

1. THE INDEPENDENT SAFEGUARDING AUTHORITY

As amended by: 1.01

Carried as Amended

Conference notes that The Independent Safeguarding Authority (ISA) is a new public body which is being created with the intention of preventing unsuitable people from working with children and vulnerable adults. From October 2009, all individuals working or volunteering with vulnerable adults or children will be required to register with the ISA. This will affect over 11 million people in England, Wales and Northern Ireland. In Scotland an aligned scheme is being set up under the Protection of Vulnerable Groups (PVG) (Scotland) Act 2007. Proposals on the implementation of the PVG legislation will be consulted on in late 2008 and it is expected to be very similar to the ISA scheme.

Conference notes that there are enormous implications for UNISON members. Many members will be required to register, and there is a proposed flat rate fee of £58 (Northern Ireland) and £64 (England and Wales), with no commitment to the cost being met by employers.

Service provision may also suffer, with some individuals choosing not to work in organisations that require ISA registration because of the cost implication. This could negatively impact on the support and services providing to vulnerable groups. If employers are forced to pay, this may mean cuts in services to fund the additional costs.

Conference believes that employees should not have to pay for an additional registration, especially as many already have professional registration for which they pay fees. The majority of individuals who will come under the ISA scheme are women, many work part-time and a large number are low paid workers. It is unacceptable that they should bear this extra charge.

Conference calls on the National Women's Committee to work with the wider union to campaign to ensure that women workers and women users of public services do not lose out due to the charges that may be imposed through the introduction of the ISA, particularly:

- 1) That the registration cost should not be borne by employees;
- 2) That the ISA should not duplicate existing or new registration schemes.

Conference further calls on the National Women's Committee to work with the wider union to run a recruitment campaign around the ISA, urging non members to join UNISON to campaign to ensure that jobs and service provision are not affected.

2. TRAFFICKING OF WOMEN AND GIRLS - A TRADE UNION ISSUE

Carried

Conference recognises that there is a considerable problem with trafficking of women for use as prostitutes throughout the United Kingdom. This is an issue, which may be

predominant in the big cities but has permeated into all areas of the country. However conference recognises that trafficking is not just an issue for women being brought from abroad. From the Barnardo's Scotland 2007 report, trafficking of female children for money or drugs is used as a way of parents being able to feed their own drug habit.

Conference reaffirms its belief that trafficking is morally wrong and everything should be done to stop this illegal trade in women. However, it is recognised that there are considerable barriers to identifying women and girls who are being trafficked, let alone providing them with the necessary protection.

Conference recognises that public service workers are the professionals who are most likely to come into contact with women who have been trafficked through day to day activities such as contact with a GP, the reading of the electricity meter etc. Therefore these workers need to be able to recognise potential signs of trafficking and employers need to be equipped to take action in appropriate ways.

Voluntary organisations such as the Poppy Project and Barnardo's, along with many Ending Violence against Women partnerships, have developed considerable expertise in working with trafficked women and we should utilise these skills further.

Conference calls upon the National Women's Committee to work with Service Groups and the appropriate voluntary organisations to develop workplace policies on identifying and reporting potential issues of trafficking of women and girls.

3. MATERNITY AND CARERS RIGHTS

Carried

Conference welcomes the new rights for parents and carers which were introduced in the Work and Families Act 2007, particularly the increases in statutory maternity and adoption pay and allowances, and the removal of the length of service requirement for Additional Maternity Leave.

However, conference notes that, largely due to the efforts of UNISON in negotiating improved maternity and adoption provisions for our members, for many women the improved statutory provisions offer only minimal additional benefits, if any. Enhanced terms are also often available to those women who have served a qualifying period with an employer.

Conference further believes that the current rates of statutory maternity allowance, now £117.18 per week, is simply not sufficient and forces many women to return to work before they would choose to do so.

Whilst it is also essential that we have robust and effective legislation to protect women from discrimination during pregnancy and on their return to work, conference further believes that improvements in partner support leave and allowances would encourage and enable more fathers and partners to play an active role in their children's first years,

and challenge the stereotype that only mothers can do the caring.

Conference therefore calls upon the National Women's Committee to:

- 1) Work with UNISON's service groups to seek to secure further improvements in maternity, maternity support, adoption and carers leave and payments, in excess of the statutory requirements, through the appropriate negotiating bodies.
- 2) Work with Labour Link to urge the government to make further improvements to the statutory provisions and allowances for mothers and their partners.

4. MATERNITY RIGHTS

Carried

Conference believes that there is a need for an increase in the Statutory Maternity Pay (SMP). Many new mothers are forced to return to work earlier than they would like due to financial considerations. These new mothers lose out on precious time with their babies as they simply cannot afford to remain at home. Some mothers need to return to work before they have had chance to recover fully from the physical effects of pregnancy and childbirth. This also reduces the opportunity to fully bond with their child.

Conference calls on the National Women's Committee to work with Labour Link to lobby Government for a rise in the levels of SMP to prevent mothers losing out on their full maternity leave entitlement.

5. OVARIAN CANCER

As amended by: 5.01

Carried as Amended

Ovarian cancer is still the fourth most common cause of death from cancer amongst women in the UK.

Every year about six thousand women in the UK are diagnosed with this disease, the majority of these cases only have a few symptoms, which are treated as other illnesses until finally being diagnosed with ovarian cancer.

Detected early Ovarian Cancer has a seventy to ninety per cent cure rate compared with fifteen to thirty per cent at the advanced stage. Women should be made aware of the symptoms so they can have a chance to survive.

Research is still going on and funds are still needed for this to continue.

To help women fight and survive this disease we call upon the National Women's Committee this year to:

- 1) Lobby for funds to be available
- 2) Campaign to increase the availability of screening to all women

- 3) Continue to promote awareness of Ovarian Cancer and to support the March awareness month.

6. CAMPAIGN FOR A BREAST CANCER FREE FUTURE

Carried

Conference believes that all girls and women should have a future free from the fear of breast cancer.

Conference supports the Government, the NHS and its staff in their continued commitment to improve breast cancer services in order to make the vision of a future free from the fear of breast cancer a reality for all. Conference welcomes the promises at the 2008 Labour Conference to offer financial support to cancer patients, free prescriptions for drugs related to the treatment of cancer together with the promise to direct extra funding at turning existing research breakthrough into treatments for patients.

