

WOMEN'S CONFERENCE ARRANGEMENTS COMMITTEE

REPORT 1 to National Annual Women's Conference
2023

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WOMEN'S CONFERENCE ARRANGEMENTS COMMITTEE (WCAC)

Members: Gillian Arrindell, Jean Crocker, Anne Dean (Chair), Katrina Murray, Selina Norgrove, Joyce Still, Tracey Wainwright

Secretary: Sheila Murphy

Assistant Secretary: Lucy Buckerfield

Location: WCAC Office – Room 10, ACC Upper Level.

Contact: wcac@labour.org.uk before and during National Annual Women's Conference

WCAC REPORT

The WCAC report will be available to all delegates on the Labour Party Website as well as on the National Annual Women's Conference Platform. A link to the report will be emailed to all delegates.

The WCAC Report will be put to a vote amongst all Women's Conference delegates prior to the commencement of the first debate.

TODAY'S AGENDA

Saturday 7 October		Chair
10:00	Welcome / Introduction Morning Speeches Angela Rayner MP, Deputy Leader of the Labour Party Anneliese Dodds MP, Shadow Secretary of State for Women and Equalities and Party Chair Harriet Harman MP	Ruth Hayes,
10:27	WCAC Report Anne Dean, Chair of Women's Conference Arrangement Committee	Ruth Hayes
10:35	Policy Debate - Motion 1 Women in the Workplace	Ruth Hayes
11:05	Policy Debate - Motion 2 International Development EMERGENCY MOTION - Floods in Libya	Linda Hobson
11:35	BREAK - Conference Adjourns	
11:45	Policy Debate - Motion 3 Equal Pay	Carol Sewell
12:15	Policy Debate - Motion 4 Women and Pensions	Carol Sewell

12:45	LUNCH BREAK - Conference Adjourns <i>National Women's Committee Ballot Closes - 14:00</i>	
14:10	Policy Debate - Motion 5 Women's Health	Johanna Baxter
14:40	Policy Debate - Motion 6 Violence Against Women and Girls	Johanna Baxter
15:10	BREAK - Conference Adjourns <i>Motions Ballot Closes - 16:30</i>	
16:30	Closing Speeches Rachel Reeves MP, Shadow Chancellor of the Exchequer Keir Starmer MP, Leader of the Labour Party	Ruth Hayes
17:00	National Annual Women's Conference Close	

STANDING ORDERS FOR NATIONAL ANNUAL WOMEN'S CONFERENCE

The Standing Orders for National Annual Women's Conference were agreed by the NEC and can be found in Appendix 1 of this report.

TIME LIMITS FOR SPEAKERS

Movers of reports and motions will be allowed four minutes, with other speakers allowed two minutes.

Those wishing to speak should indicate to the chair by raising their hand whilst remaining seated. The waving of items to attract attention is not permitted and stewards will enforce this rule.

Only fully accredited delegates appointed in accordance with the party rules are entitled to move motions or speak in debates on behalf of their organisations.

SALE AND DISTRIBUTION OF MATERIAL

The WCAC does not permit the unauthorised sale or distribution of any material, including leaflets, within the Conference Centre, Stewards have been instructed to ensure that this ruling is strictly enforced.

SAFEGUARDING AND VISITOR SAFETY

Safeguarding Code of Conduct

Attendees are asked to read the Party's Safeguarding Code of Conduct, which outlines the requirements upon all of us to keep children and adults-at-risk safe. A copy can be accessed online at <https://labour.org.uk/wp-content/uploads/2020/07/Safeguarding-Code-of-Conduct-2020.pdf>

Reporting Safeguarding Concerns for Children and Adults-at-Risk

The Labour Party Safeguarding Unit works closely with other internal teams and external organisations to manage any safeguarding concerns and to help keep individuals safe from harm and abuse, throughout all Party activity.

We want everyone to feel safe National Annual Women's Conference. If you see or hear something which concerns you, you can report it through one of the below channels:

Saturday 7 October, between 9:30am – 6:30pm*

Safeguarding Line: 0207 783 1134

Conference Mobile: 07885 472 101

Email: safeguarding@labour.org.uk

*Outside of the above stated times, or in an emergency, contact 101 or 999.

If you are concerned about your own safety, you can use the above contact details to reach the Safeguarding Unit or ask a steward or staff member to put you in touch (you will not be asked by a steward or staff member to explain why). Staff from the Safeguarding Unit are onsite and will step in to ensure individuals are supported and kept safe, as well as identifying any other steps needed to protect others.

ACCESSIBILITY

We have several services onsite to facilitate a conference that is accessible for all. WCAC reports are transcribed into accessible format at delegates' request. BSL interpreters will be translating all plenary sessions in the main hall and there is a live palantypist service that is accessed via a dedicated website also in the main hall. Mobility Aids can be hired through Local Solutions, advance booking is required. Mental health first aiders will be based on the Guest Relations Desk in the ACC from 10am to 4pm. A quiet space is based in room 8.

The ACC Liverpool is fully accessible, our Accessibility Co-ordinator will be available throughout the National Annual Women's Conference and can be contacted on:
07545 421 411

BALLOTS

Ballot papers can be collected and cast in the Ballot Area located in Room 12 of ACC.

National Women's Committee	CLOSE 14:00	Voting by CLP delegations only
Motions Ballot	CLOSE 16:30	Voting by all TU, Soc Soc and CLP delegations

NATIONAL WOMEN'S COMMITTEE – DIVISION III – CLP BALLOT

A ballot will take place for the National Women's Committee – CLP Representatives within the timeframe mentioned in Today's Agenda:

There are six members to be elected to this section.

- Must have at least twelve months continuous membership.
- Nominated by at least five CLPs/Women's Branches.
- Elected by all CLP/Women's Branch delegates to National Annual Women's Conference.
- Two-year term.

The statements submitted by candidate standing within each section can be found in Appendix 4 of this report.

NATIONAL WOMEN'S COMMITTEE – DIVISION I - Trade Union Representatives

Trade Unions affiliated to the party as of the 31 December 2022 were asked to nominate candidates for the National Women's Committee – Trade Union Representatives.

- Six members to be elected
- Must have at least twelve months continuous membership.
- Nominated by at least one affiliated trade union.
- Elected by trade union delegates to Labour Party Women's Conference
- Two-year term.

The following candidates were elected unopposed:

DAVIS, Sonya

HAYES, Ruth

HOBSON, Linda

SHARROCKS, Jean

ROWLES, Emily

WARD, Melanie

NATIONAL WOMEN'S COMMITTEE – DIVISION II – Socialist Society Representative

- One to be elected
- Must have at least twelve months continuous membership.
- Nominated by at least one affiliated socialist society.
- Elected by socialist society delegates to Labour Party Women's Conference
- Two-year term.

The following candidate was elected unopposed:

MASTER, Marianna

MOTIONS AND PRIORITIES BALLOT

There were 98 motions submitted from CLPs, Women's Branches and affiliated organisations. The Women's Conference Arrangements Committee agreed the motions be placed in the agreed subject groupings that were put to delegates in an online Priorities Ballot, split into the two sections. The following subjects were successful in the Priorities Ballot

- Equal Pay
- International Development
- Violence Against Women and Girls
- Women's Health
- Women and Pension
- Women in the Workplace

All motions that were successful in the Priorities Ballot can be found in Appendix 2 of this report. The results of the ballot can be found in Appendix 3.

COMPOSITE MOTIONS

Delegates from CLPs and affiliated organisations who submitted motions on the subjects mentioned above were invited to attend composite meetings between the 28 September – 3 October 2023.

The agreed composite motions that delegates will move for debate by Conference can be found below.

COMPOSITE MOTION 1: WOMEN IN THE WORKPLACE

Nearly fifty years after Barbara Castle introduced the Equal Pay Act, women still earn 15% less than men. This is unfair and unacceptable especially when many women are struggling to pay their rent or mortgage, feed a family and pay sky-high energy bills.

Inequality in England is worse than Scotland and Wales, with the biggest gap in the South-East and East Midlands. Steps to tackle pay inequality can help change this. Conference endorses work to ensure that equality is at the heart of everything Labour does, and therefore notes the FBU's Equality Matters campaign.

Conference notes the FBU's Fight for 52 research that shows that a firefighter in Staffordshire is receiving more than - £15,000 than their counterpart in Cornwall in maternity pay.

Conference also notes that better paternity leave provision can support more mothers in their return to work and contribute to closing the gender pay gap.

Conference welcomes the Labour Party's commitment to reviewing the parental leave system. The review should take into account the way in which caring commitments impact on women's daily lives, decision making and financial circumstances.

Conference also asks that the review's overarching aims should be to deliver a simpler, more equal system that provides stronger and more effective rights to carer-friendly working. Reforming leave policies in this way better enables women to enter into, maintain and progress in employment; make real and meaningful choices about balancing work and care; and recognises the societal and economic value of women's paid and unpaid work.

Conference notes that women still bear the burden of responsibility with regards to caring for elderly parents, in addition to parenthood.

Women on low and/or fluctuating levels of pay as well as those with more than one job and those in insecure, temporary or self-employment are amongst those excluded from carer friendly employment rights. Conference is concerned that women's caring and parental responsibilities and the effort required to make themselves available to do their jobs is frequently invisible and ignored.

Conference recognises that families are facing a crisis in childcare provision across the country. The UK has the third-highest childcare costs in the world and has resulted in families paying an average of 29% of their income towards childcare costs- while many comparable European countries see families spending 1-0% of their income on childcare.

Women report being disproportionately affected by childcare costs and that the major responsibility for caring for children and other dependent family members falls on women.

Conference believes that poor pay, terms and conditions have resulted in the lack of childcare provision across the country and created a retention and recruitment crisis. Conference recognises that the national shortage of affordable childcare is a barrier to equality and resolves that a Labour Government should introduce measures to drive affordable childcare.

Conference notes that restrictive eligibility for funded nursery hours contributes to the gender pay gap, in particular for the self-employed. For musicians, evening and weekend working comes with poor access to out-of-hours childcare and self-employed musicians rely on statutory provision.

Conference also notes that 14% of the UK workforce are shift workers and it is estimated that 22% of them are women. Shift workers may often incur additional childcare costs as their requirements for care do not fit into the normal 9 to 5 working day meaning they are forced to consider alternatives to standard options such as nurseries, breakfast and afterschool clubs and even childminders. Conference also asks for new financial measures to boost the childcare sector.

Conference notes and resolves to improve the experiences of parents and carers in the performing arts.

Recruiting practices often don't reflect a society where women make up the largest part. It's essential that AI programmes be designed to avoid any bias against women and others as potential candidates and be non-discriminatory.

A Labour government should introduce legislation for new measures to boost rights for flexible working, bring in more pay transparency and toughen employee rights to get information on pay.

Conference therefore commits to increased, affordable childcare provision for parents and carers who work non-standard hours including nights and weekends.

A Labour government should:

Ensure access to affordable childcare for all, including access to wraparound childcare.

Commit to introducing concrete measures to ensure that the cost of childcare is reduced.

Note the postcode lottery of maternity provision in the UK, and that the needs of women workers in industries such as music and women firefighters are not being met, and recognise the FBU's Fight for 52 campaign.

Mover: USDAW
Seconder: CWU

COMPOSITE MOTION 2: INTERNATIONAL DEVELOPMENT

Conference notes that:

- Global events such as the Covid-19 pandemic and the ongoing war in Ukraine have had a disproportionate impact on women.
- In the global south, clear gender disparities have been exacerbated by poor access to health, education and basic supplies
- The economic fallout has had a regressive effect on gender equality and undermined years of progress in many countries across the world.

