



COMMUNICATIONS WORKERS' UNION

ITEM 7 EQUALITY & DIVERSITY - Chapter 6

11TH BIENNIAL CONFERENCE 2022, ATHLONE



Based on the nine grounds

Gender

Civil Status

Family Status

**Sexual
Orientation**

**Religious
Belief**

Age

Disability

Race

**Membership of
the Travelling
Community**



Committee 2020-2022

Catriona Dewane, Administrative Managers' Branch

Deborah Flannery, eir Sligo District

Paul Kennedy, Galway Postal

Vincent Kilroy, Portlaoise/Naas Managers' Branch

Deirdre Medlar, Ballina Postal

Tara Ravenhill, Athlone Postal

Tom Sheehan, eir Cork District

Pat Sheridan, Seán Connolly Waterford District



Our Current Agenda

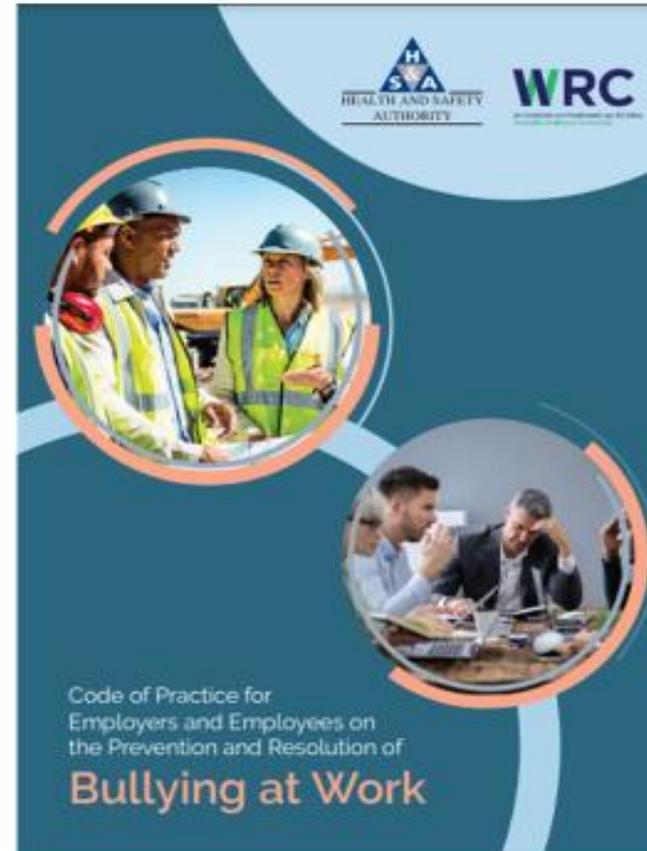
1. Promoting Dignity & Respect
2. New LGBTI+ initiatives
3. Enhancing disability programmes and creating further awareness
4. Developing work/life balance initiatives
5. Supporting gender-based issues



1. Promoting Dignity & Respect

Unified Code of Practice

- The Health and Safety Authority (HSA) and the Workplace Relations Commission (WRC) have reviewed their respective codes of practice and have developed a unified code “Code of Practice for Employers and Employees on the Prevention and Resolution of Bullying at Work”.





1. Promoting Dignity & Respect

- Work complete with An Post on new policy
- What's different?
 - Greater emphasis on sustaining a positive work environment
 - Code has established the role of the contact person
 - Application of a secondary informal process for resolving complaints
 - Expansion of mediation
 - Promotion of EAP services
- This also includes:
 - Agreed summary of responsibilities
 - Summary of definitions
 - Agreed content of materials for workshops for managers
 - Dedicated section on intranet with all resources
- Follow-up now with eir
- Union is conscious that what is outlined in policy is put into practice





1. Promoting Dignity & Respect

- For the complainant, the effects can include stress, poor physical and mental health, low morale and reduced productivity
- For an innocent party who is the subject of a complaint or is unaware of the effects of their actions the consequences can also be very negative
- We must lead by example which also includes protection of Representatives and Managers' Branches
- Union *link* course to support training for Reps and guidance for members
- CWU Code of Conduct developed as per Union Rule



