market increasingly restricted. Women in Scotland will be disadvantaged, particularly if they want to work flexibly.



It's well-recognised that part-time workers are often undervalued by their managers and full-time colleagues, with managers routinely expecting part-time workers to take on full-time workloads. The Part-Time Workers' Regulations offer some protection against discrimination but, in reality, this doesn't go far enough.

"In the current climate of unprecedented spending cuts, it is becoming increasingly difficult for women workers to find working hours and patterns that suit them. Jobs are almost always advertised as full-time, allowing neither part-time nor job share arrangements. Conference also recognises that the attacks on flexible working come at the same time as the Coalition Government's cuts in welfare provision. These cuts will force women into work which is likely to be low paid and without the flexibility they need to combine work with other commitments.

"Conference calls on the STUC Women's Committee to:

- collate information from affiliates about flexible working practices;
- co-ordinate a campaign across Scotland highlighting the value of part-time and flexible workers to the economy; and
- circulate information to affiliates about the use of Equality Impact Assessments in challenging employers' attacks on flexible working."

Mover: Public & Commercial Services Union

10. CHILDCARE FOR SHIFT WORKERS

"That this Conference is mindful, in these times of draconian cuts and rising unemployment, that issues such as the provision of childcare can be pushed down the agenda and regarded as a luxury we cannot afford. This must not be allowed to happen.

"There have been numerous resolutions over the past ten years carried at this Conference, seeking better childcare and asking for campaigns to improve the limited rights under flexible working legislation. Only last year, RMT successfully moved a resolution at this Conference on the problems facing shift workers when trying to arrange childcare.

"The transport sector, in particular, has never embraced flexible working or the provision of childcare. Is it coincidence that it is a male dominated industry? If pressure is not brought to bear on the companies that provide our public transport network in Scotland, transport will remain a male dominated industry. It cannot be right that train operating and bus companies in receipt of subsidies from the Scottish Government have policies that mean when female employees have children, they have to leave and find another job. This is simply unacceptable in the 21st Century. It is not even in the employers' interest.

"Conference, therefore, asks the STUC Women's Committee to work with the STUC General Council to lobby the

Scottish Parliament to examine ways of ensuring that companies in receipt of public money do allow flexible working and assist in the provision of childcare for shift workers."

Mover: National Union of Rail, Maritime & Transport Workers

11. IMPROVING WOMEN'S LIVES USING CONTRACTS AND PROCUREMENT

"That this Conference notes that all organisations and businesses rely on many women to carry out essential daily tasks, from office cleaners to childcare workers.

"Conference notes the lead given by Transport for London to include in its procurement contracts a commitment to pay at least the London Living Wage.

"Conference notes that this principle should be extended to other functions of procuring contracts to take into account of ethical and equality commitments for all contracts across Scotland.

"Conference calls on the STUC Women's Committee to support measures which embed equality in procurement contracts."

Mover: Transport Salaried Staffs Association

12. FAMILY FRIENDLY RIGHTS AT WORK

"That this Conference welcomes the progress achieved for women's equality in the workplace. However, there is growing concerns at the continuing discrimination, unequal pay, harassment and violence against women that is still apparent within the workplace and wider community in Scotland.

"Though there is legislation to protect this group of workers, Scottish women are still being denied flexible working, the right to care for their families and are often managed out of employment through capability and underperformance processes.

"Conference is concerned that this trend will escalate in the coming months, particularly as public and voluntary sector budgets are cut, which will impact on vital local childcare services being closed or a reduction of their hours of work. Unfortunately, women and their families will no doubt bear the brunt of these cuts which will place them in a more vulnerable position in the workplace.

"Conference, therefore, calls on the STUC Women's Committee and the General Council to:

- work with affiliates to highlight this type of discrimination in the workplace;
- name and shame unscrupulous employers that exploit the law that protects these workers;

- work with affiliates to collate Scottish specific statistics on flexible working requests granted by employers; and
- work closely together on the STUC's 'There is a Better Way' Campaign."

Mover: Unite the Union

Amendment

Para 1, at end, insert additional para:

"Conference welcomes the Scottish Government's Ministerial Priority 'Tackling Occupational Segregation'. Conference notes the CSW 2011 priority is 'Access and participation of women and girls to education, training, science and technology'. Conference commits to working with a range of projects in this field, supporting women in sectors where they are significantly under-represented".

Mover: STUC Women's Committee

13. ORGANISING WOMEN IN THE FINANCE INDUSTRY

"That this Conference is concerned at the impact the economic crisis has had on women workers in the finance industry in Scotland. The majority of workers in this sector are women and, in this year already, tens of thousands of jobs have been lost. Performance management frameworks with forced distribution, alongside the target driven culture of the financial sector, see many women workers performance managed out of work and into poverty.

"Issues, such as pay inequality, access to better and fairer pensions, insecurity of employment, lack of access to proper training for many part-time and shift workers, flexibility at work for carers, and equality of opportunity between part time and full time jobs show there are many issues which affect women in their working lives. Women in employment are important to the UK economy, but are also vulnerable within that economy. The trade union movement must organise women workers to tackle women's issues, not only in the finance sector, but throughout the world of work.

"In order to encourage and support more women workers to build their involvement within the trade union movement, Conference agrees that the STUC Women's Committee should look to holding a weekend school dedicated to assisting women workers to organise around women's issues."

Mover: Unite the Union

14. WOMEN AND THE DEFENCE OF PUBLIC SERVICES

"That this Conference notes that June's ConDem budget will have a disproportionate effect on women. Research released by the Fawcett Society showed that 72% of cuts will be met from women's income, as many of the cuts are

to the benefits that more women than men rely on, and the changes to the tax system will benefit far more men than women.

"Women will be severely hit by this budget, as estimates suggest that £5.8 billion of the £8 billion cuts will directly affect women. Also, as 65% of public sector workers are women, the proposed draconian cuts will again disproportionately affect them. As well as being providers of public services, the recent budget cuts will also affect those services provided for women.

"Prior to the budget, Theresa May MP, the Home Secretary and Equalities Minister, warned the Chancellor that cuts in the budget could widen inequality in Britain and ran a 'real risk' of breaking the law. Yet, despite this clear warning, the Chancellor failed to undertake a vigorous gender equality impact assessment of the budget.

"Conference fully supports the Fawcett Society in its attempt to obtain a Judicial Review of the Government's budget and calls on the STUC Women's Committee to:

- work with the STUC General Council to lobby the Scottish Government, to ensure that full Gender Equality Impact Assessments are carried out on any proposals to reduce or reshape public services in Scotland;
- provide support and training, through the member trade unions, to branch based activists to empower them to fight proposed cuts locally using the powers of the Gender Equality Duty; and
- work with community based groups, member unions, the STUC and other regional TUCs to build broad based campaign groups to stand up and defend women's rights and services."

Mover: UNISON: Scotland

15. WOMEN AND PUBLIC SECTOR BUDGET CUTS

"That this Conference is seriously concerned at the budget cuts imposed by the Conservative/Liberal coalition Government and the impact this will have on jobs in all parts of the public sector, affecting in particular employment undertaken by women. Conference notes that there will be a particularly severe impact on temporary and part-time working, traditionally areas where the majority of workers are women. Conference notes with alarm the likely effect of such cuts and job losses on families and on households.

"Conference is also deeply concerned at the impact budget cuts will have on the education service at all levels and the inevitable consequences for young people, on the level of provision in schools, on access to further and higher education and on access to employment. Conference believes that it is wholly unacceptable that the public sector, in general, and women workers in particular, should have to bear the brunt of the financial incompetence of others.



“Conference calls on the STUC Women’s Committee to:

- urge all affiliates to campaign to protect public sector jobs and services;
- highlight the impact on women of cuts in jobs and services in the public sector;
- fight to defend employment protection legislation especially legislation which protects women’s rights and entitlement to work;
- fight to protect the education section in Scotland; and
- use the Equality Act 2010 to ensure that the rights of women workers are protected during a time of economic crisis.”

Mover: Educational Institute of Scotland

16. STRESS, BULLYING AND EFFICIENCIES IN THE PUBLIC SECTOR

“That this Conference notes the increasing stress levels evident in the public sector, due to efficiency drives, cuts to services and staff levels, and increasing demands made on working time and workloads. Conference rejects the management ethos of ‘getting more for less’ from public servants, which puts inexorable pressures on individuals to do more work that means working excessive hours.

“Conference recognises the disproportionate impact this can have on women workers, who all too often undertake the main domestic and caring responsibilities for children, older relatives and disabled dependants.

“Conference also recognises the impact an aggressive management style has upon the health, well-being and morale of workers, who want to deliver effective public services to benefit pupils, patients, students and vulnerable people. Efficiency drives raise real fears of management styles which bully and harass, and an unsupportive working environment. While these issues affect all workers, Conference considers that they are even more prevalent for women workers, due to the discrimination and disadvantage and unequal power relations still experienced by women workers.

“Conference calls on the STUC Women’s Committee to:

- make representations to the Scottish Government and employers on the detrimental impact of increasing workloads on public servants, families and the services themselves;
- support affiliates to ensure their reps are equipped to challenge increasing workloads, and bullying and harassment;
- encourage affiliates to have at least one female health and safety rep in recognised workplaces;
- encourage affiliates to provide appropriate training in dealing with bullying, harassment and violence against women workers; and

- incorporate a campaign against increasing and unfair workloads, and zero tolerance of workplace bullying, as part of the STUC ‘There is a Better Way’ Campaign.”

Mover: University & College Union Scotland

17. THE IMPACT ON WOMEN AND FAMILIES DUE TO THE CUTS AND JOB LOSSES WITHIN THE PUBLIC SECTOR

“That this Conference notes that ever since the last Tory Government of Maggie Thatcher and the cut throat policies against the working class, when women stood shoulder to shoulder in Scotland, fighting the closure of industries such as the mining, shipbuilding and steel, not only did they destroy jobs for future generations, but also the communities that never recovered.

“This coalition Government is not only hell bent on dismantling public services, but destroying the lives and livelihoods of the workforce, especially the women who are predominantly the carers, who carry the brunt of holding the home and family together, many of whom will be dependent on a benefit system which is being run down to the detriment of the needy.

“The Government, with the help of the media and their right wing friends in high places, will portray the need for these excessive cuts, which will destroy public services as a necessity and beneficial in the long run to the nation.

“Women will face the struggle to be positive in this hostile situation, which will be created by the Government. Many of them will not have the support within their communities, most of which are now fractured with community life practically non-existent.

“Conference, we must ensure that women and families do not stand alone under this onslaught.

“Conference, therefore, calls upon STUC Women’s Committee to fight the draconian measures and retain and protect our public services.”

Mover: Kirkcaldy & District TUC

Section 3

Education and Lifelong Learning

18. OPPOSITION TO UNIVERSITY TUITION FEES AND THEIR DISCRIMINATORY EFFECT ON WOMEN

“That this Conference strongly condemns any plans to impose tuition fees for university education in Scotland.

Conference reaffirms its support for free education, including university education.

“Conference believes that the imposition of tuition fees, or requiring graduate financial contributions, would have a discriminatory and disproportionate effect on women. In particular, women will be disproportionately priced out of higher education and the proportion of women students will drop. The impact on BME, disabled, working class and mature women students is likely to be even more disastrous.

“Conference further notes the particular importance of free access to education during a recession and that many women hit by cuts in jobs and services will be priced out of the opportunity of higher education to improve their qualifications or for personal development.

“Conference also believes that these plans will further set back any prospect of closing the gender pay gap, currently 12.2% for full time women workers and 32% for part time women workers in Scotland.

“Conference urges the STUC Women’s Committee and calls on the STUC to make strong representations to the Scottish Government and opposition parties to resist any attempts to impose tuition fees or graduate taxes and to continue to support free education.

“Conference further calls on the STUC Women’s Committee, together with the STUC General Council, to initiate a campaign, involving all its affiliates together with NUS and members of the public, to defend and improve higher education in Scotland, including:

- opposition to tuition fees and for the reintroduction of maintenance grants for the poorest students;
- job security agreements in all institutions;
- fair workloads; and
- continued and enhanced support for academic freedom.”

Mover: University & College Union Scotland

Section 4

Social Justice

19. THE HIV THREAT – A TIME FOR ACTION

“That this Conference believes that all too often the HIV infection is perceived to be an illness associated with the gay community, however, statistics clearly show that infections through heterosexual sex account for the largest number of HIV diagnosis within the UK. The increase in this means of infection has seen the numbers of women diagnosed rise, however, the majority of women have never been tested and see no need to do so.

“Incidences of diagnosis have tended to rise year on year in Scotland and are now standing at an all time high. Conference is particularly shocked to learn that the rate of HIV infections among the over 50s has more than doubled during the last ten years with a 110% rise in new cases. In 2008, the cumulative total of known HIV positive individuals in Scotland was 5,718, of whom 4,154 (73%) were male and 1,564 (27%) were female.

