

**TUC**

Changing the world  
of work for good



CONGRESS 2017

# GENERAL COUNCIL REPORT

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CONGRESS 2017

# GENERAL COUNCIL REPORT

**The 149th Annual Trades Union Congress**  
10–13 September 2017, Brighton

# CONTENTS

TUC General Council Members 2016–17	07	SECTION 3	
General secretary's introduction	08	<b>RESPECT AND A VOICE AT WORK</b>	
SECTION 1		3.1 Introduction	34
<b>THE ECONOMY</b>		3.2 Employment rights and the Trade Union Act	34
1.1 Introduction	12	3.3 Equalities	35
1.2 The economy and labour market	12	3.4 Tackling insecure work and the Great Jobs Agenda	38
1.3 An unbalanced economy	12	3.5 Workers' voice	40
1.4 Working time	16	3.6 Health and safety	40
1.5 Housing	17	3.7 Migration and domestic workers	43
1.6 Environment, energy and industrial policy	18	3.8 Decent work and Playfair	43
1.7 Corporate governance and workers' capital	20	3.9 Global supply chains	44
1.8 Corporate governance and executive pay	21	SECTION 4	
1.9 Pensions	23	<b>GOOD SERVICES</b>	
1.10 Tax	25	4.1 Introduction	46
1.11 Trade	25	4.2 Public sector pay	46
1.12 International development	26	4.3 The NHS and social care	48
1.13 Learning and skills	26	4.4 Education	49
1.14 Low pay, the national minimum wage and the living wage	28	4.5 Further education and skills	50
SECTION 2		4.6 Justice	50
<b>BREXIT</b>		4.7 Public Services Liaison Group	51
2.1 Post-referendum campaign	30	4.8 Public Services Forum	51
2.2 ETUC	30	4.9 Transport	51
2.3 After Brexit	31	4.10 Devolution	53
2.4 Article 50	32	4.11 Social security and a decent safety net	54
		SECTION 5	
		<b>STRONG UNIONS</b>	
		5.1 Introduction	56
		5.2 Trade union membership	56
		5.3 Supporting stronger unions	56
		5.4 Young people	58
		5.5 TUC Education	60
		5.6 Unionlearn and the Union Learning Fund	66
		5.7 Global union organisations	67
		5.8 Global solidarity	67
		5.9 English regions	71
		5.10 Wales TUC	73
		5.11 Trades councils/UWCs	74

SECTION 6

**TUC ADMIN AND ORGANISATION**

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6.1	Developing the TUC	76
6.2	Our people, learning and development	76
6.3	Congress House improvements	76
6.4	Congress Centre – a valued venue	76
6.5	IT strategy and information services	76
6.6	Affiliations and mergers	77
6.7	Congress awards	77
6.8	Congress	77
6.9	General Council	78
6.10	Senior staff and internal structure	78
6.11	Women’s Conference	78
6.12	Black Workers Conference	79
6.13	Disabled Workers Conference	79
6.14	LGBT+ Conference	80
6.15	Young Workers Conference	80
6.16	Trades Councils Conference	80
6.17	TUC Trade Union Communications Awards	81
6.18	TUC finances	81
6.19	TUC library	82

**OBITUARIES** 84

---

**APPENDICES**

---

1	Attendance	88
2	Committee membership	90
3	Accounts	94
4	Disputes between unions	110
5	TUC rules and standing orders	112
	<b>Index</b>	127
	<b>Index of resolutions</b>	130

The TUC brings together 5.6 million working people who belong to our 49 member unions. We support trade unions to grow and thrive, and we stand up for everyone who works for a living. Every day, we campaign for more and better jobs, and a more equal, more prosperous country.



**Mary Bousted**  
TUC Congress President 2017

# TUC GENERAL COUNCIL MEMBERS 2016–17

Sheila Bearcroft MBE  
GMB

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Mary Bousted  
ATL

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Tony Burke  
Unite

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Jane Carolan  
UNISON

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Gail Cartmail  
Unite

---

Mick Cash  
RMT

---

Mike Clancy  
Prospect

---

Brian Cookson  
NASUWT

---

Manuel Cortes  
TSSA

---

Kevin Courtney  
NUT

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Nick Cusack  
PFA

---

Tony Dale  
Usdaw

---

Craig Dawson  
GMB

---

Neil Derrick  
GMB

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Mark Dickinson  
Nautilus International

Maria Exall  
CWU

---

Sue Ferns  
Prospect

---

Larry Flanagan  
EIS

---

Steve Gillan  
POA

---

John Hannett  
Usdaw

---

Philipa Harvey  
NUT

---

Sally Hunt  
UCU

---

Chris Keates  
NASUWT

---

Annette  
Mansell-Green  
BDA

---

Len McCluskey  
Unite

---

Seán McGovern  
Unite

---

Roger McKenzie  
UNISON

---

Gloria Mills CBE  
UNISON

---

Micky Nicholas  
FBU

---

Ged Nichols  
Accord

Christine Payne  
Equity

---

Dave Penman  
FDA

---

Dave Prentis  
UNISON

---

Roy Rickhuss  
Community

---

Tim Roache  
GMB

---

Linda Rolph  
Advance

---

Maggie Ryan  
Unite

---

Brian Rye  
UCATT

---

Malcolm Sage  
GMB

---

Eddie Saville  
HCSA

---

Mark Serwotka  
PCS

---

Jon Skewes  
RCM

---

Eleanor Smith  
UNISON

---

Liz Snape MBE  
UNISON

---

Michelle Stanistreet  
NUJ

Jane Stewart  
Unite

---

Claire Sullivan  
CSP

---

Niamh Sweeney  
ATL

---

Mohammad Taj OBE  
Unite

---

Chris Tansley  
UNISON

---

Horace Trubridge  
Musicians' Union

---

Steve Turner  
Unite

---

Dave Ward  
CWU

---

Simon Weller  
ASLEF

---

Fiona Wilson  
Usdaw

---

Tony Woodhouse  
Unite

---

Matt Wrack  
FBU

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Frances O'Grady  
TUC General Secretary

# FRANCES O'GRADY GENERAL SECRETARY



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“The TUC and unions helped shaped the territory on which the general election was fought. Our movement-wide campaigns put public services, pay cuts and job quality centre-stage.”

**T**his was the year the Conservative government decided to do the double – pull the trigger on Brexit and then call a snap general election. But events didn't turn out quite as planned.

The prime minister had wanted the general election campaign to be all about her 'no deal is better than a bad deal' version of Brexit. But voters, it seems, had other ideas. They wanted to talk about funding for the NHS, schools and other public services, pressure on pay packets and, with the worrying spread of insecure contracts, the urgent need for decent jobs. Significantly, this election campaign also saw a new generation of social-media-savvy young voters mobilise and cast their ballot for the first time.

The TUC and unions helped shaped the territory on which the general election was fought. Our movement-wide campaigns put public services, pay cuts and job quality centre-stage. TUC polling immediately after the general election also showed that calls to lift the public sector pay cap and ban zero-hours contracts won strong support right across the political spectrum.

Labour's bold programme, *For the many, not the few*, struck a popular chord. It included promises to extend public ownership and deliver a fair deal at work, echoing our own long-standing policies. While on 8 June the Conservatives remained the largest party, they were denied an overall majority, let alone the landslide pollsters had predicted at the start of the campaign. A scramble to secure a 'confidence and supply' deal with the DUP ensued, sealed with a £1bn price tag. Conservative hopes of strong and stable government now look somewhat optimistic.

The TUC's job is to represent and advance the interests of working people regardless of the party they voted for and who holds the keys to Number 10. We are proud of our members and the work they do – and never more so than when we were shaken by the terrorist attacks in Manchester, at London Bridge and in Finsbury Park, and the horrific fire at Grenfell Tower. The lives lost and the terrible impact on those who survived must never be forgotten. Nor will we forget the incredible bravery and dedication of firefighters and health and emergency workers, who risked their own lives to save others.

Although the future is uncertain, the TUC will stay focused on the priorities set out in our proposed campaign plan: an economy that works for working people; great jobs for everyone; and a stronger movement that delivers for young people too. This means keeping jobs and a guaranteed level playing field for workers' rights at the forefront of Brexit negotiations. We must continue to make the case for real investment in public services and building a consensus for an industrial strategy to boost productivity. That way we can share the rewards more fairly and deliver decent jobs in the parts of Britain that need them most.

We aim to build a broad alliance for decent work. We want to go further than the Taylor Report and see greater employment protection for all, a ban on zero-hours contracts and a crackdown on bogus self-employment. We will continue to challenge the discrimination and harassment faced by too many workers and fight for equality in the workplace.



📍 Catherine McKinnell MP at the heartunions week parliamentary reception, Portcullis House, Westminster  
© Jess Hurd/reportdigital.co.uk



# FRANCES O'GRADY GENERAL SECRETARY

📍 Frances meets Austrian chancellor, Christian Kern  
© Bundeskanzleramt Fotoservice, Österreich



“This means keeping jobs and a guaranteed level playing field for workers’ rights at the forefront of Brexit negotiations.”

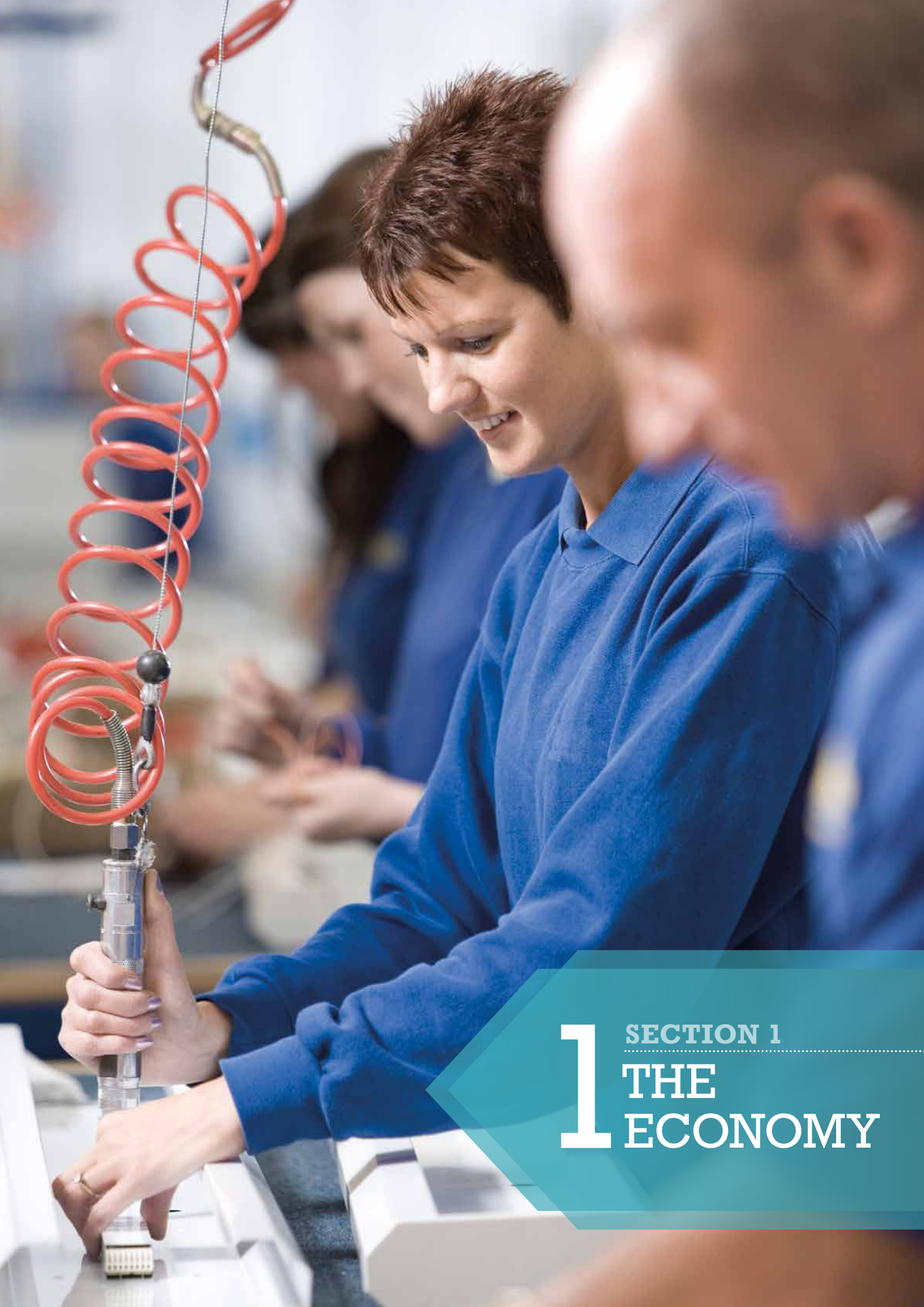
We will help unions and their members meet the challenges posed by automation and the new digital economy. And, now more than ever, we need to be on the front foot in calling for a £10 national minimum wage and an end to the public sector pay cap which, our analysis has shown, would leave midwives and teachers more than £3,000 worse off by 2020. Across the board, Britain still needs that pay rise. We are ambitious for working people and believe that everyone should have the right to a great job. That means fair pay and pensions, for sure: but it also means a safe and healthy working environment with access to learning and skills and genuine opportunities to develop and progress. Our new Great Jobs campaign will take that message into both Westminster and the workplace.

If we are to deliver for all working people, we will also need to deal with our own challenges. According to the latest official figures, trade union membership has fallen. The bulk of membership losses can be explained by public sector job cuts, but we know that even where unions have recognition agreements, in both the public and private sector, membership density is far too low. And we must tackle a growing generation gap: just 16 per cent of young workers aged 21–30 are members of a trade union – and two in five union members are aged over 50.

If our traditional models of union organisation are not reaching those who would benefit most, including those young people on the frontline of insecurity, then let’s have the courage to build new ones. After all, the best retort to the government’s draconian Trade Union Act would be for the movement to grow bigger and stronger. And if the economy is increasingly digital, then we must be too.

Next year the TUC will be marking its 150th anniversary. What better time to celebrate our proud history, start building our future and change the world of work for good.

*Frances*



# 1 SECTION 1 THE ECONOMY



# THE ECONOMY

## 1.1 Introduction

The TUC wants to see decent jobs, pay and living standards right across the country. Unfortunately, this year showed the economy is still letting working people down. The economy survived the shock of the initial decision to leave the EU, warding off the immediate downturn that many had feared. But the fall in the value of the pound has seen prices rise, and the return of the pay squeeze that has hit workers hard. With job insecurity still high, and no sign that stark regional inequalities in pay and prospects are being reduced, it's clear that we have a long way to go before we see an economy that works for everyone.

The TUC's work this year has focused on making the case for the policies that could deliver better prospects for working people. We've made a case for a Brexit deal that protects rights and jobs, investment in the economy and an industrial strategy to deliver decent work, particularly in the areas that have lost out most from deindustrialisation and poorly managed globalisation. And we've worked hard to make sure that the voice of working people is heard in debates about how to deliver a more productive economy with decent jobs at its heart.



# £360bn

The amount of unsecured consumer debt at the end of 2016

## 1.2 The economy and labour market

Throughout the year the TUC has made the case for economic policy to support decent jobs and pay, producing regular analyses in order to highlight the extent to which government policy is falling short.

In our submissions to the Autumn Statement and Budget, and in our discussion around industrial strategy, we have highlighted four key weaknesses with the UK economy:

- an economy that is dominated by household consumption, and lacks both government and private sector investment that could drive growth and productivity;
- exceptionally weak pay growth, with pay not set to return to its pre-crisis levels until well after the end of this parliament;
- sharp regional disparities that see certain parts of the country bearing the brunt of these economic changes; two-thirds of jobs created in the north-east since 2011 have been insecure; and
- a rise in insecurity at work.

While the UK economy survived the initial shock of the Brexit vote, these weaknesses have become more apparent throughout the year, leaving the economy ill prepared to weather any further instability caused by the Brexit negotiations.

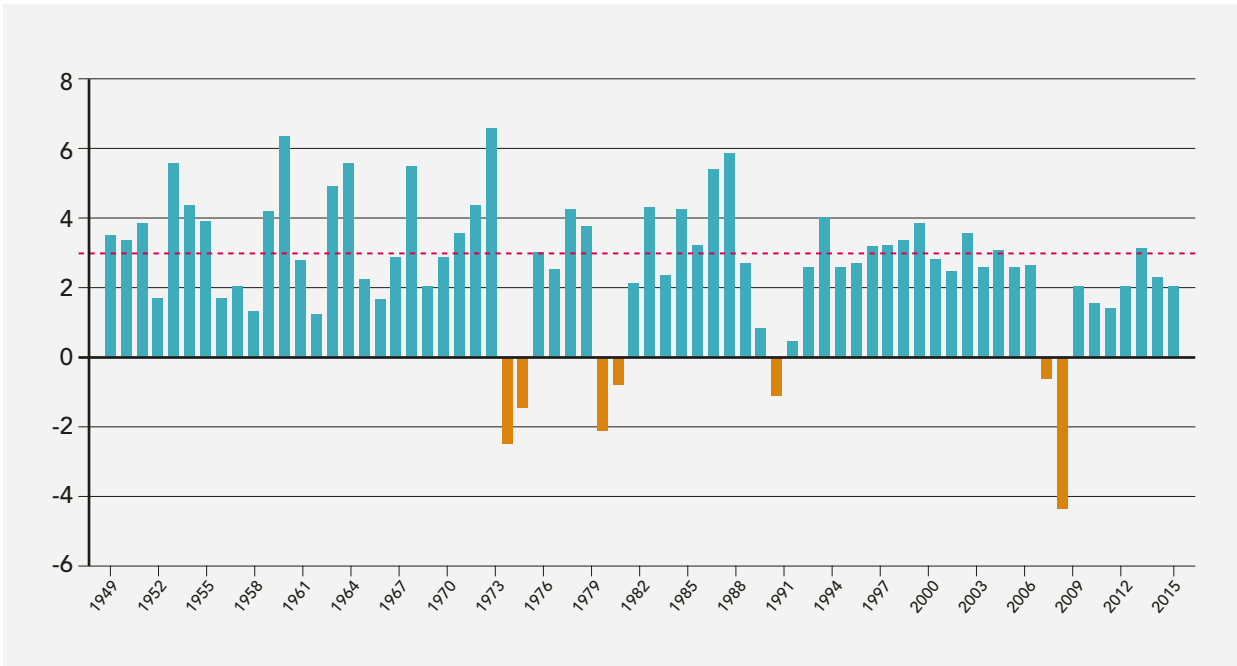
## 1.3 An unbalanced economy

Spending cuts were originally expected to last until 2014–15, but the government now intends that they will continue until at least 2021–22.

