



# **AGENDA**

**WOMEN'S CONFERENCE**

**Wednesday 6<sup>th</sup> February 2019**

**The Liner Hotel  
Lord Nelson Street  
Liverpool  
L3 5QB**

## Message from the General Secretary

Dear Colleagues,

I would like to welcome all delegates and visitors to the 2019 CWU Women's Conference.

In 2018 it was reported that the gender pay gap in the UK was some 18%, effectively meaning that women work 67 days a year for free. As the TUC has pointed out, fifty years on from the famous equal pay strikes at Ford in Dagenham, this underlines how much work there still is to do.

This is just one issue among many that women face in the workplace and the wider economy. So I'm keen that as we move forward our fight for a New Deal for Workers, which will be a major campaign for the union in 2019, your voice is heard and you shape this agenda and I look forward to hearing the debate at the Conference today.

One of the key issues the union has taken forward since the last Women's Conference has been our campaign on period poverty. We've campaigned on this in Westminster, in the Scottish Parliament with Monica Lennon MSP and at Labour Women's Conference, and I've been pleased to see industrial departments also now advancing the issue with relevant employers. For me the work that's been done on this across the union is a good example of how we want to bring equality issues into the mainstream under Re-design and put the whole weight of the CWU behind them when we're campaigning.

I've also been pleased that we've been able to promote women through our political work, giving a number of CWU women platforms to speak at a range of conferences and events, helping Jennifer Forbes from the South West get selected to stand as a Labour candidate in the next election and getting women from the union elected to national bodies in the Labour Party and Momentum.

But I know there is much more we need to do. We can all be proud that the President and Vice President positions in the CWU are held by women, but as I have said previously, I would like to see more women involved in the union and coming forward. We need to do more to encourage women to become workplace representatives, branch and regional officers and of course, we need to see more women progress to the national level.

As part of this, I'm proud that we will be making the ex-officio seats reserved for equality strands full voting members on the NEC and creating equality seats on the new Regional Executives, which I want to see driving forward the union's work in the future.

For me these new structures are about creating the right environment for our equality work, our industrial work and our political work, but ultimately our success as a union depends on members and reps getting involved. So as the new structures are rolled out, I hope you will get involved and take the opportunity to influence all of the union's work and put equality issues on the agenda in these new forums.

In this spirit, I hope you all have a great conference and I hope to get the chance to speak to you over the course of the day.

**DAVE WARD**  
**General Secretary**

## Message from Assistant Secretary

Dear Colleagues,

I would like to welcome all delegates to the 2019 Women's Conference. This year we are delighted to be in Liverpool. It is a real privilege for me to attend the Conference as the Officer currently responsible for the Union's Equality work. I look forward to dealing with the many issues that impact on women in the CWU.

Women continue to come under attack by this Conservative Government. Women born on or after 6<sup>th</sup> April 1951 have unfairly borne the burden of the increase in State Pension age with lack of appropriate notification. This is not right and the WAC are working with the NEC to lobby Government to make fair transitional state pension arrangements for all women affected by this unjust and unfair policy. We stand with the WASPI women

Welfare reforms and a decade of austerity have also had a devastating and disproportionate impact on women and we must carry on the fight against any further cuts and for the full reversal of these cuts under a Corbyn led Labour government.

If you take a look at the policy matrix, you will see the great work that has been done by members of the Women's Advisory Committee to enact the decisions taken at last year's conference in Bristol.

I would like to thank Jean Sharrocks and all members of the Women's Advisory Committee for all their hard work and support during the last year.

The coming months and years will see the CWU leading the field when it comes to placing our equality agenda at the heart of this union and of the wider labour movement. However, we cannot ignore the fact that there continues to be significant under-representation of women in our structures and we must make Union life a genuinely inclusive environment. Our rule book is clear on this and we need to make sure Proportionality is embraced.

The Women's Conference is a very friendly conference. If you are a first time delegate, this is the ideal venue for you also to get up and speak. Everyone's input will be very welcome.

Our equality conferences also give you the opportunity to make new friends, network and share experiences.

In closing, my thanks goes to all headquarters staff who helped to put this Conference together. It couldn't happen without you.

Have an inspiring and enjoyable Conference.

**TRISH LAVELLE**  
**Assistant Secretary**

## **Message from Chair of the Women's Advisory Committee**

Dear Colleagues,

I am pleased to welcome delegates and visitors to this year's 2019 Women's Conference here in the historic city of Liverpool.

This year just like every other has been a busy one for the WAC. Last year's attendance at Women's Conference was extremely healthy with almost 180 people in attendance – the same figure when we met at the Britannia Hotel in Manchester many years ago. I have no doubt that this shows a big commitment to the equality agenda by the women in this union. With a big conference come lots of motions that were passed and then worked on by the WAC to implement. Motions about job-sharing, equality audits, austerity, and the effect of gambling on women, to name but a few, were all debated at the last Conference. There is still some working progress which with the Equality department, now under the leadership of Trish Lavelle, we will endeavour to do.

Please take a look at the Policy Enactment Table to see what has been going on with these.

Sitting as an ex-officio on the NEC has given us a bigger presence in the union and something that needs building on with the redesign taking place. Equality must not be forgotten or marginalised in the redesign. Indeed the recent Redesign Conference last November endorsed a view that the elected strand representative will have full NEC rights.

I want to say a special well done to the Regional Women's Committees, as under Redesign these are being disbanded. Many of these committees have been done some brilliant work engaging women – this was evident with the number of first time delegates attending the Women's Officer Seminar a few months ago. It is vital any new structures are better and more effective for our Women and I am sure we will be liaising with the General Secretary to play an active role in this respect.

One of my highlights in the last year was attending the UNI World Women's Conference, which took place in this very city back in the summer. CWU Women played an amazing part in this prestigious event and made our Union very proud.

It has been incredibly humbling for me to serve as the WAC Chair and knowing this Conference is likely to be the last one in this format will make this a very emotional occasion.

Lastly I would like to thank the staff in the Equality Department and everyone else who has helped to make this Conference possible – I look forward to seeing you all at the Conference.

**JEAN SHARROCKS**  
**Chair of the WAC**

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### **Welcome from the General Conference Standing Orders Committee**

Dear Colleagues,

Welcome to the CWU Women's Conference of 2019 on behalf of the General Conference Standing Orders Committee.

The General SOC realise that the process of Redesign continues and that changes to some of our structures and rules, including our Conferences, are proposed, however until these are actioned (i.e. by a change in rule) we have prepared the Agenda according to the current rules and procedures.

This year we have again used the same criteria for motions that will be used for General Conference, as such, the Standing Orders are as close as possible to those that will be in place for that Conference.

We have, recognised an issue with Emergency motions being submitted at times where we have no facilities to deal with such motions. To rectify this issue the submission of Emergency motions will close at Midnight on **Wednesday 30<sup>th</sup> January 2019** as reflected in the standing orders.

The Standing Orders Committee will be present during Conference should any delegate have any question over procedure, and to conduct the Ballot(s) for motions to go forward to General or the Industrial Conferences.

