

# Winning Equal Pay: The Value of Women's Work

[www.unionhistory.info/equalpay](http://www.unionhistory.info/equalpay)





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### Tutors' Pack 2008

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## Section 1: Introduction – About Winning Equal Pay

This is a guide for trade union education tutors, union representatives, officers and activists who plan to use the Winning Equal Pay website. It aims to help you optimise your use of the site, plan integrating the content into educational or organisational sessions, and to gain a better understanding of the issues around equal pay. To achieve this, the guide is split into sections, with information on how to use the resources in each section. There is also a guide to using the 'search' tool, to make any research that bit easier.

**Winning Equal Pay** is a celebration of the triumph of women's struggles for equality over the past 100 years. Tutors, reps, activists, educationalists, and anyone with an interest in the labour movement will gain much knowledge and inspiration from using the site. It is one element of a greater resource, linked as it is to the TUC

'The Union Makes Us Strong' site, [www.unionhistory.info](http://www.unionhistory.info)  
the History Timeline, [www.unionhistory.info/timeline/timeline.php](http://www.unionhistory.info/timeline/timeline.php)  
and Workers at War [www.unionhistory.info/workerswar/](http://www.unionhistory.info/workerswar/). By delving into these links, the user opens up a much wider perspective on working life in the UK in the 20<sup>th</sup> Century.

The Winning Equal Pay site has links to films, documents, images and posters, and personal accounts of the struggle to win equal pay. Furthermore, the site provides access to historical archives for union representatives, officers and tutors who want a better insight into equal pay.

For the tutor, there are plenty of source materials for use on a wide range of TUC/labour movement and schools' courses. For those centres that have not run an Equal Pay Reps course this is now the ideal time; the site compliments perfectly the teaching materials, and through the various media available on the site, extends what centres have to offer union representatives on this important course.

It gives the student a first hand sense of the experiences of the women involved in equal pay cases, and charts the history of women's struggle for equality in both the workplace, and society in general. It is not confined to industrial relations: when viewing the films, for example, you get an

insight into the political, cultural and social values of the time, and the institutional discrimination built in to all sectors of industry.

Importantly, these resources can add an extra dimension to the course teaching materials: each section of 'Winning Equal Pay' is useful in its own right, but also is part of the wider interests in which trade unions and their members are engaged.

### **What's on the site?**

The site is very easy to navigate, containing three main sections: **Voices from the Workplace; Images and Documents and; The Road to Equality** (see Sections 2, 3 and 4). Each one can be used exclusively of the others or combined, depending on the course, session or audience you are working with.

### **The TUC Library Collections**

The TUC Library Collections, which transferred to the University of North London (now the London Metropolitan University) in September 1996, were first established in 1922 for the use of the Trades Union Congress and affiliated unions. They contain books, pamphlets and other material collected from unions, pressure groups and campaign movements both in the UK and internationally since the second half of the 19th century. The TUC continues to add material acquired after 1996 on a regular basis. The Collections constitute a major research resource in the social sciences, with reference and historical works on the trade union movement, union publications, documents relating to working conditions and industrial relations in various industries, and material collected from the various campaigns and policy areas in which the TUC has been involved since its foundation in 1868. A major strength of the library is the large collection of pamphlets and other ephemera, which have survived here as in few other comparable libraries.

## Links to other Resources

The screenshot shows a Mozilla Firefox browser window with the address bar displaying <http://www.unionhistory.info/equalpay/>. The website header features the title "WINNING EQUAL PAY the value of women's work" and a navigation menu with items like Home, Voices from the Workplace, Images & Documents, The Road to Equality, The Union makes us Strong, Feedback, and E-mail us. A sidebar on the left contains a "Welcome" section with links to Site Information, About the TUC Library, Links to other resources, and Credits. The main content area includes a "Welcome" message, a paragraph describing the website's partnership with London Metropolitan University and the Trades Union Congress, and a "Teachers' Notes" link. Below this, there are three columns of content: "Voices from the Workplace" with a photo of a woman, "Images & Documents" with a historical poster, and "The Road to Equality" with a photo of a protest. The footer of the browser window shows the address bar with a complex URL and the taskbar with open applications like Spider Solitaire and Tutors Pack Equal P...

