

# PCS Women

Campaigning for women in PCS

## Contents

National Women's Seminar update	2
White ribbon campaign	3
Devolved nations update	4
Period poverty	5
Trade union education	6
Abortion rights	7
Female poverty	8

## FROM THE CHAIR



It's been a busy summer. We participated in a pan-equality fringe meeting at ADC with a focus on intersectionality and combatting harassment and have been in talks with the Civil Service on the review of sexual harassment and misconduct.

I was elected earlier this year to the TUC Women's Committee and attended a meeting to mark the TUC's 150th anniversary. We carried out a re-enactment of the first TUC Council meeting which was made up of 30 men together with other commemorative activities. Ours was of 30 women including TUC General Secretary, Frances O'Grady.

Following work with other European unions on the conditions for refugees and for public service workers responding to them, I started a petition challenging sexual abuse of children, forced into prostitution who are refugees on the Canary Islands. Please sign and share: <https://bit.ly/2MQ5R7I>

Congratulations to our national president Janice Godrich, elected to the TUC General Council. We can be proud our president, deputy president and two of our vice presidents are women.

To achieve true gender equality it is essential for our women's movements to be fully inclusive of all women and to recognise intersectional women, to include the women who are most marginalised in society and to learn from our experience of tackling multiple discrimination.

**Zita Holbourne**  
NWF chair

# Celebrating women



PCS is proud to be a union for which women are centred in our organising, campaigning and activities. We have a strong history of women being at the heart of the union.

Every year we celebrate International Women's Day on 8 March and Women's History Month 1 – 31 March, however we should not only use a designated day or month to recognise, celebrate and acknowledge the great contributions that

**“We should not only use a designated day or month to recognise, celebrate and acknowledge the great contributions that women have made to our movement**

women have made to our movement. This should be every day.

Women's rights is the fight for the idea that women should have equal rights with men. Over history, this has taken the form of gaining property rights, women's suffrage, or the right of women to vote, reproductive rights, and the right to work for equal pay.

For information on our National Women's Forum or how to get involved at a regional level please email [equality@pcs.org.uk](mailto:equality@pcs.org.uk)



Public and Commercial Services Union | [pcs.org.uk](http://pcs.org.uk)

# National Women's Seminar report

This year the PCS National Women's Seminar took place on 23–24 June in Milton Keynes. Our theme was empowering women and the event was fully subscribed.

Zita Holbourne, national vice president and chair of the national women's forum chaired the seminar and brought her experience and knowledge to the event.

The opening speaker, Lorna Merry, HMRC president focused on the importance of both the pay ballot and women becoming more involved and visible within PCS. She brought solidarity greetings from national president Janice Godrich.

The icebreaker was a fun session, delivered by executive officer for Equality and Learning Christine Williams. It set everyone up for the rest of the weekend. Our main session led by Zita was a conversation with co-founder of Rise, Cat Boyd,

and PCS Head of Equality and Learning Phyllis Opoku-Gyimah on the issue of online abuse, hate crime, trolling and misogyny. It was a thought-provoking and very personal and emotional session as we heard first-hand how this can impact on the lives of women. The following workshop was delivered by NEC member Karen Watts and focussed on looking at the support that was out there, where the gaps were and how they could be filled.

The final session of the day was a presentation and short workshop from organiser John Page on winning the ballot, winning on equality.

The opening session had guest speaker Marai Larasi who is a director of leading UK-based black feminist organisation Imkaan which is dedicated to ending violence against women and girls. It was a powerful presentation which resonated



with many women in the room. The workshop which followed was delivered by equality officer Karen Foster and had the delegates pulling together the issues of the weekend through song, poetry and art. This was an entertaining workshop around some difficult issues.

Learning for you was the final session, with Diane Ebanks PCS

learning organiser. Delegates were given the opportunity to look at their own skills and identify any gaps and how they could develop them.

