

WORKING WOMEN'S CHARTER

The Irish Congress of Trade Unions recognises and demands the right of everyone, irrespective of race, **ethnic** origin, creed, political **opinion**, age, sex or marital status to have the means to pursue their economic independence and to full participation in the social, cultural and political life of the community, in conditions of freedom, dignity and equal opportunity.

The ICTU will therefore campaign for the following Charter of Rights for women and appeals to all trade unionists to do their utmost to further the principles set out in this Charter: -

Complete EQUALITY OF OPPORTUNITY AND ACCESS to all levels right through the EDUCATIONAL SYSTEM.

Complete EQUALITY OF ACCESS TO EMPLOYMENT. All efforts should be made to eliminate any discrimination based on sex or marital status regarding access to employment.

EQUALITY OF BASIC PAY, BONUSES AND FRINGE BENEFITS. There should be a national minimum income to alleviate the real problem of low pay.

ACCESS TO ALL APPRENTICESHIPS and all VOCATIONAL TRAINING and GUIDANCE and a programme of positive encouragement for the involvement of women in training should be introduced.

Special measures to give REFRESHER and RETRAINING COURSES for all women who wish to re-enter the labour force.

EQUAL PROMOTIONAL OPPORTUNITIES for both men and women in all fields and under the same conditions.

WORKING CONDITIONS to be without deterioration of previous conditions, the same for all workers. Special protective legislation for pregnant women where necessary.

EQUALITY OF TREATMENT with regard to SICK PAY and the same PENSION CONDITIONS for every worker irrespective of sex.

26 WEEKS PAID MATERNITY LEAVE ON FULL PAY. No dismissal during pregnancy or maternity leave. The working woman should be allowed to prolong her maternity leave for up to one year, and the rights linked to her employment should not be forfeited, particularly as far as employment security, promotional prospects, pensions and other rights are concerned.

Provision for State controlled CRECHES, DAY NURSERIES AND NURSERY SCHOOLS with adequately trained personnel. Provision of after-school and holiday care facilities and school meals.

Comprehensive FAMILY PLANNING SERVICES should be freely available and easily accessible to all. All necessary measures should be adopted to ensure that all persons have access to the necessary information, education, and means to exercise their basic right to decide freely and responsibly on the number and spacing of their children.

The ELIMINATION OF ALL DISCRIMINATION against women in the field of SOCIAL SECURITY.

All appropriate measures should be taken to ensure to women EQUAL RIGHTS with men in the field of CIVIL AND CRIMINAL LAW.

IRISH CONGRESS OF TRADE UNIONS