



AGENDA

WOMEN'S CONFERENCE

TUESDAY 8TH NOVEMBER 2016

**Mercure Leicester The Grand Hotel
Granby Street
Leicester
LE1 6ES**

Message from the General Secretary

Dear Colleagues,

Welcome to all delegates, observers and visitors to the 2016 CWU Women's Conference which sees us come to the city of Leicester - a city which has a proud history of promoting diversity.

Traditionally the CWU Women's Conference has yielded the biggest attendance of all the equality conferences. Our push in making proportionality a priority for the CWU has seen a positive effect on the attendance at all of these and every branch should aim to meaningfully engage in these important structures.

The Women's Advisory Committee, led by Jean Sharrocks and Vicki Turner, has again had a busy year and I would like to place on record my thanks to all the committee for their hard work.

I have said previously that I would like to see more women involved in the Union. We are proud to see both the President and Vice President positions continue to be held by women but we all recognise that we need to do more to encourage and help women become active and hold office in the union. I hope to hear more from you about how we can do this at this year's Conference.

A big part of our strategy in tackling the barriers women face is the mentoring programme that has been organised by our Education Department. This will see an unprecedented number of women and BAME reps receive facilities in order that they can be mentored in various union roles. Our aspiration is that this will act as a catalyst and ultimately make the CWU more representative of our membership.

I hope that you find the Conference rewarding and enjoyable - and that it inspires you to get more involved and take a greater interest in the work of the union. I am looking forward to meet you all.

Hope you all have a great conference.

Best wishes,

Dave Ward
General Secretary

Message from National Equality Officer

Dear Colleagues

I'd like to welcome all delegates to the 2016 Women's Conference. This year we are delighted to be in Leicester this is the first time the Equality Conferences have been held in Leicester.

It is often said to me "it is not easy for a women we have to try twice as hard as a man to prove ourselves". I agree with this, it is not easy but if we all support each other I believe we can achieve whatever we intend to do.

Our strength is in our unity. Women's conference is an expression of that unity, not just amongst the women, but also, the men who have recognised the importance of women's equality. As women, it is also important to acknowledge the input and support of our male colleagues, and to ensure that we persuade other less enlightened men and women that Women's Equality is important as well as a human right issue.

Women have been attacked by this government with austerity measures. Welfare reform changes have had a devastating impact on women with £8.3 billion in tax credit cuts; £2.3 billion through reductions in housing benefits, and £5 billion through the three-year freeze in child benefits, all affecting women. We must stand up and fight against any further cuts.

Work on proportionality continues, visits to branches can be arranged if any branch requests this. The mentoring scheme is now advancing and mentors and mentees have been trained, the next step will be to match mentors and mentees.

The CWU Women's Conference places on record our condolences to Sue Lewis's family, Sue passed away this year and she was a very dear friend. Sue was very passionate about equality issues and her loss will be felt by everyone.

The women's conference is a very friendly conference, if you are a first-time delegate, this is the ideal venue for you to get up and speak if you feel the need to make a contribution. Everyone's input today will be very welcome. You are the future of the CWU, I hope you have an inspiring conference. I would like to thank all the guest speakers today and all headquarters staff who have helped to put this conference together.

I look forward to having the opportunity to speak with you all at the conference.

LINDA ROY
National Equality Officer

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Welcome from the General Conference Standing Orders Committee

Dear Colleagues,

Welcome to the CWU Women's Conference of 2016 on behalf of the General Conference Standing Orders Committee.

This year we have again used the same criteria for motions that will be used for General Conference next year and, as such, the Standing Orders are as close as possible to those that will be in place for that Conference. In doing so we hope to decrease the perception, ill-advised as it is, that these Conferences are less important than General Conference.

We have, in both the guidance notes and the Standing Orders recognised the new right of the Regional Equality Committees to submit motions to this Conference.

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

CONFERENCE 2016– 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) Equality 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 at 09.30 with conference commencing at 10.00 and closing at 16.00.

