



GREATER LONDON YOUNG MEMBERS



November is Young Workers' Month – a time to celebrate the contribution that young workers make to public services and to UNISON.

UNISON young workers' month is a time to celebrate and recognise the invaluable contribution you have made as a public sector worker in your communities during the most challenging times. As a UNISON member you may have been on the front line of the pandemic, worried not just about the health risks but your ongoing job security, your pay and what the future world of work will look like.

That's why it's never been more important for young workers to organise and play a strong part in their trade union. UNISON has a proud history of supporting young workers. As a 20 year old steward in a huge branch it would have been easy for me to get lost. But, those around me in UNISON championed me and other young activists to become more involved, stand up for our rights, campaign and take a firm stance to ensure that as a young member I had a strong voice. I will never stop paying back the support I received and championing young workers.

That was 30 years ago and whilst much has improved for workers, you still have to make your voice heard. It's an old cliché but, you are the future of UNISON. Thank you for all you contribute and enjoy every minute of the part you play in our union. You are only young once!

Tracey Dalling - Regional Secretary
UNISON Greater London

YOUNG WOMEN DESERVE TO BE SAFE IN THE WORKPLACE

A survey commissioned by the Young Women's Trust found that young women are particularly wary of reporting sexual harassment, one in four due to fear of losing their job and one in five for fear of being given fewer hours.

The tragic loss of two women in London, Sarah Everard, (33) and Sabina Nessa (28), murdered, simply walking to and from their homes, has sparked conversations around sexual harassment and women's safety. UNISON is a union with more than a million women members. Women make up 80% of our membership, making this such an important issue to us.

According to a survey for UN Women UK, 86% of women aged 18-24, said they had been sexually harassed in public spaces. We also know that young women are in general more likely to experience all forms of violence and harassment in the workplace, and that this includes experiencing sexual harassment. They are also more likely to be in casual or precarious forms of work which could make them wary of reporting incidents at work.

"Staff should never have to face any kind of abuse, let alone sexually motivated insults and attacks. The workplace should be a harassment-free zone and employers who fail to act should be held to account."

- UNISON general secretary, Christina McAnea

What to do if you are being sexually harassed at work:

- Speak to a trusted friend or family member.
- Speak to your UNISON rep.
- Keep a record of what has happened to you (including time, date, location and any witnesses or evidence such as copies of letters, text messages, emails, etc, as well as details of any medical help sought).
- If you feel sufficiently safe, tell the harasser to stop. You could ask them in writing. Your UNISON rep should be able to support you. Keep a record of any steps you have taken to stop the sexual harassment and of any response from the harasser.
- Speak to your line manager or, if they are the harasser, to a more senior manager or to the HR department.
- Make a formal complaint using your workplace grievance procedure or the reporting procedure within your workplace anti-harassment policy (if there is one). Your UNISON rep should be able to support you.
- If the issue is still not resolved, you may be able to take it to an employment tribunal. Your UNISON branch should be able to support you with this.

UNISON HEALTHCARE STUDENTS

Studying and training to be a nurse or health professional is exciting but can be stressful and challenging at times also. That's why it's important not to struggle alone. UNISON is the biggest trade union in the NHS and our branches and networks are always available to support you if you need help.

We have created an online nursing 'survival guide'. It's full of helpful advice and top tips for members on how to thrive in your first registered nursing role.

The guide is available exclusively for UNISON members – just email h.group@unison.co.uk with 'nursing survival guide' in the subject line, giving your name and membership number.



MEET OUR YOUNG ACTIVISTS



Name:
Sarah Gilroy
Job title:
Graduate Trainee
Activist role:
National young
members forum rep

“The pandemic has had a disproportionate impact on young people who are more likely to be working in low-paid and insecure jobs. Where trade unions have a strong presence in workplaces, they have been able to ensure people’s employment rights, health and safety and wellbeing are protected. As a young member of UNISON, knowing my trade union is there to support me is reassuring.”



Name:
Theo Antoniou
Job title:
Political Advisor
Activist role:
Publicity Officer

"Being a young worker in a trade union means having someone on your side and supporting you in the early stages of your career. The more trade union members in your workplace, the stronger they can negotiate good pay, terms and conditions for you."

GET ACTIVE!

The best way to achieve change in your workplace is to become an active member, train as a UNISON representative or even take on a branch officer role. Whatever your interest and experience, there is something for you to do!

Here are some of the roles you could do:

- Workplace contact
- Workplace rep/steward
- Health & safety rep
- Equalities rep
- Union learning rep

Being a branch Young Members' Officer is also a great way to get more involved with your UNISON branch, as well as an opportunity to make a real difference for young people working in your sector.

Young Members' Officers responsibilities include:

- recruiting and organising young members
- building a branch young members' organisation
- making sure issues of concern to young workers are raised through the branch
- receiving and distributing UNISON young members' information

If you want to get more involved in UNISON please get in touch with your branch.

YOUNG WORKERS' MONTH EVENTS 2021

Please check your inbox for our young workers' month emails including registration links to UNISON GLR events or email r.sexton@unison.co.uk
For TUC events please visit www.tuc.org.uk/young-workersmonth

4 NOVEMBER

CLIMATE CHANGE AND A JUST
TRANSITION – WHAT'S THE FUTURE
FOR YOUNG WORKERS? (TUC)
6:30PM – 7:30PM

16 NOVEMBER

LOST IN UNISON - HOW DOES
YOUR UNION WORK?
SESSION 1: 12PM -1PM
SESSION 2: 6PM -7PM

17 NOVEMBER

MENTAL HEALTH AND YOUNG
WORKERS
GUEST SPEAKER - DR ROSENA ALLIN-
KHAN MP, SHADOW SECRETARY OF
STATE FOR MENTAL HEALTH
6PM – 7PM

SCAN ME



23 NOVEMBER

GETTING ACTIVE IN UNISON
SESSION 1: 1PM - 2PM
SESSION 2: 6PM -7PM

25 NOVEMBER

THIS ENDS NOW – HOW WE STOP
HARASSMENT AND VIOLENCE
AGAINST WOMEN (TUC)

29 NOVEMBER

UNISON GLR YOUNG ACTIVISTS'
NETWORK DISCUSSION -
WHAT ARE THE ISSUES FACING YOUNG
MEMBERS IN LONDON? HOW DO WE
GET ORGANISED?
6PM -7PM

30 NOVEMBER

#ORGANISE – GETTING YOUNG
WORKERS INTO UNIONS AND
ACTIVE (TUC)
6PM -7PM



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