“It is thought that these increases are due to society’s changing lifestyles and the public’s decline in knowledge of HIV and AIDS. Conference feels that urgent action needs to be taken to try and stop the spread of this disease by raising awareness within all communities in Scottish society.

“Conference, therefore, calls on the STUC Women’s Committee, to work with the STUC General Council to:

- lobby the Scottish Government to fund and develop a hard hitting awareness campaign for the Scottish public to try and stop the spread of HIV before it becomes an epidemic; and
- forge links with HIV and AIDS charities, such as HIV Scotland and The Terence Higgins Trust, to develop a campaign aimed specifically at women, to encourage them to be tested for HIV and take responsibility for their own sexual health.”

Mover: Associated Society of Locomotive Engineers & Firemen

20. SAVING BABIES’ LIVES

“That this Conference recognises the importance of raising awareness of the fact that Scotland has one of the highest perinatal mortality rates in Europe.

“Often the death of a baby before or soon after giving birth is at best ignored or worse considered ‘just one of these things’. The effects on these women and families are devastating especially when evidence proves that not all of these deaths are unavoidable events.

“Conference calls on the STUC Women’s Committee to:

- raise our concerns with the Scottish Government;
- make this issue a major health priority; and
- develop a national strategy for reducing the number of stillbirths and early (perinatal) deaths.”

Mover: Communication Workers’ Union

21. SEXUALISATION OF GIRLS AND YOUNG WOMEN

“That this Conference welcomes the Scottish Parliament’s Equal Opportunities Committee’s research Report on sexualised goods being marketed to children, published in January 2010. Conference further welcomed the Westminster Government’s review into the sexualisation of



girls and young women; an issue that is of growing concern to people who work with children and young people.

“Conference deplores the fact that increasingly younger girls are being targeted as consumers of a sex-object culture.

“Conference believes that sexualised images and terminology objectify women, and send worrying messages to boys and men about appropriate behaviour towards girls and women.

“Conference asserts that sexist bullying is not confined to pupils and notes that the ‘Safe to Teach?’ report of the UK-wide NASUWT survey on health and safety in schools showed that more than one in six (17%) female teachers have suffered from sexist abuse at school or college over a two year period.

“Conference calls on the STUC Women’s Committee to continue to raise awareness of the findings of these reviews and to work with all who have an interest in campaigning against the growing sexualisation of girls and young women, building on the success of the STUC Women’s Committee fringe meeting at the 2010 Congress ”

Mover: NASUWT

22. OVARIAN CANCER SCREENING

“That this Conference notes that ovarian cancer is the fourth most common cancer in women in Scotland with one of the poorest survival rates of all cancers. Only 29 per cent of women with ovarian cancer survive five years after diagnosis and 75 per cent of women are only diagnosed once the cancer has spread, mainly due to late diagnosis caused by the silent nature of the disease.

“Recent studies have shown that screening mechanisms, such as CA125, and ultrasound scanning can highlight ovarian tumours much sooner, thereby increasing survival chances. It is anticipated that some researchers will explore the feasibility of an ovarian cancer screening programme and suggest ways to implement the programme. Conference, therefore, calls on STUC Women’s Committee to add their support to campaigns for funding of further ovarian cancer research and encourage affiliates to do likewise.”

Mover: Society of Radiographers

23. TACKLING CHILD POVERTY

“That this Conference condemns proposals in the Tory-Lib Dem Coalition Budget to make spending reductions by cutting back on sources of vital financial support for working parents.

“Proposals to axe the Health in Pregnancy Grant, the Child Trust Fund, to cut back on Tax Credits and the Sure Start Maternity Grant and to freeze Child Benefit hit low and middle income working parents hardest.

“Conference notes with concern that new mothers on low incomes will be over £1,200 worse off as a result of the Tory-Lib Dem Budget and that almost six million low to middle income working families will lose their entitlement to Tax Credits from 2012. Conference recognises the vital role benefits for parents play in any anti-poverty programme. Cutting benefit entitlement has a negative impact on the health and wellbeing of mothers and children in Scotland.

“Challenging low pay in the workplace, addressing benefit withdrawal rates and protecting in-work benefits are necessary and effective measures to tackle child poverty. Conference reminds the Conservatives and the Lib Dems of their commitments to eradicating child poverty by 2020 and will closely monitor the progress towards achieving this goal.

“The work trade unions are doing to increase members’ incomes, to raise awareness of rights and to defend existing entitlements has taken on a new urgency.

“Conference asks the STUC Women’s Committee to work with the STUC General Council to:

- support the ‘Claim It’ campaigning work of affiliates;
- lobby the Tory-Lib Dem Government to reaffirm the commitment to ending child poverty by 2020 and to publish impact assessments of all spending decisions in the light of this;
- support affiliates’ campaigns against low paid, insecure employment; and
- co-ordinate a vigorous campaign to defend benefits for working parents, pregnant women and children and oppose any future proposals to restrict or remove entitlement.”

Mover: Union of Shop, Distributive & Allied Workers

Amendment

After 3rd para, insert additional para:

“Conference also notes with concern the impact of child poverty on educational outcomes of young people”.

Final para, after 3rd bullet point, insert additional bullet point:

- “target educational expenditure and restoring ring-fencing for education is essential to address specific issues of poverty; and;”

Mover: Educational Institute of Scotland

Amendment

Final para, insert additional bullet point:

- “oppose all cuts to public services by the Scottish Government, which will impact disproportionately on women and local communities, and work with the STUC General Council on “There is a Better Way’ Campaign.”

Mover: STUC Women’s Committee

Amendment

Final para, insert additional bullet point after point 3:

- “pensioners’ organisations, disability and welfare groups and other trade unions to defend the Welfare State;”

Mover: Public & Commercial Services Union

24. WOMEN AND PENSIONS

“That this Conference notes with alarm the increasing and unwarranted attacks on public sector pensions. Whilst there is a growing gap between public and private sector pensions, which has been caused by the employers retreating from decent pensions in the private sector, it is wrong to conclude that the answer is to level down public sector pensions.

“More women than ever are in the workforce, just under half are in part time employment, compared with nine per cent of men. Many part time jobs don’t have access to good occupational pension schemes and the latest figures show that over thirteen million are failing to save enough for retirement, the majority of whom are women.

“A recent survey showed that two thirds of women work in public sector. The remainder are likely to be outside proper pension provision, in sectors such as childcare, hotels and catering. In contrast, men’s employment is generally spread over the industrial sectors, where pension provision is stronger.

“Research highlights the barriers preventing women from saving. Seventy eight per cent say that they have little or no disposable income to enable them to save for retirement, coupled with the fear that the savings will not generate sufficient income in retirement. Consequently, income for women is so low that sixty five per cent are reliant on the Pension Credit.

“Research constantly highlights that the majority of public sector pensioners receive a pension of less than five thousand pounds a year and for women in the Local Government Pension Scheme the average is £2,600.

“Conference, therefore, calls on the STUC Women’s Committee to:

- highlight to women the myths on pensions perpetuated by the main political parties, the media and big business; and
- continue to work with the STUC to lobby for improved pension provision for women.”

Mover: UNISON: Scotland

Amendment

After para 5, insert additional para:

“Conference strongly condemns proposals to reduce pension inflation proofing and to introduce two tier system into Universities Superannuation Scheme – discriminatory to casualised workers or career breaks.”

Final para, at end, insert additional bullet point:

- “support industrial and other action by UCU and other public sector unions in defence of pensions.”

Mover: University & College Union Scotland

Amendment

Final para, at end, insert additional bullet point:

- “work with the STUC and affiliates on the proposals which emerge from the Hutton Review.”

Mover: Public & Commercial Services Union

Section 5

Violence Against Women

25. DOMESTIC VIOLENCE

“That this Conference is deeply concerned about the impact the forthcoming public sector cuts will have on the services provided to women suffering from domestic violence in Scotland. Violence against women is a human rights violation and domestic abuse is an ongoing scourge of modern society, requiring a co-ordinated response from the Scottish Government, trade unions, employers and individuals amongst others.

“Conference acknowledges that Scotland did rate above average in the ‘Map of Gaps’ report concluded by the Equality and Human Rights Commission (EHRC) and the End Violence against Women (EVAW) Coalition, but believes there is so much more room for improvement and are concerned at the lack of local, available and adequately funded services in Scotland.

“Support services are a postcode lottery with Glasgow coming out top and in many areas of Scotland there are shocking failures to ensure that women have access to vital support services, such as Rape Crisis Centres, refuges and domestic violence outreach projects.

“Conference, therefore, calls on the STUC Women’s Committee to work with the STUC General Council to:

- lobby the Scottish Government to oppose any cuts to vital domestic violence support services;
- introduce awareness of domestic violence to the classroom, as we believe that education, awareness and the politics of equality must set the foundation stone for a just and fearless future for women and girls; and
- ensure members are aware of the issues surrounding domestic violence and that support and advice are available.”

Mover: Fire Brigades Union



Amendment

After 3rd para, insert additional para:

“Conference notes that women experiencing domestic abuse often fall foul of sickness, absenteeism and performance procedures, and that negotiated workplace policies are of benefit both to the employee and the employer”.

Final para, insert additional bullet point:

- “call upon affiliates to negotiate workplace policies on domestic abuse.”

Mover: UNISON Scotland

26. DOMESTIC ABUSE

“That this Conference is appalled that in Scotland, one in five women experience domestic abuse at some stage.

“Domestic abuse can affect any woman, regardless of race, class, age, religion, sexuality, income or where she lives.

“Scottish Women’s Aid believes that the causes of domestic abuse lie in historical inequalities which still exist between men and women in our society.

“No-one deserves to be abused and no-one should put up with abuse. To mark their 35th anniversary, Scottish Women’s Aid will launch a campaign to eradicate domestic abuse on 24 November 2010.

“We, therefore, call upon the STUC Women’s Committee to fully support this campaign.”

Mover: GMB: Scotland

27. WOMEN AND SAFETY ON PUBLIC TRANSPORT

“That this Conference notes that a key issue in the dispute over Driver Only Operation between First ScotRail and RMT was that destaffing of trains would endanger passengers, particularly women, and discourage women from using rail services.

“Conference, therefore, congratulates the conductors who stood up for the safety of Scottish women and passengers in general and took six days strike action against plans to extend Driver Only Operation on Scottish Passenger Services.

“Conference also congratulates Elaine Smith MSP and other MSPs for their resolute campaigning which included two debates in the Scottish Parliament, scores of parliamentary questions and three separate parliamentary motions. Conference also completely condemns the SNP Government for initiating the dispute and demands the Scottish Government does not spend a penny of taxpayers’ money bailing out First ScotRail.

“Conference agrees to support the continued RMT campaign to retain conductors on ScotRail services and for

improved safety of women by increased staffing on trains and stations.

“Conference notes that the principles of the campaign are supported by the July 2010 Department for Transport report ‘Cost to Society of Crime on Public Transport’, which found that crimes on the various rail networks cost the taxpayer almost £1bn a year. Importantly, the report also suggested that people were reassured when staff were visible on transport networks.

“To support the campaign, Conference also asks that the STUC Women’s Committee work with all transport affiliates to hold a ‘women and safety on public transport’ seminar in the Scottish Parliament as soon as is practicable.”

Mover: National Union of Rail, Maritime & Transport Workers

28. WOMEN’S SAFETY IN SCOTLAND

“That this Conference welcomes the Scottish Government’s strategy to end violence against women in Scotland. The strategy ‘Safer Lives: Changed Lives’ establishes a cross departmental approach to tackling violence against women and commits Scottish Government to taking action on this issue.

“In Scotland many thousands of women from all backgrounds experience violence.

“Women’s safety at work has always been a key priority for unions. Part of this includes women’s journeys to and from work.

“Women workers on low incomes are particularly vulnerable when travelling to and from work. The Scottish Household Survey reveals that women in Scotland are still the biggest users of public transport. Women consistently report feeling insecure and unsafe when using public transport.

“Women change their travelling habits in response to these fears. Bus and train stations are often dark and isolated. Women who work late at night may find they have missed transport home if their shift does not finish on time, or may be left standing at stops or stations for lengthy periods on public holidays/weekends.

“Women driving to work are vulnerable when using car parks late at night. Car parks are often some distance away from their workplace. Women are also more likely to make journeys on foot and report feeling unsafe walking to and from work at night.

“Conference urges the Scottish Government to continue to give priority to this issue and asks the STUC Women’s Committee to work with the STUC General Council to:

- support the work of affiliates in helping to take forward the Strategy’s proposals;
- ensure that women’s safety travelling to and from work is highlighted in future discussions with the Scottish Parliament and key partners; and

- work with the Scottish Government to ensure that the role of employers in helping women stay safe when travelling to work is developed.”

Mover: Union of Shop, Distributive & Allied Workers

29. CHILD TRAFFICKING

“That this Conference believes that the trafficking of children is an abhorrent act which cannot be tolerated in modern Scotland. The protection of any child or young person in Scotland is of the highest and most immediate priority and we have to ensure the safety and wellbeing of all children in Scotland.

