

WOMEN'S CONFERENCE ARRANGEMENTS COMMITTEE

REPORT 1 to National Annual Women's Conference
2021

CONTENTS

Women’s Conference Arrangements Committee (WCAC)	3
WCAC Daily Reports	3
Today’s Agenda	4
Time limits for speakers	7
National Women’s Committee Ballot.....	7
Motions and Priorities Ballot.....	7
Composite Motions	8
COMPOSITE MOTION 1: WOMEN'S EQUALITY AFTER THE CORONAVIRUS PANDEMIC	8
COMPOSITE MOTION 2: WOMEN AND THE ECONOMY.....	11
COMPOSITE MOTION 3: WOMEN AND CLIMATE JUSTICE	14
COMPOSITE MOTION 4: SOCIAL CARE	15
COMPOSITE MOTION 5: WOMEN AND PALESTINE AND THE MIDDLE EAST.....	18
Emergency Motions.....	20
Standing Orders For National Annual Women’s Conference.....	22
Appendix 1 – Standing Orders for National Annual Women’s Conference	22
Appendix 2 – Motions	26
Women's equality after the coronavirus pandemic.....	26
Women and the economy	36
Women and Palestine and the Middle East	44
Women and climate justice.....	51
Social Care	55
Appendix 3 – Results Of the Priorities Ballot.....	62
Appendix 4 – National Women’s Committee - Candidate Statements.....	63
National Women’s Committee – CLP Section	63
National Women’s Committee – Socialist Society Section	80
Agenda.....	99

WOMEN'S CONFERENCE ARRANGEMENTS COMMITTEE (WCAC)

Members: Teresa Clark (Chair), Gemma Bolton, Linda Hobson, Jean Crocker, Tracey Fussey, Anne Dean, Philippa Marsden

Secretary: Charlotte Gerada, National Women's Officer

WCAC DAILY REPORTS

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 on the morning of each day of Women's Conference.

After a short debate, 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 26 June		Chair/Facilitator
09:30 – 09:45	<p>Welcome / Introduction</p> <p><i>Angela Rayner MP, Deputy Leader of the Opposition</i></p> <p><i>Keir Starmer MP, Leader of the Opposition</i></p> <p><i>Marsha De Cordova MP, Shadow Women and Equalities Secretary</i></p>	
09:45 – 10:30	<p>Main Plenary -</p> <p>Equal Recovery: Launch of Labour's Equal Recovery Pledge</p>	<i>Jayne Taylor (NEC)</i>
10:30 – 10:50	<p>WCAC Report Debate</p> <p><i>Teresa Clark, Chair of the WCAC</i></p> <p>Debate on the report followed by a vote</p>	<i>Jayne Taylor (NEC)</i>
10:50 – 11:00	Break	
11:00 – 19:30	<p>Ballot for the National Women's Committee</p> <p><i>The ballot for the NWC CLP Section and the NWC Socialist Society Section. 11.00 - 19.30</i></p>	
11:00 – 11:45	<p>Women's equality after coronavirus – Debate</p> <p><i>Motion 1</i></p>	<i>Lara McNeil, NEC</i>
11:45 – 12:30	<p>Women and the economy – Debate</p> <p><i>Motion 2</i></p>	<i>Jayne Taylor, NEC</i>

12:30 – 13:15	Lunch Break	
13:15 – 14:00	Women and climate justice – Debate <i>Motion 3</i>	<i>Nadia Jama, NEC</i>
14:00 – 15:00	Breakout Session 1: Women's rights, history and intersectional feminism Panellists: <i>Felicia Willow, Interim CEO of Fawcett Society</i> <i>Maria Exall, Chair of the TUC LGBT Committee and Branch Secretary of CWU Greater London Combined</i> <i>Diana Holland, Assistant General Secretary of Unite</i> <i>Henna Shah, Chair of London Young Labour</i> <i>Flo Eshalomi MP, MP for Vauxhall</i>	<i>Ann Black, NEC</i>
15:15 – 16:00	Social Care – Debate <i>Motion 4</i>	<i>Yasmine Dar, NEC</i>
16:00 – 17:00	Main Plenary – Women united will never be defeated: Ending violence against women and girls Panellists: <i>Charlotte Nichols, Shadow Minister for Women & Equalities and MP for Warrington North</i> <i>Deeba Syed, Sexual Harassment Lawyer and Founder of Rights of Women</i> <i>Farah Nazeer, CEO of Women's Aid</i> <i>Priscilla Dudhia, Policy and Advocacy Coordinator at Women for Refugee Women</i> <i>Marissa Begonia, Domestic worker and founding member of The Voice of Domestic Workers</i>	<i>Carol Sewell, NEC</i>

	<p><i>Nell Andrew, National Equality and Inclusion Officer for the GMB</i></p> <p><i>Cllr Georgia Gould, Leader of Camden Council and Chair of London Councils</i></p>	
16:00 – 19:00	<p>Voting Opens on Composite Motions 1-4</p> <p>Voting on Composite Motions 1-4 will be open from 16.00 - 19.30.</p>	
17:00 – 17:15	Break	
17:15 – 18:00	<p>Women and Palestine and the Middle East - Debate</p> <p><i>Motion 5</i></p>	<i>Alice Perry, NEC</i>
18:00 – 18:30	Break	
18:30 – 19:30	<p>Breakout Session 2: Rebuilding a fairer economy that works for women</p> <p><i>Rachel Reeves MP, Shadow Chancellor of the Exchequer</i></p> <p><i>Joanne Cairns, Head of Policy and Research for USDAW</i></p> <p><i>Debbie Wilcox, Baroness Wilcox of Newport</i></p> <p><i>Cllr Antoinette Bramble, Deputy Leader of LGA Labour</i></p> <p><i>Cat Smith MP, Shadow Minister for Young People and Democracy</i></p> <p><i>Baroness Glenys Thornton, Shadow Spokesperson for Women and Equalities in the Lords</i></p>	<i>Yasmine Dar, NEC</i>

TIME LIMITS FOR SPEAKERS

Movers and seconders of reports and motions will be allowed three minutes, with other speakers allowed two minutes. Delegates wishing to speak will be invited to do so by the WCAC in advance of the debate. The Chair may also request speakers indicate a desire to speak during a debate.

All delegates can indicate their interest in speaking in a debate once they have logged into the platform and selecting the relevant debate.

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.

NATIONAL WOMEN'S COMMITTEE BALLOT

A ballot will take place for the following sections of the National Women's Committee within the timeframe mentioned in Today's Agenda:

- National Women's Committee - CLP section
 - must have at least 12 months continuous membership.
 - nominated by at least five CLPs/Women's Branches.
 - elected by all delegates to National Annual Women's Conference.
 - 2 year term.

- National Women's Committee - Socialist Society section
 - must have at least 12 months continuous membership.
 - one to be elected
 - nominated by at least one socialist society
 - elected by socialist society delegates to National Annual Women's Conference.
 - 2 year term.

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

MOTIONS AND PRIORITIES BALLOT

There were 158 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

- Early years and education
- Social care
- Women and Palestine and the Middle East
- Women and climate justice
- Violence Against Women and Girls
- Women and the economy
- Women's equality after the coronavirus pandemic
- Working parents' and carers' rights

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 of this report.

COMPOSITE MOTIONS

Delegates from CLPs and affiliated organisations who submitted motions on the subjects mentioned above were invited to attend composite meetings on the 18th/19th June 2021.

The agreed composite motions that will be moved by delegates for debate by Conference can be found below. Composite motions 1-4 will be voted on by all delegates at the time specified within Today's Agenda.

COMPOSITE MOTION 1: WOMEN'S EQUALITY AFTER THE CORONAVIRUS PANDEMIC

Mover: **Sian Stockham - Unison**

Seconder: **Chantel Waring - Labour International**

Conference calls on the Labour Party to develop a comprehensive COVID-recovery plan that specifically addresses the needs of women.

Conference notes with concern the serious impact the pandemic has had on women's equality: especially when it comes to jobs and employment.

Conference believes that a commitment to gender equality in the workplace and in training must lie at the heart of plans for a sustained and just recovery.

Conference notes that women have been affected disproportionately by the pandemic and for the most vulnerable it has been even worse.

Women are more likely to be in agency/zero-hour/part-time work and so are at high risk of COVID-related unemployment.

Women are 69% of low wage earners, 54% of zero hours contract workers and have 74% of part time contracts.

In the childcare sector, 96% of workers are female and one in eight workers earns less than £5 per hour.

These inequalities grew during the years of Tory austerity and have been exacerbated by the pandemic and Government responses.

Women on furlough or who took unpaid leave for childcare reasons may be more likely to be selected for redundancy.

Poverty during the pandemic has been exacerbated for women compared to men.

Conference notes COVID-19 has exacerbated inequalities experienced by women in the UK in particular BAME women, working class women, women on low-incomes, disabled women, mothers and carers.

Single parents (90% women) and mothers of children with disabilities have been seriously affected, struggling to balance full-time childcare and work.

78% of workers employed in COVID-19 high risk roles were women, many in low paid roles.

The Government's economic recovery plan 'build back better' favours male dominated sectors.

Research recently undertaken by Queen Mary University of London found that 24% of BAME mothers and 38% of disabled mothers they surveyed reported that they were struggling to feed their children.

Conference notes the appalling loss of lives/livelihoods from Tory incompetence, corruption, failure to reduce transmission/eliminate spread SARS-CoV-2, exacerbated by austerity, privatisation and the disproportionate impact on women, especially women of colour and disabled women.

The virus doesn't gender discriminate, but women are disproportionately represented in health/social care as workers/residents.

Women are disproportionally responsible for childcare/home schooling; less eligible statutory sick pay, loans, grants.

Looking through a wider inequality lens, women are also disadvantaged in society through issues associated with the judiciary and there are extremely worrying patterns that women are not being supported by both the establishment and the legal process.

This is backed up by the fact that from over 58,000 allegations of rape only 2,102 ended with a successful prosecution. The horrific murder of Sarah Everard also brought into sharp focus the vulnerability that women face when simply walking the streets.

We resolve that these inequalities are urgently addressed through the benefits system, wages, employment legislation and health provision. For example, increasing child benefits and making childcare sustainable.

The Party must put women at the heart of policies, increasing pay and benefits, making childcare affordable and accessible, ensuring these policies are at the heart of Labour's policies and challenge the Tories to do the same.

We call on the Party to:

- Support Labour-led councils to take actions for women and their families, to support the Poverty Emergency declaration, as put forward by Cheshire West and Chester Council, and to promote Community Wealth Building initiatives such as those supported by Preston Council and North Ayrshire Council.
- Campaign for the necessary legislation and funding to make women's working lives easier and to get gender equality back on track including day one rights to flexible working, parental and carers' leave and accessible, affordable childcare and social care.
- Demand that the Government commit fully to gender pay gap reporting and for gender pay 'action plans' to be mandatory.

- Develop a campaign for the implementation of CEDAW into domestic legislation to help eliminate discrimination and ensure gender equality.
- Develop policy that tackles the very wide problems of misogyny in society and the judicial blind-spots that all act as a major disincentive for women to challenge abuse of various kinds.
- Bring together prominent women’s groups and women’s role models to help lead the debate around possible campaigns to tackle these gender-based inequalities
- To reaffirm its support for flexible working from day one, and to prioritise lobbying the Government to make flexible working, by design, from day one a right for all workers.
- Support women to train for well paid jobs in green industries.

CWU
GMB
Labour International
Lewisham West and Penge CLP
Mid Sussex CLP
New Forest West CLP
Somerton and Frome CLP
Unison
Wolverhampton South West CLP

COMPOSITE MOTION 2: WOMEN AND THE ECONOMY

Mover: Siobhan Endean - Unite

Seconder: Liz Hind - Labour Business

Conference notes the Government failed to perform Equality Impact Assessments on any Covid-19 measure.

The pandemic has exposed and deepened the structural inequalities in our society. The global pandemic has threatened the progress of women at all levels of society. The crisis has hit women disproportionately hard, particularly migrant women, those facing racism, disability discrimination, young women and single parents the majority of whom are women. Yet Government policies have steadfastly refused to address these inequalities and have been skewed towards men and follows a decade of austerity hitting women's incomes, jobs, economic security and safety.

86% of austerity cuts fell on women; during lockdown mothers were 47% more likely to have permanently lost their jobs or quit than fathers (Institute for Fiscal Studies).

69% of the low paid are women frequently on zero hour contracts and without sick pay making quarantining very difficult.

Women are: more likely to have been working in a sector that shut down during lockdown work disproportionately in front-line occupations including health care, retail and childcare therefore more likely to have had to work in unsafe conditions took on more responsibility for home schooling than men more likely to have lost savings and earnings during lockdown and at greater risk of being disproportionately affected by future cuts to work, benefits and employee rights, just as during the Conservatives austerity policies of 2010 to 2019.

There has been a gendered response to business support with schemes to support typically male businesses like pubs, but less support, and even ridicule, about sectors dominated by women

The success of women world leaders in handling the pandemic resulted in significantly fewer deaths. This success could be transferred to UK businesses taking women with them through the technological revolution, where future jobs and training are critical to the UK's economy.

There is ample evidence to show the disproportionate impact on women's employment. However, we note that there are no similar assessments of the grants and other business support measures provided. There has been a gendered response to business support with schemes to support typically male businesses like pubs, but less support, and even ridicule, about sectors dominated by women like beauty and weddings.

Women were under-represented in business ownership before the pandemic and that ownership is shrinking. This represents a huge potential that should be unlocked in the

recovery because it is good for business and it is good for society. Labour must listen to all the business community and ensure that it pursues policies to improve diversity.

Conference welcomes the Women and Equalities Select Committee 'Unequal impact? Coronavirus and the gendered economic impact' and Women's Budget Group, 'Creating a Caring Economy', reports. Women's work in the caring economy has been laid bare by the pandemic: in the home, healthcare, childcare, social care, education, women are at the heart of the social infrastructure. In the pandemic, reliance on the care economy becomes evermore critical, whilst exacerbating gender inequalities.

We need to seize the opportunity to rebuild with a gender positive economic strategy that empowers all women, ends poverty and puts achieving our equality at the heart of creating a better society for all.

