



Campaigning for Equality at Work

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+ We are up against it again!

- Cuts and austerity – back to why equality, not how
- Cameron belittling equality – “bureacracy and tick box stuff”
- “More important” issues need to take precedence – equality as a “luxury” for the good times

+ Barriers to Equality at Work

- Not raised as issues to be addressed
- Not recognised or valued as issues to be addressed
- Other issues viewed as more pressing or important
- Opportunities missed for addressing long-standing concerns in a new way
- Opportunities missed for organising and addressing concerns of under-represented members

+ When did equality bargaining take place?

- Demographic time bomb
- Equal Pay and Equal Value amendment
- Maternity and other family rights from Europe and Labour government
- DDA
- Broader equality and anti-discrimination rights
- Union equality reps and action at the workplace from shop stewards and all reps/officers

+ EQUALITY AT WORK : When has it happened?

- **Equal Pay Ford** – “Made in Dagenham” – organised women; support from shop steward; long-term strength; legal changes; strike action; job evaluation including equal value
- **Disability Audits** – National Disabled Members Committee set priority; survey audits sent out; shop stewards responded
- **Migrant workers in road transport** – Senior shop steward challenging short-term and potentially racist views
- **Same sex partners travel passes** – before Sexual Orientation regulations – Members and reps coming out; Support from all

+ What makes equality bargaining happen at the workplace?

- All workers agree it is a priority
- Legal rights to equality
- Union campaign
- There are clear drivers for equality eg Union Equality Reps

**+ EQUALITY AT WORK :
What is needed?**

- Statutory rights for union equality reps
- Inclusion of equalities as legitimate for collective bargaining in ACAS Code
- Inclusion of equalities as legitimate for recognition under CAC procedures
- Union education
- Unity of purpose

+ Equality at Work : What now?

- Strong united campaign for
STATUTORY RIGHTS FOR UNION EQUALITY REPS
- Involvement, recognition, monitoring and equality audits to demonstrate reality at work and
MOVING FORWARD ON EQUALITY
- Monitoring and equality impact assessments to demonstrate disproportionate impact and
NO CUTTING BACK ON EQUALITY AT WORK
- Clear, specific campaigns : women, disabled members, LGB&T, Young, Older, Retired members, parents and carers
