1. ENTRY TO THE WORKFORCE

Education and Training

- There should be equal opportunity and access to all areas of educational and training programs and retraining.
- To achieve these objectives:
  - Females should be made fully aware of their educational rights and opportunities.
  - Trade unions should provide financial assistance, regardless of full-time or part-time education.
  - English classes for migrant women should be provided.
  - Active encouragement should be given to the trade union movement to promote women's participation in all areas of training and employment.

2. WORKFORCE PARTICIPATION

There should be no discrimination against women in the Commonwealth Employment Service or in the unemployment scene. All unemployed women should be eligible for assistance and be made aware of the rights under the Employment Service.

- All components of remuneration should apply equally to men and women.
- Urgent attention should be given to the needs of women at the workplace.
- Women in full-time employment should be eligible for any leave or retirement arrangements.
- The principle of equal pay for work of equal value should be pursued.
- The achievement of equal pay for women is the objective of all trade unions.

3. TRADE UNIONS

Recruitment

Unions should increase activity to recruit more female members and to involve more women in contests to achieve the demands of this Charter.

TRADE UNION EDUCATION

- Female workers should be actively encouraged by trade unions to attend colleges and seminars for trade union education purposes which should cater for the special problems and needs of female workers.
- Such courses should be conducted at times and places suitable to the needs and, where the need exists, child-minding facilities should be provided.
- Trade union education should include courses relating to the problems of women workers and these courses should be available to both men and women workers.

ORGANISATIONS' ACTIVE ENCOURAGEMENT

The ACTU is in cooperation with other trade union peak councils and ACTU State Branches, together with affiliated unions, should actively encourage women to participate in the drive to achieve equal remuneration for work of equal value.

CHILD CARE PROVISIONS

- The trade union movement must strive for trade union activity and campaign for acceptable child care facilities and support for Government and Local Government in this area.
- Trade Unions should participate in the management of all centres which should be made available to all migrant workers.

- The services to be located in areas of need and be made available to all workers. The pursuit of adequate child care facilities and the inclusion of child care in the agenda of collective negotiations is the objective of all trade unions.

PAYMENT OF SICKNESS AND INCAPACITY

- Payment of sickness and incapacity benefits should be determined on an equal basis with the following notes:
  - Extreme sickness and incapacity benefits should be determined on the following basis:
  - The principle of equal pay for work of equal value should be applied.

PROMOTION

Promotion should be equally accessible and subject to the conditions of the labour market.

DISCRIMINATION AND REDUNDANCY

There should be no discrimination based on sex or marital status towards women, although redundancy of women should be decided by agreed redundancy procedures.

MEDICAL SERVICES

Regular medical services including preventive medical care should be available and made accessible to trade unions with approval of members concerned.

WORK PATTERN

Introduction of broadly defined flexible working hours where appropriate.

MATERIATITY AND PATERNITY LEAVE

- Unpaid maternity and childbearing leave should be granted to all women in paid employment in line with the International Labor Organization (ILO) Convention 103. Unions should actively pursue maternity leave and paternity leave for women.
- Paid maternity leave in line with ILO Convention 103 is supported by the ACTU.
- Paid leave granted for family and personal emergencies.

HEALTH AND SAFETY

Health and safety information which is both multi-lingual and comprehensive should be provided.

PROTECTIVE LEGISLATION

All anti-discrimination laws related to women's employment should be urgently reviewed by unions. Discriminatory clauses, which restrict the right to paid work should be deleted in the national and State legislation.

STATE CHARTER COMMITTEES OF THE ACTU

- Congress believes that there is a need to continue to encourage research and promote the Working Women's Charter within the Australian trade union movement.
- The unemployment rate for females 15 to 19 years is 21.7%.
- The unemployment rate for females is 7.8%.
- The unemployment rate for females 15 to 19 years is 21.7%.
- Congress in line with its economic policy, believes there is a need for a concerted programme to provide the opportunity for every worker to be able to participate in the workforce.

CONCLUSION

The Charter acknowledges the change in the nature of employment in Australian society is characterised by a massive increase in the proportion and number of women who work in paid employment. This is due to changing social attitudes and values which are reflected in statistics which demonstrate conclusively that this fact.

- 1976: 26% of all women and 6.5% of all married women worked. In 1976, 43.5% of all women and 29.5% of married women worked.