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Equality Report  
12<sup>th</sup> Biennial Conference 2024

# Based on the 9 Grounds

Gender

Civil status

Family status

Sexual  
orientation

Religion

Age

Disability

Race

Membership  
of the Traveller  
community



# Equality Committee – 2022-2024

1. Rachel Carton, eir Dublin No 1
2. Norita Dawson, Tipperary Postal
3. Stephen Elliott, eir Drogheda District
4. Paul Kennedy, Galway Postal
5. Deirdre Medlar, Ballina Postal
6. Tara Ravenhill, Athlone Mails Centre
7. Tom Sheehan, eir Cork District
8. Sean Tighe, eir Galway District





# Equality Representatives Training





# Women in Leadership

# UNI Projects

The logo features the letters "UNI" in a bold, black, sans-serif font, followed by the words "global union" in a smaller, lighter font. Below this, the phrase "equal opportunities" is written in a small, black, sans-serif font.

**WOMEN'S HEALTH AND SAFETY MATTERS.** #WOMENOHS

A photograph showing a group of five people of various ethnicities and ages sitting in a row, looking towards the left. They are dressed in casual clothing like denim jackets and hoodies.

**JOIN A UNION TODAY TO FIGHT FOR SAFE JOBS FOR ALL.**

**RIISING TOGETHER FOR WOMEN'S HEALTH AND SAFETY**

INTERNATIONAL WOMEN'S DAY 2023

- Eliminating Violence and Harassment in the World of Work
- Good Work, Good Health 2
- Women and Health
- Mentoring
- LGBTI+ Network
- Digital Upskilling
- ARCO



# Eliminating Violence and Harassment in the World of Work - Aims



Support actions by employers and their trade unions to prevent, and mitigate the consequences of domestic violence, third-party violence and risks of telework



The guidelines can be implemented and monitored by trade unions and employers



With home being the new workplace, adapt policies to the new normal

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EU Cross-sectoral Social Dialogue joint project  
"Eliminating violence and harassment in the world of work"

**UNI** europa  
global  
union

**WEBINAR #1**  
**Violence and harassment at work**

Date  
**December 15**  
**10 am - 1 pm**

Speakers  
Dr. Jane Pillinger – Gender Expert  
MEP Eugenia R. Palop  
Ms Valentina Beghini – ILO

Chair:  
**Carol Scheffer – CWU**

EU-wide survey among trade unions and employers and consultations with the members of the sectors including webinars with hundreds of participants.

Social partners and employers attended workshops, and the guidelines include the views from the European Commission.

The Guidelines are the first tool of its kind.

Survey - Research on mental health, psychosocial risk factors due to the abrupt change in the workplace and the rise of violence at the workplace.

228 Trade Unions and 18 Employer responded





Appearance of new forms of work such as mobile work, agile work or virtual teams are some of the factors that are affecting workers.

ETNO and UNI Europa have carried out this project, undertaken research, conducted good practice analysis with a focus on mental wellbeing and developed recommendations.