Conference calls on Labour to develop this strategy, building on our policies ensuring a socialist green new deal creates decent jobs for women across all sectors and expanding public services, including;

Repeal all anti- trade union laws and create new rights and freedoms for trade unions to help them win a better deal for working people,

Maternity, promotion and redundancy protection for pregnant and new mothers,

raising women's incomes with substantial increases in public sector pay and minimum wage and safeguard existing collective bargaining structures (e.g. NJC in the Fire and Rescue Service),, and delivering pensions justice

Strengthen employers' duty to make reasonable adjustments which would significantly benefit disabled women and provide support for business

The Shadow Secretary of State for Women and Equalities to call for planning for women's economic and social equality, including closing of the gender pay gap, to be at the heart of any initiatives and policies proposed by the Government, including those generated by its Build Back Better Business Council; to campaign for the Government to carry out Equality Impact Assessments of future policies, particularly those involving the Treasury and DWP, to ensure this happens.

Making equality criteria central to procurement decisions, urge the government to award contracts to businesses that recognise women's contribution at the Board and Executive level and women's business ownership.

Develop economic strategies that invest in the infrastructure of a caring economy - public services, childcare, education, health, social care, the environment, safe, affordable public transport and a national independent living service with public ownership and provision of social care at its core, with support for existing successful systems.

Decent homes and social security for all. A national funded strategy supporting women facing domestic violence and abuse. Continuing to support access to justice, restoration of legal aid, and international trade agreements that deliver peace, ethical and fair trade. Labour should commit to Equality Impact Assessments of all Budget statements and Comprehensive Spending Reviews, holding the Government to account on equality.

Aylesbury CLP
Berwick-Upon-Tweed CLP
Brighton, Kemptown CLP
Bristol South CLP
Fire Brigades Union
Labour Business
North Somerset CLP
Old Bexley and Sidcup CLP
Unite

COMPOSITE MOTION 3: WOMEN AND CLIMATE JUSTICE

Mover: **Jackie Owen - Clwyd South CLP**

Seconder: **Liz Winders - Sheffield Hallam CLP**

Conference notes:

- Humanity has nine years to stop catastrophic climate crisis by keeping temperature rises below 1.5°C;
- Already 1.2°C of warming has taken place, causing floods, droughts and rising seas.;
- Women, especially in the Global South, are disproportionately impacted;
- The impact of Covid on women's employment, and the need for new green jobs.

Conference believes:

- Climate justice must be central to programmes to end the climate emergency.
- Women cannot be expected to commit to saving the world as it is. Winning mass support for action on the climate emergency requires a commitment to ending discrimination, exploitation, oppression and poverty.

- Climate justice requires recognising patterns of gender segregation in education, training and employment, leading to under-representation of women in construction, science, engineering, manufacturing and energy industries.
- Women's voices must be heard at all stages of the Green New Deal. Proposals to reconfigure ways of learning, working, living and travelling should be gender equality proofed.

Conference supports a Green New Deal to keep temperature increases below 1.5°C, create millions of green jobs and cut the substantial majority of emissions by 2030 by:

- Upgrading homes to the highest standard of energy efficiency;
- Powering Britain with renewable energy, and banning fracking;
- Supporting public ownership;
- Investing in public, low-carbon transport;
- Ending fossil fuel subsidies;
- Investing to support equal participation of women in STEM and green jobs;
- Gender equality monitoring, analyses of existing populations, and setting equality targets and remedial action in areas where women are under-represented.

Bury South CLP
Clwyd South CLP
Sheffield Hallam CLP

COMPOSITE MOTION 4: SOCIAL CARE

Mover: **Gemma Corker - Tatton CLP**

Seconder: **Frieda Schnicker - Hackney North and Stoke Newington CLP**

The COVID pandemic reveals the extent we and the economy depend on those delivering care to all ages.

Our ambition as the Labour Party on this issue should be as far reaching as Bevan's formation of the National Health Service. This is the most urgent and pressing issue affecting the health and wellbeing for all those that work in the system, those of us who receive care now and those who will do so in the future. We cannot rely on a Tory Government to 'fix this' so we ask the Labour Party to show courage and a dynamic leadership to work towards implementation. If we don't, who will?

The Women's Budget Group report makes proposals for an economy transformed to promote equality, well being and sustainability where care is seen as an economic opportunity not a burden.

Polling showed wide public support for:

- well being and standard of life measure success of government economic policy
- investment in care services, social security, training, improved terms and conditions
- government support for women and men to share care more equally
- well-paid, secure jobs in the care sector

Conference believes that promoting this approach to the economy will create good environmentally sustainable jobs and begin to address current gender and race inequalities.

Annual Conference 2019 committed to ending the current postcode lottery in Social Care funding and the real hardship and unfairness this causes, impacting on the most vulnerable within our society, reducing life expectancy, health outcomes and wellbeing.

It recognized that England's social care system is broken, with billions in council funding slashed since 2010. Most care is now privatised, can be closed at short notice, and doesn't reflect users' needs and wishes, while charges steadily increase.

Disabled and elderly people face barriers to inclusion and independent living, with thousands feeling neglected. Far fewer older people are receiving council support than in 2010, while demand grows, and millions of unpaid, overworked family carers, including children and elderly relatives, provide vital support.

As the burden of providing unpaid care falls disproportionately on women, and can lead to women being trapped in low paid part-time work, even if we are not carers or disabled ourselves we should be made aware of this situation and condemn it as morally and ethically wrong.

The COVID pandemic reveals the extent we and the economy depend on those delivering care to all ages.

Conference believes the Covid-19 pandemic has increasingly highlighted reasons why social care for people in Britain is not fit for purpose:

- a privatised system means that most owners of care homes and agencies are driven by the pursuit of profit rather than the needs of the people they are looking after
- the appalling pay and conditions of most care workers make recruitment and retention a massive problem, with persistent vacancies, reliance on temporary staff and poorer levels of care.
- with over 8000 owners of care services, the difficulties in coordination with the NHS and local authorities contribute to mistakes such as failures in the availability of PPE and inappropriate discharge policies.

We urge the Labour Party to commit to:

- provide a universal system of social care and support based on a universal right to independent living that's needs based and publicly funded.
- democratically designed services delivered locally, co-productively by local authorities, the NHS, not-for-profit providers, service users and carers
- national standards of quality, provision, training and qualifications to create professional, skilled secure care jobs with agreed career structure, pay and conditions -a real living wage for all care workers & a standard contract for care work.
- legislation enabling and requiring employers to give informal carers the rights, support and flexibility they need without sacrificing careers and financial security.

Conference calls on the NEC to draw up - as a matter of urgency - a national plan for the restructuring of provision of health and social care in order to:

- i. Create a pay structure for care workers which is aligned with the NHS.
- ii. In tandem with the NHS, develop a more highly-trained, better paid workforce that is itself an agent of green economic growth.

**Bognor Regis and Littlehampton CLP
Bristol East CLP**

COMPOSITE MOTION 5: WOMEN AND PALESTINE AND THE MIDDLE EAST

Mover: Carmen Williams, Mid Bedfordshire CLP

Seconder: Jessie Thurgur, Uxbridge and South Ruislip CLP

Women's Conference notes:

- With distress, recent violence causing deaths of Palestinians and Israelis including children;
- the continuing deterioration in living conditions that Palestinians have suffered in the last year, including a particularly detrimental impact on women; is not due to a conflict of equals but is a result of violence and brutality the continuing of military occupation by Israel.
- Israel's failure to meet its requirements as the occupying power to support the Palestinian vaccination programme;
- Palestinian women bear disproportionately the impact of human rights violations, and the socio-economic and health impacts of COVID-19;
- Children are disproportionately bearing the impact of the continuing occupation of Palestine, including administrative detentions, ongoing attacks on their homes and denial of access to education, health services, water and electricity. Journeys to school are dangerous, classrooms overcrowded and learning environments hazardous. Many schools are housing displaced families, meaning children will now miss out on education altogether. It's crucial to support Palestinian children with positive action to stop the continuing deterioration in living conditions.
- The decision of the International Criminal Court (ICC) to investigate possible war crimes in Palestine;
- Policies that further violate women's rights have also increased women's vulnerability and poverty;

- Palestinian women aren't exclusively oppressed; to socially, economically, legally and politically empower women, the Israeli occupation must end;
- The only way to a peaceful resolution is through the solidarity of the international community.
- Palestinians living in the West Bank have lived a lifetime of limited freedom, threat and humiliation

Women's Conference demand that the current British Government takes positive action by calling for:

- Recognition of the autonomous state of Palestine.
- Israel to fulfil its obligations to provide a full vaccination programme to all Palestinians.
- All parties to solve the Israel-Palestine conflict through diplomatic means rather than military, in full compliance with international law;
- Israel to end the occupation of Palestine, end all settlement building, evictions and demolitions of Palestinian homes

Women's Conference believes Labour must:

- Call on the British Government to condemn trade with illegal settlements and British Businesses that are supporting trade over the lives of Palestinians.
- Draw attention to the brutality and discriminatory situation for Palestinians, in particular women, in Palestine and Israel; documented in the recent reports by B'Tselem and Human Rights Watch.
- Publicly support the work of the ICC;
- Work with all supporting justice and self-determination for Palestine;
- Stand with the women of Palestine as they fight for freedom, justice and equality;
- Demand Israel stops all demolitions, releases all children in detention
- Condemn Boris Johnson's subsequent statement undermining the role of international law;
- Oppose any solution for Palestine not based on International Law and UN Resolutions;

- Stand in full opposition to the illegal occupation of Palestinian lands and the continuous violation of the rights of Palestinian people;
- Recognise the fundamental rights of the Palestinian citizens of Israel to full equality, respecting, protecting and promoting the rights of Palestinian refugees to return to their homes and properties as stipulated in UN Resolution 194.

Women's Conference:

- Sends solidarity to all women living in conflict zones throughout the world who do not have the luxury of tucking their children in bed at night, not knowing if they will be alive/safe come morning.

Arundel and South Downs CLP
Derbyshire Dales CLP
Harrow East CLP
Kensington CLP
Leeds East CLP
Mid Bedfordshire CLP
Uxbridge and South Ruislip CLP

EMERGENCY MOTIONS

The following organisations submitted motions to the WCAC as emergency motions however, the WCAC agreed that they did not meet the criteria to be categorised as an emergency so they will not be debated by Women's Conference.

Altrincham and Sale West CLP

Angus North and Mearns CLP

Bury North CLP

Corby CLP

Islington North CLP

Leyton and Wanstead CLP

North Shropshire CLP

Spelthorne CLP

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.

APPENDIX 1 – STANDING ORDERS FOR NATIONAL ANNUAL 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 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 and motions will be allowed three minutes, with other speakers allowed two minutes. Delegates wishing to speak will be invited to do so by the WCAC in advance of the debate. The Chair may also request speakers 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.
- 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.

E. General

- i. All speakers shall be accredited delegates or ex officio members of Party conference except where the WCAC determines otherwise. The WCAC and the Chair should seek to ensure that the majority of speeches are from elected delegates from CLPs and affiliates.
- 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 an electronic card vote at a time specified by the WCAC.
- ii. Any vote that is called by a delegate from the floor including a challenge to the Chair's ruling shall be conducted by an electronic card vote. The vote will take place as soon as practically possible.

C. Voting by proxy

- i. All votes must be cast by the individual delegate except in cases where another delegate within the relevant delegation has been assigned to vote by proxy.
- ii. Any delegate/organisation that wishes to give their vote/s to another member of their delegation as proxy must do so prior to the deadline set by the WCAC.

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.

Women's equality after the coronavirus pandemic

Evidence shows that low-income, working class people - those most politically invisible and powerless within society and in particular, low-income single parent women - have been most harshly impacted by Covid, including many lost lives and livelihoods.

Being unable to afford rent or mortgage, buy in help to support children through trauma, have adequate access to safe outdoor and indoor space, savings or the option of downsizing, have added up to a particularly harmful set of pressures for many women. We stand in solidarity with the daily struggles of our less politically visible sisters and call on the Labour Party to recognise poverty and class as significant equalities issues, intersecting with and compounding other equalities factors, causing untold misery and harm.

The Poverty Emergency declaration commits councils to addressing poverty as an equalities issue, to working collectively with other councils to improve poverty data, to be more proactive in lobbying government and to put people and poverty alongside planet at the heart of sustainable recovery from COVID. It promotes a rights-based rather than charitable recovery model that includes community education and support regarding collective ownership, in order to shape a community-led more equal, democratic and green economy.

We call on the Party, and the new Women's Committee, to support Labour-led councils to take actions for women and their families, to support the Poverty Emergency declaration, as put forward by Cheshire West and Chester Council, and to promote Community Wealth Building initiatives such as those supported by Preston Council and North Ayrshire Council.

Colchester CLP

Conference notes with concern the research that shows that women have been disproportionately impacted by Covid-19. In the period October to December 2020 there were almost a quarter of a million less women in employment. It is very well established that women have the burden of caring responsibilities and it is clear that the pandemic has increased these responsibilities and impacted women's work lives even more.

Looking through a wider inequality lens, women are also disadvantaged in society through issues associated with the judiciary and there are extremely worrying patterns that women are not being supported by both the establishment and the legal process. This is backed up by the fact that from over 58,000 allegations of rape only 2,102 ended with a successful prosecution. The horrific murder of Sarah Everard also brought into sharp focus the vulnerability that women face when simply walking the streets.

This motion seeks the support of Conference in:

1. Making sure women have better access to flexible working opportunities to support demands around work life balance.
2. Addressing pre-pandemic inequalities such as the Gender Pay Gap and class basis.
3. Developing policy that tackles the very wide problems of Misogyny in society and the judicial blind-spots that all act as a major disincentive for women to challenge abuse of various kinds.
4. Bringing together prominent women's groups and women's role models to help lead the debate around possible campaigns to tackle these gender-based inequalities

CWU

Conference notes whilst employees have the statutory right to request flexible working, the number of requests agreed to by employers are minimal.

Conference further acknowledges barriers for employees requesting flexible working and that the right does not currently extend to workers. Applications cannot be made until an employee has been in employment for 26 weeks, and the application process can be difficult with no guarantee of acceptance, potentially discouraging women applying for roles and promotions where flexible working is unavailable.

The last year has demonstrated that it is possible for many workplaces to operate flexibly, and that work can be undertaken remotely.

Conference notes that in 2021 women still face discrimination at work, impacted further by societal inequality. Women take on most caring responsibilities, are more likely to be on zero-hour contracts, have insecure terms and conditions, and/or be in low paid work.

Flexible working, by design, from day one helps to close the gender pay gap and allows women to tackle structural barriers that prevent them from progressing at work. It sets out a commitment to a more inclusive workplace for all, including disabled workers, those with long term health conditions, and those with caring responsibilities.

Conference recognises that this is a key opportunity to shape more inclusive workplaces and strengthen workers' rights.

Conference calls on the Labour Party to reaffirm its support for flexible working from day one, and to prioritise lobbying the Government to make flexible working, by design, from day one a right for all workers.