The feedback during and after the event from delegates was very positive. Many spoke about how inspired they were and are looking to become more involved.

## My first PCS National Women's Seminar

First time PCS national women's seminar delegate **Stephanie Landeryou**, equality officer from Welsh government Cardiff branch speaks to PCS Women about her experience

"I attended my first women's seminar this year. On a beautiful sunny day in June, with my two fellow colleagues Fiona and Jill both from Cardiff branch, we made our way over to Milton Keynes. It was the first time I'd been to a national event so had no idea what to expect. Would I know what to say? What to do? Would everyone know each other?

When we got there, we met our first fellow delegate at the train station and fell easily into conversation. This was a theme that continued for the whole weekend.

We listened to inspirational

**“We listened to inspirational speakers and took part in workshops all of which were imaginatively put together to spark conversation, discussion and debate”**

speakers and took part in workshops all of which were imaginatively put together to spark conversation, discussion and debate.

We laughed, sang, danced

and supported each other throughout.

We had a rather raucous evening with Jill holding an impromptu quiz. Prizes were gleaned from the hotel and included nail files, shower hats and the first prize of a Mars bar.

I would really encourage others to attend the women's seminar. It was great to be in such a supportive, creative and friendly atmosphere and a big thank you to our sisters in the equality team and national women's forum for organising such a fab event. Looking forward to next year."



# Standing up against male violence towards women

PCS Women speaks to our general secretary Mark Serwotka as to why he is supporting the White Ribbon Campaign and has pledged to take a stand against sexism and male violence towards women in all forms

"As the proud leader of a trade union with over 60% women membership, I fully support the White Ribbon campaign.

The fight against the violence endured by women and girls is being fought on a number of fronts, including at home and in the workplace. Research from the TUC found that last year, over half of the women surveyed had experienced sexual harassment at work. As a trade union movement, we have a duty to defend the rights of women who are being harassed at work.

Women have campaigned tirelessly for equal rights in society and in the workplace

**“We have an obligation to speak up for those who are discriminated against at work and standing up for women who have been abused should be no different”**

but the battle is far from won; the continued abuse women have had to endure is clear evidence of this. We have an obligation to speak up for those who are discriminated against at work and standing up for

women who have been abused should be no different.

The Australian and Italian trade union movements have been pioneers in giving a voice to women who have suffered, or continue to suffer, harassment at work. In Italy, women who have been abused will be given 3 months' paid leave as a statutory right. Meanwhile, in Australia, 20 days' paid leave was recently negotiated for women who have been abused.

If we are serious about combating violence against women, we must campaign for these same hard-fought rights to be instated here in the UK. I



reaffirm my backing for the White Ribbon campaign and I am committed to standing in solidarity with women members in PCS, in the UK and across the globe."

## Striking for the London Living Wage

Ministry of Justice (MoJ) HQ at 102 Petty France is in a peaceful street, bordering on St James Park, behind busy Victoria Street. This is not the place you would expect the pavement outside to be alive with samba dancing, music, speeches and poetry recitals at 7:45 in the morning. But that is what happened on three days at the beginning of August when the outsourced MoJ cleaners in UVW union, a large number of whom are women, went on strike in support of their claim to be paid the London Living Wage of £10.20 per hour; and equality of annual leave and sick pay with MoJ employees.

The cleaners, mostly Portuguese and Spanish-speaking Latin Americans and Africans are currently paid the National Living Wage of £7.83 an hour. The London Living

**“Wages at this level do not allow for a dignified life. They force people into overwork, overcrowded homes and social exclusion - a life of poverty”**

Wage is based on the idea that a person's wage should meet the cost of living a dignified life in London, one of the world's most expensive cities. The current rate does not support this. £7.83 an hour is the rate the London Living Wage was in 2009.

Wages at this level do not allow for a dignified life. They force people into overwork, overcrowded homes and social exclusion – a life of poverty. This is unacceptable. MoJ cleaners have been outsourced to OCS. This should not be a barrier to



paying the London Living Wage. Outsourced cleaners in the Department for International Development and the Ministry of Defence, as well as in many local councils, already receive this.

