



National Annual Women's Conference

The Labour Party

WOMEN'S CONFERENCE ARRANGEMENTS COMMITTEE

ADDENDUM TO REPORT 2 to National Annual Women's
Conference 2022

CONTENTS

| | |
|---|----|
| Motions – Vote Results | 3 |
| WCAC Report 2 | 3 |
| Composite Motion 6: Rights of Women and Pregnancy Loss | 3 |
| Composite Motion 7: Social Care..... | 4 |
| Composite Motion 8: Women Refugees | 4 |
| Constitutional Amendment: Scottish and Welsh motion to NAWC..... | 5 |
| Constitutional Amendment: Access to membership lists | 5 |
| Constitutional Amendment: Motions to National Annual Women’s Conference | 6 |
| Vote on motion to Annual Conference 2022 | 6 |
| Motions to be sent to Annual Conference 2022 | 7 |
| Affiliate Section..... | 7 |
| CLP Section..... | 9 |
| Appendix 1 – Correction to results of composite motion 4 – Food Poverty | 15 |

MOTIONS – VOTE RESULTS

WCAC REPORT 2

CARRIED

| Results (CLP Section) | Votes | % |
|------------------------------------|--------------|----------------|
| For | 95094 | 72.8 |
| Against | 35510 | 27.2 |
| Results (Affiliate Section) | | |
| | Votes | % |
| For | 1667025 | 99.2 |
| Against | 12743 | 0.8 |
| Final Results | | |
| | For | Against |
| CLP Result | 72.8 | 27.2 |
| Affiliate Result | 99.2 | 0.8 |
| Weighted Result | 86.0 | 14.0 |

COMPOSITE MOTION 6: RIGHTS OF WOMEN AND PREGNANCY LOSS

CARRIED

| Results (CLP Section) | Votes | % |
|------------------------------------|--------------|----------------|
| For | 226015 | 98.9 |
| Against | 2475 | 1.1 |
| Results (Affiliate Section) | | |
| | Votes | % |
| For | 1709691 | 100.0 |
| Against | 0 | 0.0 |
| Final Results | | |
| | For | Against |
| CLP Result | 98.9 | 1.1 |
| Affiliate Result | 100.0 | 0.0 |
| Weighted Result | 99.5 | 0.5 |

COMPOSITE MOTION 7: SOCIAL CARE
CARRIED

| Results (CLP Section) | Votes | % |
|------------------------------------|--------------|----------|
| For | 226015 | 98.9 |
| Against | 2475 | 1.1 |
| Results (Affiliate Section) | | |
| For | 1709691 | 100.0 |
| Against | 0 | 0.0 |
| Final Results | | |
| CLP Result | 98.9 | 1.1 |
| Affiliate Result | 100.0 | 0.0 |
| Weighted Result | 99.5 | 0.5 |

COMPOSITE MOTION 8: WOMEN REFUGEES
CARRIED

| Results (CLP Section) | Votes | % |
|------------------------------------|--------------|----------|
| For | 225087 | 99.5 |
| Against | 1044 | 0.5 |
| Results (Affiliate Section) | | |
| For | 1699191 | 100.0 |
| Against | 0 | 0.0 |
| Final Results | | |
| CLP Result | 99.5 | 0.5 |
| Affiliate Result | 100.0 | 0.0 |
| Weighted Result | 99.8 | 0.2 |

CONSTITUTIONAL AMENDMENT: SCOTTISH AND WELSH MOTION TO NAWC

NOT CARRIED

| Results (CLP Section) | Votes | % |
|------------------------------------|--------------|----------|
| For | 186573 | 93.3 |
| Against | 13430 | 6.7 |
| Results (Affiliate Section) | | |
| For | 30888 | 1.8 |
| Against | 1668303 | 98.2 |
| Final Results | | |
| CLP Result | 93.3 | 6.7 |
| Affiliate Result | 1.8 | 98.2 |
| Weighted Result | 47.6 | 52.4 |