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 (SO3e1 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 (SO3e1) 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 SO3e1 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 **Thursday 3rd November 2016**. 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.
- c Any emergency motion submitted after the above date must be notified to the Standing Orders Committee as soon as possible. Delegates will be advised by the SOC whether or not the emergency motion has been accepted for inclusion to the agenda as a matter of urgency.
- d 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 **Thursday 3rd November 2016** to 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 2017 General Conference, and one motion to each of the Postal Group and Telecoms Industry Conferences 2017.

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 Disabled Workers 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.

TIMETABLE AND PROGRAMME OF BUSINESS

09.30	Registration
10.00	Chairperson's Opening Remarks
10.05	Linda Roy, Equality Officer
10.15	Dave Ward, CWU General Secretary's Address
10.25	Kate Hudson, Regional Secretary's Welcome
10.30	Standing Orders Committee Report and Adoption of Standing Orders
10.35	Section I Motions 1 - 7
11.35	Section II Motions 8 - 22
12.10	Guest Speaker – Kelly Morgan
12.30	Lunch
13.30	Guest Speaker – Amanda Richards
13.50	Section II Motions 8-22 continued followed by ballot
15.15	Lee Barron – Dying to Work Presentation
15.30	Trish Lavelle Mentoring Presentation
15.45	Summation by Chairperson
16.00	Conference closes

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

Report to the Women's Conference 2016

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), Linda Roy (National Equality Officer), Julia Upton (NEC), Clare Drummond, Helen Ogilvie, Jackie Gatward, Jacky Morrey, Karen Bosson, Kath Kelly, Morag Rose, Sally Wilson, Shelley Banbury, Sian Jones, Sylvia Beckett, Vivien Holding, Trish Vollans, Vicki Turner, Pauline Granstan (Researcher)

- 1.2 I would like to express my sincere thanks to the following individuals who have served tirelessly on the WAC for a number of years and have now gone on to greener pastures.

- i. Anne Nicholson
- ii. Kate Hudson
- iii. Katie Dunning
- iv. Vera Kelsey

1.3 New Rule (8.11.7)

The CWU Rule Book updated in May 2016 makes it clear that the Vice Chair is entitled to attend the National Executive Council (NEC) in an ex-officio capacity in the absence of the Chair. New Rule 8.11.7 reads:

"The four Equal Opportunities Advisory Committees shall elect a Chair and Vice Chair from amongst their lay members. The Chair or Vice-Chairs shall be entitled to attend the NEC in an ex-officio capacity".

1.4 Interaction with Industrial Committees

Royal Mail Diversity Group (RMG): Members of the WAC attend the RMG Diversity meetings and give reports at Advisory Committee meetings.

1.5 Joint Advisory Committee Meetings: New Rule (8.11.9)

As a result of the carriage of Rule 8.11.9 all Advisory Committee members come together once a year in a joint committee meeting to engage as 'one' group on the Equality agenda. The Joint meeting acts as a vehicle for the Advisory Committees to push the Equality agenda forward.

New Rule 8.11.9 reads:

"In addition to the meeting in Rule 8.11.8, there will be an annual joint meeting of the Equal Opportunities Advisory Committees".

For ease of reference Rule 8.11.8 reads:

"The four Equal Opportunity Advisory Committees shall each meet a minimum of three times a year."

1.6 General Secretary's Interaction with the WAC

Over the past year, Dave Ward, the General Secretary has interacted with the WAC on moving the WAC agenda forward.

1.7 Election of the Mayor of London

The CWU and members of the WAC gave their full support to Sadiq Khan in the 2016 London Mayoral election. Congratulations to Sadiq on being elected to the post of Mayor of London.

1.8 Rallies and Marches

Members of the WAC Advisory Committees engaged in rallies and marches throughout the country since our last conference.

1.9 Move from Weekend to Weekday Conference 2016

CWU 2016 Women's Conference is being held midweek due to the success of it being held last year mid-week.

All Equality Conferences will now be held during the week.