GMB

Conference notes that:

- Women have been affected disproportionately by the pandemic and for the most vulnerable it has been even worse.
- Women are more likely to be in agency/zero-hour/part-time work and so are at high risk of COVID-related unemployment.
- Women are more likely to be employed in non-remote, high-exposure front-line work.
- Pregnant women are facing increased illegal discrimination over maternity/return to work rights.
- Women are 90% of single parents and are more likely to leave employment to meet child-care/home-schooling needs.
- Domestic violence has worsened with deaths increasing from 2 to 5 a week. Social distancing/increased isolation has made it more difficult to access help.
- COVID mitigation measures have been skewed towards men.

Conference believes that:

- progress towards gender equality in pay and work access has been set back considerably.
- COVID related issues/problems will continue to have negative impacts on mental and physical health.
- Women as carers will continue to carry the burden of care for other family members.
- Now is the opportunity to resolve gender inequality. Any post-COVID recovery plan must address these issues.

Conference calls on the Labour Party to develop a comprehensive COVID-recovery plan that specifically addresses the needs of women by:

- Bridging the gender pay and pension gap (short and long-term).
- Retraining women for secure, better-paid employment.
- Providing legally protected access to secure, flexible working opportunities.
- Providing subsidised well-paid professional child-care and direct income support for women.
- Providing more funding to women's refuges.
- Providing extra support for hard-hit sectors with high female employment.

Labour International

Evidence shows that low-income, working class people those most politically invisible and powerless within society and in particular, low-income single parent women have again been most harshly impacted by Covid, including many lost lives and livelihoods.

Being unable to afford rent or mortgage, buy in additional help to support children through trauma, have adequate access to safe outdoor and indoor space, savings or the option of downsizing, have added up to a particularly harmful set of pressures for many women. We stand in solidarity with the daily struggles of our less politically visible sisters and call on the Labour Party to recognise poverty and class as significant equalities issues, intersecting with and compounding other equalities factors, causing untold misery and harm.

The Poverty Emergency declaration commits councils to addressing poverty as an equalities issue, to working collectively with other councils to improve poverty data, to be more proactive in lobbying government and to put people and poverty alongside planet at the heart of recovery from COVID. It promotes a rights-based rather than charitable recovery model that includes community education and support regarding collective ownership, in order to shape a community-led more equal and democratic economy.

We call on the Party, and the new Women's Committee, to support Labour-led councils to take actions for women and their families, to support the Poverty Emergency declaration, as put forward by Cheshire West and Chester Council, and to promote Community Wealth Building initiatives such as those supported by Preston Council and North Ayrshire Council.

Conference notes

- appalling loss of lives/livelihoods from Tory incompetence, corruption, failure to reduce transmission/eliminate spread SARS-CoV-2
- exacerbated by austerity, privatisation
- disproportionate impact on women, especially women of colour and disabled
- virus doesn't gender discriminate, but women disproportionately represented in health/social care as workers/residents - deaths higher
- women disproportionately responsible for childcare/home schooling; less eligible statutory sick pay, loans, grants
- countries with elimination not containment strategy achieved lower infection/death rates
- climate change/ecological destruction make future pandemics more likely; pandemic is global issue demanding international solidarity.

Believes

comprehensive elimination strategy, on tried/tested public health principles, supported by TUs/public health experts, is only alternative to chaotic policy of living with the virus, on-off lockdowns, needless deaths, long term chronic illnesses

strategy Zero Covid - combines mass vaccination with -

- effective, local, fully-funded NHS/LA Find, Test, Trace, Isolate, Support operation, providing full financial/practical assistance to shielding/self-isolating
- all workplaces must be certified Covid-safe by TUs and/or public health authorities; continued working from home supported
- continuing personal protection/mitigation measures including social distancing, handwashing, mask-wearing, good ventilation
- effective measures on international travel - including free testing and quarantine €" based on public health not immigration control

- speedy deployment of vaccines internationally without restrictions, funded by developed countries/global corporations, essential to minimise infections/mutations enabled.

Resolves to

- campaign for UK-wide implementation Zero Covid strategy; affiliate to Zero Covid UK
- oppose vaccine hoarding; support calls for immediate waiver of relevant WHO's TRIPS chapters
- support green economic recovery
- call on NEC/Labour leadership to support this strategy

Lewisham West and Penge CLP

Evidence shows that low-income, working class people - those most politically invisible and powerless within society and in particular, low-income single parent women - have again been most harshly impacted by Covid, including many lost lives and livelihoods.

Being unable to afford rent or mortgage, buy in additional help to support children through trauma, have adequate access to safe outdoor and indoor space, savings or the option of downsizing, have added up to a particularly harmful set of pressures for many women. We stand in solidarity with the daily struggles of our less politically visible sisters and call on the Labour Party to recognise poverty and class as significant equalities issues, intersecting with and compounding other equalities factors, causing untold misery and harm.

The Poverty Emergency declaration commits councils to addressing poverty as an equalities issue, to working collectively with other councils to improve poverty data, to be more proactive in lobbying government and to put people and poverty alongside planet at the heart of recovery from COVID. It promotes a rights-based rather than charitable recovery model that includes community education and support regarding collective ownership, in order to shape a community-led more equal and democratic economy.

We call on the Party, and the new Women's Committee, to support Labour-led councils to take actions for women and their families, to support the Poverty Emergency declaration, as put forward by Cheshire West and Chester Council, and to promote Community Wealth Building initiatives such as those supported by Preston Council and North Ayrshire Council.

Mid Sussex CLP

Conference notes with concern the serious impact the pandemic has had on women's equality: especially when it comes to jobs and employment.

Conference believes that a commitment to gender equality in the workplace and in training must lie at the heart of plans for a sustained and just recovery.

Conference calls on the Labour Party to:

* Adopt the recommendations of the Commons Select Committee for Women and Equalities (February 2021)

* Commit to providing safe, flexible affordable and reliable pregnancy and maternity support and childcare that is truly helpful to women and that responds to the needs of people in education and training, as well as those working and those receiving Universal Credit.

* Support flexible working for all and support women to train for well paid jobs in green industries.

New Forest West CLP

Conference notes that in February a parliamentary Women & Equalities Select Committee report stated that the Government has failed to meet its obligations under the public sector equality duty (PSED) to protect and promote equality for women at work during the covid pandemic. Under the PSED of the Equality Act 2010 ministers must show that they have considered the impact on equality when making policy.

The TUC and other organisations wrote to the Equality & Human Rights Commission highlighting the Government's failure to consider the impact of key policies on women and other groups protected under the Act. They noted, This is a time of crisis for women. The coronavirus pandemic is having a significant and disproportionate impact on women's health, jobs and livelihoods. For example, a claim for the SEISS is based on profits between 2016 and 2019. 75,000 self-employed women have lost out if they were pregnant and took maternity leave during this time. Their court case based on discrimination has recently failed.

We know that the main burden of caring and home schooling has fallen on women, that self-isolating women are less likely to be eligible for statutory sick pay, and that it is women's jobs that will disappear as we come out of the pandemic. Conference calls on policy makers at all levels to take urgent steps to address the looming crisis for women and their children.

Conference also calls on the Shadow cabinet to put pressure on the government to enact these measures.

Shipley CLP

Conference notes COVID-19 has exacerbated inequalities experienced by women in the UK in particular BAME women, working class women, women on low-incomes, disabled women, mothers and carers. Single parents (90% women) and mothers of children with disabilities have been seriously affected struggling to balance full-time childcare and work. 78% of workers employed in COVID-19 high risk roles were women, many in low paid roles. They have carried the burden of the extra physical and emotional labour yet have received no recognition for this. The government's economic recovery plan 'build back better' favours male dominated sectors. Research recently undertaken by Queen Mary University of London found that 24% of BAME mothers and 38% of disabled mothers they surveyed reported that they were struggling to feed their children.

We call upon Labour's leadership and the new Women's Committee to prioritise policies that:

- provide specific support for sector's whose workforce is predominately made up of women.
- increase benefits, particularly benefits for disabled women, those on a low-income, families and carers.
- enable significant investment in early years provision and social care.
- provide greater support for women experiencing domestic violence.
- support Labour-led councils and councillors to treat poverty as an equalities and inclusion issue, supporting them to drive forward initiatives that take an evidence and lived experience approach to tackling all forms of poverty, for example by adopting the Poverty Emergency Declaration.

Somerton and Frome CLP

Conference is concerned that since the start of the pandemic, the number of women in the workforce has declined, their earnings have reduced, employment prospects have worsened and the gender pay gap is widening. Big factors are lack of flexible working arrangements, inadequate childcare provision and the requirement to home-school.

A survey of 47,000 women by UNISON, the UK's biggest trade union, representing over 1 million women, found that low-paid women are hardest hit.

Post-Covid, addressing flexibility in working arrangement including improving parental leave is key to restoring career opportunities for women, retaining them in the workforce and therefore, their economic independence, and to closing the gender pay gap.

There needs to be clearer political leadership on gender equality.

By ratifying the UN Convention on the Elimination of all Discrimination Against Women (CEDAW) in 1986, the UK committed to eliminate discrimination against women in all aspects of life. However, as successive governments have resisted incorporating CEDAW in domestic law, there is no enforcement.

Conference calls on the Labour Party to:

- campaign for the necessary legislation and funding to make women's working lives easier and to get gender equality back on track including day one rights to flexible working, parental and carers' leave and accessible, affordable childcare.
- demand that the Government commit fully to gender pay gap reporting and for gender pay 'action plans' to be mandatory.
- develop a campaign for the implementation of CEDAW into domestic legislation to help eliminate discrimination and ensure gender equality.

Unison

We note that women have been adversely affected by the Pandemic and government responses.

Women are 69% of low wage earners, 54% of zero hours contract workers and have 74% of part time contracts. In the childcare sector, 96% of workers are female and one in 8 workers earns less than £5 per hour. These inequalities grew during the years of Tory austerity have been exacerbated by the pandemic and Government responses. Women on furlough or who took unpaid leave for childcare reasons may be more likely to be selected for redundancy. Poverty during the Pandemic has been exacerbated for women compared to men.

Women in low paid jobs, including social care are more vulnerable to contracting Covid19 and experienced higher death rates than their male counterparts.

We resolve that these inequalities are urgently addressed through the benefits system, wages, employment legislation and health provision. For example, increasing child benefits and making childcare sustainable will be more advantageous to the economy than vanity construction projects. This will enable women to get back into the workforce, from sectors such as retail and hospitality. The Party must put women at the heart of policies, increasing pay and benefits, making childcare affordable and accessible, ensuring these policies are at the heart of Labour's policies and challenge the Tories to do the same.

Wolverhampton South West CLP

Women and the economy

The economic impact of the restrictions imposed due to the coronavirus pandemic have been felt unevenly. There is ample evidence to show the disproportionate impact on women's employment.

However, we note that there are no similar assessments of the grants and other business support measures provided. There has been a gendered response to business support with schemes to support typically male businesses like pubs, but less support, and even ridicule, about sectors dominated by women like beauty and weddings.

Women were under-represented in business ownership before the pandemic and that ownership is shrinking. Only 15% of SME employers are women-led, a drop of two percentage points from the previous year. Only 5% of SME employers are run by leadership teams where the majority are from black and minority ethnic (BAME) groups. This represents a huge potential that should be unlocked in the recovery because it is good for business and it is good for society.

Labour must listen to all the business community and ensure that it pursues policies to improve diversity. This can be achieved through a diverse network of Business Liaison Officers (BuLOs).

Conference resolves:

To call for a full equalities impact assessment of all business support grants

To support the recruitment of diverse Business Liaison Officers (BuLOs) within CLPs to provide direct evidence of local impacts to business

Ensure that measures to support recovery consider the equalities impact at design stage

Enshrine equality impact assessments in Labour policy on business.

Aylesbury CLP

Conference notes that -

1. The pandemic has exposed and deepened the structural inequalities in our society. It has disproportionately impacted women, particularly those facing racism, disability discrimination, young women and single parents the majority of whom are women. Yet Government policies have steadfastly refused to address these inequalities and have been skewed towards men.
2. The worst hit areas of the economy are high employers of women - leisure, retail, hospitality and the public sector.
3. 69% of the low paid are women frequently on zero hour contracts and without sick pay making quarantining very difficult.
4. Unpaid care work, including home schooling has fallen disproportionately on women who are already the majority of care workers;
5. Since the start of the pandemic all types of violence against and abuse of women and girls have worsened with a fourfold increase in calls for help.

Conference believes that the Government must -

1. Action the equality impacts of every policy proposal on all groups of women;
2. Significantly increase investment in childcare, social care and specialist support services for women;

3. Strengthen gender pay gap reporting and include ethnicity pay reporting;
4. Support the development of a National Independent Living Support Service and strengthen employers' duty to make reasonable adjustments which would significantly benefit disabled women.

Conference calls on the Shadow Cabinet to campaign on this basis to ensure that there is no return to the 1950s and beyond on women's rights and equality

Berwick-Upon-Tweed CLP

Recognising women in the Covid-19 aftermath

Conference applauds women working tirelessly, supporting loved ones and communities during the pandemic. From home schooling children while balancing employment to supporting neighbours and running food banks, women haven't stopped.

Women, who make up the majority of carers, have been hit the hardest financially by both the effects of the pandemic, and the ten prior years of austerity. 86% of austerity cuts fell on women; during lockdown mothers were 47% more likely to have permanently lost their jobs or quit than fathers (Institute for Fiscal Studies).

Conference recognises that women have felt the intense financial and psychological effects of austerity and Covid-19, particularly BAME, disabled and trans women. Policy that seeks to narrow the gender pay gap should, meaningfully in a sustained way, address the multifaceted, complex realities of women inhabiting multiple, intersecting identities.

Conference calls for a system of social security that provides better financial recognition for women, in particular:

Recognition that benefits and social security should be delivered with an inclusive, gendered perspective, and;

Recognition that public sector cuts disproportionately affect women.

This motion therefore calls for:

A full audit and reversal of austerity cuts that have negatively and disproportionately impacted women.

A programme of social security that actively promotes gender equality (lessons may be learned from Nordic countries), and that takes account of the specific and varied needs of women claiming benefits.

A proactive effort to end gender pay differentials, including pay and pension inequalities.

Brighton, Kemptown CLP

Women's work in the caring economy has been laid bare by the pandemic: in the home, healthcare, childcare, social care, education, women are at the heart of the social infrastructure. In the pandemic, reliance on the care economy becomes evermore critical, whilst exacerbating gender inequalities. Many mothers have been at breaking point balancing paid employment with the emotional, physical and educational care for their children. Yet in Sunak's March 2021 budget, the uncaring economic recovery plans of the Tory government commits to spending many billions on business, tax breaks and physical infrastructure whilst cutting investment in social infrastructure - public services, childcare, education, health and social care.