As a result, economic activity overall remains weak and unbalanced. GDP grew by only 1.8 per cent in 2016, the weakest for four years. Since the financial crisis GDP growth has averaged 2 per cent a year, much lower than the long-term average before the crisis of 2.8 per cent (see Figure 1).

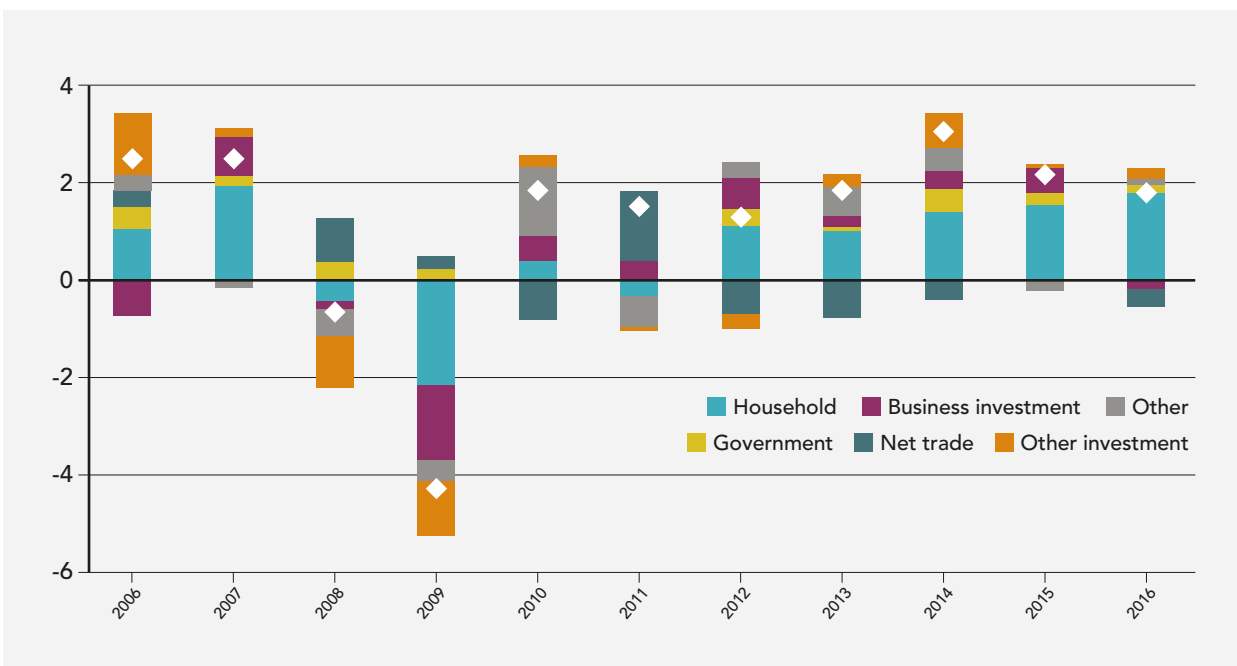
The lack of government (and business) investment in the economy means that growth has become increasingly reliant on consumer spending. Figure 2 shows that in 2016 consumer demand accounted for virtually all (95 per cent) of GDP growth. Even ahead of the financial crisis, the reliance on consumer demand was not so extreme; in fact it has been more extreme

**Figure 1: GDP growth (per cent)**



Source: Office for National Statistics (ONS)

**Figure 2: GDP expenditure measure, contributions to growth (percentage points)**



Source: ONS and TUC calculations

# THE ECONOMY

**“The OECD currently predicts that real earnings in the UK will fall by 1.4 per cent in 2018. This decline means that the UK real wage performance in 2018 will be equal worst with Finland.”**

on only five occasions since the war (2002, 1992, 1986, 1962 and 1958).

The current reliance on consumer spending is leading to worrying levels of unsecured household debt. Data from the Bank of England show total consumer credit (that is, excluding both mortgages and student loans) has been growing by an annual rate of over 10 per cent for at least a year and a half. TUC analysis of ONS figures has found that total unsecured debt (i.e. not mortgages) was £360bn at the end of 2016, well above its peak of £290bn before the 2008 crisis.

Even on its own terms government policy has not succeeded. The overriding objective has been to reduce the public debt as a share of GDP. But the impact of spending cuts has been to reduce economic growth, meaning lower than expected tax revenues. While the coalition government set out to see public debt peak in 2013–14 at 70.3 per cent of GDP, the current government expects to see debt peak at 88.5 per cent of GDP this year, falling to just below 80 per cent in 2020–21. As the TUC has consistently argued, the right method to improve the

public sector finances is to take measures that will strengthen, not weaken, the economy.

## **The longest pay squeeze in living memory**

TUC analysis has repeatedly shown the decline in real earnings has no precedent for at least 150 years. While the run up to the 2015 election saw a brief period of earnings growth, working people are now facing a pay squeeze again. The most tangible impact of the vote to leave the EU has been the reduction in the sterling exchange rate and the knock-on effect to the price of imported goods. CPIH inflation has risen from a low of 0.3 per cent in 2015 Q2 to 2.2 per cent in 2017 Q1 with the latest figures (for June) showing CPIH inflation at 2.6 per cent. Real earnings were back in negative territory in 2017 Q1 and the latest figures (for the three months to May 2017) show real pay falling by 0.5 per cent.

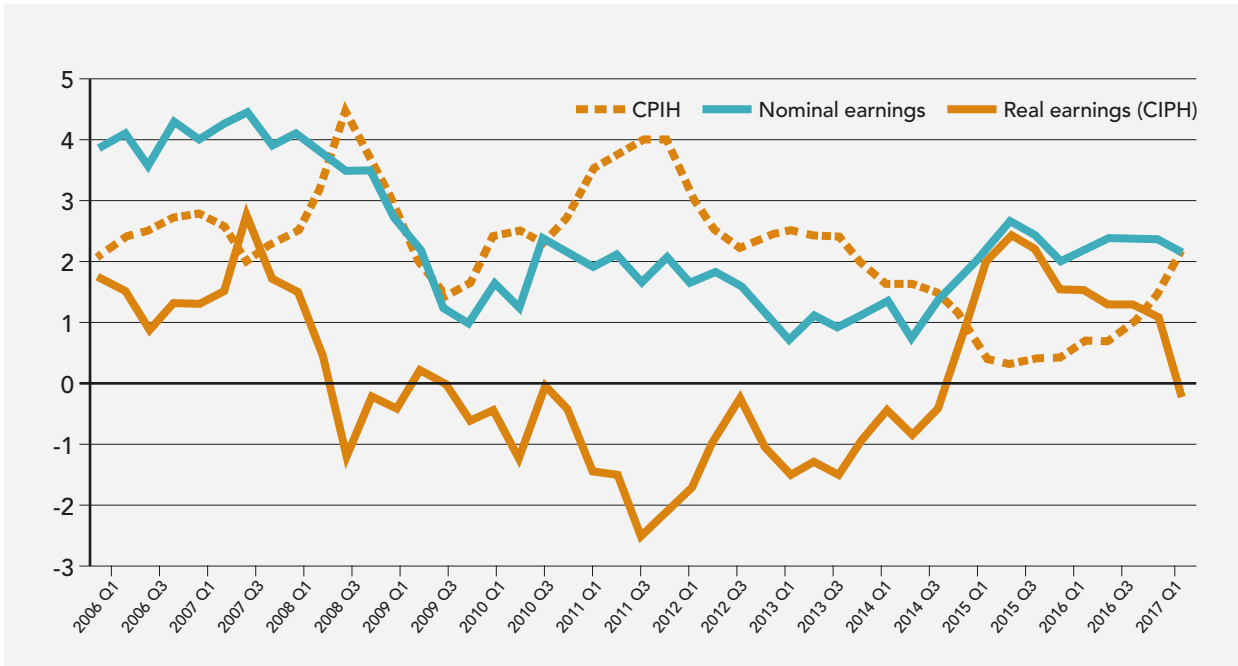
In cash terms real wages are still around £20 a week below their pre-crisis peak in 2007, when normally wages would be expected to rise each year. The Institute for Fiscal Studies estimated that (on an annual basis) households in 2020 will be

around £5,000 a year worse off than they would have been had pre-crisis trends continued.

The OECD currently predicts that real earnings in the UK will fall by 1.4 per cent in 2018. This decline means that the UK real wage performance in 2018 will be equal worst with Finland in the OECD (the UK is marginally worse on an unrounded basis). Mexico and Italy are the only other countries expected to experience declines. Across all OECD countries, the average real wage increase is expected to be +1.1 per cent.

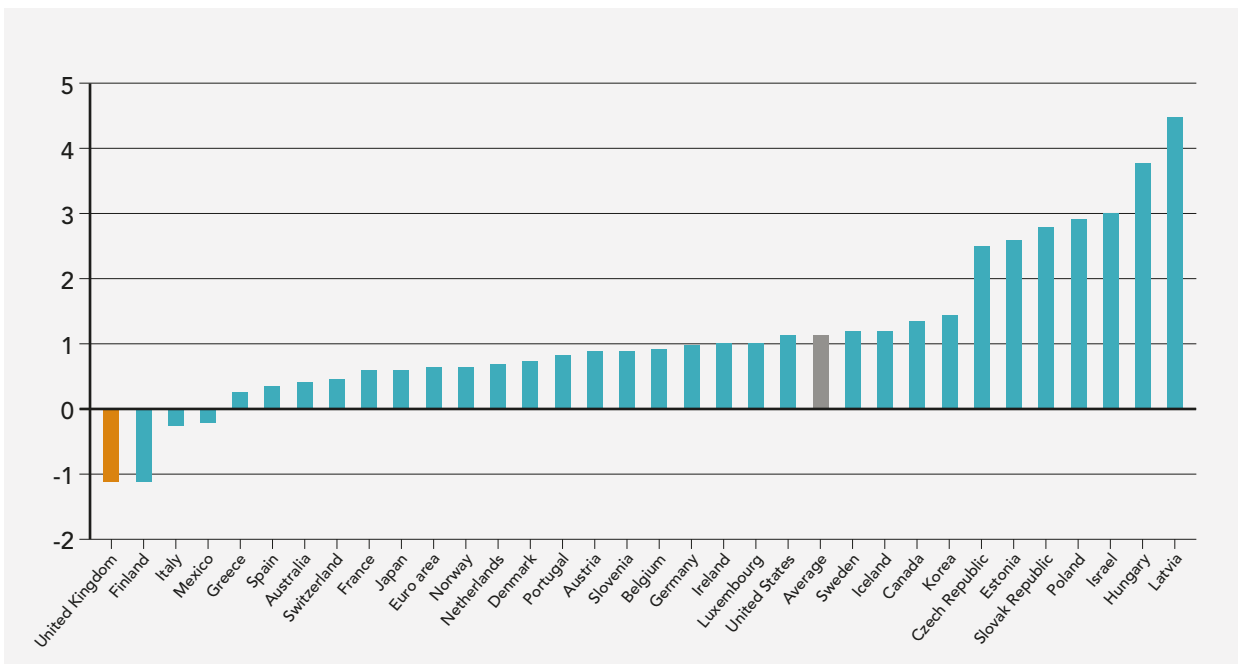
Those working in the public sector are being hit even harder. Over the last three years, pay growth in the public sector has fallen short of that in the private sector as a result of an initial pay freeze and subsequent pay cap. The latest figures show annual pay growth of only 1.4 per cent. On the basis of current projections, real pay in the whole economy will return to its pre-crisis level in 2021, but at that point those working in the public sector will be facing real earnings of around £50 a week below the peak.

**Figure 3: Real earnings, annual growth (per cent)**



Source: ONS

**Figure 4: Real wage growth forecast, 2018 (per cent)**



Source: OECD

# THE ECONOMY

# 3.2 million

The number of people who face insecurity in work in the UK



## Regional inequalities

While workers across the economy are experiencing a fall in their living standards, continuing regional imbalances mean that your pay and prospects are still determined to a large extent by where you live.

Over the first half of the 2000s the share of the economy accounted for by London and the south-east fell modestly. But from a low point of 34 per cent in 2006, it has risen yearly to 37.8 per cent in 2015. A simple projection issued ahead of the general election showed London and the south-east accounting for 40 per cent of the UK economy in 2022. London's rate of employment growth has also been more than twice as high as the rest of the country since 2012.

But even within the faster growing areas of the country, the benefits of growth remain unevenly distributed. Within London, for example, Enfield Southgate was the fourth worst constituency in the country for low pay, and in the constituencies of Chingford & Woodford Green and Harrow West almost half the population earns below the living wage.

## The rise of insecure work

Despite a welcome increase in employment, since the financial crisis employment growth has been characterised by a rise in less secure forms of work. While more recent growth in employment has seen the number of full-time employee jobs increase, overall they have contributed to only 40 per cent of the net increase in employment since 2008. The share of full-time employees as a proportion of all in employment still remains below pre-recession levels: achieving the equivalent share today would still require more than half a million more full-time employee jobs.

In December 2016 we published the report *Living on the edge*, highlighting the growth in insecure work. Our analysis showed that there are 3.2 million people who face insecurity in work in the UK, either because they are working on a contract that does not guarantee decent employment rights (including zero-hours contracts and agency and casual work) or because they are in low paid self-employment (earning less than the government's national living wage). In total this is one in ten of those in work.

Further analysis carried out by the TUC during 2017 on who is undertaking these types of jobs suggests that the increase in insecure work is compounding existing labour market disadvantage, with women, minority ethnic groups and those in poorer regions of the UK more likely to be working in this way.

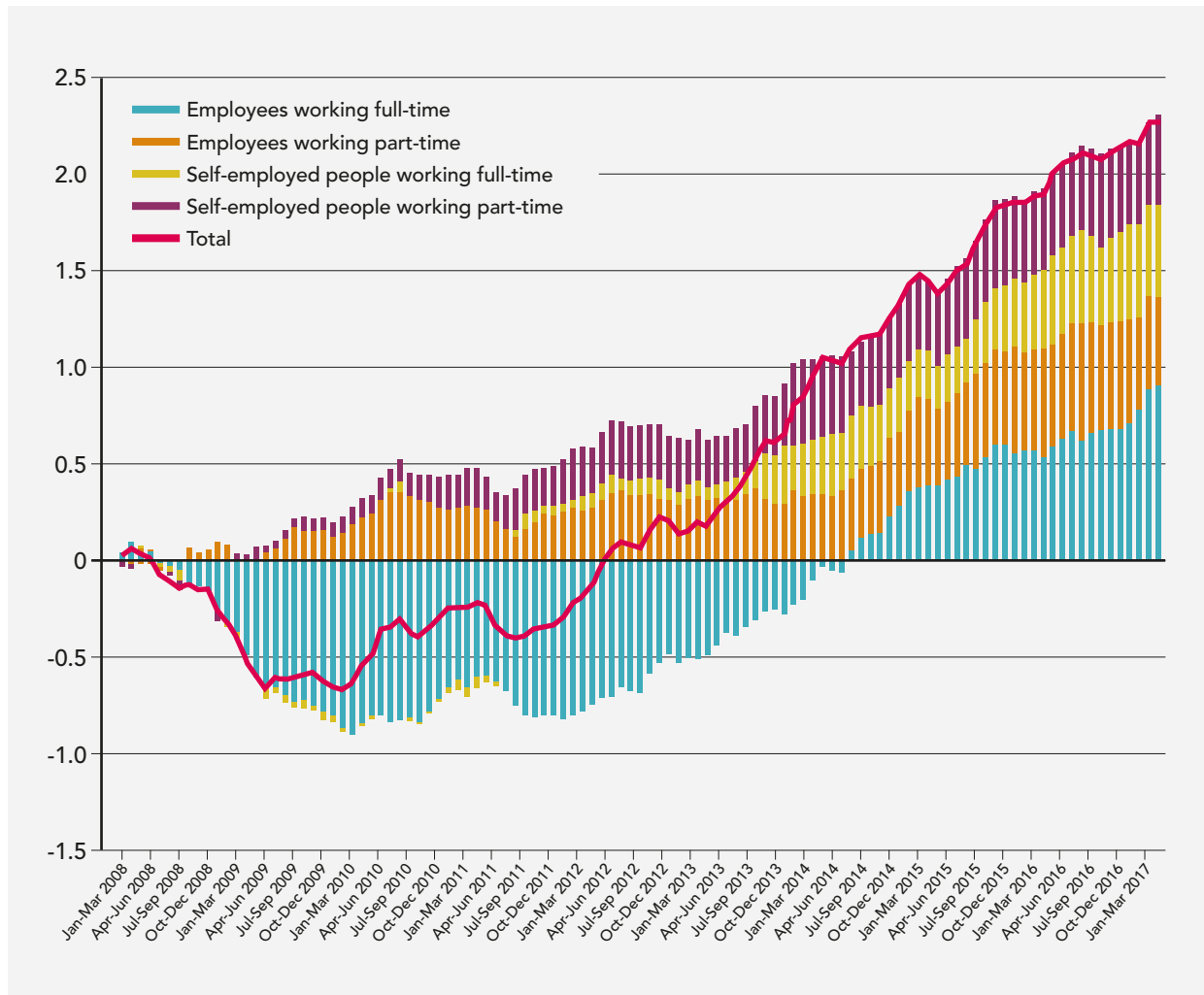
## 1.4 Working time

The General Council has campaigned for working people to have decent hours and patterns of work. Far too many employers still take little account of what their employees actually want. One key goal has been to reduce underemployment; some three million employees currently want to work more hours. The numbers are beginning to fall, but not fast enough.

A second strand has been to promote flexible working. There is a huge unmet demand for access to flexitime and homeworking. The TUC has campaigned on these issues, including Commute Smart Day in November and National Work from Home Day in May, and is currently undertaking research with young parents about their access to flexible working and other family friendly working practices.



**Figure 5: Net employment growth since 2008 (millions)**



Source: ONS

The TUC has also campaigned against dangerous and excessive working time. The number of people working more than 48 hours a week has increased by 300,000 (10 per cent) since 2010. In the last year, the cooling economy has led to a fall of 70,000 in the number of employees breaching this key health benchmark, but 3.3 million still exceed it.

Our work included lobbying at the European level, bolstering support for existing UK legislation and arguing for better enforcement. In addition, the thirteenth annual TUC Work Your Proper Hours Day in February called for an end to excessive unpaid overtime, as employees do £33.6bn of free work annually.

### 1.5 Housing

The TUC's work on housing has been guided by Composite Resolution 12 and Resolution 63 from the 2016 Congress.

