



RIGHT TO DISCONNECT CAMPAIGN

- Initial discussions at AGM (February 2021) and on our Facebook Group (March 2021) focused our attention to young members' wellbeing during the COVID-19 pandemic, especially with regard to the Right to Disconnect
- The Right to Disconnect is the ability to not engage in work-related electronic communications such as e-mails or messages during non-work hours.
- In June 2021, we designed and distributed a survey with the aim of capturing the experiences of young members in the region
- We received 82 responses from across the South-West region, which clearly showed the COVID-19 pandemic has impacted quite negatively on the wellbeing and work/life balance of young members

KEY FINDINGS

- **57%** of respondents find it hard to switch off after they have finished working
- **57%** of respondents have a say in the way they carry out their role, with some variation across the sectors that members worked in.
- **66%** of respondents often work over their contracted hours
- When describing their experience over the past 6 months:
 - **80%** of respondents have had problems sleeping at least once every two weeks
 - **83%** of respondents sometimes continue to work, despite not feeling well; this percentage rises to **88%** amongst women.
 - **56%** of respondents said the stress they have experienced has been at unacceptable levels; this was particularly acute amongst social care workers.

OUR MOTION

We believe urgent action is needed to safeguard young members' wellbeing.

Therefore, over the summer we produced a motion titled "Right to Disconnect: The Negative Impact of Remote Digital Work on Young Members' Well-Being during the COVID-19 Pandemic", which will be presented at the National Young Members Conference in Cardiff.

PROPOSED ACTIONS

We encourage UNISON members and branches to:

- Raise awareness about the Right to Disconnect in their branch and workplace
- Reach out to Young Members in their branch to discuss their experiences over the COVID-19 pandemic, especially with regard to their ability to switch off from work-related electronic communications
- Campaign directly with employers to produce clear guidelines on the Right to Disconnect

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AND GET IN TOUCH**