Investing in the caring economy makes human, economic and environmental sense. The Women's Budget Group finds for example, 2.7% more jobs would be created investing in the care economy than the same investment in the construction industry. International research also finds that countries which are more collectivist and include women in policy-making have done better in reducing deaths during the pandemic compared to the uncaring economic strategies of the UK with one of the highest death rates in the world. Women have no voice in the Tory government's economic strategies.

Conference resolves that Labour's economic recovery plans:

- Be driven by the vision of a caring economy which prioritises human well-being and the care of our planet
- Develop economic strategies that invest in the social infrastructure of a caring economy - public services, childcare, education, health, social care and the environment

Bristol South CLP

Conference notes the Government failed to perform Equality Impact Assessments on any Covid-19 measure. The crisis has hit women disproportionately hard, particularly migrant women, and follows a decade of austerity hitting women's incomes, jobs, economic security and safety.

We need to seize the opportunity to rebuild with a gender positive economic strategy that empowers all women, ends poverty and puts achieving our equality at the heart of creating a better society for all.

Conference calls on Labour to develop this strategy, building on our policies ensuring a socialist green new deal creates decent jobs for women across all sectors and expanding public services, including;

Repeal all anti-union trade union laws and create new rights and freedoms for trade unions to help them win a better deal for working people,

Maternity, promotion and redundancy protection for pregnant and new mothers,

Raising women's incomes with substantial increases in public sector pay and minimum wage, delivering pensions justice and safeguard existing collective bargaining structures (e.g. NJC in the Fire and Rescue Service),

Making equality criteria central to procurement decisions,

Investing in safe, affordable public transport,

A national independent living service with public ownership and provision of social care at its core,

Universal childcare,

Safe homes and social security for all,

A well-resourced strategy supporting women facing domestic violence,

Support access to justice, restoration of legal aid, and,

International trade agreements that deliver peace, ethical and fair trade.

Labour should commit to Equality Impact Assessments of all Budget statements and Comprehensive Spending Reviews.

Fire Brigades Union

The economic impact of the restrictions imposed due to the coronavirus pandemic have been felt unevenly. There is ample evidence to show the disproportionate impact on women's employment.

However, we note that there are no similar assessments of the grants and other business support measures provided. There has been a gendered response to business support with schemes to support typically male businesses like pubs, but less support, and even ridicule, about sectors dominated by women like beauty and weddings.

Women were under-represented in business ownership before the pandemic and that ownership is shrinking. Only 15% of SME employers are women-led, a drop of two percentage points from the previous year. Only 5% of SME employers are run by leadership teams where the majority are from black and minority ethnic (BAME) groups. This represents a huge potential that should be unlocked in the recovery because it is good for business and it is good for society.

Labour must listen to all the business community and ensure that it pursues policies to improve diversity. This can be achieved through a diverse network of Business Liaison Officers (BuLOs).

Conference resolves:

- To call for a full equalities impact assessment of all business support grants
- To support the recruitment of diverse Business Liaison Officers (BuLOs) within CLPs to provide direct evidence of local impacts to business
- Ensure that measures to support recovery consider the equalities impact at design stage
- Enshrine equality impact assessments in Labour policy on business.

Labour Business

This CLP notes that women have been disproportionately affected by the social and economic costs of the Covid pandemic.

Women are:

- more likely to have been working in a sector that shut down during lockdown

- work disproportionately in front-line occupations including health care, retail and childcare
- therefore more likely to have had to work in unsafe conditions
- took on more responsibility for home schooling than men
- more likely to have lost savings and earnings during lockdown.
- at greater risk of being disproportionately affected by future cuts to work, benefits and employee rights, just as during the Conservatives austerity policies of 2010 to 2019.

This CLP therefore calls on:

The Shadow Secretary of State for Women and Equalities to call for planning for women's economic and social equality, including closing of the gender pay gap, to be at the heart of any initiatives and policies proposed by the Government, including those generated by its Build Back Better Business Council; to campaign for the Government to carry out Equality Impact Assessments of future policies, particularly those involving the Treasury and DWP, to ensure this happens.

The Shadow Secretary of State for Work and Pensions to campaign for the Government to maintain the increases in support that have been provided during the pandemic for the rest of this government's term (2024), including as a minimum the £20 increase in standard allowance for Universal Credit as well as an increase in legacy benefit rates including Child Benefit by the equivalent amount.

North Somerset CLP

This CLP notes:

That the UK FTSE 350 companies had a voluntary target of 33% women representation on their Boards by 2020. Whilst FTSE 100 companies have exceeded this target there continues to be invisible barriers, with only 4 women holding CEO positions; women are poorly represented in those areas where future technology and economic opportunities lie, 16% in Chief Information Officer Roles, 17% are Chief Finance Officers.

This CLP believes:

The global pandemic has threatened the progress of women at all levels of society, they hold an unequal burden of care. Extensive research shows that more diverse Boards lead to better outcomes for business and society. The success of women world leaders in handling the pandemic resulted in significantly fewer deaths. This success could be transferred to UK businesses taking women with them through the technological revolution, where future jobs and training are critical to the UK's economy. This CLP does not believe in setting quotas, but rather in targets that lead to women being selected on merit.

This CLP resolves:

The Labour Party should support more target setting of women when appointing executives. They should urge the government to award contracts to businesses that recognise women's contribution at the Board and Executive level. To do so would require women's representation at the highest level sitting alongside price and quality as criteria for successful award.

Old Bexley and Sidcup CLP

Conference notes the Government failed to perform Equality Impact Assessments on any Covid-19 measure. The crisis has hit women disproportionately hard, particularly migrant women, and follows a decade of austerity hitting women's incomes, jobs, economic security and safety.

Conference welcomes the Women and Equalities Select Committee 'Unequal impact? Coronavirus and the gendered economic impact' and Women's Budget Group, 'Creating a Caring Economy', reports.

We need to seize the opportunity to rebuild with a gender positive economic strategy that empowers all women, ends poverty and puts achieving our equality at the heart of creating a better society for all.

Conference calls on Labour to develop this strategy, building on our policies ensuring our green industrial strategy creates decent jobs for women across all sectors and expanding public services, including;

- stronger trade union rights,
- maternity and redundancy protection for pregnant and new mothers,
- raising women's incomes with substantial increases in public sector pay and minimum wage, and delivering pensions justice,

- making equality criteria central to procurement decisions,
- investing in safe, affordable public transport,
- a national independent living service with public ownership and provision of social care at its core,
- universal childcare,
- decent homes and social security for all,
- a national funded strategy supporting women facing domestic violence and abuse,
- continuing to support access to justice, restoration of legal aid, and,
- international trade agreements that deliver peace, ethical and fair trade.

Labour should commit to Equality Impact Assessments of all Budget statements and Comprehensive Spending Reviews, holding the Government to account on equality.

Unite

Women and Palestine and the Middle East

Conference notes:

1. the continuing deterioration in living conditions that Palestinians have suffered in the last year, including a particularly detrimental impact on women;
2. Palestinian women bear disproportionately the impact of relentless human rights violations including administrative detentions of their children, ongoing attacks on their homes and denial of access to education, health services, water and electricity.
3. 2020 saw the highest number of home demolitions and forced displacements, including those most recently in East Jerusalem, since 2009;
4. Israel's failure to meet its requirements as the occupying power to support the Palestinian vaccination programme;

5. Trade policies allow British companies to facilitate demolitions, for example in 2020 British-made JCBs demolished 191 Palestinian structures, making 160 children homeless and destroying vital irrigation networks.

Conference welcomes the decision of the International Criminal Court (ICC) to investigate possible Israeli war crimes in Palestine, whilst condemning Boris Johnson's subsequent statement undermining the role of international law.

Conference believes Labour must:

1. draw attention to the discriminatory situation for Palestinians, in particular women, in Palestine and Israel €" as most recently documented in the reports by B'Tselem and Human Rights Watch.
2. publicly support the work of the ICC
3. calls on all parties to solve the Israel-Palestine conflict through diplomatic means rather than military, in full compliance with international law.
4. demand positive action from the British government, including banning trade with illegal settlements, for Israel to stop all demolitions and release all children in detention;
5. call on the Israeli Government to fulfil its obligations to provide a full vaccination programme to all Palestinians
6. work to support justice and self-determination for Palestine

Arundel and South Downs CLP

This CLP Women's Forum notes that the deteriorating humanitarian situation in Palestine is not due to a conflict of equals but is a result of the continuing occupation of Palestine. Palestinians living in the West Bank have lived a lifetime of limited freedom, threat and humiliation. The people of Gaza live in what is in effect an open-air prison, deprived of work, fuel, adequate food and water, and medicines. Palestinians in Israel live under a regime of apartheid.

Palestinian women and children are disproportionately bearing the impact of these relentless human rights violations.

This CLP Women's Forum believes that the Israeli Government needs to be held accountable under International Law and should end the occupation of Palestine, end all settlement building, evictions and demolitions of Palestinian homes.

The only way to a peaceful resolution is through the solidarity of the International Community.

This CLP Women's Forum demands that the Labour Leadership commits to the following:

Recognition of the autonomous state of Palestine.

Publicly support the Human Rights Watch report on Israeli Authorities and the Crimes of Apartheid and Persecution' and act on the recommendations of the report.

Publicly support the work of the International Criminal Court.

End all military cooperation with Israel, ban trade with illegal settlements and stop trade policies that allow British companies to facilitate in the demolition of Palestinian villages and homes.

Demand that the current British Government takes positive action now on the above.

Derbyshire Dales CLP

Women in Palestine Exist Resist

This branch/ CLP notes:

1. The mass bombing by Israel of homes, schools, medical facilities, electricity & water supplies in Gaza.
2. Palestinian women bear disproportionately the impact of these and the ongoing relentless human rights violations including administrative detentions of their children, attacks on their homes and denial of access to education, health services, water and electricity as most recently documented in the reports by B'Tselem and Human Rights Watch.
3. 2020 saw the highest number of home demolitions and forced displacements, including those most recently in Sheikh Jarrah in East Jerusalem, since 2009;
4. Israel's failure to meet legal requirements as the occupying power to support the Palestinian vaccination programme;
5. Trade policies allow British companies to facilitate demolitions, for example in 2020 British-made JCBs demolished 191 Palestinian structures, making 160 children homeless and destroying vital irrigation networks.

This CLP welcomes the decision of the International Criminal Court (ICC) to investigate possible Israeli war crimes in Palestine and condemns Boris Johnson's subsequent statement undermining the role of international law.

This CLP believes Labour must call for

* An immediate ceasefire;* Immediate cessation of trade with illegal settlements;* End the siege of Gaza;* End the illegal occupation of the West Bank and East Jerusalem;* Follow international conventions on refugee rights and endorse the right of return:

To this end this branch/CLP campaigns for

1. an immediate end to all arms trade with the UK
2. an economic boycott, divestment of shares and investments and
3. for sanctions to be imposed on the Israeli state until these demands are met.

Dulwich and West Norwood CLP

Conference notes:

1. the continuing deterioration in living conditions that Palestinians have suffered in the last year, including a particularly detrimental impact on women;
2. Palestinian women bear disproportionately the impact of relentless human rights violations including administrative detentions of their children, ongoing attacks on their homes and denial of access to education, health services, water and electricity.
3. 2020 saw the highest number of home demolitions and forced displacements, including those most recently in East Jerusalem, since 2009;
4. Israel's failure to meet its requirements as the occupying power to support the Palestinian vaccination programme;
5. Trade policies allow British companies to facilitate demolitions, for example in 2020 British-made JCBs demolished 191 Palestinian structures, making 160 children homeless and destroying vital irrigation networks.
6. Conference welcomes the decision of the International Criminal Court (ICC) to investigate possible Israeli war crimes in Palestine, whilst condemning Boris Johnson's subsequent statement undermining the role of international law.

Conference believes Labour must:

1. draw attention to the discriminatory situation for Palestinians, in particular women, in Palestine and Israel €" as most recently documented in the reports by B'Tselem and Human Rights Watch.
2. publicly support the work of the ICC
3. work with all supporting justice and self-determination for Palestine
4. demand positive action from the British government, including banning trade with illegal settlements, for Israel to stop all demolitions and release all children in detention;
5. call on the Israeli Government to fulfil its obligations to provide a full vaccination programme to all Palestinians.

Harrow East CLP

The violence and brutality of military occupation by Israeli colonialisation and the socio-economic and health impacts of COVID-19 have disproportionately affected Palestinian women.

Palestinian women are subjected to deliberate systematic Israeli violence in every aspect of their lives with relentless human rights violations, rape and violence by Israeli soldiers, harassment at checkpoints, arbitrarily arrest ,sexual violence and threats in prison, detention of their children, denial of access to education, health services, water and electricity and ongoing demolition and attacks on their homes.

Israel's refusal to support the Palestinian vaccination programme C19 has further exacerbated these catastrophic conditions by reducing women's human rights, losing their jobs, a dramatic increase in gender based domestic violence, under representation in all aspects of public life leaving those most vulnerable more impoverished.

Local authorities in Gaza by introducing policies that further violate women's rights have also increased women's vulnerability and poverty.

Labour must:

Stand with the women of Palestine as they fight for freedom, justice and equality.

Demand Israel stops all demolitions, releases all children in detention.

Call upon a full vaccination programme by Israel.

Demand the British government stops arms trade with Israel and bans trade with illegal settlements.

Oppose any solution for Palestine not based on International Law and UN resolutions.

Publicly support the International Criminal Court's investigation of Israel and condemn Johnson's statement undermining the role of International Law

Stand in full opposition to the illegal occupation of Palestinian lands and the continuous violation of the rights of the Palestinian people.

Kensington CLP

Leeds East CLP sends solidarity to all women living in conflict zones throughout the world who do not have the luxury of tucking their children in bed at night, not knowing if they will be alive/safe come morning. Our total empathy to the Palestinian women who sleep each night with their children "comforting" herself, that should the absolute horror happen, they will die together.

Leeds East CLP

Conference notes

1. with distress, recent violence causing deaths of over 232 Palestinians including 65 children and over 12 Israelis including 2 children;
2. the continuing deterioration in living conditions Palestinians have suffered, particularly detrimental for women;
3. Palestinian women bear disproportionately the impact of relentless human rights violations including administrative detentions of children, ongoing attacks on homes and denial of education, health services, water and electricity.
4. 2020 saw the highest number of home demolitions and forced displacements, including those most recently in Sheikh Jarrah, since 2009;
5. Israel's failure to meet its requirements as the occupying power to support the Palestinian vaccination programme;
6. Trade policies allow British companies to facilitate demolitions - in 2020 British-made JCBs demolished 191 Palestinian structures, making 160 children homeless and destroying vital irrigation networks.

