

# UNISON

## *Influencers 2026*

### WOMEN WORKERS

Women continue to face inequality at work through the gender pay gap, insecure employment, and occupational segregation. Caring responsibilities and workplace discrimination further limit equality.

#### Key facts

- Gender pay gaps persist across sectors
- Women are more likely to be in insecure and low-paid work
- Childcare costs limit employment opportunities
- Workplace harassment remains a serious issue

#### UNISON is calling for

- Action to close the gender pay gap
- Investment in childcare and social care
- Stronger protections from harassment
- Flexible working policies for all

#### Questions for candidates

- What will you do to close the gender pay gap?
- How will you improve access to affordable childcare?
- What protections will you strengthen against workplace harassment?

#### Action for you

- Campaign for flexible working and fair pay
- Raise issues affecting women workers locally
- Challenge candidates to prioritise women's equality

Follow our campaign *Public services at the heart of a fairer Scotland* [here](#)

Public services:  
the heart of a fairer  
Scotland

UNISON  
Scotland