CONSTITUTIONAL AMENDMENT: ACCESS TO MEMBERSHIP LISTS

CARRIED

| Results (CLP Section) | Votes | % |
|------------------------------------|--------------|----------|
| For | 191890 | 93.4 |
| Against | 13500 | 6.6 |
| Results (Affiliate Section) | | |
| For | 1698064 | 100.0 |
| Against | 0 | 0.0 |
| Final Results | | |
| CLP Result | 93.4 | 6.6 |
| Affiliate Result | 100.0 | 0.0 |
| Weighted Result | 96.7 | 3.3 |

CONSTITUTIONAL AMENDMENT: MOTIONS TO NATIONAL ANNUAL WOMEN'S CONFERENCE

NOT CARRIED

| Results (CLP Section) | Votes | % |
|------------------------------------|--------------|----------------|
| For | 181794 | 91.3 |
| Against | 17383 | 8.7 |
| Results (Affiliate Section) | | |
| | Votes | % |
| For | 17018 | 1.0 |
| Against | 1681046 | 99.0 |
| Final Results | | |
| | For | Against |
| CLP Result | 91.3 | 8.7 |
| Affiliate Result | 1.0 | 99.0 |
| Weighted Result | 46.1 | 53.9 |

VOTE ON MOTION TO ANNUAL CONFERENCE 2022

| Composite Motion | CLP | Affiliates |
|------------------------------------|------------|-------------------|
| FOOD POVERTY | 9750 | 1829 |
| RIGHTS OF WOMEN AND PREGNANCY LOSS | 8658 | 19533 |
| SOCIAL CARE | 36874 | 0 |
| VIOLENCE AGAINST WOMEN AND GIRLS | 71929 | 836079 |
| WOMEN AND HEALTHCARE | 15613 | 5000 |
| WOMEN AND THE ECONOMY | 11339 | 415000 |
| WOMEN REFUGEES | 37079 | 623 |
| WOMEN'S EQUALITY AFTER COVID | 888 | 0 |

MOTIONS TO BE SENT TO ANNUAL CONFERENCE 2022

AFFILIATE SECTION

COMPOSITE MOTION 1: WOMEN AND THE ECONOMY

Conference notes that Labour in power delivered landmark legislation such as the Equal Pay Act, the Sex Discrimination Act, equal pay for work of equal value and more recent measures like the Public Sector Equality Duty.

Conference further recognises the women trade unionists that have fought for and are still fighting for these rights such as the Glasgow Equal Pay Strike in October 2020, women trade union members are still fighting for Glasgow City Council to implement a non-discriminatory Job Evaluation Scheme.

Gender pay gaps persist in education, employment, entrepreneurship and governance.

The pandemic has shown that frontline carers are essential to a properly functioning society, yet two thirds of these workers don't earn a real living wage.

Conference expresses its gratitude to the 1.5 million adult social care workforce, over three quarters of which are women, who have cared for the most vulnerable in our society during the pandemic.

Women are disproportionately affected by the Cost Of Living crisis - single parents; part-time, low waged, insecure workers; struggling on benefits; retired; doing most unpaid home and care work with children and elderly relatives.

Conference notes that 3.5 million women across the UK are going through the menopause, representing the fastest growing demographic in our workforce. Three in four women will experience symptoms of the menopause, which can include hot flushes, memory issues, difficulty sleeping, anxiety and depression. Conference believes that menopause is a workplace issue and that no one should be pushed out of work or denied promotion opportunities because they are going through the menopause.

Many women are reluctant to talk to their employer about it. Many feel they need further advice and support.

Many women choose to work part-time, despite the concern about the impact on their career. Some even think about leaving employment altogether.

Little is done to protect those affected or those who may experience such menstrual conditions as PMS, PMDD, and Endometriosis.

UK GPG reporting covers just 1% of businesses, places no obligation on employers to act, is not enforceable and has limited external visibility.

Current poor hiring practices perpetuate pay inequality by requiring salary history to be disclosed, whilst not disclosing salary bands within job adverts

GP's typically receive 4 months gynaecology training. It's no surprise The British Menopause Society estimated 50% of women between 45 and 65 who had experienced the menopause in the previous ten years had NOT consulted a healthcare professional about menopausal symptoms.