The TUC has continued to press on a range of housing issues, including building more homes in both the private and social sectors, the conditions for using public sector land, price stability

# THE ECONOMY

**“The number of houses built increased by 21,000 last year, but the number of social homes constructed increased by only 480.”**

and affordable mortgages for buyers, rights for tenants and the regulation of private sector landlords.

The TUC’s 2016 Budget submission argued that housing should be a priority area for more government funding, and noted that rising housing costs were seriously increasing the cost of living. The TUC therefore welcomed the November 2016 announcement of a £23bn National Productivity Investment Fund, which promises more investment in housing in the future.

Also welcome is the promise to stop letting agents charging tenants excessive fees. However, most government housing policy continues to be underwhelming or negative, with a further extension to the right to buy scheme planned.

Housebuilding increased in the year to April 2017, but the number of ‘starts’ has still not recovered to pre-recession levels. Furthermore, the government is still failing those who need social housing. The number of houses built

increased by 21,000 last year, but the number of social homes constructed increased by only 480, and local authorities built a total of just 1,730 homes. The UK is still mired in a housing crisis and only a strong role for the public sector can address the problem.

## 1.6 Environment, energy and industrial policy

TUC work on environment, energy and industrial policy during this Congress year has been guided by Composite Resolution 3 (Supporting a modern industrial strategy), Composite Resolution 4 (Steel), Motion 10 (The impact of automation on employment), Motion 39 (Music co-operatives), Motion 60 (Maritime jobs, skills and the future), Motion 64 (Channel 4), Motion 65 (Transparency and accountability of broadcasters on diversity), Motion 66 (Performers and mental health) and Motion 67 (Free TV licences for over-75s), all of which were passed at Congress 2016.

### Industrial strategy

In April 2017, the TUC made a substantive submission to the government’s *Green Paper on Industrial Strategy*. This green paper consisted of ten pillars, covering issues that included investing in science, research and innovation; developing skills; upgrading infrastructure; and delivering affordable energy and clean growth. We welcomed the emphasis given

to science and innovation, along with the importance attached to vocational education and skills. However, we argued that the green paper should include an ‘eleventh pillar’ that recognised the importance of worker voice in driving up productivity, and ensuring that all jobs deliver decent pay and working conditions.

Building on this theme, we called for trade union engagement to protect the quality of apprenticeships, an established trade union role in the proposed new sector deals, and a focus on fair procurement. We argued that to protect and enhance our manufacturing sectors, it is essential for the UK to continue to enjoy the benefits of membership of the single European market after Brexit. And we pointed out that in order to deliver better jobs across the country, we need a focus on improving productivity in the current low paid service sectors, as well as expanding the number of high productivity jobs.

In April, the general secretary and a group of senior union officers met the Secretary of State for BEIS to discuss industrial strategy.

We used a submission to the Labour Party’s consultation on industrial strategy and the Department for Business, Energy and Industrial Strategy (BEIS) select committee’s inquiry on the same subject to reinforce these points.

📍 The much delayed project to construct a new nuclear power station at Hinkley Point finally gets approval  
© Matt Cardy/Stringer/Getty Images

The TUC has supported the steel unions as they sought to protect their industry in the last Congress year, attending the Labour front bench's steel roundtables and the launch of *Steel 2020*, the report of the All Party Parliamentary Group for the Steel and Metal Related Industries, as well as stressing the importance of steel in our industrial strategy submissions. We were represented on the panel at a House of Commons meeting of the Industrial Communities Alliance, alongside Nick Hurd, the industry and climate change minister, and Stephen Kinnock MP.

The TUC has supported the development of the Hinkley nuclear power station and unions have secured a framework agreement with EDF and are working to develop learning opportunities across the area. The landmark agreement covers all aspects of work and union engagement and reflects a commitment to leave a lasting legacy after the power station is built.

### Sustainability

The Trade Union Sustainable Development Advisory Committee (TUSDAC) has continued to develop trade union arguments around energy and climate change, and to link this to industrial policy. Guest speakers at TUSDAC meetings this year have included the (then) Labour shadow business secretary Clive Lewis, Michael Jacobs of the Institute for Public Policy Research (IPPR) and



Angela Francis of the Green Alliance. In January 2017, the TUC made a submission to the government's consultation on its *Emissions Reduction Plan*, citing issues including the importance of carbon capture and storage technology, the need for a just transition to a sustainable economy, the importance of green skills and the evidence, from Germany and Denmark, of the role that social partnership mechanisms can play in helping to deliver a 'green' future.

November 2016 saw the launch of the TUC policy paper *Powering Ahead: how the UK can learn from Europe's environmental leaders*, at which Nick Hurd MP gave the keynote speech. Other speakers included Peggy Hollinger of the *Financial*

*Times*, Benny Vinther of the Danish trade union federation 3F, Konstanz Scharring of the Society of Motor Manufacturers and Traders, and Kate Bell of the TUC.

The TUC office has participated in events organised by the Aldersgate Group, to which Lord Heseltine, the former deputy prime minister, and Lord Deben, chair of the Committee on Climate Change, have made presentations. We were also represented at the Investing in Sustainable Development conference organised by Italian trade unions in advance of a meeting of G7 environment ministers in Bologna, Italy. We continue to serve on the Energy Intensive Users Group within BEIS.

# THE ECONOMY

## Science and technology

The TUC has launched a new workstream on digitalisation during this Congress year. TUC policy staff have contributed to a conference organised by the Trade Union Advisory Committee to the OECD (TUAC) called Digitalisation and the World of Work, as well as to the OECD Forum 2017, at which digitalisation was a key topic. A research paper based on this policy theme will be published during the next Congress year. The TUC office participated in a conference, entitled Digitalising Manufacturing 2016: Policy, End Users and Society, at the Manufacturing Technology Centre in Coventry in November 2016.

The TUC has continued to argue the case for UK science and, in particular, for the UK to continue to enjoy the benefits of Horizon 2020, the EU's largest ever research and innovation programme, after Brexit. In March 2017, Tim Page from the TUC office spoke at the launch of a report by Prospect entitled *The Implications of Brexit for Science: experiences from the frontline*, alongside Hilary Benn MP, Mary Creagh MP and Iain Wright MP, respectively the chairs of the House of Commons Brexit Committee, Environmental Audit Committee and BEIS Select Committee.

## Entertainment industries

The TUC has continued to support the work of unions in the entertainment and creative sectors. A TUC representative has attended quarterly Federation of Entertainment Unions meetings to give a TUC update to attendees, covering issues such as TUC arguments against privatisation and for proper investment and employee diversity in the creative sector. TUC General Secretary Frances O'Grady met with the Creative Industries Federation in May 2017 to discuss issues of mutual interest. In March 2017 she wrote to the European Commission to formally raise the TUC's concern at the proposed merger of 20th Century Fox and Sky, citing a threat to media plurality in the UK.

## Transport

Transport and transport infrastructure are vital components of a functioning economy. TUC work on transport is governed by resolutions addressing safety and public ownership, which we believe are important to a strong economy that provides great jobs for everyone. Further details on TUC work on aviation and rail and bus transport are covered in the Good Services section of this report.

## 1.7 Corporate governance and workers' capital

Trade Union Share Owners (TUSO), an initiative bringing together union funds for voting and engagement in line with trade union values, has continued to call on investors to tackle poor corporate employment practices.

### Sports Direct

As noted in last year's *Congress Report*, in 2016 TUSO and Unite filed a shareholder resolution calling on the board of Sports Direct to commission an independent review of human capital management at the company. The resolution was filed with the support of the staff pension funds of the TUC, UNISON and the Borough of Islington and Prospect's general fund. TUSO engaged extensively with investors in the run up to the Sports Direct AGM on 7 September 2016, putting the case for the resolution.

The AGM was attended by TUSO representatives. Janet Williamson, chair of TUSO, spoke in support of the resolution. A total of 53 per cent of independent shareholders voted in favour of the TUSO resolution (stripping out the votes held by the company's founder and chief executive Mike Ashley, who held around 55 per cent of the company's shares). This is the highest vote

Unite and Community members recruiting Sports Direct workers in Derbyshire  
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on record for an employment-related resolution in the UK. An additional 10 per cent of independent shareholders abstained, making a total of 63 per cent who failed to support management on the resolution. TUSO's role in the AGM was widely covered in the media.

Talks between Unite and Sports Direct management have taken place since the AGM and there have been some improvements in the company's employment practices, though this remains work in progress.

### Other campaigns

During the year, TUSO met with representatives from the GMB and the NUJ to discuss shareholder strategies to support the GMB's campaign at ASOS and NUJ's campaign on regional newspapers

respectively. TUSO was pleased to welcome the GMB into its membership in April 2017.

In July 2017, TUSO held a seminar for investors on the hotel sector. This highlighted issues including non-payment of the statutory national minimum wage, excessive working hours, health and safety concerns, bullying and harassment and breaches of international standards on freedom of association.

The Committee on Workers' Capital (CWC) Taskforce on Sustainability Ratings, of which the TUC is a member, published *Guidelines for the Evaluation of Workers' Human Rights and Labour Standards* in May. The CWC guidelines, which set out key indicators to measure corporate performance on labour standards, were endorsed at a meeting of the Council of Global Unions in February 2017, giving them unique

status among environmental, social and governance key performance indicators as an official document of the global labour movement.

## 1.8 Corporate governance and executive pay

### Executive pay

In September, the TUC published research showing that it took Britain's highest paid chief executive less than 45 minutes to earn what an average UK worker earns in a year. The TUC analysis showed that median total pay (excluding pensions) of top FTSE 100 directors increased by 47 per cent between 2010 and 2015 to £3.4m, while average wages for workers rose just 7 per cent over the same period and are still lower in real terms than before the financial crisis. In 2010, the average FTSE 100 boss earned 89 times the average full-time salary, but this had risen to 123 times by 2015. We made the case for measures to tackle excessive executive pay in our submissions to the BEIS select committee inquiry into corporate governance, and the government's green paper on the same subject.



# THE ECONOMY

**“The committee report, published in March 2017, called for workers on boards to become the “new normal” and quoted extensively from the TUC’s evidence.”**

## Workers on boards

During her Conservative Party leadership campaign, Theresa May pledged to introduce worker and consumer representatives on company boards. She repeated this commitment several times as prime minister.

In October, the TUC published *All Aboard: making worker representation on company boards a reality*, which sets out the case for elected workers on company boards and our proposals for implementing this. The report argues it is a matter of natural justice that workers should be included in discussions that affect their jobs and livelihoods. It also argues that the inclusion of workers on boards would improve the quality of decision making, bringing a worker’s perspective to bear on boardroom discussions, challenging groupthink and encouraging boards to take a long-term approach to company success.

It presents evidence from Europe and discusses UK precedents for worker board representation. The report argues for a legal requirement that worker directors should comprise one-third of the board of companies with more than 250 staff, with a minimum of two

worker directors per board. It calls for worker directors boards to operate alongside collective bargaining with trade unions, with direct representation and negotiation over workers’ interests remaining the role of unions.

In September, the BEIS select committee launched an inquiry into corporate governance, covering directors’ duties, executive pay and the composition of boards. The TUC gave evidence at the opening oral evidence session in November, and in December the general secretary gave oral evidence on workers on boards. We also submitted written evidence to the inquiry. The committee report, published in March 2017, called for workers on boards to become the “new normal” and quoted extensively from the TUC’s evidence.

In November, the government published a green paper on corporate governance reform, covering executive pay, strengthening stakeholder voice and private companies. Instead of introducing mandatory worker directors it proposed the establishment of stakeholder advisory committees and/or designating non-executive directors to speak on behalf of workers. The TUC called on the government to stick

to its original commitment to introduce workers on company board and published research showing that six in ten people support worker representation on company boards, with only one in ten opposing it.

In December, following discussions at the November Executive Committee, the TUC hosted a roundtable for unions to discuss the government’s green paper and our response. In February, before the consultation closed, the TUC and the secretary of state for BEIS, Greg Clark, jointly hosted a roundtable, bringing together representatives from unions, business, investors and thinktanks to discuss the case for workers on boards. The February Executive Committee agreed the TUC’s response to the green paper, which urged the government to stick to the prime minister’s original commitment to introduce workers on boards, setting out the case for worker directors. The response also argued for reform of executive pay and directors’ duties and for the establishment of a standing Corporate Governance Commission and the development of a framework through which companies could be held to account for non-compliance with directors’ duties.

The general secretary, along with senior representatives of the Institute of Directors, the International Corporate Governance Network and the Institute of Chartered Secretaries and Administrators, sent a letter in January to the prime minister

calling for the government to create a mechanism that would allow company stakeholders to find remedy in the event of a company not complying with directors' duties.

The general secretary is a commissioner on the IPPR's Commission on Economic Justice, launched in November, and is co-chair of its corporate governance working group. The commission published a working paper on corporate governance in July.

## 1.9 Pensions

The TUC has continued to make the case for decent workplace and state pensions to allow all workers a good standard of living in their old age. Ours is a vital voice in the face of a divisive narrative of intergenerational conflict being pursued by some; with a government intent on cutting public spending and employers too often willing to do only the bare minimum to allow workers to provide for their retirement.

### State pension

The TUC has been at the forefront of the opposition to increases in state pension age and for retention of the triple lock that has been gradually raising the state pension. An initial submission to the government-initiated review of state pension age in summer 2016 highlighted the large

Workers at the Mini plant in Cowley protest against the closure of the final salary pension scheme  
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numbers of people leaving the workforce well ahead of current state pension age.

This was followed up by a submission to the formal review process in December 2016 arguing that increasing state pension age could force many older people onto working age benefits. The TUC has also called for assistance for those women born in the 1950s who are experiencing hardship due to acceleration of state pension equalisation.

We have continued to oppose attempts to divide workers through claims of generational unfairness and conflict. In line with Composite Resolution 1,

we have argued strongly for retention of the triple lock for uprating of the state pension that ensures it rises by at least 2.5 per cent a year. The job of bringing the state pension up to a reasonable standard has not been achieved: it is still one of the lowest in the developed world. Meanwhile millions of pensioners remain in poverty. But the biggest beneficiaries of the continuation of the triple lock would be today's young workers, thanks to the compound effect of increases.

# THE ECONOMY

## Workplace pensions

Ensuring that current workers build up decent workplace pension entitlements, a form of deferred wages, continues to be a focus of TUC work. We have led efforts to urge the government to improve on the initial success of automatic enrolment into workplace pensions by increasing coverage and contribution levels. The government was committed by statute to a limited review of the policy in 2017. We successfully pressed for a broad review that looked at issues including, in line with Resolution 18, the situation of millions of low-paid and part-time workers, most of them women, missing out on pension contributions because their wages fall short of the earnings trigger.

Meanwhile, we have sought to defend good-quality defined benefit (DB) pensions from attack. The TUC gave oral and written evidence to the Work and Pensions Select Committee inquiry into DB pensions. While the provision of DB pensions has declined since the 1980s, more than 11 million people are receiving, or will in time receive, benefits from a private sector DB pension scheme. It is therefore vital to stop further falls in DB provision in the UK. Meanwhile, ensuring that those schemes open to new members remain so should be a policy priority. In a submission to the consultation on the green paper "Defined benefit pension schemes: security and sustainability" we supported the Department for Work and

# 11 million



**The number of people who receive benefits from a private sector, defined benefit (DB) pension scheme**

Pensions' (DWP) conclusion that there is no general problem with companies being able to afford DB provision. There is therefore no case for removing member consent for changes to accrued benefits. In line with Resolution 13, we have argued that provision of decent workplace pensions, whether DB and DC, requires the continuation of upfront pensions tax relief.

Also, in line with Resolution 13, we have pressed the government on the problems caused by its 'freedom and choice' agenda in workplace pensions. In October we made a submission to the DWP consultation on whether the state-backed National Employment Savings Trust (NEST) should be allowed to provide retirement income to members. There is strong evidence that savers are struggling with the decision-making process at retirement. There is also early but growing signs of a market failure in the absence of modern retirement income products that meet people's desires in retirement, including for an income for life. We need well-researched, properly governed retirement income default pathways. This will almost certainly require government action to overcome the reticence among pension providers to be the first movers. We were very critical of the

government decision not to allow NEST to offer retirement income products.

The security of retirement savings is a crucial issue. Any scandal could deter the millions of new savers who have joined pension schemes via automatic enrolment. We were supportive of the aims of the Pension Schemes Act, which will introduce minimum standards for master trusts, a form of pension scheme particularly popular with employers meeting their automatic enrolment duties. However, we pressed MPs and peers for greater clarity in legislation on issues such as establishing a provider of last resort so that if a scheme collapses members can be assured that their savings will go to another operator.

## Public sector pensions

We remain active on public sector pensions. We have pressed HM Treasury to ensure there is a clear role for trade unions in the latest round of scheme valuations. We also lobbied government and regulators to ensure that a Scheme Advisory Board is established for the Civil Service Scheme.



### 1.10 Tax

The TUC has continued to press the case for a tax system that supports fair and sustainable growth. We have commissioned research into how tax reliefs could be better used in order to support the aims of an industrial strategy, and to focus on delivering more and better jobs. We have also continued to question the need for corporation tax cuts at a time when public services are significantly under pressure.

### 1.11 Trade

In line with a resolution from the 2016 Congress, the TUC engaged with the Department of International Trade to call for post-Brexit future trade remedies to be developed by the UK government that ensure protection for the steel sector from trade dumping, as well as protections for other sensitive sectors such as ceramics, glass and cement. Responding to campaigning by the TUC and the ETUC, in December the European Commission agreed not to grant China market economy status and to retain protections from dumped goods from China.

#### North America

The TUC joined unions across Europe in a demonstration against the EU-Canada Comprehensive Economic and Trade Agreement (CETA) in Brussels in October. When CETA came before the European

## “The TUC campaigned for CETA not to be used as a template for any post-Brexit UK-EU agreement.”

parliament in February, the general secretary wrote to MEPs urging them to vote against the deal, as did the ETUC. Even though the deal went through, strong opposition was registered. The deal still requires ratification in the UK parliament to fully come into force so the TUC continues to campaign for MPs to oppose the deal.

The TUC campaigned for CETA not to be used as a template for any post-Brexit UK-EU agreement, advocating instead for any future UK-EU deal – and UK trade deals with other countries – to protect workers’ rights and public services, with no special rights given to foreign investors through investor-state dispute settlement (ISDS).

The TUC promoted these proposals in oral evidence to the Commons International Trade Select Committee, at the OECD conference on international investment in March, in meetings with government officials, on social media and in collaboration with the UK Trade Policy Observatory. We also submitted evidence to the House of Lords international trade committee stating that future trade deals with the USA must not replicate the Transatlantic Trade and Investment Partnership (TTIP), which the TUC opposed due to the threats it posed to workers, public services and democracy.