2. **Proportionality**

The Equality Department has been instrumental in setting up the Proportionality Forum earlier this year. The WAC gave a presentation on their work and ongoing priorities.

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.

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 2015

The 2015 Women's Conference was held on Wednesday 18th November at the Grand Central Hotel in Glasgow. 116 delegates were present from over 81 branches.

All Motions on the agenda were carried.

Motions 1, 2, 6, and 9 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.

4. Guest Speakers

Agnes Tolmie, Chair of Scottish Women's Convention was the guest speaker.

5. Priorities

Allocation of Working Parties, which are currently WAC priorities:

- 5.1 Equality Day
- 5.2 Accessible justice to Victims of domestic and social violence
- 5.3 Flexible working hours
- 5.4 Eating Disorders

6. 2016 TUC Women's Conference

- 6.1 The TUC Women's Conference took place on 9 to 11 March 2016.
The CWU delegates were:

- Linda Roy
- Pauline Granstan
- Catherine Marjorie
- Kathryn Mary
- Vicki Louise
- Julia Upton
- Jean Sharrocks
- Jacqueline Morrey
- Clare Drummond

- 6.2 The CWU submitted the following Motions to the 2016 TUC Women's Conference.

Both of the Motions were carried at the TUC's Women's Conference.

Motion 29 reads:

"Campaign against welfare cuts

The conference deplores the government's cuts to welfare budget and notes that the Conservatives refused to set out where these would fall prior to the election and pledged that tax credits would be protected - a pledge it subsequently sought to disregard and abandon.

74 percent of the savings from tax and welfare changes under the coalition came from women's pockets and further cuts over the course of this Parliament will continue to fall disproportionately on women.

Conference welcomes the government's U-turn on tax credits as a victory for the Labour movement but is deeply concerned that despite this:

- (i) changes to the "income rise disregard" will still leave thousands of tax credit recipients worse off and;*
- (ii) Cuts to Universal credit will affect 140,000 families from April 2016 and means tax credits recipients have only a temporary reprieve.*

Conference therefore calls upon the incoming TUC Woman's Committee to campaign against the government's welfare cuts and to highlight the reality behind the government's U-turn. This campaign should call for a full impact and equality assessment of all the cuts and seek to engage women across the union move from opposing these changes."

Motion 40 reads:

"Campaign against female genital mutilation

Conference welcomes the Amnesty International campaign to end FGM and raise awareness to help victims of this abhorrent practice.

FGM is common in 28 counties and despite the UK government making it clear that FGM is a criminal offence; Conference notes that asylum seekers remain at risk of deportation to countries where it is openly practiced if their application is refused.

Conference also notes the huge disparity between reported cases and prosecutions for FGM in the UK. To date not a single person has been found guilty of FGM, despite clear evidence that it is continuing – just one hospital in Birmingham reported dealing with 1,500 cases in a 5-year period.

Conference calls on the incoming TUC Women's Committee to:

- i) Work with Amnesty encouraging board trade union support for its END FGM campaign;*
- ii) Lobby the Home Office to take a sympathetic approach to female asylum applications where FGM is a clear factor in the case in sub-paragraph;*
- iii) Work with the authorities to run highly visible campaigns in those communities where FGM is performed making it clear that it is a criminal offence. The campaign should signpost appropriate support for victims of FGM giving them the confidence to come forward and help with prosecutions.*

Communications Workers Union

Amendment

- iii) Replace "victims of FGM" with "survivors of FGM"*

ATL

Amendment

- iv) work with the RCM on their continuing campaign against FGM recognising the vital role midwives have in detection and reporting of FGM and supporting women."*

- 6.3 Our congratulations to Linda Roy who was re-elected and to TUC Women's Committee.

7. 2016 CWU Annual Conference Equality Day

The theme of Equality Day 2016 was "Equality Matters". All Advisory Committee members were involved and all conference delegates had an opportunity to wear a t-shirt and get involved in the activities which took place on the day.

