E-Quality

E-bulletin for branch officers with an equality role.

E-Quality is a regular e-bulletin for branch officers with an equality role. The bulletin gives an overview of equality developments in UNISON, in parliament and in the wider world. If there are any issues that you would like covered please email equality@unison.co.uk or write to UNISON Centre, 130 Euston Road, London, NW1 2AY, United Kingdom.

National network meetings for disabled members

As part of the Disabled Members Conference timetable, network days are being held on 24 and 25 June for Deaf, Black members, Women and LGBT members to come together to prepare motions for the forthcoming conference in October. Further meetings to prepare amendments will also take place 5 and 6 August. Both sets of meetings will be held at the UNISON centre, and are open to all disabled members who identify as part of that group. Further information can be obtained by contacting g.orosununleka@unison.co.uk.

National meetings of UNISON bisexual and transgender members – 09 July 2015

These national meetings are an excellent opportunity for bisexual and transgender members to meet to discuss and identify their particular concerns. Further information available from out@unison.co.uk or the events page of the UNISON website.

Join us at London Pride on 27 June!

March with UNISON to celebrate LGBT pride on Saturday 27 June. Assembly and route details can be found here. March with the UNISON LGBT banner or join us with your branch banner and visit the UNISON stall in Trafalgar Square. Email out@unison.co.uk for more information.

LGBT conference, 13-15 November, Brighton

Conference bulletin is available online here. Motions deadline is 24 July. Delegate registration closes on 18 September. Any queries to out@unison.co.uk
LGBT bargaining factsheets updated

Bargaining factsheets on [LGB workers rights]; [Transgender workers rights]; and on [bisexuality – a trade union issue]

LGBT on the RMS

UNISON’s LGBT conference has agreed it’s time to include LGBT monitoring on UNISON’s membership database, the RMS. We are seeking views on the detail and practicalities of taking this forward. [Click here for more details].

Young Members Weekend 2015

Over 100 young members attended this event in Nottingham and took part in learning and organising workshops, street campaigning in support of the Living Wage, and drawing up regional young members action plans.

Two short films were made, one capturing the event itself and one with young members speaking about their views after the election. You can view them here: [Short film 1](just under 2 minutes) [Short film 2](about 5 minutes)

Trade Union Membership Statistics

The Government’s Department for Business Innovation and Skills has published its annual report on Trade Union Statistics. It shows that 16 -24 year old workers are 38.8% better off in terms of pay than those not in a union. The report also contains a range of other important statistics of interest to those bargaining for equality.

The full report can be found here: [Annual report on Trade Union Statistics]

TUC Migration Messaging Project: [Connecting Communities, Building Alliances]

The TUC has published online ([here][here]) a report on the Migration Messaging project that was run over the last year in partnership with Hope not Hate and Migrant Voice.

The project promoted progressive messages in order to tackle anti-migrant media and concerns about migration found in three communities: Corby, Manchester and Southampton. Local groups in these areas ran a series of activities to promote these messages which included a campaign against the Channel 4 documentary ‘Immigration Street’, the short film ‘Fairness at Work:
Lessons from Corby’ and community events.

The project found that messages which shift the blame for problems with lack of decent jobs and services away from migrants and onto bad bosses and austerity policies can attract support from a broad range of groups and can help to shift negative attitudes and media reporting on migration.

The General Election showed that a high degree of concern about migration continues to exist, shown in part by the fact UKIP gained almost 4 million votes. This reflects concerns expressed by voters around bad jobs and welfare that they link with migration – see here for example – which supports the results of TUC polling.

The TUC will work with unions and allies to use the learning provided by the Migration Messaging project to develop campaigns that use progressive messages on migration to address these concerns and encourage support for workers’ rights, migration and equal treatment.

Read the report of the showcase event for the Migration Messaging project held at Congress House on April 24th here and keep up to date with our work on migration on the TUC’s Migration page.

For more information contact Rosa Crawford, Policy Officer, TUC EU and International Relations Department rcrawford@tuc.org.uk.

**Getting more Black trade union activists in senior role**

On the 5 May 2015, the TUC launched a new mentoring scheme to provide a way for experienced Black Trade Union Activists to support new and less experienced activists to develop and enhance their knowledge of the trade union movement. The Black Activists Mentoring Scheme will be operated through an online portal on the TUC Education web site. Once activists are accepted onto the scheme they will be able to access the web site and see what mentors are available. Once a mentor has identified who they wish to be mentored by they will be able to contact them directly through the website.

The Black Activists mentoring scheme is an initiative that the Race Relations Committee believes will play an important role in giving confidence and encouraging black activists become more proactive in equipping themselves to play a bigger role in the trade union movement. If you know activists that might benefit from the scheme please encourage them to apply.

**Scottish parliamentary inquiry into race, ethnicity and employment**

In May 2015, the Scottish Parliament’s Equal Opportunities Committee launched its inquiry into race, ethnicity and employment.

The Committee is calling for views from ethnic minority groups across
Scotland, as well as employers and community groups.

The deadline for submitting evidence to the Equal Opportunities Committee is Wednesday 1 July 2015. The Committee will produce a report on its findings on race, ethnicity and employment, including policy recommendations later in 2015.

**TUC report on ‘Black workers and casualisation**

Living on the margins. Black workers and casualisation was published by the TUC in April 2015.

According to the report, the number of Black and Asian workers in low-paid jobs increased by 12.7 per cent between 2011 and 2014. Over the same period the number of white workers employed in low-paying industries increased at a much slower rate of 1.8 per cent.

**Are you in casual work?**
**Do you care for a child or another outside of your work (e.g. your child or a relative or friend)**

Can you spare 45 minutes for an interview
A research project is being carried out on women in casual work who balance their job with caring for a child or another adult. Casual work includes 'off and on' work, temping, zero hours contracts, bank and agency work, and other types of work.
There are more and more 'work life balance' rights for parents and carers. This research focuses on what women in casual work think about these rights and how they manage to balance their job with their caring responsibilities. Female casual workers in London and Edinburgh will be interviewed. Each interview lasts 45 minutes to an hour. The researcher can travel to you and you will receive a £20 supermarket voucher as a thank-you for being involved You can contact her on e.grabham@kent.ac.uk or on 07519 960749 (if you text or call, she will get back to you).

(Dr Emily Grabham, Kent Law School, University of Kent. (Balancing Precarious Work and Care Project (ESRC); website address; @BalancingWork).

**EDF Beyond 2015 project**

The Equality & Diversity Forum have published a collection of essays on shaping the future on equality, human rights and social justice: A collection of essays from the Equality and Diversity Forum and EDF Research Network

There are contributions from leading academics, economists, campaigners and lawyers on things ranging from the EHRC, equality impact assessments, the
public sector equality duty, joining up equality and human rights, links between poverty and equality, hate crime, the migrant gap in the equality agenda and lessons from Northern Ireland, Scotland and Wales. It also features a short essay on the case for trade union equality representatives written by Sally Brett and Joyce Mamode.

**E-Quality Bulletin**

Since the E-Quality bulletin has been launched, we have issued regular updates on equality issues including the Equality Bill and its passage through Parliament. We have also kept you up to date with UNISON’s responses to various consultations on the Statutory Codes of Practice and non-statutory guidance.

We have provided progress updates on UNISON’s Equality Scheme and information on how UNISON can support and provide training for branch officers. It is hoped that it is a useful tool for providing information on forthcoming Self Organised events as well as UNISON campaigns and issues affecting members.

Please continue to let us know if there are issues you would like included in future editions of the bulletin. We would also welcome feedback on the ways that you have been able to use the bulletin as an organising tool.