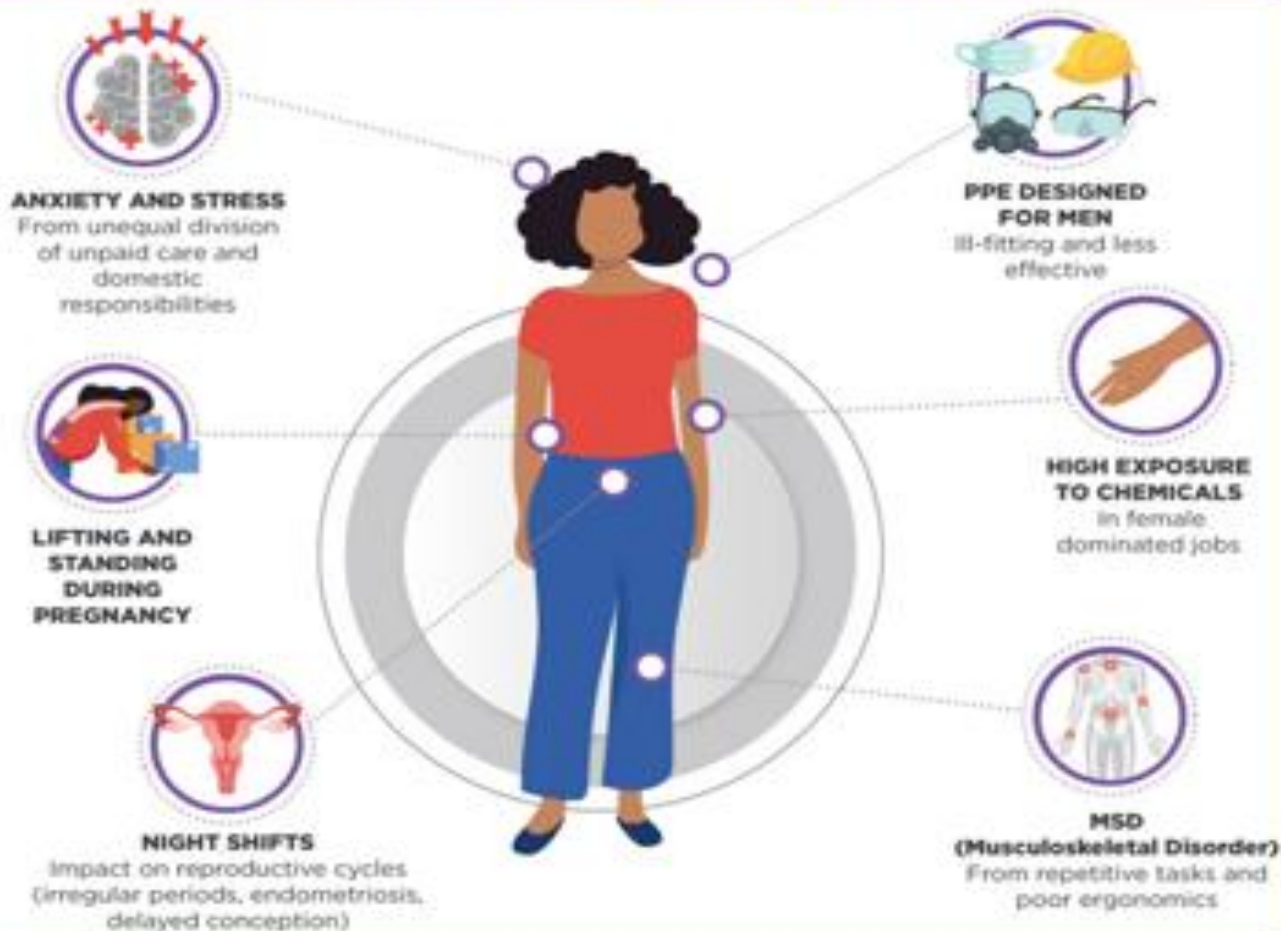
There are six main areas of work design which can affect stress levels.

They are:

- Demands
- Control
- Support
- Relationships
- Role
- Change



## OCCUPATIONAL HEALTH AND SAFETY RISKS IMPACTING WOMEN



- 1 in 4 respondents have been diagnosed with a specific condition such as endometriosis, Polycystic Ovary Syndrome (PCOS), and many others.
- These can result in severe medical symptoms with over 70% of respondents taking time off work.
- Only 1% of workplaces currently have a menstrual welfare policy in place.
- 65% of respondents did not feel comfortable telling line managers about their difficulties at work.
- Menopause and menstruation can have a negative impact on the working lives.
- Workplaces can be ill-equipped to deal with these health concerns.



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# THE SOLUTIONS

- Understanding that menopause is an occupational health issue that affects many women in the workforce, makes it a critical issue for unions.
- 1. Flexible work arrangements:
- 2. Enhanced managerial training:
- 3. Free menstrual and menopause products:
- 4. Physical accommodations:
- 5. Access to risk assessments:
- 6. Promoting a supportive culture
- 7. Confidentiality and privacy:
- 8. Feasible paid time off

Menopause







**BREAST  
CANCER  
IRELAND**  
researching a cure

1

Learn  
Self Exam Video



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