However it is widely recognised that early detection and treatment is the biggest factor in achieving a positive outcome in cases of breast cancer. In order for this to be achieved women have to be well informed of the symptoms, on how to get screening and to be confident enough to access the facilities and treatment. UNISON, with advice from specialist organisations such as Breakthrough, can play an important part in getting this information to UNISON members.

Other barriers to women achieving the best possible outcomes are the barriers they face in the workplace such as not having paid time off to access early diagnosis, lack of support during treatment, and failure to support women following their return to work.

Conference calls upon the National Women's Committee:

- 1) To issue regular briefings which will cover the importance of breast cancer awareness and the role UNISON Branches, Women's Structures and Media can play in helping to spread awareness. (This guidance should also advise local activists on the benefits of using this as a recruitment issue).
- 2) To issue guidance to branches to enable them to negotiate with employers to ensure that as many women as possible can benefit from paid time off to attend breast screening appointments and for those diagnosed to be fully supported during their treatment and, when appropriate, their return to work.
- 3) To work with other specialist campaigning organisations such as Breakthrough to inform the awareness raising, maximise the impact of campaigns and to ensure advances in research and treatment are identified.
- 4) To also work with relevant UNISON bodies, including Labour Link, to lobby the Government and MP's to ensure the Government meets their target of 2010 to complete the roll out of digital mammography and fulfil the promises made at the

2008 Labour Conference.

7. RECOGNISING THE NEED FOR BME WOMEN'S SERVICES

Carried

Conference congratulates Southall Black Sisters (SBS) for their victory in the High Court in July 2008 when they challenged Ealing Council's interpretation of the Race Relations Amendment Act and helped secure the future of BME women's services.

SBS were forced to take their case to the High Court when Ealing Council withdrew funding from the group earlier in the year. The council had argued that in their view targeting services at black and minority ethnic groups ran contrary to the "equality" and "integration" agenda. In a complete misinterpretation of the Race Relations Act, Ealing Council's Conservative-run council furthermore proposed that in the interests of "community cohesion", domestic violence services in the borough should henceforth be generic. Specific services to vulnerable women were then in serious danger of being lost, and one of the women's sector's most powerful and influential campaigning organisations was under threat of closure.

However, generic services do not ensure equal access for all, and indeed, as the SBS submission made clear, more often than not they lead to inequality, as issues of racism, culture, language and immigration status, for example, can make the task of accessing such services much harder for black and minority ethnic women.

The judge agreed, and in his landmark ruling on the case, Lord Justice Moses said: "There is no dichotomy between the promotion of equality and cohesion and the provision of specialist services to an ethnic minority. Barriers cannot be broken down unless the victims themselves recognise that the source of help is coming from the same community and background as they do." He also stated that: "specialist services for a racial minority from a specialist source is anti-discriminatory and furthers the objectives of equality and cohesion."

And he went on to quote the chairman of the Equalities Review in the final report Fairness and Freedom, published in 2007:

"An equal society protects and promotes equality, real freedom and substantive opportunity to live in the ways people value and would choose so that everyone can flourish. An equal society recognises people's different needs, situations and goals and removes the barriers that limit what people can do and can be."

Moses further concluded that Ealing Council had failed in its obligations to the Race Relations Act and had acted unlawfully by not carrying out an equality impact assessment prior to its decision to commission a generic service, thereby failing to take into account any adverse impact of its decision on BME women.

This important ruling has implications for all public sector organisations and trade unions.

Conference therefore instructs the National Women's Committee to:

- 1) Write a letter congratulating SBS on this important victory
- 2) Support the work of SBS through a financial donation
- 3) Work with UNISON's communications department to help raise awareness of the importance of thorough equality impact assessments.
- 4) Work with UNISON's communications department, UNISON Black Members and other appropriate UNISON bodies to raise awareness of the continuing need for BME women's services.

8. A MILLION WOMEN RISING IN UNISON

Carried

This conference notes with increasing concern the seeming lack of increased participation and activism of women in a union that is proud to have a million plus women in membership.

In order to establish where we are it is essential that we have accurate and current data; that will give us a baseline on which to build, and from where we can measure future progress.

Therefore, this conference instructs the National Women's Committee to conduct a national survey of branches which asks for the following data:-

- 1) Whether the branch has a women's self organised group
- 2) Whether the branch has a branch women's officer
- 3) How does the branch communicate with their women members to ensure that it is inclusive, accessible and encourages participation as per 11.2.6 of the 2008 Code of Good Branch Practice?
- 4) How does the branch promote women's self organisation
- 5) Is the branch women's self organised group represented on the branch committee as per UNISON rules on proportionality and fair representation
- 6) Does the branch women's self organised group have access to branch funding in order to exist?
- 7) Does the branch allocate branch funding to a branch women's group to enable their work plan to be implemented as per 11.2.6 of the 2008 Code of Good Branch Practice
- 8) Has the branch any negotiated time off for the Branch women's Officer and involvement with self organised groups.

- 9) Any other relevant data or information that the national women's committee feels would be relevant to this exercise.

The National Women's Committee is further instructed to present a full report of its findings to the 2010 National Women's Conference, and to bring to that conference any recommendations it deems appropriate to improving women's activism, in order that we can truly see a million women rising in UNISON.

9. MILLION WOMEN RISE AGAIN

As amended by: 9.01

Carried as Amended

Conference congratulates the Million Women Rise Coalition (MWRC) on the success of the 2008 march and rally which saw over 5,000 women and girls gathered in London to protest male violence against women and endemic gender discrimination.

The rally was addressed by a range of inspiring speakers from across the country, representing a broad spectrum of campaigning groups including trade unions and women's sector organisations.

Conference is disappointed to note the lack of attention given to this important event by the mainstream media and regards this as a reflection of wider societal indifference to violence against women. Conference hopes that the bigger turnout that is anticipated for future events will generate more publicity both before and during the event and will help put violence against women at the top of the political agenda where it belongs.

Conference instructs the national women's committee to:

- 1) Send a message of support to the MWRC
- 2) Circulate information and publicise future events both within UNISON, and by working with UNISON's press/media office achieve increased coverage of UNISON's support for and participation in the event.
- 3) Support the MWRC in their work; by making a donation; by sponsoring the event and by encouraging UNISON women members to attend and participate.

10. RAPE CRISIS

As amended by: 10.01

Carried as Amended

Conference applauds the National Women's Committee for its previously undertaken work on sexual violence and the conference policy decisions to support the work of

Rape Crisis. However there is much still to do.