Conference resolves to;

- Extend gender pay gap reporting requirements, including mandated action plans with clear, time-bound and measurable goals. Introduce reporting measures to improve visibility and accountability, remove hiring practices which perpetuate the GPG including non-disclosure of salary bands on job adverts and ending salary history questions
- Fully fund settlements for equal pay claims where it is in power, including in local government.
- Commit to working directly with trade unions to equality proof job evaluation schemes.
- promote policies and campaigns to end child poverty and meaningfully redistribute wealth focusing on sectors where women are more likely to work
- And highlight the need for
- equality for low paid workers, the majority of these being women,
- to receive at least the "real living wage".
- Support GMB union's Fight for £15 campaign and implement a minimum £15 an hour wage for care workers.
- to lift huge numbers of adult social care workers out of poverty and encourage workers in to vital caring roles.
- work with trade union and others to highlight the need for
- equality and to call for low paid workers, the majority of these being women,

- to receive at least the "real living wage".
- work with government and local authorities to provide Menopause Advice Hubs
- And menopause clinics
- support all businesses in training all employees to develop awareness of how the menstrual cycle and related health conditions may affect those in the workplace
- propose legislation to allow people who experience complications with menstruation to have paid time off work, to change shift patterns, to alter workplace conditions and/or to work from home as necessary to offer relief
- facilitate work with employers and government to introduce Statutory Menopause and Menstruation Policies so that they become as commonplace as maternity schemes in all businesses and organisations
- make Hormone Replacement Therapy free in England, as it is in Wales
- Campaign for all workplaces to work with trade unions to create menopause policies
- Make flexible working a day one right
- Bringing equality to the workplace for menopausal women.
- Improve education on menopause, particularly in medical schools and schools
- Promote changes to advance gender equality based on the results of Gender Budget Analysis, including reporting and addressing any identified gender gaps and challenges,
- Engaging women at each stage of policy development or budget cycle, from agenda setting to delivery.
- Engaging and supporting women as decision makers, planners and implementers

CLP SECTION

COMPOSITE MOTION 3: VIOLENCE AGAINST WOMEN AND GIRLS

Conference believes women have a right to travel, work and move freely without the threat of violence, intimidation, harassment or abuse and welcomes the Labour campaign to deliver justice and address male violence against women and girls.

Recently we have witnessed women's voices being heard loud and clear against the violence perpetrated towards their sisters. This came to a head with the shocking murder of Sarah Everard. For years, women from all aspects of society have been subjected to violence, sexual harassment, misogyny and verbal abuse. This has had an impact on all women with many not feeling able to speak out for fear of facing repercussions or not being believed.

This conference is aware of the continuing violence against women on the street, in the home and in the workplace, and that the #MeToo movement has as yet been unable to stem sexual harassment in the media and workplace.

Women experience sexism every day on the street, amongst their work colleagues and are confronted with it in advertisements, magazines and social media. And many women stay, or are forced to stay, silent.

Sexism, sexual harassment and the silence surrounding it are the basis of the social acceptance of violence of all types against women. Yet women are told to take steps to protect themselves while men are not told to change their attitude.

We have seen a big problem with women using public transport.

A recent survey showed 57% of women said that they felt unsafe using public transport, we have heard of increases in sexual harassment often when women are travelling alone at night. Whilst this has an impact on all women, women in lower paid jobs and women with less disposable income are often affected more. They are the ones who often have not got the money to pay for taxi's so have no option but to use public transport or walk. Women should have access to safe transport and feel safe when travelling whether it be to work or when they are going about their daily lives.

Tory Austerity has seen unprecedented cuts to public transport. With more than 3000 bus routes cut between 2009 and 2019 (BBC News 2019), women are left to either walk to their destination or wait longer alone at bus stops for the next service. Tory cut backs have also forced councils up and down the UK to save money by switching off street lights (Daily Mail Feb 2019). This move saved councils 15 million pounds between 2016 and 2018 (The Times Dec 2018), but leaves females walking alone more vulnerable to physical attacks.