**WINNING EQUAL PAY**  
the value of women's work

Site search:  Go

Home | Voices from the Workplace | **Images & Documents** | The Road to Equality | The Union makes us Strong | Feedback | E-mail us

You are in: [Home](#)

Welcome >

Site Information >

About the TUC Library >

Links to other resources >

Credits >

**London metropolitan university**

**TUC**

**Equal**

**EUROPEAN UNION**  
European Social Fund

**Welcome**

**Teachers' Notes**

**Winning Equal Pay: the value of women's work** is part of The Union Makes Us Strong website and is a partnership initiative between London Metropolitan University and the Trades Union Congress to record the long campaign to achieve equal pay for women. This learning resource is supported by the European Social Fund EQUAL Programme and includes **Teachers' Notes** and a **Unionlearn Tutors' Pack**. Choose your pathway into the website by clicking on one of the images below to find filmed interviews with women who fought for and won equal pay, hundreds of digitised images and documents from the TUC Library Collections, plus contributions from historians and other experts.

We hope that you find this website interesting and useful. Please find time to complete our [feedback form](#) and tell us what you think. Any detailed enquiries should be sent by [email](#).

**Voices from the Workplace**

**Images & Documents**

**The Road to Equality**

View, listen and read about the experiences of equal

View a selection of photographs, posters and

Read and explore the issue of the value of women's

[http://www.unionhistory.info/equalpay/contactsheet.php?Where=exists\(TucPackage\\_tab+where+TucPackage+contains+''Equal+Pay''\)+AND+exists\(TucPackage\\_tab+where+TucPackage+...](http://www.unionhistory.info/equalpay/contactsheet.php?Where=exists(TucPackage_tab+where+TucPackage+contains+''Equal+Pay'')+AND+exists(TucPackage_tab+where+TucPackage+...)

Spider Solitaire | Winning Equal Pay: ... | Tutors Pack Equal P... | 19:55

On the home page (above), there is a link on the left-hand side to a menu of other relevant resources. These are all extremely useful, and can be used to supplement activities which require a deeper evaluation of the issues. Below is a short list of those resources;

[Trades Union Congress](#): The TUC campaigns for women's equality in the workplace and in the wider community. Their website contains a number of sections relevant to equal pay issues, including;

[Women's Equality](#): Here you can find recent information and materials on the work of the TUC in the following areas:

- [Childcare](#)
- [Violence Against Women](#)
- [Equal pay](#)
- [Parents and Carers](#)
- [Part Time Workers](#)
- [TUC Women's conference](#)

[Equality Audits](#): This section of the TUC site contains information on the 2005 TUC Equality Audit including the fully searchable, online 'Bargaining for Equality' database, containing data collected in the 2005 audit. The database is a valuable tool as it contains details of agreements in place in other workplaces, including maternity and paternity leave and pay, disability and childcare.

[Gender and Occupational Safety and Health](#): This part of the website is focussed on a gender-sensitive approach to occupational health and safety and ensuring equal rights to protection for all workers.

[Changing Times](#): This section of the TUC website focuses on work-life balance and how greater working time flexibility can be achieved. It includes details of the 'Changing Times Process' and the 'Changing Times News', the TUC's fortnightly online bulletin on work-life balance issues.

[Equality and Human Rights Commission](#): For example, if you are teaching employment law or equality, the EHRC (the new Equality and Human Rights Commission that replaced the Equal Opportunities and other equalities commissions in 2007) website contains all the relevant legislation in a non-legalistic manner.

[Fawcett Society](#): For tutors following a historical direction on a course, The Fawcett Society link is a comprehensive resource dealing with the role of women in society, trade unions, and in particular equal pay issues and cases. The Society has a long history, stretching back to 1866, founded by Millicent Fawcett, a pioneering campaigner for women's suffrage.

