

# UNITE WOMEN DEMANDING ACTION

## UNITE WOMEN'S NEWSLETTER



### A message from our General Secretary, Sharon Graham

Whether it is pushing equality at the negotiating table by securing agreements on menopause and domestic violence or taking strike action to win better pay and terms & conditions for your members, the work of our women members and reps provides inspiration and demonstrates that by using our collective strength, we can win for workers.

Women are at the forefront of our industrial agenda and as a general secretary who led her first dispute on the issue of equal pay, you have my 100% support. Our priorities on closing that gender pay and pension gap, strong maternity and pregnancy protection, calling for flexible working as a default in all jobs, stopping precarious and insecure work and the end of violence and harassment against women are all collective bargaining issues that our union is campaigning on.

**Strong, effective trade unionism can deliver when legislation lags behind and doesn't provide the answers to those pressures facing many workers, especially women in a cost of living crisis.**



I am proud to say that Unite is already leading the way and through the support of our whole union, we have already put under my leadership, working with reps, officers, organisers and staff, half a billion pounds back into the pockets of our members in dispute. Ensuring that they

have had the strike they have needed to deliver vast improvements in their workplaces. Many more millions have been won in the negotiating room. We switched the narrative that somehow workers were responsible for soaring inflation through our work in Unite Investigates and reps now have information at their fingertips through our extensive Facts and Figures briefing and can access forensic company accounts. All of this is designed to shift the balance in those negotiations, empowering and making sure they get their fair slice of the pie.

**And our support extends to fighting for a fairer society as we lead the opposition against removing the winter fuel allowance and support the WASPI women quite rightly campaigning for compensation.**



So whilst we rightly commemorate IWD and the struggles and resistance that women have lead internationally, let us focus on the fight ahead. Workers need to belong to strong trade unions that are dedicated to protecting and advancing terms & conditions, pushing for good quality jobs and a workplace and society free of discrimination.

**I am with you for this fight, you have my full support. See you on the picket line! Solidarity.**

**Sharon Graham**

**INTERNATIONAL  
WOMEN'S DAY  
8TH MARCH 2025**



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## Unite Women demanding action Celebrating International Women's Day

International Women's Day (IWD) is celebrated globally, on March 8th to recognise the achievements of women and to advocate for gender equality. The day has historical roots highlighting women's rights movements, particularly around issues like voting rights and the fight for fair wages & working conditions.

International Women's Day reminds us that whilst it's important to recognise the progress made, women still remain the primary care givers, often juggling many responsibilities, and are still more likely to be working a zero hours contract. Women still face many challenges both societal and in the workplace, and this is why we continue to campaign against the gender pay gap, pregnancy/maternity discrimination, and the prevalence of sexual harassment.

## Unite women demanding action Our voice in the union

Could you be a union representative? A strong sense of fairness is exactly what workplaces need to create real change. Being a trade union rep isn't just about representing people; it's about empowering them, standing up for what's right, and making sure every voice is heard. It's really important we have women driving our movement; whether it's fighting for equal pay, fair treatment, or better working conditions, your experiences and voice at the negotiating table is so important.

You don't need to have all the answers right away—just the determination to stand up and support others. You would have access to training and a whole network of people who will have your back. Your workplace needs more strong women leading the way!

**Contact your regional office to find out more.**

[unitetheunion.org/women](https://unitetheunion.org/women)



**MENOPAUSE  
IT'S A  
WORKPLACE  
ISSUE,  
NOT  
JUST A  
MOMENT!**

## Unite women demanding action Menopause awareness

Unite is ensuring employers understand their responsibilities and promote menopause friendly workplaces. Our aim is to raise awareness and support members who may be experiencing menopause symptoms through our resources and network of workplace reps. Employers should be willing to negotiate a good menopause agreement and we would encourage reps to use our model policy. Find out more on the [Menopause at work | A key workplace issue campaign](#)

**To access any of these resources or find out more, please visit:**  
[unitetheunion.org/women](https://unitetheunion.org/women)

**Or contact your Regional Women's and Equality Officer**

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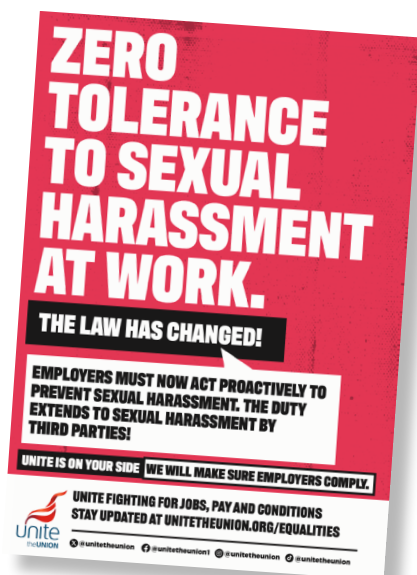


## Unite women demanding action Preventing sexual harassment

Sexual harassment is immoral and unlawful and now your employer has an active duty to prevent it happening. This new duty means that your employer should be proactively anticipating any risk of sexual harassment taking place, and put steps in place to prevent it. This protection extends to customers and service users also, not only colleagues.