Conference believes that rape crisis centres are essential and distinctly different in their role to the government created Sexual Assault Referral Centres (SARC's).

Conference is deeply concerned at the gaps in rape crisis provision across the country, which results in a postcode lottery where some women have no access to a Rape Crisis Centre.

Conference is pleased to see that Harriet Harman gave emergency funding for ailing Rape Crisis Centres in 2008 however; funding is not the only problem: Rape Crisis Centres need more than money. Rape Crisis Centres need good women to volunteer: volunteers who can support their work; who can raise funds, and who can become trustees; they also need volunteers to answer the phone.

Women who have been raped are likely to have subsequent attendance and performance issues at work and may need the support of the UNISON branch when these matters are addressed.

Conference therefore instructs the National Women's Committee to:

- 1) Recommend that Branches make contact with their local rape crisis centres to build alliances and work collaboratively
- 2) Recommend that Branches are encouraged to train volunteer women activists to signpost women who have been raped to specialist organisations when disclosures are made.
- 3) Request that Regional women's Committees actively campaign with other relevant and concerned groups to see the gaps in rape crisis provision closed.
- 4) Request that Regional Women's Committees ensure that training is provided to volunteer women activists to raise levels of knowledge and awareness of sexual violence and the adverse impact it has in women's lives, in order to better represent women.
- 5) Vigorously encourage UNISON women members to volunteer with their local rape crisis centres, to get involved through becoming a trustee, a support worker, or a listening ear on a telephone.
- 6) Report back to National Women's Conference 2010 on the work undertaken and progress made.
- 7) Affiliate to Rape Crisis.

11. DOMESTIC VIOLENCE AGAINST WOMEN

As amended by: 11.01

Carried as Amended

Domestic violence continues to be a matter of concern to women in UNISON. Despite the fact that there have been many motions to the National Women's Conference on this issue there are still many of our employers who do not have domestic violence policies for their own staff. Given the increase in the use of sickness absence policies in the public sector it is vital that domestic violence policies are in place to protect the employment position of women members who are living with this abuse.

This National Women's Conference instructs the National Women's Committee to:

- 1) Liaise with UNISON's Learning and Organisational Services to seek to include training on domestic violence in the National Educational Core Programme;
- 2) Work with affiliated organisations to provide local information for branches;
- 3) Promote the need for domestic violence policies in all services;
- 4) Produce a myth buster information on domestic violence for branches and members, which reflects the diversity of the membership of UNISON;
- 5) Publicise to members that information is available through the UNISONdirect line on domestic violence.

12. VIOLENCE AGAINST WOMEN

As amended by: 12.01

Carried as Amended

Conference recognises that the issue of violence against women is something that many women feel passionately about tackling. Women who are not politically active in other ways attend Reclaim the Night events or support local refuges.

Therefore this issue should be used as not only a campaigning issue but an organising one as well. There are opportunities to not only recruit more women as members but also to encourage more women activists around this issue.

Conference calls on the National Women's Committee to work with Regional Women's Committees to facilitate women in branches to:

- 1) Get involved in local violence against women partnerships.
- 2) Encourage male colleagues, friends and relatives to participate in the White ribbon campaign.
- 3) Participate in Reclaim the Night events.

- 4) Hold exhibitions/events and work with community groups during the 16 days of action for the Elimination of Violence Against Women which takes place each year in the autumn.

13. DOMESTIC VIOLENCE

Carried

National Women's Conference applauds the work carried out by the National Women's Committee in relation to domestic violence. However, the current monitoring system as decreed by the Home Office does not take into account those aged under 18 who are perpetrators of domestic violence.

For example as a result of the current monitoring process, a woman who is subjected to violence by their teenage son or partner who is under 18, is not taken into account as a victim of domestic violence.

This monitoring sends out the wrong message to those under 18 and it not helpful to those who are the victims of this type of abuse.

This Conference calls on the National Women's Committee to use its links with women's groups such as Women's Aid and Rights for Women, the NEC and Labour Link to call for a change in how monitoring is carried out.

This will allow true data to be collected and the true scale of violence towards women to be revealed.

14. EQUALITY MEANS = REALLY MAKING IT HAPPEN

Carried

Equality is at the very heart of UNISON, and one of the union's stated aims is to promote equality and challenge discrimination, so Conference applauds the arrival of the UNISON equality scheme.

The UNISON equality scheme has meant that every region, department and service group of UNISON now has a two year equality action plan with specific and measurable targets to enable us to move closer to equality in both how we operate and how we provide services.

If this equality action plan is carried out, and if all parts of UNISON work together on this, the UNISON Equality Scheme will not only benefit all UNISON members but has the potential to encourage existing women members to become more active and involved in Women's Organisation; it can also be used as a recruiting tool to encourage more women to join UNISON.

Conference is concerned however, that no funding appears to have been allocated to support the essential work itemised in the equality action plans.

Conference therefore instructs the National Women's Committee to liaise with the other National Self Organising Committees, and Young members Forum, and to campaign to ensure that adequate funding and resources are made available, so that this work can progress, and so it will not become just fine words on paper, but an actual reality.

In addition, Conference instructs the National Women's Committee to report back to National Women's Conference in 2010 and 2011 on the progress being made via its annual report.

15. THE EQUALITY BILL AND PROCUREMENT

Carried

Conference welcomes the new measures announced in the Government's Equality Bill aimed at tackling inequality in the workplace, but believes that the proposals do not go far enough.

In its response to the consultation on the bill, UNISON had raised concerns that whilst the duties may be extended across all strands, the actual requirements within the duties may be watered down. We already have evidence of how effective the gender duty can be in supporting our women members in the workplace and in wider society, and it is essential that any replacement duty across all equality strands is at least as good as the existing duties, and that it is extended to the private and voluntary sector.

Two thirds of all workers in the public sector are women and it is through their efforts, with the support of UNISON, that we have made significant advances in equality, above and beyond those experienced by women in the private sector.

Conference notes that the Government intends that transparency on equality in the private and voluntary sectors will be encouraged via public sector procurement. The White Paper identifies that public procurement is worth £160 billion a year and that 30 per cent of the private sector supply goods or services to the public sector. Where public money is being spent, it is right and proper that the companies benefiting from that money are, at the very least, required to meet the same high standards in equality as the public sector.