“Local authorities have a duty to safeguard and promote the welfare of children who are in need, regardless of their immigration status or nationality. They also have responsibility for unaccompanied children, as well as those who arrive in the UK with their parents and for whom there are concerns regarding their safety and welfare.

“Children do not recognise that they are being exploited; often they are promised education or what is regarded as respectable work – such as in restaurants or domestic. Parents may be persuaded that their children will have a better life elsewhere.

“Conference recognises the Scottish Government has signed up to the UK Action Plan on Tackling Human Trafficking, working with the Home Office. This was most recently updated in 2009, including commitments to tackle child trafficking.

“Conference asks the STUC Women’s Committee:

- to work with the Government and various agencies on this work, especially in the run up to the London 2012 Olympics and Glasgow’s Commonwealth Games 2014; and
- to look at the findings of the study which has been commissioned by Scotland’s Commissioner for Children to look into the extent and nature of child trafficking into and within Scotland, which will be published in December 2010.”

Mover: Glasgow TUC

30. HUMAN TRAFFICKING

“That this Conference is alarmed at the growth of human trafficking across nations, whether for commercial sexual exploitation or for false employment. Conference is concerned that the victims of trafficking are frequently young women who are subjected to horrific exploitation in many countries, including Scotland. Conference notes that trafficking for purposes of sexual exploitation has a particular focus on the occasion of major international events, especially sporting events. Conference notes the work currently underway by the Equality and Human Rights Commission (Scotland) and also by the Equal Opportunities Committee of the Scottish Parliament to investigate the extent of trafficking in Scotland.

“Conference urges the STUC Women’s Committee to:

- campaign to bring an end to human trafficking in Scotland and beyond;
- raise public awareness on issues associated with trafficking and the impact on the victims of trafficking, especially young women;
- call on the EHRC and the Scottish Parliament to issue clear policy statements in relation to trafficking; and
- call for any necessary changes in current legislation aimed at bringing an end to trafficking.”

Mover: Educational Institute of Scotland

31. DOMESTIC ABUSE – SCOTTISH REFUGES

“That this Conference is appalled that up to 3,000 women fleeing domestic abuse are turned away from Scottish refuges every year because of a lack of space. We recognise that there has been a huge improvement in domestic abuse services since devolution. However, evidence is coming forward that suggests services are under threat.

“Scottish Women’s Aid has said they have to turn women and their children away every day. The prospect of further cuts would set back their achievements to date.

“Conference asks the STUC Women’s Committee to work with Scottish Women’s Aid and other agencies to campaign for adequate provision and appropriate support for all women and children who need it.”

Mover: Glasgow TUC

Section 6

International

32. GAZA

“That this Conference notes with concern the report this summer by the International Committee of the Red Cross identifying the catastrophic human conditions in Gaza caused by the siege imposed by the Israeli Government. The report confirms that the small amount of goods now allowed into the area – a minor concession granted by the Israeli Government after international outcry – have not improved living conditions there, concluding that ‘the state of the health-care system in Gaza has never been worse’.

“Conference believes this situation has a seriously severe impact on women, in particular, and agrees to campaign on this issue with the UK and Scottish Governments.”

Mover: National Union of Journalists



33. BOYCOTT, DISINVESTMENT & SANCTIONS (BDS)

“That this Conference welcomes the STUC’s Campaign of Boycott, Disinvestment & Sanctions (BDS) against the Israeli state, which continues to violate international law and abuses human rights in the Occupied Territories of Gaza, the West Bank and East Jerusalem. Conference is

concerned that this impacts on women and children disproportionately.

“It calls on the STUC Women’s Committee to work with the STUC General Council in promoting the Campaign more vigorously among affiliated Scottish trade unions, including the wider dissemination of its information pack.”

Mover: National Union of Journalists



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Nominations to Women's Committee 2010/11

Margaret Boyd, GMB
Denise Christie, FBU
Susan Coutts, USDAW
Linda Delgado, Unite
Anne Dean, GMB
Eileen Dinning, UNISON
Elaine Dougall, Unite
Ann Farrell, Unite

Mary Finn, GMB
Cheryl Gedling, PCS
Natasha Gerson, Equity
Anne McCrae, EIS
Tricia McLaren, Glasgow TUC
Davena Rankin, UNISON
Pauline Rourke, CWU



Trade union women – making our voice heard on International Women's Day

Report to Women's Conference



Following the STUC Women's Conference in November 2009, and consideration of all the decisions, the Committee identified priorities under the following headings:

- Economy and Employment
- Increasing Women's Representation and Participation
- Education and Lifelong Learning
- Social Justice
- Combating Violence Against Women and Children
- International

The Women's Committee has been able to make progress in all these areas, and a summary of work carried out is presented here.

ECONOMY AND EMPLOYMENT

Women's Conference highlighted the particular impact of the economic recession on women, the need to support campaigns to protect working conditions, and to support policies tackling low pay, such as promoting the Living Wage. The Committee has been fully involved in the STUC General Council initiatives on the economy, supporting the 'There is a Better Way' Campaign, including encouraging a wide range of women's organisations to join the 23rd October demonstration.

The Women's Committee Chair, Elaine Dougall (Unite), contributed as a speaker at the Public Services Conference on 19th March, and the Glasgow May Day event. Members of the Committee participated in the EIS and UNISON demonstrations in the Spring.

As part of our work on the economy, the Committee has been keen to build confidence on economic policy amongst women trade union members, and the October 'Women's Conversations at the STUC' meeting focussed on this, led by Professor Ailsa Mackay from Glasgow Caledonian University. Liaison with the Scottish Women's Budget Group continues. In October, members of the Committee attended the launch of a programme of events looking at 'Women in Scotland's Economy', which is examining the ways in which women contribute to Scotland's economy.

The Secretary gave evidence to the Scottish Parliament Equal Opportunities Committee on 23rd March as part of

the Committee's Inquiry into the potential impact of public spending cuts on equality groups. Denise Christie (FBU) highlighted the impact of pay cuts in the public sector, during the BBC studio 'Face the Audience' discussion with the Prime Minister, David Cameron MP, and Deputy Prime Minister, Nick Clegg MP, following the Emergency Budget on 22nd June.

The STUC, ICTU and the Scottish Parliament Economy, Enterprise and Tourism Committee held a seminar in the Scottish Parliament in May 2010, 'Emerging from Recession? Where now for the Scottish Economy and Public Policy? A Trade Union Perspective' to which the Secretary and members of the Women's Committee contributed. Childcare provision and its role in the



STUC Women's Committee lobbied MSPs at the Scottish Parliament on 30th September, with concerns about the decline in childcare places in Scotland. Left to right: Ken Macintosh MSP; Elaine Smith MSP; Karen Whitefield MSP; Ann Henderson, Assistant Secretary; Linda Delgado (Unite), STUC Women's Committee; Cathy Peattie MSP

economy was raised, crucial in enabling parents, women in particular, to go to work – but also in providing employment. This topic was discussed further with MSPs on 30th September, when we visited the Scottish Parliament to highlight the decline in childcare places available in Scotland.

Equal pay, and tackling the gender pay gap, remains a priority, and the Committee was heavily involved in consultations on the Equality Bill. Whilst the final outcome did not deliver all that the trade union movement had argued for, it represents progress. Ministers in the previous administration have been written to with regard to their role in taking women's rights forward. Committee

members played a part in the Steering Group for the successful EHRC Conference at the STUC in October 2010, which advised reps of the terms of the Equality Act 2010.

Raising awareness of the public sector duty and challenging budget decisions, which disregard any equality impact assessments, will remain a priority in the coming months. The STUC has submitted responses to the Scottish Government consultation on the Single Equality Duty, and the Committee continues to press for more effective equality impact assessments.

Members attended the Mikron Theatre Company production 'Striking the Balance: Fighting all the Way for Equal Pay' on tour, supported by the TUC, and brought to Scotland with the support of Close the Gap.

The Secretary met with the Scottish Resource Centre for Women in Science, Engineering and Technology, and Committee members participated in a parliamentary event hosted by Winnet8, working with Resource Centres across Europe to promote women's contribution in these sectors. The Women's National Commission hosted an event in London on 5th October, which brought over 70 organisations together to consider the key theme for the Commission on the Status of Women (CSW) international event in March in New York 2011 – "Access and participation of women and girls to education, training, science and technology, including for the promotion of women's equal access to full employment and decent work" – and the Secretary attended. A similar Scottish event is in preparation, with Women's Committee support.

Conference in 2009 had recognised the importance of gender sensitive health and safety policies, and the need to study in more detail the differential impact that stricter performance management regimes will have on women workers. The Committee was able to facilitate a visit by Susan Murray, Head Health and Safety Officer at Unite, to the Scottish Parliament to speak to women MSPs, staff and guests, and materials have been made available to a wider audience as a result. This subject was discussed further with Debbie Hutchings (Unite) at our September 'Women's Conversations at the STUC' meeting.

Committee members are contributing to the current STUC commissioned research on performance management. The research is also considering wider questions around the absence of gender impact analysis of performance management policies.

At the 2010 Women's Conference a side room will host a number of different organisations, giving advice and support to women on health and wellbeing issues.

INCREASING WOMEN'S REPRESENTATION AND PARTICIPATION

A very successful Women's Weekend School was held in May 2010, with 32 participants from a number of different affiliates. These courses encourage women members to play a more active role in representation in the workplace,



Women's Conversations at the STUC – Diane Abbot MP launched this new initiative for the STUC Women's Committee on 19th August 2010. Left to right: Linda Delgado (Unite); Diane Abbot MP; Elaine Dougall (Unite), Chair, STUC Women's Committee



and in supporting other members in getting their voices heard in various arenas. The next School is scheduled for November 20th/21st and will focus on 'Conference Skills', building women's confidence in public speaking and contributing to policy making.

Regular mailings now go out to former School participants and to Women's Conference delegates, which allow for wider circulation of campaign materials and promotes greater involvement. Facebook and Twitter accounts have been set up.

The Secretary and Committee have been working with the Active Learning Centre, Hansard Society, the Women's National Commission, the Scottish Women's Convention and other organisations, in assessing the progress of women's representation since devolution in 1999, and promoting the need for continued positive action commitments to ensure women are selected and elected. In August, Diane Abbot MP opened the 'Women's Conversations at the STUC' series, with a lively and well attended discussion on 'Women in Politics'.

The Secretary and Committee ensured participation in the OWER LGBT Conference on 26th February, the Highlands and Islands Conference on 12th June, and the Secretary spoke at the CWU Scottish Regional Women's Committee in June, in all cases promoting the importance of trade union organisation amongst women. The OWERCTG Equality Forum on 3rd September discussed this further, in considering the findings of the updated Mapping Study on Equality in Trade Unions in Scotland.

In particular during 2010, the Committee has taken up the experiences of Migrant Workers in Scotland, bringing female workers' perspective to the Scottish Parliament Equal Opportunities Committee Inquiry into Migration and Trafficking, and will be supporting the launch of the Migrant Workers' Network Scotland.

EDUCATION AND LIFELONG LEARNING

The programme of informal educational discussion group sessions for women trade unionists at the STUC got



Photo: Janina Struk

Members of the STUC Women's Committee with guests. Left to right: Eileen Dinning (UNISON); Katrina Murray (UNISON); Ann Henderson, STUC Assistant Secretary; Maria Fyfe; Pauline Rourke (CWU); Denise Christie (FBU); Agnes Tolmie (Unite); Tricia McLaren (Glasgow Trades Union Council); Johann Lamont MSP; Elaine Dougall (Unite); Veronica Rankin (EIS)

underway in August 2010 with 'Women's Conversations at the STUC'. It was felt that this would fit in with the STUC's 'There is a Better Way' Campaign, along with a number of the Committee's other priorities.

The STUC contributions to the Gude Cause project last Autumn have been included in the Gude Cause archives lodged at the National Library of Scotland.

The Committee continues to support Unions into Schools, attending the fringe meeting at Congress, and has liaised over the forthcoming Women's Conference in Perth November 2010 to ensure school student participation, and extending an invitation to speakers to address Conference.

Discussions with Scottish Union Learning are ongoing, regarding closer links with ESF supported projects and possible access to funding for women's development and learning.

The Committee supported the NUS Parent Trap Campaign lobby of the Scottish Parliament on 12th February, highlighting the importance of quality childcare provision to allow parents to undertake study and training.

SOCIAL JUSTICE

Much work on this policy area is covered elsewhere in this report. Women's Conference policy on support of a national Postbank was included in the STUC submission to the UK Government consultation in February 2010.

Women's Conference policies on the wide social and economic agenda were included in submissions to the Scottish Labour Party Policy Forum, and spoken to by members of the Women's Committee at various events. Women's Conference policy on women and transport has been raised with the Scottish Government, and included in the STUC submission on the Scottish Government's Review of Ferry Services.