8. WAC Talk

The "WAC Talk" is no longer produced in the format it used to be. A new Magazine called "The Word" previously brings together all previous sections of the four Advisory magazines under one umbrella. So while there is no longer a dedicated WAC Talk, a section is dedicated to Women continue in "The Word".

The new format -"The Word"- has proved extremely popular as all members of the CWU are given the opportunity to read articles written by the four advisory strands e.g. Women Advisory Committee members, Disability Advisory Committee members, Lesbian, Gay, Bisexual and Transgender Committee members and the WAC Advisory Committee members in one dedicated magazine.

9. Your Views

We are always looking forward to the view of our members, so please let us have your ideas on how we can move the CWU forward in a positive way.

ALLOCATION OF THE WOMEN MEMBERS TO THE REGIONS

The allocation was as shown below:

Scotland	Helen Ogilvie
NI	Vivien Holding
NW	Clare Drummond
Midland	Jacky Morrey
NE	Vicki Turner
London	Sylvia Beckett
Eastern	Linda Roy
SE	Sylvia Beckett
SW	Jackie Gatward
Wales	Jackie Gatward

WAC ATTENDANCE RECORD

Name	Feb 2016	June 2016	Sept 2016
Clare Drummond	✓	✓	✓
Helen Ogilvie	✓	✓	✓
Jackie Gatward	✓	X	S/L
Jacky Morrey	✓	X	✓
Jean Sharrocks (Chair)	✓	✓	✓
Julia Upton (NEC)	***	***	***
Karen Bosson	✓	✓	X
Kath Kelly	✓	XX	XX
Linda Roy (National Equality Officer)	✓	✓	✓
Morag Rose	✓	✓	✓
Pauline Granstan (Researcher)	***	✓	S/L
Sally Wilson	XX	✓	✓
Shelley Banbury	*	XX	XX
Sylvia Beckett	X	XX	✓
Trish Vollans	✓	✓	***
Vicki Turner (Vice Chair)	✓	✓	✓
Vivien Holding	***	✓	XX

✓	Present
✓✓	Newly Appointed
*	Annual leave
**	Domestic
***	OUB
S/L	Sick Leave
X	Apologies
XX	Absent
✦✦	Resigned

GUEST SPEAKER BIOGRAPHY



Amanda Richards

Amanda Richards is a Chartered Mechanical Engineer and works as the Health and Safety Officer for Wexford County Council in Ireland. She was the first woman to qualify as a Mining Engineer from University College Cardiff and worked extensively in industry in the U.K. She became Secretary of the MSF Trade Union at Rolls Royce Ansty, where she organised industrial action in opposition to extensive job losses. She became the first woman President of Coventry Trades Union Council, was the Women's Officer for MSF West Midlands Region and sat on the national Standing Orders Committee.

Amanda moved to Ireland in 2007 where she has worked as a branch official within the IMPACT and SIPTU trade unions. She is also actively involved in a committee in her local village commemorating a local man, George Brown, who died for the republican cause in the Spanish Civil War. This committee organises a significant political event in their small Kilkenny village of Inistioge each year. This event has always been supported by the CWU.

Amanda has three daughters who are all in third level education. She is committed to all issues relating to the equality agenda and is currently actively working in the "Repeal the Eighth" campaign in Ireland.

SECTION I INDUSTRIAL ISSUES

- 1** Conference recognises the importance to value and retain women in the workplace. Despite fighting inequality in many forms, women in the main continue to shoulder the lions share of external caring responsibilities creating additional pressures.

The current demand of BT to extend attendance working spans, most recently under the BT Consumer: Customer Care Transformation, has created restricted flexibility and a lack of a supportive approach to enable women to carry out what is often a dual role. This has resulted in many women being faced with the prospect of reducing their working hours, creating financial hardship, or making the ultimate decision of leaving BT.

Conference believes being faced with such prescriptive dilemmas is fundamentally wrong and any barriers in place must be removed to allow for a diverse workforce sharing skills and expertise.