Conference therefore calls upon the National Women's Committee, working with the NEC and Labour Link, to continue to lobby the government for:

- 1) Enhanced public sector duties covering all strands.
- 2) The extension of equality obligations to the private and voluntary sectors.
- 3) Comprehensive reform of equality legislation.
- 4) Specified equality protections in procurement.

- 5) The introduction of statutory equality representatives.

Conference further calls upon the National Women's Committee to work with the wider union to ensure that comprehensive guidance and training continues to be available as the details of the Bill become known, to ensure that members are aware of the implications and are able to play their part in making effective use of the new legislation.

A. NO TIME LIKE THE PRESENT - YOUNG WOMEN AND PENSIONS

Carried

As women we need to ensure that young women are aware of the benefits of paying into a pension scheme at the earliest opportunity.

In 2007, research by a private bank showed that over half of women aged between 35 and 44 had made no pension provision - apparently believing that they could rely on either their husband or an inheritance to ensure that they did not spend their latter years in poverty.

With the credit crunch biting, soaring bills and conflicting demands on family incomes, it is tempting to avoid the unpleasant truth that the sooner you start paying into a pension scheme, the more chance you have of escaping the poverty trap which means that currently two thirds of Britain's poorest pensioners are women.

Conference notes the existence of the Home Responsibilities Protection Scheme, which provides some protection of the basic state pension for parents and carers, and applauds UNISON's continuing campaign for pension provision which further reflects the reality of many women's lives, and which does not penalise women who take time out from their careers to care for family, or those who work part-time.

However, conference notes that the number of women pensioners grows year on year, and by 2030 life expectancy for women is expected to be 85 years - 20 years or more in retirement. Conference therefore believes that it is essential that young women particularly understand the need to take responsibility for financial independence in pension provision, and the implications of their failure to do so.

Conference further believes that it is essential that more women become involved in the governance of pensions schemes, to ensure that the women's perspective is properly represented.

Conference therefore calls upon the National Women's Committee to:

- 1) Work with the Young Members Forum and the wider union to raise awareness of these issues and to highlight the importance of young women becoming members of a pension scheme;
- 2) Request that pensions information is produced, specifically targeted at young

women, which explains the benefits of joining a pension scheme and the implications of not joining;

- 3) That the National Women's committee work with the appropriate UNISON departments to encourage and equip more women to become involved in pensions governance.

18. TAXING THE POOR

Carried

Conference is appalled at the government's decision to abolish the 10p tax rate, a decision which forces more than five million workers up into the twenty per cent tax bracket and which adversely affects people in the poorer half of the population, those earning less than £18,000 per annum.

Despite the government announcing some further changes in autumn 2008 in an attempt to redress the balance, many UNISON members will be considerably worse off, the majority of them part-time women workers and low paid women workers such as admin and clerical staff, teaching assistants, cleaners, health care assistants and junior nurses and midwives.

Conference therefore calls upon the National Women's Committee to work with the NEC and Labour Link to lobby the government to compensate those low paid workers who have lost out, and for a progressive tax system which does not penalise low paid women.

19. WOMEN TACKLING POVERTY

Carried

It is a tragedy that in the 21st century poverty remains a reality in Britain today. With a looming recession the situation is likely to get worse. UNISON's Northern Region suffers with higher deprivation than any other part of the country outside London. This affects women's life chances, health and well being, educational attainment and low quality of life.

Poverty is directly related to low wages, vulnerable working and inequality in the workplace all of which affect women. The Northern Regional TUC published a report in 2008 that detailed the real extent of poverty in the North East. This report highlighted some stark facts about who are suffering most and why:

- 1) Over thirty per cent children in the north east live in poverty
- 2) Over half of those in poverty are in working households

- 3) Over one in four workers in the north east are low paid compared to the UK average of one in five
- 4) Women bear the brunt of poverty pay
- 5) Women working part-time earn thirty eight per cent less than men working full-time, with women earning just sixty one per cent of male earnings in the north east as a whole
- 6) Over a quarter of low paid jobs are in the public sector.

The TUC has asserted that failure to tackle low pay endured by women workers is one of the key challenges that needs addressing if the Government are to succeed in its commitment to reduce and eventually eradicate child poverty. As we enter a recession, pressure needs to be maintained on the Government to fulfil its pledge to end child poverty.

Working women are far more likely to be in low paid jobs than men. Thirty per cent of working women have an income of less than one hundred pounds per week, compared to fifteen per cent of low paid men. Persistent occupational segregation means that women are much more likely to be in poorly paid part-time jobs, with three quarters of part-time workers being female.

Women also continue to face discrimination because of their caring responsibility throughout their working lives with many employers failing to support a balance of career opportunities and caring responsibilities. This affects women's earnings and pensions in retirement, continuing the poverty spiral. Recent Government announcements to review maternity and parental rights are concerning women and the hard fought for legal protection around the issue of work life balance must be retained.

This National Women's Conference calls on the National Women's Committee to:

- a) encourage regional women's groups to campaign locally to tackle the issue of women and poverty;
- b) work with UNISON's Labour Link to ensure that the Government delivers on its commitment to halve child poverty by 2010 and eradicating it completely by 2020;
- c) with Labour Link campaign to protect existing legal rights on maternity, parental and carers rights;
- d) continue to work with UNISON's service groups to eradicate low pay in the public sector;
- e) Campaign to highlight the extent of women's low pay in the public sector and to tackle job segregation which sees many of our women members in low paid part-time jobs which affects women and poverty in retirement.

20. PROMOTING A POSITIVE FEMALE IMAGE WITHIN UNISON

Carried

In October 2008 the Post Office released a set of commemorative stamps celebrating the contribution of women who have sought to progress women's issues throughout history.

They include amongst others, Marie Stopes, a frontierswoman on the use and availability of birth control, Barbara Castle for her work to bring about the implementation of the Equal Pay Act and Elizabeth Garrett Anderson for her excellent groundbreaking efforts to build, staff and treat women in a hospital for women, a part of which is currently within the national head quarters of UNISON in London.

Despite earnest efforts throughout various women's committees to raise the profile of these pioneering women nationally, very little is known about them, especially those further back in history and their struggles to overturn the injustices they faced.

This could be rectified by inclusion of their successes in to the national syllabus in education in a similar fashion to the campaign to include the history of Black culture into the national curriculum.

