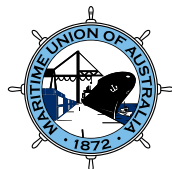


**MARITIME UNION
OF AUSTRALIA**

EQUALITY CHARTER



**THE MUA BELIEVES IN EQUALITY AND JUSTICE.
STRUGGLING FOR EQUALITY IS SOMETHING WE DO.**



We have put together this document as a statement of our principles of equality and the actions we will take to support those principles.

This document will be a resolution to the National Conference of members 2020 and endorsed as a package.

It is intended that we dovetail the work of the union and women's committee with these principles. They are designed to guide our work.





OUR PRINCIPLES OF EQUALITY

- WE TAKE ON INJUSTICE
- WE GIVE VOICE, WE LISTEN, WE SPEAK UP
- WE BELIEVE IN WORK-LIFE BALANCE
- WE BUILD POWER BY STANDING TOGETHER
- WE BELIEVE IN FAIRNESS
- WE EMPOWER THROUGH EDUCATION





WE TAKE ON INJUSTICE

- We work toward and believe in the elimination of violence against women
- We take part in the 16 days of action from November 25 every year
- We negotiate Domestic and Family Violence Leave Clauses in all EBAs
- We support the campaign for 10 days paid dv leave in the NES
- We campaign for the government to ratify ILO convention 190 Violence and Harassment convention 2019

WE GIVE VOICE, WE LISTEN, WE SPEAK UP

- We take steps to increase the number of women delegates, officers, organisers and officials
- We encourage women to run for office, in the union, in political parties and local government
- We ensure that women are on all committees in the union. (Branch, Site, OHS, Women's, EBA Bargaining)
- We listen in a structured way – we have contacts in each branch
- We keep and tell women's stories – we document the past, and we promote the work of women now for the future
- We make and take opportunities to participate
- We include women on all delegations to events and conferences







WE BELIEVE IN WORK-LIFE BALANCE

- We ensure that increase parental leave is in all EBAs
- We provide and fight for flexible working arrangements for parents and return to work after parental leave
- We believe superannuation should be paid on parental leave
- We want access to safe facilities for expression of breast milk
- Children are important to our union and we consider them and include them
- We deal with issues especially affecting women around income protection

WE BUILD POWER BY STANDING TOGETHER

- We participate across our own union and workplaces
- We are a part of ACTU Women's Committee
- We are active in ITF Women's Committee
- We work with and are active in CFMMEU National Women's Committee
- We are involved in State Trades and Labour Councils women's committees
- We support other unions campaigns with regards to supporting women workers



WE BELIEVE IN FAIRNESS

- Access to clean, convenient and appropriate toilet facilities is important
- We set recruitment targets for intakes of employees to increase number of women and indigenous workers
- We work to end the gender pay gap – including the super gap and job stratification
- We take on discrimination in all its forms – no matter where we see it
- We advance and promote women in the union
- We are not bystanders when we see matters of gender inequality or violence

WE EMPOWER THROUGH EDUCATION

- We actively identify women leaders – and we support them to become delegates, elected leaders, HSRs and activists in campaigns
- We ensure women have access to delegates training
- All officials and officers to complete VTHC gendered violence and domestic and family violence training run by VTHC or equivalent
- We invest in and work to develop women members, so they are represented in our workplace and branch committees
- We support WIMDOI and women's participation in it
- We support women to participate in conference and activities where the experience will build capacity and power



FURTHERMORE

The National Women's committee will:

- Create a workplan on these principles
- Develop a Union/Branch/Committee Equality Check List and pair up committee members with key contacts in each branch to progress the actions in the charter.
- Measure progress regularly

DEFINITIONS

STRUGGLING - striving to achieve or attain something in the face of difficulty or resistance.

INJUSTICE - lack of fairness or justice

EQUALITY - the state of being equal, especially in status, rights, or opportunities.

DOMINATED - to be the largest or most noticeable part of something:

UNIONISM - an organized attempt by workers to improve their status by united action

EMPOWER - make (someone) stronger and more confident, especially in controlling their life and claiming their rights.

GENDER PAY GAP - The gender pay gap is the gap between what men and women are paid. Most commonly, it refers to the median annual pay of all women who work full time and year-round, compared to the pay of a similar cohort of men. Other estimates of the gender pay gap are based on weekly or hourly earnings or are specific to a particular group of women.

FEMINISM - the advocacy of women's rights on the ground of the equality of the sexes.

WORK-LIFE BALANCE - the division of one's time and focus between working and family or leisure activities.

DISCRIMINATION - the unjust or prejudicial treatment of different categories of people, especially on the grounds of race, age, or sex.

GENDER VIOLENCE - The term "gender violence" reflects the idea that violence often serves to maintain structural gender inequalities, and includes all types of violence against men, women, children, adolescents, gay, transgender people and gender non-conforming. This type of violence in some way influences or is influenced by gender relations.