#### Japan

The TUC and the Japanese trade union confederation Rengo agreed to campaign for trade deals between the UK and Japan to contain binding protections for workers’ rights, full exemptions for public services and no special courts for foreign investors. We continue to work with Rengo and the ETUC to highlight the need for the EU-Japan trade deal currently being negotiated to also contain such provisions.

#### Africa

The TUC’s International Development Group (IDG) met with officials from the Department for International Trade and the Department for International Development to highlight concerns about the lack of protections for workers in EU Economic Partnership Agreements currently being negotiated between the EU and a number of African regional blocs, in line with the position of ITUC Africa. The TUC has called for future UK trade agreements with such countries to provide binding protections for workers and support sustainable development goals, particularly the goal on decent work.

# THE ECONOMY

## 1.12 International development

The TUC's work on international development continued to be overseen by the IDG, chaired by General Council spokesperson Gail Cartmail. The group met in November (including a special IDG union-only meeting on the Ethical Trading Initiative), March and July, bringing together union international officers and friendly NGOs. It discussed matters such as trade, business and human rights including in the electronics industry, updates on the 2030 sustainable development goals (SDG), modern slavery, public sector privatisation and the Playfair campaign, some of which are covered elsewhere in this report.

This was the first year all governments were expected to report on national progress towards meeting the 2030 SDGs, which include targets and indicators on decent work, gender equality, social protection and the reduction of inequalities between and within countries. In response, the ITUC is collating country-by-country evidence of progress on the issues most crucial to unions. Given the UK government's failure to develop its own national action plan (NAP) and that it offers little for unions to engage with, the TUC is exploring how to hold it accountable through a shadow NAP and has contributed to the Office for National Statistics' consultation on which statistics are necessary for it to collect for reporting.

The TUC continued to produce a monthly online bulletin, *International Development Matters*, reaching over 5,000 readers.

## 1.13 Learning and skills

Over the past year the General Council has continued to highlight the need to boost investment in learning and skills to support economic growth and to help more workers achieve their full potential at work and in their personal lives. As a result of Brexit the UK faces a challenging future outside of the EU and improving the nation's skills is vital.

However, a range of findings point to an inadequate response by employers, with their investment in training falling by around a half since the mid-1990s, and one in three admitting to training none of their staff. The number of adults attending further education (FE) colleges also continues to decline, with the latest annualised data showing 11 per cent fewer adult learners compared to the previous year.

Preparations for implementation of the Apprenticeship Levy in April 2017, and the ramifications of this measure for employers and the workforce, has continued to dominate the skills policy agenda. Last year the government also announced plans for a major reform of technical education on the basis of the recommendations made

by the Independent Panel on Technical Education chaired by Lord Sainsbury.

There were significant changes to national skills bodies in the past 12 months, including the closure of the UK Commission for Employment and Skills and preparations for the launch of the Institute for Apprenticeships in April 2017. The TUC welcomed the establishment of the Institute and the subsequent decision to extend its remit to cover technical education, but expressed concerns that appointments to the Institute's board did not include anyone with a union background. The TUC has also expressed concerns that there is no longer any union representation on the Construction Industry Training Board.

General Council members and TUC staff are represented on a number of skills bodies, in particular those with a remit for major infrastructure projects. Gail Cartmail, assistant general secretary of Unite, is a member of the Heathrow Skills Taskforce and Kevin Rowan, head of Organisation and Services at the TUC, is a member of the Strategic Transport Apprenticeship Taskforce.

## Apprenticeships and young people

The General Council has given its support to some key reforms of apprenticeships, in particular the measures to drive up employer investment through the levy and new

**Union support for high-quality apprenticeships was the major theme of this year's unionlearn annual conference, held at Congress House in July**  
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procurement regulations. Unionlearn has provided a range of briefings and resources for unions to help them take advantage of these reforms by negotiating with employers to maximise the number of high-quality apprenticeships.

However, the General Council has also identified shortcomings in the government's policy approach. These include the lack of union voice in new institutional arrangements, slow progress in tackling poor-quality apprenticeships and widening access to under-represented groups, and the potential for the interaction of the levy and the public sector apprenticeship target to lead to undesired outcomes unless safeguards are put in place.

A number of TUC submissions and evidence on apprenticeship policy were produced throughout the year, including responses to the government's consultation on the strategic remit of the Institute of Apprenticeships and an inquiry on apprenticeships undertaken by the Parliamentary Sub-committee on Education, Skills and the Economy (the TUC also gave oral evidence to this sub-committee).

We submitted evidence to the Public Bill Committee considering the Technical and Further Education Bill that highlighted support for the broad thrust of the proposed reform of technical education. However, it also stressed the need for government to increase funding levels in line



with the recommendations of the Sainsbury Panel. In the 2017 Budget the government announced it would increase funding by £500m a year once all the new technical qualifications were available.

### **Workforce skills**

The General Council has consistently called on the government to balance the increased investment in apprenticeships with more funding for FE and adult skills. The TUC Budget submission pointed out that the government would be making major savings as a result of introducing the levy, which replaces state funding for apprenticeships with revenue from levy-paying employers. The submission made a strong case for using these savings to boost the opportunities for adults to retrain or upskill, especially people on a low incomes who are averse to taking out an FE student tuition loan.

In light of the Apprenticeship Levy, earlier this year the government consulted on the future role of the Construction Industry Training Board and Engineering Construction Industry Training Board. The TUC response recommended that the scale of the challenges facing these sectors meant that a separate levy and grant system should be retained.

The government is currently taking forward changes to English and maths functional skills qualifications, and unionlearn continues to make the case for ensuring that these qualifications are highly accessible to working people. Unionlearn also welcomed the announcement by government last year that it would be making training in basic digital skills free for adults lacking relevant qualifications. Other aspects of the work of the TUC and unionlearn on education and skills can be found in Sections Three and Four.

# THE ECONOMY

**Table 1: National minimum wage rates, 2016–17**

Age bands	April 2016	October 2016	April 2017
25 and above	£7.20	£7.20	£7.50
21–24	£6.70	£6.95	£7.05
18–20	£5.30	£5.55	£5.60
16–17*	£3.87	£4.00	£4.05
Apprentices**	£3.30	£3.40	£3.50

\*Over statutory school leaving age. \*\*This rate applies to apprentices under the age of 19 and older apprentices in the first year of their course. Other apprentice are entitled to the appropriate age-based rate.

## 1.14 Low pay, the national minimum wage and the living wage

The General Council's work on minimum and living wages has been guided by Composite Resolution 6 and Resolutions 16 and 49 from the 2016 Congress.

### National minimum wage

The TUC has sought to develop the national minimum wage (NMW), both via media and lobbying and by engagement with the Low Pay Commission (LPC). A number of trade unions also took part in the LPC's 2017 regional visits.

The General Council has continued to campaign for a significant increase in the NMW. The TUC's latest submission to the LPC, in July 2017, noted the government's target of 60 per cent of median earnings by 2020 (currently estimated at about £8.60 per hour) but urged it to go forward to reach £10 as quickly as possible. The link between low wages and health has important implications in the TUC fight for higher pay and

supports our aim for the NMW to reach £10 an hour. The TUC also argued that the highest rate should be extended to apply to 21- to 24-year-olds and that younger workers should see the pay gap narrow as quickly as possible.

\*Over statutory school leaving age. \*\*This rate applies to apprentices under the age of 19 and older apprentices in the first year of their course. Other apprentice are entitled to the appropriate age-based rate.

The TUC continues to press for stronger enforcement. The NMW Enforcement Group has met regularly to discuss developments. This brings together unions, advice agencies and the lead civil servants from BEIS, the LPC, HMRC, the Gangmasters and Labour Abuse Authority (GLAA) and the director of Labour Market Enforcement. Some progress has been made, with the government again increasing the budget for this work, which is starting to deliver results. Yet there is no room for complacency. We have therefore campaigned for

further increase in resources, and for a prosecution strategy for aggravated offences.

The trade union commissioners on the LPC for 2016–17 were Kay Carberry CBE, John Hannett and Brian Strutton.

### Living wage

Support for the voluntary living wage (LW) standard has continued to increase. Many unions representing low-paid workers support this campaign and use the rates in their pay claims. The Living Wage Foundation reports that the number of accredited LW employers grew to 3,300 in the year to June, an increase of 26 per cent. The TUC took part in the Living Wage Week campaign in November 2016 and has campaigned to build support for the LW. In addition, we are also represented on the Living Wage Foundation and the general secretary is a member of the Living Wage Commission, which has worked to strengthen the methodology and governance of the LW.





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# 2

SECTION 2  
BREXIT

# BREXIT

The 2016 Congress adopted Composite Resolution 1 on the European Union, Composite Resolution 2 on making a success of Brexit and Composite Resolution 7 on protecting worker and trade union rights. These opposed the likely attacks on EU-derived employment rights and the threat that the UK becomes a low tax, low wage economy after Brexit. The resolutions also called for trade union involvement in the negotiations on leaving the EU so that the terms of Brexit reflect trade union priorities. Congress also supported the rights of all EU nationals to remain as well as the rights of UK nationals living on the continent, and opposed the rise of racist and xenophobic attitudes following the referendum. In line with Resolution 84, the TUC continued to work with Liberty, the British Institute of Human Rights and Amnesty International to call for the retention of the Human Rights Act and to ensure that the UK remains a signatory of the European Convention on Human Rights.

## 2.1 Post-referendum campaign

The primary objective of the TUC post-referendum campaign was to ensure workers should not pay the price for Brexit. The TUC's aim has been to maintain all existing workers' rights, including those guaranteed by European law and the judgments of the European Court of Justice, and to ensure

**“The TUC aim was to maintain all existing workers' rights, including those guaranteed by European law and the judgments of the European Court of Justice, and to ensure that British workers have the same or better rights as workers in the rest of the EU in the future.”**

that British workers have the same or better rights as workers in the rest of the EU in the future. A second TUC objective was to retain the best possible access to European markets for goods and services, to safeguard investment and well-paid, skilled jobs. And third, the TUC wanted to combat racism and xenophobia, including through a migration system that does not undermine terms and conditions and does not divide communities. The TUC called for transitional arrangements after the UK has left the EU, to allow for negotiations for a new relationship with the EU to be completed and implemented. During that period existing EU rules should continue to apply. The TUC published a report setting out this case in *Brexit: a new deal for working people*.

With these priorities the TUC set out to influence the UK government as well as EU institutions and governments across Europe, so that the negotiating mandate would reflect trade union demands. The general secretary met the prime minister in the autumn to outline our priorities, and throughout the year has met regularly with David Davis,

secretary of state for Exiting the European Union (DExEU), and the permanent secretary of that department; with Keir Starmer, the shadow secretary of state, and the shadow ministerial team; as well as Sir Tim Barrow, UK permanent representative to the EU.

## 2.2 ETUC

The TUC has also worked closely with colleagues in the European Trade Union Confederation (ETUC) to lobby their governments and the general secretary has met with government representatives (in some cases heads of government) from Austria, Belgium, France, Germany, Ireland, Italy, Malta and Sweden. The general secretary has also briefed EU institutions on the TUC position in meetings with the leaders of most political groups in the European Parliament as well as its lead negotiator Guy Verhofstadt, European Commission President Jean-Claude Juncker and the European Council lead negotiator Didier Seeuws. A meeting with the European Commission's negotiator Michel Barnier is being arranged, and





▲ A protester holds up a placard during a demonstration outside Downing Street  
© Jack Taylor/Stringer/Getty Images  
● Media reaction to the prime minister's twelve-point plan for Brexit  
© Leon Neal/Getty Images

he has met with the ETUC General Secretary and tweeted afterwards that workers' rights will be at the heart of the negotiations.

In October the ETUC adopted a statement welcoming the work the TUC had done on the right to remain for EU citizens living and working in the UK, and also our commitment to securing the same right for British citizens living and working in the rest of the EU. In November, ahead of the Autumn Statement, the TUC published a report *A Fairer Deal on Migration: managing better for Britain* calling for an expanded Migration Impact Fund.

### 2.3 After Brexit

Ahead of the Conservative Party conference in September, the TUC called on the prime minister to clarify what would happen to workers' rights after Brexit and welcomed her announcement that existing rights would be maintained. We did, however, express concern that the guarantee did not extend to keeping up with rights in the rest of the EU after Brexit.

The TUC has submitted evidence to a House of Lords inquiry about the impact of Brexit on trade, sectors and regions, with evidence gathered from unions; given oral evidence to a House of Lords Home

Affairs Committee inquiry into the migration arrangements necessary after Brexit and the general secretary appeared before the Commons DEXEU Select Committee, which later concluded there was a need to stay in the single market.

In January the TUC gave oral evidence to the Commons International Trade Select Committee focusing on future trade arrangements between the UK and the EU: the committee's report later argued that no deal – i.e. crashing out of the EU into a World Trade Organisation-based relationship – was in fact a bad deal and that membership of the European Free Trade Association (EFTA) was a better option. We also exposed the risks of the chancellor's indicated strategy that if the EU did not agree favourable terms for the

# BREXIT

UK in the future relationship with the EU, the UK would cut corporate taxes and regulation to regain competitiveness.

The TUC responded to the prime minister's Lancaster House speech – the first clear indication of the country's negotiating objectives, including that the UK would seek to leave the single market in order to control migration – and the white paper that followed. We assessed the negotiating mandate against whether it promoted good jobs, protected workers' rights and living standards, and managed migration better. Following the Supreme Court's judgment that parliament needed to vote on the triggering of Article 50, and the publication of the European Union (Notification of Withdrawal) Bill, we called on MPs to demand a clear plan from the prime minister on how she would protect working people from the risk of their workplace rights falling behind those in the EU; on how devolved governments would be engaged in the negotiations; and how the common travel area with Ireland would be maintained.

## 2.4 Article 50

In March the European Union (Notification of Withdrawal) Bill was passed, providing the government with the authority to invoke Article 50. Many amendments that the TUC had lobbied for – on workers' rights, future jobs and transparency in negotiations – were ruled out of order. The ETUC adopted

**“We assessed the negotiating mandate against whether it promoted good jobs, protected workers' rights and living standards, and managed migration better.”**

a statement on the Article 50 negotiations calling for the UK's continued compliance with EU workers' rights; a transitional arrangement; the right to remain for both EU and UK citizens; and a role for trade unions in the negotiations. The TUC, with the support of ETUC and unions around Europe, sought to see these points reflected in the EU negotiating mandate, arguing that the rest of Europe would also suffer if the government implemented its 'plan B' of a low tax, deregulated economy; and published a Work Foundation report on this.

The notification of the UK's intention to begin the process of leaving the EU was sent on 29 March. The TUC argued that the letter contained no guarantee that employment rights would be upheld and that EU citizens would have a right to remain. Following publication of a white paper on the Great Repeal Bill (intended to transfer EU law into national law), we called for a non-regression clause to limit the ability of the

government and Supreme Court to amend existing rights without parliamentary scrutiny.

In early April the European Parliament adopted a resolution making a future trade agreement conditional on the UK's continued adherence to EU social standards, thanks to TUC lobbying. At the end of April the European Council's negotiating guidelines echoed this language, stating that any future relationship must ensure a level playing field and encompass measures to prevent an unfair competitive advantage through fiscal and regulatory practices.

Ahead of the General Election, the TUC pressed parties to pledge that UK workers' rights will always keep up with the rest of the EU, as well as prioritising good jobs.





# 3

SECTION 3

RESPECT AND  
A VOICE AT WORK

# RESPECT AND A VOICE AT WORK

## 3.1 Introduction

Respect and a voice at work has remained a priority theme for the General Council over the course of the last 12 months. Our campaigning and policy work on a wide range of issues, from trade union and employment rights, to equality and combatting discrimination in all its forms, to health and safety, to workplace learning and trade union education, to solidarity with workers around the world, has placed respect and voice at work at the heart of what we do. Following on from the groundbreaking work on workplace sexual harassment in 2016, the TUC has carried out further research which shows that many of the same issues highlighted by the *Just a Bit of Banter* report, such as widespread discrimination, a sense of powerlessness, and barriers to accessing rights and justice, are common themes amongst BME, disabled and LGBT workers too. Through work on issues such as autism in the workplace, accessible apprenticeships and migrant workers' rights, the General Council has provided union reps with the tools to support marginalised groups within the workplace.

## 3.2 Employment rights and the Trade Union Act

Our work in this area has been guided by Composite 16, and Resolution 22.

**“The Trade Union Act received Royal Assent on 4 May 2016 and many of its provisions are now in force. The act represents the most serious attack on the rights of trade union members in a generation.”**

### Trade Union Act

The Trade Union Act received Royal Assent on 4 May 2016 and many of its provisions are now in force. The Act represents the most serious attack on the rights of trade union members in a generation.

As soon as the Bill was introduced, unions joined together to campaign to defeat the government's proposals or, where this was not possible, to damage, dilute and delay them.

In response, the government was forced into key concessions, including:

- an independent review on e-voting in industrial action ballots
- delaying any cap on facilities for union reps for at least three years
- scrapping the public sector 'check-off' ban, where unions cover the costs.

While unions made significant progress, the Act is still damaging and divisive. It includes serious restrictions, including arbitrary thresholds in strike ballots, new restrictions on

political funds and wide-ranging powers for the certification officer (CO).

The TUC has continued to resist the new restrictions, responding to government consultations on new codes of practice on picketing and industrial action ballots, new CO model rules on political funds and the CO's new enforcement powers (see Composite 16). The TUC prepared parliamentary briefings on new regulations on when the 40 per cent threshold will apply and the transition period for political fund opt-in rules.

The TUC has run roundtables for affiliates to assist unions to respond to the Act in a strategic and timely manner. We have also prepared regular briefings for unions and reps and a new e-learning tool.

### Blacklisting

Blacklisting remains a pressing issue in the UK. The General Council has continued to call for stronger blacklisting regulations. In line with Resolution 22, the TUC has also raised concerns about increased surveillance of workers by the state. During debates on the

🟡 The TUC has campaigned against employers forcing women to wear high heels as part of a work dress code or uniform  
© Seb Oliver/Getty Images



Investigatory Powers Bill, we briefed politicians and pressed for amendments.

### Employment tribunals

In a huge victory for working people, in July the Supreme Court ruled employment tribunal fees were unlawful, in a case brought by UNISON. The court found that fees were restricting access to justice. Fees were

ruled out from the day of the judgement, and workers who have paid them since 2013 will have them refunded.

### Acas

Christine McAnea of UNISON was appointed to the Council in summer 2017, joining Mike Clancy (Prospect), Paul Nowak (TUC) and Sally Hunt (UCU).