Conference recognises:

- That the struggle for gender equality is not going far enough or fast enough to meet SDG5 by 2030
- That while some progress has been made in the UK's approach to gender, there is much further to go

Conference resolves:

- To ensure that international development policy tackles the root causes of gender inequality and violence against women and girls globally

Mover: Hammersmith CLP

Seconded: Cities of London and Westminster CLP

COMPOSITE MOTION 3: EQUAL PAY

Conference notes that Labour is the party of equal pay, and that under the Conservatives the gender pay gap is narrowing too slowly, pregnancy and maternity discrimination has risen, the tribunal system is beset by delays, denying women pay justice and inequality remains rife.

Conference recognises the historic and structural undervaluing of women's work, and the long legacy of unequal pay in both the public and private sectors, including local government, and conference notes with concern that hundreds of millions of pounds of women's equal wages continue to be withheld.

Women's economic inequalities come in many forms including unpaid care work and maternity discrimination. Under the Tories, pregnancy and maternity discrimination has risen.

These behaviours mirror inequality throughout society in general and are so much worse for women of colour and disabled women. It is they who so often experience multiple discrimination - which sadly exists even in organisations which should be bastions of equality and change.

Five decades after Barbara Castle's Equal Pay Act and despite the introduction of mandatory gender pay gap reporting in 2017, women are still paid less on average than men and progress made in narrowing the gap appears to have stalled, even in sectors like education and healthcare where the workforce is overwhelmingly female. In 2022, the UK's estimated average gender pay gap for all employees was 14.9%.

Conference condemns attempts to deny women fair pay, including through the use of outsourcing and notes that unless the support and caring jobs that women do are properly valued, the gender pay gap will remain stubbornly wide. Pay inequity for working women extends into retirement. Over two thirds of pensioners living in poverty are women.

More must be done to fully understand the impact of multiple pay gaps and that work to close the gender pay gap must also pay attention to the intersectional profile of the workforce. Research suggests that the gender pay gaps faced by Black or disabled women are higher.

Labour is undertaking a gender pay gap review that will engage with the women's sector, trade unions, local government and business organisations, to identify and eliminate these inequalities in earnings and support working women, including self-employed women and mothers of young children.

Conference welcomes important commitments secured through the National Policy Forum:

- Introduce measures to end the outsourcing of services to avoid paying equal pay.
- Implement a regulatory and enforcement unit for equal pay with involvement from trade unions.
- Restore the ability to draw on equal pay comparators where workers' terms and conditions can be attributed to a single source.

Conference resolves that:

- Large firms should be required to develop, publish and implement action plans to close their gender pay gaps, with outsourced workers included in their gender pay gap and pay ratio reporting. A Labour government should ensure pay gap reporting and for gender pay 'action plans' to be mandatory for employers with more than 250 staff.
- Following years of inaction from the Government, the publication of ethnicity and disability pay gaps should also be made mandatory for employers with more than 250 staff, to mirror gender pay gap reporting.

Conference calls on the Labour Party to:

- Include clear equal pay commitments in its next general election manifesto, building on and including the 2023 National Policy Forum report and take action against discriminatory pay structures in government and close the gender pay gap.
- Work with trade unions to build on Barbara Castle's legacy and eliminate the injustice of pay discrimination.

- Actively pursue global goals to achieve women's equality and empower all women and girls as set out in Section 5 of the UN Sustainable Development Goals and CEDAW to help eliminate discrimination and ensure gender equality.
- Within the first year in office review the failing system of parental leave system so that it best supports working families.

Mover: GMB
Seconded: UNISON

COMPOSITE MOTION 4: WOMEN AND PENSIONS

Women and Pensions

Conference notes:

- That there exists a gender pensions gap in the UK which, by most measurements, is more than double that of the gender pay gap. And that this gap is largely a reflection of differentials in private pension wealth accrual between men and women.
- Approaching retirement age, the median private pension wealth of women is one third that of men's private pension wealth, with women's private pension pots being worth 35% less than male colleagues at 55.
- Women need to save around 5-7% more than men, in order to draw the same pension income throughout their retirement, to account for living longer.
- 50% more women than men are heading towards retirement without any private pension savings, with 17% gap in private pensions contribution rates.
- The £10,000 earning threshold is depriving 1.4m women over 22, of auto-enrolment and even if lowered to 18, more than 33% women aged 18-21 would not qualify.
- Over 2 billion pounds of Pension Credit goes unclaimed every year. The process of making claims is complicated to navigate particularly for pensioners without internet, living alone or suffering age related physical and mental health issues.

Conference further notes that:

- The Parliamentary and Health Service Ombudsman (PHSO) has found that the Department for Work and Pensions was guilty of maladministration in its handling of the State Pension Age increase for women born in the 1950s.
- The All Party Parliamentary Group on State Pension Inequality for Women has concluded that the “impact of DWP maladministration on 1950s-born women has been as devastating as it is widespread. Women have had their emotional, physical, and mental circumstances totally obliterated by a lack of reasonable notice.”
- DWP failures left 3.8m 1950s women with State Pension age increases, plunging many into poverty with 1/3 struggling to buy food and pay household bills.

This conference believes that

- All older people should be able to live comfortably and to participate fully in society.
- Over 2 million pensioners in the UK live in relative poverty and material deprivation.
- Studies demonstrate that older women are disproportionately at risk of hardship.
- Women's lower pension income reflects lower average earnings during work periods and time out of the labour market to care for children and dependents.
- Research commissioned by campaign group WASPI has found that by the end of 2022, more than 220,000 1950s born women will have died waiting for justice since the WASPI campaign began in 2015.

Conference calls on the Labour Party to support policy measures which target the numerous causes of the gender pensions gap, including the provision of affordable and accessible childcare services, to support women in employment.

In addition, Conference calls on the Labour Party to:

- Introduce mandatory action plans in gender pay gap reporting. Require reporting by large employers.
- Require ministers to report on gender pension gap including action plans and pay an unreduced state pension to those with 45 years of NI contributions.
- Scrap the £10,000 earnings trigger threshold for automatic enrolment in a workplace pension, as more women than men tend to be excluded.

- Allow early access on a means-tested basis, perhaps by de-linking Pension Credit qualifying age from the state pension age; to disabled people and carers.
- Pension Credit uptake should be boosted by better publicity and using DWP data to identify those eligible but not claiming benefits. Direct contact should be made through third sector and other organisations to assist claims. Impartial advice should be offered to help older vulnerable people maximise their income and savings.
- Provide well-funded, high-quality, free at the point of use, childcare for all.
- Introduce a family carer top-up, to boost the pension wealth of people who take time away from work to care for children or relatives.
- Appoint a minister for older people and set out reforms to end poverty in later life.
- A swift resolution to this ongoing injustice for 1950s women before more and more women die waiting for compensation and arrange a meeting with Unite and campaign groups.

Mover: Unite
Seconded: Henley CLP

COMPOSITE MOTION 5: WOMEN'S HEALTH

Conference notes that:

Women's health issues are of utmost importance and require significant attention and resources.

Under the Conservatives, too many women have late cancer diagnoses, mental health services are failing girls and women, and maternity services are dangerously understaffed.

There's a postcode lottery in sexual and reproductive healthcare. Preparation for parenthood is crucial for levelling up opportunities for children and can help tackle disparities in their mental and physical health. The Conservative Government's health policies have either failed to help people of reproductive age or are too little too late for women entering maternity care.

Clinical trials don't include enough women, meaning medication isn't always well tested on the people who are prescribed it. Myalgic Encephalomyelitis (ME), also known as Chronic Fatigue Syndrome (CFS), is a severe, complex, chronic neuro-immune disease affecting involving multiple systems and organs of the body, which primarily affects women. Medical professionals have a poor understanding of the condition and there are no meaningful treatments. Over the last decade, research funding has been significantly less than other comparable illnesses.

The menopause is poorly understood, which means many women face unacceptable challenges in the workplace and their wider lives.

Conference further notes that:

Women's health inequalities are intersectional. It is a national scandal that under the Conservatives, Black women are four times more likely to die in childbirth, postpartum, and pregnancy than White women, and Asian women nearly twice as likely.

A focused, comprehensive approach is required to address the complex and multifaceted issues related to women's health, with comprehensive policies and programmes that address the health needs of women and a particular focus on marginalised and underrepresented communities.

Labour is the party that can deliver for the NHS and tackle inequalities throughout public services. While we celebrate 75 years of Labour's NHS, the Tory/Coalition governments of the past 13 years have under-funded and fragmented the NHS. Labour, as NHS founders, should be its primary defender.

Conference calls on the Labour Party to:

- Work in collaboration with various stakeholders, including women's health organizations, trade unions, healthcare providers, researchers and community groups, to develop evidence-based policies that prioritize the health and well-being of women.

- Unambiguously reject NHS privatisation and launch a major campaign to defend the NHS.
- Work to erase the health inequalities experienced by women and set a target to end the Black maternal mortality gap.
- Ensure health policies that address obesity and weight management, alcohol and smoking include preconception healthcare
- Add sexual and reproductive healthcare to the curriculum to teach pupils the importance of healthy pregnancies.
- Train the next generation of health visitors and midwives, to ensure mothers have the support they need to keep them and their babies well.
- Improve mental health services so that people no longer wait months to get help.
- Improve awareness of and research into ME, and ensure that women with ME are not neglected by healthcare professionals.
- Appoint a designated individual to have the portfolio of overseeing women's health, with the responsibility to develop evidence-based best practice policies and programmes that address the unique health needs of women.
- Improve the diversity of clinical trial recruitment so that any medication women are prescribed is known to be safe and effective for them.

Mover: Hastings and Rye CLP
Seconded: Epsom and Ewell CLP

COMPOSITE MOTION 6: VIOLENCE AGAINST WOMEN AND GIRLS

Every woman and girl should feel safe in their home, on our streets, in their school or workplace and in our wider community. Yet, violence against women and girls (VAWG) remains endemic in Britain today.

Tackling gender-based violence should be one of the highest priorities for the next Labour Government.

Our criminal justice system is failing the women and girls who become victims of these crimes. The charge rate for rape has collapsed and across the criminal justice system, millions of victims are now dropping out.

The UK Victims Commissioner warned that 'we are witnessing the decriminalisation of rape' and, in her 2022 resignation letter, cited 'a catastrophic backlog of cases 'leading to a 'criminal justice system in chaos'.

Conference Notes:

- Street harassment and Violence against Women and Girls in the UK is endemic.
- More than a decade on from the UN's first resolution to eliminate sexual violence in conflict, many victims are waiting for services and justice. We acknowledge the impact of climate change leading to displacement and vulnerability of women and girls to sex and domestic labour trafficking.
- Women and girls are particularly vulnerable to trafficking and modern slavery because of power, economic, social, and political discrimination and exploitation.
- The UK has obligations to reduce demand for sexual exploitation under the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).

Women's Conference calls on the Labour Party:

- Introduce a new statutory minimum sentence of seven years for rape, which better reflects the seriousness of the crime
- Roll out Specialist Rape Courts to tackle the unacceptably low rates of prosecution for rape by fast tracking rape cases through the court system
- Introduce a specific new criminal offence for spiking.

- Overhaul police standards system, by introducing new national compulsory standards on vetting, checks and misconduct.
- Ensure each police force has a specialist rape and serious sexual offence unit
- End the promotion of harmful content online to tackle harassment and abuse experienced on social media
- Cross government approach recognising the critical role of women's organisations in tackling VAWG
- Labour will make ending sexual violence in conflict a core part of its international agenda to bring new drive to the UN Campaign.

Mover: Cambridge CLP
Seconded: Northampton North CLP

EMERGENCY MOTIONS

The WCAC has agreed that the emergency motions from the following organisation met the criteria to be categorised as an emergency so they will be timetabled for debated at National Annual Women's Conference.

BAME Labour

Submitted motion(s) can be found in Appendix 5 of this report.