The campaign has spread from the MoJ to the Department for Business, Energy and Industrial Strategy (BEIS) where PCS BEIS branch are making the same claim on behalf of their outsourced members.

On 5 September, PCS and

UVW members at BEIS and MoJ HQ came together for a joint rally and call out to their respective secretaries of states to intervene and pay up. They were joined by fellow PCS members across a range of government departments together with shadow chancellor of the exchequer John McDonnell, and shadow BEIS minister Rebecca Long-Bailey, who are supporting our joint campaign.

# Campaigning in the devolved nations

PCS Women explores the campaigning and organising activity around women and women's issues in each of the devolved nations

## Wales

The work of the PCS Wales Women's Network is currently incorporated into the all Wales pan-equality network and will re-launch following a pan equality seminar which is being organised in November.

The seminar will focus on the



national pay campaign – concentrating on how our women members are impacted. We will be developing strategies for getting women more involved in PCS structures at all levels of the union and ensuring that equality issues remain at the heart of everything we do.

Given the high profile #MeToo and Times Up campaigns the women's network will be highlighting the impact of sexual harassment and bullying in the workplace and how our union can campaign to promote gender equality adopt a zero-tolerance approach to sexism.

We will continue to campaign against the DWP office closures and relocation programme in Wales which, we believe, will disproportionately affect women with caring responsibilities especially given the greater distances they will have to travel to work. We are

**“From WASPI to abortion rights; from equal pay to tackling period poverty; from women's health to domestic abuse; the voices of PCS women are being heard”**

lobbying local politicians and pressing DWP to carry out and publish Equality Impact Assessments on the proposals.

The women's network will also, as part of a wider Wales TUC campaign, continue to work with unions to develop and support the roll-out of information and develop workplace policies on the menopause.

## Northern Ireland

The Northern Ireland regional women's network was formally launched in July 2018 in Belfast, with female reps from across the province and with a range of experience. Although the network is new, many female reps have engaged in campaign activity over the years. The Women's Network have identified some key areas of campaigning and organising



work.

Abortion Law Reform in Northern Ireland remains a significant campaign issue. We were proud to support the Repeal the 8th campaign in the South of Ireland. We will be participating in the launch of the Abortion as Workplace Issue report, at Stormont with Clare Bailey MLA, in September.

We are supporting the major civil society campaign, Childcare for All, which brings together non-governmental and childcare organisations together with women's organisations and trade unions to campaign for accessible, flexible, affordable and high-quality childcare.

PCS women have been and will continue to campaign for the two child tax credit, rape clause, to be scrapped. Northern Ireland legislation requires anyone who is made aware of a serious crime must report it to police. This could lead to implications for workers administrating the policy in Northern Ireland.

We will further campaigns in conjunction with the Irish Congress of Trade Unions on the menopause as a work place issue. The women's network will also prioritise campaigns to stop all forms of violence against women.

## Scotland

Women are leading from the front in Scotland and are well represented in organising work across PCS.

The Scotland women's network hosted a quiz fundraiser to support our sisters fighting for equality in Ireland. Money raised was donated to the Home to Vote Campaign, helping Irish



citizens who live abroad to travel home to vote in the historic referendum to Repeal the 8th Amendment of the Irish Constitution.

Women were well-represented at our recently re-launched black member' network, and are now planning an ambitious programme of activity. Women are prominent in our disabled members network, raising awareness and lobbying the Scottish Parliament to improve the lives of disabled people both at work and in society,

Young women have been instrumental in successfully relaunching the Scottish young members network. Activities included a film night to celebrate Black History Month, bringing together activists from each equality network to discuss movies, organising and campaigning. This film club will run a series of events throughout the year to mark important dates including LGBT+ History Month and International Women's Day.