## 3.3 Equalities

### Women

Resolution 76 referenced the impact of the Trade Union Act on women trade union members who featured in the public-facing posters for the campaign against the Trade Union Act. The TUC Women's Committee identified organising women in trade unions as one of its priorities for last year and began work on mapping existing research and planning activities and training courses to support women in unions. The committee is engaged in organising sessions for women reps and activists on the importance of women's participation in trade unions as a capacity-building project.

In furtherance of Resolution 80 on appropriate footwear in the workplace, the TUC has continued to highlight both the health and safety risks and the discriminatory aspect of employers forcing women to wear high heels as part of a work dress code or uniform. The TUC issued press releases on this issue in February and again in April 2017, making the argument that a requirement to wear high heels could amount to direct discrimination. The House of Commons Petitions Committee and the Women and Equalities Committee joint report in January 2017 concluded that some workplaces continue to have discriminatory dress codes despite laws banning it. The report acknowledged that the government's approach of expecting employers to educate themselves around the law



# RESPECT AND A VOICE AT WORK

**“The report found that over half of all working women had experienced some form of sexual harassment at some point in their working lives.”**

and workplaces dress codes was not working and that the government must do more to promote the law on gender discrimination in the workplace.

The TUC continues to work with the government and affiliates to bring about the recommendations of the report, and push for further concrete changes such as the strengthening of the HSE’s guidance to clarify the duty on employers to also protect the health and wellbeing of workers. The TUC Gender and Occupational Safety and Health (GOSH) group issued guidance on gender and health and safety in April 2017 which includes information on discriminatory dress codes.

Emergency Resolution 1 highlighted the problem of workplace sexual harassment. Following the launch of the TUC report on sexual harassment, *Just a Bit of Banter*, in August 2016, we produced guidance for members and guidance for union reps on the subject of workplace sexual harassment. An online training course was launched in June 2017 and

regional training events for union officers and awareness-raising workplace posters are being developed at the time of writing. Sexual harassment and workplace bullying of women was a prominent issue at the TUC Women’s Conference 2017 and the TUC Women’s Committee are taking this work forward. The report found that over half of all working women had experienced some form of sexual harassment at some point in their working lives, increasing to two-thirds of young women. However, less than 20 per cent of women who had experienced sexual harassment had reported it to anyone and less than one per cent had reported it to their trade union rep.

## Race equality

The TUC Race Relations Committee worked on a range of race equality issues, prioritising its efforts to improve the organisation and recruitment of black workers. In pursuance of Composite Resolution 8 challenging the politics of hate, the Committee continued the work to highlight the problems of racism in the UK by supporting and helping to coordinate the fourth annual Stand Up to Racism demonstration in London commemorating the International Day for the Elimination of Racial Discrimination on Saturday 17 March 2017. The event was well attended. The TUC is continuing to develop joint links with anti-racist organisations including Hope Not Hate, the Runnymede

Trust, Voice4Change and academic institutes such as the Centre for the Dynamics of Ethnicity, which aims to promote progressive race equality and immigration policies.

The TUC has continued to work with affiliates and with migrant rights organisations to highlight the impact of the Immigration Act 2016 on migrants and union members working in public services. In pursuance of Congress Resolution 83 on the Immigration Act, we are undertaking a project to increase the effective use of TUC resources to tackle discrimination and support migrant and Black workers by trade union branches in key regions. The project will develop an eNote with unionlearn on ‘preventing discrimination and supporting migrant and BME workers’ to teach trade union reps. It will include key elements of the law covering immigration and employment status; provide guidance on ways to collectively bargain to ensure migrant workers and others aren’t discriminated against as a result of immigration legislation; and encourage the increased participation of migrant workers in trade unions to advocate for their rights. In line with Composite 15, which highlighted the impact of the refugee crisis on children, the TUC supported the Dubs amendment that set up a scheme to allow unaccompanied refugee children to come to the UK and will campaign for the scheme to be re-established following its closure by the government.

📍 A 'wedding reception' is held in London's Soho in solidarity with Northern Ireland's march for marriage equality  
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The TUC has also highlighted the problems that Black workers face in the labour market through publishing a number of reports. The report *Let's Talk about Racism* publicised the results of the survey of over 5,000 workers undertaken by the TUC, which explored experiences of racism in the workplace. The TUC's *Insecure work and ethnicity* report highlighted the disproportionate effect of casualisation on Black workers in the labour market. The *Is Racism Real?* report highlighted the result of polling carried out by the TUC to highlight the race discrimination faced by Black workers in the labour market.

### LGBT workers

Resolution 28 called on the TUC to campaign for LGBT equality in the workplace and wider society. The TUC launched a wide-reaching survey to obtain evidence of the discrimination and prejudice LGBT people still experience in the workplace. The results were highlighted in the run-up to Pride 2017. This is coupled with campaign work on key dates. On Trans Remembrance Day the TUC published its reps' guide on supporting trans workers in the workplace. The guide covered issues such as negotiating for trans members to have time off for medical appointments,

ensuring confidentiality and addressing discrimination. Further work was done during LGBT History Month and on the International Day of Trans Visibility Day. The TUC has also continued to develop partnerships with key LGBT organisations such as Galop, supporting its call for parity in law for perpetrators of LGBT hate crime, and Stonewall. The TUC provided input into Stonewall's Workplace Equality Index questionnaire.

# RESPECT AND A VOICE AT WORK

● TUC Disabled Workers Committee highlighted the issue of autism  
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## Disabled workers

Resolution 27 on hidden conditions called on the TUC to take action to support workers with autism. The National Autistic Society reports that there are around 700,000 people in the UK living with autism – that's more than 1 in 100. People with autism experience specific barriers in the workplace. The TUC has published a guide written by the co-chair of the TUC Disabled Workers Committee on autism in the workplace, including the adjustments people would need. The guide is rooted in the social model of disability, which looks at the barriers people face in the workplace and how these need to be addressed for disabled people to live and work independently and with dignity. The guide makes clear that any workplace policy impacting disabled workers must include them in collective bargaining processes, including their involvement within union structures. The TUC Disabled Workers Committee also highlighted this issue during Disability History Month in a post entitled: "10 barriers autistic workers face and how to overcome them".

The TUC Disabled Workers Committee is involved with the Labour Party in developing a manifesto on autism and neurodiversity.

Resolution 70 on work capability assessments called on the TUC to campaign to highlight the links between the assessments and suicide. The TUC raised



this issue on the International Day of Disabled People and noted that in the *Journal of Epidemiology and Community Health* it was reported that as people were assessed through the work capability assessment and moved from Incapacity Benefit to Employment and Support Allowance, it led to extra cases of reported mental health problems and additional prescribing of antidepressants. Each additional 10,000 people reassessed in an area was associated with an additional two to nine suicides. Organisations ranging from Mind to Disabled People Against the Cuts are now calling for the test to be replaced by a more humane alternative, but the government shows

no sign of relenting. The TUC has also highlighted this issue in government consultation responses and will continue to support calls for change.

## 3.4 Tackling insecure work, and the Great Jobs Agenda

Our work in this area has been guided by Resolutions 18 and 19 and Composite 18.

During 2016/17, the issue of insecure work has returned to the top of the political agenda. In October 2016 the prime minister commissioned Matthew Taylor to undertake a review of employment practices.



Matthew Taylor speaking at an event last year. Trade unions were represented at meetings to discuss his review of employment practices  
© Roger Parkes/Alamy Stock Photo



# RESPECT AND A VOICE AT WORK

The TUC has sought to lead the debate on how best to tackle insecurity at work throughout the year, publishing a wide range of research. In December we set out new TUC research showing how 3.2 million people face insecurity at work, and this number has risen sharply (by 27 per cent) in the last five years. Throughout the first half of 2017 we also published new commissioned research that set out the impact on the public finances of the rise in insecure jobs, international evidence showing that the UK's experience of insecure work is far from typical, and research showing that, while 'gig economy' jobs are on the rise, most people facing insecurity at work are in traditional sectors, including hospitality, education, and social care. We held four roundtable events with unions and other policy-makers to discuss the research, and ensured that trade unions were widely represented in the town hall events held by Matthew Taylor throughout the UK to discuss his report.

We showcased this work in a major conference in June, publishing a new report *The Gig is Up: trade unions tackling insecure work* that set out how the TUC believes that the balance can be shifted in favour of working people to ensure that everyone has access to decent work. The report shows how trade unions have always been at the heart of efforts to tackle precarious working, and how increasing workers' voice must be central to today's attempt to crack down on insecurity at

**“The TUC has sought to lead the debate on how best to tackle insecurity at work throughout the year.”**

work. It also sets out reforms to employment law, enforcement policy and tax and social security to provide better rights and protections for everyone at work.

We used the June conference to launch our Great Jobs Agenda – a major campaign to deliver better jobs and a voice at work that is set to run throughout the next Congress year.

### 3.5 Workers' voice

Promoting the case for workers' voice and the TUC's proposals for strengthening it has been a central theme of our work, reflecting Composite 5, Working harder not smarter, passed by the 2016 Congress.

The TUC's work on corporate governance has focused on promoting the case for workers on boards and the TUC's proposals for implementing this, as set out in Section 1 of this report.

The TUC has put strengthening workers' voice at the centre of its proposals for tackling insecure work. This is reflected in *Living on the Edge*, our submission to Matthew Taylor's Review of Employment Practices in the Modern Economy. Its recommendations included enabling unions to access workplaces, strengthening workers' rights to be

represented by a union and trigger collective consultation arrangements, requiring elected representatives on company boards, introducing sectoral bargaining and restoring Acas's duty to promote collective bargaining.

In its response to the government's Industrial Strategy Green Paper, the TUC's key argument was that the contribution of workforce voice to boosting productivity and building successful industries and sectors should be recognised by including an additional pillar – 'workforce participation for successful industries' – in the next rendition of the strategy.

### 3.6 Health and safety

During the year the General Council has campaigned to ensure that the health, safety and welfare of workers is protected by strong union organisation and a network of health and safety representatives. This has been done by prioritising the development of workplace organisation and the support given to affiliates and activists.



Asbestos is removed from a factory roof in Bristol  
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### Supporting activities

The TUC produced a number of resources aimed at supporting workplace activists, in particular health and safety representatives. This included an eNote on Organising and Health and Safety, and advice on time off for health and safety representatives following the Trade Union Act.

In addition to a wide number of resources and guides that were produced during the year used by activists the TUC produced a weekly e-bulletin on health and safety, *Risks*, throughout the year.

Six meetings of the Union of Health and Safety specialists were held during the year. This is a forum intended to discuss developments within occupational health and safety. Speakers included the chair of the Health and Safety Executive (HSE).

A survey of trade union health and safety representatives was undertaken and the results published in a detailed report in October 2016.

### Campaigns

The General Council campaigned on a wide range of health and safety issues during the year. It produced a range of resources for affiliates and health and safety representatives to support these campaigns. Campaign activities included:

- **Gender.** Working in cooperation with the gender and occupational health and safety group, which comprises representatives from various affiliates, the TUC published a detailed guide to gender and health and safety in April 2017. In addition a checklist for use by activists was published. Both of these were widely disseminated by affiliated unions, and also received publicity in

the specialist press. A report on women and personnel protective equipment (PPE) was also produced in April 2017 following a survey of woman to find out their experience of PPE. The material was also used in *Hazards* magazine.

- **Stress.** The TUC worked closely with the HSE on seeking to ensure that employers addressed stress in the workplace. A joint HSE/TUC guide for union health and safety representatives on how to tackle stress was published during the year and the TUC made a presentation to the HSE summit on stress in April 2017. In June 2017 a webinar on tackling stress was held and uploaded on both the TUC site and other platforms.
- **Asbestos.** The TUC campaign for new legislation requiring the removal of all asbestos from all workplaces and public buildings in the UK by 2035 continued. The TUC worked with the All Party Parliamentary Group on Occupational Health and Safety and other bodies to seek to raise awareness of the problems of workplace exposure to asbestos.
- **Occupational Health.** The promotion of issues relating to occupational health remained a high priority during the year. In September 2017 the TUC published guidance on occupational health provision and the accreditation of occupational

# RESPECT AND A VOICE AT WORK

physicians. This was followed by guidance, produced jointly with the British Occupational Hygiene Society, on occupational hygiene that was published in November 2016.

- **ISO 45001.** During the year the International Standardisation Organisation sought, once again, to get approval for an international standard on occupational safety and health. In accordance with previous policy the TUC campaigned strongly against the current proposal, which could undermine health and safety protection and the role of the International Labour Organisation in providing standards for occupational health and safety.

In addition to these campaigns the TUC produced materials for events such as European Health and Safety Week in October, where a revised guide to inspections was produced, and International Workers Memorial Day on 28 August, when the TUC published advice and support on the general theme of the day and hosted a website of local, regional and national events.

## Europe

The TUC continued to play a major part on trying to influence the health and safety agenda of the European Commission. This included active membership of both the Advisory Board of the European Commission and the Board of European Agency

► Protest by City of London cleaners after half the migrant workers were sacked by Thames Cleaning  
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on health and safety based in Borough. The TUC acted as the workers' spokesperson for the European trades unions on the advisory board until April 2017, when the government triggered Article 50. In May 2017 the TUC published a report in the health and safety implications of Brexit.

## Health and Safety Executive

The TUC sought to work with the HSE during the year. We were represented on the HSE board by Kevin Rowan, head of the Organisation and Services Department. A further workers' representative seat on the board was filled in September 2016 by the government, but

the new representative was an employer. In accordance with Emergency Resolution 6 to Congress, the TUC made strenuous representations to the government and this resulted in the new appointee being re-designated as an "independent" board member and the position of a workers' representative being re-advertised.

In December 2016 the HSE announced a new Work and Health Programme, which included the prioritisation of stress, musculoskeletal disorders and lung diseases. These priorities matched those of the TUC and affiliated unions and we sought to work closely with the HSE in seeking to

ensure that the programme was effective and properly resourced. In addition to sitting on the programme board, the TUC facilitated a number of meetings between the HSE and affiliated unions.

### **Industrial Injuries Advisory Council**

The TUC is represented by Karen Mitchell (RMT), Doug Russell (Usdaw) and Hugh Robertson (TUC Office). The three TUC nominees played an active role in the work of the council and in October 2016 a guide for unions to the industrial injuries scheme was published.

### **External bodies**

TUC nominees sat on a range of external bodies including the Council for Work and Health and the board of the Faculty of Occupational Medicine. The TUC also continued to work closely with the Hazards movement, the Institution of Occupational Safety and Health and other organisations in the field of occupational health and safety.

### **3.7 Migration and domestic workers**

In line with a resolution at Congress 2016, the TUC campaigned for EU citizens to have the right to remain in the UK. Advocacy included joint positions with the British

Chamber of Commerce, the CBI, the Institute of Directors and British Future.

The TUC released the report *Managing Migration Better for Britain*, which detailed action needed from the government to address concerns about migration and prevent exploitation and undercutting. These included establishing modern wages councils and increasing resources to statutory enforcement bodies such as HMRC.

As called for by another resolution from Congress 2016, the TUC called for the chancellor to create an expanded version of the Migration Impacts Fund. We produced detailed recommendations for this fund, which included directing more resources towards house building, health and education services, skills training and supporting decent jobs in areas that had suffered cuts and significant increases in migration. We promoted these proposals in evidence submitted to the House of Lords Economic Committee and the House of Commons Home Affairs Select Committee.

The General Council migration spokesperson, Mohammad Taj, participated in the committee on migration at the 2017 ILO conference. He called on the government to respect the labour rights of migrants, irrespective of immigration status, and an end to the 'tied' visa for overseas domestic workers. The TUC continues

to campaign for the UK to ratify ILO Convention 189 on domestic workers.

The TUC continues to submit evidence to the Migration Advisory Committee, including its review into teacher shortages, and held sessions for unions to provide evidence about migration in different sectors.

### **3.8 Decent work and Playfair**

The ILO conference in 2017 discussed the fundamental principles and rights at work (FPRW), labour migration and an instrument to promote the role of employment policies and decent work in responding to disasters.

The pillars of the FPRW – freedom of association, anti-discrimination and ending forced and child labour – are the basis for the ILO's 2008 Social Justice declaration and hold all ILO members, regardless of their ratification of international labour standards, to respect and enforce those rights. The committee, on which Stephen Russell represented the TUC, produced conclusions to guide ILO efforts to protect what are recognised in the text as human rights, with a new mandate to investigate the impact of non-standard forms of employment and newly recognised forms of discrimination.

The ILO workers' group, including the NUT's Amanda Brown (who was also elected as a worker member of the ILO

# RESPECT AND A VOICE AT WORK

governing body), achieved a significant victory by finalising an instrument concerning the role of decent work in transitioning from war to peace. The scope was extended to include disasters not only stemming from war and conflict, including environmental disasters – a key demand of workers suffering the impact of climate change.

The labour migration discussion, involved fierce disagreements, but ultimately workers, employers and governments agreed to a resolution that reflects the need to make rights and access to remedy accessible to all workers regardless of status.

In the Committee on the Application of Standards, the TUC's Hannah Reed led criticism of the UK government over social security levels, as well as intervening on cases such as Bangladesh.

The TUC's campaign for rights for workers building infrastructure for the 2022 World Cup, Playfair Qatar, held a day of action in October at football grounds around the country. Fans, coordinated by the Football Supporters' Federation, turned out to support the call for Qatar to respect fundamental human and labour rights for all involved in preparing the tournament. Shortly afterwards, the international construction workers' union BWI signed a deal to inspect and monitor stadium projects, giving unions legal access to Qatar's migrant workers for the first time.

The Modern Slavery Act requires many UK-operating commercial organisations to explain how they tackle modern slavery risks in their operations and supply chains. In the absence of a central government registry, the TUC has supported the creation of an independent civil society-run Modern Slavery Registry and has joined its Advisory Committee. The TUC has helped establish the Alliance 8.7 global partnership, overseen by the ILO, to end forced labour, modern slavery, human trafficking and child labour as part of the sustainable development goals.

## 3.9 Global supply chains

The TUC continued to promote rights for workers in global supply chains. The call to action that the 2016 ILO conference agreed went before the ILO's governing body in November. Despite agreeing to examine possible mechanisms to combat governance gaps, international employers have slowed progress to a crawl, with a series of exploratory meetings stretching out over three years before further action is considered. This leaves the ILO at risk of falling behind other international bodies on the issue, including the UN itself, which is examining a possible binding international treaty, and the OECD, which is promoting a new due diligence policy.

