

A SAFE WORKPLACE FOR WOMEN IS A SAFER WORKPLACE FOR EVERYONE



OUR DEMANDS

1. Safe transport to and from work
2. All workplaces to identify areas which are potentially dangerous for women workers, and to make arrangements to make them more safe.
3. No lone working; all workplaces to have at least two staff on duty at all times
4. Immediate action to raise standards of managers on issues of sexism and women's safety
5. Establish a confidential reporting line for sexual harassment and assault
6. Adopt a Domestic Violence policy based on the union's model policy
7. Properly recognise Harassment and Bullying reps
8. Allow the unions to send additional women representatives to level one, tier one etc meetings to discuss women's issues
9. Deliver effective anti-sexism training; release union reps to attend union anti-sexism training
10. Personal alarms for all staff



REPORT FROM MARIE HARRINGTON

The kidnap and murder of Sarah Everard, the arrest of a metropolitan police officer, the appalling press coverage of the murder, arrest and subsequent protests prompted a wide raging debate amongst women transport workers.

As trade unionists, we listened to our sisters face to face, on social media and in a series of specially convened zoom meetings themed around women's safety at work. The result of our consultation was a list of well defined actions which we asked our regional organiser to put to London underground.

We were delighted to eventually receive a response indicating that a meeting within the machinery would be convened to address the demands we had made. Previous meetings on such issues had been 'outside' the machinery, meaning that decisions and agreements made through them had no official status and effectively elicited no more than statements of good intentions from the company.

Despite an attempted diversion, a company presentation being inflicted on us and only one hour being allowed for the meeting, your three women RMT representatives had prepared thoroughly for the meeting and gave a powerful glimpse of the feelings of our members on this issue in the time allowed to us.

Although we are disappointed not to come out of the meeting with solid commitments from the company, we made it very clear that we would not be diverted by a pink fluffy PR exercise. We will continue to fight for our agenda. Our demands are reasonable and require no more or less than a commitment from tfl that they actually do what they say they want to do and promote safety, equality and respect for women. We've already told them how to do it. They only need to listen and act.



REPORT FROM MEL MULLINGS

TfL/LUL held a meeting today that put a black female rep in an almost ALL white space speaking about issues that are deeply traumatic and personal/confidential around women's safety.

Consideration that this wasn't a safe space or the understanding of how uncomfortable it was for this rep to openly Express concerns was not catered for correctly.

To be clear it was not exclusively about BEM members. However, our voice and history of being silenced was again apparent today/here.

It is clear from this that TFL/LUL commitment to diversity/equality is simply lip service and seriously disrespectful to the severity of the matter of BEM women's safety.

The disappointment in this cannot be overstated and will have to be addressed.

REPORT FROM JANINE BOOTH

RMT women are stepping up our fight for women's safety, and in particular for the ten practical and effective demands overleaf. The more women members take part in this campaign – and the more men who support it – the stronger we will be, so please contact women@rmtlondoncalling.org.uk if you would like to be involved.

We plan to hold online meetings and workplace discussions, to provide space for women to speak out about issues of violence and harassment at work. We will produce further leaflets, posters and videos making our case for these demands. And if we need to, we will take action to press management to concede that we need specific measures not just nice words. And although this leaflet is particularly focused on our meeting with TfL/LUL management, we are raising these demands with all companies under the TfL umbrella.

A safe workplace for women is a safe workplace for everyone – join the fightback!