May you all enjoy a successful Conference.

Yours sincerely,

**Joyce Stevenson and Dave Mitchell**  
**General Conference Standing Orders Committee**

# CWU WOMEN'S CONFERENCE 2019– STANDING ORDERS

1. The sessions of the Women's Conference shall commence in accordance with the timetable.

## 2. TIMETABLE

- a (i) Chairperson's Opening Remarks  
(ii) Officer's Address  
(iii) General Secretary's Address  
(iv) Adoption of Standing Orders Committee Report (including appeals/reference back)  
(v) Sections of Conference Business
- b The doors of Conference will open with registration at 10.00 and the conference commencing at 10.30 and closing at 15.45.

Conference is divided into two half-day sessions. If the business of any section is completed within the timetable, the Conference shall proceed immediately to the next section of business.

If all the business of the final section is completed within the timetable, the Conference shall return to the earliest uncompleted business.

## 3. PROCEDURE IN DEBATE

- a Every member of the Conference must remain in their seat, except the one who may be addressing the Conference and, should the Chairperson rise, no-one else shall continue standing nor shall anyone else rise until the Chairperson has resumed the Chair.

### SPEAKERS

- b A delegate when speaking from the rostrum shall address the Chairperson. If two or more persons desire to speak at the same time the Chairperson shall decide to whom priority will be given. No person shall be allowed to speak twice on the same question.
- c All speeches shall be confined to the subject under discussion.
- d Delegates may only refer to documents which have a bearing on the subject under discussion.
- e (i) Motions must be moved by a delegate from the submitting body.  
(ii) Motions must be seconded or else they shall be deemed to have fallen.
- f A motion may be seconded formally or by a speaker making a seconding speech.

Members of the Advisory Committee cannot move or second or speak on behalf of their branch.

### COMPOSITE MOTIONS

- g All sponsors of a composite motion will be responsible for agreeing the allocation of moving and seconding speakers from amongst those named within the composite motion, notwithstanding the terms of SO3e(i) and (ii).
- h The mover of a motion shall be allowed to speak for not more than 5

minutes and any other speaker (including the mover exercising the right of reply) for not more than 3 minutes. **In EXCEPTIONAL CIRCUMSTANCES a speaker may request the special permission of Conference to speak for a longer period, if agreed, it shall not exceed a further 3 minutes.**

- i The moving speaker shall have the right of reply to the debate only if there has been opposition and shall not introduce any fresh matter but shall be limited to answering the debate.
- j The Advisory Committee (including the relevant Officer) shall in addition to moving and exercising the right of reply be allowed a maximum of one speaker in a debate on motions standing in the name of the Advisory Committee (SO3e(i)) applies to the Advisory Committee).
- k The Advisory Committee (including the relevant Officer) shall only be allowed one speaker in debate on all other motions not standing in the name of the Advisory Committee.
- l No motion shall be spoken upon except by the mover, until it has been seconded. The mover of a motion who sits down without speaking upon it shall lose the right of addressing Conference, but shall still have the right of reply (SO3e(i)) applies. The seconder of a motion who sits down without speaking upon it shall not lose the right of addressing Conference.

#### **ENDING DEBATE**

- m Any delegate who has not spoken on the motion before Conference may move "That the motion be now put" on the seconding of which the Chairperson shall immediately and without discussion put this motion to the vote. In the event of it being carried by a simple majority of Conference, Conference shall proceed to vote on the question itself, subject to SO3k and the right of reply as stated in SO3i being exercised.
- n Any delegate who has not spoken on the motion before Conference may move "That Conference proceeds to next business", on the seconding of which the Chairperson shall immediately and without discussion put this motion to the vote. In the event of it being carried Conference shall at once proceed to the next item on its agenda.

#### **WITHDRAWAL**

- o Any motion or composite motion may be withdrawn from the Agenda at any time by the sponsor(s) who shall notify the Standing Orders Committee at the earliest opportunity. Once it has been moved and seconded, however, it shall not be withdrawn except with the agreement of Conference by a simple majority vote.

#### **POINT OF ORDER**

- p Any person wishing to question the proceedings of Conference may rise on a "point of order", and when called shall state the procedural point in exact terms, whereupon the Chairperson shall immediately give a ruling or refer the matter to the Standing Orders Committee for a decision. Any person raising points of order must seek to prove one or more of the following:-
  - (i) That the speaker is using unparliamentary language.
  - (ii) That the speaker is digressing from the subject of the motion.
  - (iii) That the rules of the Union are being broken.
  - (iv) That there is an infringement of the customary rules of debate.
  - (v) That there is an infringement of the Standing Orders (which shall be referred to the Standing Orders Committee).
- q The Chairperson's ruling on a point of order shall be final unless it is

challenged. The correct method of challenging the ruling shall be to move: "I wish to challenge your ruling". Such a motion shall be carried by a simple majority.

- r The Standing Orders Committee shall have the right to enter debate on all matters affecting the decisions and role of the Committee.

#### **4. VOTING PROCEDURE**

- a Voting at Conference shall normally be by a show of hand voting cards which shall be issued on the basis of one per Branch in attendance.
- b A formal count may be called for either by the Chairperson of the Conference or when 5 or more delegates call for such a vote immediately on the announcement of the decision of the hand vote.

**DURING A FORMAL COUNT ALL PERSONS MUST REMAIN IN THEIR SEATS AND NO PERSON SHALL ENTER OR LEAVE THE FLOOR OF CONFERENCE.**

Procedure for a formal count shall be as follows. The voting delegate of each Branch shall be required to clearly indicate using their voting card for or against, on the question requiring the decision.

- c A motion will be deemed carried if it obtains a simple majority of the votes cast.

#### **5. PROCEDURE FOR EMERGENCY MOTIONS**

- a Emergency motions may only be submitted for inclusion in the Agenda if they refer to a matter which because of the circumstances giving rise to them could not possibly have been submitted by the published closing date for motions. Such emergency motions will only be accepted by the SOC if they constitute a significant and important matter, which requires a decision by Conference.
- b Emergency motions must reach the Standing Orders Committee at CWU Headquarters by midnight on **Wednesday 30<sup>th</sup> January 2019**. [conferences@cwu.org](mailto:conferences@cwu.org) Delegates will be advised by the SOC whether or not the emergency motion has been accepted for inclusion to the Agenda prior to the commencement of Conference. **No Emergency Motions will be accepted after that date.**
- c A decision taken by Conference shall not be open to the emergency procedure at the same Conference.

#### **6. APPEALS/REFERENCE BACK PROCEDURE**

- a Written notice of appeals/intention to move reference back against decisions of the Standing Orders Committee as published in the Agenda regarding:-
  - (i) Motions not admitted to the agenda
  - (ii) inclusion/exclusion of motions in a composite
  - (iii) the priority/placement given to a motion
  - (iv) timetable/programme of business
  - (v) the Standing Orders for Conference
  - (vi) the consequential rulings on motions

must reach the Standing Orders Committee at CWU Headquarters by midnight on **Wednesday 30<sup>th</sup> January 2019** to [conferences@cwu.org](mailto:conferences@cwu.org)

Such written notice must advise of the intention to appeal/move reference back to alter the published agenda with details and reasons for



doing so.