In carrying out its Human Rights and Business inquiry, parliament's Joint Committee on Human Rights took the

TUC's evidence on board and recommended that the government promote freedom of association in business supply chains and introduce new legislation to impose on UK companies the duty to prevent human rights abuses in supply chains and create a new offence to punish those that do not.

The TUC continued to work with ETI, the UK-based tripartite alliance of corporates, unions and NGOs that promotes respect for workers' rights around the globe, on which Owen Tudor represents the TUC along with ITUC, IndustriALL and IUF representatives, to refine its new strategy, which promotes collective bargaining and the development of a better reporting system to assess corporates' actions on promoting workers' rights in their supply chains. The ITUC is also finalising new materials on freedom of association to be used as part of a major education drive to ensure that ETI corporate and NGO members are fully aware of how to respect this fundamental right.





SECTION 4  
**4** GOOD SERVICES



# GOOD SERVICES

## 4.1 Introduction

The General Council's work on public services has been guided by Composites 9–11 and Resolutions 29–33, 38, 39, 43–48, 50–54, 56, 57, 60 and 61 agreed at the 2016 Congress.

In recent months we have seen a change in rhetoric and a relaxation of fiscal rules that was heralded, at least in some media circles, as the end of austerity. However, in both the 2016 Autumn Statement and 2017 Spring Budget, the chancellor did not deviate from his predecessor's spending plans and the spending squeeze actually tightened in several areas, most notably with real terms per capita cuts in both the schools' budget and the NHS.

The living standards of public service workers remain under attack as the government continues to impose a one per cent cap on public sector pay rises. Services are under incredible pressure and overstretched public service workers feel increasingly taken for granted. Meanwhile employers are finding it tough to attract new recruits and hold on to experienced staff.

## 4.2 Public sector pay

The future of public services featured as a key issue in the 2017 general election. Polling suggested that health and education were among the top five issues for voters and that spending plans set out by both the Labour and

**“The living standards of public service workers remain under attack as the government continues to impose a one per cent cap on public sector pay rises.”**

Conservative parties played a key role in voters' switching their preferences during the course of the campaign. It is clear that there is significant public appetite for a change of direction. GQR/TUC polling conducted after the election showed very strong support from both Labour and Tory voters for ending the public sector pay cap.

In the wake of the election, senior Conservative politicians, including ministers, acknowledged the anti-austerity mood among the electorate. In its background briefing to the Queen's Speech, the government signalled that it “will reflect on the message voters sent at the general election” and that it will “reflect on this at future fiscal events such as this year's Autumn Budget”. The scope to force the government into a change of direction is more evident now than at any time in the previous seven years.

In line with Resolutions 29, 31, 45, 50 and 53, the TUC worked with unions across the public sector to highlight the impact that pay restraint and job cuts were having on public service workers – their lives, their workplaces and the services

they provide – and making the case for fair pay, respect and the value of public service workers.

Six years of public sector pay restraint has had a significant impact on the living standards of 5.5 million public sector workers, with the median public sector wage over £1k lower in real terms than in 2010.

Public sector pay is set to decline further as the government adheres to a one per cent pay cap on the public sector pay bill until 2020, resulting in cumulative real terms losses of pay of over £4k for nurses, midwives, civil servants, firefighters and a range of other public service occupations.

Public sector employers are facing an increasing recruitment and retention crisis. This point has been acknowledged by both the teachers' and NHS pay review bodies, but neither has been able to recommend a pay rise that deviates from the Treasury's one per cent cap, calling into question the independence of the pay review process.

Pay stagnation is affecting the living standards of public sector workers, with increasing numbers failing to keep pace with the cost of living and relying on other forms of income

Britain Still Needs A Pay Rise campaigners, Westminster  
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either through accumulating debt, seeking agency work or employment outside of the sector. Increasing numbers of public servants, particularly in local government and health, are now working at or marginally above the national minimum wage. Examples were documented of NHS nurses being forced to use food banks.

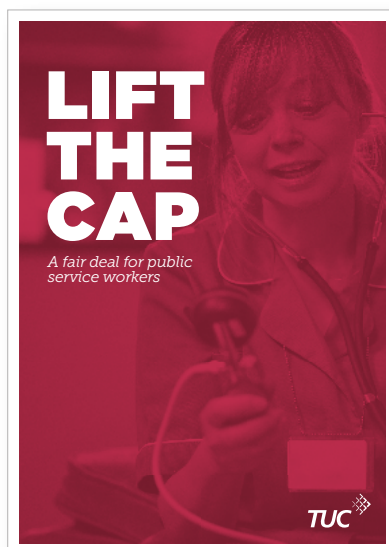
Pay restraint also presents a false economy, not only within public sector organisations but also the wider economy. Public sector employers, particularly in the health and education sector, are relying on costly and inefficient use of agency labour in order to fill gaps created by staff shortages. And pay restraint

is reducing disposable income in local economies, exacerbated by large public sector job losses, particularly in regions in the north, the Midlands and the south-west, with higher reliance on public sector employment, weak local labour markets and higher unemployment.

This year the TUC brought public service workers together with MPs in a number of Conservative-held constituencies in order to document the impact that pay restraint, spending cuts and job losses were having. These workers spoke passionately about overstretched services, the amount of unpaid overtime due to staff shortages and declining

**“The TUC brought public service workers together with MPs in a number of Conservative-held constituencies in order to document the impact that pay restraint, spending cuts and job losses were having.”**

# GOOD SERVICES



morale as increasing numbers felt they were unable to meet demand, while at the same time seeing their wages falling well behind the cost of living.

The TUC report *Lift the Cap* brings these cases together, along with more detailed analysis of the impact of pay restraint on public services, and has enabled us to build an effective case when lobbying MPs and ministers. In addition to our lobbying strategy with MPs in constituencies and parliament, the TUC has called for an end to the pay cap and the ability for unions, employers and genuinely independent pay review bodies to determine fair and appropriate pay awards in each sector. This will be followed up by regional rallies and events planned for the autumn.

## 4.3 The NHS and social care

The issue of public sector pay must be seen in the context of ongoing public spending cuts and, in line with Resolutions 33, 44, 53 and 57, the TUC continued to campaign for an end to self-defeating austerity.

We pressed the case for a sustainable funding settlement but also closer integration of health and social care in our submission to the House of Lords Select Committee on the Long-term Sustainability of the NHS and Adult Social Care.

We also used this submission, as well as our submission to the 2017 Spring Budget, to highlight the way that the spending cuts, combined with the absence of a strategic workforce plan, affect the development and supply of qualified staff in many parts of the NHS. The termination of training bursaries, combined with uncertainty over the status of EU nationals working in the health services, was already having a significant impact on the training and supply of qualified nurses.

The TUC has been working in partnership with the NHS Support Federation and Health Campaigns Together to campaign for a fairer and more sustainable funding deal for the NHS, including mental health services. The TUC and NHS Support Federation have jointly produced the NHS Funding website at [www.nhsfunding.info](http://www.nhsfunding.info), which acts as a portal for information about the impact

of austerity on the NHS as well as actions that people can take. This includes an online guide to the new sustainability and transformation plans (STPs) in each part of the country – outlining the key impact of the plans and linking to local activist groups.

In advance of the 2016 Autumn Statement, we jointly produced the report *NHS Safety: warnings from all sides*, which detailed more than fifteen different pieces of analysis from health unions and professional bodies that pointed to the impact that spending cuts were having on patient safety and service quality throughout the NHS. In addition, we published research commissioned with YouGov that showed that:

- ▶ 70% of NHS workers said that reductions in staffing and resources are putting patient care at risk
- ▶ 90% of NHS staff believe the health service is under more pressure now than at any time in their working lives
- ▶ three-quarters of NHS workers think resources and staffing in the NHS have gone down in the past five years
- ▶ two-thirds of NHS staff say their employer has cut patient services to make financial savings.

The TUC is working in partnership with the activist network Health Campaigns Together, jointly hosting a range of events on 5 July – the NHS's



# 70%



**The percentage of NHS workers who said that reductions in staffing and resources are putting patient care at risk**

© Lorne Campbell/Guzelian



69th birthday – with staff and campaigners joining together to raise the issue of underfunding and the need for fair pay for NHS workers at hospitals across the country.

We have also written to the health minister, Lord O'Shaughnessy, asking him to consider the government's approach to organ donation, registration and consent in order to address the UK's very low rates of donation and transplants, particularly among

BME communities, compared to other EU countries, in line with Resolution 47.

#### **4.4 Education**

Over the past year the TUC has worked closely with affiliated unions on policy and workforce issues relating to education in line with Resolutions 33, 38, 39 and 43, Composites 9–11, and Emergency Resolution E4. The TUC has continued to facilitate regular meetings of the

education unions to coincide with the meetings of the Public Services Liaison Group in order to support coordination with wider public services campaigning and the *TUC Campaign Plan*.

The meetings of the education unions have focused on developing strategic support for the main campaigning issues highlighted in the Congress resolutions on education, including opposition to the expansion of grammar schools and further measures designed to boost academies and free schools. The TUC has also supported campaigning on other key themes in these resolutions including: continuing attacks on the terms and conditions of all workers in the education sector; the education funding crisis; chaos in the school assessment system; and, increasing pressures on the workforce and students which adversely affect mental health and well-being.

In line with Emergency Resolution 4, the TUC response to the Schools that Work for Everyone green paper opposed the central proposal to expand grammar schools. The response highlighted that all major research studies analysing the impact of extending selective education show that this tends to benefit wealthier families, discriminates against poorer families and undermines the status and capacity of many existing good schools in local areas.



# GOOD SERVICES

**“We used our 2017 Spring Budget submission to draw attention to research by the National Audit Office, the Institute for Fiscal Studies and the Education Policy Institute which showed that, despite government claims of record funding levels, per pupil funding was set to decline by 8 per cent between 2015 and 2020.”**

Other proposals in the green paper included new measures to increase the number of academies and free schools by using financial penalties to force more independent schools and universities to sponsor and support such schools. There was also a proposal to remove the restriction on faith-based free schools, which currently limits faith-based admissions to 50 per cent. The TUC response also opposed these proposals, arguing that they would simply sustain the highly fragmented school system that the government has developed in recent years through its structural school reforms.

Before the 2017 general election was announced, it had been anticipated that the government would proceed to enact the green paper proposals by producing a white paper and any necessary legislative changes, such as removing the ban on establishing new grammar schools. However, the Queen’s Speech did not include any education legislation and the policy to expand grammar schools was withdrawn, as was the proposal in the Conservative

party manifesto to end universal school meals for infants.

Throughout the year the General Council continued to make the case that the government’s focus on further structural change was matched by a failure to address the real challenges facing schools. These challenges include a recruitment and retention crisis fuelled by low morale, increasing workload demands, poor pay prospects, real-term cuts to school budgets and unnecessary and poorly implemented changes to assessment and the curriculum.

The TUC has also been active in raising the issue of cuts to school budgets. We used our 2017 Spring Budget submission to draw attention to research by the National Audit Office, the Institute for Fiscal Studies and the Education Policy Institute which showed that, despite government claims of record funding levels, per pupil funding was set to decline by 8 per cent between 2015 and 2020. Despite revised spending plans in the Conservative manifesto for the 2017 general election, at the time of writing schools are

still facing a 3 per cent cut in per pupil funding to 2022, an overall cut of 7 per cent from 2015.

## 4.5 Further education and skills

The TUC budget submission also made the case for increasing spending on further education (FE) and adult skills, including by using the savings the government will be making from replacing state funding for apprenticeships with the revenue from levy-paying employers.

Throughout the year the General Council continued to express opposition to the Higher Education and Research Bill, which received Royal Assent at the end of April. The TUC submission to the white paper preceding the legislation had highlighted the detrimental outcomes of the higher education (HE) reforms, including driving student debt up further by allowing for future increases to tuition fees and significantly increasing marketisation through the expansion of for-profit providers.

Other aspects of the work of the TUC and unionlearn on education and skills can be found in Sections One and Four.

## 4.6 Justice

The TUC continued to work with unions in the criminal justice sector through the Speak Up for Justice campaign, in line with Resolutions 46, 54 and 55. The campaign calls for an integrated,

publicly owned, accessible and accountable justice system.

Among other things, this year the Speak Up for Justice campaign has highlighted the impact of prison reform and prison officer numbers on safety and poor practice and standards by outsourced community rehabilitation companies. Using a combination of staff surveys, interviews and Freedom of Information requests, the TUC published the report *Justice Denied*, which details the impacts of the government's reforms to legal aid and court services on access to justice.

We continue to work in partnership with unions and partner organisation We Own It to promote the case for public ownership and to highlight the damaging impact of privatisation and outsourcing of our public services, from the Land Registry to children's services.

We also backed the POA's efforts to prevent the government securing an injunction against the union's advice to members on undertaking voluntary duties, and continued to support the POA's efforts to overturn the ban on prison officers taking industrial action.

#### 4.7 Public Services Liaison Group

The TUC's work is overseen by the Public Services Liaison Group (PSLG). The group consists of representatives from the affiliated public service unions and is chaired by Dave

📍 The expansion of Heathrow will create thousands of new jobs by 2023  
© Peter Macdiarmid/Getty Images



Prentis, general secretary of UNISON and the General Council lead on public services.

The primary focus of the PSLG over the last 12 months has been working with unions to develop guidance on changes to check off and facility time resulting from the Trade Union Act, liaising with HM Treasury over changes to public sector exit payments, developing the public sector pay campaign strategy and responding to the devolution agenda.

#### 4.8 Public Services Forum

Chaired by the minister for the Cabinet Office, Ben Gummer, the PSF met twice in the past 12 months, covering discussions on public sector apprenticeships, devolution, sexual harassment in the workplace and data management. Further

discussions are planned with the Cabinet Office regarding future meetings of the PSF following the general election.

#### 4.9 Transport

TUC work on aviation has been pursued in the light of Resolution 61, Safety in the Skies, which was carried by Congress 2016. In October 2016, the TUC welcomed the government's announcement that its preferred scheme for meeting the need for additional airport capacity in the south-east of England was a new north-west runway at Heathrow.

In welcoming the decision in support of Heathrow, the TUC highlighted the quality jobs and apprenticeships that will be forthcoming, as well as benefits for UK businesses in the supply chain. As we supported the recommendation

# GOOD SERVICES

● The TUC has continued to campaign for a publicly owned railway  
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of the Airports Commission, the TUC also welcomed the tough new environmental standards demanded by the Commission. Kevin Rowan represents the TUC on the Heathrow Procurement Forum.

TUC work on buses was pursued in light of Composite 21 carried at Congress 2014. In April 2017 the Bus Services Bill received Royal Assent. The bill was intended to improve local bus services by allowing local authorities to enter into enhanced partnerships or create new franchises where they consider it appropriate. The TUC, transport unions and a number of civil society partners had all campaigned for legislation to give local authorities the right to set up and run their own bus services. This was one of a number of positive measures introduced by the Lords that were eventually removed by the Commons.

We also responded to a consultation on the guidance and regulations for the bill, supporting partner unions to push for the most generous interpretation of TUPE protections, and more robust assessment of changes to pension schemes.

TUC policy on rail was carried out in light of Composite 17 and Resolution 59. The TUC continues to campaign for rail renationalisation. In light of trends towards increasing devolution, we have been working with Transport for Quality of Life to produce a report on how a nationalised

service could operate in the context of the new devolved authorities. We have also produced a document refuting a number of myths popularised by the train operating companies (TOCs).

We have produced campaign materials highlighting the impact of inflation-busting fares on consumers, who are entering their seventh year of depressed wages.

The TUC has continued to support efforts to maintain and protect rail staffing levels and to oppose actions that risk staff and passenger safety. In line with Emergency Resolution 3 on the review of the London Underground ticket office closure programme, the TUC believes ticket offices should be retained and that the closures have been detrimental to passenger service, safety and accessibility. We continued to call for the review to be genuinely open-minded and evidence-based, looking at all aspects including: the particular benefits of keeping ticket offices; the need for more staff in light of growing passenger numbers and security threats; and the risks to passenger safety and accessibility of stations if staff numbers are cut.

The TUC has continued to support union efforts to bring rail back into public ownership and to oppose the imposition of driver-only operations. In January 2017, following a request from ASLEF to progress resolution of their trade dispute, the TUC agreed to co-chair

talks between ASLEF and GTR (Southern Rail) – this issue was reported to, and discussed, at the General Council in February, and in subsequent meetings between the general secretary and senior officers of both ASLEF and the RMT.

#### **4.10 Devolution**

Elections have now taken place for mayors in six of the new combined authorities and the TUC in partnership with unions at a regional level is working to establish trade union voice in the new arrangements, in line with Resolution 30.

In Liverpool City Region, the newly elected mayor, Steve Rotherham, has committed to including unions within the combined authority's governance structure as well as establishing a City Region Fair Employment Charter and a Fairness and Social Justice Advisory Board, with participation of unions through the North West TUC.

In Greater Manchester, the Workforce Engagement Board and (health and social care-specific) Workforce Engagement Forum, established by the Protocol for Working on Joint Workforce Matters, have held quarterly meetings since January 2016.

Themes of joint interest for both the WEB and the WEF in 2017 include developing Greater Manchester charters on issues such as employment standards, ethical services, continuity of



# GOOD SERVICES

service across health and social care and commissioning and procurement. North West TUC is talking to the mayor, Andy Burnham, about taking these initiatives forward.

In a unique arrangement, the West Midlands Combined Authority (WMCA) has approved a co-opted observer seat for the Midlands TUC on its board. Initial meetings have taken place, and unions also have seats on each of the authority's commissions. The Midlands TUC will be working closely with the WMCA and unions on issues covered by the region's devolution agreement, including the adult education budget. It has also submitted evidence to the authority's Productivity and Skills Commission.

The South West TUC has had productive engagement with the mayor of Bristol on the development of an employment charter, along with a number of associated action plans.

Yorkshire and the Humber TUC held a devolution conference in December 2016, where unions, local authorities and businesses expressed support for a one-Yorkshire deal. A task force led by the TUC is currently exploring the idea in further detail.

In May 2016 it was agreed that the Public Services Forum would bring social partners together to work on a set of guidelines on effective consultation, governance and partnership arrangements in devolution deals that could then be promoted by the Cabinet Office

and DCLG. An initial meeting was held in April 2017. Unions were joined by the Local Government Association, IPPR North, the National Council for Voluntary Organisations and NHS Employers.

There was strong sentiment among these parties that central guidance on future devolution deals would be beneficial. The organisations were supportive of the TUC's framework for action. The government was, however, reluctant to adopt a central guide championing a social partnership approach to devolution, arguing that deals should come from the 'bottom up'. In this vein, we are indeed continuing to use the framework for action as a model for engagement at the regional level, including in Yorkshire, where the Leeds City Council leader Judith Blake has argued the TUC should form a part of a devolved governance structure should a pan-region deal be agreed.