2021 saw the introduction of a new attack on women, spiking by injection. 274 incidents were reported to police in the UK between September and November 8th 2021. Many of these cases were not confirmed but left women in fear of socialising.

Deaf and Disabled women, women from Black Asian Minority Ethnic backgrounds and LGBTQ women are more likely to experience harassment, discrimination and abuse than other women. The significant gap between women's and men's average incomes restricts women's ability to afford their own housing.

Some parts of the UK do not have enough refuge spaces to meet needs in normal times, and during the pandemic, refuge spaces are in very short supply - there is currently a 30% shortfall across the UK Single women without children who have suffered domestic abuse may struggle to have their need for housing recognised in some parts of the country

The number of sex for rent cases have risen dramatically during the coronavirus crisis, as more and more women are forced into poverty (i news Nov 2021). Sex for rent is an exploitative practice where landlords provide accommodation to vulnerable women that cannot afford private rent. These cumulative issues are indicative of the creeping rise in ferocity and variety of assaults on the safety of women.

Conference notes the growing epidemic of male sexual violence and predatory behaviour impacting women and girls. From sexual harassment in schools, revenge porn, domestic violence and gang rapes in public parks to the impact on mental health of girls & women from the pressure to measure up to pornographic fantasies.

The measures the Conservative Government has introduced to tackle VAWG are inconsistent, underfunded, lack urgency and worse still put the onus on women and girls to change their behaviours entirely ignoring the structural causes of men's violence against women.

Since the murder of Sarah Everard in May 2021 at least 81 more women have been killed in this country; and the response of the Commissioner for Police and the Government to sexism and misogyny within policing as a 'one off' or 'bad apple' issue rather than systemic;

For instance, measures to place plain clothes police officers in bars and nightclubs to tackle 'spiking' and protect women have been rightly criticised as bizarre, frightening and spectacularly missing the point. VAWG and the threat of violence results in women and girls withdrawing from political, social and online spaces and debates, effectively silencing and rendering them invisible.

The government's Online Safety Bill aims to improve internet safety and places a duty of care to their users on tech platforms. Online abuse disproportionately affects women and girls, especially those facing other forms of discrimination. The Joint Committee review of the draft bill recognises the issues facing women, girls and non-binary people online yet does not provide any recommendations in how to specifically address it. Although making a recommendation to criminalise cyber-flashing, the report focuses on the need to prove an intent to harm, rather than lack of consent, making it difficult to prosecute.

This Conference fully supports the provisions of the Council of Europe's Convention on preventing and combating violence against women and domestic violence, known as the Istanbul Convention, This Conference deplores the failure of the UK Government, which was a signatory to the Convention in 2012, to set a timetable for its ratification by the UK.

Conference welcomes the Labour Party's strategy to eliminate VAWG and reiterates its support for specialist support services to enable women and girls to escape violence and rebuild their lives. Access to such services is a right for every woman and girl in the UK who experiences or is at risk of domestic violence or rape, forced marriage or FGM, trafficking or abuse related to prostitution, and any other form of gender based violence.

Conference recognises the important role that trade unions can play in tackling sexual harassment in the workplace and in challenging misogynistic behaviour.

Conference calls on the Labour Party to develop robust practical policies for tackling workplace sexual harassment and misogynistic behaviour; and to promote the highest standards of gender equality so that women are free from sexual harassment and abuse in the workplace, and in wider society.

Conference believes employers should have a legal duty to protect all workers from harassment from the public, customers and colleagues, both at work and in journeys connected with work.

Labour Women's Conference demands all Councils use their powers to take action on tackling male violence against women and girls, and ensure that women can get home safely including;

- Licensing boards changing their processes so that approval for late night licences is linked to employers and venues ensuring staff can get home safely taking action against venues who fail to take women's complaints of harassment seriously

Women's Conference calls on Labour to campaign for, including at the Budget and through Finance Bill amendments;

- The Government to urgently increase funding to improve public transport provision, especially for night-time and off-peak services and the lowering of fares to help enable women to get home safely,
- The Government to increase funding available to violence against women and girls services,
- A mandatory duty of care on employers to protect workers from harassment, and,
- Municipal ownership of buses in order to lower prices and improve service provision, especially for night-time and off-peak services.