Conference welcomes the International Criminal Court (ICC) decision to investigate possible Israeli war crimes in Palestine; and condemns Boris Johnson's subsequent statement undermining the role of international law.

Conference resolves Labour and its Women's Committee must:

1. draw attention to the discriminatory situation for Palestinians, in particular women, documented in recent reports by B'Tselem and Human Rights Watch.
2. publicly support work of the ICC
3. work with all supporting justice and self-determination for Palestine
4. demand action from the British government, including banning trade with illegal settlements, and calling for Israel to stop demolitions and release children in detention;
5. call on Israel to fulfil its obligations to provide a full vaccination programme to all Palestinians.

Mid Bedfordshire CLP

Recent violence has murdered innocent civilians, displaced thousands and shone a spotlight on the on-going colonial brutality that oppresses Palestinians.

The neocolonial, structural violence of the Israeli apartheid regime impacts women from the moment they are born. At best, pregnant Palestinian women are forced to pass checkpoints to access hospitals to give birth, at worst, forced to give birth at checkpoints, which has resulted in the deaths of new borns and pregnant women.

Through infancy, girls have their right to medical treatment, clean water and nutritious food denied. Journeys to school are dangerous, classrooms overcrowded and learning environments hazardous. Many schools are housing displaced families, meaning children will now miss out on education altogether. Freedom of movement, right to vote, right to work and access to reproductive healthcare are denied. They're subjected to vicious arbitrary arrest, imprisonment and sexual violence.

Palestinian women aren't exclusively oppressed; to socially, economically, legally and politically empower women, the Israeli occupation which oppresses all indigenous Palestinians must end.

It's crucial that Labour Party policy is inclusive of anti-imperialist international foreign policy and the following is adopted:

Ban all trade in Israeli settlements

Suspend the UK Free Trade Agreement with Israel

Support the International Criminal Court investigation into Israeli war crimes and grave breaches of international law

Impose sanctions on Israel

Recognise the fundamental rights of the Palestinian citizens of Israel to full equality

Respecting, protecting and promoting the rights of Palestinian refugees to return to their homes and properties as stipulated in UN Resolution 194.

Uxbridge and South Ruislip CLP

Women and climate justice

This Conference believes that climate justice must be central to programmes to end the climate emergency. Winning mass support for action on the climate emergency requires a commitment to ending discrimination, exploitation, oppression and poverty. Women suffering poverty and discrimination cannot be expected to commit to saving the world as it is.

Climate justice requires recognising long established patterns of gender segregation in education, training and employment, leading to under-representation of women in construction, science, engineering, manufacturing and energy industries. These sectors are important in the Green New Deal.

Conference calls for greater investment to support equal participation of women in STEM subjects and the areas of technical and higher education and training and the jobs which will be part of a Green New Deal.

Conference believes that equality monitoring is an important tool for achieving gender equality. Gender equality monitoring must be built into the Green New Deal. Monitoring should include analyses of existing populations, setting equality targets and remedial action in areas where women are under-represented.

Gender equality monitoring in the Green New Deal should include education and training, employment, housing, transport and urban and rural planning. Proposals to reconfigure ways of learning, working, living and travelling should be gender equality proofed before implementation. Women's voices must be heard at all stages of planning the Green New Deal.

This Conference calls on Labour Local Authorities and a future Labour Government to incorporate gender equality and gender equality monitoring in the design, planning and implementation of Green New Deals.

Conference notes:

1. Humanity has, at most, nine years to stop catastrophic climate change by keeping global temperature rises below 1.5°C.
2. Already 1.2°C of warming has taken place, causing floods, droughts and rising seas.
3. Women, especially in the Global South, are disproportionately impacted by climate change.
4. The disproportionate impact of Covid on women's employment, and therefore the need for new green jobs.
5. The necessity to rapidly cut emissions.
6. Despite green rhetoric the Tory government has no plan to meet climate targets, instead cutting Green Home Grants and provide an additional £40bn of fossil fuels subsidies since March 2020.

Conference supports a Green New Deal to keep temperature rise below 1.5°C, create millions of green jobs and cut the substantial majority of emissions by 2030 by:

- a. Upgrading homes to the highest standard of energy efficiency.
- b. Powering Britain with renewable energy, and banning fracking.
- c. Increasing public ownership.
- d. Investing in public, low-carbon transport.
- e. Ending fossil fuel subsidies
- f. Supporting the TUC's proposal to create 1.24 million jobs within two years by investing £85bn in green technology, transport and housing, ensuring these are accessible to women and young people.

Conference calls on the Women's Committee to promote the TUC's Voice and Place: How to plan fair and successful paths to net zero emissions' and STUC's Green Jobs for Scotland' reports; and build a joint campaign across local Labour Parties, community groups, and trade unions for a Green New Deal, highlighting the benefits for women.

Bury South CLP

Conference supports a Green New Deal to keep temperature rise below 1.5°C, create millions of green jobs and cut the substantial majority of emissions by 2030 by:

- a. Upgrading homes to the highest standard of energy efficiency.
- b. Powering Britain with renewable energy, and banning fracking.
- c. Increasing public ownership.
- d. Investing in public, low-carbon transport.
- e. Ending fossil fuel subsidies
- f. Supporting the TUC's proposal to create 1.24 million jobs within two years by investing £85bn in green technology, transport and housing, ensuring these are accessible to women and young people.

Conference calls on the Women's Committee to promote the TUC's Voice and Place: How to plan fair and successful paths to net zero emissions' and STUC's Green Jobs for Scotland' reports; and build a joint campaign across local Labour Parties, community groups, and trade unions for a Green New Deal, highlighting the benefits for women.

Christchurch CLP

Conference notes:

Humanity has, at most, nine years to stop the catastrophic climate crisis by keeping global temperature rises below 1.5°C.

Already 1.2°C of warming has taken place, causing floods, droughts and rising seas.

Women, especially in the Global South, are disproportionately impacted by the climate crisis.

The disproportionate impact of Covid on women's employment, and the need for new green jobs.

The necessity to rapidly cut emissions.

Despite green rhetoric the Tory government has no plan to meet climate targets, instead cutting Green Home Grants whilst providing an additional £40bn of fossil fuel subsidies since March 2020.

Conference supports a Green New Deal to keep temperature increases below 1.5°C, create millions of green jobs and cut the substantial majority of emissions by 2030 by:

Upgrading homes to the highest standard of energy efficiency.

Powering Britain with renewable energy, and banning fracking.

Increasing public ownership.

Investing in public, low-carbon transport.

Ending fossil fuel subsidies

Supporting the TUC's proposal to create 1.24 million jobs within two years by investing £85bn in green technology, transport and housing, ensuring these are accessible to women and young people.

Conference calls on the Women's Committee to promote the TUC's Voice and Place: How to plan fair and successful paths to net zero emissions' and the Welsh Labour Government's Build a Stronger, Green Economy' policy; and build a joint campaign across local Labour Parties, community groups, and trade unions for a Green New Deal, highlighting the benefits for women.

Clwyd South CLP

This Conference believes that climate justice must be central to programmes to end the climate emergency. Winning mass support for action on the climate emergency requires a commitment to ending discrimination, exploitation, oppression and poverty. Women suffering poverty and discrimination cannot be expected to commit to saving the world as it is.

Climate justice requires recognising long established patterns of gender segregation in education, training and employment, leading to under-representation of women in construction, science, engineering, manufacturing and energy industries. These sectors are important in the Green New Deal.

Conference calls for greater investment to support equal participation of women in STEM subjects and the areas of technical and higher education and training and the jobs which will be part of a Green New Deal.

Conference believes that equality monitoring is an important tool for achieving gender equality. Gender equality monitoring must be built into the Green New Deal. Monitoring should include analyses of existing populations, setting equality targets and remedial action in areas where women are under-represented.

Gender equality monitoring in the Green New Deal should include education and training, employment, housing, transport and urban and rural planning. Proposals to reconfigure ways of learning, working, living and travelling should be gender equality proofed before implementation. Women's voices must be heard at all stages of planning the Green New Deal.

This Conference calls on Labour Local Authorities and a future Labour Government to incorporate gender equality and gender equality monitoring in the design, planning and implementation of Green New Deals.

Sheffield Hallam CLP

Social Care

Annual Conference 2019 committed to ending the current postcode lottery in Social Care funding and the real hardship and unfairness this causes, impacting on the most vulnerable within our society, reducing life expectancy, health outcomes and wellbeing.

It recognized that England's social care system is broken, with billions in council funding slashed since 2010. Most care is now privatised, can be closed at short notice, and doesn't reflect users' needs and wishes, while charges steadily increase.

Disabled and elderly people face barriers to inclusion and independent living, with thousands feeling neglected. Far fewer older people are receiving council support than in 2010, while demand grows, and millions of unpaid, overworked family carers, including children and elderly relatives, provide vital support.

Conference 2019 resolved within the first term of a new Labour Government to provide a universal system of social care and support based on a universal right to independent living and to make the provision of all social care free to the recipient as is the case for health care under the NHS.

Labour Women's Conference 2021 fully supports the policy on Social Care agreed in 2019 and calls on the leadership to reconfirm that policy and communicate it widely to voters.

Bognor Regis and Littlehampton CLP

National Women's Conference requests that the Labour Party take up the mantle to be brave and bold in its challenge to this Government to create a National Care Service, without delay. The current broken system disproportionately affects the lives of women in all aspects whether as users, carers or low paid care staff. Our dysfunctional, underfunded care system has already been criticised in numerous reports including a Royal Commission, with recommendations ignored by politicians of all Parties.

Our ambition as the Labour Party on this issue should be as far reaching as Bevan's formation of the National Health Service. This is the most urgent and pressing issue affecting the health and wellbeing for all those that work in the system, those of us who receive care now and those who will do so in the future. We cannot rely on the current Tory Government to 'fix this' so we ask the Labour Party to show courage and a dynamic leadership to work towards implementation. If we don't, who will?

To achieve a transition towards The National Care Service as rapidly as possible we support the 5 pledges/ demands of Unison. These are:

A real living wage for all care workers

A standard contract for care work

Significant emerging government funding

Professional standards

A partnership working group tasked to create a national care service

Bristol East CLP

The COVID pandemic reveals the extent we and the economy depend on those delivering care to all ages.

The Women's Budget Group report* makes proposals for an economy transformed to promote equality, wellbeing and sustainability where care is seen as an economic opportunity not a burden.

Polling showed wide public support for:

wellbeing and standard of life measure success of government economic policy
investment in care services, social security, training, improved terms and conditions
government support for women and men to share care more equally
well-paid, secure jobs in the care sector.

This Branch/CLP/Conference believes that promoting this approach to the economy will grab the popular imagination, receiving similar widespread support as the Green New Deal with which it is consistent. It will create good environmentally sustainable jobs and begin to address current gender and race inequalities.

We urge the Labour party to commit to:

- creating a duty on the Secretary of State to provide a user-responsive National Care Service appropriate to the UK population
- needs-based and publicly funded, free at the point of use
- democratically designed services delivered locally, co-productively by local authorities, the NHS, not-for-profit providers, service users and carers
- national standards of quality, provision, training and qualifications to create professional, skilled secure care jobs with agreed career structure, pay and conditions
- legislation enabling and requiring employers to give informal carers the rights, support and flexibility they need without sacrificing careers and financial security
- establish a taskforce to develop proposals.

Hackney North and Stoke Newington CLP

The Covid pandemic revealed the extent to which we and the economy depend on those delivering care to all ages.

The Women's Budget Group report* makes proposals for an economy transformed to promote equality, wellbeing and sustainability where care is seen as an economic opportunity not a burden.

Polling showed wide public support for:

a quality of life measure of success of government economic policy

investment in care services, social security, training, and improved conditions

government support for women and men to share care more equally

well-paid, secure jobs in the care sector.

This CLP believes that promoting this approach to the economy will grab the popular imagination, receiving similar widespread support as the Green New Deal with which it is consistent. It will create good environmentally sustainable jobs and begin to address current gender and race inequalities.

We urge the Labour Party to commit to:

- creating a duty on the Secretary of State to provide a user-responsive National Care Service appropriate to the UK population, needs-based and publicly funded, free at the point of use
- democratically designed services delivered locally, co-productively by local authorities, the NHS, not-for-profit providers, service users and carers
- national standards of quality, provision, training and qualifications to create professional, skilled secure care jobs with agreed career structure, pay and conditions
- legislation enabling and requiring employers to give informal carers the rights, support and flexibility they need without sacrificing careers and financial security
- establishing a taskforce to develop proposals.

Islington North CLP

The Current social care system is struggling to meet its obligations to hundreds of thousands of people in need. An election promise from the Conservatives in 2019 pledged to fix social care. Delays at the beginning of the pandemic resulted in thousands of unnecessary deaths in care homes and disproportionately affected vulnerable people. Thanks to their professionalism and dedication, Care Workers have continued to deliver services, despite inadequate resources. In the Queen's recent speech, policy on social care was reduced to a single line stating proposals on reform will be brought forward. We call upon the leadership to oppose and challenge in the strongest possible terms the Conservative's dismal record on social care and their empty promises of reform, and to promote Labour's vision for a National Care Service, offering provision for everyone who needs it, and appropriate pay and conditions for Care Workers. We ask for clear plans in accordance with the manifesto pledges of 2010, 2017 and 2019 which promised to rebuild social care, addressing decades of neglect by the Conservatives. Only in this way can we restore public confidence in Labour's enduring belief in fairness and responsibility.

Middlesbrough South and East Cleveland CLP

Statistics show that the majority of carers are women - unpaid or employed as care workers.

Conference believes the Covid-19 pandemic has increasingly highlighted reasons why social care for people in Britain is not fit for purpose:

- a privatised system means that most owners of care homes and agencies are driven by the pursuit of profit rather than the needs of the people they are looking after
- the appalling pay and conditions of most care workers make recruitment and retention a massive problem, with persistent vacancies, reliance on temporary staff and poorer levels of care.
- with over 8000 owners of care services, the difficulties in coordination with the NHS and local authorities contribute to mistakes such as failures in the availability of PPE and inappropriate discharge policies.