After consideration of appeals/reference backs by the SOC, Branches, Advisory Committees, and Regional Committees (if appropriate) wishing to continue their appeal/reference back must seek to do so by addressing Conference at the commencement of conference.

- b Challenges to other SOC decisions as printed or announced in supplementary SOC reports must be made at the time the supplementary report is moved.
- c All appeals/reference backs will be deemed carried if they have the support of a simple majority of Conference.
- d The Advisory Committees will also be required to follow these procedures.

## **7. SUSPENSION OF STANDING ORDERS**

- a Motions to suspend Standing Orders shall only be allowed to deal with business or circumstances that could not have been foreseen when the Timetable/Programme of Business was adopted.
- b The Chairperson may accept a motion for the suspension of Standing Orders provided no motion is on the floor being debated.

Any such motion must state the Standing Order/Orders involved and also state the nature and urgency of the business as to why the suspension is required.

The Chairperson shall immediately refer such a motion to the Standing Orders Committee who shall express their view before the vote is taken. A motion for the suspension of Standing Orders will be carried if supported by a simple majority of the Conference.

## **8. BALLOTS**

- a There will be a ballot to select two motions this Conference will forward for submission to the 2019 General Conference, and one motion to each of the Postal Group and Telecoms Industry Conferences 2019.

The ballot paper for General Conference selection will be printed on the reverse of the hand voting card. Branches will be given an additional ballot paper(s) to allow them to vote under the appropriate constituency within their branch to select the motion to go forward to each of the Postal Group and Telecoms Industry Conferences.

Motions in Section I of the agenda that are carried are eligible for the ballot to Postal Group and Telecoms Industry Conference.

Motions in Section II which are carried are eligible for the ballot for General Conference. The ballot will take place at the end of Section 2 motions.

The ballot box will be open subject to the timetable of Conference. The SOC shall be responsible for counting the ballot and advising the Chairperson of the result, which will be announced prior to the close of Conference. In the event of a tie, the SOC will administer an exhaustive ballot.

- b Should there be a request at General Conference or Industrial Conferences to remit a motion in name of The Women's Conference the mover of the motion at General Conference or Industrial Conferences will be deemed to have the authority to agree to the remittance on behalf The

Women's Conference, subject to the agreement of the relevant Conference.

**9. PROHIBITIONS**

The use of mobile telephones are prohibited anywhere within the confines of the Conference Hall.

No documents, posters or banners shall be circulated, distributed or displayed within the Conference Hall without the permission of the Standing Orders Committee.

## **IMETABLE AND PROGRAMME OF BUSINESS**

10.00	Registration
10.30	Chairperson's Opening Remarks
10.35	Trish Lavelle, Officer
10.45	Dave Ward, CWU General Secretary's Address
11.00	Carl Webb, Regional Secretary's Welcome
11.05	Standing Orders Committee Report and Adoption of Standing Orders
11.10	Section I Motions 1-2
11.40	Guest Speaker
12.00	Section II Motions 3-12
12.30	Lunch
13.15	Panel Session "Future CWU Equality Strategy" to include Q&A
14.45	Section II Motions 3-12 continued followed by ballot
15.20	Guest Speaker
15.40	Summation by Chairperson and ballot result
15.45	Conference closes

**DELEGATES ARE REMINDED THAT THE BALLOT BOX WILL BE LOCATED ON THE SOC TABLE.**

## Report to the Women's Conference 2019

### **1. WAC Advisory Committee**

- 1.1 At the time of preparing this report the WAC Advisory Committee (WAC) consisted of the following people:

Jean Sharrocks (Chair), Vicki Turner (Vice Chair), Trish Lavelle – Assistant Secretary, Julia Upton (NEC), Lynn Simpson (NEC), Clare Drummond, Helen Ogilvie, Jacky Morrey, Karen Kendrick, Kath Kelly, Melanie Gorrie, Elizabeth Harrington, Sylvia Beckett, Trish Vollans, Morag Gillies, Laura Snell, Fevzi Hussein – Policy Assist.

### **1.2 Interaction with Industrial Committees**

The WAC continues to work with our industrial partners and some of the issues engaged on include toilet provision for women in the workplace (and on walks).

### **1.3 Joint Advisory Committee Meetings: New Rule (8.11.9)**

The Advisory Committees came together again this year and the focus was to discuss Redesign and feeding into process. Submission were collectively made the General Secretary's Office.

### **1.4 Pensions**

The WAC continues to support the WASPI women and initiatives have been continuing through the regional structures.

### **1.5 WAC Priorities**

Members of the WAC Advisory Committees have concluded an excellent presentation, which talks about the dangers of gambling and how this can affect women. If you would like a member of the WAC to give to the presentation to your region please contact the Equality department.

## **2. Proportionality**

The Proportionality agenda is an on-going priority for the Equality Department and the Women's Advisory Committees. It has now been rebranded to Redesign.

### **2.1 Mentoring**

The Union has now trained a number of mentors and mentees and this offers an excellent opportunity for women to be involved in the mentoring programme. The mentoring programme offers an excellent tool to realise our representatives' full potential. The department has started to look at levels of BAME women and amongst the Rep structures the level of BAME women reps stands at just 1% so we are hoping to do some work on this in future.

#### **2.2.1 Rule 6.4.2**

The Women's officer position is in the Rule book under this Rule number. Every branch should have a Women's Officer.

"Each branch shall elect not less than eight Branch Officers and eight other Branch Committee members. The Branch Officers are:

- Chair
- Secretary
- Treasurer
- Equality Officer
- WOMENS OFFICER
- BAME Officer
- Youth Officer
- Political Officer"

### **3. CWU Women's Conference 2017**

The 2017 Women's Conference was held on Tuesday 21<sup>st</sup> November in Bristol. 113 delegates were present from 81 Branches – this was done on the previous year where there were 133 delegates present from 86 branches.

Nearly all the motions on the agenda were carried.

Motions 1, 2, 6 and 7 were selected to be heard at the relevant Industrial and General Conferences.

#### Motions not sent to CWU General or CWU Industrial Conferences

The remaining Motions carried at CWU Women's Workers Conference but were not selected to go to CWU Annual Conference forms part of the work for the Advisory Committee in the forthcoming year. This is reflected in the matrix.

### **4. Guest Speakers**

Local Councillor Kye Dudd, Kevin Beazer Regional Secretary, Kelly Morgan

### **5. 2018 TUC Women's Conference**

5.1 The TUC Women's Conference took place on 7 to 9 March 2018.

The CWU delegates were:

- Trish Lavelle – Assistant Secretary
- Rachel Daly
- Julia Upton
- Jean Sharrocks
- Jacqueline Morrey
- Clare Drummond
- Sylvia Beckett
- Katherine Kelly
- Mel Gorrie

5.2 The CWU submitted the following Motion to the 2018 TUC Women's Conference.

Our Motion was carried at the TUC's Women's Conference.