We continue to develop links with a range of women's organisations, including the Scottish Women's Convention,

Engender, the Glasgow Women's Library, the Women's Support Project, the Women's National Commission, the Women into Public Life Project, and Abortion Rights. Where possible, representation at the AGMs of these organisations is arranged.

On anti fascist activity, the Committee has publicised the Scotland United events throughout the women's networks, and supported activities in the run up to the General Election.

COMBATING VIOLENCE AGAINST WOMEN AND CHILDREN

Information about the End Prostitution Now Campaign was distributed to all affiliates in December 2009. The General Secretary wrote to MSPs on the Justice Committee, in support of Trish Godman MSP's amendment to the Criminal Justice Bill, which proposed measures around criminalising demand. This amendment fell at Committee stage, but the principle will be brought forward by Trish Godman MSP in a Member's Bill, before the end of 2010.

The Committee has continued to develop work on a campaign against the sexualisation of children, highlighting the aggressive marketing of inappropriate materials. The Committee welcomed the contributions from STUC President, Martin Keenan, and Marlyn Glen MSP at the fringe meeting held at the 2010 Congress. Committee members and volunteers also staffed a stall at Congress. The Engender 'Eye of the Beholder' Project, and the White Ribbon Campaign, have both recently contacted the Committee with regard to planning joint initiatives in the coming year, and we are in discussion too with the Women's Support Project.

The Secretariat is in discussion with the WNC Olympics sub group, and with Glasgow City Council, over the work being developed to combat trafficking during the Olympic Games 2012 and Commonwealth Games 2014.

INTERNATIONAL

The Committee held successful meetings with Hind el Arabi, UN Women's Programme Director in Gaza, on 2nd



Photo: Janina Struk

Pauline Rourke (CWU), 2009 Chair STUC Women's Committee, welcomes firefighters from Gaza to the 2009 Women's Conference

March, both with the Women's Committee, and with a wider audience. The latter session included an update from the STUC Deputy General Secretary on the BDS Campaign. Action is being progressed from the meeting with Hind el Arabi, including liaising with Hadeel in developing STUC Women's Committee designs for the goods which are being made in Gaza and Bethlehem and sold at our Women's Conference.

The Secretary spoke at the protest organised in Edinburgh on May 31st, in response to attack on the Gaza Aid convoy in international waters by the Israeli military, highlighting the effect of the blockade on the lives of women and children.

The Committee has been able to encourage wider participation from affiliates in the events organised by the Women's National Commission, looking at the progress of the UK and Scottish Government in meeting international obligations under the Convention on the Elimination of Discrimination Against Women (CEDAW), and supported a Scottish Women's Convention/WNC event in the STUC in April.

The Equality and Human Rights Commission (EHRC) has a remit to take forward some work on CEDAW, and the Secretariat is in discussion with the EHRC Scotland to ensure trade union movement involvement.



Hind El Arabi, UN Women's Programme Director from Gaza, visited the STUC in March 2010, meeting with members of the STUC Women's Committee and other representatives. Pictured here are Dave Moxham, Deputy General Secretary STUC, Hind El Arabi, Elaine Dougall, Chair STUC Women's Committee

Women's Committee Members 2009/10



Photo: Janina Struk

Margaret Boyd

I have worked for McVities in the food industry, for 38 years.

In that time, I have been a training instructor, a trade unionist with GMB Scotland, and Convener for the past 3

years. I am only the second woman in 70 years, in the industry, to be nominated as Convener.

In 2007, I had the great honour of being nominated into the STUC Womens Committee. I believe that women are at the forefront of the work place, and their issues are important to me.

Recently, my trade union, GMB, appointed me onto the executive committee of the Food Federation for Europe (EFFAT), which also, twice a year, has a women's conference, a great opportunity for me to represent women europe wide.

Janet Cassidy

I am a member of the RMT. I have been on the Women's Committee since 1999 and the help and guidance from other members has been more than words can say. The friendships that I have made have helped me gain confidence in so many ways. The year I was Chair was hectic and exhilarating at the same time. I remember the visit to Sweden visiting Unions with Fiona Smith and spending time with children at the Montessori School. This was eye-opening as Child and Elderly Care seemed far advanced than the UK. I have also enjoyed the debates we have had with Ministers.

I am still on the RMT Women's Committee which I have been on since 1991 taking over from Ann Henderson. Last year, I was elected as the Scottish Women's Steward which was agreed at our AGM that each region have a Women's Steward.

Best Wishes for the future to the Women's Committee.



Denise Christie

I have been a firefighter with Lothian & Borders Fire & Rescue Service for 14 years and currently work in Edinburgh at Tollcross Fire Station. I am a member of the Fire Brigades Union (FBU) and I

hold the position of women's rep and vice chair for Lothian & Borders FBU.

My other position within the FBU is Regional Women's Rep for Scotland where I sit on the Scottish Regional Committee and National Women's Committee representing Scottish women FBU members.

I identify, resolve and promote all issues affecting women in the Fire & Rescue Service, creating and promoting a supportive network for women FBU members and encouraging women's participation in mainstream FBU issues.

I have been a member of the STUC Women's Committee for 4 years and through effective involvement in the trade union movement, I assist and advise other organisations with common goals and aims such as equalising opportunities and improving conditions for all women workers.

Susan Coutts

Susan Coutts has been a member of USDAW Union of Shop, Distribution and Allied Workers for more than 16yrs and has been a shop steward for 10 years. USDAW is the 4th largest union and covers England, Wales, Scotland and N Ireland.



Susan is a member of USDAW Executive Council for the Scottish Division and is chair of USDAW National Committee; she has been involved in various campaigns, Freedom From Fear, Parents and Carers, Pension Awareness Act.

Susan has also been involved in USDAW Organising Academy 2006; she is employed by Tesco full time and enjoys organising within the workplace especially in deprived areas of Scotland.

Susan has been a member of the STUC General Council for the last 3 years and member of the STUC Women's Committee for 2 years.



Linda Delgado

I am a Senior Shop Steward, Equality Rep and Health and Safety Rep for Unite working in the Health Sector and was elected in 2005 and have been a union member for the 20 years.

I am a member of the Regional Women's Committee, and I'm also a member of the Regional Health Sector Committee in Unite.

I have been involved in campaigns, such as Agenda for Change, Sexualisation of Children, Violence against Women and Migrant Workers.

This is my first year as a member of the STUC Women's Committee which I have enjoyed immensely. I consider it a privilege to work with a dedicated and knowledgeable group of trade union women. I'm extremely proud to have had the opportunity to be a member of the STUC Women's Committee and look forward to continuing with the Committee's priorities in 2011.



Eileen Dinning

Eileen Dinning has been UNISON Scotland's Equalities Officer for 15 years.

She is a qualified Assertiveness trainer and regularly undertakes equalities training. She is also a trained investigator in bullying and harassment issues.

She is currently a member of the STUC's One Workplace Equal Rights Project Advisory Board, STUC Women's Committee and sits on the advisory group for Show Racism the Red Card.

She has been trained in Job Evaluation and has been a member of UNISON staff Job Evaluation panel for 5 years.

Elaine Dougall

I have been a member of the Transport & General Workers Union and the recently created union Unite for 20 years. I am currently the Regional Women & Equalities Organiser, for Unite the Union.



Before becoming an official 3 years ago I worked in Local Government (Culture & Leisure) Glasgow for 20 years, 12 years of which I was a shop steward and for my last 3 years I was appointed the convener.

I've been involved in the women's movement within my union for many years as a member of our Regional Women's Committee, National Women's Committee, the Vice Chair of our Regional Committee and a Branch Equality Rep.

I've campaigned on many issues as a trade union activist over the years including, Domestic Violence and Violence against women, defending a woman's right to choose, free quality childcare, defending asylum seekers rights, equal pay.

Over the last 18 months I have been involved in implementing the new constitutional equality committee's structures of Unite in Scotland, ensuring that women's participation and the equality agenda continues to be at the heart of our union.

I have been a member of the STUC Women's Committee for 3 years and I'm delighted to have been elected Chair of this committee for 2010.

Being a part of the STUC Women's Committee has been a very positive experience for me, that has introduced me to a group of committed and inspiring women, who are happy to share their knowledge, support and invaluable friendship.



Joy Dunn

Joy Dunn has been active in the civil service trade union movement for over 30 years and is currently the PCS Scottish Government Group President, and Convenor of the Council of Scottish

Government Unions. Joy is also sits on the PCS NEC. She has been a member of the STUC General Council for 9 years and is this year's President.

Joy has made a strong contribution to the leadership of PCS and has considerable knowledge and experience of a wide range of issues including those affecting members working under Scottish Ministers.

Joy currently represents the General Council on the STUC Women's Committee.

Ann Farrell

I am a Shop Steward for Unite the Union and have been a member for the past 7 years.



I am currently on secondment from my post as a Home Carer within the Local Authority Sector.

My secondment is predominately for Single Status but takes account of any other Trade Union issues.

I am the Chair of the Regional Women's Committee, a member of the National Women's Committee.

I am the Vice Chair of the Local Authority Sector Committee and I am the Chair of Dumfries District Trades Council.

I have been involved in campaigns such as, Equal Pay, Sexualisation of Children, Domestic Violence and Violence against Women.

This is my first year as a member of the STUC Women's Committee and I have thoroughly enjoyed it and I consider myself privileged to have met such a dedicated and knowledgeable group of inspiring women, who like myself believe that Equality is vital. I am extremely proud to have had an opportunity to be a member of the STUC Women's Committee and am looking forward to the coming year, as I have renominated.



Cheryl Gedling

Cheryl is a lay representative in PCS, elected to Branch and Group positions as well as being a member of the National Executive Committee. She is



passionate about equality and has been representing PCS on the STUC Women's Committee for 7 years. She feels that working with other women from across the labour and trade union movement is the best way to address inequality and under-representation, and ensure that equality is at the heart of everything we do.



Natasha Gerson

Natasha has a long association with the STUC: as a delegate at many conferences for her union, Equity, as a former member and Vice-President of the General Council and, of course, as a member of the STUC Women's Committee.

She has been a member of Equity's National Executive Council for 15 years and is currently Co-Vice-Chair of Equity's Scottish Committee, having also served three terms as Chair.

Natasha has a law degree from Glasgow University and works as a freelance actor, dancer and choreographer.

Ann Henderson

Ann Henderson is an Assistant Secretary at the STUC, and her responsibilities include government and parliamentary liaison, and Secretary to the STUC Women's Committee. In the past year, Ann's priorities have included working with government and affiliated trade unions on the Equality Bill. Prior to joining the STUC in 2007, Ann worked in the Scottish Parliament as a researcher, and has a background in the railway industry. Currently Ann holds a public appointment post as the Scotland Commissioner on the Women's National Commission, and is a member of the Public Transport Users Committee Scotland.



Patricia McLaren

Tricia has been on the STUC Women's Committee for 11 years, where she is nominated from the Glasgow Trades Union Council.

She is a member of the GMB union, a Board member of the Scottish Women's Convention (SWC) and the Chair of the SWC's Violence Against Women Group.

She is Secretary of Glasgow Trade Union Council. She is also Treasurer for the White Ribbon Campaign.

Heather Meldrum

Heather has been a trade union member for 36 years and is currently Community Union's Regional Director for Scotland, Northern Ireland and North East England.



An early graduate of the TUC's Organising Academy, Heather has made a strong

contribution to the development of the Organising agenda both within her union and through the TUC.

In January 2007, Heather was seconded to the Community Union project group which examined the unions structure and operational systems and processes resulting in proposals put forward to improve and modernise.

She is currently Chair of the Scottish Labour Party 'Safer Scotland' Policy Forum.

Heather joined the General Council in April 2010 and is also now a member of the STUC Women's Committee.



Photo: Janina Strak

Katrina Murray

Katrina Murray has been a member of the General Council since 1998, having first been elected in the Young Workers section and was President at the 2007 congress. A UNISON lay activist, Katrina is the Voluntary Services Manager with NHS Lanarkshire and until recently Administrative and Clerical Staff convenor for her local UNISON branch.

Katrina is also a member of the STUC Women's Committee and has a professional interest in both equality and community development fields.

Pauline Rourke

Pauline Rourke originates from Dundee. She joined BT in September 1979 and has been an active trade union member since that day. She remains an employee of BT but for the last 7 years has carried out full time union duties for the Communication Workers Union, representing Members in the Telecom sector of the Dundee Clerical Branch.



Pauline has held various positions locally on the Branch Executive Committee and since 2008, has been carrying out the role of Branch Secretary.

In 2007, Pauline was elected as Chairperson of the CWU Scottish Political Forum, working closely together with her colleagues in what is a very male dominated environment.

Pauline has been representing the CWU at the STUC Women's Conference since 1996 and was elected onto the Women's Committee in November 2003. In 2008–2009 Pauline held the position of Chair which she believes was a privilege for both her Union and herself.

She enjoys participating in the weekend school events held by the STUC Women's Committee, meeting women from other Unions throughout Scotland.