Conference calls on the NEC to draw up - as a matter of urgency - a national plan for the restructuring of provision of health and social care in order to:

- i. create a pay structure for care workers which is aligned with the NHS.
- ii. in tandem with the NHS, develop a more highly-trained, better paid workforce that is itself an agent of green economic growth.
- iii. bring about the integration of all health and social care provision within a National Care Service or a combined National Health and Care Service.

iv. end all means testing to provide care free at the point of use and paid for out of general taxation - including taxes on wealth and inheritance.

South Norfolk CLP

We call on all local authorities to end the discriminatory practice of charging disabled people for the care they receive, which results in those with the greatest care needs being charged the most when they are the least able to afford it. Having carers assist with day to day tasks like bathing, dressing and cooking is a need, not a luxury for many disabled people, and charging directly for it makes it a tax on disability and daily life. Local authorities must stop using this practice as a way to fill the gaps in funding caused by huge cuts from central government funding, and should instead look to the example of Hammersmith & Fulham, who have stopped charging for care entirely and have saved money. The 'Minimum Income Guarantee' (that is, the minimum amount of income the local authority can leave you with) is not enough to live on and has resulted in disabled people having all but £25 per week of their Universal Credit taken to cover care charges they need. As the burden of providing unpaid care falls disproportionately on women, and can lead to women being trapped in low paid part-time work, even if we are not carers or disabled ourselves we should be made aware of this situation and condemn it as morally and ethically wrong.

Tatton CLP

The COVID pandemic reveals the extent we and the economy depend on those delivering care to all ages.

The Women's Budget Group report* makes proposals for an economy transformed to promote equality, well being and sustainability where care is seen as an economic opportunity not a burden.

Polling showed wide public support for:

- well being and standard of life measure success of government economic policy
- investment in care services, social security, training, improved terms and conditions
- government support for women and men to share care more equally
- well-paid, secure jobs in the care sector

Conference believes that promoting this approach to the economy will create good environmentally sustainable jobs and begin to address current gender and race inequalities.

We urge the Labour Party to commit to:

- creating a duty on the Secretary of State to provide a user-responsive National Care Service appropriate to the UK population
- needs-based and publicly funded, free at the point of use
- democratically designed services delivered locally, co-productively by local authorities, the NHS, not-for-profit providers, service users and carers
- national standards of quality, provision, training and qualifications to create professional, skilled secure care jobs with agreed career structure, pay and conditions
- legislation requiring employers to give informal carers the rights, support and flexibility they need without sacrificing careers and financial security
- establish a task force to develop proposals.

West Dorset CLP

APPENDIX 3 – RESULTS OF THE PRIORITIES BALLOT

Subject	CLPs	Affiliates
Early years and education	101966	1142
Social care	87215	650
Violence Against Women and Girls	84066	1883369
Women and Palestine and the Middle East	66373	650
Women and climate justice	62859	650
Women's equality after the coronavirus pandemic	29006	1883032
Women and the economy	20605	1883032
Working parents' and carers' rights	12268	1882540
Health and healthcare provision	55822	0
Addressing racial inequality	55361	0
Child poverty	41903	404
Menopause policy	28290	0
Women and housing	27644	1259
Women and fairer pensions	24577	0
LGBT+ rights	22444	640
Abortion Rights	21070	640
Women and the justice system	18818	896
Women and proportional representation	15783	0
Decriminalisation	11841	0
Women in society	10138	0
Women and international aid	4935	0
Women and bereavement support	4551	0

APPENDIX 4 – NATIONAL WOMEN’S COMMITTEE - CANDIDATE STATEMENTS

National Women’s Committee – CLP Section

AHMED Solma

A commitment to gender equality has been a driving force in everything that I have done throughout my life. As a woman, an Asian and as a Muslim I have consistently suffered discrimination and I understand how important it is to get organised and fight back.

In the 1990s I established two women’s refuges in Tower Hamlets and Hackney, as well as the first counselling service for Asian women fleeing violence. I also set up the first Asian Women’s Educational and Resource centre, Jagonari.

I was previously Vice-Chair of Harwich and North Essex CLP and I have represented my CLP at Regional Conferences. One of my proudest moments was as a delegate to the 2019 Labour Conference, where I spoke in defence of migrant women, to support a motion put forward by Women’s Conference.

I am delighted to be backed by Momentum and if I am elected to the Women’s Committee I will represent and reach out to all women in the Party. Our voices deserve to be heard, and I will use mine to amplify yours. Women members must be at the forefront of everything our Party does, and this starts by defending all women shortlists.

Aberconwy CLP, Basildon and Billericay CLP, Berwick-Upon-Tweed CLP, Bethnal Green and Bow CLP, Birkenhead CLP, Blackpool North and Cleveleys CLP, Blaydon CLP

Bolton North East CLP, Bolton West CLP, Bournemouth East CLP, Bournemouth West CLP, Brecon and Radnorshire CLP, Brent Central CLP, Brighton, Pavilion CLP, Bristol South CLP, Caerphilly CLP, Camberwell and Peckham CLP, Cardiff West CLP, Carmarthen East and Dinefwr CLP, Chipping Barnet CLP, Clwyd South CLP, Colchester CLP, Croydon Central CLP, Derbyshire Dales CLP, Dulwich and West Norwood CLP, East Hampshire CLP, East Worthing and Shoreham CLP, Eddisbury CLP, Edinburgh Central CLP, Elmet and Rothwell CLP, Enfield Southgate CLP, Filton and Bradley Stoke CLP, Gateshead CLP, Hackney North and Stoke Newington CLP, Hackney South and Shoreditch CLP, Halifax CLP, Harrow East CLP, Harrow West CLP, Hornsey and Wood Green CLP, Hyndburn CLP, Islington North CLP, Kensington CLP, Labour International, Lancaster and Fleetwood CLP, Leeds West CLP, Lewisham Deptford CLP, Leyton and Wanstead CLP, Liverpool Riverside CLP, Liverpool Walton CLP, Liverpool Wavertree CLP, Luton South CLP, Manchester Gorton CLP, Mid Bedfordshire CLP, Mid Sussex CLP, Penrith and the Border CLP, Poplar and Limehouse CLP, Richmond Park CLP, Salford and Eccles CLP, Sheffield Heeley CLP, Shipley CLP, South Dorset CLP, South East Cornwall CLP, South Norfolk CLP, South West Hertfordshire CLP, Southend West CLP, Sutton and Cheam CLP, Sutton Coldfield CLP, Uxbridge and South Ruislip CLP, Wallasey CLP, Warley CLP, West Suffolk CLP, Weston-Super-Mare CLP, Witney CLP, Worthing West CLP, Ynys Mon CLP

BANES Lisa

I'm standing to be on your next National Women's Committee to amplify the voices of local and regional representatives in our women's movement. As a community worker helping residents in very deprived areas of Sheffield, I know first-hand the devastation the Tories' cuts to local councils have made in our communities. We know that austerity hits women and minorities disproportionately harder than other groups. The National Women's Committee need to be fighting for the issues that affect women in our local communities to ensure they are on the top of the Labour Party's agenda and next manifesto. Issues like childcare, pay disparity and flexible working hours are vital to rebuilding a strong and vibrant economy that truly works for everyone.

I will seek to represent our regions in the UK on a national level in the Labour Party. We know that it will not be an easy fight to win back so-called "Red Wall" communities. To be able to understand the issues facing women in our regions we first need to listen to our regional members in our party. I am seeking the opportunity to fight for issues affecting our members across the country.

Aylesbury CLP, Battersea CLP, Bristol West CLP, Enfield Southgate CLP, Finchley and Golders Green CLP, Hemel Hempstead CLP, Ilford North CLP, Lewisham West and Penge CLP, Old Bexley and Sidcup CLP, Orpington CLP, Rossendale and Darwen CLP, Sheffield South East CLP, South Norfolk CLP, Southampton, Test CLP, St Helens North CLP, Streatham CLP, Tewkesbury CLP, Torfaen CLP, Vale of Clwyd CLP

BAYUNU Ekuu

I am a Black, working class, socialist feminist from Manchester; standing as part of Grassroots Labour Women for election to the Women's Committee. I have a proven track record of community activism AND working through the Labour Party to bring about a fairer society. I'm an advocate of membership-led democracy, and believe we have to defend the advances made during the Democracy Review.

I am active in Branch and CLP, and was Secretary of the Manchester Labour Women's Forum (5CLPs), before stepping down to campaign as a Manchester City councillor candidate.

I am a spokesperson for the Labour Black Socialist's Campaign for an Actively Antiracist Labour Party.

A member of Socialist Health Association, Greater Manchester Tenants Union and Unite the Union, I support issues that affect all women including mental health; housing and food poverty. As part of a women artist's collective, I use art to engage local people and communities.

I believe that the Women's Committee will empower all female members and promise to serve with passion, compassion, a willingness to listen and the ability to put words into action.

Please also vote for all Grassroots Labour Women: Chloe Hopkins, Mandy Clare, Pamela Fitzpatrick and Tricia Duncan.

Aberconwy CLP, Basildon and Billericay CLP, Battersea CLP, Berwick-Upon-Tweed CLP, Bethnal Green and Bow CLP, Beverley and Holderness CLP, Birkenhead CLP, Blackpool North and Cleveleys CLP, Blaydon CLP, Bolton North East CLP, Bolton West CLP, Bournemouth East CLP, Bournemouth West CLP, Brecon and Radnorshire CLP, Brent Central CLP, Brighton, Pavilion CLP, Bristol South CLP, Caerphilly CLP, Camberwell and Peckham CLP, Cardiff North CLP, Cardiff West CLP, Carmarthen East and Dinefwr CLP, Chatham and Aylesford CLP, Chipping Barnet CLP, Cities of London and Westminster CLP, Clwyd South CLP, Croydon Central CLP, Cynon Valley CLP, Derbyshire Dales CLP, Dulwich and West Norwood CLP, Dundee City East CLP, Dundee City West CLP, Dwyfor Meirionnydd CLP, East Hampshire CLP, East Worthing and Shoreham CLP, Eddisbury CLP, Edinburgh Central CLP, Elmet and Rothwell CLP, Enfield Southgate CLP, Filton and Bradley Stoke CLP, Gateshead CLP, Hackney North and Stoke Newington CLP, Hackney South and Shoreditch CLP, Halifax CLP, Harrow East CLP, Hereford and South Herefordshire CLP, Hornsey and Wood Green CLP, Islington North CLP, Islwyn CLP, Kensington CLP, Labour International, Lancaster and Fleetwood CLP, Leeds West CLP, Lewisham Deptford CLP, Lewisham West and Penge CLP, Leyton and Wanstead CLP, Liverpool Riverside CLP, Liverpool Walton CLP, Liverpool Wavertree CLP, Luton South CLP, Manchester Gorton CLP, Manchester

Withington CLP, Mid Bedfordshire CLP, Mid Derbyshire CLP, Mid Sussex CLP, Orpington CLP, Penrith and the Border CLP, Poplar and Limehouse CLP, Richmond Park CLP, Rutland and Melton CLP, Salford and Eccles CLP, Sheffield Central CLP, Sheffield Heeley CLP, Shipley CLP, Sleaford and North Hykeham CLP, South Dorset CLP, South East Cornwall CLP, South Norfolk CLP, South West Hertfordshire CLP, Southend West CLP, Sutton and Cheam CLP, Sutton Coldfield CLP, Uxbridge and South Ruislip CLP, Wallasey CLP, Warley CLP, West Suffolk CLP, Weston-Super-Mare CLP, Witney CLP, Worthing West CLP, Ynys Mon CLP

CLARE Mandy

As a low income single mum with a disability, I have much insight and helpful experience to contribute to this role. The challenges of the past year have been unprecedented, with a disproportionate burden carried by women. As a councillor in Cheshire West, I am 'Leader's Champion' for Poverty and Inequality, setting out a vision for building a more inclusive recovery; pushing this through council as the Poverty Emergency initiative.

Visibility of low income working class women is vitally important for politics to feel relevant to disenfranchised groups. If elected, I would work to reach out as broadly as possible, particularly to the quietest groups of women with least political influence. I would aim to be as approachable as possible, providing regular updates, celebrating successes and debating respectfully to resolve differences.

I am committed to building a more democratic Party and rebuilding a vibrant, inclusive women's organisation, whilst supporting self-organised equalities structures in other areas. I defend CLPs' rights to political discussion and oppose unfair suspensions of activists. We must defend policy that works in the interests of the many not the few.

Support Grassroots Labour Women – Ekuu Bayunu, Mandy Clare, Tricia Duncan, Pamela Fitzpatrick, Chloe Hopkins.

Aberconwy CLP, Basildon and Billericay CLP, Berwick-Upon-Tweed CLP, Bethnal Green and Bow CLP, Beverley and Holderness CLP, Birkenhead CLP, Blackpool North and Cleveleys CLP, Blaydon CLP, Bolton North East CLP, Bolton West CLP, Bournemouth East CLP, Bournemouth West CLP, Brecon and Radnorshire CLP, Brent Central CLP, Brighton, Pavilion CLP, Bristol South CLP, Caerphilly CLP, Camberwell and Peckham CLP, Cardiff Central CLP, Cardiff West CLP, Carmarthen East and Dinefwr CLP, Chipping Barnet CLP, Cities of London and Westminster CLP, Clwyd South CLP, Colchester CLP, Cynon Valley CLP, Dulwich and West Norwood CLP, Dwyfor Meirionnydd CLP, East Hampshire CLP, East Worthing and Shoreham CLP, Eddisbury CLP, Edinburgh Central CLP, Elmet and Rothwell CLP, Filton and Bradley Stoke CLP, Hackney North and Stoke Newington CLP, Hackney South and Shoreditch CLP, Halifax CLP, Harrow East CLP, Hereford and South Herefordshire CLP, Hornsey and Wood Green CLP, Hyndburn CLP, Islington North CLP, Kensington CLP,

Lancaster and Fleetwood CLP, Lewisham Deptford CLP, Leyton and Wanstead CLP, Liverpool Riverside CLP, Liverpool Wavertree CLP, Luton South CLP, Manchester Gorton CLP, Mid Bedfordshire CLP, Mid Sussex CLP, Penrith and the Border CLP, Poplar and Limehouse CLP, Richmond Park CLP, Rutland and Melton CLP, Salford and Eccles CLP, Sheffield Central CLP, Sheffield Heeley CLP, Shipley CLP, South Dorset CLP, South East Cornwall CLP, South West Hertfordshire CLP, Sutton and Cheam CLP, Tatton CLP, Uxbridge and South Ruislip CLP, Wallasey CLP, Warley CLP, Weaver Vale CLP, West Suffolk CLP, Weston-Super-Mare CLP, Witney CLP, Worthing West CLP, Ynys Mon CLP

DUNCAN Tricia

My many years of experience in the Labour movement make me an ideal representative.