A new deal for women workers

Conference is concerned that over 40 years after the Equal Pay Act came into force, women are still getting a raw deal at work. For all the Government's rhetoric on tackling pay inequality, the gender pay gap for all employees increased from 18.2%

to 18.4% in 2017. Women represent 80% of workers in the low paid care and leisure sector, 64% of workers paid below the minimum wage and 60% of workers on a zero hours contract.

Conference calls on the General Council to introduce a set of objectives for women's equality when developing its common bargaining agenda and trade union manifesto on a new deal for workers, which was agreed at this year's TUC Congress.

This should include:

- One universal employment status for everyone in employment that provides for all rights from day one
- A real living wage for all workers as a statutory minimum
- The right to defined hours contracts for all workers
- Effective enforcement of employment rights
- Requirements for companies to address, rather than simply report on, their gender pay gap
- New laws to promote shared parental leave
- More investment in high quality, state funded childcare

## **6. Equality Supplement**

A new format has replaced the Word. An Equality Supplement goes out with the Voice and is sent to every single member's home address. It covers all of the four strands with a page being dedicated to Women's issues.

## **7. Grenfell & Yarl's Wood Detention Centre Solidarity Trips**

The WAC was very proud to join thousands of other peaceful protestors on 14 June 2018 to remember the 72 victims of the Grenfell fire a year on. A number of CWU Women attended from over the UK. In addition a solidarity trip was planned to Yarl's Wood Detention Centre but the date was changed at late notice which forced a cancellation – the WAC plan to organise another trip to Yarl's Wood again as they are keen to show solidarity to the Women being held there without charge.

**Jean Sharrocks**  
**Chair of the WAC**

## **CWU WOMEN'S CONFERENCE 2017**

### **POLICY ENACTMENT TABLE**

<b>Motions</b>	<b>Action Proposed</b>	<b>Action to Date</b>
<p>1C.Conference is appalled at the lack of accredited/recognised toilet facilities for delivery post people, especially for those women on delivery. This lack of recognised facility has a greater impact on our female members due to their monthly periods. This can Cause lots of health issues and even death (Toxic Shock Syndrome)</p> <p>In some of our delivery offices this is built into the walk logs, but not always available and in some cases none existent. This conference therefore instructs the WAC to work with the PEC to Run an awareness campaign within Royal Mail to highlight the Health &amp; Safety issues around adequate toilet facilities and to make it compulsory for Royal Mail to have a list of accredited toilet facility's attached to every walk, this list is to be readily available on request at all times, and most importantly kept up to date.</p>	<p>Motions 1C and 2 shall be dealt with collectively due to the similar nature of issues raised.</p> <p>Dept to write to relevant industrial executives and the H&amp;S dept with a view to pursuing the sentiments of the motion.</p>	<p>Email sent to Postal constituency 15 May.</p> <p>Update received from Dave Joyce H&amp;S 22 May 2018.</p> <p>Update received from Darren Glebocki 14 June 2018.</p>
<p>2.Conference is appalled that in the 21<sup>st</sup> Century BT group cannot offer suitable toilets for its female workforce across much of its building portfolio.</p> <p>It is noticeable that toilet facilities in many BT buildings stem back to before the 1970's where the workforce was predominantly male. This has led to our female colleagues who want to use the only toilet in the building having to enter a toilet marked MEN or TOILET to find that there is a toilet which may be in a cubical but is sometimes just a urinal which is often unscreened and with no lock on the door.</p> <p>Conference instructs the Women's Advisory Committee to work with the relevant CWU officers to ensure that BT and BTFS urgently address the issue of access to suitable male and female designated and lockable toilets in BT buildings where only one toilet is available. Where multiple toilets are in place these should be suitably labelled to identify Male or Female use and fit for purpose.</p> <p>BT should also ensure that where no toilet is available onsite details on the nearest toilet (public or in a BT building) is displayed in a prominent location within the building to assist everyone who needs access to toilet facilities.</p>	<p>See 1C above</p> <p>Department to write about this unsatisfactory state of affairs for Women.</p> <p>Consideration give to active campaign (e.g) "Women Week 2" - corres to be sent to T&amp;FS for update prior to launch of campaign</p>	<p>Email sent to Sally Bridge 15 May.</p> <p>Email received from Sally Bridge 23 July.</p> <p>Sept/Oct - various updates circulated to WAC.</p> <p><b>Oct - response received from Postal Dept – a more detailed response will be forthcoming in due course.</b></p> <p><b>Oct – info rec'd from Morag Rose on Parcelforce staff</b></p> <p><b>Nov – Postal Dept referred issue to L Simpson and Lynn will provide us with recruitment and staffing data in Parcelforce.</b></p>
<p>3.The Scottish Regional Women's Committee remain concerned around the lack of women currently employed within Royal Mail Group and in particular Parcelforce.</p>	<p>Dept to write to the PEC to highlight issues in the motion.</p>	<p><b>Oct - Email sent to Scottish Regional W/Secretary</b></p> <p>Email sent to Postal Dept for</p>

<p>We believe this requires to be urgently addressed. The WAC are instructed to work with the PEC to ensure that any future recruitment initiatives and advertising campaigns include female workers to promote and encourage women into this industry.</p>		<p>enactment.</p> <p><b>Oct – response received from Post al Dept – a more detailed response will be forthcoming in due course.</b></p> <p><b>Dec: Snr Postal Organiser has contacted dept and will be providing detailed stats</b></p>
<p>4.Countless studies of human and animal populations conclude that females tend to live 5 to 10 years longer than males. This may mean that women with male partners are left on their own to cope in later life and many tend not to ask for help when they feel lonely or isolated.</p> <p>This conference is concerned that many women are not aware of those organisations who are familiar with these issues and do not know where to go to receive the help and support they may need. We believe that an awareness raising campaign would go a long way to helping those women.</p> <p>The WAC, in conjunction with the Postal Executive are instructed to contact Royal Mail and request that the helpline numbers for Age UK and Silver Line are stamped onto all mail that comes through the system over a minimum 4 week period. This to have been done before December 2018.</p>	<p>Dept to write to PEC seeking progress on the motion.</p>	<p><b>Oct</b> - Email sent to Postal seeking to get msg franked on mail as per motion</p> <p><b>Oct – response received from Post al Dept – a more detailed response will be forthcoming in due course.</b></p>
<p>5.Conference recognises motion 65 2017 postal conference and the hard work already achieved to secure additional paid release.</p> <p>This conference believes that Women's regional secretaries should be able to have the same opportunity to complete the work for their regions, without the obstacles of arranging paid release from their branches.</p> <p>We call upon the WAC to work with the industrial executives to lobby for paid release for Regional Women's Committee Secretaries.</p>	<p>Dept to write to the respective industrial executives.</p>	<p><b>Oct – response received from Post al Dept – a more detailed response will be forthcoming in due course.</b></p> <p><b>Oct 18</b> - both industrial depts have been written to as per sentiment in motion</p>
<p>6C.Conference recognises that "period poverty" has existed for generations across the United Kingdom. In recent newspaper articles, reports have found that girls have been missing school to deal with their period within the confines of their own homes, and women have been using alternative materials, including "newspapers" and "socks" because they simply cannot afford to pay for sanitary products. Not only does this raise questions about the impacts on girl's education but it also highlights the serious threats to women's health.</p> <p>Whilst conference welcomes the Labour parties promise to invest £10m to ending "period poverty" in schools in England, more needs to be done to help vulnerable women and girls on low incomes who sit outside the parameters of</p>	<p>Dept to write to Minister for Women &amp; Equalities highlighting 'period poverty' and seeking a similar stance to that of the Scottish government's pilot project, which offers woman and girls free sanitary provision where they are on low incomes.</p>	<p>Some progress has been made on this issue with leading supermarkets no charging VAT on sanitary products.</p> <p><b>Aug/Sept/Oct:</b> lots of activity on this. WAC Chair and N Burgess attended mtg in Parliament - motion has been submitted to Labour Party Women's Conference. Significant amount of Twitter and other social media activity with brilliant Period Poverty visuals. This has catapulted CWU as a leading voice on this campaign.</p>



