



WOMEN ACCOUNT FOR OVER 81% OF DERBYSHIRE COUNTY UNISON'S MEMBERSHIP. WOMEN STILL EARN LESS THAN MEN AND FACE SEX DISCRIMINATION AND HARASSMENT AT WORK. OUR MEMBERS ALSO JUGGLE WORK AND HOME COMMITMENTS. MANY HAVE CARING RESPONSIBILITIES AND OVER HALF WORK PART-TIME. THIS IS WHY UNISON TAKES A LEAD ON NEGOTIATING AND CAMPAIGNING ON WOMEN'S RIGHTS AT WORK AND IN THE COMMUNITY.

Would you be interested in becoming more involved? We need more women activists! You may want to consider becoming your workplace steward - this is not as taxing as it sounds! Unison provides training in work time and you can jobshare the role. You will be the link between the union and your local management and help solve issues at work.

The steward's role can also include health & safety duties or you can become 'just' a h&s rep. You can also become a learning rep, helping raise awareness of lifelong learning issues and working to promote workplace learning with your employers. Or, if your workplace has no rep, and you feel currently unable to undertake a different role, you could become a workplace contact, just responsible for circulating literature to members and keeping the union noticeboard up to date.

Full details of all these roles and how to become more involved from Elisa or the branch office 01629 582266.



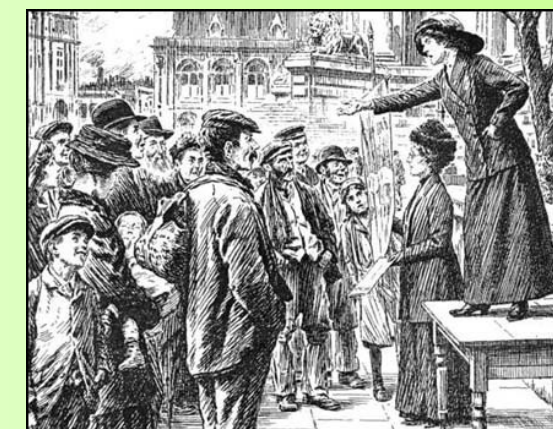
Our next meeting Come along and join in!

Our meetings are held in a friendly, informal manner and without rigid structures. We discuss what UNISON can do to help women of all ages in their daily working lives, specifically with the added carer's roles that many women have. You don't have to be a steward or representative to join in - just a woman!

We meet quarterly; the next meeting is

Wednesday 16th September
7.00pm - 9.00pm
Chesterfield Library
New Beetwell Street
S40 1QN

More details from **Elisa McDonagh 07764 775315** or elisa.mcdonagh@unisondc.plus.com



Book Review by Kate Sarvent (Shirebrook Library)

It's become a cliché in Britain to call somebody in the entertainment field a national institution - but that's exactly what Dawn French is. As both comedienne and actress (the latter in both comedy and straight parts), she has become one of the best loved entertainers in the country.

Her range is not wide (unlike her dimensions - and that's the sort of joke she'd crack), but she is utterly winning in everything he does. And that quality continues in Dear Fatty, a truly entertaining memoir of an event-packed life.

The form of the book is a series of letters by French, conjuring her transformation from a West Country RAF girl to a star of the cult alternative comedy group The Comic Strip. This was followed by the groundbreaking all-female Girls on Top (which did much to establish the position of women in British comedy), the astonishing success of the TV series French and Saunders (with French's equally talented friend Jennifer Saunders) and the sitcom The Vicar of Dibley, where French's wickedly sardonic touch keeps the tweeness of the basic situation - female vicar in a rustic town - at bay.

For French, early dreams of becoming a ballerina or an air hostess came to nothing, but the loss to the worlds of dance and aviation was a gain for TV audiences. All of that, of course, is covered in this frequently hilarious and often moving collection.

We are invited into her most personal relationships with (among others) her mother and father, her husband (fellow comedian Lenny Henry), and, of course, her most important comedic ally, Jennifer Saunders.

Everything French describes - from the agonies of being a teenager to the death of her father -- and (of course) the way in which society defines her by her generous size - is treated with a highly diverting insight.

Fans of Dawn French's TV appearances will lap it up, but Dear Fatty has a lot more to offer, even to those only vaguely familiar with her. But is anyone in Britain only vaguely familiar with Dawn French?