Find out what your employer has done to comply with the new legislation and access our resources today.

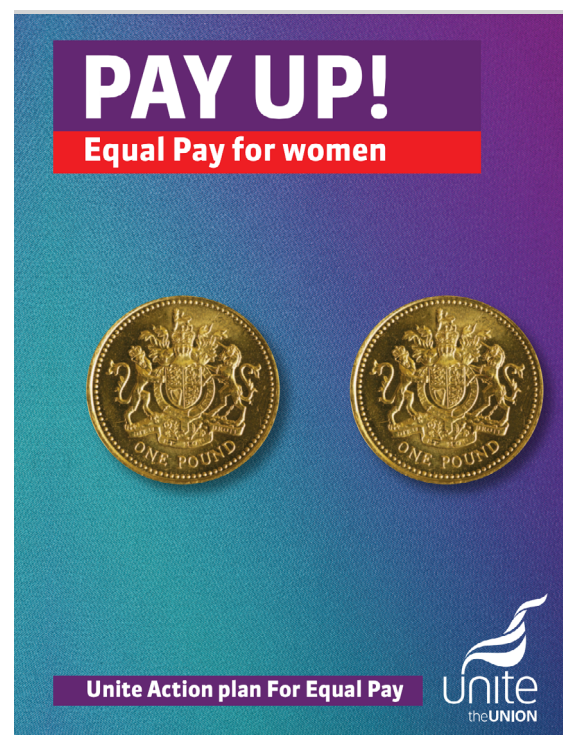
[unitetheunion.org/campaigns/zero-tolerance-to-sexual-harassment](https://unitetheunion.org/campaigns/zero-tolerance-to-sexual-harassment)



## Unite women demanding action Equal pay

It is scandalous that women still experience pay inequality. Closing the gender pay gap and achieving equal pay should not be battles still facing women workers in 2025. Check out our equal pay guide and request an equal pay audit as part of your pay claim.

[unitetheunion.org/work-voice-pay/pay-claim-generator-gb-ni](https://unitetheunion.org/work-voice-pay/pay-claim-generator-gb-ni)



## Unite women demanding action Setting the agenda for our union

Last October over 100 women activists from across the nations and sectors came together to set our priorities for women's equality. Please see link to all the motions that are now Unite policy.

[unitetheunion.org/media/yh3a1mbx/2025-unitenationalwomensconference-motions.pdf](https://unitetheunion.org/media/yh3a1mbx/2025-unitenationalwomensconference-motions.pdf)



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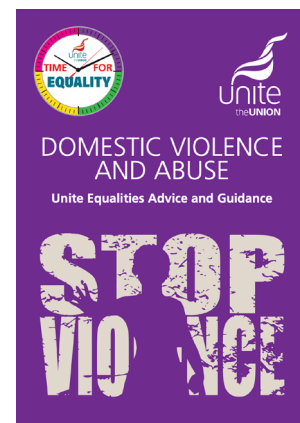
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## Unite women demanding action Domestic violence is a workplace issue

There are practical ways that employers can support any of their employees who may be experiencing domestic violence or abuse. By raising this in your workplace and getting your company to join the pledge to stop domestic violence, you could be helping those most in need.

[unitetheunion.org/media/5358/domestic-violence-abuse-guide-feb-2023.pdf](https://unitetheunion.org/media/5358/domestic-violence-abuse-guide-feb-2023.pdf)



## Unite women demanding action No to all zero hour contracts

Women are disproportionately employed on a zero hour contracts and this leaves them with no security over their income. Insecure work can also lead to exploitation as the allocation of hours is solely in the hands of the employer. This is why we want a total ban of ALL zero hour contracts. Read our leaflet where workers on zero hour contracts have shared their experiences.

[unitetheunion.org/media/olciyxek/2025-zero-hours-equalities-poster.pdf](https://unitetheunion.org/media/olciyxek/2025-zero-hours-equalities-poster.pdf)



## Unite women demanding action Safe travel to and from work

Our Get Me Home Safely campaign asks employers to extend the duty of care to their employees commute to and from work. All too often workers cannot access public transport and are having to walk to and from work and cannot afford to pay for a taxi. Check out this video of one of our hospitality members and her direct experiences: [tiktok.com/@unitetheunion/video/7432718019056405793](https://tiktok.com/@unitetheunion/video/7432718019056405793)



## Unite women demanding action Period Dignity



Period dignity is about fairness, health, and equality. Providing free and accessible products isn't just about avoiding period poverty for colleagues struggling financially. It is also about fostering open conversations, normalising discussions about periods and reducing any stigma around menstruation.

[unitetheunion.org/campaigns/unite-demands-period-dignity](https://unitetheunion.org/campaigns/unite-demands-period-dignity)

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