<p>the educational system.</p> <p>Conference notes that in July this year, The Scottish government's pilot project designed to tackle "period poverty" was introduced offering free sanitary provisions to women and girls on low incomes. Conference welcomes this progression and recognises that this may be the first step to help provide sensitive and dignified solutions to make these products easily accessible to those who need them.</p> <p>Conference agrees that we need to end period poverty and improve access to sanitary products right across the country. Therefore the WAC are instructed to campaign for pilot schemes in other regions of the country and lobby ministers and all relevant bodies for a consultation Member's Bill proposal that will seek to give all women in United Kingdom the right to access these products for free, regardless of their income.</p>		<p>WO Seminar also saw this featured heavily and again PP visuals were used, well over 100 tweets/RTs.</p> <p>Women activists across UK are providing free sanitary wear in many toilets. CWU also moving towards this at its own HQ.</p> <p><b>This issue is an ongoing priority for the CWU.</b></p>
<p>7C.Conference recognises the disproportionate impact that austerity has on women and girls. Increasing numbers of low income families are unable to afford sanitary wear which often results in girls missing school and women having health complications such as toxic shock syndrome.</p> <p>Conference believes that sanitary protection should be available on prescription to all girls from low income families, especially those who qualify for free school meals.</p> <p>Conference instructs the Women's Advisory Committee (WAC) to work with the NEC and any campaigning bodies to lobby government and any relevant organisations to ensure that these girls also get access to free sanitary products in schools.</p>	<p>See 6C above</p>	<p>See update for 6c. Campaign will broaden out and also include supplying schools.</p>
<p>8C.Conference notes the increase in women joining the Labour Party and welcomes women becoming more politically active. Conference also notes existing CWU Women's Conference policy that more women should be encouraged to become more politically involved.</p> <p>Conference believes that trade union women should have a democratic input into Labour Party Women's Conference to ensure the Labour Party delivers on the key issues for working class women such as equal pay, carers rights, job opportunities, flexible working, and sexual harassment.</p> <p>We note that the current WAC policy calls for separate nominations for the delegation to the women's Labour Party conference in the same way as the women's TUC and the women's STUC conference. Therefore we instruct the WAC to liaise with the NEC to draw up a</p>	<p>Dept to write to the GS and President for guidance on how to move this issue forward.</p>	<p>The dept has embraced the spirit around political engagement and CWU women participated in the Grenfell Silent walk. We are also due to support a solidarity protest at the Yarl's Wood Detention Centre in Bedford.</p> <p>In terms of the Labour Party delegations we are seeking guidance from the Head of Political Engagement Andrew Towers.</p> <p><b>Oct 10</b> - response rec'd from A Towers that CWU are indeed moving to how main Labour delegations are elected.</p>

<p>procedure for electing a CWU delegation for Labour Party Women's Conference from Branch nominations along the same lines as other national Union delegations.</p> <p>With Union backed democratic changes to Labour Party Women's Conference currently in the pipeline for 2018 this situation is now urgent.</p>		
<p>9.Conference is concerned about the issues associated with female gambling. With online gambling now easily accessible via the internet, this is thought to be one of the main reasons for the increase in women gamblers. Evidence suggests that gambling addiction has the highest relapse, suicide, bankruptcy and relationship breakdown rates of all addictions.</p> <p>Statistically women develop gambling problems more quickly than men, are less likely to report financial problems or attend Gamblers Anonymous and have less access to financial assistance.</p> <p>Picturing women with addiction is not as easy as picturing men with addiction and this lack of recognition can make it difficult for women to seek help and admit their problem, whether to family, friends or professionals.</p> <p>We call on the WAC to create an awareness campaign to alert our members to the dangers of gambling which will help to remove the stigma of female problematic gambling so women can access the help they need.</p>	<p>Dept to promote avenues for support and shall signpost potential women with addiction issues to groups such as Gamcare and Gamblers Anonymous.</p> <p>Dept to liaise with Comms to create a poster to highlight the issue.</p>	<p><b>Sept/Oct:</b> Excellent work done by one of the WAC working parties. A Presentation has been prepared along with other relevant material (thanks to K Kendrick, C Drummond &amp; K Regan).</p> <p>We are in the process of getting poster - Coms has been approached.</p>
<p>10.This Conference is appalled at the amount of acid attacks happening in the UK and across the world. It is a violent act that affects women disproportionately.</p> <p>Per capita the UK has one of the highest rates of recorded acid attacks in the world.</p> <p>ASTI Acid Survivors Trust International is a non-profit UK based charity and only international organisation whose sole purpose is to end acid violence as a global level.</p> <p>Conference instructs the WAC to campaign in any way possible to help eradicate this horrendous crime and assist ASTI in anyway it can.</p>	<p>Dept to write to the government and the National Police Chiefs' Council (NPCC).</p> <p>Dept to also write to the GS dept and recommend that a donation is made to Acid Survivor's Trust International (ASTI).</p>	<p><i>The judicial system is already taking a very firm stance on acid attack perpetrators. One such perpetrator was very recently given a 20 year sentence.</i></p> <p><i>June: ASTI Director Jaf Shah attended a joint WAC/RAC mtg and gave an excellent presentation on this issue. Our dept is also assisting ASTI to develop an affiliation programme for branches/regions to support them.</i></p> <p><i>Jaf is available to attend other regions – the department has also been exploring how to get ASTI to develop a TU affiliation process, which they don't have.</i></p>
<p>11.Conference recognises that the world of work has changed. The typical core employment of</p>	<p>Dept to write to the TUC and request any information</p>	<p>The proportionality project has been running for 4 years.</p>