For years, I was a member of the EIS Equalities Committee and sought to ensure women's voice was heard and that all forms of discrimination are eradicated. I was the first EIS member to take on a role supporting Learning Representatives around Scotland and promoted the leadership of women. As Vice Convener of the GTCS and Vice Chairperson of the EIS I worked to ensure women's place.

I am a lifelong activist, former Women's Officer and am Chairperson of Perth CLP, working hard on election campaigning. Additionally in 2018 on election as Vice Chair of Scottish Policy Forum, I was able to focus on developing policy.

As Vice Chairperson of Scottish Labour Women's Committee, I have worked hard to support our Women's Officers. I led on promoting a National Care Service and the 4 Day Week, with motions on those areas at Scottish Labour Conferences and Labour Conferences working with Unite, Unison and the CWU.

I am proud to be supported by Grassroots Labour Women and look forward to supporting women in CLPs.

Vote Tricia Duncan, a strong voice.

Please also vote for Grassroots Labour Women.

Aberconwy CLP, Basildon and Billericay CLP, Berwick-Upon-Tweed CLP, Bethnal Green and Bow CLP, Beverley and Holderness CLP, Birkenhead CLP, Blaydon CLP, Bolton North East CLP, Bolton West CLP, Bournemouth East CLP, Bournemouth West CLP, Brecon and Radnorshire CLP, Brent Central CLP, Brighton, Pavilion CLP, Bristol South CLP, Caerphilly CLP, Camberwell and Peckham CLP, Cardiff Central CLP, Cardiff West CLP, Carmarthen East and Dinefwr CLP, Chipping Barnet CLP, Cities of London and Westminster CLP, Clwyd South CLP, Croydon Central CLP, Cynon Valley CLP, Derbyshire Dales CLP, Dulwich and West

Norwood CLP, Dundee City East CLP, Dundee City West CLP, Dwyfor Meirionnydd CLP, East Hampshire CLP, East Worthing and Shoreham CLP, Eddisbury CLP, Edinburgh Central CLP, Elmet and Rothwell CLP, Gateshead CLP, Hackney North and Stoke Newington CLP, Hackney South and Shoreditch CLP, Halifax CLP, Harrow East CLP, Hereford and South Herefordshire CLP, Hornsey and Wood Green CLP, Hyndburn CLP, Islington North CLP, Kensington CLP, Labour International, Lewisham Deptford CLP, Leyton and Wanstead CLP, Liverpool Riverside CLP, Liverpool Walton CLP, Liverpool Wavertree CLP, Luton South CLP, Manchester Gorton CLP, Mid Bedfordshire CLP, Mid Derbyshire CLP, Mid Sussex CLP, Penrith and the Border CLP, Perthshire North CLP, Perthshire South and Kinross-shire CLP, Poplar and Limehouse CLP, Richmond Park CLP, Rutland and Melton CLP, Sheffield Central CLP, Sheffield Heeley CLP, Shipley CLP, South Dorset CLP, South East Cornwall CLP, South West Hertfordshire CLP, Southend West CLP, Sutton and Cheam CLP, Sutton Coldfield CLP, Uxbridge and South Ruislip CLP, Wallasey CLP, Warley CLP, West Suffolk CLP, Weston-Super-Mare CLP, Worthing West CLP, Ynys Mon CLP

FAKRELL Morgan

I have been a community activist and campaigner for over 35 years. Through my activism within the women's movement, with animal rights and environmental campaigns, and the lesbian and gay liberation movement where I started in the 1970's, I developed skills, knowledge and expertise which shaped my approach to my community work and public service.

I have spent the last twenty-five years leading third sector organisations, including advice agencies, and most recently was CEO of Cardiff Women's Aid a specialist Violence Against Women and Girls agency.

Throughout my adult life, I have engaged in direct action on a wide range of social justice issues, from homelessness to the poll tax, animal welfare and women's rights. I am proud of having worked with other committed people on issues that were often very unpopular, to bring about changes in society's attitude and achieve positive improvements for the most disadvantaged, oppressed and discriminated against.

I know how to build coalitions and alliances to achieve change and I will bring my front-line knowledge and understanding to inform policy development and debate.

Priorities:

Women's financial inequality including recognising intersectional issues fully

End VAWG and address rising misogyny

Confront the barriers to women's participation

Altrincham and Sale West CLP, Aylesbury CLP, Brentford and Isleworth CLP, Bromley and Chislehurst CLP, Bury North CLP, Cambridge CLP, Cardiff Central CLP, Cardiff North CLP, Cardiff South and Penarth CLP, Dundee City East CLP, Dundee City West CLP, Islwyn CLP, Mid Derbyshire CLP, Newark CLP, North Shropshire CLP, Renfrewshire North and West CLP, Sleaford and North Hykeham CLP, West Dorset CLP

FITZPATRICK Pamela

I am a proud trade unionist, solid socialist standing as part of Grassroots Labour Women for the Women's Committee.

Across every sphere the impact of COVID-19 is exacerbated for women who more likely to earn less and hold insecure jobs. As the pandemic deepens gender-based violence is increasing exponentially with many women forced to lockdown with their abusers.

The class struggle and the fight against sexism are one and the same. Our aim as women must be to advance the struggle of the Labour movement against capitalism and to free ourselves from the backward ideas and divisive tactics that the ruling class impose on us.

There are some on the left who despair at the current situation and think we are living far away from socialism. Yet what we are seeing is the death, not of socialism, but of centre-ground, establishment politics. Whilst that old world is dying a new one, based on need not profit, is struggling to be born. We must answer the concerns of working-class people and put an end to this rotten system once and for all.

Please vote also for my Grassroots Labour Women Sisters: Ekua Bayunu, Mandy Clare, Tricia Duncan and Chloe Hopkins.

Aberconwy CLP, Basildon and Billericay CLP, Berwick-Upon-Tweed CLP, Bethnal Green and Bow CLP, Beverley and Holderness CLP, Birkenhead CLP, Blackpool North and Cleveleys CLP, Blaydon CLP, Bolton North East CLP, Bolton West CLP, Bournemouth East CLP, Bournemouth West CLP, Brecon and Radnorshire CLP, Brent Central CLP, Brighton, Pavilion CLP, Caerphilly CLP, Camberwell and Peckham CLP, Cardiff Central CLP, Cardiff North CLP, Cardiff West CLP, Carmarthen East and Dinefwr CLP, Chipping Barnet CLP, Cities of London and Westminster CLP, Clwyd South CLP, Croydon Central CLP, Cynon Valley CLP, Dulwich and West Norwood CLP, Dwyfor Meirionnydd CLP, East Hampshire CLP, East Worthing and Shoreham CLP, Eddisbury CLP, Edinburgh Central CLP, Elmet and Rothwell CLP, Filton and Bradley Stoke CLP, Gateshead CLP, Hackney North and Stoke Newington CLP, Hackney South and Shoreditch CLP, Halifax CLP, Harrow East CLP, Harrow West CLP, Hereford and South Herefordshire CLP, Hornsey and Wood Green CLP, Hyndburn CLP, Islington North

CLP, Kensington CLP, Labour International, Lancaster and Fleetwood CLP, Lewisham Deptford CLP, Leyton and Wanstead CLP, Liverpool Wavertree CLP, Luton South CLP, Manchester Gorton CLP, Mid Bedfordshire CLP, Mid Sussex CLP, Newark CLP, Orpington CLP, Penrith and the Border CLP, Poplar and Limehouse CLP, Richmond Park CLP, Rutland and Melton CLP, Salford and Eccles CLP, Sheffield Central CLP, Sheffield Heeley CLP, Shipley CLP, South Dorset CLP, South East Cornwall CLP, South West Hertfordshire CLP, Sutton and Cheam CLP, Uxbridge and South Ruislip CLP, Wallasey CLP, Warley CLP, West Suffolk CLP, Weston-Super-Mare CLP, Witney CLP, Worthing West CLP, Ynys Mon CLP

GROUCUTT Kate

I am passionate about making the Labour Party a welcoming, safe and accessible place for women: as members, volunteers, staff, candidates and elected representatives. I will make sure women's voices and issues are embedded at every level of the party.

As a local councillor and a mum of two young children, I know first-hand just how tough it is to balance politics, activism, work and family life.

In my working life and as a trade union representative and an elected politician, I have always fought for women: challenging systemic misogyny and everyday sexism; demanding equal pay, employment rights, better childcare and mental health support; championing opportunities for young women and working class women.

Our party has a proud record, but we need to do more. Women in poorer communities like mine are bearing the brunt of the pandemic and ten years of Tory Government. Labour can only win by being the party of women and for women. I want to help make sure it is.

Roles:

Cabinet Member for Education, Skills and Business, St Helens Borough Council

Deputy Portfolio Holder for Inclusive Economy & Third Sector, Liverpool City Region.

Memberships:

GMB Union

Cooperative Party

Labour Women's Network

Fabian Society

Altrincham and Sale West CLP, Bristol West CLP, Bury South CLP, Cambridge CLP, Enfield Southgate CLP, Erith and Thamesmead CLP, Finchley and Golders Green CLP, Ilford North CLP, North Shropshire CLP, Old Bexley and Sidcup CLP, Rossendale and Darwen CLP, Sheffield South East CLP, Sleaford and North Hykeham CLP, Southampton, Test CLP, St Helens North CLP, Streatham CLP, Tatton CLP, Tewkesbury CLP, Torfaen CLP, Vale of Clwyd CLP

HOPKINS Chloe

As COVID-19 has further entrenched the gender gap and the escalating climate emergency disproportionately affects women, some of the biggest issues facing us today are feminist issues. The Labour Party must respond with feminist policies made democratically by our membership.

The role of the NWC should include working to decentralise power in the party as recommended in the Democracy Review. It's no good only having a few women at the top getting a say, so one of my priorities is to support CLPs in establishing equalities branches. I would work closely with our trade union sisters on the NWC to support policy based on women's struggles across our communities and workplaces.

My feminism is inclusive, international and intersectional, supporting our sisters around the world fighting for justice. We must acknowledge that many women face additional barriers through racism, transphobia, lesbophobia, biphobia, ableism, classism and other forms of discrimination. I will always fight for Labour policies that support all women.

Please vote for me and my Grassroots Labour Women sisters - Pamela Fitzpatrick, Mandy Clare, Tricia Duncan and Ekuia Bayunu - and also Momentum's Solma Ahmed.

Aberconwy CLP, Basildon and Billericay CLP, Berwick-Upon-Tweed CLP, Bethnal Green and Bow CLP, Beverley and Holderness CLP, Birkenhead CLP, Blackpool North and Cleveleys CLP, Blaydon CLP, Bolton North East CLP, Bolton West CLP, Bournemouth East CLP, Bournemouth West CLP, Brecon and Radnorshire CLP, Brent Central CLP, Brighton, Pavilion CLP, Caerphilly CLP, Camberwell and Peckham CLP, Cardiff North CLP, Cardiff West CLP, Carmarthen East and Dinefwr CLP, Chipping Barnet CLP, Cities of London and Westminster CLP, Clwyd South CLP, Croydon Central CLP, Cynon Valley CLP, Derbyshire Dales CLP, Dulwich and West Norwood CLP, Dundee City East CLP, Dundee City West CLP, Dwyfor Meirionnydd CLP, East Hampshire CLP, East Worthing and Shoreham CLP, Eddisbury CLP, Edinburgh Central CLP, Elmet and Rothwell CLP, Filton and Bradley Stoke CLP, Gateshead CLP, Hackney North and Stoke Newington CLP, Hackney South and Shoreditch CLP, Halifax

CLP, Harrow East CLP, Harrow West CLP, Hereford and South Herefordshire CLP, Hornsey and Wood Green CLP, Hyndburn CLP, Islington North CLP, Kensington CLP, Labour International, Lancaster and Fleetwood CLP, Leeds West CLP, Lewisham Deptford CLP, Lewisham West and Penge CLP, Leyton and Wanstead CLP, Liverpool Riverside CLP, Liverpool Walton CLP, Liverpool Wavertree CLP, Luton South CLP, Manchester Gorton CLP, Mid Bedfordshire CLP, Mid Sussex CLP, Penrith and the Border CLP, Poplar and Limehouse CLP, Richmond Park CLP, Rutland and Melton CLP, Salford and Eccles CLP, Sheffield Heeley CLP, Shipley CLP, South Dorset CLP, South East Cornwall CLP, South Norfolk CLP, South West Hertfordshire CLP, Sutton and Cheam CLP, Sutton Coldfield CLP, Tatton CLP, Uxbridge and South Ruislip CLP, Wallasey CLP, Warley CLP, West Suffolk CLP, Weston-Super-Mare CLP, Witney CLP, Worthing West CLP, Ynys Mon CLP

LENGA Izzy

Women are the lifeblood of the Labour movement. It was women who empowered me to join and women who continue to inspire me daily. However, as a Jewish woman, I know too well the ramifications of daring to have a political voice – abuse which too often pushes talented women out our movement.

I stand for a Labour women’s committee that’s progressive and radical – us women are a force to be reckoned with. We must be at the forefront of shaping the national agenda for women.

Elect me and I’ll fight for:

A committee that’s inclusive, welcoming and fights for ALL women.

A committee that won’t rest until the scourge of sexual harassment and transphobia are stamped out from our party and an independent complaints procedure is implemented.

A committee that’s ingrained with Trade Unions, ensuring women are at the forefront of TU activity and that unions campaign on the issues that matter to women.

A committee that fiercely defends all women shortlists and empowers more women to get involved in local and National politics.

A party and politics where abusive, misogynistic language is never tolerated, and one which keeps fighting for misogyny to be considered a hate crime.

Altrincham and Sale West CLP, Bristol West CLP, Bury South CLP, Enfield Southgate CLP, Erith and Thamesmead CLP, Finchley and Golders Green CLP, Hampstead and Kilburn CLP, Harrow West CLP, Hemel Hempstead CLP, Ilford North CLP, Leeds West CLP, Old Bexley and

Sidcup CLP, Rossendale and Darwen CLP, Sheffield Central CLP, Sheffield South East CLP, Southampton, Test CLP, St Helens North CLP, Streatham CLP, Tatton CLP, Tewkesbury CLP, Torfaen CLP, Vale of Clwyd CLP

MASTERS Marianna

When I decided that Labour was my political home it was because of the brilliant women that I had met throughout my life. Women who had conviction and were wholly intersectional – Labour women.