From WASPI to abortion rights; from equal pay to tackling period poverty; from women's health to domestic abuse; the voices of PCS women are being heard.

# Period poverty – a trade union issue

On 2 May 2018, three working class football fans Orlaithí ñí Dhúbhthaigh, Erin Slaven and Michaela McKinley won their campaign to get free sanitary products in football ground toilets. Celtic FC was the first in UK to endorse the campaign changing the experiences of women football fans forever. Twenty clubs across the UK have followed suit including Dundee United, Aberdeen, Tranmere Rovers and Barnsley FC.

On 8 May 2018 three PCS reps, Mairtin Gardner, Dave Semple and Clare McInally wrote and submitted an emergency motion to annual delegate conference calling on PCS NEC to insist on a cross-civil service approach ensuring every single workplace has access to a supply of free sanitary products. The motion also proposed supporting legislation that would mirror that in Scotland, where products are to be provided in all schools across the country.

The motion was overwhelmingly carried with a

**“As many as a quarter of UK schoolgirls have at some point been forced to use toilet paper, tissues, cotton wool, socks, t-shirts and other items of clothing to soak up their blood”**

conference speech which highlighted the fact that as many as 138,000 girls had truanted from school as they cannot afford sanitary products and that as many as a quarter of UK schoolgirls have at some point been forced to use toilet paper, tissues, cotton wool, socks, T-shirts and other items of clothing to soak up their blood.

A recent study revealed more than a fifth of parents in the UK admitted to going without something, often food, to provide sanitary products for their daughters. We are the sixth richest country in the world yet



parents are forced to choose between starving their children for an education or providing food at the cost of one.

Trade unions still have a lot of power to create legislation and shape public policy. PCS fight for equality in the workplace and beyond. Our members are forced to use food banks and we cannot

sit back and watch the government-led austerity measures force parents to choose between putting food on their tables and providing an education for our little sisters.

It's not up to our little sisters to soak up the blood on their hands. Anything that affects them affects us all.

## Gender Recognition Act consultation

Trans people are able to receive legal recognition of their acquired gender through a process set out in the Gender Recognition Act (GRA) 2004. Since it came into force, fewer than 5,000 people have legally changed their gender. Following a government survey it was clear that trans respondents wanted legal recognition but had not applied because they found the current system too bureaucratic, expensive and intrusive. The government is therefore consulting on how best they can make the existing process under the GRA 2004 a better service for

**“We must continue to campaign against the lack of investment in services for transgender people and the massive cuts to services for women”**

trans and non-binary people who wish to use it.

At PCS Annual Delegate Conference in May this year we voted to support the reform of the

GRA. It is essential to remove the barriers for trans and non-binary people to legally change their gender. While we work to ensure that the reform comes about, we are aware of the need to leave intact the protections and exemptions currently provided by the Equality Act.

Our NEC said: “We are a trade union with a strong record of campaigning for equality and against discrimination and injustice affecting our members. We are a union that seeks to understand that our oppression is rooted in an unequal society and we must unite to support each

other in the fight against prejudice, discrimination, and bigotry.”

We recognise this is a debate with many views and strong opinions. PCS is calling for a calm and safe discussion by all those involved to understand each other's concerns and perspectives. We must continue to campaign against the lack of investment in services for transgender people and the massive cuts to services for women.”

The consultation is open until 19 October and can be accessed [online](#).

# Trade union education: the PCS Academy

The number of reps trained in PCS has gone up in the last two years, after a significant dip between 2012–15, a period which saw a wave of attacks on our union. This is an encouraging development, and shows there is a big thirst for knowledge about getting involved. However, there is a real need to change how we educate members and reps about trade unionism.

Surveys in recent years have told us that many people struggle with the format of the 3 and 5 days PCS and TUC courses held in the past. We remain fully committed across PCS to the idea that trade unionists learn from each other best in discussion or classroom settings, but acknowledge that the demands of home, work, travel and other factors mean getting away for an extended course can be problematic.