<p>permanent, full time work is no longer the predominant model due to the rise in part time and precarious work. Despite the economic changes seen today, trade union positions (either elected or appointed) are only advertised as full time roles that require the same amount of time and commitment to fulfil.</p> <p>Conference notes it is the rules of this union to:</p> <ol style="list-style-type: none"> <li>1. Promote and encourage proportionality and fair representation of all members, in industry, the Union and society in general and;</li> <li>2. To actively identify any cause or barrier that prevents the Union being fully representative of its members. This shall include positive action in favour of women and race minorities until such time as the Union is satisfied that its structure reflects and supports the gender and racial balance of the members it represents;</li> </ol> <p>Conference further acknowledges out of the 37,000 CWU women members 42% of the female membership work part time. Conference further notes that out of the 42% of women CWU members only 0.9% hold a CWU position. Taking into account the difficulties some women face with becoming active, these figures indicate that the CWU may be setting the bar too high and in doing so, marginalising women part time workers from taking up office and embracing the idea of sharing trade union roles.</p> <p>Therefore, Conference instructs the WAC, working with the NEC to commission a report exploring the possibilities of 'job sharing' and this report should be sent to Branches in time for them to submit motions to Annual Conference 2018. The report should include;</p> <ol style="list-style-type: none"> <li>1. A review of best practises re: Job sharing in other unions/organisations</li> <li>2. Guidelines for reps on how job sharing works in trade structures/committees</li> <li>3. Information and an explanation of how job sharing would work in more senior positions of the CWU.</li> </ol>	<p>on best practices on job sharing.</p> <p>Dept to draw up guidelines as of points 2&amp;3 of motion. Dept to also write to the GS suggesting a sharper focus on job sharing and part-time working the forthcoming proportionality audit.</p>	<p>A fresh proportionality audit has been proposed by the CWU December 2017...</p> <p>Department to write to industrial departments to see how job share opportunities are being developed within employers.</p> <p>Oct: Email sent to TUC asking to see if any reports available on job-share. We did raise this verbally but have not had anything back hence the follow-up email.</p> <p>Dec: Dept has written to the GS dept concerning points 2 &amp; 3 asking this is more aligned within Redesign programme</p>
<p>12.This conference is concerned at the recent revelations that male news readers are paid more than female news. However, this is not the only case. Asda and Sainsbury also are involved in equal pay claims. This is a disgrace that these practises are still happening in the 21<sup>st</sup> Century especially when the equal pay act came into force over 40 years ago.</p> <p>This conference instructs the Women's Advisory Committee (WAC) to work in conjunction with the NEC to campaign to expose these injustices</p>	<p>Dept to write to the Equalities Minister expressing concern on equal pay issues.</p> <p>Dept to liaise with Comms to see how we can highlight these issues to the broader membership.</p>	<p>CWU is affiliated to the Fawcett Society and we have had speakers from the Fawcett Society address the WAC previously.</p> <p>DEC: Dept/RWCs has had difficulty engaging with Fawcett Society as many attempts to engage with them have not proved successful.</p>

with likeminded organisations such as Fawcett Society.		
13.Conference instructs the WAC to work with the NEC and TUC and other women's organisations to get all Police forces to adopt the policy of the Nottinghamshire and North Yorkshire police that "MYSOGYNY is a hate crime, this to be achieved by December 2018".	Dept to write to NPCC expressing the terms of the motion.  Similarly dept to write to the TUC along the same lines.	
14.It's reported the UK has over 138,000 domestic workers 61% being women, by definition such workers are in precarious work with little or no legal protections on pay and working conditions. As such this conference agrees that it is long overdue for the UK government to sign up to the International Labour Organisation Domestic Workers Convention 189 and recommendation 201. Therefore the WAC is instructed to work with other like-minded organisations and the NEC to campaign for the government to sign up and support the above mentioned conventions at the earliest opportunity.	Dept to write to the TUC to see what campaigns exist in relation to precarious work that is disproportionately dominated by women. Any campaigns identified shall be communicated to the WAC and correspondence shall be generated for the attention of the govt to sign up to convention 189 and recommendation 201.	<b>Ongoing</b>
<p>15.Conference congratulates the Women's Advisory Committee (WAC) and the Education Department on the work they do to encourage women to become more active in the CWU.</p> <p>It is understood and accepted that the CWU Education and Training programmes for representatives are updated and redesigned to adapt to a changing workforce and to include up to date methods &amp; materials.</p> <p>However, to ensure that the courses are not changed to the extent that they are of a lesser value, it would be beneficial that when courses specific to women are being reviewed, that a discussion should take place between the education department and the Women's advisory committee.</p> <p>Therefore, this Conference instructs the Women's Advisory Committee (WAC); to work with the education department to discuss how they can be involved in any potential and appropriate changes which are going to be made to a course which is specifically relevant to women.</p> <p>This is to allow continual and successful training for new and active CWU Women representatives.</p>	Dept to liaise with the Education Dept to take on board the terms of the motion.	<p><b>DEC:</b> Dept has now merged with Education and this will be considered moving forward.</p> <p>There is a Women in the CWU Course and moving on from this Women Leadership courses are also available.</p>
16.This conference instructs the WAC to work with the NEC and other interested parties, to campaign to the government to lower the age of routine Cervical Cancer Screening from 25	Dept to facilitate some research on cervical cancer screening with assistance from the Research Dept	<b>Motion withdrawn</b>

years old to 16 years old.	<p>and subsequently any findings shall be summarised and presented to the NEC.</p> <p>Findings shall also be shared with Comms to explore possible campaign angles.</p>	
<p>17.Conference notes the continuing issues for Women's officers when it comes to release, and engagement within their local CWU Branch. It also notes the frustration of some Women's Officers in being unable to secure the financial resources to visit workplaces, start campaigns, or visit female members across their branch area. This is also an issue for other Branch Officers whose remit includes dealing with Equality Issues within their CWU Branch. Conference believes that the development of a yearly "Equality Audit" would clearly show the amount of Equality activity within a CWU Branch, and give the Equality Department clear data to address any non-engagement. This "Equality Audit" would include details of when a claim for an expenses payment has been made by a Branch Officer who has engaged in Equality activity. The Date, Commitment/Meeting Details and Cost of the Equality activity would be added to an additional form, which would then be submitted at the end of the financial year to the Equality Department for scrutiny.</p> <p>Conference acknowledges that an Equality Audit would indicate if the Equality Department needs to:</p> <ul style="list-style-type: none"> <li>• Work with any CWU branch found to be under engaging in equality activity, and produce a plan to address the issues identified by the audit within that branch.</li> <li>• Use the data from the audit to ensure that allocated funds are being distributed and spent across all Equality strands within the branch structure, with no one strand being advantaged above another.</li> </ul> <p>Therefore, Conference instructs the WAC to work with the Equality Department and the NEC to develop an "Equality Audit" which will verify the yearly spend of a CWU Branch on Equality Activity.</p>	<p><b>Motion chosen to go to General Conference</b></p> <p>This is an excellent motion, designed to gently encourage branches that are not allocating funds to equality activity.</p> <p>This motion to be discussed at the WAC, as there are some concerns around how labour intensive this may be for the dept.</p>	<p>Branches should already be auditing their cost flow to demonstrate how much cost is allocated to equality. This was established during the initial stages of the proportionality roadshows.</p> <p><b>Dec:</b> In addition to the above the dept has begun mapping out the audit areas and this is an ongoing piece of work.</p>
18.Conference notes that since the last National Briefing on Proportionality it appears that no further progress has taken place. Therefore the Women's Advisory Committee is instructed write to the NEC to request a report on this issue and	Dept to write to the GS expressing the sentiments of the motion.	<b>Time lapsed – the CWU is engaging fully with Branches &amp; Regions on Proportionality Redesign and a Special Conference</b>