Conference instructs the WAC, in conjunction with the T&FSE, to investigate and collate the number of leavers over the past 12 months throughout BT Consumer along with the gender breakdown and age profile of these individuals. The results should form a report to the 2017 Women's Conference outlining its findings and listing any recommendations it sees fit to administer.

Edinburgh, Dundee and Borders

- 2** Conference is concerned about the possible implications for attendance requirements in Contact Centres for women workers who are often faced with the responsibility of care for their children or other relatives.

Therefore, Conference instructs the WAC along with the Industrial Executives to approach all employers where we have recognition and where there are Contact Centres to investigate the gender split in each location, on full and part time workers and on leavers. If this does indicate that women are not remaining in work then the union and the employers should jointly seek measures to counter this.

Birmingham, Black Country and Worcester

- 3** Conference notes the continuing problems faced by women workers in male dominated workplaces where women can find themselves either abused or isolated by their colleagues.

Therefore Conference instructs the WAC to work with the Industrial executives and the employers to deal with this problem by;

- Hi-lighting the issue and its impact
- Supporting women who experience abuse or isolation
- Creating training modules for all staff on the issue

This list is not exhaustive.

Midland Regional Women's Committee

- 4** Conference notes the publication of the TUC/Everyday Sexism project report 'Still just a bit of banter' which showed that more than half of all women surveyed had experienced some form of sexual harassment in the workplace.

Conference further notes that there have been many studies which have identified the particular problems many young women face, with the likelihood of them being harassed greater. We also note that four out of five women did not report the harassment to their employer. The report also highlighted the particular issues for women in male dominated workplaces.

Conference believes tackling sexual harassment in the workplace should be a priority for the CWU and therefore instructs the WAC to make campaigning on this issue one of their priorities for the coming year.

This campaigning should include promoting training for members, reps and management on the issue, and for policies in all workplaces to be adequate and robust.

Greater London Combined

- 5** Conference notes the Mount Pleasant nursery has been operating successfully for over twenty years. Conference further notes it is the only workplace nursery in Royal Mail. Conference believes that the original vision, that this be the first of several, should be realised. Conference instructs the WAC to work with the industrial executives to campaign for more nursery provision by the employers at workplaces where we have a large number of members.

Mount Pleasant International

- 6** Outdoor workers who suffer from Irritable bowel syndrome (IBS) such as Postal Workers often have limited access to much needed toilet facilities during their working day. This can cause pain, distress and embarrassment and ultimately lead to unnecessary time off work.

Therefore, conference instructs the WAC to lobby the PEC to produce a 'can't wait card' for members who suffer with IBS.

Leicestershire

- 7** Workplace Women's Committees are an excellent tool to bring women through and to promote & encourage participation. The aspiration is that we help to enable all women in CWU represented workplaces to achieve their full potential and increase levels of interest in women becoming active within the union.

Workplace Women's Committees should be expanded across our recognised employers workplaces to promote women's issues and give a voice to an often under-represented part of the workforce / membership.

The Advisory Committee is instructed to request the industrial executives to open discussion with the major employers to assist with the promotion of Women's Workplace Committee's.

The Advisory Committee is also instructed that as part of this process the success criteria of already established Workplace Women's Committees should be shared by the Women's Advisory Committee via an LTB as best practice.

South Midlands Postal

SECTION II NATIONAL ISSUES

8 COMPOSITE MOTION

Conference Instructs the WAC to work with the NEC & WASPI (Women against State Pension Inequality) to campaign for changes to be brought in that puts right the wrong where women who have reached pension age are dis-advantaged due to the decade they were born in. This cannot be right, it's morally wrong, its unjust , it's not what a civilised country should condone or let continue , so we as a Union must use all avenues at our disposal to rectify this situation for these women.

Cleveland Amal
York and District Amal

9

If Carried 10 Falls

This conference instructs the WAC to work with the NEC to lobby the Government to make fair transitional state pension arrangements for all women born on or after 6th April 1951, who have unfairly borne the burden of the increase of the State Pension Age (SPA) with lack of appropriate notification. And to offer our support to the (WASPI) Women Against State Pension Inequality campaigners.