**PLEASE NOTE IN ORDER TO VOTE FOR THIS EMERGENCY MOTION IN THE
MOTIONS TO ANNUAL CONFERENCE BALLOT**

PLEASE GO TO THE BALLOT ROOM AND REQUEST A REPLACEMENT BALLOT PAPER

Emergency Motions Referred to the National Policy Forum

The WCAC has agreed that the submission from the following organisation do not fulfil the WCAC's criteria for emergency motions and will be referred to the NPF after National Women's Conference for further consideration.

Tottenham CLP
North East Hertfordshire
Bristol West
Winchester
Socialist Education Association
Plymouth Moor View
New Forest West
Oldham West and Royton
Cities of London and Westminster
Sutton Coldfield
Finchley and Golders Green
Stoke-on-Trent Central
Labour Business

APPENDIX 1 - STANDING ORDERS FOR NATIONAL WOMEN'S CONFERENCE

1. Conference timetable

- A. The timetable for Annual Conference shall be drawn up by the Women's Conference Arrangements Committee (WCAC).
- B. The NEC may submit any items of business to National Women's Conference (NWC) in line with its responsibilities laid out in Chapter 1, Clause VIII of the Labour Party Rule Book.

2. Motions

A. Notice of motions

- i. Motions may be submitted by affiliated organisations and either Constituency Labour Parties or Women's Branches where they are established.
- ii. Only motions submitted by the deadline agreed by the NEC will be accepted.

B. Emergency motions

- i. The WCAC shall set a deadline for the receipt of emergency motions.
- ii. The WCAC shall only timetable an emergency motion for debate if it meets the following conditions:
 - a. on a subject that has arisen after the closing date for motions; and
 - b. Be a matter relevant to women; and
 - c. be a matter of urgent and immediate importance to the discussion by delegates to National Women's Conference.
- iii. The WCAC shall inform organisations whose emergency motions do not meet the criteria above as soon as practicable and will provide an opportunity for such organisations to appeal their decision.

C. Compositing

- i. Delegates from organisations whose motion's topic has been successful in the priorities ballot shall be invited to an online compositing meeting. No more than one delegate from any one organisation may attend an online compositing meeting. Members of the WCAC or their staff, the Leader or their staff, Frontbenchers who are responsible for the policy area, and members of the Labour Party Policy Team shall also be eligible to attend. Such online

meetings shall be chaired by a member of the WCAC and should be no more than 120 minutes. Additional members may be invited to attend to assist members with disabilities. Members with access needs who require someone to attend to assist them should notify WCAC in advance.

- ii. Only words from the motions may be used to form a composite. No new words can be introduced although some text may be omitted.
- iii. The wording from motions from organisations who do not have delegates in attendance cannot be used.
- iv. Delegates in attendance who agree the final wording, shall agree a mover and a seconder who will speak to conference during the relevant debate. The Policy Team shall arrange for all composite motions to be submitted to the WCAC by email with the mover, seconder and Chair of the online meeting copied.
- v. The WCAC shall timetable the composited motions, where practicable this shall be within the most relevant policy debate.

3. Chair

A. Appointment of Chair

- i. The NEC Women's Subcommittee shall appoint a panel of chairs from among the membership of the NEC Women's Subcommittee for each session of National Women's Conference.

4. Procedure in debate

A. Time limits for speakers

- i. Movers of reports, motions and rule changes will be allowed four minutes, with other speakers allowed two minutes. Speakers should indicate a desire to speak during a debate. WCAC and the Chair give due consideration to fair representation of CLPs and affiliates.
- ii. Time limits shall be strictly enforced, and the Chair shall have the right to end any delegate's speech should the time limit have been exceeded.
- iii. Delegates may only speak once within each debate.

B. Discussion on motion

- i. Any relevant composite motion(s) will be moved and seconded by the delegates agreed at the online compositing meeting.
- ii. If there is a related emergency motion, then it will be moved and seconded.

- iii. Only fully accredited delegates appointed in accordance with the party rules are entitled to move motions on behalf of their organisations.
- iv. The mover of a motion may exercise their right to withdraw a motion or remit it to the appropriate Labour Party committee at any time prior to the commencement of a vote.

C. Point of order

- i. Any delegate may raise a legitimate point of order during a debate by communicating to the Chair in manner agreed by the WCAC.
- ii. The Chair shall retain the power to rule what is and is not a legitimate point of order, and to instruct a delegate to end an illegitimate point of order.
- iii. A point of order will be ruled illegitimate if it does not immediately and directly identify which of these standing orders is in question.
- iv. The Chair will inform Conference when a legitimate point of order has been raised and the appropriate action required.

D. Ending debate

- i. Debates shall be ended by the Chair in line with the timetable published by the Women's Conference Arrangements Committee.
- ii. The chair will indicate when the last speaker is to be called.

E. General

- i. All speakers shall be accredited delegates or ex officio members of Party conference except where the WCAC determines otherwise.
- ii. The Chair shall take all steps within their power to ensure that speakers are a fair representation of National Women's Conference, ensuring that all delegates from a broad range of backgrounds are chosen.
- iii. Each delegate or ex officio member to NWC may speak only once in any given session of NWC, subject to Chair's discretion.

5. Voting and ballots

A. General

- i. Voting at NWC shall take place in line with the procedures outlined below.

B. Voting on resolutions

- i. Voting on resolutions, reports and proposals shall be by a show of hands. Where a show of hands is unclear a card vote can be called at the discretion of the chair.

C. Voting on constitutional amendments

- i. Voting on constitutional amendments shall be by card vote.

6. The Women's Conference Arrangements Committee (WCAC)

A. The role of the WCAC

- i. The WCAC shall mirror the responsibilities for the Conference Arrangements Committee outlined in Chapter 3, Clause II.2 of the Labour Party Rule Book

B. The WCAC Report

- i. The WCAC Report shall set out the timetable for NWC. Delegates may speak from the floor for up to one minute on the WCAC Report, prior to a vote being taken.
- ii. Should conference vote not to accept the WCAC Report, the Chair of the WCAC shall report back to the WCAC, and a new Report will be prepared. In such circumstances, the Chair of NWC shall move that Conference continues on the timetable published, up until a revised Report is produced.
- iii. Should the motion on continuing with the timetable published fall, Conference will be suspended up until a revised report is published.

7. Suspension of standing orders

A. Procedural motion to suspend a standing order

- i. Any motion to suspend standing orders may only be moved on behalf of the NEC. Any such motion to suspend standing orders must specify which standing order is proposed to be suspended.
- ii. Code of conduct – the WCAC shall publish a code of conduct which sets out expected standards of behaviour and conduct for all delegates, ex officio members, visitors, and members of staff. The Chair of Conference shall have the right to remove any member from National Women's Conference for breaches of the code of conduct. Any member so removed shall only be eligible to re-join National Women's Conference with the written permission of the WCAC.
- iii. Amendments to standing orders – amendments to these standing orders to meet the challenges of conducting a conference online may be agreed by the

Chair of the Organisation Sub-Committee or an NEC member nominated to act on his/her behalf on the recommendation of the WCAC.

APPENDIX 2 – MOTIONS

Below are the motions successful in the Priorities Ballot.

GROUP SUBJECT : EQUAL PAY

FIGHTING FOR WOMEN AND GIRLS' EQUALITY

Conference notes: Women's economic inequalities come in many forms including unpaid care work and maternity discrimination. Five decades after Barbara Castle's Equal Pay Act, the gender pay gap is narrowing too slowly. The current model of family leave entitlements does not support families to share caring responsibilities equally, entrenching the discrimination that women face in the workplace. Under the Tories, pregnancy and maternity discrimination has risen. Labour is undertaking a gender pay gap review that will engage with the women's sector, trade unions, local government and business organisations, to identify and eliminate these inequalities in earnings and small business financing. This includes policies to support working women, including self-employed women and mothers of young children. Conference resolves that: A Labour Government should actively pursue global goals to achieve women's equality and empower all women and girls as set out in Section 5 of the UN Sustainable Development Goals. Large firms should be required to develop, publish and implement action plans to close their gender pay gaps, with outsourced workers included in their gender pay gap and pay ratio reporting. Following years of inaction from the Government, the publication of ethnicity and disability pay gaps should also be made mandatory for employers with more than 250 staff, to mirror gender pay gap reporting. A Labour government should within the first year in office review the failing system of parental leave system so that it best supports working families within the first year in office.

SUBMITTED BY

EDINBURGH NORTHERN AND LEITH CLP

EQUAL PAY AND THE GENDER PAY GAP

Despite the introduction of mandatory gender pay gap reporting in 2017, women are still paid less on average than men. Even in sectors like education and healthcare where the workforce is overwhelmingly female. In 2022, the UK's estimated average gender pay gap for all employees was 14.9%. This is the official figure used by the Office for National Statistics (ONS) and means that on average women earned approximately 14.9% less than men. Progress made in narrowing the gap appears to have stalled. Unless the support and caring jobs that women do are properly valued, the gender pay gap will remain stubbornly wide. Pay inequity for working women extends into retirement. Over two thirds of pensioners living in poverty are women. It is important that the gender pay gap is not considered in isolation. More must be done to fully understand the impact of multiple pay gaps. Research suggests that the gender pay gaps faced by Black or disabled women are higher. This means that work to close the gender pay gap must also pay attention to the intersectional profile of the workforce. Conference calls on the Labour Party to: - - Campaign for employers to commit to end the gender pay gap as part of the annual pay round. - - Demand that the Government commit fully to gender pay gap reporting and for gender pay 'action plans' to be mandatory. - - Develop a campaign to implement CEDAW into domestic legislation to help eliminate discrimination and ensure gender equality.

SUBMITTED BY
UNISON

EQUAL PAY AND THE GENDER GAP

Conference notes that after of years of equality polices and fine words inequality remains rife. Nowhere is this more obvious than in the gender pay gap, seen in all levels of work. As trade unionists this is completely unacceptable and must be redressed. - Conference further notes that These behaviours mirror inequality throughout society in general and are so much worse for women of colour and disabled women. It is they who so often experience multiple discrimination - which sadly exists even in organisations which should be bastions of equality and change. - Conferences demands - - that Labour builds a transformative plan of action involving the Women's Committee, equality activists in our trade unions, as well as BAME, Disability & Women's & LGTB - and that Labour and in government takes all steps necessary to close the gender pay gap and consign it to the dustbin of history.

SUBMITTED BY
TSSA

FIGHTING FOR EQUAL PAY

Conference recognises the historic and structural undervaluing of women's work, and the long legacy of unequal pay in both the public and private sectors. Congress notes that Labour is the party of equal pay, and that under Conservatives the tribunal system is underfunded and beset by delays, which is denying women pay justice. Conference condemns cynical attempts by employers to deny women fair pay, including through the use of outsourcing. Conference notes with concern the situation at Birmingham City Council, where hundreds of millions of pounds of women's wages continue to be withheld. Conference further notes equal pay campaigns across local government, including in Dundee, Fife, Coventry and Sunderland. Conference welcomes important commitments secured through the National Policy Forum that the next Labour government will: 1. Introduce measures to end the outsourcing of services to avoid paying equal pay. 2. Restore the ability to draw on equal pay comparators where workers' terms and conditions can be attributed to a single source. 3. Implement a regulatory and enforcement unit for equal pay with involvement from trade unions. Conference therefore resolves that the Labour Party must: a. Include clear equal pay commitments in its next general election manifesto, building on and including the pledges set out in the 2023 National Policy Forum report. b. Campaign and take action against discriminatory pay structures in opposition and, most crucially, in Government. c. Work with trade unions to build on Barbara Castle's legacy and eliminate the injustice of pay discrimination.