<p>any relevant progress. The WAC will request that this report is completed by no later than 12 March 2018.</p> <p>The WAC is instructed accordingly.</p>		<p><b>has recently taken place</b></p>
<p>19. Conference recognises that women now make up 69.8% of the British workforce (ONS, 2017) and 27.7% of the UK trade union membership (BIS, 2017). From statistical data taken in November 2016, records have revealed that out of a pool of nearly 40,000 CWU women members only 507 women activist hold a position of office. More recently, new data has revealed that there are fewer female branch secretaries than there was a year earlier.</p> <p>Despite the good work that has been carried out under the proportionately and representation agenda, particularly around data monitoring, women remain grossly underrepresented in many areas of the organisation. Conference recognises that the union needs to change and welcomes the initiatives to re-design the union. However, such change must advance women's representation and not hinder it.</p> <p>Conference, the question of reserve seats is not a new phenomenon for this union. In fact, the issue has been proven to be quite complex and Diverse. Nevertheless, in an era where the world of work is changing and where union agenda's recognise that activists need to be reflective of the membership conference believes that the concept of reserved seats need to be opened up for a robust and informed debate. Therefore, Conference instructs the Women's Advisory Committee to;</p> <ol style="list-style-type: none"> <li>1. Work with all relevant bodies and stride to get the debate of reserved seats on the agenda at all future forums/events for re-design and Proportionality and representation.</li> <li>2. Produce a report exploring the different practices of reserved seats in other unions and how effective they have been. The report must be made available to branches in time for Branch's to submit motions to Annual Conference 2018.</li> </ol>	<p>Dept to liaise with Labour Research Dept who organise the equality audits completed by all Tus, so we can get a picture of different practices across the Tus on reserved seats.</p> <p>Dept to write to the GS in relation to point 1.</p>	<p>Proportionality work has been a focus for the CWU for the last 4 years</p> <p><b>Dec:</b> The data around point 2 is available via TUC annual equality audit.</p> <p>The point around reserved seat is already contained within the Redesign confines and continues to be debated as part of this process.</p>
<p>20. Conference recognises the need for restructuring within the CWU and the subsequent Redesign project currently being undertaken. We further acknowledge that all areas of the Union are included within the current revision plans, including the structure of the Equality Department, Advisory Committees and their respective Conferences.</p> <p>We are concerned that the smaller and less influential Equality strands and their respective</p>	<p>Dept to write to GS on the issue of preserving standalone equality structures, specifically our equality conferences.</p>	<p><b>Sept/Oct</b> - various correspondence has been sent to the GS in relation to Redesign, which also points out significance of 'safe spaces' and single strand conferences.</p> <p><b>Nov: Redesign Special Conference has taken place in November. New</b></p>

<p>Advisory Committees could be lost completely if any potential future plans include the merging or removal of separate Equality Conferences and Advisory Committees. We recognise that Conference is a safe and welcoming environment for members who identify as LGBT, but are not comfortable in disclosing this information within their workplace.</p> <p>It is important to note that points of view and perspectives of LGBT workers could be diminished if they were to lose their separate Equality strand. We understand that a more collaborative approach between all Advisory Committees would be beneficial as we recognise that there can be a cross over in the work carried out within the separate functions.</p> <p>Conference instructs the WAC Advisory Committee to work with the NEC to ensure that all Equalities Conferences remain as separate events and do not become Policy Forums or discussion events.</p>		<p><b>policies are now being adopted as communicated to CWU branches.</b></p>
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## **SECTION I INDUSTRIAL ISSUES**

- 1** This Conference welcomes the increase of female staff being employed by Royal Mail and especially in Delivery Offices. We believe this is a positive move by Royal Mail at the encouragement of the CWU. However, there is a lack of understanding by Royal Mail managers of female issues and how to deal with them in their offices or shifts.

Conference instructs the Women`s Advisory Committee in conjunction with the Postal Executive and assistance from the CWU Education Department to develop a One Day Course specifically on female issues in the workplace (i.e. maternity leave, pregnancy, issue with periods and menopause). Once a course has been developed this will be shared with Royal Mail by the CWU National Officer to try and agree to roll out joint training for Royal Mail (shift & Unit) managers and our CWU local representatives.

**South East Wales Amalgamated Branch**

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- 2** Following on from Motion 1 at General Conference last year, conference agrees period poverty is a real and avoidable situation in the UK today for many women.

Many Royal Mail delivery offices have no provision for sanitary products at all. Those that do are often low quality and unjustifiably expensive.

Stories of women having to wrap wads of toilet tissue in their knickers or having to go home to change seem relatively common with our female workers.

A 2015 survey by a company called VoucherCodesPro.co.uk asked 2,134 women aged 16 to 45 how much they spent on their period each month. Respondents said they spent about £13 a month on sanitary towels, tampons, and/or menstrual cups, a further £8 on new underwear, and £4.50 on pain relief – over £25 a month. Other research has put the amount at much higher due to consequential side effects such as acne.

Therefore, conference instructs the WAC to work with the PEC to negotiate with Royal Mail to provide sanitary products for free (or at least at cost price) in all our work-place toilets. This work should begin ASAP and an update of progress provided to branches by end of 2019.

**Gloucestershire Amal Branch**

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## SECTION II NATIONAL ISSUES

- 3** Conference notes the policy made at the redesign conference, in relation to the facility of CWU women's regional committee.

Whilst fully accepting Equality is a "mainstream" issue in the CWU, it is felt this move is the single biggest threat to women's engagement within our union structure.

Conference instructs the WAC to work with the NEC to ensure future regional structures, have adequate time set aside within the regional equality committees for a female only section of the meeting.

**Portsmouth & District**

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- 4** Conference is appalled at the recent outcome of the rape trial in Ireland where the man was acquitted of raping a 17 year old as she was wearing a thong with a lace front.

This conference instructs the WAC to run a campaign to remind our members that "NO means NO" and to support, in any way they see fit, the campaign for the end of "victim blaming in the courts".

**North East Regional Women's Committee**

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- 5** Conference recognises that sexual harassment can happen at any time and that individuals have legal rights to protection from sexual harassment in and out of the workplace covered by the Equality Act 2010, Health and Safety at Work Act 1974 etc, Civil and criminal law.

However, despite these legal protection conference further recognises that the governments reforms which have taken place since the financial crisis have been detrimental in tackling sexual cultures and eradicating sexual harassment in the workplace.

