

INTERNATIONAL WOMEN'S DAY NEWSLETTER 2024



LORRAINE COTTER



A special tribute to one of our very own

Women's Committee Member

Lorraine Cotter 04.08.66 – 10.02.24

Our huge condolences go to husband Eddy, daughter Rachael, son Ed, stepson Ian, her beloved grandchildren, family and friends. Our thoughts are with Lorraine's fellow comrades, friends, and colleagues at Crosby High School where she was a workplace rep for many years, supporting numerous members and all done with passion commitment and sometimes fun, knowing Lorriane.

#InspireInclusion

**225 MPs in the UK
are Women.**

**430 MPs in the UK
are Men.**

**41% of Councillors in UK
are Women.**

**59% of Councillors in UK
are Men.**

**We need to #Inspire
women to become
involved in politics.**

#INSPIREINCLUSION

International Women's Day 2024 campaign theme is 'Inspire Inclusion'.

**The campaign theme for International
Women's Day 2024 is Inspire Inclusion.**

**When we inspire others to understand and
value women's inclusion, we forge a better
world.**

**And when women themselves are inspired to
be included, there's a sense of belonging,
relevance, and empowerment.**

**Collectively, let's forge a more inclusive
world for women.**



Pictured is the Northwest Delegation

The conference included 3 days of debate, the opportunity to join in workshops and to meet inspirational women leaders.

This conference is the decision making session which allows the membership (i.e. us) to have a say on the work which is taken forward by this Self Organised Group.

We also had a Service Group briefing (our Service Group is Local Government) which informed us of things to focus our energy on moving forward, such as making sure our contact details are up to date so we can contact our members in the run up to the pay claim.

Two key motions centered on representation. The need to ensure that we have diverse women representation from branch level all the way to National Executive Council. Representation of young members was also highlighted and how this needs to be a focus moving forward as our young members are our future. (NB Young members are 30 and under). Both motions focused on ensuring that opportunities are offered and that we support our sisters taking on roles within UNISON.

There was an emergency motion - Women and Children of Gaza which was accepted onto proceedings by the Standing Orders Committee (SOC) (the group which considers all the motions and sets out the running order of conference). Passionate speeches were heard for the motion, and it was carried. This was voted to be taken forward to this year's National Delegate Conference.



**Green Network - National
Womens Conference -
Sefton...**

www.seftonunison.co.uk

MENOPAUSE POLICY - JOURNEY



SEFTON MENOPAUSE CHAMPIONS

Sefton Menopause Champions

After attending UNISON Women's Conference, members & Branch Officers formed a Women's Committee.

We recognised the struggles women were having with menopause symptoms due to a lack of awareness in work being considered a 'Taboo' subject.

We wrote a menopause policy to offer support to women and protect them from discrimination. This was adopted by Sefton Council & New Directions.

We trained to become Menopause Champions & held a launch party.

The policy has been shared with other UNISON branches, academies & local, social care sectors so that more women can benefit.

Bootle Town Hall was lit up with 'Pause for the Menopause' Active Sefton has since launched a menopause support group with speakers which runs monthly.

The aim of this year's theme is to encourage people to challenge when women aren't included in the wider conversation.



Make A Pledge Today

- ❖ I will celebrate Women's achievements.
- ❖ We will help forge a gender equal world.
- ❖ We will forge positive visibility of women.
- ❖ I will call out gendered actions or assumptions.

The Challenge

Growing a family is a fundamental part of many lives which can have a devastating impact on those whose journey isn't as easy. Sadly, the reality of the challenge is rarely recognised and often misunderstood by employers and as a result many people suffer in silence.

The Women's committee have completed the first draft of a fertility policy which will be adopted by Sefton MBC and New Directions and shared with local social care providers so that support can be provided including:

- The right to paid time off for fertility treatment, including partners
- Flexible support that is practical and takes account of emotional and mental health wellbeing
- Protection from detriment for taking time off for fertility treatment.
- Training for managers to support people who need fertility treatment.



Women and Pensions

UNISON is committed to trying to improve the pension rights of women who, for several reasons, typically save less for retirement than men.

As around 75% of our members are women, and because the gender pay gap becomes a pensions gap in retirement, this is clearly a big issue for us.

But there are other factors too. It is still true that women are putting everyone else's needs before their own, especially when it comes to the cost of caring. Often, looking after their own retirement is at the bottom of a long list of priorities.

Research shows that:

- only 52% of women are adequately saving for retirement in comparison to 60% of men.
- female pensioners have a net weekly income that is approximately 85% of their male counterparts.
- women account for approximately 61% of pensioners above state pension age.
- over two-thirds of pensioners living in poverty are women.

Changes to the state pension age have hit women particularly hard and cuts to public services have been shown to impact women much more than men.

For more information go to

[Women and pensions | Pensions | UNISON National](#)