LGBTI+ WORKERS RIGHTS AND PERCEPTIONS REPORT



2. LGBTI+ Rights



- **LGBTI+** stands for lesbian, gay, bisexual, transgender and intersex
- The **intersex definition** is a person is born with a combination of male and female biological traits
- 2021 survey to map the needs of UNI affiliates, as well as how LGBTI+ rights are perceived
- LGBTI+ workers all around the world continue to face different forms of discrimination
- Estimates that about $\frac{1}{3}$ of LGBTI+ workers are closeted in the workplace
- Significant number of transgender employees hide their identities for fear of discrimination

2. LGBTI+ Rights

- The impact of negative perceptions
- From the responses gathered, the biggest issues for LGBTI+ workers which prevent them from feeling welcome in the workplace include:
 - Lack of awareness on sexual and/or gender orientation
 - Aggression and/or verbal violence
 - Lack of understanding from colleagues
 - Lack of opportunities and diversity

“Workers have a right to feel safe at work and to be open about who they are without any fear of prejudice and/or violence.”

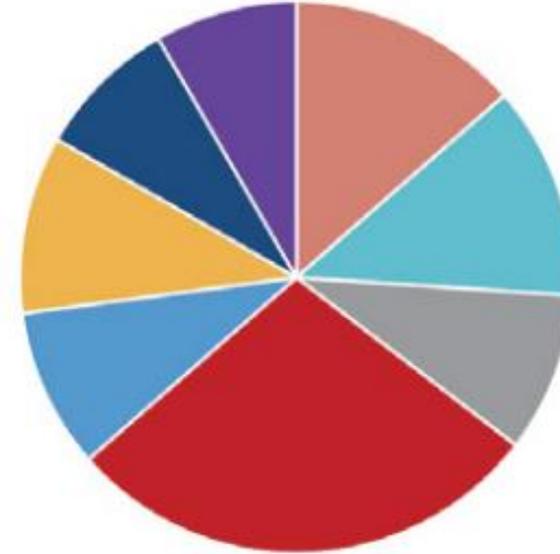
- Unions must lead the way to create more inclusive workplaces
- We must also create further awareness so that we are not the problem!





What can trade unions do?

UNI Survey Results



- | | | | |
|--|---|--|---|
| Advocacy and campaigns | ■ | Creating inclusive environments | ■ |
| Policies against discrimination and violence | ■ | Vigilance | ■ |
| Visibility | ■ | Specialized union representatives and dedicated networks | ■ |
| Education and Training | ■ | Policies for LGBTI+ workers | ■ |



3. Enhancing Disability Issues & Awareness

Reasonable Accommodation

Acquired Disabilities and how these are addressed at work

Mental health remains a key focus on foot of COVID

Digitalisation of work and managing stress

Lack of recruitment





3. Enhancing Disability Issues & Awareness

- 643,141 people in Ireland with a disability
- 13.5% of the population, or 1 person in 7
- Figures are steadily increasing with 8% increase from 2011 census
- Of people with disabilities aged 15-50, 1 in 7 complete no higher than primary education
- General estimates indicate that 70% of disabilities are non-visual