Therefore conference instructs the WAC to work with the NEC and all relevant bodies to campaign for the repeal protections under the equality Act 2010 which were removed 2013, so that employees targeted by harassment by a third party are protected and that employers are given legal responsibilities to act and conduct sanctions on third parties where sexual harassment happens to one of its employees.

**West London Postal**

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- 6** Conference notes the presence of the "Ask for Angela" campaign in some locations and the invaluable assistance this can provide to women and other vulnerable persons who may find themselves in difficult social situations. Bars and other licensed venues voluntarily promote the scheme, whereby anyone who becomes worried by their date or feel uncomfortable due to unwanted attention can approach the bar and literally "Ask for Angela", and the bar staff will help remove them from the situation in differing ways depending on the circumstances.

The Midlands Regional Women's Committee notes with concern that, in common with their region, there are many towns and cities that do not operate such a scheme which creates the potential for women and other vulnerable persons to be exposed to intimidation, harassment, abuse or even violence.

Conference believes that the "Ask for Angela" campaign should be more widespread to offer support across the whole of the country. Conference therefore instructs the Women's Advisory Committee to work with the NEC, the "Ask for Angela" campaign and the wider union movement to raise awareness of the scheme and encourage the introduction of similar schemes nationwide.

#### **Midlands Regional Women's Committee**

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- 7** Conference instructs the WAC to do a campaign to highlight the issue of heart disease and heart attacks amongst women.

1 in 3 women will suffer from a form of heart disease yet this is not always detected as symptoms differ to those of men.

Heart disease kills twice as many women as those from breast cancer each year yet this is a little known fact. In fact, a woman is less likely to survive their first heart attack compared to men.

We need to make our female members and their families aware of the symptoms to look out for and do a campaign including flyers and posters.

#### **Lancs and Cumbria Branch**

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- 8** The Menopause is the last stage in a woman's reproductive life, and like the other stages, one which brings with it many physical symptoms and effects.

Conference notes that despite the many varied effects of the Menopause on women's mental and physical health it is not currently covered under the Equality Act (2010).

Conference believes that this must change and that the Menopause should become a protected characteristic.

The WAC is instructed accordingly.

#### **Bristol & District Amal**

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- 9** NDC Case Analysis

Conference recognises that the CWU internal discipline process (NDC), provides an effective vehicle for assisting members and representatives in dispute resolution. Conference instructs the incoming WAC, working with the NEC, to produce a detailed analysis of NDC cases from a gender perspective. No personal data will be required, which will ensure GDPR compliance in this matter. The report shall cover the periods 2012 to 2015 and 2015 to the present time and shall seek to identify any disproportionate trends and to make any necessary recommendations.

#### **Women's Advisory Committee**

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## 10 Positive Action on NDC Cases

Conference instructs the WAC, in conjunction with the NEC, to ensure that where there is a woman involved as one of the parties in NDC proceedings, the NDC panel will, where possible be composed to reflect this through the nomination of at least two women NEC panel members for these cases.

### **Women's Advisory Committee**

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## 11 Conference notes that despite the work done over recent years to address the issue of proportionality the number of females active in the CWU has not reached a number that is acceptable.

It is accepted that more needs to be done at grass roots level.

The Womens advisory committee are therefore instructed to:-

1. Contact every female members when she joins the CWU welcoming her and informing her of the work women do within the CWU
2. To campaign to get more women as branch chairs, secretaries and treasurers of their branches
3. Reach out branches and work with them directly to get more women stand as industrial reps.

These are just a few examples and the Committee is free to add more if they wish.

### **Greater Mersey & SW Lancs**

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## 12 COMPOSITE MOTION

**Conference notes the valuable work done by the Regional Women's Committees in bringing forward women activists, campaigning on women's issues, creating national policy, training and educating women locally and providing a "safe space" for women members.**

**The Committee structures are an effective way to nurture talent. For very little expenditure, around £25,000 nationally, the Regional Committees ensure women members and women reps are kept engaged in the union at grassroots level**

**Conference therefore instructs the Woman's Advisory Committee to use all means at their disposal to reverse that decision and to ensure that these committees are kept as part of the Regional Structure.**

York and District Amal Branch  
Midland No 1 Branch  
South East Regional Women's Committee

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## **MOTIONS NOT ADMITTED TO THE AGENDA**

- 13** We note that any Brexit deal will be likely to lead to a downturn in our economy and a continuation of 'austerity'. Austerity policies disproportionately fall on women workers and the most vulnerable in our society. As a Union we must resist the austerity agenda, and the cuts to public services and the threat to jobs that result.

We note the existing CWU campaigns for women members including Ending Period Poverty, and industrial campaigns that support many of our women members such as 'Close the Gap' and 'Save our Post Office'.

The NEC is instructed to continue to campaign on issues such as these with women trade unionists throughout Europe to challenge the economic austerity that destroys jobs, prosperity and people's lives and to continue to promote the interests of CWU women members and of all working class women in Europe.

**Greater London Combined**

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- 14** This Conference congratulates Unite's ongoing campaign for Period Dignity, in which one of the aims is for employers to provide free sanitary protection in all workplaces.

This Conference recognises that employers have the resources to provide such, free of charge, and therefore instructs the NEC to work with the Women's Advisory Committee to ensure that all women, in all Royal Mail workplaces have sanitary protection available, free of charge, when required.

**Warrington Mail Centre Branch**

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- 15** CWU NI Women's Regional Committee instructs the Women's Conference 2019 to use their platform, also their access to all members both male and female, to promote awareness in the need to remove the age limit for women receiving a Smear/PAP test. To Highlight that all females deserve the right to receive this test, when they genuinely feel that one is necessary, not just because they tick a box and fall into a certain age bracket, (this is currently sitting at 25 years of age for women in the UK).

The Symptoms for Cervical Cancer may include:

- Abnormal bleeding (between periods, after sex, or after menopause)
- Heavier than normal periods
- Pain during sex
- Unusual vaginal discharge that might contain blood

Yet some women have only suffered varying levels of bad back pain, the main thing is that If someone is concerned about their health, especially if they are showing any of the above symptoms regardless of age, sexual preference, or sexual activity, that they should be allowed to have a Smear/PAP test. They should not be made to feel they are less worthy and dismissed by some doctors and professionals, due to their own personal beliefs and not on actual medical facts and concerns.

**Northern Ireland Regional Womens Committee**

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- 16** The Menopause is the last stage in a woman's reproductive life, and like other stages, one which brings with it, many physical symptoms and effects.

Conference notes that despite the many varied effects of the Menopause on women's mental and physical health it is not currently covered under the Equality Act (2010).

Conference believes that this must change and that the Menopause should become a protected characteristic.

**South West Regional Womens Committee**

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- 17** Free Sanitary Provision for CWU Members

Conference notes the excellent 'Period Poverty' campaign organised by the CWU.

Conference also notes the key objective of the campaign to make access to sanitary products free at the point of need. It is with this intention in mind that Conference instructs the WAC, working with the NEC and the Industrial Executives, to campaign for employers to provide sanitary products free at point of need for CWU members in their workplaces.

**Women's Advisory Committee**

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