[Modern Records Centre](#): If you are examining a particular issue, then the link to the **Modern Record Centre at Warwick University** opens up greater possibilities. They have a vast archive of materials related to the labour movement, both UK and global, plus other related archives from trustees and contributors to the site.

[UNISON](#): have done loads of groundbreaking work on Equal Pay for many women in local government, health and the utilities. The site contains much of the union's campaigning work, as well as Single Status, and much, much more on equality.

[Government Equalities Office](#): The Government Equalities Office was set up to take responsibility for the Government's overall strategy and priorities on equality issues. This includes the Discrimination Law Review, the Single Equality Bill, and the Equality PSA; sponsorship of the Equality and Human Rights Commission; and the response to Trevor Phillips' Equalities Review.



## Using the 'Search' tool

You can use the site in two ways: one is by using the three main sections, e.g. Voices from the Workplace and the links to other resources. The other method is to use the search facility located in the top right-hand corner of the site.

However, using this will result in you encountering many of the problems found by using search engines on the internet. For example, if you search for 'trade unions', you will get 9,762 results! By using the 'Advanced Search' facility, you can reduce this to 1,243 and to 20 by reducing the search further to individual years. An example is shown below:

The screenshot shows a Mozilla Firefox browser window with the title "Winning Equal Pay: the value of women's work". The address bar shows the URL "http://www.unionhistory.info/equalpay/advsearch.php". The search bar contains the text "Mary Macarthur". Below the search bar, there are several options for refining the search:

- Search for all of the words
- Search for the exact phrase
- Search for any of the words
- Without the following words
- Sounds like the words

Below these options, there is a section titled "Include the following Packages in your search:" with several checkboxes:

- All
- Timeline
- Match Workers Strike Fund Register
- General Strike
- The Ragged Trousered Philanthropists
- TUC Reports
- Workers War
- Equal Pay

At the bottom, there are fields for "Year" and "Format". The "Year" field has "From: 1884" and "To: 1920". The "Format" field has a dropdown menu set to "All".

## Section 2: Voices from the Workplace

These resources are a collection of short films (with transcripts) of some of the major Equal Pay cases since 1968. They have been filmed by the TUC with support from the Wainwright Trust, ([www.wainwrighttrust.org.uk](http://www.wainwrighttrust.org.uk)). Each film supplemented by excellent case notes by Sue Hastings.

Each title is available as a short film (average 10 mins), and a longer feature (average 40-50 mins). The short films can be downloaded directly from the site. The longer features are only available to order on DVD from TUC Publications. There is also a longer history of the fight for equal pay 'The Equal Pay Story: Scenes from a Turbulent History' which may also be ordered from TUC Publications, [www.tuc.org.uk/equalpay](http://www.tuc.org.uk/equalpay) telephone: 0207-467-1294.

The tutor would be advised to purchase a set of the DVDs, and carefully run through them prior to using them in courses. The tutor can then choose 'pause' moments to engage their learners in discussions about the content. For an even better understanding, or to evaluate the cases presented on film, it is advisable to use transcripts of the interviews in tandem with the DVD. In fact, it is probably the best way to get optimum use from the resources. When using this site, tutors can download the transcripts of each interview, as well as Sue Hastings' case notes.

### 1. Winning Equal Pay (4 mins)

This is a trailer of all the other films in the collection, including "The Equal Pay Story: Scenes from a Turbulent History".

### 2. A Woman's Worth – The Ford Sewing Machinists (10 mins)

Although the 1968 Ford Sewing Machinist strike was not seen as an equal pay dispute, it, and the 1984 strike, were in the vanguard for women achieving equal pay. Both strikes centred on the value and grading of women's skills. This film, perhaps more than the others, encapsulates just how difficult the women's struggle really was. With the unstinting support of their (male) union convenor, they overcame opposition from the company and some male colleagues to win their case. This film can be used in conjunction with the information about the dispute in the 'Images & Documents' section to great effect. See also Sue Hastings' account in Section 4 for more detailed insight into the strikes.