Pauline has represented the CWU at the Scottish Labour Policy Forums since 1999 and is currently a member of the Scottish Labour Executive Committee.





Agnes Tolmie

I work for the RBS and am currently on full facility time to carry out my duties as a Unite the Union Workplace Representative.

In May 2005 I was appointed to the Board of the Scottish Women's Convention which is a Scottish Government funded independent advisory body on women. It plays a central role in the drive to put women's voices at the heart of Government and represents a cross section of women's interests. Part of the criteria for membership is to have knowledge of gender and equality issues and to act as a spokesperson for the SWC.

I have been a member of the STUC General Council and STUC Women's Committee for a number of years. I am also

a Board member of the Scottish Union Learning Fund and until recently I was a Board member of the Poverty Alliance.

Trade union details and activities include: Workplace rep for over 25 years; Past Vice President Unifi; Executive member of Unite; Past Chair Scottish TUC Women's Committee (chaired national conferences); Chair, Board of Directors of Scottish Women's Convention; National Executive member of Unite the Union; involved in 50/50 Gender Balance, Equal Pay, Women into Public Life campaigns; Member of General Council of STUC; Member of World Women's Trades Union Committee; Member of UNI Global Union Executive Finance Committee. I enjoy holidays, reading, walking and spending time with family and friends.

I enjoy holidays, reading, walking and spending time with family and friends. I keep good health.



Photo: Janina Struk

Members of the STUC Women's Committee at the 2009 Conference

Women's Conference Constitution



1. TITLE OF CONFERENCE

The Annual Conference of representatives of affiliated organisations shall be known as the "Scottish TUC Women's Conference". Its purpose shall be to discuss issues which are of particular relevance to women.

2. DATE OF ANNUAL CONFERENCE

The Conference shall meet annually over two consecutive days, in the month of November.

3. BASIS OF REPRESENTATION

The basis of representation shall be as under:

- a) each trade union affiliated to the STUC shall be entitled to appoint delegates on the following basis:
 - 1 delegate for every 500 members, or part thereof, up to 5,000 members
 - 1 delegate for each additional 5,000 members
- b) each trades union council affiliated to the STUC shall be entitled to appoint no more than 3 delegates.

4. WOMEN'S COMMITTEE

- i. General Council representation – Four members of the Committee shall be appointed by the General Council of the Scottish TUC.
- ii. Elected members – There shall be eighteen elected members of the Committee on the following basis:

Trades Unions – 17 representatives

Trades Union Councils – 1 representative

Trade Unions with up to 10,000 women members are entitled to nominate one woman to the Women's Committee.

Trade Unions are permitted to nominate additional women to the Committee for each additional 10,000 women members, up to a maximum of three nominees.

Nominees must be delegates to the Women's Conference.

5. MOTIONS

- i. 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 Scottish TUC at least ten weeks before the time fixed for Annual Conference, the maximum number of motions submitted by an affiliated organisation being two. Individual motions must not exceed 300 words. Motions submitted for debate must be on issues of particular relevance to women. The competency of motions shall be determined by a sub-committee of the Women's Committee.
- ii. Such motions shall be sent to each affiliated organisation entitled to be represented at the Conference as soon as possible after the closing date for their submission. The order in which subjects shall be discussed shall be decided by the sub-committee of the Women's Committee.
- iii. All amendments to motions submitted by affiliated organisations must reach the General Secretary of the STUC by a date to be decided by the Women's Committee. Such amendments must be signed by the Secretary of the organisation submitting them. Individual amendments to motions must not exceed 50 words.
- iv. Notwithstanding the above provisions, the Women's Committee or any affiliated organisation shall be permitted to submit an emergency motion for the consideration of delegates to the Annual Conference.

Any emergency motion must be submitted by 1600hrs on the first day of Conference. The competency of any such emergency motion shall be determined by the sub-committee of the Women's Committee.

6. CHILDMINDING FACILITIES

A crèche or appropriate childcare facilities for the pre-school children of delegates shall be available, if requested. Any such request shall be made in writing, at least three weeks in advance of the opening of Conference.

7. STANDING ORDERS

i. Hours of meeting

The Annual Conference shall assemble at 1000hrs on the first day, at 9.30 am on the second day, and shall conclude no later than 1700hrs on each day.

ii. Conference Chairperson

The Chairperson of the Women's Committee shall be the Chairperson of the Scottish TUC Women's Conference.

In the absence of the Chairperson, the Committee shall appoint another member of the Committee to take the Chair at the Conference.

iii. Business of the Annual Conference

Included in the business of the Annual Conference shall be the consideration of the 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.

iv. Appointment of Scrutineers and Tellers

The appointment of three Ballot Scrutineers and six Tellers shall be made by delegates at the start of the Annual Conference.

v. Limitation of Speakers

No more than eight minutes shall be allowed for the mover of a motion and no more than four minutes for each subsequent speaker.

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 Chairperson.

vi. 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 7(v).

vii. Voting

The method of voting at the Scottish TUC Women's Conference on all matters except the election of representatives to serve on the Women's Committee shall be by voice or show of hands.

viii. Suspension of Standing Orders

Standing Orders may be suspended only if agreed to by at least two-thirds of delegates to the Annual Conference who are present and voting.

ix. Chairperson's Ruling

The Chairperson's ruling shall be final.



Follow us on twitter  we are STUCwomen
our  page is stuc womens committee

Workplace Health and Wellbeing: Good Work is Good for Your Health



By Harry Burns, Chief Medical Officer for Scotland

A positive work environment and a culture where workers health and wellbeing is protected and promoted brings benefits to the workforce and to the employer. A workforce whose health and wellbeing is looked after will be more motivated and productive, take fewer days off sick and will make a more effective contribution to the success of the employer's business.

Improving health requires us to ensure that people have a positive environment in which to take decisions about health behaviours. Employers have statutory duties in respect of health and safety but, with support from trades unions and their representatives, can take this a stage further by creating a positive, health promoting working environment.

Key elements of a good and healthy workplace include “conducive, welcoming and supportive environments that enable staff to form social networks, and more importantly the creation of trusting relationships and a sense of control over one’s own working practices. . . . a job should be much more than simply a way of earning a living. It provides identity, contact and friendship with other people, a way of putting structure in your life and an opportunity to meet goals and contribute” (Hillier et al). People working in such an environment are more likely to adopt healthy behaviours promoted in the workplace. Failure to deliver such an environment is strongly associated with ill health and the resulting costs to a employer.

There is overwhelming evidence that observing a set of “healthy” behaviours substantially reduces the risk of premature death from heart disease, stroke, cancer or being diagnosed with a chronic illness such as diabetes. The evidence on not smoking, maintaining a healthy weight, eating a sensible diet and maintaining regular exercise is now overwhelmingly positive. Keeping the workforce healthier for longer is more important now than ever before, with a significant number of the working population in their 50s and 60s.

As well as promoting healthy behaviours, it is important to support and encourage employees to minimise absence



Photo: Janina Strick

Cabinet Secretary for Health and Wellbeing, Nicola Sturgeon MSP, speaks at STUC Women's Conference 2009. The Health Works action plan was launched at Conference

from work due to ill health. It is important for trades union representatives to support employees in the workplace to understand the risks associated with absence from work, which can include a further deterioration in physical and mental health and wellbeing, whilst continuing to work can be therapeutic and speed up recovery.

Trades union representatives can work with employers to help them realise the benefits of supporting employees to minimise sickness absence or secure an early return to work for the benefit of the employee's health and the benefit to the employer. In addition, early detection of health problems can reduce the impact of a potential health condition, minimising, if not avoiding, absence from work. For example, all women of working age should be encouraged to attend appointments for routine health screening. This would include cervical screening for women aged 20–60 and breast and bowel screening for those over the age of 50. Support is available to all employers in Scotland via the Healthy Working Lives website www.healthyworkinglives.com and advice line 0800 019 2211.

■ *The Chief Medical Officer (CMO) is the Scottish Government's principal medical adviser.*

Keir Hardie Society

By Richard Leonard, GMB Political Officer

Lanarkshire born Keir Hardie is best remembered as the founder of the Labour Party, its first leader and the Party's first Member of Parliament.

Self educated and his politics forged by the injustice that beset him and those around him from an early age, James Keir Hardie dedicated his whole life to the cause of Labour.

A trade union agitator and organiser in Lanarkshire then Ayrshire, he became a political figure of national then international prominence. A great supporter of women's rights especially the right to vote, of peace not war and internationalism not nationalism, he toured the world preaching his gospel of socialism.

Keir Hardie was an ethical socialist who argued not just for "bread for the hungry", but for "rest for the weary" and "hope for the oppressed" too. He understood the importance of vision in politics, so he set out the kind of socialist society he wanted to build: even though he knew that he was unlikely to see it realised in his lifetime. And he established Labour as an independent working class party based on the trade unions as the vehicle for achieving it.

On equality, Keir Hardie wrote "the cause of women is the cause of humanity. Political equality will, as in the case of men, precede economic equality. Votes for women will not only be a recognition of the equality of the sexes, but will also enable women to stand with men in the greater fight for economic freedom".

He remains for the most part uncelebrated and his work largely undiscovered. That's why we have launched a Society to "keep alive the ideas and promote the life and work of Keir Hardie": the Keir Hardie Society.

Membership is open to Labour Party Members, trade unionists, historians and in fact anyone who shares the Society's primary object. Tony Benn has agreed to be the

Honorary President. The founding conference held on the date of Keir Hardie's birth, the 15th of August, close to his place of birth, Summerlee Heritage Park, was addressed by Jackson Cullinane of Unite, Cathy Jamieson MP, the MSP for Carrick, Cumnock and Doon Valley, where Hardie lived most of his adult life, Bob Holman, Keir Hardie's most recent biographer and myself. Hugh Gaffney of North Lanarkshire TUC chaired the event which received a civic welcome from Depute Provost, Jim Robertson.

The launch attracted over 50 people with as many again unable to attend but wishing to be involved. That level of support is heartening and demonstrates that the Society's formation has captured a mood in the Movement and in the Labour Party in particular, that we need back some of Keir Hardie's vision in our politics. We need in the words of Cathy Jamieson to attend to "Keir Hardie's unfinished business".

To commemorate him is not to look wistfully backwards, but to remind ourselves of the necessity of unflinching principles, vision and determination in looking forward.

In her seminal biography of Keir Hardie, the late Caroline Benn concluded "most efforts for social justice tend to end in failure and always have done. Hardie met failure again and again, yet for the sake of the successes that came when least anticipated or long after, he willingly spent a lifetime making the case for transformational social change, feeding the spring of the ever renewable activity of common people sharing a will to the common good."

All are welcome to join with us in celebrating the life and advancing the ideas of Keir Hardie.

Richard Leonard is the co-founder of the Keir Hardie Society.

For more information on the society contact richard.leonard@gmb.org.uk or hugh.gaffney@yahoo.co.uk.



"The cause of women is the cause of humanity."

Women's National Commission



Women's National Commissioners, with Chair Baroness Joyce Gould, October 2010

By Ann Henderson, Scotland Commissioner, Women's National Commission

In autumn 2008, I joined the Board of the Women's National Commission. This was a public appointment, following a competitive process involving application and interview. Many women applied from all over the United Kingdom for a number of places, and the diverse group that now makes up the WNC Board of Commissioners has been able to make real progress in involving more women's organisations in the WNC's work.

The Women's National Commission has an interesting history. Set up in 1969 to ensure Government was better informed about women's lives, the WNC has contributed to policy and legislation on many issues including the economy, the labour market, violence against women, women and the criminal justice system, women and asylum policy, and early years and family support. Since 2007 the Government Equality Office (GEO) has been the sponsoring department. Fully funded by the UK Government, the WNC now has over 670 partners including

individual academic and policy experts, with a remit that requires its views to be developed independently of Government.

The STUC Women's Committee has had a long relationship with the WNC. Representation has included Agnes Tolmie, previous STUC Women's Committee chair, and the current WNC working group on Immigration and Asylum, includes Sofi Taylor from UNISON. Others from Scotland have helped to shape the UK Government's work on Violence against Women, with the high priority given to this issue by the Scottish Parliament in its early days. The WNC was involved throughout the drafting of the Equality Act 2010, in which the STUC took a keen interest.

I applied for the WNC Commissioner post, when the opportunity arose, because I was very conscious that women's organisations and women's representatives were still grappling with the realities of dealing with two Governments, in Scotland and at Westminster. With most equalities and social policy devolved to the Scottish Government, but employment law, tax and benefits, asylum

and immigration reserved to the UK Government, Scottish women's views needed to be strongly heard at both levels.

Discussions at the WNC Board have been wide ranging and exciting. The contributions of the Wales, Northern Ireland and Scotland Commissioners have strengthened the input to the UK Government, but also have allowed us to involve far more women in Scotland in the WNC's work. Two successful conferences (November 2008 and December 2009) have brought women from all over Scotland together, informing the WNC reports but also giving us all the chance to learn about the many different problems and positive experiences that make up women's lives in Scotland today.