We call on Labour to:

- Increase funding for specialist frontline services supporting women and children living with or seeking to leave domestic abuse situations, including services accessible at time of need for all women including funding providers led by and for those from minority communities including for Black, Asian and other ethnic minority survivors, LGBT+ survivors and survivors who are disabled, deaf or blind. Provide proper funding for specialist trauma-informed mental health services for survivors and victims.
- Ensure there is a firewall to separate immigration enforcement from services supporting survivors of gender-based violence and abuse and ensure all women including migrant women and women with no recourse to public funds can safely and confidently access domestic violence support services.
- Provide funding towards specific training to social workers to deal with specific issues affecting Gypsy, Roma and Traveller women fleeing domestic abuse. As part of the next Labour government, to provide funding to legal aid budgets to support traveller women fleeing from domestic abuse.
- Change the law to ensure that women who have to move to another area when fleeing domestic abuse are treated as if they have a local connection with the area they wish to settle in
- Require public housing providers to agree to a reciprocal agreement with providers in neighbouring areas to accommodate women who cannot return to their home area because of domestic violence or abuse
- Require housing providers develop additional refuge spaces and also women-only public housing where women can recover from PTSD caused by the trauma of domestic abuse.
- Commit to:

- a sustained programme recognising responsibility lies on men and institutions, and without this violence against women will never be ended;
 - a recognition that combatting discrimination in the workplace, in training, promotion, and wages must lie at the heart of plans for ending violence against women;
 - a commitment to WSVEs (Work Skills Value Enquiries) to recognise the value of traditional women's work so as to underpin ending the pay gap;
 - fund Domestic Violence and Rape Crisis services;
 - tackle rape and sexual assault by committing to an End to End Review of the legal process to detail how the systemic, practical and emotional issues preventing women reporting violence, harassment abuse will be tackled.
- Fully support the early ratification of the Istanbul Convention and to commit to ratification in the first term of a Labour Government should the current government have failed to set a timetable for this.
 - Campaign for immediate action on bringing rapists to justice including fast-tracking rape and serious sexual assault cases through the courts and improved support for survivors.
 - Campaign to change the law to ensure that misogyny is recorded and prosecuted as a hate crime.
 - Campaign for legal changes to make public sexual harassment a crime.
 - Ensure that the national personal, social, health and economic, and relationships and sex education curricula in schools includes actively tackling harmful gender stereotypes so that all young people learn about domestic violence, hate crime and their right to report and right to justice
 - Demand that VAWG is named on the face of the online safety bill, just as children and terrorism are.
 - Push for a cyber-flashing offence that focuses on consent (not intent to cause harm).
 - Include pornography in the Green Paper on VAWG
 - Form a dedicated Policy Review working group led by the NWC including experts, to arrive at policy and legislative recommendations which will protect and support individuals harmed by easily accessible pornography across all media and digital platforms
 - Develop measures to limit the impact of pornography on young people; and to develop any other measures which arise out of a thorough research process.
 - Ensure the VAWG Green Paper includes the effects of violent online pornography and calls for a dedicated Policy Review with findings and

legislative recommendations for a future Labour Government to be published by the Shadow Minister for Women and Equality.

APPENDIX 1 – CORRECTION TO RESULTS OF COMPOSITE MOTION 4 – FOOD POVERTY

| Results (CLP Section) | Votes | % |
|------------------------------------|--------------|----------------|
| For | 202488 | 100 |
| Against | 0 | 0 |
| Results (Affiliate Section) | | |
| For | 1699195 | 100 |
| Against | 0 | 0 |
| Final Results | | |
| | For | Against |
| CLP Result | 100 | 0 |
| Affiliate Result | 0 | 0 |
| Weighted Result | 50 | 0 |