SUBMITTED BY
GMB

GROUP SUBJECT: INTERNATIONAL DEVELOPMENT

ENSURING INTL DEVELOPMENT ACTIVITIES PRIORITISE WOMEN

Conference notes that:

- - Global events such as the Covid-19 pandemic and the ongoing war in Ukraine have had a disproportionate impact on women.
- - In the global south, clear gender disparities have been exacerbated by poor access to health, education and basic supplies
- - The economic fallout has had a regressive effect on gender equality and undermined years of progress in many countries across the world.

Conference recognises:

- - That the struggle for gender equality is not going far enough or fast enough to meet SDG5 by 2030
- - That while some progress has been made in the UK's approach to gender, there is much further to go.

Conference resolves: - - To ensure that international development policy tackles the root causes of gender equality and violence against women and girls globally

SUBMITTED BY

CITIES OF LONDON AND WESTMINSTER CLP

ILFORD NORTH CLP

NORTH EAST SOMERSET CLP

INTERNATIONAL DEVELOPMENT

Conference notes that: Global events such as the Covid 19 pandemic and the ongoing war in Ukraine have had a disproportionate impact on women. In the global south, clear gender disparities have been exacerbated by poor access to health, education and basic supplies. The economic fallout has had a regressive effect on gender equality and undermined years of progress in many countries across the world. Conference recognises: That the struggle for gender equality is not going far enough or fast enough to meet SDG5 by 2030. That while some progress has been made in the UK's approach to gender, there is much further to go. Conference resolves: To ensure that international development policy tackles the root causes of gender equality and violence against women and girls globally and adheres to feminist foreign policy.

SUBMITTED BY

ILFORD NORTH CLP

INTERNATIONAL DEVELOPMENT AND WOMEN

Conference notes that:

- - Global events such as the Covid 19 pandemic and the ongoing war in Ukraine have had a disproportionate impact on women.
- - In the global south, clear gender disparities have been exacerbated by poor access to health, education and basic supplies.
- - The economic fallout has had a regressive effect on gender equality and undermined years of progress in many countries across the world.

Conference recognises:

- - That the struggle for gender equality is not going far enough or fast enough to meet SDG5 by 2030. Conference resolves:
- - To ensure that international development policy tackles the root causes of gender inequality and violence against women and girls globally.

SUBMITTED BY

HAMMERSMITH CLP

GROUP SUBJECT: VIOLENCE AGAINST WOMEN AND GIRLS

[NO TITLE]

Every woman and girl should feel safe in their home, on our streets, in their school or workplace and in our wider community. Yet, violence against women and girls (VAWG) remains endemic in Britain today. Tackling gender-based violence should be one of the highest priorities for the next Labour Government. Under the Conservatives, our criminal justice system is failing the women and girls who become victims of these crimes. The charge rate for rape has collapsed, justice takes years to be delivered and across the criminal justice system, millions of victims are now dropping out. Tackling VAWG requires a whole-society approach, looking beyond just reform of policing and criminal justice, to our education system, our online regulation, our media and our community services. Strengthening preventative measures will also help to ensure Labour can deliver on its mission in Government to halve the levels of VAWG.

Women's Conference calls on the Labour Party to: - · Make misogyny a hate crime to make sure all police forces record the violence and harassment suffered by women - · Introduce a specific new criminal offence for spiking - · Overhaul our police standards system, by introducing new national compulsory standards on vetting, checks and misconduct. - · Ensure each police force in England and Wales has a specialist rape and serious sexual offence unit. - · Create a central national strategy to tackle violence against women and girls - · End the promotion and hosting of harmful content online, to tackle harassment and abuse experienced on social media platforms.

SUMBITTED BY

BEDFORD CLP

BURNLEY CLP

HYNDBURN CLP

VALE OF GLAMORGANE CLP

VIOLENCE AGAINST WOMEN AND GIRLS

Women's Conference notes that: Every woman and girl should feel safe in their home, on our streets, in their school, workplace and wider community. Yet, violence against women and girls remains endemic in Britain today. Our criminal justice system is failing the women and girls who become victims of these crimes. The charge rate for rape has collapsed and across the criminal justice system, millions of victims are now dropping out. Many victims wait years for justice because of the huge backlog in the courts, caused by 13 years of Conservative chaos. Tackling VAWG requires coordinated effort across Government, not just limited to crime and justice reform, to ensure Labour can deliver its mission in Government to halve levels of VAWG.

Women's Conference calls on the Labour Party to:

- · Introduce a new statutory minimum sentence of seven years for rape, which better reflects the seriousness of the crime
- · Roll out Specialist Rape Courts to tackle the unacceptably low rates of prosecution for rape by fast tracking rape cases through the court system
- · Introduce a specific new criminal offence for spiking.
- · Overhaul police standards system, by introducing new national compulsory standards on vetting, checks and misconduct.
- · Ensure each police force has a specialist rape and serious sexual offence unit
- · End the promotion and hosting of harmful content online to tackle harassment and abuse experienced on social media
- Cross government approach recognising the critical role of women's organisations in tackling VAWG

SUBMITTED BY
LEWISHAM WEST AND PENGE

THE ELIMINATION OF SEXUAL VIOLENCE IN CONFLICT

More than a decade on from the UN's first resolution to eliminate sexual violence in conflict, many thousands of people are waiting for services and justice following wartime sexual assaults. 95% of them are women and girls, with victims reported as young as four years and up to 80 years old. In Ukraine, Ethiopia, Syria and Sudan, the UN has reported sexual violence being used as a weapon of war. Conference calls on an in-coming Labour government to make ending sexual violence in conflict a core part of its international agenda, bring new drive and purpose to the UN campaign, with support and justice for victims and survivors.

SUBMITTED BY
DAVENTREY CLP
NORTHAMPTON NORTH CLP

VIOLENCE AGAINST WOMEN AND GIRLS: REFORM OF THE CRIMINAL JUSTICE SYSTEM

Street harassment and Violence against Women and Girls in the UK is endemic. Yet, few victims report cases and even less are prosecuted or convicted. Survivors then experience lengthy delays, causing distress and often prompting their withdrawal. The UK Victims Commissioner warned that 'we are witnessing the decriminalisation of rape' and, in her 2022 resignation letter, cited 'a catastrophic backlog of cases 'leading to a 'criminal justice system in chaos'. Survivors face re-traumatisation through the processing of cases, cross-examination, demands for third party material and victim blaming, with sentencing remarks regularly minimising or excusing offending behaviour. Legally sanctioned abuse, through defamation proceedings and misuse of medical conditions are used by the rich and privileged to further silence women. We need a criminal justice system free from systemic racial and gender bias, that works better for everyone, to build a society where women and girls are free from violence. Conference calls on the Labour Party: to commit to an extensive review of how victims of sexual and domestic violence are treated across the criminal justice system to commit to ensuring that all courts, whether civil or criminal, offer the same protections for women wherever they are ruling on matters of gender-based violence to lobby the government and criminal justice agencies ahead of the general election to improve their response to Violence against Women and Girls and to commit to ensuring it is included in the Party's manifesto.

SUBMITTED BY
ENFIELD SOUTHGATE CLP

KEEP COUNSELLING CONFIDENTIAL

KEEP COUNSELLING CONFIDENTIAL

This conference notes:- Counselling and therapy helps victims and survivors of sexual violence and abuse work through trauma. However private and personal material contained in counselling records are routinely requested by the police and Crown Prosecution Service. Victims and survivors feel forced to choose between reporting to the criminal justice system or seeking therapeutic support.

A government amendment to the Victims and Prisoners Bill will set out more clearly in law that in rape cases, the police should only request survivors' counselling notes if they are absolutely necessary and proportionate. However it does not change the law to bring about new protections for victims and survivors of rape.

The Rape Crisis England & Wales, End Violence Against Women and Centre for Women's Justice are campaigning for a model endorsed by the British Association for Counselling and Psychotherapy, the United Kingdom Council for Psychotherapy, the National Counselling Society and the British Psychological Society, which gives special protection for therapy records.

This conference believes:- Counselling notes should be kept confidential and the privacy and dignity of survivors should be enforced by mechanisms that secure their rights.

This conference resolves:- To support a clause to actually change the law so it affords greater legal protection to therapy notes by raising the threshold for when a survivor's notes can be requested by the police and Crown Prosecution Service; and by requiring decisions on disclosure to be made by a Judge, to ensure the victim's privacy rights are met.

SUBMITTED BY
NORMANTON, PONTEFRAC T AND CASTLEFORD CLP

[NO TITLE]

Persons in small boats crossing the English Channel claiming asylum seeker/refugee status has risen from 299 (2018) to 45, 755 (2022), 97% legitimate asylum seeker and refugee status claimants. Many are modern day slavery (trafficking) victims/survivors, and: Climate change [means] people are forced to migrate to protect their lives, escape hunger, and earn livelihoods - making them vulnerable to trafficking and slavery. An IED report with PHIA Foundation and Aide et action confirms climate change [impact] on distress migration and human trafficking, IED and Anti-Slavery International exploring climate-driven migration and displacement [increasing] risk of trafficking and slavery.

Proposed UK government changes: Arriving on small boats now a criminal offence Cabinet minister Michelle Donelan told Sky News this particularly applies to many people arriving on small boats [travelling] across many safe countries...and if they're travelling here illegally, shouldn't be allowed to stay This will be applied retrospectively even if the bill does not pass into law for several months.

National Women's Conference is asked to urge the Labour Party to adopt a policy:

- (a) Recognising women and girls are targeted by traffickers for sex and domestic labour trafficking, and are particularly vulnerable because of power, economic, social, and political discrimination and exploitation;
- (b) Acknowledging the impact of climate change leading to displacement and vulnerability of women and girls to sex and domestic labour trafficking;

(c) Incorporating into legislation the Refugee Convention 1951 recognition that trafficking consequent on climate change is a legitimate basis for modern day slavery claims as a well-founded fear substantiating asylum seeker and refugee status.

SUBMITTED BY
CAMBRIDGE CLP

FAMILY COURTS AND PARENTAL ALIENATION

Conference notes the recent investigation by the BBC into the use of the term Parental Alienation as a tool for parents to gain access to their children in family court proceedings. Claims of parental alienation have been found to be used by parents who have committed domestic violence and abuse - worryingly these claims have been accepted by family courts, ignoring credible evidence of abuse such as criminal convictions by the parent claiming parental alienation. This conference believes that the processes of the family courts should and could be more open to scrutiny. The proceedings are closed in order to protect the children involved. However, the lack of scrutiny has led to perverse decision making as reported by the BBC that can cause a lifetime of trauma and damage to children. Some parents have taken their own lives, such is the despair caused by decision to hand children to abusers. This conference calls on the next labour government to 1. Conduct a full investigation into the proceedings of the family courts in the U.K. ensure the safety of the decision making to ensure the safety of children and domestic violence victims. 2. Within any review, examine how a process can be introduced to provide external scrutiny in family courts while not compromising the children's confidentiality 3. Strengthen the guidelines for family courts to follow when parental alienation is cited. 4. Report back to conference on progress made at the earliest opportunity.

SUBMITTED BY
LIVERPOOL WEST DERBY CLP

SEXUAL EXPLOITATION

Conference notes:

- The majority of people exploited through the sex trade are women and girls, whilst the majority who pay to sexually exploit them are men.
- Women exploited through the sex trade are criminalised, while men who sexually exploit them are not.
- The UK has obligations to reduce demand for sexual exploitation under the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) Conference believes:
- Exchanging money or other benefits in return for sex acts is sexual exploitation and abuse.
- Those who perpetrate, facilitate and profit from sexual exploitation should be criminalised.
- The Government has a duty to prevent sexual exploitation.

Conference calls on Labour to support policy which:

- Criminalises the act of providing money or other benefit in return for sexual acts.
- Criminalises profiting from the prostitution of another person.
- Removes criminal sanctions for soliciting.
- Provides comprehensive support and exiting services from sexual exploitation.
- Carries out a consultation to explore factors of why women are sexually exploited, to minimise and prevent sexual exploitation.