Making this communication effective is also important because the UK Government has commitments to fulfil under international treaties. The United Nations oversees each member country's progress in complying with the Convention on the Elimination of Discrimination Against Women (CEDAW), to which the UK Government is a signatory. CEDAW lays out priorities on achieving women's equality, be that in the field of work, with equal pay, tackling job segregation, supporting women in being able to enter the labour market; tackling violence against women; improving women's health; and supporting women and girls in education. In Scotland the WNC created a space for organisations working with, and representing, women to come together and to make comment on the progress being made by our Governments, both in Scotland and in the UK.

As the economic crisis continues to bite, and women and their families face more pressure and fewer choices for the future, it is unfortunate that the UK Government has decided to close the Women's National Commission from 31st December 2010.

Combined with significant cuts in the Equality and Human Rights Commission, in funding for voluntary sector women's organisations, and in the civil service across all Government Departments, it is very hard to see how essential dialogue and engagement with women will be continued.

For women in Scotland, we will miss that structured relationship with Commissioners linked to women's organisations in Northern Ireland and in Wales. In the trade union movement we know that we gain strength and knowledge from our sisters in Wales TUC, Irish Congress of Trade Unions, and the TUC.

It has been a fantastic opportunity for me to work with the WNC and with all the women's groups and individuals over the last two years, making progress in bringing Scottish women's voices to the attention of UK Government ministers, and sharing in discussions across all the devolved nations.

The decision to close the WNC will be shown to be shortsighted. However, the need for women's voices to be heard, and listened to, is as important as ever. I will be continuing to work to achieve that, in every possible way.



Ann Henderson, WNC Scotland Commissioner; Baroness Joyce Gould, WNC Chair; Marie Kane, Scottish Resource Centre for Women in Science, Engineering & Technology at WNC Partners' Event, London, October 2010

www.thewnc.org.uk

STUC Women's Advisory Committee/STUC Women's Committee Past Chairs



1926/27	Mr Joseph F Duncan (Scottish Farm Servants' Union)	1960/61	Miss Jessie Murray (TGWU)
1927/28	Mr Joseph F Duncan (Scottish Farm Servants' Union)	1961/62	Miss Jean Glass (USDAW)
1928/29	Mr Joseph F Duncan (Scottish Farm Servants' Union)	1962/63	Miss E C Kent (Transport Salaried Staffs' Association)
1929/30	Mr Joseph F Duncan (Scottish Farm Servants' Union)	1963/64	Miss E C Kent (Transport Salaried Staffs' Association)
1930/31	Mr Joseph F Duncan (Scottish Farm Servants' Union)	1964/65	Mrs Isa Money (AEU)
1931/32	Miss Bell Jobson (Scottish Farm Servants' Section)	1965/66	Miss Rita Robertson (TGWU)
1932/33	Miss Bell Jobson (Scottish Farm Servants' Section)	1966/67	Miss Jean Glass (USDAW)
1933/34	Miss Eleanor Stewart JP (TGWU)	1967/68	Miss E C Kent (Transport Salaried Staffs' Association)
1934/35	Miss Eleanor Stewart JP (TGWU)	1968/69	Mrs Isa Money (Amalgamated Union Engineering and Foundry Workers)
1935/36	Mrs Rachel Devine (Jute and Flax Workers Union)	1969/70	Miss M Burns (TGWU)
1936/37	Miss Agnes Gilroy (USDAW)	1970/71	Miss E Turley (Scottish Typographical Association)
1937/38	Miss Agnes Gilroy (USDAW)	1971/72	Miss G Wood (GMWU)
1938/39	Miss Betty Lamont	1972/73	Mrs I Johnston (Tobacco Workers' Union)
1939/40	Miss Betty Lamont	1973/74	Miss E C Kent (Transport Salaried Staffs' Association)
1940/41	Miss Isa M Stewart	1974/75	Mrs Isa Money (AUEW)
1941/42	Miss Isa M Stewart	1975/76	Mrs M Burns (TGWU)
1942/43	Miss Bell Jobson (Scottish Farm Servants' Section)	1976/77	Miss G Wood (GMWU)
1943/44	Miss Eleanor Stewart JP (TGWU)	1977/78	Mrs M Wilson (Scottish Carpet Workers' Union)
1944/45	Miss Eleanor Stewart JP (TGWU)	1978/79	Marion Easdale (AUEW)
1945/46	Miss Eleanor Stewart JP (TGWU)	1979/80	Mary Harrison (Association of Professional, Executive, Clerical and Computer Staff)
1946/47	Miss Eleanor Stewart JP (TGWU)	1980/81	Helen Tierney (AUEW)
1947/48	Miss Eleanor Stewart JP (TGWU)	1981/82	Ina Love (NUPE)
1948/49	Miss Agnes Gilroy (USDAW)	1982/83	Jane McKay (Glasgow District Trades Council)
1949/50	Miss G M Meadows (National Union of Tailors and Garment Workers)	1983/84	Mrs M Wilson (Scottish Carpet Workers' Union)
1950/51	Miss G M Meadows (National Union of Tailors and Garment Workers)	1984/85	Mary Harrison (Association of Professional, Executive, Clerical and Computer Staff)
1951/52	Miss Jessie Murray (TGWU)	1985/86	M Lowe (CoHSE)
1952/53	Miss Jean Glass (USDAW)	1986/87	Caroline Baikie (Society of Graphical and Allied Trades '82)
1953/54	Miss G M Meadows (National Union of Tailors and Garment Workers)	1987/88	Yvonne Strachan (TGWU)
1954/55	Mrs H Geddes (Union of Jute, Flax and Kindred Textile Operatives)	1988/89	Ina Love (NUPE)
1955/56	Miss Jessie Murray (TGWU)	1989/90	Jane McKay (Glasgow District Trades Council)
1956/57	Miss Jean Glass (USDAW)	1990/91	Kathy Finn (EIS)
1957/58	Miss E C Kent (Transport Salaried Staffs' Association)	1991/92	May Carlin (USDAW)
1958/59	Mrs Isa Money (AEU)	1992/93	Mary Harrison (General Municipal, Boilermakers)
1959/60	Mrs H Geddes (Union of Jute, Flax and Kindred Textile Operatives)	1993/94	Yvonne Strachan (TGWU)

1994/95	Helen Stevens (Institution of Professionals, Managers and Specialists)	2001/02	Linda Shanahan (FBU)
1995/96	Jane McKay (Glasgow District Trades Council)	2002/03	Agnes Tolmie (UNIFI)
1996/97	Agnes Tolmie (Banking Insurance and Finance Union)	2003/04	Veronica Rankin (EIS)
1997/98	Elizabeth Stow (Society of Radiographers)	2004/05	Janet Cassidy (RMT)
1998/99	Yvonne Strachan (TGWU)	2005/06	Sandra Kennie (UNISON)
1999/2000	Agnes Tolmie (UNIFI)	2006/07	Tricia McLaren (Glasgow TUC)
2000/01	Annie Thorne (PCSU)	2007/08	Cheryl Gedling (PCS)
		2008/09	Pauline Rourke (CWU)
		2009/10	Elaine Dougall (Unite)



Photo: Janina Struk

Veronica Rankin (EIS), recipient of the 2009 STUC Women's Conference Meritorious Award, with Pauline Rourke, Chair, STUC Women's Committee

Contact Details and Information of Organisations Exhibiting at Conference



Abortion Rights

18 Ashwin Street
LONDON E8 3DL

Tel & Fax: 020 7923 9792

Email: choice@abortionrights.org.uk

Web: www.abortionrights.org.uk

Abortion Rights is the national pro-choice campaign. We support the provision of free, legal and safe abortion services for all women as required. We look forward to meeting Conference delegates – please come and visit our stall and add your voice to the campaign. Find out more about our work at www.abortionrights.org.uk

ACTSA Scotland

52 St Enoch Square
GLASGOW G1 4AA

Tel: 0141 221 1276

Email: Johnnelson48@yahoo.co.uk

ACTSA Scotland – Action for Southern Africa – works to increase awareness of Southern Africa to campaign for justice and development in that region and to promote links between organisations and communities in Scotland and Southern Africa. We have a particularly strong connection with the South African Province of Eastern Cape.

Breakthrough Breast Cancer

38 Thistle Street
EDINBURGH EH2 1EN

Tel: 0131 226 0769

E-mail: scotlandinfo@breakthrough.org.uk

Web: www.breakthrough.org.uk/scotland

Breakthrough Breast Cancer is a pioneering charity committed to fighting breast cancer through research, campaigning and education. We fund Scotland's only dedicated breast cancer research unit while our Edinburgh office is focused on campaigning, education and fundraising. To support our work please telephone 0131 226 0761 or e-mail: scotlandinfo@breakthrough.org.uk or visit www.breakthrough.org.uk/scotland

Close the Gap

333 Woodlands Road
Glasgow G3 6NG

Tel: 0141 337 8131

Fax: 0141 337 8101

Email: info@closethegap.org.uk

Web: www.closethegap.org.uk

Close the Gap works across Scotland with those who can influence the gender pay gap, as well as those who are

affected by it. We work with trade unions to promote action to address pay gaps in workplaces and we work with employers to support them in identifying and tackling the causes of women's unequal pay.

Communist Party Scotland/Alert Scotland

House 01

112 Shawbridge Street
Glasgow G43 1LY

Tel: 0141 640 0168

CPS/Alert Scotland since its formation in 1992, has supported the Trade Union Movement in all its struggles. We are an independent Scottish based Party with a programme of radical regeneration for our land and people. We support our new Parliament developed through to full independence, if that becomes the expressed will of the Scottish people.

Engender

1a Haddington Place
EDINBURGH EH7 4AE

Tel: 0131 558 9596

Email: info@engender.org.uk

Web: www.engender.org.uk

Engender works to increase women's power and influence; make visible the impact of sexism on women and on Scotland's social, economic and political development and support people, organisations and our Government to make equality a reality.

Epilepsy Scotland

48 Govan Road

GLASGOW G51 1JL

Freephone Helpline: 0808 800 2200

Tel: 0141 427 4911

E-mail: enquiries@epilepsyscotland.org.uk

Web: www.epilepsyscotland.org.uk

Epilepsy Scotland represents and works with people affected by epilepsy, their families and carers to ensure their voice is heard. We aim to influence policy, best practice and public opinion by lobbying for high quality support services, improved access to information and raising awareness to end stigma, discrimination and injustice.

Hadeel

St George's West Church

58 Shandwick Place

EDINBURGH EH2 4RT

Tel: 0131 225 1922

E-mail: palcrafts@phonecoop.coop

Web: www.hadeel.org
Hadeel, the Palestinian Fair Trade shop, supports the Palestinian social enterprise economy, complementing BDS actions. We stock the wider variety and best quality Palestinian handicrafts and food available outside of Jerusalem.

National Assembly of Women

c/o 20 Main Street
Holytown
LANARKSHIRE ML1 4TA
Tel: 0782 771 7924
E-mail: naw@sisters.org.uk / jintyf@talktalk.net
Web: www.sisters.org.uk
The National Assembly of Women campaigns for equality for women in all spheres – work, education, family, as well as worldwide. We also campaign for peace.

Perthshire Women's Aid

49 York Place
PERTH PH2 8EH
Tel: 01738 635 404
E-mail: hazelb@perthwomensaid.org.uk
Perthshire Women's Aid provides information, support and refuge for women, children and young people affected by domestic abuse.

Scottish Cuba Solidarity Campaign

c/o FBU
52 St Enoch Square
GLASGOW G1 4AA
Tel: 0141 221 2359
Email: Scottishcuba@yahoo.co.uk
The Scottish Cuba Solidarity Campaign supports the defence of Cuba and its peoples' right to self determination and national sovereignty. The Campaign believes that the people of Cuba, like any other nation, must be free to decide their own internal affairs without outside interference. Visit the Campaign's stall for books, leaflets, etc, and more information on its work. Alternatively, contact Kath Campbell, Campaign Worker by 'phone or e-mail as outlined above.

Scottish Hazards Campaign

Kathy Jenkins
Secretary
Tel: 0131 477 0817
E-mail: kajenkins@blueyonder.co.uk
Web: www.scottishhazards.co.uk
The Scottish Hazards Campaign network campaigns for improved worker health and safety throughout Scotland and joins with others internationally to campaign for improved working conditions throughout the world. It is part of the UK Hazards Campaign and the European Hazards Network.

Scottish Liberal Democrats

4 Clifton Terrace
EDINBURGH EH12 5DR
Phone: 0131 337 2314
Web: www.scotlibdems.org.uk
Scottish Liberal Democrats in 2011 are aiming to create

new jobs and tackle unemployment, give power back to local communities by reforming public services and we will restore Scotland's reputation for excellence in education. Scottish Liberal Democrats – Towards a fair and prosperous Scotland.