I am standing to be on Labour's National Women Committee because inclusivity isn't just an afterthought to me, it is the core of my character. My work in grassroots activism has taught me the importance of meaningful representation. It made me angry that young Black women were finding it harder than ever to access higher education because of the cutting of EMA. But I got organised when I met a young mother who was struggling to access affordable education and go back to work because sure start had been cut. That was when I knew I had to run to be a Labour councillor and work in my community with women, on a deeper level. If elected, I plan on raising these important issues nationally, it will be at the forefront of how I chose to represent women on to the rest of the party.

Aylesbury CLP, Bristol West CLP, Eltham CLP, Enfield Southgate CLP, Erith and Thamesmead CLP, Finchley and Golders Green CLP, Ilford North CLP, Lewisham West and Penge CLP, Old Bexley and Sidcup CLP, Orpington CLP, Sheffield South East CLP, Southampton, Test CLP, St Helens North CLP, Streatham CLP, Tatton CLP, Tewkesbury CLP, Torfaen CLP, Vale of Clwyd CLP, Witney CLP

MCGURK Vicky

I would like to self-nominate to take a position on the National Women's Committee. I am a proud and active Labour woman, elected to Blackburn with Darwen Council and Executive for Finance & Governance taking action and delivering outcomes locally.

Since an early age growing up in Thatcher's poverty-stricken Britain, my call to action was throughout childhood when the stark reality between the Have's vs the 'Do not Have's' was clear as was opportunity to quality education, quality food and good quality of life.

Unfortunately, the stark realities of the current government are that; now more than ever these inequalities exist and are more detrimental to families and exceptionally to

women and children, with poverty increased by more than 40% and the realities of the North/South wealth divide deepening.

If elected to this committee I want to stand as a representation of the demographics of the North and be a loud, clear and articulate voice for the women of our party highlighting our sisterly strength, value and determination to fight against inequalities that impact men, women and children of our nation and continue to inspire and mentor other women to hear the call to action and get involved in politics.

Aldershot CLP, Blackburn CLP, Blackpool North and Cleveleys CLP, Ribble Valley CLP, Rossendale and Darwen CLP

MUNRO Shonagh

I will be a strong voice on the National Women's Committee for our Scottish members. For too long our party has ignored the concerns of members in Scotland on a national level.

I have represented socialist societies on the Scottish Executive Committee and championed the voices of young members within our movement. The Party needs to reform its safeguarding procedures to ensure that we provide a safe environment for our young members to grow. We need to stamp out all forms of hate from misogyny, homophobia, racism and transphobia from within our Party.

As a former organiser in Scotland, I know the challenges that Labour will face in the next General Election and at the Scottish Parliament elections this May. I have the experience needed to organise our members and ensure that our issues and policies are heard and prioritised by the Party.

I want to see a committee that encourages women to stand and defends our record on all women shortlists. I won't stop until we strengthen our women's mentoring within the party as this is the only way we will see diverse women and women from our regions and nations getting elected.

Bury South CLP, Cambridge CLP, Dumbarton CLP, Erith and Thamesmead CLP, Finchley and Golders Green CLP, Ilford North CLP, Old Bexley and Sidcup CLP, Orpington CLP, Rossendale and Darwen CLP, Sheffield South East CLP, Southampton, Test CLP, St Helens North CLP, Streatham CLP, Tewkesbury CLP, Torfaen CLP, Vale of Clwyd CLP

SHAH Henna

I'm standing to be on the National Women's committee because I have the experience and determination to ensure that the women's movement in our party is an inclusive space where the issues that impact members are at the heart of our agenda.

Intersectionality must be at the heart of our movement. I am a co-founder of #CharitySoWhite and an anti-racist campaigner who will amplify and fight for marginalised voices and issues on the committee. We can't tackle misogyny and advance women without tackling LGBT-phobia, racism and ableism, and this will be my priority if elected.

As the Chair of London Young Labour, I have prioritised building an active campaigning force to get us into government. To succeed, we must develop talented women at all levels of the party – from our branches to Westminster. This means transforming our culture so all women are welcome, supported and encouraged to stand.

We have come so far as a movement and a party, but we have a far to go in making sure our voices are heard and that we are respected and represented. Vote for me, and I'll work hard over the next two years to make this a reality.

Battersea CLP, Bristol West CLP, Bury South CLP, Erith and Thamesmead CLP, Filton and Bradley Stoke CLP, Finchley and Golders Green CLP, Hampstead and Kilburn CLP, Harrow West CLP, Hemel Hempstead CLP, Ilford North CLP, Leeds West CLP, Lewisham West and Penge CLP, Old Bexley and Sidcup CLP, Orpington CLP, Rossendale and Darwen CLP, Sheffield Central CLP, Sheffield South East CLP, Southampton, Test CLP, St Helens North CLP, Streatham CLP, Tatton CLP, Tewkesbury CLP, Torfaen CLP, Vale of Clwyd CLP

SMITH Jennifer

As a CLP member of the newly formed National Women's Committee I will ensure constituency women's voices are heard by taking an active approach to the committee role; ensuring we communicate with women members, that women are enabled to engage with important organising and policy work, and that we challenge the party to provide resources and guidance to CLPs and Women's Branches.

The inaugural two-year term will be an important time for the NWC to establish its priorities. I will work proactively with all committee members to ensure our policy and organisational work is centred on supporting women in the party.

I am Women's Officer for Bury North CLP and have been an active member of the Labour Party since 2014. I created the first women's forum in Bury and established

local and national networks to support for women members. I will bring this experience to:

1. Centre women in our party, support our women members in their work, prioritise policy, and challenge sexism and discrimination
2. Facilitate better opportunities and support for women to network and organise across the party both formally and informally
3. Promote and enable open debate to establish and champion issues brought forward by women.

Brentford and Isleworth CLP, Bromley and Chislehurst CLP, Bury North CLP, Bury South CLP, Cambridge CLP, Dundee City East CLP, Dundee City West CLP, Mid Derbyshire CLP, Newark CLP, North East Hampshire CLP, North Shropshire CLP, North Somerset CLP, Renfrewshire North and West CLP, Salford and Eccles CLP, Sleaford and North Hykeham CLP, West Dorset CLP

SORIN Claudia

I have been disheartened to witness how Labour party structures can often disempower and isolate women members. However, in recent years we have seen welcome change with a policy-making Annual Women's Conference, the move to Women's Branches and now the National Women's Committee.

When elected to the Committee I will work to build on that progress by ensuring that women are represented at all levels of our party, that women feel welcome and empowered to debate policy which affects our lives, our work, our material reality and to fight the discrimination we face on the basis of our sex. It is vital that the NWC does not become a factional battleground, it must honestly and transparently represent women in the Branches and CLPs allowing their voices to be heard. It is only then that our Party will be able to win power in government.

My Priorities

- Equality in the workplace and a living wage
- Good quality childcare
- Properly funded NHS and social care
- Carers' rights
- End violence against women and girls

- Challenge regressive and harmful gender stereotypes

I am a signatory of the Labour Women's Declaration.

You can find out more at claudiasorin.com

and contact me dorchesterclaudia@gmail.com

Altrincham and Sale West CLP, Aylesbury CLP, Brentford and Isleworth CLP, Bromley and Chislehurst CLP, Bury North CLP, Cambridge CLP, Cardiff Central CLP, Cardiff North CLP, Dundee City East CLP, Dundee City West CLP, Islwyn CLP, Mid Derbyshire CLP, Newark CLP, North Shropshire CLP, North Somerset CLP, Renfrewshire North and West CLP, Sleaford and North Hykeham CLP, West Dorset CLP

STILL Joyce

I have been active in the Labour Party since 1990, having been a local Councillor and a Parliamentary Candidate 3 times.

I am the Secretary of my CLP and past Women's Officer.

I am a passionate strong trade unionist, having sat on Unite's EC for nine years.

I am about making our Labour Party and our policies LGBTQ+ positive.

My aim will be to empower and educate all women to engage at every level of the party structures.

Our party needs to be a safe place for all women to be seen and heard.

I will endeavour to nurture younger women to come forward, be active, as they are OUR future.

I have been a delegate to my union's Equality conferences and have represented our members at Women's TUC conferences; I sit on the Women's Rights Committee.

If elected I will stand up for/represent women on issues of inequality/equality; I will do comprehensive reports, be visible in your CLPs, approachable and easily accessible.

My commitment as a recently retired front line Health Worker is to deliver a collective voice for women members of the Labour Party so we are empowered, and women's voices are heard/echoed throughout our movement.

Aldershot CLP, Basingstoke CLP, Beverley and Holderness CLP, Bracknell CLP, Bristol South CLP, Cannock Chase CLP, Chatham and Aylesford CLP, Faversham and Mid Kent CLP, Guildford CLP, Horsham CLP, Islwyn CLP, North East Hampshire CLP, Reading East CLP, Reading West CLP, Ribble Valley CLP, St Helens South and Whiston CLP, Stafford CLP, Weaver Vale CLP

WOODHALL Ruth

With the National Women's Organisation and the National Women's Committee, we can open a new era of women's activism in the Party.

To be effective, the NWO must serve the needs of all women in the party and not be captured to achieve aims which are not primarily for women's benefit. We must win women's loyalty by recognising and fighting against discrimination and for the rights of different groups of women, such as disabled women, women of different black and ethnic minority groups, and women in different age groups, and see where needs and rights intersect.

As CLP representative, I will work to centre women in all policy making and campaigning. I pledge to work with my fellow reps to establish Women's Branches in every CLP; to train women members to use all arenas to make and influence policy; and to ensure women win positions inside the party and in local and national government. I aim to network our Branches in regions to maximise women's leverage. I will report back promptly to Branches after NWC meetings. I will be accessible to all women members. I am committed to listening to and representing your views.

Altrincham and Sale West CLP, Ashfield CLP, Brentford and Isleworth CLP, Bromley and Chislehurst CLP, Bury North CLP, Cambridge CLP, Islwyn CLP, Mid Derbyshire CLP, Newark CLP, North Shropshire CLP, North Somerset CLP, Renfrewshire North and West CLP, Sleaford and North Hykeham CLP, West Dorset CLP.

WOOLLEY Iram

Dear Sisters and allies,

I'm Iram Woolley School Governor Muslim Woman, and asking for your support in this election.

Over the past year, it's been an absolute privilege to represent women on the Unite Community West London, and to further the work of the Women.

From helping to run our events, training, Media Interviews, Child Food Poverty, Black Lives Matter, and standing for office. Provide confidence to those dealing with trauma and fear from experiences within the political community,

We invite all members to commit to the following principles:

1. End Persecution

End cruel practices toward absolute equality, and equal treatment for Women

2. End Inequality

Pressure governments toward absolute equality and equal treatment for Women

3. End Social Disparities

Afford Women equal access to excellent education, NHS and Housing.

4. End Disenfranchisement

Eliminate barriers that impede representation in the political process, and government for all Women

5. End Indifference;

Establish absolute justice, Innocent lives matter, and supremacy of justice. We demand absolute equal treatment, of all people irrespective of race, or colour.

I support Cooperative BAME Women, 50:50, Elect-Her, Fabian Women, LWN Labour Womens' Network, APPG Muslim Women. Give me first Preference on the VOTE.

<http://bit.ly/NWCSeat>.

Aldershot CLP, Bromley and Chislehurst CLP, Cardiff North CLP, Chatham and Aylesford CLP, Islwyn CLP, Lancaster and Fleetwood CLP, North Shropshire CLP, North Somerset CLP, Ribble Valley CLP, Weaver Vale CLP

National Women's Committee – Socialist Society Section

BOLE Kathy

I am seeking election to the Women's Committee

Who am I?:

1. a passionate disability activist
2. a longtime trade unionist 30+ years 3 Trade Unions 2 countries
3. A former Labour County Councillor. 2013-2021
4. a Labour Party member since 2012
5. I have been fighting for the rights of disabled people both in the UK and in the USA where I grew up as a sibling to severely impaired sister
6. Postgraduate degree in Industrial Relation and Employment Law from Keele University through the TUC

My experience:

1. 30 years' experience as a trade Unionist in 3 Unions in two countries
2. Regional chair Unison's Eastern Region Disabled Members Committee
3. Member of Unison's Disabled member's committee
4. Chair of Suffolk Coalition of Disabled People since 2014
5. Co-Vicechair Disability Labour
6. Co-chair Disability Labour
7. Member of the Eastern region Disability Network
8. Mental Health First Aid instructor MHFA-England

I feel as a disabled woman. I can sympathise with how marginalised some women can be. I can see the privilege I have. I am committed to working with all woman to ensure those without my advantage get the same chances I did.

Disability Labour

SLOANE Nan

I am Nan Sloane, I live in Leeds, and I'm asking you to vote for me as the SocSoc rep on the new National Women's Committee.

I am the training co-ordinator and a committee member of Labour Women's Network, the only women's organisation affiliated to the Party. I campaign for women to play a full part at all levels in the Party and I share LWN's commitment to intersectionality and to making what we do accessible to all women members.

I am standing for election to the Committee because it offers a fresh opportunity for Labour women to help the Party meet some of the challenges we face. I believe that my decades of political and feminist experience, together with my work with women members in LWN, equip me to make an active and relevant contribution.

Socialist Societies have always provided space for new ideas and debate. It's great that we have been recognised in this restored women's structure, but we now need to make our presence count. If elected I will be a strong and progressive voice for Socialist Societies as well as for the women involved in them, and I would of course consult and report back regularly.

Christians on the Left, Fabian Society, Jewish Labour Movement, Labour Business, Labour Campaign for International Development, Labour Housing Group, Labour Movement for Europe, Labour Party Irish Society, Labour Women's Network, LGBT Labour, Socialist Environment & Resources Association, Society of Labour Lawyers

TATLOW Pam

Many of Labour's Socialist Societies have a long and proud association with the Labour Party. As the nominee from the Socialist Educational Association, I am delighted that one place has been allocated to these Societies so that we can work alongside trade union and constituency members elected to the new Women's Committee to promote the policies of the Women's Conference, support the involvement and organisation of women in the Party and campaign to win the votes of women, without which Labour cannot form a government.

I have been constituency chair, secretary, ward organiser, councillor, parliamentary candidate, SW region representative on the NEC Women's Committee until it was disbanded, a long-term campaigner for all women-shortlists and a supporter of a Labour women's organisation which is enabled to give voice to the experiences and challenges facing women.

I have worked in comprehensive schools, as a TUC regional and national tutor, a TU officer including for the Society of Radiographers and Aslef, and as the Chief Executive of MillionPlus, the Association for Modern Universities.

The new Women's Committee provides a key opportunity to ensure that the voices of women in the Socialist Societies are heard.

I would welcome your support and your vote.

Socialist Education Association