Women's Advisory Committee

10

Conference instructs the WAC to work with the NEC to lobby Members of Parliament and the Government to tackle the inequality of the Women's State Pension. This affects millions of women in the UK and we need to fight for a fair transition period to stop this injustice.

North West Regional Equality Committee

11

Conference notes that 2017 will see the 50th anniversary of the 1967 Abortion Act.

50 years on and access to abortion still requires the consent of two doctors, despite the recommendation of the British Medical Association (BMA) to reduce this to one doctor as for every other medical procedure.

We believe that the Abortion Rights Act 1967 should be updated to give every woman the right to make this decision as with any medical procedure.

Conference instructs the WAC to work with the NEC to:

- Lobby all political parties to raise concerns and ensure that this important legislative change is made while protecting the legal limit.
- Work with Abortion Rights groups to continue to raise public awareness to change the culture of stigma and discrimination.
- Promote active participation in Abortion Rights groups to mark the 50th anniversary of the passing of the 1967 Abortion Act.
- Recognise the legislative responsibility for abortion in Scotland has now been devolved to the Scottish Parliament and include this change in all lobbying etc.

Scottish Regional Women's Committee

- 12** This Conference notes that whilst we as a trade union affiliate to abortion rights we do little actively to aid their campaign to decriminalise the Abortion Act and to campaign for the woman of Northern Ireland to be able to access safe and legal abortions.

This conference instructs the WAC to work with the NEC to actively campaign with abortion rights to bring about these changes.

Wolverhampton and District Amal

- 13** Conference notes with concern the impact that government policies are having on women's access to justice:

- i) Public sector cuts, including those to police and probation staff, have decimated services providing specialist support for women victims of violence, with generic, profit driven private companies taking on the responsibility.
- ii) The Legal Aid Sentencing and Punishment of Offender Act 2012 cut legal aid provision, which is no longer available in the majority of family law cases;
- iii) The introduction of employment tribunal fees led to a significant decline in the number of claims – notably, sex discrimination claims fell by 83 per cent in the year following the introduction of fees;
- iv) In April 2015 the government introduced the 'criminal courts charge', which will be imposed on top of fines, prosecution costs and other charges, regardless of the seriousness of the offence or the ability of the convicted party to pay.

Conference believes that these cuts and punitive measures are a despicable attack on the most vulnerable in society, and a direct attack on women's access to justice, and calls upon the WAC to work with the NEC to campaign for a fairer justice system, which is properly funded and meets the needs of women.

Women's Advisory Committee

- 14** Women play a vital role in our economy as both workers and consumers. Decisions on the economy, in particular on tax and public spending have a major impact on women's incomes and wider lives. In the UK, overall economic inequality and women economic inequality are at its highest. Women are more likely to be employed in low paid, part time, precarious, insecure work, are more likely to be the head of a single parent household, are more likely to have less financial assets and are more likely to live in poverty, especially in older age.

Conference notes that women's unpaid labour is worth tens of billions of pounds to the economy every year, all of which remain uncalculated in terms of national GDP figures. Unpaid carers contribute billions every year and are critical to a successful economy.

Conference notes the work and research conducted by feminist economists and academics who have argued that calculating unpaid caring and domesticated work as paid work could reduce the UK deficit. A universal carer's payment funded by employer and state taxation is just one way to fund such an initiative.

Therefore, conference instructs the WAC to work with the NEC and all relevant bodies to campaign for a universal domesticated allowance for those carrying out unpaid domesticated and caring labour.

West London Postal

- 15** The Northwest Regional Women's Committee produced a three part Women's Toolkit in 2013 which was distributed to all NW Branches and Women's Officers.

A review of the information within the toolkits has recently taken place with the intention of updating them and redistributing them across the Northwest Branches. The NWRWC feel that it is essential that helpful information is available to new female activists and new Branch Officers to support the good work that is being done around the Proportionality and Representation agenda.