There is another film about Ford in the collection, looking at the experiences of Asian women working at the company (see film 8, Working for Ford: The Asian Women's Story).

### **3. Catch of the Day – the Hull fish packers (10 mins)**

Great for both public and private sector representatives. This relates the story of strong women, and a doughty male union official, who took on the food industries in Hull to establish equal pay for work of equal value. It also demonstrates how male workers' fears about having their own status affected were disarmed by the stance of Pete Allen, the TGWU officer involved in the case, 75% of his members were women, so getting equal pay for them would prevent the employer looking for ways to undercut wages of men in the future – protect, not threat. Following these victories, many other employers decided to settle with the TGWU, rather than defend cases through the tribunals.

### **4. Cooking up a Storm – Julie Hayward's equal value victory (9 mins)**

The first case lodged to establish equal pay for work of equal value. Julie Hayward fought for 7 years to win this case. With the support of her union, GMB, and notably her male colleagues and fellow union members in Cammel Laird, Julie pursued and won her case. Again, the length of time it took to win underlines the opposition posed by Cammel Laird (who also got support from other employer federations and the CBI). The case demonstrated the complexity of the legislation. A landmark case in the private sector, and one which somehow best illustrates the spirit of trade unionism – at one point during her struggle Julie was applauded going into work by 20,000 workers, predominantly men!

### **5. Sweeping the Board – Belfast Hospital Cleaners (10 mins)**

Dealing with the disparity of pay within a hospital, this is particularly effective on short courses, e.g. Unison. Five cleaners at the Royal Victoria Hospital in Belfast, aggrieved at being paid less than male (porter and groundsmen) counterparts, took up their complaint through NUPE (now Unison). Three things stand out in this film:

- (1) The opposition of the employer to any claim for equal pay for work of equal value (citing that the pay was agreed at national level, so could not be biased!);
- (2) Opposition from male workers at the hospital, and the support of male trade unionists;
- (3) The length of time the case took to go through the legal system.

The greatest aspect of the story is the will and strength of character shown by these women throughout. It should be an inspiration to all union reps and members and it shows how a successful campaign can boost union membership.

## **6. Speaking out for Change – NHS Speech Therapists (10 mins)**

For tutors teaching courses on 'single status' and job evaluation within the public sector, this is invaluable. This case focuses on the disparity in pay within the health service, because of separate collective bargaining structures. Again, the employer tried to use national pay agreements as justification for differences in pay. Even when the independent experts reported that there was a case for equal pay, the employer (ultimately, the Government), continued to reject the claims. It went to the European Court of Justice, and the film deals neatly with a comparison of the attitudes towards equal pay of the UK and EC judges, and the length of time taken to make decisions.

## **7. Just Desserts – Yorkshire Dinner Ladies (12 mins)**

This is an examination of how the era of privatisation in the 1980s threatened not only equal pay, but union survival, and it exemplifies how having good union organisation at local, regional and national level stopped councils undercutting wages and worsening conditions of employment by using the 'free market' argument (**there is a very important legal principle that was established in this, the 'Ratcliffe' case; tutors please note**). It also epitomises how employers in local government, education and health were prepared to use the principle of 'cheapest cost' to underpin their employment practices – and still do so today.

## **8. Working for Ford - The Asian Women's Story' (10 mins)**

Although not an equal pay dispute, this deals with some equally important issues. Five Asian women, some of whom were involved in the sewing machinist strikes tell their stories of coming to the UK from India, Kenya and St Lucia in the 1960s and early '70s. They recount how they faced the difficulties of getting accommodation, the language barrier, and, finally, getting jobs at Ford's Dagenham plant. Although they faced much adversity, the women also tell of how they made friends at the plant, with white women and men, and how the union helped solve problems as they arose. In a word, inspirational.

## **9. No More Peanuts (14 minutes)**

This film is an edited collection of each title in the DVD series (except for 'Catch of the Day' and 'The Asian Women's Story') and acts as a trailer for the longer films. This is particularly useful for deciding which of the films would be of most use on your session/course, and would be of benefit on first stage Reps courses, students on higher education study, and for use on the school curriculum (Key Stage 3/4 – Citizenship, History or English).