Stats courtesy of the NDA & Ability Focus Ireland



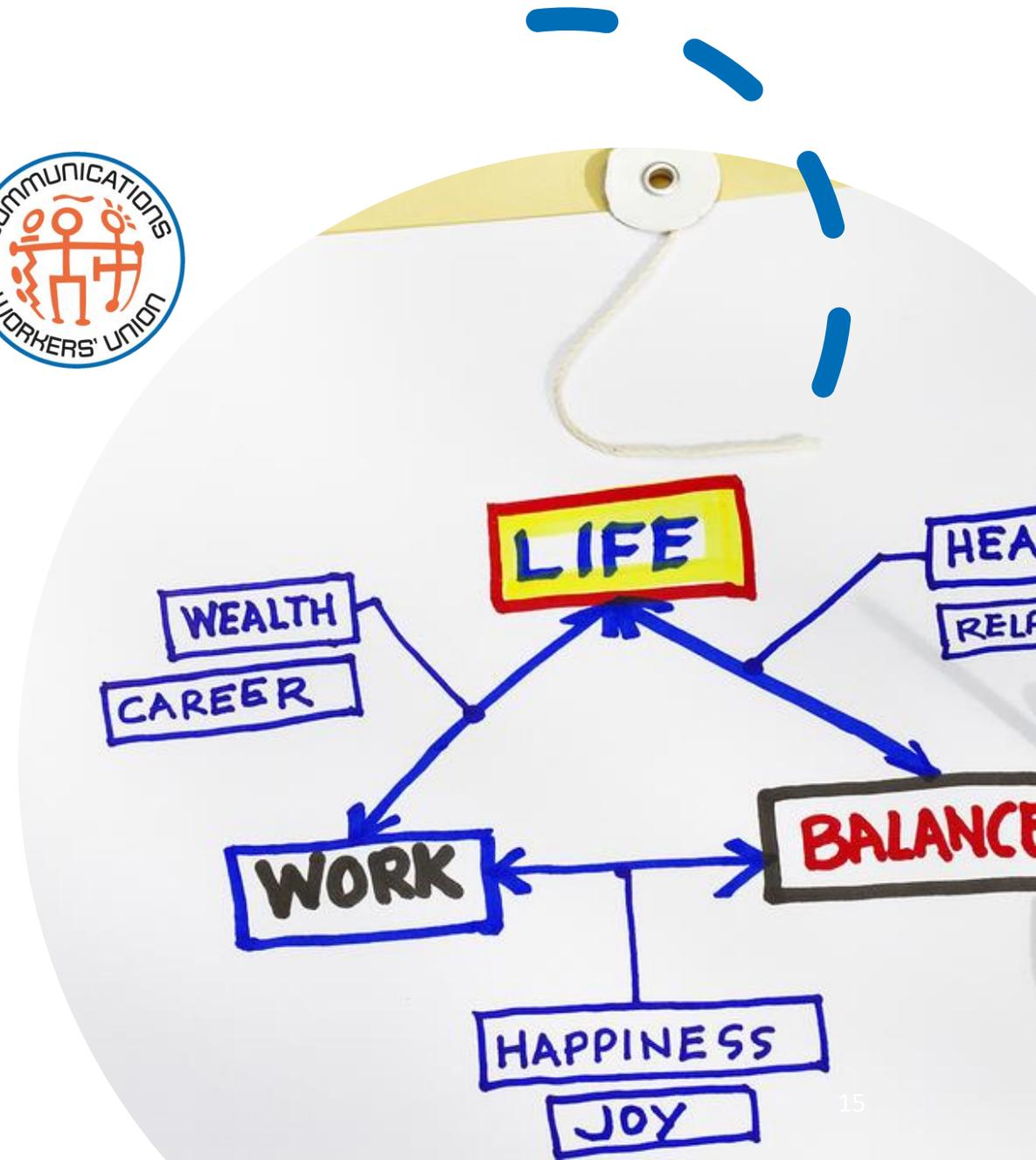
3. Enhancing Disability Issues & Awareness

- Decent employment for people with disabilities
- More inclusive workplaces - adaptation of the workplace to the needs of the employee through collective bargaining and enhanced consultation
- More workplace programmes and recruitment
- Working with other NGOs
- Primarily for training purposes, awareness raising, and funding