The NWRWC feels that this information should be shared across the CWU so instructs the Women's Advisory Committee (WAC) to create a working party consisting of WAC and NWRWC members to develop and create a new generic Women's Toolkit that would be made available to all members via the CWU national website and replace the current Women's Toolkits.

The WAC are also requested to liaise with the Equality Department and the National Executive Committee (NEC) to seek funding for this project as part of the proportionality agenda.

This toolkit to be launched at CWU Women's Conference 2017.

North West Regional Women's Committee

- 16** Conference notes the trade union movement has made an immeasurable contribution to the advancement of women's rights and political power in the United Kingdom.

The STUC were the trailblazers of women's representation, when they elected Margaret Irwin as their very first Secretary in 1897.

The election of Frances O'Grady to General Secretary of the TUC was another step towards women's full representation in the trade union movement.

However, British public life remains a hostile environment for women. Not only do they receive sexist abuse online, but the media under-represents women and all too often reduces them to their appearance, or the way they are dressed.

Research by the Fawcett Society from the last General Election shows that in the 611 articles addressing the economy from six national newspapers, over 80% of quotes or references were from or towards men. Whilst the media continues to present the economy as an area primarily of male concern, women's issues and economic inequality go unheard – even on articles about women and the economy over half of all those quoted and referenced in newspapers were men!

Conference welcomes the work being done by the CWU to improve women's representation in public life and to tackle abuse of women online, however, more needs to be done to speed up the pace of change.

Conference calls on the Women's Advisory Committee to work with the NEC to

- monitor CWU representation in the media over the year;
- produce a report on the media representation of the CWU before the next Women's Conference, including intersectionality among women;
- Encourage affiliation to the Fawcett Society and Engender (in Scotland) to support their research

Women's Advisory Committee

17 Conference recognises that the participation of women in the trade union movement is not a controversial phenomenon. CWU women such as Lucy Witherington, Edith Howse, Jenny Duncan and Nan Whitelaw who all fought for women's freedoms and rights can be traced back as early as the 1900's. However despite their activism and successes, including the successes of women after them, women in the CWU remain hidden from history. Therefore, their victories and historical achievements are unrecognised go unnoticed which is a discredit to women in the CWU.

Conference recognises the work currently being conducted under the proportionality and representation agenda and believes that much can be learnt from the inspirational work of our fore sisters. Therefore conference instructs the WAC to work with all relevant bodies to produce and launch the following:

- A Webpage specifically designed to commemorate and record iconic women in the CWU and provide recognition to their victories and achievements. The link to the webpage must be featured on the CWU website.
- A power-point presentation on "Women's History and women's participation in the post office union" to be rolled out amongst all regions of the CWU.
- The establishment of a memorial wall, specifically for historical women in the post office unions, at a suitable location to inspire new women activists and provide recognition for women's achievements.

London Regional Women's Committee

18 Conference congratulates the Women's Advisory Committee (WAC) on its work to date in reaching out to Women and encouraging them to become more active in the CWU. The WAC had also been tasked with putting in place a robust education pack for Women along with a mentoring system for Women at all levels. All this good work is now at risk. The Government cut 50% of the TUC Education budget in August 2016 and the remaining 50% will be removed in August 2017 so there will be no Government funding from this date. TU Studies departments at Further Education Collages are closing because of these cuts. The CWU Education and Training programme for Reps has been redesigned so that the current programme can be run to complete courses and draw down funding by the end of the academic year in 2017. Ruskin Collage only expects to cover their costs from what is run by the CWU up to the end of 2017. Because of these Government cuts it is likely that from 2017 there will no longer be a CWU Reps Training programme in its current form. Whilst Left Click is being developed to deliver more course materials especially IT based, none of it will be accredited.

This Conference instructs the Women's Advisory Committee;

To work with the NEC and the appropriate Officers to make sure the robust education pack and mentoring system for Women continues.