## Section 3: Images and Documents

Depending on what types of courses you are delivering or the audience you are trying to engage, there is something for everyone in this section of the site. There are several pages of images and posters from the mid 19<sup>th</sup> century right up to today, dealing with women's struggles for equality in society generally, and in the workplace in particular.



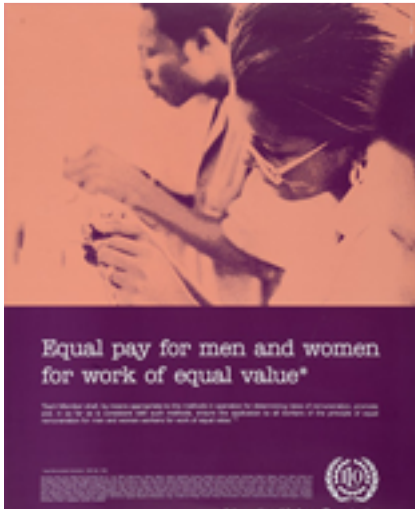
The image left is of women chain makers in Cradley Heath, who were fighting for better pay in 1910, and which give you an idea of the working conditions of the time.

This image is particularly useful with reference to labour history courses, for example, the TUC Diploma in Contemporary Trade Unionism.

This document (pictured right) is Clementina Black's address to the TUC in 1888, calling on Congress to back equal pay for women. This would be a great document to use on the above-mentioned Diploma course, dealing as it does with women's suffrage, and the role of trade unions. It would also be a real asset on undergraduate courses on the labour movement and the TUC Diploma in Employment Law.



Julie Hayward pictured (left): Reps could examine her case on the Diploma course, with reference to the role of Europe in setting legal precedents which impact on the UK. Additionally, the source material presented here is of great benefit on shop stewards' training courses including Union Reps Stage 1.



An ILO poster from 1997 (left); this can be used on Union Reps Stage 1 and Stepping Up courses when discussing the wider issues unions are involved in – equality is a global issue too!

A TUC poster from the 1980s (right), campaigning on a range of issues. This could be used on bespoke courses for affiliates, reps and equal pay reps courses. Below (left); a NUPE poster from 1984, especially useful for those public sector unions who even now are involved in single status negotiations.



For teachers involved in the Citizenship element of the curriculum, this is a vast resource to examine, and open up new perspectives for students, who may wish to complete projects on women in society.

For information on reproducing material from the website, go to Further Information, Section 5.

## **Section 4: The Road to Equality**

This part of the site is of particular importance, as it draws on the experiences of the researchers and those engaged in making the films (section 2) and also practitioners involved in equal pay issues.

This section includes the following articles:

- 1) TUC Recording Women's Voices Project: Setting Up the Equal Pay Archive, by Jo Morris
- 2) Experiences and Recording, by Sarah Boston
- 3) An Historical Introduction to the Campaign for Equal Pay, by Mary Davis
- 4) The Equal Pay Act, by Sue Hastings
- 5) Equal Pay and the Law, by Aileen McColgan
- 6) Equal Pay and Europe, by Jill Rubery.

As stated previously, the user can blend different parts of the site and the accounts on this section are from practitioners involved in some of the equal pay cases. For the more experienced tutor and rep, on advanced courses, these articles are extremely useful for evaluating the detail and complexities of the cases highlighted. This section is also suitable for use in higher education.

