

CWU Conference 2013 (Equal Opps Section)

85 CATEGORY A: That this Conference notes that for too long now the lives of women in the workplace experiencing the menopause has not been recognised as they go through this difficult stage of their lives, mainly as a result of the lack of understanding and support shown by their employers. It is of deep concern that most employers do not recognise the difficulties that arise during a women's menopause: these can range from mood swings, loss of sleep, night sweats, and profuse bleeding to serious medical conditions that may need some medical intervention that would require absence to recover. Many Women find themselves at the sharp end of inflexible attendance procedures and a continuing lack of awareness shown by many managers.

This conference instructs the NEC to work with the WAC to ensure this matter is given a high priority, and to develop a co-ordinated campaign, with a view to heightening awareness of the issues faced by menopausal women, and seek advice on the scope of the provisions within the Equality Act.

Scotland No.2

CWU Conference 2012 (Health & Safety Section)

93 CATEGORY A: This Conference notes that the change in health of women as they go through the menopause can have a profound effect on women's working lives. Menopausal women can experience hot flushes, headaches, tiredness, sweating, anxiety attacks and an increase in levels of stress. Conference therefore instructs the NEC to campaign within all employers that the CWU has recognition with that they give recognition to and have a robust procedure in place for dealing with the needs of menopausal women. This campaign should include working towards risk assessments that ensures women's working environments do not aggravate their symptoms and ensuring a fuller understanding and acceptance of menopausal symptoms and their possible affects of women in the workplace.

London Regional Health and Safety Forum

90 CATEGORY A: COMPOSITE MOTION

Conference instructs the NEC to work towards and deliver improved protection for the safety, health and welfare of our ageing workforce.

Current risk assessment provision exists in law and business policies for persons at risk, including young workers 16 – 18, pregnant workers, and those covered by the Equality Act.

Provision needs to be set aside for workers age 60 (POSSS / BTPS pension scheme previous qualifying age) and upwards in order to protect this group of workers, in a climate where automatic retirement 60-65 is no longer a right.

Risk assessment provision for 60's and over needs to become union policy.

**Leicestershire
Midlands Health and Safety Forum**