**Getting keen members trained and then quickly involved in union rep activities is key to retaining their interest and involvement**

We need to change the 'look' of our union. Despite many years of aspirations to have our representational structures (Branch, Group, NEC, etc) more accurately reflect the make-up of our membership, we still struggle to retain (particularly at 'higher' officer levels) proportionate numbers of female (or BME, disabled and LGBT) reps.

This problem tends to begin at the early stage of a reps 'career'; issues around caring responsibilities for instance tend (statistically) to affect young

men less than women, skewing our course attendances. Getting keen members trained and then quickly involved in union rep activities is key to retaining their interest and involvement.

We have become more mindful as a union of moving away from the reliance we placed on residential courses a few years ago. But lack of flexibility in our union 'culture' around part-time working, maternity leave and other breaks in career continuity is just one factor in the under-representation of women in union structures. Course content must reflect the relevant issues facing members. The PCS organising department is now working with the equalities department to develop PCS Academy courses and shorter workshops that tackle issues that trade unions may have ignored or side-lined in the past; sexual



harassment; the menopause; domestic violence; neurodiversity awareness; cancer in the workplace.

Many of these subjects are not female-exclusive. The point is that the education a modern union provides should reflect the diversity of the workforce, to ensure unions retain their relevance in the 21st century. We welcome the views of the PCS Women's Forum in developing the PCS Academy training offer.

## Welsh Government Well-being Hour

Compared to men, women are more likely to experience many of the most common mental health disorders, including depression, anxiety, post-traumatic stress disorder, insomnia and eating disorders. These conditions have tremendous impact on wellbeing. Depression is the leading cause of disability worldwide. And while it's the leading cause among men and women, women and girls are twice as likely to experience it. Although there are multiple social determinants of mental health and well-being, gender is a powerful one.

The Well-being Hour was negotiated in the 2017–19 pay award by the trade union side to become part of the Welsh government's approach to help

safeguard health and well-being.

Introduced early this year, the Well-being Hour allows Welsh government employees to take a small amount of time each week to focus on their own health and wellbeing. It forms part of their working hours and is in addition to normal breaks. If you work part-time the Well-being Hour is pro-rated.

The initiative reflects 'Prosperity for all' which shifts the Welsh Government's approach from treatment to prevention and it is hoped to help reduce the levels of sickness among staff. It is an hour per week and can be used as 12 minutes a day, 30 minutes twice a week, a whole hour or in any pattern that works for the individual and which best helps them to improve their



well-being. It can be used during the working day but not simply at its beginning or end to start work later or finish earlier.

The hour is specifically for well-being, which individuals can decide for themselves. Staff are encouraged to fit in with the Welsh Government's well-being strategy, where physical health is considered on a par with mental

health and set out to enhance staff participation in physical activity and moving more.

It is still in the very early stages but many staff are embracing this opportunity and are using the hour in many ways such as walking, cycling and mindfulness. As it begins to embed within the organisation we hope to see real change.

# Women seeking abortion denied protection from interference

Every day in the UK, women including health care professionals are filmed, followed and intimidated by anti-abortion protesters standing directly outside pregnancy advice and abortion centres. In recent years the level and scale of the protests have escalated. Many protesters carry large banners of dismembered foetuses, distribute leaflets containing misleading information about abortion and pursue and question women as they enter or leave the centres. Clinic staff have required escorting to and from their workplace by police. At one location the levels of intimidation have escalated to such an extent that staff at the clinic took the unprecedented step of asking for the service to be withdrawn.

## Protest-free zones rejected

Despite this, in a recent disappointing announcement the government has rejected calls to introduce protest-free zones outside abortion clinics in England and Wales that would have prevented such protesters from encountering women who are endeavouring to access lawful and confidential medical advice and/or treatment and those who provide it.