Scottish Pensioners' Forum

STUC
333 Woodlands Road
GLASGOW G3 6NG
Tel: 0141 337 8113
E-mail: spf@stuc.org.uk
Web: www.scottishpensioners.org.uk
The Scottish Pensioners' Forum campaigns for a better deal for older people. The main single issue for older people is poverty. Low wages lead to poverty pensions. Many millions of workers nearing retirement face a pensions disaster because of the economic crisis. Join with us to fight for security and dignity in old age.

Scottish Resource Centre for Women in Science, Engineering and Technology

Edinburgh Napier University
42 Colinton Road
EDINBURGH
Tel: 0131 455 5102
E-mail: l.somerville@napier.ac.uk
Web: www.napier.ac.uk/src
Scottish Resource Centre for Women in Science, Engineering and Technology aims to create sustainable change for the participation of women at work through:

- *Changing employment practices and workplace cultures to support gender equality; and*
- *Supporting the recruitment, retention, return and success of women where they are significantly under-represented.*

Scottish Trades Union Congress

333 Woodlands Road
GLASGOW G3 6NG
Tel: 0141 337 8100
E-mail: info@stuc.org.uk
Web: www.stuc.org.uk
The STUC is Scotland's trade union centre, bringing together over 650,000 workers and linking with their communities, families, and with people not in work. Our organisation includes representative structures for Women, Black and Ethnic Minorities, Disabled Workers, and for Young Workers. The STUC affiliated trade union membership organises workers in many different environments in the public and in the private sector.

Scottish Union Learning

STUC Centre: 333 Woodlands Road
GLASGOW G3 6NG
Tel: 0141 337 8111
Fax: 0141 337 8101
Highlands and Islands: UNISON Building
53 Shore Street
INVERNESS IV1 1NF
Tel & Fax: 01463 248 905
Email: learning@stuc.org.uk
Web: www.scottishunionlearning.com



Scottish Union Learning supports trade unions in accessing skills and lifelong learning opportunities that contribute to collective prosperity, fairness and equality, for workers across Scotland. For more information on funding union-led learning in the workplace, phone: 0141 337 8111 or visit www.scottishunionlearning.com

Scottish Women's Aid

132 Rose Street
EDINBURGH EH2 3JD
Tel: 0131 226 6606
Email: Fiona.buchanan@scottishwomensaid.org.uk
Web: www.scottishwomensaid.org.uk

Scottish Women's Aid is the lead organisation in Scotland working towards the prevention of domestic abuse. We play a vital role campaigning and lobbying for effective responses to domestic abuse. Our members are local Women's Aid groups which provide specialist services to women, children and young people.

Scottish Women's Convention

6th Floor
200 West Regent Street
GLASGOW G2 4DQ
Tel: 0141 248 8186
Email: info@scottishwomensconvention.org
Web: www.scottishwomensconvention.org

The purpose of the Scottish Women's Convention (SWC) is to communicate and consult with women in Scotland to influence public policy. Through the Convention's policy work, roundtable and celebratory events, the SWC strives to have contact with women and relevant organisations. The SWC aims to provide an effective way of consulting with a diverse range of women in Scotland.

Support@Work

Mansfield Traquair Centre
15 Mansfield Place
EDINBURGH EH3 6BB
Contact: Des Loughney
Tel: 0131 556 3006
E-mail: info@etuc.org.uk
Contact: Terry Anderson
Mobile: 07791 704 682
E-mail: tanderson@stuc.org.uk

Support@Work is a project run by Edinburgh Trades Union Council that provides employment rights advice and support to those returning to work. Support@Work works with Lothian NHS to give the best advice and if required the strongest possible representation to those returning to work after a period of ill-health and sickness absence. The Project also provides training sessions on employment rights to groups of employability support providers and their service-users. Support@Work often directs returnees to work to the relevant union in their sector for further support and advice.

The Open University in Scotland

10 Drumsheugh Gardens
EDINBURGH EH3 7QJ
Tel: 0131 226 3851

E-mail: p.a.cannell@open.ac.uk

Web: www.open.ac.uk

The Open University in Scotland shares with the STUC an ethos of extending education opportunities for all. Our partnership with the STUC since 2007 has enabled us to work together to extend opportunities in workplaces across Scotland.

Thompsons Scotland

Offices: 285 Bath Street, Glasgow, G2 4HQ
16–20 Castle Street, Edinburgh, EH2 3AT
83 Crown Street, Aberdeen, AB11 6EX
Tel: 0800 80 12 99

Email: mail@thompsons-scotland.co.uk

Web: www.thompsons-scotland.co.uk

Thompsons is unashamedly a Trade Union Law Firm. It is the largest specialist Employment Rights and Personal Injury Practice in the UK serving the Trade Union Movement with over 80 staff in 22 offices nationwide. Thompsons are at the forefront of cases involving equalities, equal value, discrimination, unfair dismissal, workplace accidents and disease, asbestos and employment protection health and safety issues.

TUC Education Scotland

4th Floor
John Smith House
145/165 West Regent Street
GLASGOW G2 4RZ
Tel: 0141 221 8545
E-mail: shell@tuc.org.uk
Web: www.tuc.org.uk

TUC Education offers high quality, accredited training to trade union reps and professionals through a network of colleges of further education across the UK. Participation in the programme for union reps and professionals is at its highest since records began, overtaking the previous high of 1978.

UK Poverty Programme, Oxfam GB

207 Bath Street
GLASGOW G2 4HZ
Tel: 0141 285 8881
E-mail: lmccoll@oxfam.org.uk
Web: www.oxfam.org.uk

Oxfam works with others to overcome poverty and suffering around the world and around the corner. Oxfam believes that in a rich country the poverty experienced by one in five people is unacceptable. Oxfam's work in the UK includes tackling discrimination which makes women, minority groups and others vulnerable to poverty.

Union of Shop, Distributive & Allied Workers

342 Albert Drive
GLASGOW G41 5PG
Tel: 0141 427 6561
E-mail: Lawrence.wason@usdaw.org.uk
Web: www.usdaw.org.uk

USDAW is one of Britain's largest trade unions with over 391,000 members. Members work in a variety of occupations and industries, including: shopworkers; factory and warehouse workers; drivers; call centres;



clerical workers; insurance agents; milkround and dairy process; butchers and meat packers; catering; laundries; chemical processing; home shopping; and pharmaceutical.

Unions into Schools Team@STUC

Dave Moxham, STUC Deputy General Secretary

Terry Anderson, STUC Union and Community

Development Officer: Tel: 07791 704 682 /

Email: tanderson@stuc.org.uk

Pauline Walker, STUC Admin Assistant: Tel: 0141 337

8105 / Email: pwalker@stuc.org.uk

333 Woodlands Road

GLASGOW G3 6NG

Web: www.stuc.org.uk/unionswork/education/a-better-way-to-work-in-scotland

“Unions into Schools” has now delivered over 200 school and college visits to S3/4, S5/6 and college students. The Project is co-ordinated and managed by Terry Anderson, Pauline Walker and Dave Moxham at the STUC, and has been supported by an educational training pack entitled “A Better Way to Work” in Scotland, which can be accessed from the STUC website at: <http://www.stuc.org.uk/unionswork/education>

Women’s National Commission

Zone 2/J5

Eland House

Bressenden Place

LONDON SW1E 5DU

Tel: 0303 444 1581

Email: wnc@communities.gsi.gov.uk

Web: www.thewnc.org.uk

The Women’s National Commission is the official UK umbrella body that represents the views of several million women and over 500 organisations. We are an independent advisory body that gives the views of women to Government.

CONTACT DETAILS OF OTHER RELEVANT ORGANISATIONS

Amnesty International

Rosebery House

9 Haymarket Terrace

EDINBURGH EH12 5EZ

Tel: 0844 800 9088

Web: www.amnesty.org.uk/scotland

Barnardo’s

Tel: 020 8550 8822

Web: www.barnardos.org.uk

Because I Am A Girl – Plan UK

5–6 Underhill Street

LONDON NW1 7HS

Tel: 0207 482 9777

E-mail: Rachel.Blain@plan-international.org

Web: www.becauseiamagirl.org

Children in Scotland

Princes House

5 Shandwick Place

EDINBURGH EH2 4RG

Tel: 0131 228 8484

Fax: 0131 228 8585

Web: www.childreninscotland.org.uk

Digby Brown Solicitors

Tel: 0845 273 2323

Email: enquiries@digbybrown.co.uk

Web: www.digbybrown.co.uk

Electoral Reform Society

Thomas Hare House

6 Chancel Street

LONDON SE1 OOU

Tel: 020 7928 1622

Fax: 020 7401 7789

Web: www.electoral-reform.org.uk

Equality and Human Rights Commission

Tel: 0845 604 5510 (Scotland)

0845 604 6610 (England)

0845 604 8810 (Wales)

Web: www.equalityhumanrights.com

Email: scotland@equalityhumanrights.com

Family Planning Association

UK Office

50 Featherstone Street

LONDON EC1Y 8QU

Tel: 020 7608 5240

Email: general@fpa.org.uk

Web: www.fpa.org.uk

Glasgow Women’s Aid

Tel: 0141 553 2022

Email: admin@glasgowwomensaid.org.uk

Web: www.glasgowwomensaid.org.uk

Glasgow Women’s Library

Tel: 0141 552 8345

Email: Sue.John@womenslibrary.org.uk

Web: www.womenslibrary.org.uk

Holyrood

Tel: 0131 270 7090

Email: editor@holyrood.com

Web: www.holyrood.com

Living Wage Campaign

Contact: Eddie Follan on 07810 854 165

NUS Scotland Women’s Campaign

29 Forth Street

EDINBURGH EH1 3LE

Tel: 0131 556 6598

E-mail: women.students@nus-scotland.org.uk

Web: www.nus.org.uk

Ovarian Cancer Action

Tel: 020 8238 7505

Email: info@ovarian.org.uk

Web: www.ovarian.org.uk



Poverty Alliance

Tel: 0141 353 0440
 Email: info@povertyalliance.org
 Web: www.povertyalliance.org

Public Appointments Scotland

Web: www.scotland.gov.uk/government/publicbodies

Rape Crisis Scotland

Tel: 0141 248 8848
 Email: info@rapecrisisscotland.org.uk
 Web: www.rapecrisisscotland.org.uk

Scottish Centre for Healthy Working Lives

National Centre
 Princes Gate
 Castle Street
 HAMILTON ML3 6BU
 Tel: 01698 208 188
 Web: www.healthyworkinglives.com

Scottish Government

Tel: 0131 556 8400 / 08457 741 741
 Email: ceu@scotland.gsi.gov.uk
 Web: www.scotland.gov.uk

Scottish Labour Party

John Smith House
 145/165 West Regent Street
 GLASGOW G2 4RZ
 Tel: 0141 572 6900
 Email: Scotland@new.labour.org.uk
 Web: www.scottishlabour.org.uk

Scottish Parliament

Tel: 0131 348 5000
 Email: sp.info@scottishparliament.uk
 Web: www.scottish.parliament.uk

Scottish Women's Aid

Tel: 0131 226 6666
 www.scottishwomensaid.org.uk

Show Racism the Red Card

Suite 311, Pentagon Centre
 Washington Street
 The Broomielaw
 GLASGOW G3 8AZ
 Tel: 0141 222 2058
 E-mail: info@theredcardscotland.org

Support@Work

Tel: 0131 474 8016
 Email: etuc@btconnect.com

Terrence Higgins Trust Scotland

Rothsay House
 134 Douglas Street
 GLASGOW G2 4HF
 Tel: 0141 332 3838
 Fax: 0141 332 3755
 Email: info.scotland@tht.org.uk
 Web: www.tht.org.uk

TV2DAY Independent Video Production / Word Power Books

Wester Grangemuir Farmhouse
 Studio 1
 Balcaskie Estate
 Anstruther
 FIFE KY10 2RB
 Tel/Fax: 01333 311 009
 Mobile: 07983 635 421
 Web: www.tv2day.net

United Nations Development Fund for Women (UNIFEM)

Email: info@unifemuk.org
 Web: www.unifem.org

Westminster Government

Tel: 02072 194 272
 Email: hcinfo@parliament.uk
 Web: www.parliament.uk

Contact details of all Trades Unions and Trades Union Councils affiliated to the STUC are available from the STUC Centre in Glasgow upon request.