SUBMITTED BY

DUNDEE CITY EAST CLP
DUNDEE CITY WEST CLP

HIDDEN WOMEN

Greater visibility for the hidden women in the community. In September 2014¹ Jo Cox said: 'It's not about creating an equal country, but it is about stopping the development of an underclass cut off from the rest of society.' But there already exists an underclass, women who are not able to access society for cultural, racial and social reasons, language barriers, oppression, abusive situations or restricted by power dynamics. Efforts need to be made to enable and empower these women to come forward, to learn English, if that is the restriction, to overcome cultural barriers, coercive behaviour and healthcare issues and permit their voices to be heard. 'Labour is and always will be, the Party for women's equality and now more than our movement must fight to ensure that women's voices are heard and that we are not left behind.' Marsha Decordova, Shadow Women and Equalities Secretary 2020

Conference commits to continuously campaign for more funding and resources for language classes, community groups and safe houses and to ensure national health institutes, local health authorities and social care organisations provide effective support and communication. To help and encourage more women to be included in all aspects of women's activities and society.

SUBMITTED BY
MID SUSSEX CLP

GROUP SUBJECT: WOMEN AND PENSIONS

JUSTIC FOR WASPI WOMEN

Conference notes that: The Parliamentary and Health Service Ombudsman (PHSO) has found that the Department for Work and Pensions was guilty of maladministration in its handling of the State Pension Age increase for women born in the 1950s. The All Party Parliamentary Group on State Pension Inequality for Women has concluded that 'the impact of DWP maladministration on 1950s-born women has been as devastating as it is widespread. The APPG believes that the case for category 6 injustice is overwhelming and clear. Women have had their emotional, physical, and mental circumstances totally obliterated by a lack of reasonable notice.' Research commissioned by campaign group WASPI has found that by the end of 2022, more than 220,000 1950s born women will have died waiting for justice since the WASPI campaign began in 2015. Conference supports: The conclusion of the All Party Parliamentary Group on State Pension Inequality that women born in the 1950s have suffered a gross injustice, affecting their emotional, physical and mental circumstances in addition to causing financial hardship. Conference therefore calls upon the next Labour Government to arrange: A swift resolution to this ongoing injustice before more and more women die waiting for compensation An immediate one-off compensation payment of between - £11,666 and - £20,000 to those affected, with the most going to women who were given the shortest notice of the longest increase in their state pension age.

SUMBITTED BY
CYNON VALLEY CLP

SECURITY IN RETIREMENT – WASPI WOMEN

Labour recognises the insecurity and injustice caused to WASPI women by the maladministration of the rise in State Pension Age as acknowledged by the Parliamentary and Health Services Ombudsman. A Labour Government would look again at the impact of this maladministration on 1950s-born women, with a view to alleviating its ongoing effects.

SUBMITTED BY
STROUD CLP

LATER LIFE POVERTY

This CLP believes that all older people should be able to live comfortably and to participate fully in society. Over 2 million pensioners in the UK live in relative poverty and material deprivation. Studies demonstrate that older women are disproportionately at risk of hardship. Women's lower pension income reflects lower average earnings during work periods and time out of the labour market to care for children and dependents. Furthermore, 3.8 million women had significant pension changes imposed upon them by Pensions Acts 1995 and 2011 with little or no personal notification of the changes. Consequently, women born in the 1950s must work longer than expected or use savings already depleted by COVID and cost of living crisis. Yet over 2 billion pounds of support go unclaimed every year. The process of making claims is complicated to navigate particularly for pensioners without internet, living alone or suffering age related physical and mental health issues. This CLP calls upon Labour to appoint a minister for older people and set out reforms to end poverty in later life. Pension Credit uptake should be boosted by better publicity and using DWP data to identify those eligible but not claiming benefits. Direct contact should be made through third sector and other organisations to assist claims. Impartial advice should be offered to help older vulnerable people maximise their income and savings. Compensation should be awarded to women who suffered income loss through changes in the SPA.

SUBMITTED BY
HENLEY CLP

SUPPORTING AND COMPENSATING WASPI WOMEN

"This conference supports the aim by WASPI (Women Against Statutory Pensions Inequality) in their long and ongoing campaign to receive appropriate and realistic compensation due to the noncommunication by the DWP to individuals of changes to retirement age and loss of pension. Conference calls upon the Labour leadership to commit publicly now to the urgent payment of realistic compensation when next in government, to women born in the 1950s who have lost their pensions from the age of 60 because of the impact of the rise in retirement age." -Ends-

WASPI CAMPAIGN

Conference notes that the WASPI campaign has identified 3.8 million women born in the 1950s who suddenly found they would have to work many more years when the state pension age was increased to 66. The Ombudsman has been looking into the way the Government communicated the SPA changes to the affected women. It has found maladministration in the DWP information campaign. But in a later stage found there was only a limited level of injustice. After a legal action was brought by WASPI the Ombudsman is now reassessing their Stage 2 report into the full impact of SPA changes on 1950's women. Conference believes given the high likelihood that the Ombudsman will recommend compensation for 1950's women, that the Labour party should get ahead of the issue. It believes MPs are hiding behind the outcome of the Ombudsman's reinvestigation. Any compensation scheme needs to be simple and quick to implement so that women who have already waited years for resolution can at last achieve redress without further delay. Conference calls for: - - WASPI Women not to have to wait passively for an Ombudsman 's decision on the future of those affected by the DWP maladministration in communicating the pension age rise. - - An immediate one off compensation payment in acknowledgement of the financial hardship caused by the failure of communication by the DWP. - - The most substantial compensation to go to those given the shortest notice of the longest increase in their SPA.

WOMEN AND PENSIONS

Women and Pensions Conference notes that there exists a gender pensions gap in the UK which, by most measurements, is more than double that of the gender pay gap. And that this gap is largely a reflection of differentials in private pension wealth accrual between men and women. Conference recognises the 2019 Pensions Policy Institute report, showing that: a) Approaching retirement age, the median private pension wealth of women is one third that of men's private pension wealth. b) Women need to save around 5-7% more than men, in order to draw the same pension income throughout their retirement, to account for living longer. c) 50% more women than men are heading towards retirement without any private pension savings. Conference further recognises the largest causal factor of the pensions gap is women being more likely to take time off work to assume caring responsibilities, and notes the Women's Budget Group analysis for a Gender Equal Economy stating that 'on average, women carry out 60% more unpaid work than men'. Conference calls on the Labour Party to support policy measures which target the numerous causes of the gender pensions gap, including: i) Reduction in the earnings trigger threshold for automatic enrolment in a workplace pension, as more women than men tend to be excluded. ii) Provision of affordable and accessible childcare services, to support women in employment. iii) Introduction of a family carer top-up, to boost the pension wealth of people who take time away from work to care for children or relatives

SUBMITTED BY
COMMUNITY

WOMEN AND PENSIONS

Conference is appalled by: 40.5% gender pensions gap. Women's private pension pot being worth 35% less than male colleagues at 55. 17% gap in private pensions contribution rates. - £10,000 earning threshold depriving 1.4m women over 22, of auto-enrolment and even if lowered to 18, more than 33% women aged 18-21 would not qualify. DWP failures that left 3.8m 1950s women with state pension age increases, plunging many into poverty with 1/3 struggling to buy food and pay household bills. Lack of progress in closing the gender pay gap causing poverty in retirement. Women are financially disadvantaged in private and state pension provision therefore, Conference calls on the Labour Party to: Introduce mandatory action plans in gender pay gap reporting. Require reporting by employers with over 50 employees. Require ministers to report on gender pension gap including action plans. Scrap - £10,000 threshold. Pay un-reduced state pension to those with 45 years NI contributions. Allow early access: on a means-tested basis, perhaps by de-linking Pension Credit qualifying age from state pension age; to disabled people and carers. Provide well-funded, high-quality, free at the point of use, childcare for all. Resolve staffing crisis in social care and childcare. Work with unions and employers to tackle these sectors' widespread insecure work and poverty pay. Extend shared parental leave. Strengthen flexible working rights making it a default in all jobs. Fairly and swiftly compensate 1950s women. Arrange a meeting with Unite and campaign groups.

SUBMITTED BY
UNITE

GROUP SUBJECT: WOMEN IN THE WORKPLACE

PARENTING AND CARING

Conference notes that better paternity leave provision can support more mothers in their return to work and contribute to closing the gender pay gap (Pregnant then Screwed; The Fatherhood Institute). Almost 70% of self-employed fathers took no time off at all when their baby was born, and 53% of families struggle financially when fathers/second parents take paternity leave, due to low rates of paternity pay (TUC). Conference notes that amidst rising childcare costs, restrictive eligibility for funded nursery hours (in particular for the self-employed) further contributes to the gender pay gap. For musicians, evening and weekend working comes with the added penalty of poor access to out-of-hours childcare. Conference notes that self-employed musicians rely on statutory provision. This is unfair compared to those in employment, and it is more common than ever to be selfemployed. Conference notes that women still bear the burden of responsibility with regards to caring for elderly parents, in addition to parenthood. This results in women leave industries like music, due to the unsustainability of facing lost earnings and missing opportunities. In Italy, people are offered 2 years paid at full salary to look after aged parents. Conference calls on the Labour Party to consider the feasibility of this model, and how it may be applied to self-employed workers. Conference notes and resolves to consider adopting the recommendations of PiPA's Bittersweet Symphony report to improve the experiences of parents and carers in the performing arts.

SUMBITTED BY
MUSICIANS UNION

THE CRISIS IN CHILDCARE

Conference recognises that families are facing a crisis in childcare provision across the country. The UK has the third-highest childcare costs in the world and has resulted in families paying an average of 29% of their income towards childcare costs- while many comparable European countries see families spending 1-0% of their income on childcare. Women report being disproportionately affected by these costs, with research showing many women are being “priced-out” of the workforce due to exorbitant costs and a lack of support. In one of the richest countries in the world, there is no excuse for families to be forced to choose between childcare or employment or paying for food and bills. Conference believes the Government’s support and plans to expand services without proper investment in early years is untenable. Conference believes that poor pay, terms and conditions have resulted in the lack of childcare provision across the country and created a retention and recruitment crisis. Congress recognises that the national shortage of affordable childcare is a barrier to equality and resolves that a Labour Government must offer radical change and an immediate uplift for families struggling to pay for childcare. The next Labour Government should: 1. Create a universal access to affordable childcare, including access to wraparound care provision 2. Commit to introducing concrete measures to ensure that the cost of childcare is reduced 3. Introduce measures to uplift pay, terms and conditions in the early years sector and undertake a campaign to drive recruitment and retention in the sector

SUBMITTED BY
CWU

WOMEN'S LABOUR PARTY MOTION 2023

Conference recognises that the major responsibility for caring for children and other dependent family members falls on women. Parents and carers in the UK currently pay the highest child care bills in the developed world. Conference notes that 14% of the UK workforce are shift workers and it is estimated that 22% of them are women. Conference believes that the needs of shift workers are not being met when it comes to childcare. Shift workers may often incur additional child care costs as their requirements for care do not fit into the normal 9 to 5 working day meaning they are forced to consider alternatives to standard options such as nurseries, breakfast and afterschool clubs and even childminders. Conference welcomes the pledge that all families should have access to high quality, affordable childcare and extensions to wraparound care provided through schools by 2030. However we must recognise that these improvements will still not be enough to assist some shift working parents and carers. Conference therefore commits to an increased, affordable childcare provision for parents and carers who work non-standard hours including nights and weekends.