The government's decision came following a request from campaigners to ban protests. A call for evidence from the Home Office in January this year received in excess of 2,500 responses including from abortion service providers, clients, those engaging in anti-abortion demonstrations, police forces and local authorities.

The review found that handing out model foetuses, displaying banners and handing out leaflets of graphic images, following people, blocking their paths, assaulting them and praying all take place outside clinics.

**“Limiting the ability to interfere with women as they try to access a lawful medical service in confidence does not represent an undue restriction on our existing freedoms. In a democratic society it is a necessary and proportionate response”**

In announcing the government's decision home secretary Sajid Javid stated introducing buffer zones was not 'a proportionate response.'

In a written statement to parliament Javid sympathised and acknowledged that "this behaviour can leave patients distressed and has caused some to rebook their appointments and not follow medical advice in order to avoid the protestors."

**Illogical and insulting response**  
Stating that the majority of protests are "more passive in nature" Javid however recognised all anti-abortion activities can have an "adverse effect" and that harassment and other behaviour has a "damaging impact" on women.

To find that all behaviour is damaging but to refuse to address it is both illogical and insulting to women. Knowing they have the home secretary's sympathy will not ease the distress that women are suffering.

In making his decision Javid stated that "legislation already exists to restrict protest activities that cause harm to others" and "when someone pursues a course of conduct which they know will amount to the harassment of another person" namely the Public Order Act 1986 and Protection from



Home Secretary Sajid Javid

Harassment Act 1997. If existing legislation were sufficient campaigners would not be calling for its extension. Both permit the defence of reasonable conduct which may be difficult for the prosecution to disprove in circumstances where a protest is peaceful and the defendant argues freedom of speech that is in support of a moral belief. Furthermore, the latter requires the prosecution to show a course of conduct. This requires conduct on two or more occasions. Both also require those affected to report the behaviour at a time when they are at their most vulnerable and undergoing a distressing and stressful experience.

Javid also argued that legislation is unnecessary as protection can be put in place by local authorities by introducing a public spaces protection order. He quoted the example of Ealing Council which after years of intimidating protests outside its Marie Stopes clinic introduced a buffer zone. Passing the buck to councils is a denial of the government's responsibilities. Orders only last three years and require many time-consuming and costly hoops to be jumped through. It took a large public consultation, with the weight of opinion among local respondents overwhelmingly in favour of a buffer zone, to achieve a unanimous vote from the Ealing Council.

**Supporting TUC campaigning**  
PCS supported a motion moved by the National Education Union at this year's Women's TUC this year which denigrated regular attempts to undermine and restrict access to abortion services, for example by picketing clinics and harassing women and girls and instructed the TUC to work with all affiliates to end harassment and intimidation outside abortion clinics.

Women should be able to access legal healthcare free from intimidation and harassment. Limiting the ability to interfere with them as they seek to access a lawful medical service in confidence does not represent an undue restriction on our existing freedoms. In a democratic society it is a necessary and proportionate response. The right to protest needs to be balanced with the right of pregnant women to obtain advice and treatment in confidence and free from intimidation.

For those who wish to campaign to restrict women's reproductive choices, there are plenty of opportunities and locations to do so. The space immediately outside clinics should not be one of them. This is not about preventing debate. Women accessing pregnancy advice and abortion services are not looking for debate on abortion – they are trying to make their own personal decision about their own pregnancy.

# Female faces of poverty

The effect of austerity and poverty on women is highlighted by recent reports by the Women's Budget Group

Working with the Runnymede Trust and local groups in Manchester and Coventry, "Intersecting Inequalities" presents a cumulative assessment of changes in tax, benefits and public spending since 2010.

It shows that the groups hardest hit by tax and benefit changes have also been most affected by public service cuts. Inequality has been increased by cuts to benefits and services. Women are losing more than men, and BME households are losing more than white households. Lower-income BME households have seen a drop in living standards of around 20% – an annual real estimated average loss of up to £12,000.