Maternity, Childcare & Finance

- **CHILDCARE**
www.childcarelink.gov.uk
- **TAX CREDITS**
www.direct.gov.uk/en/MoneyTaxAndBenefits/TaxCreditsandChildBenefit/TaxCredits
- **MATERNITY ACTION**
www.maternityaction.org.uk

Health

- **WOMEN'S HEALTH**
www.womens-health.co.uk
- **FEMALE HEALTH ISSUES**
www.femalehealthissues.co.uk
- **BREAST CANCER CARE**
www.breastcancercare.org.uk
- **JO'S TRUST (CERVICAL CANCER CHARITY)**
www.jotrust.co.uk

Advice & Counselling

- **WOMEN'S AID**
www.womensaid.org.uk
- **NORTH DERBYSHIRE WOMEN'S AID**
www.ndwa.org.uk
- **GLOSSOP WOMEN'S AID**
www.glossopwomensaid.org.uk
- **RAPE CRISIS**
www.rapecrisis.org.uk

Meet your Women's Officer

Elisa McDonagh

Some of you will know me already, but for most of you who don't I got started in trade unionism when I was working as Education Officer at the Tramway Museum in Crich.

I was elected as shop steward because my friends and colleagues believed in me to represent their interests as workers. Together we achieved, amongst other things, a pay rise for our work which demonstrated how working together always pays, literally!

I now work as a Customer Care Assistant at Call Derbyshire, Derbyshire County Council's contact centre. I was elected as shop steward in 2008.

When talking about politics today most of us think about the council and parliament but for me it is about everyday matters, such as having a job, being treated equally and how we can all contribute to a greener and fairer society.

Women as the fairer sex does not necessarily mean we get treated fairly. We all know it can be a struggle to be treated equally with men. This struggle will only be won through women organising and coming together. Lets make ourselves heard, come along and join me on the 16th September so we can speak together.



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Did you know that men are three times more likely to cycle than women? Shocking! This is despite all those gold medals won by British female cyclists in Beijing. Recent research by Cycling England showed that 64% of women say they never cycle and just 2% cycle every day. So why not dust off your bike and do your bit to redress this gender imbalance.

On yer bike!



Not convinced? Well the sun is shining, summer is finally coming and the price of petrol is continuing to rise. So what better time to get in the saddle? Not only is cycling a great way of getting fit, but you can make a difference to the environment and save money. Did you know that:

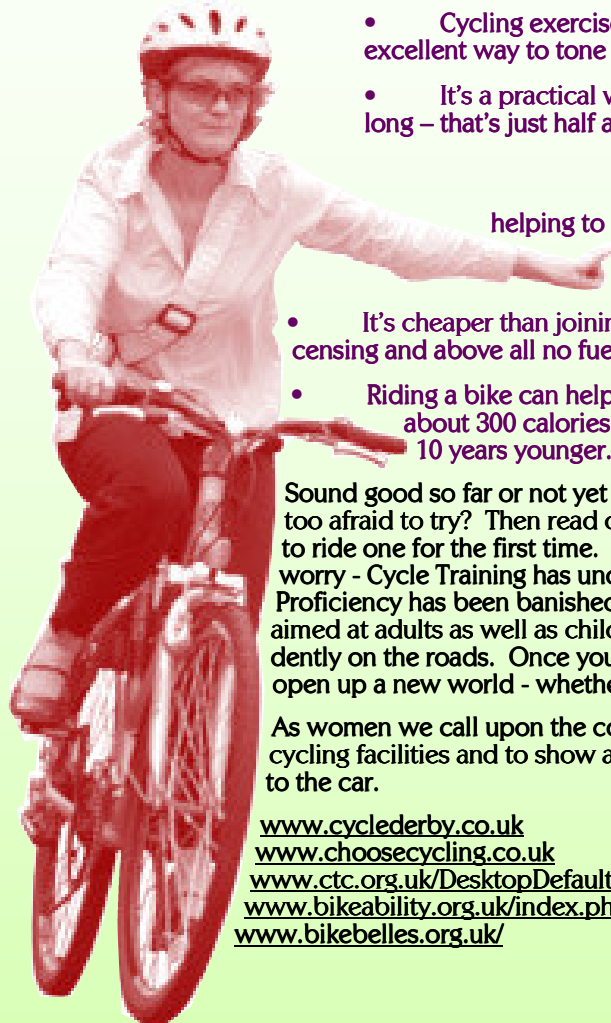
- Cycling exercises most of the muscles in your legs and bum – so it's an excellent way to tone up.
- It's a practical way to keep fit. 75% all car journeys are less than 5 miles long – that's just half an hour on a bike.
- Switching short journeys from car to bike will benefit your health and your community. You'll be helping to reduce noise and air pollution as well as traffic congestion. Swapping driving for cycling is one of the easiest ways to reduce your carbon footprint.