## 4.11 Social security and a decent safety net

The TUC's work on social security and providing a decent safety net has been guided by Composite 13 on In-work Benefits and Basic Income, and Resolution 71 on the Welfare Charter.

Throughout the year, the TUC has drawn attention to the impact of social security cuts, in particular within Universal Credit, on low-paid and vulnerable workers, raising the

case for reversing these cuts in our submission to both the Autumn Statement and Spring Budget. We have also continued to participate in the End Child Poverty Coalition, enabling us to highlight the impact of these cuts on children, in partnership with a wide range of charities.

We have published two reports to discuss the future of the social security system. The first looks at the extent to which the social security and back-to-work systems meet the aims of the Welfare Charter endorsed by Congress 2016. The second examines the case for and against a Universal Basic Income, with a particular focus on whether it could help meet the needs of those in insecure work. This report was discussed at a seminar with unions and others held as part of our spring 2017 series on insecure work. We also focused on the improvements to social security needed to support those in insecure work in our submission to the Taylor review of modern employment, raising the issue of how Universal Credit cuts will impact particularly heavily on the self-employed, and the need for better protection for low-paid workers in terms of sick pay and parental benefits.



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**5** SECTION 5  
**STRONG  
UNIONS**

# STRONG UNIONS

## 5.1 Introduction

The Trade Union Act, the continuing impact of austerity, in particular in the public sector, and the growth of employment in sectors of the economy with low levels of union density has meant that the last year has been a challenging one for unions in respect of building membership and maintaining the capacity to support members via workplace representation.

The impact of this was seen in the trade union membership statistics published in May, which presented the entire movement with a significant number of challenges in terms of its size, sector coverage and demographic profile.

This section covers Composite Resolution 14 on Digital Campaigning and Organising and also Resolution 74 on Facilities Time agreed at Congress 2016.

## 5.2 Trade union membership

The latest report on trade union membership was published by the Department for Business Innovation and Skills in May. During the year 2015 to 2016, union membership fell by 275,000 (4.2 per cent) to 6.2 million. This was the largest single year fall in union membership since 1995. The bulk of this decline in membership occurred in the public sector.

**“Approximately 57 per cent of workers in larger workplaces reported that a trade union was present where they worked, compared to 23.8 per cent of those in smaller workplaces.”**

Union density also fell during the year to 23.5 per cent. This was due to the decline in total membership and an increase in the total number of employees. Union density has fallen by more than one-fifth since 2000.

After five consecutive years of growth, union membership in the private sector fell by 66,000 and density fell to 13.4 per cent. Membership in the public sector fell by 209,000 and density fell by just over 2 per cent to 52.7 per cent.

Collective bargaining coverage in 2016 was 26.3 per cent, representing a fall of 10 per cent since 1996. In the public sector, it was 59 per cent and in the private sector 14.9 per cent.

Density among employees in larger workplaces was 31.5 per cent compared to 14.6 per cent in smaller workplaces. Approximately 57 per cent of workers in larger workplaces reported that a trade union was present where they worked, compared to 23.8 per cent of those in smaller workplaces.

Union members tend to be in higher age groups of the working population. In 2016, around 39 per cent of employees aged 50 or over were members of a trade union,

compared to 28.5 per cent of employees overall. Less than 1 in 20 employees aged 16 to 19 are union members and just 1 in 10 of those aged between 20 and 24 were members. Union density among this age group has fallen by almost 10 per cent since 1995.

## 5.3 Supporting stronger unions

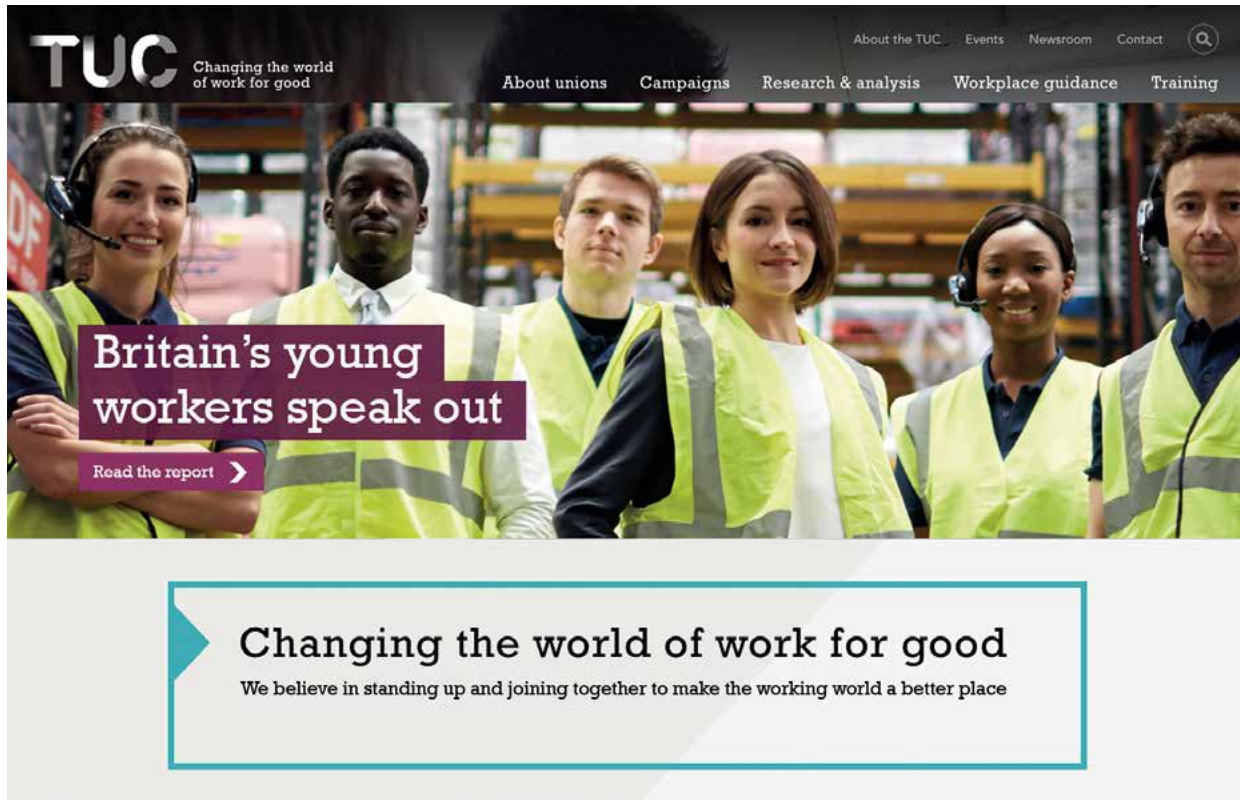
The TUC continues to provide support to unions in organising, recruitment, capacity building and strategic development.

During the year the TUC Organising Academy moved to The Manchester College and has continued to provide training to union officers and organisers on elements of organising and campaigning. During the year the Organising Academy ran multi-union and bespoke versions of its 16-day Diploma in Organising for the NUT and PCS. The Organising Academy is developing an online version of its Advanced Programme, which it hopes to launch in early 2018.

In addition to support provided by the Organising Academy, the TUC continues to support union organising and strategic



• The new TUC website: improving our digital offer to unions and potential union members



development. Over the last year the TUC has worked with ATL, CWU, NUT, PCS, NUT and SoR.

During 2016/17 the TUC ran another successful Leading Change programme. Leading Change is a development programme for union officers in national and regional leadership positions run in partnership with the Harvard University Labor & Worklife Program. There were 15 officers on the 2016/17 programme representing 11 affiliates.

Composite 14 agreed at Congress 2016 called on the TUC to grasp the opportunities presented by digital technology in organising and representing workers. Over the last year the

TUC has been working with a digital product design company to develop and improve the TUC's digital offer for unions and potential union members. This work has enjoyed the support of a number of TUC affiliates.

The project is now at a pilot product development stage and is being used in the field by Prospect (BECTU sector) and Unite.

Resolution 74 called on the TUC to maintain its support for those unions in the public sector whose workplace representatives are facing attacks on facility time. During the year the TUC commissioned a study by the University of Leeds that demonstrated the

**“Over the last year the TUC has been working with a digital product design company to develop and improve the TUC’s digital offer for unions and potential union members.”**

impact of union representatives in workplaces and produced a guide for union reps on how to defend and improve facility agreements.



# STRONG UNIONS

## 5.4 Young people

Over the past year the General Council has significantly progressed the campaign priority Reaching Young Workers.

The TUC has taken a targeted approach to make the best use of resources. The target group identified as young core workers are:

- ▶ workers aged 21 to 30
- ▶ working in the private sector, with a concentration on service jobs
- ▶ full- and part-time, but not in full-time education
- ▶ working on low or average wages, but not just the lowest paid or most exploited workers
- ▶ having some stability in their jobs (around two years' service), such that they might be in a position to think of organising or supporting others.

The Young Workers' Forum has strengthened over the last year.

Heartunions week (8–14 February) portrayed young workers prominently in social media. The case studies selected supported messaging that is important to young workers, such as getting ahead at work. The major news story in the week was on insecure work, an issue disproportionately affecting young workers.

The TUC supported: GMB with a campaign on Uber; Unite regarding the fair tips campaign; Usdaw with Top Shop and Sir Philip Green; and a range of campaigns with Equity, NUJ, BECTU sector of Prospect and Action for Rail. Two digital leadership seminars were held.

The family-friendly rights work outlined in Section 2 of this report also has strong relevance for Reaching Young Workers as many young core workers have dependents.

Refreshing the TUC brand and website supports this work by raising the profile and appeal of trade unionism among young people (see Developing the TUC). Appealing to, and catering to the needs of, young people are at the forefront of this work.

### Innovation and young people

The TUC has worked with consultants Good Innovation to develop and test new models of collective organising that are attractive for younger workers. Ultimately the model that shows the most promise will be scaled up.

The TUC interviewed over 100 young workers to understand the context of their lives and challenges at work. The insights this uncovered shaped the development of potential solutions, along with desk research, interviews with experts



and stakeholders, and facilitated workshops with people from across the movement.

The research findings were written up in a new report *I Feel Like I Can't Change Anything: Britain's young core workers speak out about work*.

All affiliates were invited to take part at different points. Those that have taken part so far are: ASLEF, ATL, BFAWU, Community, CSP, CWU, Equity, GMB, Musicians' Union, NASUWT, Nautilus International, NUT, Prospect, Prospect (BECTU sector), RCM, UCU, UNISON, Unite and Usdaw. The ideas generated from across the movement and in collaboration with young core workers were synthesised, built on and tested with young workers fresh to the project. The best ideas were then taken out into the real world as prototypes to improve them further.

Debating at the TUC Young Workers Conference  
© Jess Hurd/reportdigital.co.uk



# STRONG UNIONS

## 5.5 TUC Education

TUC Education has an unrivalled reach into Britain's workplaces to provide high-quality education, training and support for trade union representatives from across the economy and from almost all TUC affiliates. This remains a comprehensive programme of training, even though paid release is under great pressure in both the public and private sectors.

In 2016 there was a dip in the number of reps participating in training to 24,872, down 5,496 on the 2015 figure.

This year 562 trade union professional officers were trained, combining more flexible learning options with traditional classroom-based events. Programmes include employment law, mental health at work and project management.

### TUC Education funding

TUC Education is charged with providing a programme for all union representatives with the remit of building and supporting workplace organisation. It has been widely recognised by successive governments that it is in the interests of the economy, employers, workers and their unions that representatives are properly trained to carry out their increasingly complex and sophisticated roles. Despite the success of the programme, the coalition government took the decision to remove fee

**“This year 562 trade union professional officers were trained, combining more flexible learning options with traditional classroom-based events.”**

remission arrangements during 2016. This, along with cuts in FE adult skills budgets, area reviews and college mergers, compounds uncertainties in the sector. Maintaining and delivering a core education service to affiliates remains a major challenge.

The TUC Executive Committee established a short-life working group to give some consideration to the funding, form and shape that trade union education should take over the next five years and beyond, maximising new modes of delivery and engagement and retaining as much of the established offer as could be cost-effectively funded. As an emergency stop-gap measure, following on the working group recommendations, TUC Education approached the trustees of the TUC Educational Trust, who agreed to funding of £1.4m for the maintenance of a network of college providers from August 2016 to July 2017. This funding was to anchor resources in supportive colleges to enable a programme for union reps to be offered as flexibly as possible and to reach out to union reps so far unable to make use of the service. A business plan has been developed that sets out how TUC Education is migrating to a predominately – though not

exclusively – online education programme in 2017/18 and beyond. This migration will be underpinned by work already being taken forward on eNotes and the Ufi Charitable Trust project, which is supporting the TUC to migrate key TUC Education courses online and provide additional online resources for reps. The offer for union rep training now consists of classroom, blended and new online courses.

### TUC Education online

The Ufi-funded unionlearn Transforming Open Online Learning project is key to implementing the TUC Education strategy. A full online programme for reps is currently in development. The purpose of this is to transform the union reps programme so that it is freely available online and can be accessed as soon as a rep takes office at a time and place most convenient using a smart phone, tablet or PC. These programmes will be made available for wholly online self-paced study or for tutor-led blended courses and to enhance the delivery of classroom programmes. Maximising the online offer in this way will mean that TUC Education can deliver to potentially tens of thousands of union representatives getting



to workforces we do not currently reach and to the next generation of union reps.

The new online Union Reps Stage 1, Health and Safety Reps Stage 1 and Union Learning Reps Stage 1 and 2 courses are all now available and a national campaign to drive up usage of the new materials is underway.

Information about all TUC Education programmes is available from the TUC Education website [tuceducation.org.uk](http://tuceducation.org.uk) which includes a course directory for reps to look up and apply for any course (classroom, blended or online) across the UK. The site allows support to existing learners and embeds online and blended learning across the programme, with easy access for reps to TUC resources.

The site is also home to eNotes, a resource developed to help workplace reps stay up to date on key workplace issues. Each eNote is a self-contained e-learning module that contains a mixture of text, videos and quizzes lasting between 10 and 45 minutes. There are currently over thirty eNotes available including:

- The Trade Union Act
- Apprenticeships – Know Your Rights
- Health and Safety and Organising
- Equality Law
- Sexual Harassment
- Mental Health in the Workplace
- Domestic Violence
- Facility Time
- Vulnerable Employment.

TUC Education is also trialling a series of webinars to provide further support and updates for reps and officers. Webinars are advertised on the TUC Education website. Topics for future webinars include the Apprenticeship Levy, sexual harassment, stress, occupational cancer and wellbeing.

• An extract from the new health and safety e-learning resource

The screenshot shows a web interface for 'TUC HEALTH AND SAFETY REPRESENTATIVES'. The main heading is 'Accompanying management at a risk assessment' with a sub-heading 'Working together'. Below this is a section titled 'Turkey traumas' with a description: 'Watch the animation below and follow a health and safety rep as she describes a risk assessment of a commercial kitchen. As you follow, try to complete the risk assessment checklist.' The animation area shows a silhouette of a person with icons for a person carrying a box, a book, a globe, and a computer monitor. Below the animation is a 'Transcript' link. At the bottom, there is a quiz section titled 'What was your assessment?' with the question 'How many high-level risks did you identify in your risk assessment?' and an instruction: 'Choose the best answer and then select Submit.'



# STRONG UNIONS

More and more learners are taking up the online offer from TUC Education  
© Shutterstock



## Union Professional Development Programme

This year, the Union Professional Development Programme, through TUC Education, trained 562 union officials, combining more flexible learning options with traditional classroom-based events. Programmes include employment law, mental health at work and project management.

## International and European partnerships

TUC Education continues to be involved in transnational work reflecting TUC priorities. Tutors teach extensively on courses organised through the European Trade Union Institute. TUC Education has a longstanding relationship with the United Nations staff associations and delivered training to both them and to the UNAIDS Executive Committee in 2016.

## TUC Educational Trust

The TUC Educational Trust supports trade union education through:

- ▶ bursaries for students at Ruskin College, Coleg Harlech and Northern College
- ▶ supporting trade union learners working online
- ▶ supporting programmes at Keele University
- ▶ Union Women Professionals Summer School bursaries (with the support of the Mary Macarthur Trust).