This motion calls upon the National Women's Committee to:

- 1) Promote and publish in UNISON magazines and publicity, positive images of these and other women and list their achievements.
- 2) Work with Labour Link to lobby the government to include a positive recognition of the battles and sacrifices our sisters of previous generations have undertaken on our behalf.
- 3) Within UNISON website create a section for members to log onto to find out about these great innovators of our gender.
- 4) Supply copies in other formats on request to branches and Self Organised Groups, in order that the materials can be widely accessed and used for education and promotional purposes.

21. POSTAL VOTES AFFECTING WOMEN'S RIGHT TO VOTE

Carried

Since 2000, attempts to increase the number of people voting in local and national elections have included the provision of postal votes on demand. In some areas, postal voting is now the only option in local council elections. This has resulted in some women, particularly within Asian communities being denied their democratic right to vote with reports of male family members completing the postal votes for the entire household.

The Electoral Commission, in their 2004 report on the future of postal voting, 'Delivering Democracy?', acknowledged that there were allegations of female voter intimidation in minority ethnic communities when voting by post, and recommended that work needed to be done through Race Equality Councils to investigate the scale of the issue.

Ensuring women's right to vote was a long and difficult struggle and it is vital that this right is not now eroded.

We therefore call upon the National Women's Committee to:

- 1) Raise awareness of the potential effects of all postal voting on women's right to vote.
- 2) Work with Labour Link to lobby the Government to ensure that voting in person remains the right of all women, in order that they can cast their vote secretly, and in the manner of their choosing.

22. EXTENDING EUROPEAN UNION ANTI DISCRIMINATION LEGISLATION

Carried

Conference notes that European Union law provides protection against employment discrimination on all equality grounds, but there is currently no protection in EU law against discrimination on grounds of sexual orientation, age, disability and religion or belief in social protection, goods and services, health care and education.

Discrimination on the grounds of race and gender are covered by stronger protection in EU law:

- 1) The Race Equality Directive protects against discrimination based on race and ethnic origin in all areas
- 2) Sex discrimination is prohibited in employment and in access to goods and services, but not in areas such as education.

Conference notes that some individual states do have laws giving protection in goods and services on all grounds, but such protections are not available across the EU on a consistent basis.

Conference therefore welcomes the European Commission's proposal, announced in July 2008, for a cross cutting directive on discrimination on the grounds of age, disability, sexual orientation and religion or belief in areas other than employment.

It welcomes the fact that the scope of the proposed directive is identical to the scope of the EU directive protecting against discrimination on the grounds of race, but is concerned that it leaves out protection against differential treatment on the basis of marital/family status and in the area of reproductive rights. It is also concerned that

gender will become the ground that is the least protected from discrimination in EU legislation.

Conference recognises that there is much work to be done as the directive needs to be adopted by unanimity by the 27 member states in order to become EU law.

Therefore Conference instructs the national women's committee to work with the National Executive Council, other SOG committees, Labour Link, ILGA-Europe, the European Women's Lobby and other relevant bodies to campaign for:

- a) the adoption of the Directive, while seeking to address the flaws within the current text
- b) a commitment to level up and complement the existing EU gender legislation by 2010 at the latest, in order to ensure protection against sex discrimination does not fall behind other forms of discrimination in the EU.

Conference further calls on regional women's groups and branches to support campaigning initiatives, including encouraging members to contact their MEPs.

23. EQUAL ACCESS TO HEALTHCARE SERVICES FOR LESBIAN GAY BISEXUAL AND TRANSGENDER WOMEN

Carried

Conference welcomes recent legislation aimed at ensuring more equal access to goods, facilities and services for lesbian, gay, bisexual and trans (LGBT) people - especially as this means more equal access to healthcare provision.

These legislative changes are only recent and many reports highlight the entrenched disparities in the provision of health services for LGBT women.

The Stonewall backed report 'Prescription for Change' published in 2008 highlighted some worrying statistics with regard to lesbian and bisexual women:

- 1) Seventeen per cent of lesbian and bisexual women between the ages of 25 and 64 have never had a cervical smear test, compared to seven per cent of women in general;
- 2) One in six lesbian and bisexual women aged between 50 and 79 have been diagnosed with breast cancer, compared to one in twenty women in general;
- 3) Half of lesbian and bisexual women are not out to their GP;
- 4) One in ten say that a healthcare worker ignored them when they did come out;
- 5) Just one in nine felt that their partner was welcome during a consultation;
- 6) One in four lesbian and bisexual women have experienced domestic violence.

Conference also notes the post code lottery facing women seeking gender reassignment services, and the prejudice and discrimination many trans women face when accessing any health services.

Conference reaffirms the crucial role that UNISON can play in tackling workplace causes of discrimination for our members and campaigning to change discriminatory healthcare service provision. Conference welcomes work undertaken by the LGBT self-organised group in recent years, including with the Department of Health, via the LGBT health summit, and in the Charter for Change, which is part of UNISON's positively public campaign.

Conference instructs the National Woman's Committee to:

- a) disseminate information to generate awareness of the issues, including the use of human rights based approaches to healthcare and the use of equality impact assessments;
- b) explore and publicise examples of good practice by UNISON groups and members;
- c) work with other parts of the union including UNISON health group, the General Political Fund and Labour Link to campaign for greater access for all to healthcare provision;
- d) work with regional groups to specifically include LGBT women's issues in health care campaigns.

24. DELIVERING THE CORSTON REPORT - WOMEN IN PRISONS

Carried

This National Women's Conference welcomes the Government commissioned Corston Report and its recommendations in respect of women in prisons in the UK.

In particular, the recommendations of small multifunctional non custodial centres widely dispersed across the country. As the Corston Report states prison is not the best place for non violent women offenders that do not pose a threat to society. This conference recognises the impact that custodial sentences have on women and their families. Examples of alternatives to prison are available in other European countries.

While we recognise that the Government has accepted forty of the forty three recommendations of the Corston Report this Women's Conference is concerned that the Government has not set a timetable or allocated adequate funding on these recommendations.

The National Women's Conference calls on the National Women's Committee to:

- 1) Liaise with Labour Link to urge the Government to fulfil the recommendations of the Corston Report;

- 2) Highlight the Corston Report and its recommendations especially to support the establishment of multifunctional non custodial centres dispersed throughout the UK.

25. PREGNANT WOMEN AND SUBSTANCE ABUSE

As amended by: 25.02

Carried as Amended

This National Women's Conference is concerned at the impact that substance abuse can have on pregnant women and their babies. Substances that can affect the foetus are:

- 1) Cannabis
- 2) Heroin
- 3) Methadone
- 4) Cocaine
- 5) Crack cocaine
- 6) Crystal methamphetamine
- 7) Prescription drugs
- 8) Nicotine
- 9) Alcohol

Education on the hazards of misusing substances during pregnancy is urgently required and the Government should be urged to build this into its campaigns such as "Frank" to highlight especially to young women the dangers to themselves and their unborn children.