SUBMITTED BY
ASLEF

WOMEN IN THE WORKPLACE

Conference notes: Women's economic inequalities come in many forms including unpaid care work and maternity discrimination. Five decades after Barbara Castle's Equal Pay Act, the gender pay gap is narrowing too slowly. The current model of family leave entitlements does not support families to share caring responsibilities equally, entrenching the discrimination that women face in the workplace. Under the Tories, pregnancy and maternity discrimination has risen. Labour is undertaking a gender pay gap review, that will engage with the women's sector, trade unions, local government and business organisations to identify and eliminate these inequalities in earnings and small business financing. This includes policies to support working women, including self-employed women and mothers of young children. Conference resolves: A Labour Government should actively pursue global goals to achieve women's equality and empower all women and girls as set out in Section 5 of the UN Sustainable Development Goals. Large firms should be required to develop, publish and implement action plans to close their gender pay gaps, with outsourced workers included in their gender pay gap and pay ratio reporting. The publication of ethnicity and disability pay gaps should also be made mandatory for employers with more than 250 staff, to mirror gender pay gap reporting, following years of inaction from the Government. A Labour government should review the failing system of parental leave system so that it best supports working families within the first year in office.

SUBMITTED BY
LEEDS NORTH EAST CLP

WORKPLACE INEQUALITY

Nearly fifty years after Barbara Castle introduced the Equal Pay Act, when it comes to pay women still earn 15% less than men. This is unfair and unacceptable especially when many women are struggling to pay their rent or mortgage, feed a family and pay sky-high energy bills. Single women in cities across the UK too often find it impossible to rent a place or get a mortgage. Inequality in England is worse than Scotland and Wales, with the biggest gap in the South-East and East Midlands, says the ONS. Steps to tackle pay inequality can help change this. Legislation for new measures to boost rights for flexible working and a cash injection into the childcare sector. Introduce a law to bring in more pay transparency and toughen employee rights to get information on pay. One of the biggest triggers of work inequality seems to come from recruiting practices where talent pools for a range of jobs in different sectors often don't reflect a society where women make up the largest part. We've never had a female governor of the Bank of England or a woman Chancellor shaping economic policy. Recruiters mostly use artificial intelligence tools to put people in jobs so it's essential that AI programmes be designed to avoid any bias against women and others as potential candidates. Industries such as engineering, energy and finance have long had a low intake of women. Introduce legislation for AI tools used by recruitment companies to be tested and proven nondiscriminatory.

SUBMITTED BY

WESTMINSTER NORTH CLP

WOMEN AS WORKING PARENTS AND CARERS

Conference asserts that the existing framework of statutory family/carer pay and leave rights is not working for most working parents and carers. Far from protecting, supporting or empowering women at work it entrenches their marginalisation and discrimination. Women on low and/or fluctuating levels of pay as well as those with more than one job and those in insecure, temporary or self-employment are amongst those excluded from carer friendly employment rights. Conference welcomes the Labour Party's commitment to reviewing the parental leave system and asks that the review includes working carers as well as working parents. Conference is concerned that women's caring and parental responsibilities and the effort required to make themselves available to do their jobs is frequently invisible to and/or ignored by employers and policy makers. This must change. With that in mind, the review should not only take into account the reality of today's labour market but also the way in which caring commitments impact on women's daily lives, decision making and financial circumstances. Conference also asks that the review's overarching aims should be to deliver a simpler, more equal system that provides stronger and more effective rights to carer-friendly working that explicitly values all women workers, no matter what kind of job or contract they have. Reforming leave policies in this way better enables women to enter into, maintain and progress in employment; make real and meaningful choices about balancing work and care; and recognises the societal and economic value of women's paid and unpaid work.

SUBMITTED BY
USDAW

WOMEN IN THE WORKPLACE

Conference notes: - Women's economic inequalities come in many forms including unpaid care work and maternity discrimination. Five decades after Barbara Castle's Equal Pay Act, the gender pay gap which is narrowing too slowly. - The current model of family leave entitlements does not support families to share caring responsibilities equally, entrenching the discrimination that women face in the workplace. Under the Tories, pregnancy and maternity discrimination has risen. -Labour is undertaking a gender pay gap review, that will engage with the women's sector, trade unions, local government and business organisations to identify and eliminate these inequalities in earnings and small business financing. This includes policies to support working women, including self-employed women and mothers of young children. Conference resolves: - A Labour Government should actively pursue global goals to achieve women's equality and empower all women and girls as set out in Section 5 of the UN Sustainable Development Goals. - Large firms should be required to develop, publish and implement, action plans to close their gender pay gaps, with outsourced workers included in their gender pay gap and pay ratio reporting. The publication of ethnicity and disability pay gaps should also be made mandatory for employers with more than 250 staff, to mirror gender pay gap reporting, following years of inaction from the Government. -A Labour government should review the failing system of parental leave system so that it best supports working families within the first year in office.

SUBMITTED BY

WOLVERHALPTON NORTH EAST CLP

LABOUR WILL IMPLEMENT IN FULL THE FBU'S FIGHT FOR 52

Conference notes the postcode lottery of maternity provision in the UK. Maternity provisions in the fire and rescue service are wholly inadequate, both in terms of occupational hazards and in terms of recruitment, retention and inclusion. Conference notes that UK falls behind many international comparators in maternity pay, the UK's 39 weeks is below the OECD average of 51 weeks. Conference notes the FBU's Fight for 52 research that shows that a firefighter in Staffordshire is receiving more than - £15,000 than their counterpart in Cornwall in maternity pay. Conference is dismayed that women firefighters are being treated unfairly and this needs to be addressed immediately by ministers, fire employers and chief fire officers. Conference believes that if women are to be truly valued within the fire and rescue service, then the postcode lottery on maternity pay must end. Conference endorses the FBU's Equality Matters campaign to ensure that equality is at the heart of everything trade unions do. Conference calls on ministers, employers and chief fire officers need to extend the current arrangements for maternity leave to 12 months on full pay. Conference firmly opposes the White Paper and any attack on collective bargaining arrangements in the fire and rescue service. Conference calls on the National Joint Council to raise the minimum standards within the Grey Book in line with the Fight for 52 proposals. Conference commits the next Labour government to implementing the recommendations of the FBU's Fight for 52 in full.

SUBMITTED BY
FBU

GROUP SUBJECT: WOMENS HEALTH

A PRECONCEPTION CARE STRATEGY

Conference believes that preparation for parenthood is crucial for levelling up opportunities for children and can help tackle disparities in their mental and physical health. However, preconception care remains undervalued and largely unavailable in the UK and the Conservative Government's health policies have either failed to help people of reproductive age or are too little too late for women entering maternity care. Conference therefore calls upon the next Labour Government to adopt a Preconception Care Strategy to improve the health of expectant parents and to implement an immediate five point action plan to: 1. Make preconception care services available to everyone in the UK to tackle spiralling inequality 2. Incentivise GPs, maternity services and family hubs to normalise preconception care to improve pregnancy and post-natal ca 3. Add preconception care to the curriculum to teach pupils the importance of healthy pregnancies 4. Move preconception healthcare into related health policies that address obesity and weight management, alcohol and smoking 5. Encourage large organisations including the NHS to give staff access to medical or health and wellbeing professionals before conception.

SUMBITTED BY
MID DERBYSHIRE CLP

WOMEN'S HEALTH INEQUALITIES

Conference notes that: - - Under the Conservatives, too many women have late cancer diagnoses, mental health services are failing girls and women, and maternity services are dangerously understaffed. - - There's a postcode lottery in sexual and reproductive healthcare and clinical trials don't include enough women, meaning medication isn't always well tested on the people who are prescribed it. The menopause is poorly understood, which means many women face unacceptable challenges in the workplace and their wider lives. Conference further notes that: - - Women's health inequalities are intersectional. It is a national scandal that under the Conservatives, Black women are four times more likely to die in childbirth, postpartum, and pregnancy than White women, and Asian women nearly twice as likely. - - Labour is the party that can deliver for the NHS and tackle inequalities throughout public services. Conference calls on the Labour Party to: - - Ensure that women and girls around the country have access to safe, high-quality healthcare that supports their wellbeing. - - Set a target to end the Black maternal mortality gap. - - Consider options to expand access to women's health services. - - Work to erase the health inequalities experienced by women. - - Train the next generation of health visitors and midwives, to ensure mothers have the support they need to keep them and their babies well. - - Improve mental health services so that people no longer wait months to get help. - - Improve the diversity of clinical trial recruitment so that any medication women are prescribed is known to be safe and effective for them.

SUBMITTED BY

EPSOM AND EWELL, HARTLEPOOL CLP, HASTINGS AND RYE CLP, LOUGHBOROUGH
CLP, RUNNYMEDE AND WEYBRIGSE CLP

WOMEN WITH MYALGIC ENCEPHALOMYELITIS (ME)

Conference notes that Myalgic Encephalomyelitis (ME), also known as Chronic Fatigue Syndrome (CFS), is a severe, complex, chronic neuro-immune disease affecting involving multiple systems and organs of the body, which primarily affects women. The disease can vary from mild, which is already very disabled, to very severe, which is profoundly disabled. Studies have shown ME causes a lower quality of life than most other major diseases. Suicide rates are approximately six times higher than the general population. Funding into ME has been severely neglected, despite the level of disability and sickness, and the fact the disease can lead to death. As a result, medical professionals have a poor understanding of the condition and there are no meaningful treatments. Over the last decade, research funding has been approximately - £1.72 per person per year, and this is a generous estimate. This is significantly less than all other comparable illnesses. Conference also notes this statement from Krystal Gault who lives with Severe ME: '15 years ago, as a young woman at the peak of health and happiness, I caught a virus which destroyed my life. It left me predominantly bedridden. There is NO treatment and NO support. We need biomedical funding now!' Conference calls for: * Myalgic Encephalomyelitis research to be funded properly. * Awareness that women with the disease are often gaslit and/or neglected by healthcare professionals. * A letter of support to be sent to ME Action and other charities regarding awareness events, and challenging gender bias in healthcare.

SUBMITTED BY

RIBBLE VALLEY CLP

END NHS PRIVATISATION

Conference notes: The future of the NHS is crucial for everyone but particularly for women - for example 77% of NHS staff and the majority of outpatient appointments are for women. The future of the NHS in England is under threat from private providers, aided by their representatives in Westminster, who have systematically underfunded and undermined the NHS. That while we celebrate 75 years of Labour's NHS, the Tory/Coalition governments of the past 13 years have under-funded and fragmented the NHS, based on US market provision. Conference believes Use of the private sector for health provision is wrong both in principle and in practice - expensive and unnecessary, unable to deliver the claimed benefits and only serving to undermine the NHS. Labour, as NHS founders, should be its primary defender. Labour is not doing enough to bring the severe threat faced by the NHS through under-funding and privatisation, which will particularly impact on women, BAME communities, low income and disabled people, to public attention. This conference calls on: Labour's front-bench to unambiguously reject NHS privatisation, refusing funding from private healthcare providers; An incoming Labour government to fully renationalise England's universal, comprehensive, publicly provided health services with funding levels restored to at least those of 2010 in real terms, and ban political donations from private healthcare corporations and their lobbyists; Labour's Women's Committee to work with MPs and trade unions to launch a major campaign to defend the NHS.

SUBMITTED BY
HALIFAX CLP

MANDATE THE PORTFOLIO OF WOMEN'S HEALTH TO A DESIGNATED INDIVIDUAL WITH THAT SOLE BRIEF

Women's health issues are of utmost importance and require significant attention and resources. There are multiple aspects of women's health that need intensive lifetime strategies: reproductive health, maternal health, mental health, menopausal health and healthcare access. A focused, comprehensive approach is required to address the complex and multifaceted issues related to women's health. Conference resolves, that: - It mandates the appointment of a designated individual to have the sole portfolio of overseeing women's health, with the responsibility to develop evidence-based best practice policies and programs that address the unique health needs of women. - the designated individual is given a timeframe of two years to develop and implement comprehensive policies and programs that address the health needs of women, with a particular focus on marginalized and underrepresented communities. - the designated individual works in collaboration with various stakeholders, including women's health organizations, healthcare providers, researchers and community groups, to develop evidencebased policies that prioritize the health and well-being of women. -the designated individual provides regular progress reports to Conference and other relevant bodies on the development and implementation of policies and programs related to women's health. Conference calls upon governments and other relevant bodies to provide adequate resources and funding to support the implementation of policies and programs related to women's health. Conference resolves this motion be communicated to relevant bodies to advocate for the appointment of a designated individual to oversee the portfolio of women's health.