Photo: Janina Strunk

Helen Connor, President EIS, joins school students from Our Lady's High, Cumbernauld, in donating to the 'Knickers 4 Africa' appeal at the 2009 STUC Women's Conference. Over 2000 pairs of knickers were collected at Conference

There is an **alternative...**

Close the tax gap - invest in public services

PCS sends greetings to all delegates to
the STUC womens conference in Perth

Lynn Henderson
Scottish Secretary

Mark Serwotka
General Secretary

Janice Godrich
National President



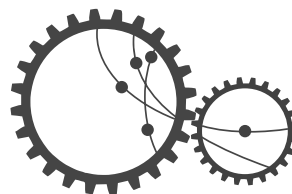
PCS Scotland
supports the
STUC **“There
is a better way”**
campaign



4146 Pic: Karen Robinson



Public and Commercial Services Union | pcs.org.uk/scotland



Scottish Resource Centre

For Women in Science, Engineering & Technology

The Scottish Resource Centre for Women in Science, Engineering and Technology welcomes delegates to the 83rd Annual STUC Women's Conference

The Scottish Resource Centre for Women in Science Engineering and Technology aims to create sustainable change for the participation of women in education and employment through:

- Changing employment practices and workplace cultures to support gender equality
- Supporting the recruitment, retention, return and success of women where they are significantly under-represented

If you are interested in our work, please contact our Project Officer, Linda Somerville. Tel: 0131 455 5102 or e-mail: l.somerville@napier.ac.uk. For further information, please visit our website:

www.napier.ac.uk/src



EUROPE & SCOTLAND
European Social Fund
Investing in your future



Scottish Funding Council
Promoting further and higher education



constructionskills



Edinburgh Napier
UNIVERSITY



**SERVICES TO PROMOTE EQUALITY
AND TACKLE RACISM**



www.oneworkplace.org.uk

CONTACT

Zaffir Hakim
Project Manager

Tel: 0141 337 8122
Email: zhakim@stuc.org.uk

stuc



one
scotland
SCOTTISH GOVERNMENT



Greetings to all delegates to the STUC Women's Conference from Close the Gap

Close the Gap works with employers and employees to encourage and enable action to address the gender pay gap. We have a range of materials that will support women workers to deliver pay equality in their workplaces and unions.

E: info@closethegap.org.uk T: 0141 337 8131 W: www.closethegap.org.uk

Facebook: www.facebook.com/closethepaygap Twitter: [@closethepaygap](https://twitter.com/closethepaygap)

Fighting for Justice and Equality for Working People for over 85 years

- Personal Injury and Employment Law Specialists
- Voted Law Firm of the Law Year 2009
- Ranked No 1 both by Chambers and Legal 500
- We represent more women than any other law firm in Scotland



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10
YEARS

2000 - 2010
**UNION
LEARNING
IN SCOTLAND**

Share
YOUR Learning
Story

Trade unions have a long and rich history of involvement in the education of workers, but 2010 is special - it marks the formal 10th anniversary of union learning in Scotland. More specifically, it marks the 10th anniversary of the training of the very first Union Learning Reps in Scotland. To celebrate the journey, Scottish Union Learning has launched a new online website facility where both ULRs and learners can enter their 'learning stories'. Why do you think union learning is important? Visit us online and to share your learning story and read the stories others have shared.

Are you a learner, Union Learning Rep or Trade Union Official?
Visit www.scottishunionlearning.com to share your learning story!



For more information and to share your learning story, visit: www.scottishunionlearning.com


epilepsy scotland
Scotland's voice for epilepsy



Whatever you want to know about epilepsy – we're here to help

Call our confidential helpline 0808 800 2200 for practical advice, information and emotional support – available in over 170 languages.

Try our comprehensive range of free leaflets – also available online:
www.epilepsyscotland.org.uk

Ask about our training courses in epilepsy management for individuals and organisations across all sectors – 0141 427 4911

If you would like to speak to someone about epilepsy – call us now

Text: 07786 209 501

Email: enquiries@epilepsyscotland.org.uk

Charity Number: SC 000067

TUC Education in Scotland wishes delegates attending the 2010 STUC Women's Conference every success in your discussions and deliberations.

unionlearn

with TUC Education
in Scotland

TUC Education runs a fully accredited programme of high quality training to union reps and union professionals through a network of colleges of further education across Scotland and the wider UK. Figures show that we train more than one in four of the UK's 220,000 union workplace representatives each year.

In this coming year, unions will face many challenges and our focus in TUC Education will be to further assist union reps develop effective skills in protecting their members and especially those workers who are most vulnerable.

Throughout 2011, TUC Education in Scotland will prioritise training that will help cut the pay gap, protect services and contribute to union growth.

Courses on offer are varied and include:

- Union Reps (Shop Stewards) ● Equality Reps ● Health and Safety Reps ● Union Professionals
- Union Learning Reps ● Green or Environmental Reps

TUC Education offers a range of course specifically targeted to support women trade unionists, make the workplace fairer and promote an equality agenda along with other union reps.

Courses are offered flexibly to suit the needs of Union Reps and Union Professionals and in some cases reps can also study on-line.

For further information on the TUC Education Programme in Scotland please contact us at:

TUC Education in Scotland, 4th Floor, John Smith House, 145-165 West Regent Street, Glasgow G2 4RZ
T: 0141 221 8545 f: 0141 221 8575 e: tucedsotland@tuc.org.uk

Or by visiting the TUC Education in Scotland stand at the conference.



**The Fire Brigades Union
in Scotland
wishes all delegates to the
STUC Women's Conference
a safe & successful Conference.**

Roddy Robertson, Executive Council Member
John Duffy, Regional Secretary
Gavin Barrie, Regional Treasurer
Jim Malone, Regional Organiser

Regional Office:
4th Floor, 52 St Enoch Square
Glasgow G1 4AA
Tel: 0141 221 2313

stuc

**STUC CENTRE,
GLASGOW
CONFERENCE
FACILITIES**

Considering a venue for a

Conference
Seminar

Staff training day
Branch meeting

Why not find out if the meeting room
facilities at
the STUC Centre are available

for more information contact
sandra walker on 0141 337 8108 or
swalker@stuc.org.uk



The Scottish Women's Convention
sends Sororial Greetings to the
STUC Women's Committee and
delegates for a successful
Conference.

Congratulations to
Elaine Dougall,
the Chair of Conference.

Agnes Tolmie
Chair, SWC

Isabelle Lannon
Policy Officer, SWC

www.scottishwomensconvention.org

Scottish Coalition Against Sexual Exploitation (SCASE)

If you are angered by the sexual exploitation of women and the normalisation of porn in mainstream culture, then join SCASE and make your views count.

SCASE is open to both individuals and organisations and works to:

- ❖ raise awareness of the harm caused to women through prostitution and other forms of commercial sexual exploitation, including stripping, lap dancing, pornography, sex tourism, mail order brides, and trafficking for the purposes of prostitution.
- ❖ campaigns for legislative change necessary to: reduce the harm caused through prostitution and other forms of sexual exploitation; remove current gender inequality in the law; challenge the demand from men to buy sex.

There is a range of ways to get involved:

- Contact the Women's Support Project to ask for a membership form – see below for contact details
- Become a SCASE fan on Facebook: digbig.com/5baqsj
- Follow SCASE on Twitter: twitter.com/scasexp
- Watch out for articles – or contribute articles – to the blog: scase.wordpress.com/
- Share and read articles on commercial sexual exploitation on Delicious: delicious.com/scottish-coalitionagainstsexualexploitation



women's support project

granite house, 31 stockwell street,
glasgow G1 4RZ

tel: (0141) 552 2221 fax: (0141) 552 1876

SUPPORT@WORK

Edinburgh TUC's **Support@Work Project** provides free help, advice and support to those who need it most. We provide free training on basic employment rights and the role of trade unions to colleges and to vulnerable workers: the newly employed and those making their way into employment. In the current difficult economic climate, women continue to bear the brunt of poor employment practices. In the last six months 60% of those we helped were women – many referred by women-only organisations with which we share solid and practical partnerships.

One of the few council funded Trade Union Projects in Scotland, we need you to help meet an increasing demand. We need the active support of dedicated trade unionists who can join our network of Reps to work with us advising on basic issues, including:

- Basic Employment Rights
- Contracts of Employment
- National Minimum Wage
- The Role of Trade Unions in the Workplace

Help us to help women workers by supporting our training in communities in Edinburgh. Contact us on 0131 556 3006, or e:mail sjrae.etuc@btconnect.com or tanderson@stuc.org.uk

**WORKERS RIGHTS
OUR JOB**

etuc



SCSC sends greetings to STUC Women's Conference 2010

**SCSC looks forward to
continuing to work with the
Women's Committee**

SCSC, c/o FBU, 52 St Enoch Square,
Glasgow G1 4AA

scottishcuba@yahoo.co.uk

www.scottishcuba.org

0141 221 2359



**Healthy
Working
Lives**



A healthy and motivated workforce is key to having a successful business and the **Scottish Centre for Healthy Working Lives** is here to help.

We're experts on a wide range of workplace health issues, including:

occupational health and safety, health promotion, employability and vocational rehabilitation.

We provide workplaces with:

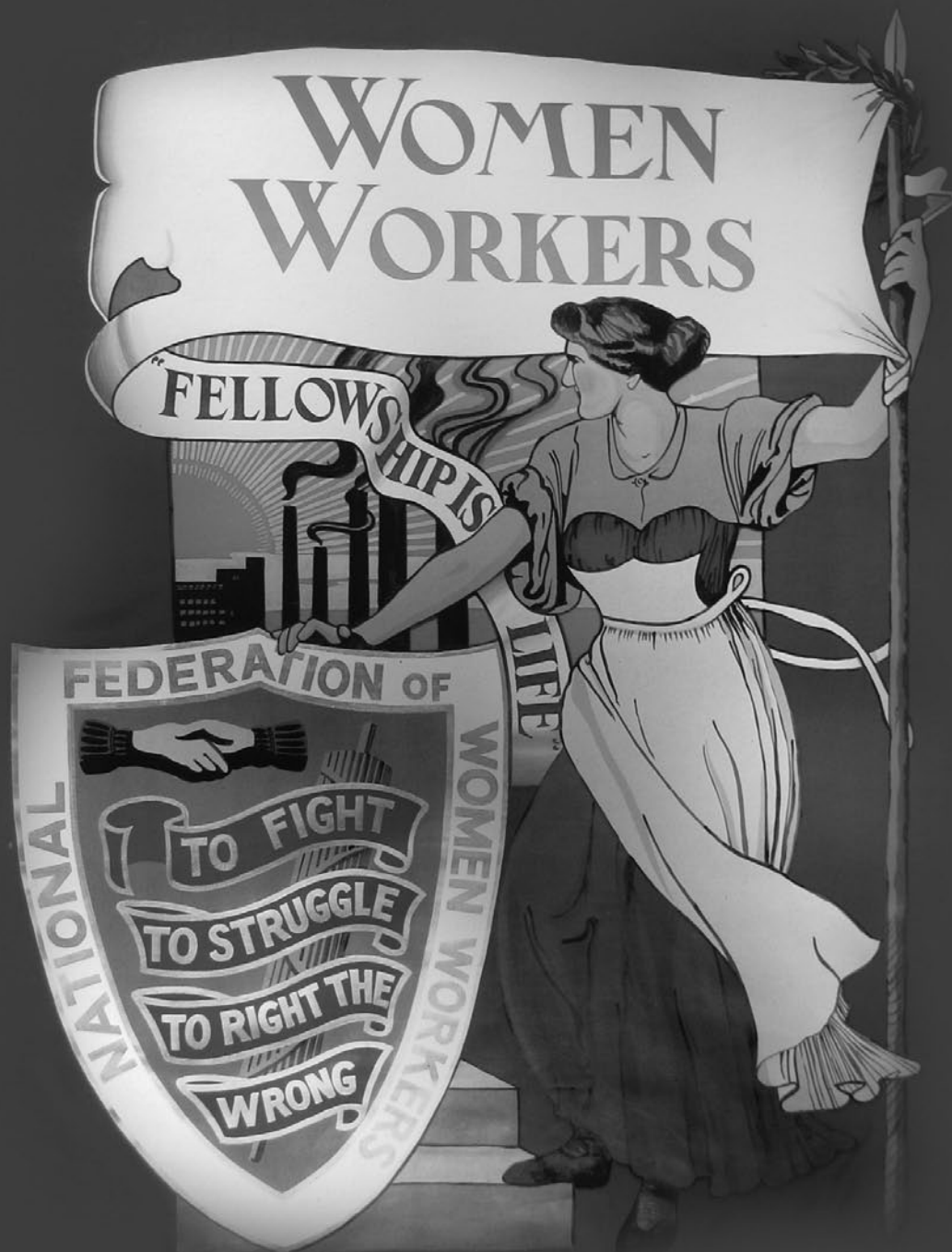
- free advice from an expert either by phone or online
- free and confidential visits
- a high profile Award Programme, that helps workplaces achieve health and motivation targets.



Talk to the Healthy Working Lives experts **FREE** on:

0800 019 2211
www.healthyworkinglives.com





SUPPORTING THE STUC WOMEN'S CONFERENCE

enquiries@eis.org.uk
t: 0131 225 6244
www.eis.org.uk

Established in 1847
"for the promotion
of sound learning"

eis

The Educational
Institute of Scotland



Campaigning for Equality

**Unite the Union
sends best wishes
to the 83rd
STUC Women's
Conference
in Perth**

Elaine Dougall

Regional Women & Equalities Organiser