This National Women's Conference calls on the National Women's Committee to:

- a) Liaise with UNISON's Labour Link to raise with the Government the need to further research into the impact of the misuse of substances on women and their unborn children including foetal alcohol syndrome and to educate about the dangers of substance abuse in pregnancy;
- b) Recirculate information on the newly revised UNISON pregnancy diary which contains health information for women who are pregnant or who wish to become pregnant.

26. A WOMAN'S RIGHT TO CHOOSE

Carried

Conference believes that a woman's right to choose with regards to abortion is fundamental to her political, social and economic equality. One in three women will have an abortion in her lifetime and therefore even more will face the difficult decision of how to deal with an unplanned pregnancy. Anti choice proponents continue to attempt to force the debate in the public arena to reducing the abortion time limit. They focus on sensationalist and irresponsible commentary about late abortions and aim to influence public opinion, which is currently seventy six per cent pro choice.

Each year, twenty million abortions take place in unsafe conditions and as a consequence, an estimated eighty thousand women die. Conference notes that the 1967 Abortion Act has saved the lives of thousands of women in the UK and that any reduction in time limit could put women's lives at risk and lead to women being forced to bear children against their will. Conference notes with concern that the 1967 Act has never been extended to Northern Ireland. Women in Northern Ireland don't have access to abortion services unless in exceptional circumstances. Many northern Irish women face travel to the UK to access abortion services at their own cost. Fees, accommodation, and travel expenses make the cost prohibitive for others.

Conference notes that often women face delays or obstruction when attempting to access abortion services. Women have reported delays beyond the three week waiting period for abortion services. Research indicates that twenty seven per cent of Primary Care Trusts have delays beyond three weeks due to under-funding in the NHS. An increase in the waiting time for accessing abortion services can also be exacerbated by the requirement to have the consent of two doctors. According to the Family Planning Association, eighteen to twenty four per cent of medical practitioners describe themselves as broadly anti abortion and do not refer women.

Conference, therefore, opposes any attempt to restrict existing legal rights, and calls upon the National Women's Committee to:

- 1) Maintain close links with Abortion Rights UK to defend the twenty four week time limit and ensure pro choice amendments are put forward to liberalise the current legislation.
- 2) Circulate The Abortion Rights Newsletter to all Branch Women's Officers.
- 3) Work with the STUC, TUC and its affiliates to maintain its pro choice position.
- 4) Call for the extension of the 1967 Act to Northern Ireland.
- 5) Call for an end to the requirement for two doctors to approve abortion.
- 6) Call for the enablement of suitably trained healthcare professionals to carry out early abortions.
- 7) Call for tougher rules to be introduced on anti choice doctors alerting patients to

the fact that they do not consult on abortions and referring to another doctor.

- 8) Report back at next conference on the progress to date.

27. PROMOTING WOMEN'S SELF ORGANISATION

Carried

Conference welcomes the closer working together of the self organised groups and young members through the Equality Liaison Committee. There are many cross cutting issues which affect women in different ways and this needs to be addressed on a joint basis.

However, conference is concerned that this joint working may be the first step towards one equalities lay structure in UNISON and a diminution of women's organisation within the union.

Evidence from the TUC equalities surveys show that where unions do not appear to have distinctive women's structures, equality work may concentrate on one of the equality strands at any particular moment in time and pay scant regard to the others. Conference believes that a union as large and diverse as UNISON must maintain at the very minimum the women's self organisation that it currently has.

Conference also reaffirms its support for the current model of self organisation where women members are responsible for setting their own priorities and ways of working. Where branch women's officers exist, these posts must be taken by women and branch self organised structures for women need to be open to all women in the branch.

Conference calls on the National Women's Committee to:

- 1) Work with the other self organised groups and the NEC in ways that will promote women's self organisation.
- 2) Oppose any attempts at what ever level which may undermine women's rights to self organise.

28. BREAST FEEDING, BREAST CARE

Carried

In September 2008, there were distressing reports from China of many infant deaths because their formula milk had been corrupted with melamine.

Previously as a predominantly rural/agricultural nation most of the tragic victims would have been almost exclusively fed on their mother's breast milk.

In the rapid expansion of China's struggle to become an industrialised lion in world economics many "Western" practices have been adopted and increasingly bottle feeding of infants is one of them.

This exodus from traditional methods, despite world-wide knowledge that breast-feeding is naturally the best way to feed a baby is partly due to the aggressive marketing ploys of the formula manufacturers. To continue breast feeding exclusively until the infant is at least six months old gives the best protection to both the child and the mother.

A recent report from the Department of Health states that mothers who have breast fed their babies in total for a period of six months or more considerably reduced their chances of developing breast cancer in later years.

If pressure were to continue to be applied, to halt the aggressive campaign of baby formula producers using subliminal advertising and the illegal flouting of the International Code of Marketing of Breast Milk Substitutes and replaced with positive images of babies being fed naturally, may go a good way to dispel the myths that bottle is more convenient; one myth is true, it certainly is more expensive!

The support of UNISON and the National Women's Committee is applauded on this issue and this motion calls upon the National Women's Committee to continue to:

- 1) Promote positive breast feeding in all UNISON magazines and publications.
- 2) Work with the coalition members of the breast feeding manifesto to produce and distribute positive images as wide as possible.
- 3) Work with Labour Link to lobby government to tackle the aggressive marketing techniques by infant formula companies.

29. REPRESENTATION AT NATIONAL WOMEN'S CONFERENCE

Carried

Conference welcomes the changes to the representation to National Women's Conference which enables all branches to send at least one delegate to National Women's Conference that came into effect in 2008.

However, this has disadvantaged the very small number of large branches, which emerged following changes to public services structures. Many of these branches have traditionally sent large delegations to women's conference and have now been restricted to three delegates.

Therefore conference asks the National Women's Committee to liaise with the NEC in order to increase the maximum delegation size to four for branches with more than eight thousand women members and to five for branches with more than twelve thousand women members.