## Section 5: Further Information and Contacts

For further information on Equal Pay, and equality in the workplace in general, the following will prove extremely useful;

### Websites

<http://www.tuc.org.uk/equality/index.cfm?mins=383&minors=383>

<http://www.tuc.org.uk/equality/tuc-13935-f0.cfm>

<http://www.todayswoman.org.uk/>

[http://www.direct.gov.uk/en/Employment/Employees/DiscriminationAtWork/DG\\_10026665](http://www.direct.gov.uk/en/Employment/Employees/DiscriminationAtWork/DG_10026665)

<http://www.acas.org.uk/index.aspx?articleid=1138>

<http://www.tribunals.gov.uk/tribunals/employment.htm>

<http://www.thompsons.law.co.uk/ltxt/l1010001.htm>

<http://www.opsi.gov.uk/si/si2004/20042352.htm>

[http://www.worksmart.org.uk/rights/equal\\_pay](http://www.worksmart.org.uk/rights/equal_pay)

[http://www.tuc.org.uk/work\\_life/index.cfm?mins=377](http://www.tuc.org.uk/work_life/index.cfm?mins=377)

For further information on unionlearn courses go to [www.unionlearn.org.uk](http://www.unionlearn.org.uk)

### Organisations

Trades Union Congress	<a href="http://www.tuc.org.uk">www.tuc.org.uk</a>
ACAS	<a href="http://www.acas.gov.uk">www.acas.gov.uk</a>
Equality and Human Rights Commission	<a href="http://www.equalityhumanrights.com">www.equalityhumanrights.com</a>
Institute of Employment Rights	<a href="http://www.ier.org.uk">www.ier.org.uk</a>
International Centre for Trade Union Rights	<a href="http://www.ictur.org">www.ictur.org</a>
The Fawcett Society	<a href="http://www.fawcettsociety.org.uk/">www.fawcettsociety.org.uk/</a>
The National Women's Commission	<a href="http://www.thewnc.org.uk/">www.thewnc.org.uk/</a>
Thompsons Solicitors	<a href="http://www.thompsons.law.co.uk">www.thompsons.law.co.uk</a>

### Reproductions from the website

For further information and guidelines on reproducing material from the website go to [Terms and Conditions](#) or contact the TUC Library Collections, Holloway Road Learning Centre, 236-250, Holloway Road, London N7 6PP. Telephone: 020 7133 2260, fax: 020 7133 2529 or email: [tuclib@londonmet.ac.uk](mailto:tuclib@londonmet.ac.uk)



# Appendix 1: Glossary

## **Bookmark/Favourites**

Your browser saves a web address, which takes you directly back to the site

## **Browser**

A piece of software that you need to visit websites and view their content

## **Cache**

The area on your computer that stores web pages you've visited. So, when you visit them again, it's a lot quicker to download

## **Download**

When your browser gets information or software from a web page

## **E-mail**

A message that is sent across the computer network

## **Freeware**

Software that is available for free on the Internet

## **GIF – Graphic Interchange Format**

GIF is one of several formats used for image files. GIFs are good for tables and drawings. See also JPEG

## **HTML – Hyper Text Markup Language**

The language used to make web pages

## **Home page**

The starting point when you go to a set of web pages. It should link to the rest of the site. This can be your Browser too

## **Hyperlink**

Part of a web page that links to another site or web page. Click on it, and you'll go there.

## **Hypertext**

Text that contains hyperlinks to web site or pages. So, if you click on the highlighted words, you'll go to a different web page or site

## **Intranet**

A private network that uses internet technology, as an internal tool. Institutions, businesses and organisations may well have their own intranets

## **JPEG – Joint Photographic Experts Group**

JPEG is one of several formats used for image files. See also GIF

**NGfL – The National Grid for Learning**

The NGfL is a gateway to all things educational on the web. It provides a 'grid' of inter-connected web sites and educational services to support teaching, learning, training and administration in schools, colleges, universities, libraries and the workplace

**Online**

Being on the internet

**Plug-in**

A programme that you can 'plug in' to your browser to help it do more, e.g. play video or sound

**Search engine**

A software tool that helps you find pages you want by searching for the words you type in

**Shareware**

Software that is available free for a limited period

**URL – Uniform Resource Locator**

Basically, a web address

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This guide was produced as part of a community programme called Equal - a European Social Fund initiative which tests and promotes new means of combating all forms of discrimination and inequality in the labour market. The GB Equal Support Unit is managed by ECOTEC.

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