SUBMITTED BY
WARWICK AND LEAMINGTON CLP

APPENDIX 3 – RESULTS OF THE PRIORITIES BALLOT

Subject	CLPs	Affiliates
Equal Pay	3820	1655173
Women in the Workplace	7192	1654553
Women and Pensions	6360	1642214
Transport	1443	12743
International Development	22330	2589
Social Care	10135	2549
Violence Against Women and Girls	40181	2217
Child Poverty	19646	4045
Climate Change	9395	2066
Women's Rights	0	404
Girls in Schools	7811	215
Women's Health	30740	0
Trans Rights	4489	0
Making Local Government More Accessible	3727	0
Ministerial Code	780	0
Public Order Act	4257	0
Gambling Regulation	713	0
Childcare	11007	650
Abortion Rights	13876	1829

APPENDIX 4 – WOMEN’S CONFERENCE ARRANGEMENTS COMMITTEE - CANDIDATE STATEMENTS

National Women’s Committee – Division II - CLP Section

Sagal Abdi-Wali

Nominations

Aberavon CLP, Bermondsey and Old Southwark CLP, Bethnal Green and Bow CLP, Birmingham, Perry Barr CLP, Bishop Auckland CLP, Bristol South CLP, Bristol West CLP, Bury North CLP, Chipping Barnet CLP, Croydon Central CLP, Ellesmere Port and Neston CLP, Finchley and Golder’s Green CLP, Gower CLP, Greenock and Inverclyde CLP, Hammersmith CLP, Harrow West CLP, Holborn and St Pancras CLP, Huntingdon CLP, Hyndburn CLP, Maidenhead CLP, Mansfield CLP, Mid Sussex CLP, Middlesbrough South and East Cleveland CLP, New Forest East CLP, Norwich South CLP, Nottingham South CLP, Old Bexley and Sidcup CLP, Orpington CLP, Oxford East CLP, Poplar and Limehouse CLP, Putney CLP, South West Hertfordshire CLP, Stratford-On-Avon CLP, Telford CLP, Vauxhall CLP, Warley CLP, Warrington South CLP, Wyre Forest CLP, Wythenshawe and Sale East CLP

Amina Ali

Nominations

Aberavon CLP, Bermondsey and Old Southwark CLP, Bethnal Green and Bow CLP, Birmingham, Perry Barr CLP, Bishop Auckland CLP, Bristol South CLP, Bristol West CLP, Bury North CLP, Chipping Barnet CLP, Croydon Central CLP, Derby North CLP, Finchley and Golders Green CLP, Gedling CLP, Gower CLP, Greenock and Inverclyde CLP, Hammersmith CLP, Harrow West CLP, Holborn and St Pancras CLP, Huntingdon CLP, Hyndburn CLP, Maidenhead CLP, Mansfield CLP, Mid Sussex CLP, Middlesbrough South and East Cleveland CLP, New Forest East CLP, Nottingham South CLP, Old Bexley and Sidcup CLP, Orpington CLP, Oxford East CLP, Poplar and Limehouse CLP, Putney CLP, South West Hertfordshire CLP, Stratford-On-Avon CLP, Stroud CLP, Sutton and Cheam CLP, Telford CLP, Vauxhall CLP, Warley CLP, Warrington South CLP, Wyre Forest CLP, Wythenshawe and Sale East CLP

Zoe Allan

Zoe Allan (she/her) (L1393044)

I joined the Party in 2015 to help improve life for the working class in all our diversity. I've held several roles in my CLP, Brecon & Radnorshire:

- acting Secretary for a year
- delegate to National Women's Conference
- currently CLP Policy Officer

I was recently elected to the National Policy Forum.

As a trade unionist, I've been Chair of my Unite Community branch and have served on the Unite Wales Labour Liaison Committee.

Being disabled myself, I champion accessibility and awareness of hidden disabilities. National Women's Conference was opened up to many more women when held online. We must continue to enable all women to contribute their varied insights, in order to make policy fit for the many.

I'm an inclusive feminist. Us women achieve great things through networking and mutual support, focussing on the best outcomes for all. We're always at the sharp end of cruel Tory policies. I have stood with sisters on picket lines and know that public support is with us. When our voices are joined together, everybody hears us roar.

Please also support the other Centre Left Grassroots Alliance candidates: Chloe Hopkins, Cecile Wright, Claudia Boes, Juliet Miller & Helen Smith.

Nominations

Aberconwy CLP, Beverley and Holderness CLP, Brent Central CLP, Brentford and Isleworth CLP, Calder Valley CLP, Cardiff West CLP, Clwyd South CLP, Cynon Valley CLP, Dwyfor Meirionnydd CLP, Ellesmere Port and Neston CLP, Gateshead CLP, Glasgow Kelvin CLP, Hackney South and Shoreditch CLP, Halifax CLP, Hertsmere CLP, Islington North CLP, Islington South and Finsbury CLP, Labour International, Leeds East CLP, Leyton and Wanstead CLP, Mid Bedfordshire CLP, Montgomeryshire CLP, New Forest West CLP, Ribble Valley CLP, Richmond Park CLP, Sheffield Heeley CLP, South Derbyshire CLP, South Dorset

CLP, Stockport CLP, Stoke-on-Trent North CLP, Sutton and Cheam CLP, Uxbridge and South Ruislip CLP, Wells CLP, Worthing West CLP

Claudia Boes

A socialist and mother, I have been a Labour Party member since 2015. I am a Branch Chair, Joint-Women's Officer for Cardiff West CLP, County Councillor for Fairwater and sit on the Welsh Labour Women's Committee.

As a strong advocate for raising grassroots women's voices, I have pushed for Welsh Labour Women's Conference to be policy making and for Welsh Labour Conference to be more accessible and representative by championing CLP support for Women's Branches and promoting creche facilities.

I'm an intersectional feminist and take pride in Cardiff Council winning a gold award for LGBTQ+ inclusion. As a qualified Occupational Therapist and Unison member, I'm committed to the principles of social justice and equality, working hard to ensure that the Labour Party remains a safe and inclusive space.

An activist since University, I now regularly bring my daughters to meetings, pickets, demos and events. Over the last decade I have co-organised the Cardiff Sister's March and have brought International Women's Day back to the streets to highlight the impact of austerity on women.

Please also support the other Centre Left Grassroots Alliance candidates: Chloe Hopkins, Cecile Wright, Zoe Allan, Helen Smith and Juliet Miller.

Nominations

Aberconwy CLP, Beverley and Holderness CLP, Blackpool North and Cleveleys CLP, Brent Central CLP, Brentford and Isleworth CLP, Calder Valley CLP, Cardiff West CLP, Clwyd South CLP, Cynon Valley CLP, Dwyfor Meirionnydd CLP, East Hampshire CLP, Gateshead CLP, Glasgow Kelvin CLP, Hackney South and Shoreditch CLP, Halifax CLP, Hertsmere CLP, Islington North CLP, Islington South and Finsbury CLP, Labour International, Leeds East CLP, Leyton and Wanstead CLP, Mid Bedfordshire CLP, Montgomeryshire CLP, New Forest West CLP, North Shropshire CLP, Ribble Valley CLP, Sheffield Heeley CLP, South Derbyshire CLP, South Dorset CLP, Southend West CLP, Stockport CLP, Stoke-on-Trent CLP, Uxbridge and South Ruislip CLP, Wells CLP, Worthing West CLP

Alison Gray

Nominations

Aberavon CLP, Bermondsey and Old Southwark CLP, Bethnal Green and Bow CLP, Birmingham, Perry Barr CLP, Bishop Auckland CLP, Blackpool North and Cleveleys CLP, Bristol South CLP, Bury North CLP, Chipping Barnet CLP, Croydon Central CLP, Derby North CLP, Finchley and Golders Green CLP, Gower CLP, Greenock and Inverclyde CLP, Hackney North and Stoke Newington CLP, Hammersmith CLP, Harrow West CLP, Holborn and St Pancras CLP, Huntington CLP, Hyndburn CLP, Maidenhead CLP, Mansfield CLP, Mid Sussex CLP, Middlesbrough South and East Cleveland CLP, New Forest East CLP, North West Durham CLP, Norwich North CLP, Nottingham South CLP, Old Bexley and Sidcup CLP, Orpington CLP, Oxford East CLP, Putney CLP, South West Hertfordshire CLP, Stratford-on-Avon CLP, Stroud CLP, Telford CLP, Vauxhall CLP, Warley CLP, Warrington South CLP, Wyre Forest CLP, Wythenshawe and Sale East CLP

Louise Irvine

I'm an NHS campaigner and Chair of Save Lewisham Hospital Campaign. I'm from Scotland, studied in Aberdeen, and been a GP in Lewisham for 30+ years. Locally I've campaigned on migrant women's access to NHS maternity care, against cuts to health visiting and child and adolescent mental health services, and shown support to striking NHS staff on the picket lines. I helped organise Keep Our NHS Public's Peoples Covid Inquiry, ensuring a focus on the impact on women. I'm a Unite delegate to my CLP and active in my women's branch. I spoke at National Labour Women's Conference 2022 on ensuring good quality NHS care for women, and against the sexism and discrimination women have historically suffered in medicine and health care.

I'm standing for women's committee to:

1. Ensure policies on women's issues are central to Labour's strategy and effectively address needs of the most disadvantaged women including childcare, benefits, healthcare.
2. Help build Labour women's organisation, confidence and skills.
3. Ensure Labour fulfils its promise to defend the Equality Act's single sex exceptions.
4. Encourage open and respectful debate on women's rights.

Supported by Labour Women's Declaration. Please also nominate and vote for Juemin Xu.

louiseirvinelabourwoman@gmail.com

Nominations

Aberdeen Central CLP, Aberdeen Donside CLP, Aberdeen South and North Kincardine CLP, Amber Valley CLP, Angus South CLP, Brentford and Isleworth CLP, Bristol West CLP, Cardiff North CLP, Corby CLP, Dundee City East CLP, Dundee City West CLP, Edinburgh Southern CLP, Erewash CLP, Glasgow Cathcart CLP, Grantham and Stamford CLP, Greenwich and Woolwich CLP, Hackney North and Stoke Newington CLP, Hornsey and Wood Green CLP, Islwyn CLP, Lewisham Deptford CLP, Lewisham East CLP, Mid Derbyshire CLP, New Forest West CLP, North Shropshire CLP, Southend West CLP, Tewkesbury CLP, Tottenham CLP, West Dorset CLP, Westmoreland and Lonsdale CLP

Juliet Miller

I have been an activist most of my life, including currently Assistant Secretary of my Unite branch. I was CLP Women's Officer before taking on the CLP Chair role for three years. As Chair, I was determined to make sure women were supported and encouraged to take roles and get involved at every opportunity.

I organised many CLP activities including a Green New Deal conference. Ann Pettifor was among the speakers – a quote of hers struck me: "I think it is easier for women to bring people together, because while we are strong, stubborn and often difficult ... we are also less ambitious for personal gain, while being very ambitious for the achievements of our group."

Labour Women's Conference and Branches are so important in giving women a space to organise, support each other, debate policy and campaign. They must be encouraged to thrive not left to wither, as currently.

Women are hit hardest by the cost-of-living crisis and Tory attacks on public services. Labour must promote anti-austerity policies and defend the NHS.

