

**Unite the Union**

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## Unite Construction Sector – Welfare Facilities and Period Dignity Campaign

### Activist Pack – Welfare Facilities and Period Dignity

Unite conducted an online survey of all women members in the construction sector where we possess an email address. The survey generated an excellent response and gave a lot of insights to the working lives of women in construction.

One of the major issues the survey identified throughout was the lack of welfare facilities. This includes the need for clean toilets, the supply of feminine hygiene bins and sanitary and shower facilities.

One respondent to the survey gave a graphic account of her frustrations, on trying to use a women's toilet on a construction site: "Toilets for females are a basic requirement but are usually locked, you have to seek the key from someone so by the time you find the person usually male with the key and after asking several people also usually male, half the site now know you want to use a loo and when you open the door guess what it is usually being used as a storage facility."

### Period Dignity Campaign

Unite has been running a period dignity campaign across all its sectors. The campaign is about period poverty and the fact that some workers struggle to pay for sanitary products.

Unite is demanding that women and girls have period dignity. By making changes in our workplaces, our places of education, and in society, women and girls can experience period dignity through having free access to sanitary products. Having a period is natural and should not be a source of awkwardness for anyone.

The replies to our survey identified it was clear that for period dignity to be achieved for female construction workers the campaign needed to go further. Unite is now asking construction companies to sign up to four simple pledges to help achieve period dignity for construction workers.

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## What we want to achieve in construction

We want to challenge construction companies contractors and construction clients to show that they are addressing this issue and are challenging them to show that they support women construction workers by ensuring that:

1. Each site or depot had a designated female toilet, always accessible, regularly cleaned and lockable.
2. Handwashing facilities with running water and soap are provided in every welfare area.
3. Sanitary bins are provided and are cleaned and emptied regularly.
4. Sanitary products are provided in a dispenser in a discreet location, free to workers.

## Sites sign up

A number of sites have already signed up to Unite's campaign. The first site to sign up was the Multiplex site at the University of Glasgow

## What can you do to help?

In your workplace

1. Ask your employer to provide adequate welfare facilities and sanitary products for workers to use.
2. Have the matter raised at health and safety committee meetings.
3. Display Period Dignity posters where you work.
4. Launch a petition to achieve period dignity in construction.
5. Take pictures of workers giving support to the construction sector Period Dignity campaign and share on social media.

## What resources are available?

There are posters, leaflets, petition sheets. To request electronic or additional printed copies contact your regional office.

If you require further information please email  
[womeninconstruction@unitetheunion.org](mailto:womeninconstruction@unitetheunion.org)

Best wishes



**Gail Cartmail**  
Assistant general secretary

#perioddignity