30. TIMING OF NATIONAL WOMEN'S CONFERENCE

Lost

31. MILLENNIUM DEVELOPMENT GOALS

Withdrawn

32. ETHIOPIAN WOMEN AND FISTULA

Carried

In Ethiopia seventy five per cent of the population live, on average, two and half days walk from an all-weather road. There are few maternity medical services and as a result approx nine thousand women each year will develop an obstetric fistula (a hole in the birth canal). Fistulas can be caused by rape but more often result from an obstructed labour. The mother, if she is fortunate to survive, will deliver a stillborn baby, and the prolonged labour will have worn a hole in the birth canal leaving the woman facing urinary or faecal incontinence, or both. Five per cent of all women in Ethiopia suffer from this horrendous condition which, left untreated, can lead to chronic medical problems including ulcerations, kidney disease and nerve damage in the legs. The smell of leaking urine or faeces or both is constant and humiliating, and the woman is often ostracised from her loved ones and isolated from the community.

The Addis Ababa Fistula hospital in Ethiopia was set up in 1975 and now has four outreach centres with plans for a midwifery school and education in the form of prevention programmes. No patient is turned away and all the treatment is free.

The Addis Ababa Fistula hospital is supported exclusively in the UK by The Hamlin Fistula UK charity (Reg. UK Charity No. 257741).

This Conference instructs the National Women's Committee to:

- 1) Work with UNISON's International Committee and UNISON'S National Health Committee to identify what help, support and resources are needed to enable this very worthy cause to continue and expand its vital work.
- 2) Invite a woman speaker from this charity to speak at the 2010 UNISON Women's conference.
- 3) Report back to the National Women's Conference in 2010 on progress.

33. WOMEN IN AFGHANISTAN

Carried

Following the fall of the Taliban government in late 2001 women in Afghanistan have in

theory more freedom and equality. In reality, however, the plight they face is much different. Women in Afghanistan still face forced marriage, abuse, the highest maternal mortality rates in the world, and an eighty eight per cent illiteracy rate. Women are still killed by the Taliban for going to work, with several recent high profile assassinations including senior police officer Malalai Kakar and aid worker Gayle Williams.

Conference is outraged by the situation in Afghanistan and calls on the National Women's Committee to:

- 1) Invite a speaker to address the 2010 National Women's Conference on women in Afghanistan.
- 2) Investigate and where appropriate develop links with the Afghanistan Women's Network, Womankind Worldwide and the Afghanistan Women's Educational Centre.
- 3) Work with the NEC to lobby government ministers about the situation of women in Afghanistan to ensure that their plight is not ignored during reconstruction activities.
- 4) Highlight the plight of the Afghan women in UNISON publications.
- 5) Report back to the 2010 National Women's Conference on progress to date.

34. LOCAL YET GLOBAL - SUPPORTING OUR SISTERS OVERSEAS

As amended by: 34.01

Carried as Amended

We remember Thabitha Khumalo from Zimbabwe who as a guest speaker at 2006 National Delegate Conference gave an inspirational speech about the struggles for basic rights that women face in her country.

Every year at National Women's Conference motions are proposed and carried supporting our sisters overseas. In recent years, Conference has supported women of the Latin American Banana Industry, Women of Darfu where rape is used as a weapon of conflict. In 2007, Conference recognised the United Nations Report of Violence Against Women across the globe. In the same year Conference carried the motion supporting our sisters in Zimbabwe. Conference 2008 showed support for the women of Burma.

Year in, year out the struggles of our sisters around the globe are raised and supported by our Conference; breast cancer, children, domestic abuse, economics, environment, female genital mutilation, HIV/AIDS, human trafficking, rape, sexual assault, prostitution are amongst the issues raised, with support from Conference.

Conference believes that these issues have an unmistakable connection, an unmistakable global connection, and that connection is - women.

Interestingly, Conference notes that the number of non governmental organisations (NGO's) is growing. Whilst for example, the environmental movement, the disabled associations and not least the animal protectionists are all quite successful, the women's movement - at least not in recent years - has generated comparatively little resonance. An example of this; in the recently passed European Commission Notice on the 'Development of friendly co-operation between the Commission and NGO's', the aforementioned movements for animals, the environment and disabled are mentioned, but there is no reference anywhere to women's groups.

Conference believes that women's organisations still weald too little political power. Conference also believes that to provide an overview of feasible strategies for exerting influence, the fundamental precondition for a successful global trade union women's movement is the effective gathering and sharing of information, therefore;

Conference instructs the National Women's Committee to work with the International Committee to:

- 1) Research links with existing global women's organisations such as International Trade Union Confederation Women's Committee, European Trade Union Confederation, Public Services International.
- 2) Research other possible avenues with the key objective to establish a global women's trade union network.
- 3) Report back to Women's Conference 2010.

35. ABORTION RIGHTS IN NICARAGUA

Carried

Since 2006 when the Sandinista Government returned to power in Nicaragua a law prohibiting abortion was introduced. This made abortion even on medical grounds or as a consequence of rape illegal.

For one hundred and thirty years Nicaraguan law allowed a woman to have an abortion when her life or health was in danger from the pregnancy, known as therapeutic abortion.

One month before the elections in October 2006, that brought the Frente Sandinista (FSLN) into power, the National Assembly banned 'therapeutic abortions' under pressure from Catholic and Evangelical churches. Daniel Ortega, leader of the government whom some will remember as a former revolutionary, has become a Catholic convert. The ban was retained in a September 2007 vote on the penal code. According to the legislation anyone who performs an abortion, where the life or health of the woman is threatened, would face one to three years in prison and any woman who requests an abortion up to two years.

In March 2008, as a result of intense national and international pressure, the Nicaraguan Ministry of Health issued guidelines covering obstetric emergencies where abortion might be permitted where a woman's life might be deemed as at risk. It has since failed to follow up by clarifying what procedures could be considered 'therapeutic abortion'. Moreover, the guidelines directly contradict the legislation. As a result of not only the confusion caused by this but also the climate of fear, the widespread belief is that abortion is not allowed even when a woman's life is at risk.

As documented by an organisation called 'Human Rights Watch' and the 'Nicaraguan Solidarity Campaign', there are cases where women have died because doctors were afraid to terminate their pregnancies. The legislation has also created fear and misunderstanding; some women are frightened to get treatment for any complication (such as severe bleeding) during pregnancy and postnatally, in case they are accused of having induced an abortion or having tried to.

Since March 2008, the small number of legal abortions contrasts with the number of unsafe procedures. NGO Ipas estimates that some thirty two thousand unsafe abortions have occurred in Nicaragua last year.