"The Female Face of Poverty" report is part of a project with groups supporting women in Coventry. Pulling together research into the causes and

**“Family responsibilities, social security rules and differing work opportunities all make women more likely to have lower incomes than men throughout their lives”**

effects of poverty, it shows how family responsibilities, social security rules and differing work opportunities all make women more likely to have lower incomes than men throughout their lives.

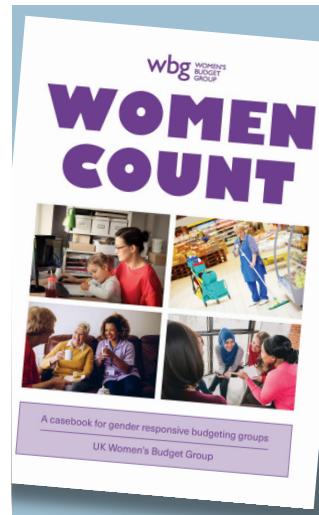
The women who took part in both studies described the way that poverty limits their decisions about housing, health, education and training and causes anxiety in their families.

Ways to address this trend of

women bearing the brunt of austerity include:

- Equality impact assessments of all spending and revenue measures, including analysis of cumulative impacts and combined impacts
- Investment in childcare, adult social care, public transport and flexible and adaptable jobs to remove barriers to work
- Benefits designed for individuals rather than households; review the universal credit system; end the benefits freeze and arbitrary caps.

WBG analyses the impact of government policy on gender equality and promotes gender responsive budgeting. A casebook, Women Count, funded by OSF, is being launched this month to provide a resource for organisations who want to carry out similar work.



## Find out more

Read the reports and get information about gender budget analysis at [wbg.org.uk](http://wbg.org.uk)

For more information about Women Count visit [womencount.wbg.org.uk](http://womencount.wbg.org.uk)

## TUC Congress: women's rights on the agenda

This year's TUC Congress marked the 150th anniversary of the TUC. From the chainmakers of Cradley Heath, to the match women at Bryant and May, to the brave women at Ford Dagenham, Trico, and Grunwick, women have always been a driving force for action and change in our movement.

In spite of women's role in the workplace and in the union movement, the barriers and discrimination facing women have not always been at the forefront of our bargaining and campaigning agenda. Things have changed though and this year's Congress saw several strong debates on issues that affect women in the workplace and in their lives outside of work; sexual harassment; flexible working; and on the decriminalisation of abortion.

**“Our priority must be not just about pressing for legislative change, but to bargain, campaign and organise around these issues in our own workplaces”**

The fact that issues relating to women's rights and discrimination are taking centre stage at TUC Congress is a testament to the trade union women throughout our history who have fought to make our voices heard.

These debates were not just opportunities to highlight the problems – from widespread sexual harassment, to employers refusing to

accommodate flexible working requests, to outdated legislation which restricts women's access to safe, legal abortion – but also a chance to talk about the steps unions are taking to support members, bargain for equality, and to campaign for women's rights at work. From entertainment unions setting up sexual harassment helplines for members and negotiating new codes of conduct with industry bodies, to education unions prioritising training for union reps and members on sexual harassment, to health unions lobbying government and NHS employers to make flexible working a reality for workers.

Just like our trade union sisters before us, our priority must be not just about pressing for legislative change, but to

bargain, campaign and organise around these issues in our own workplaces.

### Commissioning editor:

Karen Watts

### Contributors

Alison Burrowes, Pam Cole  
Karen Foster, Cheryl Gedling  
Scarlet Harris, Ros Hewitt  
Zita Holbourne, Keith Johnston  
Stephanie Landeryou  
Clare McInally, Gayle Matthews  
Phyllis Opoku-Gyimah,  
Mark Serwotka, Karen Watts

### Contacts:

To contact members of the national women's forum or members of the editorial board of PCS Women: contact the PCS equality department at: [equality@pcs.org.uk](mailto:equality@pcs.org.uk)