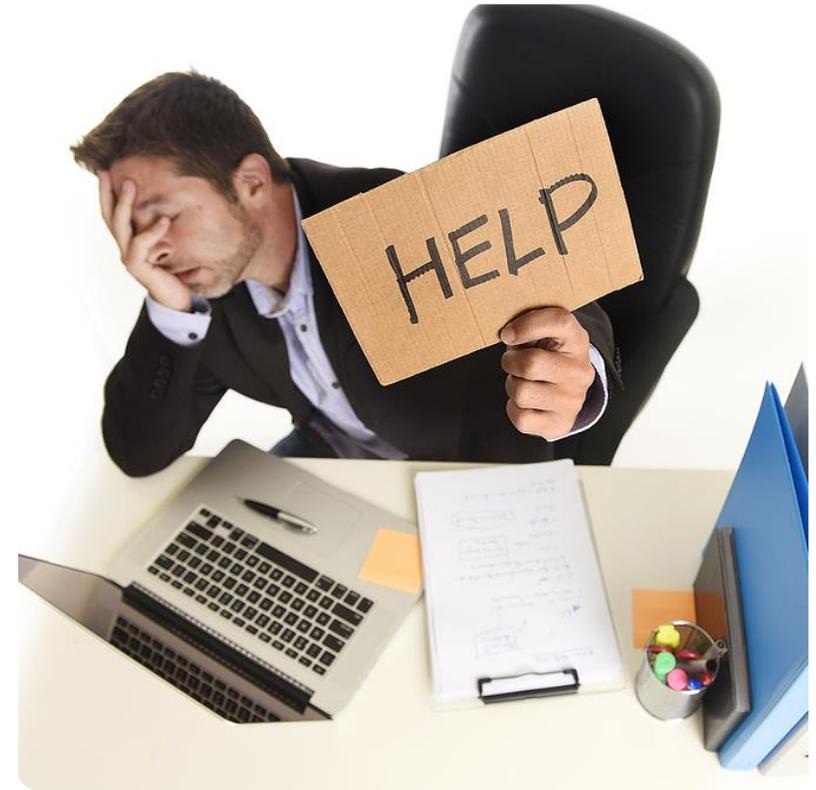
4. Developing WLB Initiatives

- Ahead of the curve regarding legislation
- All catered for, not just employees with caring requirements
- Statutory -v- Non-Statutory
- Impact of Remote Work and Right to Disconnect
- New world of work
- New Legislation - WLB Miscellaneous Provisions Bill



4. Developing WLB Initiatives

- Menopause to Pregnancy Loss
- Top-ups to pay when State benefit is applied
- Continuous review of Term Time and other leave arrangements
- Bereavement Leave - impact of COVID
- Domestic Violence Leave
- Government consultation





5. Supporting Gender Based Issues

- Gender and Pay Reporting
- Domestic and Third-Party Violence
 - Agreed policies in eir and An Post
 - Steering Committee of UNI Project
 - 16 Days of Activism Campaign
 - Union*link* course to follow
- Representation on decision-making structures
 - Mentoring
 - Leadership training

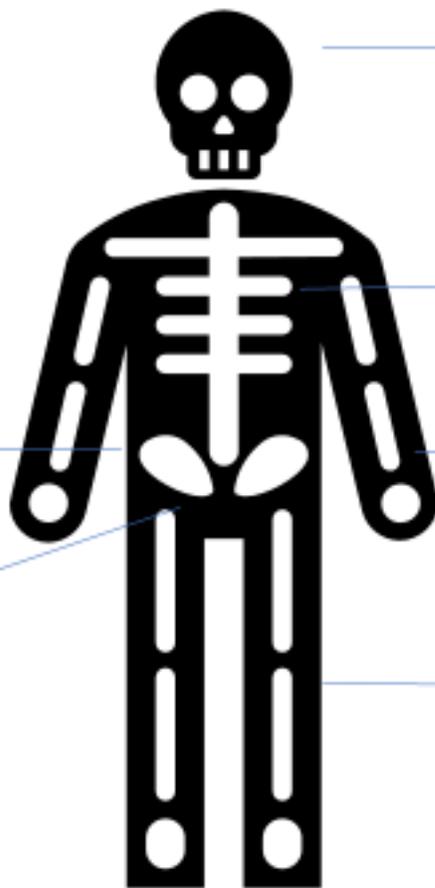


UNI GLOBAL UNION
WOMEN'S HEALTH CAMPAIGN
HEALTHIER WOMEN
STRONGER WORLD

8th of March – OHS with a gender perspective

Back pain from heavy lifting
or lack of ergonomical
workplace

Reproductive issues from
altered circadian rhythms
due to night shifts



Psychological stress from
overhead work and family
responsibilities

Emotional distress from
violence and harassment
from customers

MSD from repetitive hand
and arm movement – Hair
and Beauty

Joint pain from kneeling
frequently in nursing homes -
Care



Thank you

11th Biennial Conference

Sheraton Hotel, Athlone

Thursday 5th May 2022