- It's cheaper than joining a gym! Bikes require no MOT, no insurance, no licensing and above all no fuel. Bikes can be parked almost anywhere for free.
- Riding a bike can help you maintain a healthy weight. Average cycling burns about 300 calories per hour and gives a level of fitness equivalent to being 10 years younger.

Sound good so far or not yet convinced?! Do you love the thought of cycling, but too afraid to try? Then read on. It can be scary to start riding a bike again, or even to ride one for the first time. If it has been a while since you last used a bike, don't worry - Cycle Training has undergone a massive change in the last 10 years. Cycle Proficiency has been banished to the history books. In its place comes Bikeability, aimed at adults as well as children. It can teach you how to cycle safely and confidently on the roads. Once you're trained and confident you'll find that cycling will open up a new world - whether it be cycling for work, pleasure or leisure.

As women we call upon the county council and other employers to provide better cycling facilities and to show a real commitment to the green agenda and alternatives to the car.

www.cyclederby.co.uk
www.choosecycling.co.uk
www.ctc.org.uk/DesktopDefault.aspx?TabID=4066
www.bikeability.org.uk/index.php
www.bikebelles.org.uk/



UNISON's Pregnancy Diary

UNISON's pregnancy diary has been updated to support expectant mothers in the workplace. The diary takes members from the time of conception up to a couple of months after the baby's birth. It provides general information on their baby's development, and explains their statutory rights as a working woman. Members can get copies from the branch office 01629 582266 or email branch@unisondc.co.uk



Women's Lives course - for YOU!

The Women's Lives course is exclusively for women UNISON members who have experienced little, if any, recent education:

- It aims to build confidence as well as develop study skills in reading, comprehension, note taking, writing, analysing and basic research.
- It focuses strongly on personal development and building confidence.
- The course is free of charge delivered over 16 hours, as 8 x 2 hour evening sessions. It includes a weekend residential.
- Participants can receive assistance with travel and child care.
- The course is accredited through the Open College Network (OCN) with 6 credits at levels 1, 2 and 3.

The next course is planned for May 2010 - dates and venue for this are to be confirmed but this is a popular course and we want expressions of interest early to ensure we can accommodate as many of our branch members as possible.

Please contact lifelong learning officer Pauline Hubble on 07921 474707 or at pauline.hubble@unisondc.plus.com for more details.



NO! SEXUAL HARASSMENT



It's not easy for UNISON to gain a true picture of the extent of sexual harassment because levels of under reporting are extremely high with a large number of women workers preferring not to pursue a formal complaint.

Examples of sexual harassment

- Leering and suggestive gestures and remarks
- Unwelcome sexual advances, propositions and demands for sexual favours
- Unwanted or derogatory comments about clothing or appearance
- Displaying offensive material, such as pornographic pictures, page-three type pin-ups or calendars, including those in electronic forms such as computer screen savers or by circulating such material in emails.
- Physical contact such as the invasion of personal space and unnecessary touching through to sexual assault and rape (although rape is defined as a separate criminal offence).

The effects of harassment

The human, social and economical cost of harassment can be very high. Those who experience harassment can feel anxious, intimidated, threatened and humiliated. Harassment can cause feelings of frustration and anger and can lead to stress, loss of self confidence and self esteem. Workers can also lose motivation affecting work performance and absence levels. In extreme circumstances harassment has led to self harm and even death.

Harassment can have a significant effect on the physical and mental health of the workforce as it can be a major cause of work related stress. According to the Health and Safety Executive (HSE), stress at work can be triggered or made worse where "there is prolonged conflict between individuals, including bullying and harassment or where staff are treated with contempt or indifference". Given that a third of all sickness absence relates to stress, this can have a staggering effect on an organisation.

In addition to the effects on individual workers, harassment can also have a major effect on an organisation, affecting both the performance and the morale of the workforce.

If you're being harassed...

All forms of harassment are unwanted and the victim can often feel scared and isolated. But to tackle harassment and seek to eradicate it, UNISON needs to know of problem areas. You should always approach your local UNISON rep if possible; however we understand that sometimes women may want to discuss such issues with someone totally unconnected with their workplace and may prefer to speak to another woman. If you're in this unfortunate situation, please contact the women's officer Elisa McDonagh ... don't leave it.