Please support all Centre Left Grassroots Alliance candidates: Chloe Hopkins, Cecile Wright, Claudia Boes, Zoe Allan & Helen Smith.

Nominations

Aberconwy CLP, Beverly and Holderness CLP, Brent Central CLP, Brentford and Isleworth CLP, Broxbourne CLP, Calder Valley CLP, Clwyd South CLP, Cynon Valley CLP, East Hampshire CLP, Gateshead CLP, Glasgow Kelvin CLP, Hackney North and Stoke Newington CLP, Hackney South and Shoreditch CLP, Halifax CLP, Hertsmere CLP, Islington North CLP, Islington South and Finsbury CLP, Labour International, Leeds East CLP, Leyton and Wanstead CLP, Mid Bedfordshire CLP, New Forest West CLP, Ribble Valley CLP, Richmond Park CLP, Sheffield Heeley CLP, South Derbyshire CLP, South Dorset CLP, Southend West CLP, Stockport CLP, Stoke-on-Trent North CLP, Uxbridge and South Ruislip CLP, Wells CLP, Worthing West CLP

Caroline Price

Nominations

Aberavon CLP, Bermondsey and Old Southwark CLP, Bethnal Green and Bow CLP, Birmingham, Perry Barr CLP, Bishop Auckland CLP, Bristol South CLP, Bristol West CLP, Bury North CLP, Chipping Barnet CLP, Croydon Central CLP, Derby North CLP, Finchley and Golders Green CLP, Gower CLP, Greenock and Inverclyde CLP, Hammersmith CLP, Harrow West CLP, Holborn and St Pancras CLP, Huntington CLP, Hyndburn CLP, Maidenhead CLP, Mansfield CLP, Mid Sussex CLP, Middlesbrough South and East Cleveland CLP, New Forest East CLP, Norwich North CLP, Nottingham South CLP, Old Bexley and Sidcup CLP, Orpington CLP, Oxford East CLP, Poplar and Limehouse CLP, Putney CLP, South West Hertfordshire CLP, Stratford-on-Avon CLP, Stroud CLP, Telford CLP, Warley CLP, Warrington South CLP, Wyre Forest CLP, Wythenshawe and Sale East CLP

Kathryn Salt

Nominations

Aberavon CLP, Ashfield CLP, Bermondsey and Old Southwark CLP, Bethnal Green and Bow CLP, Birmingham, Perry Barr CLP, Bishop Auckland CLP, Bolsover CLP, Boston and Skegness CLP, Bosworth CLP, Bristol South CLP, Bristol West CLP, Bury North CLP, Cardiff North CLP, Chesterfield CLP, Chipping Barnet CLP, Corby CLP, Croydon Central CLP, Derby North CLP, Derby South CLP, Erewash CLP, Finchley and Golders Green CLP, Gedling CLP, Gower CLP, Grantham and Stamford CLP, Greenock and Inverclyde CLP, Hackney North and Stoke Newington CLP, Hammersmith CLP, Harborough CLP, Harrow West CLP, Holborn and St Pancras CLP, Huntington CLP, Hyndburn CLP, Lincoln CLP, Loughborough CLP, Maidenhead

CLP, Mansfield CLP, Mid Derbyshire CLP, Middlesbrough South and East Cleveland CLP, New Forest East CLP, Norwich North CLP, Nottingham South CLP, Old Bexley and Sidcup CLP, Orpington CLP, Oxford East CLP, Popular and Limehouse CLP, Putney CLP, Sherwood CLP, South West Hertfordshire CLP, Stratford-on-Avon CLP, Stroud CLP, Telford CLP, Warley CLP, Warrington South CLP, Wyre Forest CLP, Wythenshawe and Sale East CLP

Helen Smith

Helen Smith Tynemouth CLP. L1164590

I would work on the Women's Committee to ensure the experiences and concerns of all Labour women are represented and engaged with. Women from BAME, LGBTQ+ and Disabled communities are under-represented throughout our organisation so I urge you to vote for me, Helen Smith, and Juliet Miller, Claudia Boes, Cecile Wright, Zoe Allan and Chloe Hopkins.

Inequality is often built into the Party structures through the meeting times and venues being unsuitable. Creche facilities are still all too rare.

I want to see Labour Party women working more closely with the trade unions on issues of vital concern to us. The launch of Unite's "Get Me Home Safely" campaign aimed at women needing to travel late to get home from and to work is a good example where we can work together.

Hospitality workers, nurses, cleaners, and many more, are at unnecessary risk due to the lack of proper, safe and free transport. As a union activist myself, I believe women and men share a common interest in working together to bring about real change.

Finally, I will work to ensure that all women, including self-identified Trans women, receive the respect they are entitled to.

Nominations

Aberconwy CLP, Beverley and Holderness CLP, Brent Central CLP, Calder Valley CLP, Clwyd South CLP, Cynon South CLP, East Hampshire CLP, Ellesmere Port and Neston CLP, Enfield Southgate CLP, Gateshead CLP, Glasgow Kelvin CLP, Hackney South and Shoreditch CLP, Halifax CLP, Hertsmere CLP, Islington North CLP, Islington South and Finsbury CLP, Labour International, Leeds East CLP, Leyton and Wanstead CLP, Mid Bedfordshire CLP, Ribble

Valley CLP, Richmond Park CLP, Sheffield Heeley CLP, South Derbyshire CLP, South Dorset CLP, Stockport CLP, Stoke-on-Trent CLP, Uxbridge and South Ruislip CLP, Wells CLP, Worthing West CLP

Lucy Smith

Nominations

Aberavon CLP, Ashfield CLP, Bermondsey and Old Southwark CLP, Bethnal Green and Bow CLP, Birmingham, Perry Barr CLP, Bishop Auckland CLP, Bristol South CLP, Bury North CLP, Chipping Barnet CLP, Croydon Central CLP, Derby North CLP, Ellesmere Port CLP, Finchley and Golders Green CLP, Gower CLP, Greenock and Inverclyde CLP, Hammersmith CLP, Harrow West CLP, Holborn and St Pancras CLP, Huntington CLP, Hyndburn CLP, Maidenhead CLP, Mansfield CLP, Mid Sussex CLP, Middlesbrough South and East Cleveland CLP, New Forest East CLP, Norwich North CLP, Norwich South CLP, Nottingham South CLP, Old Bexley and Sidcup CLP, Orpington CLP, Oxford East CLP, Popular and Limehouse CLP, Putney CLP, South West Hertfordshire CLP, Stratford-on-Avon CLP, Stroud CLP, Sutton and Cleam CLP, Telford CLP, Vauxhall CLP, Warley CLP, Warrington South CLP, Wyre Forest CLP, Wythenshawe and Sale East CLP

Cecile Wright

I wish to stand for the National Women's Committee because I want to work with others to ensure a strong Labour Party Women's organisation.

The lived experiences of most women are dominated by :

1. Exploitation, which in simple terms refers to unequal pay. This is primarily an employment related issue. I want action to address the continuing unequal pay issue that occurs in most sectors.

2. Oppression takes many forms. At one extreme there is the physical and sexual violence against women. The proportion of female rape cases being brought to justice continues to fall. Oppression also takes a verbal form, and much progress remains to be made. My experience over many years in the Labour Party can be brought to bear on these issues. For example, Women's Officer at my CLP, former member of the National Constitutional Committee, prospective council candidate for May 2023. As an active trade unionist, I am Chair of Unite East Midlands Regional Women's Committee, former member of the TUC Race Relations Committee and former NEC member of the University and College Union.

Please also support: Chloe Hopkins, Helen Smith, Claudia Boes, Zoe Allan and Juliet Miller.

Nominations

Aberconwy CLP, Brent Central CLP, Calder Valley CLP, Cardiff North CLP, Cardiff South CLP, Clwyd South CLP, Cynon Valley CLP, Derby North CLP, Derby South CLP, Dundee City East CLP, Dundee City West CLP, East Hampshire CLP, Gateshead CLP, Glasgow Kelvin CLP, Hackney North and Stoke Newington CLP, Hackney South and Shoreditch CLP, Halifax CLP, Hertsmere CLP, Hornsey and Wood Green CLP, Islington North CLP, Islington South and Finsbury CLP, Islwyn CLP, Labour International, Leeds East CLP, Leyton and Wanstead CLP, Meriden CLP, Mid Bedfordshire CLP, Mid Derbyshire CLP, Montgomeryshire CLP, North Shropshire CLP, Ribble Valley CLP, Richmond Park CLP, Sheffield Heeley CLP, South Derbyshire CLP, South Dorset CLP, Southend West CLP, Stockport CLP, Stoke-on-Trent CLP, Sutton and Cheam CLP, Tottenham CLP, Uxbridge and South Ruislip CLP, Vauxhall CLP, Wells CLP, Worthing West CLP

Juemin Xu

As a first generation immigrant from China, I have been living here for 23 years. I'm a mother with a special needs child. I want to help make the country I have chosen to live in a better place. Being a Women's Officer, I campaign for women to be active in the party. We achieved an all-five-women delegation to our recent regional conference. It's not so long ago that women won legal equality. We cannot take our rights for granted. Therefore, I'm standing to be a member of the NWC to:

1. Speak up for women's sex-based rights and defend the rights to freedom of belief and expression.
2. Fight against misogyny, the root cause of violence against women and girls.
3. Help resolve any conflicts between the rights of women and rights of others.
4. Prioritise women's needs and scrutinise Labour's procedures and policies from women's point of view.
5. Encourage women to be active in the party and stand for office. Promote virtual access, hybrid meetings and childcare reimbursement.

Women's Officer in Greenwich and Woolwich CLP.

JueminXuForLabour@gmail.com, www.jueminxu.com/nwc

Supported by Labour Women's Declaration.

Please also nominate and vote for Louise Irvine.

Nominations

Aberdeen Central CLP, Aberdeen Donside CLP, Aberdeen South and North Kincardine CLP, Amber Valley CLP, Angus South CLP, Brentford and Isleworth CLP, Bristol West CLP, Cardiff North CLP, Dundee City East CLP, Dundee City West CLP, Edinburgh Southern CLP, Erewash CLP, Glasgow Cathcart CLP, Grantham and Stamford CLP, Greenwich and Woolwich CLP, Hackney North and Stoke Newington CLP, Hornsey and Wood Green CLP, Islwyn CLP, Lewisham Deptford CLP, Lewisham East CLP, Mid Derbyshire CLP, New Forest West CLP, North Shropshire CLP, Southend West CLP, Tewkesbury CLP, Tottenham CLP, West Dorset CLP, Westmoreland and Lonsdale CLP

APPENDIX 5 – EMERGENCY MOTIONS

HUMANITARIAN CRISIS UNFOLDING IN DERNA AS A RESULT OF THE FLOODS IN LIBYA

Emergency Motion to Labour National Women's Conference

Conference is concerned by the humanitarian crisis unfolding in Derna as a result of the floods in Libya.

The floods were on a catastrophic scale that has left the people, and in particular, the women of Derna bereft of housing, health care and humanitarian aid. The scale of this harrowing disaster requires huge mobilisation by the International Aid and donor community.

The United Nations has reported the loss of over ten thousand lives and over eleven thousand people unaccounted for and survivors exposed to the elements without food and shelter. The response so far has been slow and paltry. Relief efforts have been patchy with survivors having to use their bare hands and hammers to find family and friends.

Conference calls for emergency relief and support for the women of Derna and for this to be coordinated with the same vigour and urgency of other relief efforts.

Conference sends its support and solidarity to the people of Derna for their tragic losses.

And calls on the National Women's Committee to work with the Labour Party and Labour Shadow International Team to press the UK Government, the United Nations and Women's International Organisations to work with women in the Region to mobilise urgent financial, material and practical assistance to the women and people of Derna.

BAME Labour Socialist Society

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