To work with the NEC and appropriate Officers, as we continue to be successful in encouraging Women to be more active in the CWU, to meet the challenges of how the CWU continues to train Reps from August 2017.

Harrow and District Amal

- 19** This Conference acknowledges all the good work the Women's Advisory Committee does on behalf of its members. However, conference recognizing that there appear to be a lack of accountability of the work the committee does in its two years' term of office.

Conference calls on the Women's Advisory Committee and the Equality Department to work with the NEC to give the Chair of the Women's Advisory Committee the right to put a report on the CWU Women's Conference agenda pad alongside the message from the General Secretary and the National Equality Officer.

This should be achieved as soon as possible.

South East Wales Amal

- 20** Conference acknowledges the work done by the Equality Department in relation to proportionality within the CWU.

However in an ever demanding world where people not only have to work, but balance their time with possibly one or a mixture of child caring issues, disabilities and elderly care: people find it hard to physically attend meetings.

If someone has attended a meeting they are often physically and mentally shattered by the time they get home.

Conference therefore instructs the WAC to look into other ways of holding regional and national meetings, which would reduce the need for physical attendance and often tiresome travel: SKYPE, conference calls, video conferencing and other similar methods should be tried over the course of the next 12 months, participants to be surveyed with the results and a best practice report shared with all branches in December 2017.

It is hoped that by reducing some of the travel women's officers do in a year, it will allow them time to do what they have to do at home, take part in a meeting and still have the energy and enthusiasm left to carry out what action has been agreed at the meeting, without causing undue anxiety and pressure.

Greater Mersey and SW Lancs Amal

- 21** This conference notes the lack of representation of notable women in England. This was highlighted by English Heritage who realised that a very large proportion of their Blue plaques around London and the rest of the country were dedicated to men. This conference therefore instructs the Women's Advisory Committee to work with Regional Women's Committees to start nominating notable women to English Heritage, as this is the only way we can change this trend.

North East Regional Women's Committee

22 Conference congratulates the WAC and the Equality department on the excellent progress they have made on removing barriers to union participation – particularly for women.

Conference welcomes the availability of crèche facilities at General conference and all Equality conferences. This allows care-givers, disproportionately women, to take part in these conferences.

However, there is still some way to go. Crèche facilities must be made available at all national briefings and forums to enable full participation of women in the unions business.

Conference therefore instructs the WAC to work with the Equality department and the NEC to ensure that crèche facilities are offered at all CWU national briefings/conferences/forums/seminars etc and that this is well advertised to all potential delegates. This to be in place from General conference 2017 onwards.

South West Regional Equality Committee

MOTIONS NOT ADMITTED TO THE AGENDA

- 23** This Conference is concerned that employers are not providing appropriate and satisfactory facilities for women that are coping with menopausal symptoms in workplaces where CWU members are employed. Employers should be aware that women may change their customary working practices to help themselves whilst going through the menopause.

This should include the following, but is not exhaustive:

1. Greater awareness for employers about the menopause as an occupational health issue.
2. Training for managers on occupational health issues specific to older workers.
3. Increase flexibility of working hours and arrangements.
4. Better access to formal and informal sources of support.
5. Improvement in workplace temperatures and ventilation.
6. Systematic treatment of requests for adjustments at work.
7. Offer more control over their immediate working environment.
8. Introduction of a workplace policy that deals specifically with the menopause at work and the effects on workers.

Improvements at work for women, that are experiencing the menopause, should be sought as soon as possible and the progress reported back to Branches before CWU Annual Conference 2017.

South Yorkshire and District Amal

- 24** This conference is concerned that with an ageing workforce women over 50 are experiencing many health issues especially with stress and the menopause. There are many options to help lighten the work load of women through these times and it is about time the companies that we work in start to take these issues seriously. This conference therefore instructs the WAC to work with the NEC to work with the companies we are recognized in to come up with a robust plan of action to help these women's lives during this difficult time of their lives.

Newcastle Amal

NOTES