

WORKING WOMEN'S CHARTER 2020

SIPTU is actively committed to organising and campaigning to achieve our vision of equality between women and men at work and in society. This will be achieved when there is equal access to protections, resources, opportunities and rewards in work. Significant progress has been made towards achieving equality in recent decades. However, despite progress and the enactment of equal pay legislation and various equality laws inequalities still persist.

SIPTU is committed to promoting the following actions to achieve women's equality at work.

- 1 That every worker has the legal right to join a trade union and to have their wages and working conditions collectively bargained by their union.
- 2 That every worker has the legal right to flexible working arrangements.
- 3 That working parents are supported to balance caring responsibilities and work commitments through an expansion of pay related in-work benefits and family supports thereby placing maternity, paternity and parental benefit on a pay-related basis and extending such paid leave to women and men.
- 4 That childcare is treated as a public service and there is a substantial increase in State investment in childcare in order to create a professionalised workforce delivering quality, affordable childcare.
- 5 That a statutory right to care in the community is introduced and carers are valued and recognised through investment in supports.
- 6 That years spent engaged in caring work are acknowledged in the State pension and any new auto-enrolment pension.
- 7 That trade unions lead the fight to close the gender pay gap by pursuing specific gender pay equality measures in collective bargaining, enhancing women's participation in workplace negotiations and enactment of pay transparency legislation.
- 8 That the State directly employs lone parents and other disadvantaged groups who find it difficult to access employment.
- 9 That a range of women's health and welfare measures in the workplace are introduced including paid domestic violence leave, menstrual and menopause leave, free sanitary products and reform of breastfeeding legislation.
- 10 That measures are implemented to promote women's participation and leadership in all forms of decision-making in the workplace.