The World Health Organisation (WHO) believes that up to twenty one per cent of all maternal deaths can be attributed to unsafe abortion in Latin America.

Traffic intersections feature giant posters of Ortega with the slogan "Arise ye poor of the world"! Under Ortega's government however, the sad irony is that the richer, better informed woman can fly to America or seek a costly and illegal abortion in Managua, while poor women often die preventable deaths.

Conference calls on the National Women's Committee to:

- 1) Sign up to the Nicaraguan Network Letter to the President of the National Assembly, the Minister of Health and President of the Supreme Court calling on them to repeal the Law.
- 2) To work with the Nicaraguan Solidarity Campaign who are lobbying and campaigning to ensure that this profoundly unjust legislation is repealed as soon as possible.

36. VOTING

Lost

37. WITHDRAWAL OF MOTIONS AND AMENDMENTS

Carried

Delete standing order 10 and replace with:

10. WITHDRAWALS OF MOTIONS AND AMENDMENTS

- 10.1 A mover of a motion or amendment who wishes to withdraw their motion or amendment shall inform the Standing Orders Committee. The Standing Orders Committee shall report this request to Conference. Conference shall decide whether or not the motion or amendment may be withdrawn.
- 10.2 If a motion is withdrawn with the consent of Conference and there is an amendment to that motion, which appeared in the preliminary agenda, then that amendment shall fall.

38. MOTIONS AND AMENDMENTS NOT ON THE AGENDA (EMERGENCY MOTIONS)

Carried

Delete standing order 11.1.1 and replace with :

- 11.1.1 Such motion or amendment shall be in writing, signed by the appropriate persons from the body on whose behalf it is submitted and shall be sent to the Standing Orders Committee at least five working days before the commencement of Conference, except if it relates to events which take place thereafter. It will state at which meeting it was debated and adopted.

39. AMENDMENTS TO A MOTION

Carried

Delete standing orders 13.4.1 and 13.4.2 and replace with:

- 13.4 The mover of a motion may accept an amendment or amendments to their motion, but each amendment must be moved separately and voted upon.

40. LIMIT OF SPEECHES

Carried

Add new standing order 14.4

- 14.4 The Chair shall, at their discretion, extend a particular speaker's time limit if their access requirements have an impact on speaking time.

41. GROUPED DEBATES AND SEQUENTIAL VOTING

Carried

Add new final sentence to standing order 16.1

This is subject to the agreement of the parties that submitted the motions.

42. REPORTS BY NATIONAL WOMEN'S COMMITTEE

Lost

43. REFERENCE OF OUTSTANDING ITEMS TO THE NATIONAL WOMEN'S COMMITTEE

Carried

Add at end of final sentence of Standing Order 18.1

.... and in any event, report back will be made within the next annual report to conference.

44. STANDING ORDERS COMMITTEE

Carried

Delete Standing Order 2.4.4.7 and replace with :

7. The Standing Orders Committee will, from time to time, issue guidelines in order to assist with the smooth running of Conference and submission of motions and amendments. Such guidelines shall be consistent with these Standing Orders and amendments will be ratified by the Standing Orders Committee at their final meeting at conference, prior to issue with the papers for conference in the following year.

45. STANDING ORDERS COMMITTEE

Carried

Add new Standing Order 2.4.4.8

8. Any guidance issued by SOC will be reviewed by SOC following each National Women's Conference to ensure the guidance continues to be fit for purpose.

46. MOTIONS AND AMENDMENTS

Carried

Add new second sentence to standing order 3.3

Such motion or amendment shall be in writing and signed by the appropriate persons from the body on whose behalf it is submitted.

47. MOTIONS AND AMENDMENTS RIGHT TO SPEAK

Carried

Delete standing order 3.5.2 and standing order 5.3, replace with :

3.5.2 in the absence of a delegate of the branch, the motion or amendment may be moved by the Regional Delegate from the region to which that branch belongs, only where prior notification has been given to the Standing Orders Committee, but may not be moved formally from the Chair;

48. CONDUCT OF CONFERENCES

Carried

Delete standing order 4.1.1 and replace with

4.1.1 such members of staff as have been authorised by the General Secretary to attend Conference

49. RIGHT TO SPEAK

Carried

Standing Order 5.1

Insert "nominated" between "those" and "persons" in the first sentence.

19a. LAP DANCING - NORMALISING THE SEXUAL OBJECTIFICATION OF WOMEN

Carried

This Conference welcomes the announcement in the Queen's speech in December that tougher licensing of lap dancing clubs will be included in the Home Office Policing and

Crime Reduction Bill. Tougher licensing will allow gender equality to be considered in licensing processes and will protect the rights of women in the industry, by placing clubs under greater scrutiny. Passage of the Bill will however be a lengthy process with no guarantees, and in the meantime the sexual objectification of women continues to be normalised. It is therefore critically important that women in UNISON engage with the Stripping the Illusion campaign to ensure the law is changed in this Parliamentary year.

This Conference is appalled by the UK growth of lap dancing clubs and by the extent to which lap dancing, and the sexual objectification of women that it promotes, has become normalised - with pole dancing kits including pink garters and toy money being sold by leading retailers, and pole dancing lessons being offered to teenage girls in local leisure centres. Lap dancing clubs are part of the commercial sex industry and yet they are licensed in the same way as cafes, restaurants and karaoke venues. This lax licensing has acted as a green light to the industry which has doubled in size over the last four years with a new club opening almost every week since May 2008 - despite mounting local opposition. Conference notes that the objectification of women promoted by lap dancing clubs is an intrinsic part of sexism. Lap dancing clubs promote the idea of women as a sex objects; they are linked to sexual exploitation within the clubs; to gender inequality in the workplace (through corporate use of strip clubs); and to the creation of 'no-go' zones in the surrounding areas, with women feeling uncomfortable walking past them at night.

The Conference therefore instructs the Women's Committee to support the Stripping the Illusion Campaign and to help strip the illusion that lap dancing is a harmless part of the leisure industry by becoming a member of Object (ido@object.org.uk) and encouraging all members to:

- 1) Lobby their MPs to sign EDM 2481 to ensure that the change to the licensing goes through.
- 2) Write to local councils to ask them to add their support to the law change and use their powers to the fullest.
- 3) Use Object materials and guest speakers to raise awareness about the reality of the lap dancing club industry and about the importance of challenging the objectification of women and the mainstreaming of the sex industry.