## TUC EDUCATION SERVICE STATISTICS 2016

**Table 1: Union workplace representatives, courses, 2016**

Region	Union Officials		Safety Representatives		Specialist courses	Short courses	Totals
	Stage 1	Stage 2	Stage 1	Stage 2			
South & East	13	14	19	7	24	708	785
South West	1	2	6	0	19	62	90
West Midlands	4	2	7	4	6	146	169
East Midlands	0	1	4	1	3	52	61
Yorks & the Humber	9	6	9	5	21	218	268
North West	20	7	16	8	21	169	241
Northern	10	2	5	3	2	39	61
Wales	22	3	4	2	25	159	215
Scotland	10	1	8	2	5	115	141
Northern Ireland	13	7	12	3	51	10	96
<b>Totals</b>	<b>102</b>	<b>45</b>	<b>90</b>	<b>35</b>	<b>177</b>	<b>1,678</b>	<b>2,127</b>

**Table 2: Union workplace representatives, students, 2016**

Region	Union Officials		Safety Representatives		Specialist courses	Short courses	Totals
	Stage 1	Stage 2	Stage 1	Stage 2			
South & East	110	160	175	58	244	7,943	8,690
South West	4	16	58	0	220	863	1,161
West Midlands	37	31	115	46	64	1,743	2,036
East Midlands	0	14	43	9	32	621	719
Yorks & Humber	82	47	96	50	165	2,431	2,871
North West	237	78	197	92	184	2,498	3,286
Northern	147	25	57	30	26	626	911
Wales	274	30	37	24	266	1,849	2,480
Scotland	112	8	71	16	47	1,161	1,415
Northern Ireland	166	74	138	32	776	117	1,303
<b>Totals</b>	<b>1,169</b>	<b>483</b>	<b>987</b>	<b>357</b>	<b>2,024</b>	<b>19,852</b>	<b>24,872</b>
Women (%)	27.54	33.33	27.66	20.73	43.08	38.16	37.30

# STRONG UNIONS

**Table 3: Short course students by generic course title, 2016**

Generic title	Students
Industrial Relations/Collective Bargaining	4,218
Health and Safety	4,353
Induction	3,303
Equality	1,168
Information Communication Technology	561
Skills/Languages	999
Organising and Recruitment	1,989
Other*	3,261
<b>Total</b>	<b>19,852</b>

\* Other courses include those organised in response to union requests

**Table 4: TUC day-release and short courses provision, 1998–2016**

Year	Union Officials Stage 1 & 2		Health and Safety Stage 1 & 2		Follow-on/specialist		Short courses		Evening classes		Totals	
	Courses	Students	Courses	Students	Courses	Students	Courses	Students	Courses	Students	Courses	Students
1998	340	3,980	485	5,788	170	1,697	1,121	13,442	332	4,187	<b>2,448</b>	<b>29,094</b>
1999	345	4,102	443	5,375	194	2,029	1,287	14,801	336	4,205	<b>2,605</b>	<b>30,512</b>
2000	348	3,977	463	5,692	132	1,589	1,182	15,079	373	4,469	<b>2,498</b>	<b>30,806</b>
2001	307	3,560	430	5,264	118	1,379	1,570	19,157	282	3,111	<b>2,707</b>	<b>32,471</b>
2002	328	3,460	397	4,925	390	4,107	1,902	21,427	53	680	<b>3,070</b>	<b>34,599</b>
2003	288	3,161	404	4,502	562	5,252	2,135	23,873	85	1,058	<b>3,474</b>	<b>37,846</b>
2004	309	3,413	398	4,715	558	6,057	2,367	27,176	112	1,180	<b>3,744</b>	<b>42,541</b>
2005	279	2,917	353	4,021	487	4,800	2,954	33,561	82	1,203	<b>4,155</b>	<b>46,502</b>
2006	262	2,784	339	3,778	316	3,032	2,854	38,585	79	933	<b>3,850</b>	<b>49,112</b>
2007	68	2,667	355	3,781	359	3,730	3,097	41,085	130	1,367	<b>4,209</b>	<b>52,630</b>
2008	213	2,251	284	3,105	302	4,537	3,359	46,466	147	1,298	<b>4,305</b>	<b>57,657</b>
2009	202	2,155	294	3,120	314	3,105	4,018	48,483	155	1,458	<b>4,983</b>	<b>58,321</b>
2010	210	2,194	252	2,710	246	2,904	3,510	47,888	168	1,467	<b>4,386</b>	<b>57,163</b>
2011	188	1,969	240	2,522	213	2,148	2,847	39,758	134	1,550	<b>3,622</b>	<b>47,947</b>
2012	182	1,986	236	2,468	275	2,716	3,166	43,375	159	1,653	<b>4,018</b>	<b>52,198</b>
2013	212	2,241	211	2,216	219	2,336	2,592	35,589	144	1,374	<b>3,378</b>	<b>43,756</b>
2014	239	2,604	209	2,090	180	1,941	2,214	26,609	147	1,487	<b>2,989</b>	<b>34,731</b>
2015	179	1,986	164	1,667	147	1,499	2,085	23,969	128	1,247	<b>2,703</b>	<b>30,368</b>
2016	147	1,652	125	1,344	177	2,024	1,585	18,732	93	1,120	<b>2,127</b>	<b>24,872</b>

**Table 5: Percentage take-up of places on TUC 10-day and short courses, 2016**

(unions with 0.5 per cent and upwards of total affiliated membership)

Total affiliated membership	5,659,996
Total number of students attending TUC day-release courses	5,020
Total number of students attending TUC short courses	19,852

Union	% of total TUC membership	% take-up of TUC places on 10-day courses	Short courses
Unite	23.7	17.37	23.18
UNISON	21.5	16.16	17.98
GMB	10.8	12.99	8.56
USDAW	7.78	2.57	19.15
NUT	5.89	0.02	0.17
NASUWT	5.22	0.10	0.90
PCS	3.45	5.20	5.53
CWU	3.4	1.71	7.58
Prospect	2.47	0.60	0.65
ATL	2.22	0.06	0.01
UCU	1.86	0.96	2.28
RMT	1.48	2.95	1.27
EIS	0.94	0.12	0.21
Equity	0.72	0.08	0.03
CSP	0.71	0.02	0.84
FBU	0.63	1.06	1.88
RCM	0.58	0.02	0.92
Community	0.56	0.06	1.16
MU	0.54	0.00	0.00
NUJ	0.53	0.00	0.01
POA	0.53	0.62	0.10
NAHT	0.51	0.00	0.00



# STRONG UNIONS

## 5.6 Unionlearn and the Union Learning Fund

Over the past year, union learning has continued to add value to union membership and individual unions have successfully delivered on this agenda with the support of the Union Learning Fund (ULF) and unionlearn. A quarter of a million learners were supported via the union route in the year to March 2017. In line with Resolutions 77 and 78, the TUC has made representations to government about maintaining public funding for union learning, highlighted the limitations of a one-year funding programme, and prioritised union engagement in apprenticeships.

ULF projects account for 83 per cent of this total and once again exceeded expectations by supporting 210,000 learners, which was 26 per cent more than the targets set in its operational plans. The learning and training delivered by ULF projects is diverse, including: 27,000 English and maths learners; 30,000 ICT learners; 37,000 people undertaking continuing professional development courses; and 40,000 people engaged in informal adult community learning. In addition, over 14,000 apprentices were supported by unions running ULF projects in this period.

Unionlearn is responsible for managing the ULF projects, including the annual assessment and award of bids, regular project monitoring and a range of direct support activities for

**“ULF projects account for 83 per cent of this total and once again exceeded expectations by supporting 210,000 learners.”**

unions. Over the past year 28 ULF projects were approved, amounting to £9.8m.

Unionlearn periodically commissions independent evaluations of the ULF and unionlearn and one of the largest to date was undertaken in 2015/16 by Leeds and Exeter universities. The final report of the evaluation was published in October 2016 and it identified a wide range of positive impacts for both employees and employers from their engagement with union learning, including:

- more than two-thirds of learners with no previous qualification gained one through union learning
- one in five participants were subsequently awarded a promotion or increased responsibility at work and one in ten gained a pay rise
- nearly half (46 per cent) of non-union members that undertook union learning through the ULF subsequently joined a union
- over three-quarters of employers said the ULF had a positive effect in their workplaces and nearly half said it increased staff commitment levels.

The evaluation also pins down wider economic returns from the ULF, including that it contributes £1.4bn to the economy as a result of a boost to jobs, wages and productivity. It is estimated that for every £1 of ULF money:

- learners get £7.60 in higher wages/better job prospects
- employers get £4.70 in increased skills/productivity
- the return to the Exchequer from increased tax is £3.57.

In addition to providing support for ULF projects, unionlearn supports union learning through a range of other initiatives, including:

- support for wider union activities on learning and skills outside of the ULF
- helping unions engage in, and promote, high-quality apprenticeships, including advising unions on the impact of the levy
- developing online English and maths assessment tools for ULRs
- the union learning Climbing Frame, a free website developed for ULRs to help support learners



## The amount the Union Learning Fund (ULF) contributes to the economy by boosting jobs, wages and productivity

- ▶ the Mid-life Career Review project, which is supporting ULRs to help individuals review their life and career plans
- ▶ a project to support ULRs to develop pathways to higher learning for union learners
- ▶ support and briefing for union representative on a range of skills bodies.

Other aspects of the work of the TUC and unionlearn on education and skills can be found in Sections 1 and 3. Unionlearn produces a separate annual report on its activities that is available at [unionlearn.org.uk](http://unionlearn.org.uk)

### 5.7 Global union organisations

The TUC affiliates to and plays a major role in three international trade union organisations: the European Trade Union Confederation (ETUC), the International Trade Union Confederation (ITUC) and the Trade Union Advisory Committee to the OECD (TUAC).

The ETUC held its mid-term conference in Rome in May, setting priorities for the next two years: investment, higher wages, just transition to address climate change and digitalisation, fair trade and fair migration. TUC representatives on the Executive

Committee are Frances O'Grady (also on the Steering Committee), the General Council's Europe spokesperson Steve Turner, Sally Hunt and Dave Prentis. The Pan-European Regional Council executive met in March, with Steve Turner, Sally Hunt and Frances O'Grady the TUC representatives. The TUC European Network brings together union officers responsible for European issues and met in October, January and May, focusing on Brexit, trade policy and the proposed European Pillar of Social Rights. The TUC is represented on the EU Economic and Social Committee by Nick Crook (UNISON), Brian Curtis (RMT/WTUC), Diane Kelly (UNISON), Martin Mayer (Unite), Judy McKnight (convenor), Amarjite Singh (CWU), Agnes Tolmie (Unite/STUC) and Kathleen Walker-Shaw (GMB).

The ITUC General Council, on which the TUC is represented by Frances O'Grady and the General Council's international spokesperson Sally Hunt, met in November in Vienna. During the year, the TUC has engaged in ITUC campaigns on workers' rights including the global survey of abuses of trade union rights; mega-sporting events; climate change; women's organisation; and development co-operation.

The ITUC's Commonwealth Trade Union Group (CTUG) held its Annual General Meeting at

the ILO in June. The UK will host the next Commonwealth Heads of Government Meeting (CHOGM) in London in April 2018 and the TUC is preparing union involvement in it. Frances O'Grady and Sally Hunt met with the Commonwealth secretary general Baroness Scotland in May to discuss trade justice and LGBT rights.

Frances O'Grady represents the TUC on the administrative committee and plenary of TUAC, which met in December and June. The TUC took part in TUAC's work on OECD policies on economics and training, as well as discussions on due diligence and business and human rights, and representation at meetings of the G7 and G20. Frances O'Grady represented the TUC at the L20 meeting of trade unions from G20 countries in Berlin in May. The general secretary of TUAC, John Evans, retired in July and his successor will be appointed in December.

### 5.8 Global solidarity

The TUC continues to demonstrate solidarity with trade unions around the world, especially those experiencing repression and abuse. The following countries have been particular priorities for the TUC, but we have also continued to support trade unionists in countries such as Argentina, Iran, Swaziland and Zimbabwe, and we work closely with organisations like Amnesty International, Cuba Solidarity Campaign and the Palestine

# STRONG UNIONS

Solidarity Campaign. Reports feature regularly on the Stronger Unions website.

We also continue to maintain strong connections with unions in Australia, Canada, Japan (a bilateral meeting took place in Liverpool and London in June), Nigeria, South Africa and the USA. The annual bilateral meeting with German trade unionists, supported by the Friedrich Ebert Stiftung, took place in July.

**Bangladesh:** The TUC responded to a crisis in Bangladesh as its government and employers colluded in attacking trade unions. Following a strike in the capital, Dhaka, 34 union leaders were imprisoned, while 1,600 members lost their jobs. Joining with international partners, the TUC demonstrated with unions and NGOs outside the High Commission in London. Importantly, the TUC was able through the ETI to coordinate the response of British companies sourcing from Bangladesh, who threatened a boycott of a major Bangladeshi industry event and warned that their continued investment would be at risk if the union leaders were not released, contributing to a climbdown by the government and freedom for all those arrested.

**Brazil:** The TUC continued to support the Brazilian trade union movement in opposing the legislative coup that saw President Dilma replaced by the corrupt Temer regime, and which set about dismantling

the social justice and equality measures put in place by the Workers Party. The TUC supported the campaign to defend former President Lula and held a rally at Congress House with shadow foreign secretary Emily Thornberry joining ITUC's Brazilian President Joao Felicio.

**Colombia:** As recognised in Emergency Resolution 2 from the 2016 Congress, the peace deal, in which the TUC-backed Justice for Colombia (JFC) had played a significant role, was finally signed. This brings great hopes for the future, but in the meantime much work is still needed to protect trade unionists and other human rights defenders as the country and its warring parties adjust to the new reality. Trade union leader Huber Ballesteros was released from gaol after relentless campaigning by JFC. Huber, who was arrested as he prepared to fly to address Congress in 2013, had spent 40 months in prison awaiting a trial that never came. The TUC demanded swift action by the Colombian government when, after his release, Huber was the target of death threats by paramilitary groups.

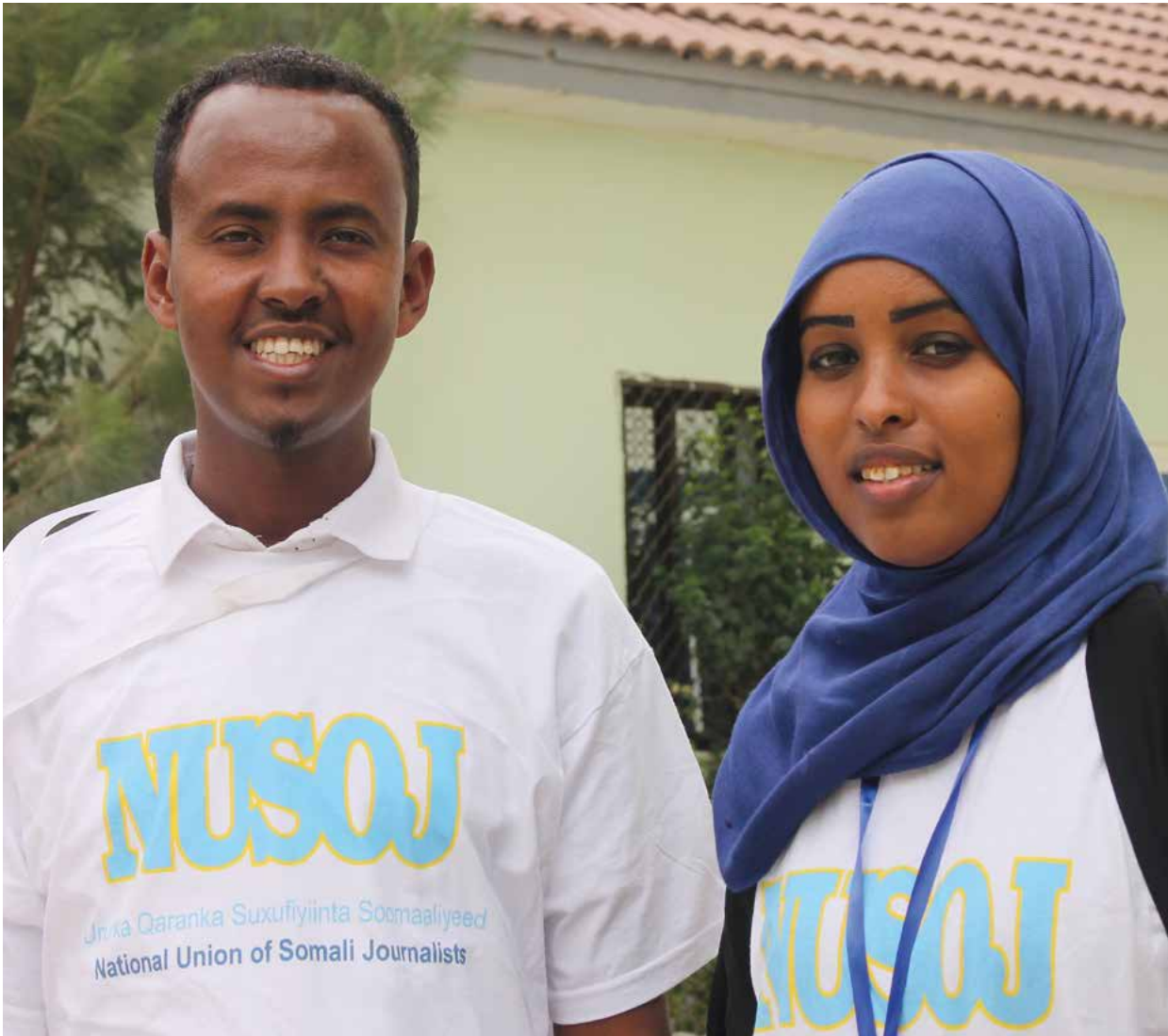
**Korea:** The TUC organised a demonstration at the Korean embassy in November in support of the general strike held by the national union centre KCTU to protest against government repression of trade unions. In May, the TUC wrote to the Ambassador of Korea expressing hope that the election of President Moon

Jae-in, a former human rights lawyer, would mean workers' rights would be respected and called for the release of the KCTU leader Han Sang-yeon from prison. The TUC continues to highlight that such abuses contravene commitments Korea made in its trade deal with the EU, and membership of the OECD, to honour core international labour commitments standards.

**Nicaragua:** The TUC acted in support of workers in Nicaragua's garment sector when a labour protest in an Export Processing Zone (EPZ) in Managua ended with the intervention of riot police, who made indiscriminate arrests and threatened the union leadership with three-year prison sentences. The TUC requested an audience with the Nicaraguan ambassador to the UK, who agreed to convey our deep concerns to her government. Nicaragua has the best labour rights in the region, but there are concerns among global union federations that financial pressures from particularly South Korean companies could lead to an erosion of rights in EPZs.

**Somalia:** Frances O'Grady wrote to HMG Ambassador in Somalia in response to unwarranted criminal accusations being directed towards the secretary general of the National Union of Somali Journalists (NUSOJ), Omar Faruk Osman. He was summoned to appear, shortly before departing to the International Labour Conference, before the Attorney General's Office for interrogation for

Global solidarity: National Union of Somali Journalists (NUSOJ)  
© TUC



speaking out on government policies on press freedom and journalists' rights. She urged the Ambassador to press the Somali government, specifically the Minister of Information, to stop these continued anti-union activities.

**Turkey:** The 2016 Congress adopted Emergency Resolution 7 on Turkey and solidarity with the Kurdish population, expressing concern at the

state of emergency decree introduced in the aftermath of the failed coup earlier that summer, deliberately targeting trade unionists and public officials. The TUC has stepped up solidarity activities, including taking part in an ETUC delegation to Turkey in early May (Simon Dubbins, Unite), and attending KESK congress in July (Chris Weavers and Abdullah Muhsin, NASUWT) to show our support. We also supported

the creation of a special ITUC/ETUC solidarity fund in support of the trade union movement and civil servants being summarily dismissed. The TUC supported a case against the Turkish government at the ILO conference in June and other solidarity actions led by European and global union federations in the education and transport sectors.



# STRONG UNIONS

● Garment worker carries trousers to sell in the local market in Dhaka, Bangladesh  
 © Abir Abdullah/EPA/Rex/Shutterstock



## TUC Aid

TUC Aid is the TUC's charitable arm for development cooperation. Trustees are Gail Cartmail (chair), Owen Tudor (secretary), Sheila Bearcroft, Sue Ferns, Sally Hunt, Frances O'Grady, Chris Tansley and Fiona Wilson. It met in December, April and July. The Trade Union Unit Trust has generously begun to match fund projects and plans exist for closer cooperation. Projects under way or initiated include:

- follow-up labour law, grievance resolution and collective bargaining training for women in the Bangladeshi National Garment Workers' Federation to develop their skills and confidence as negotiators
- a Bangladeshi Occupational Safety, Health and Environment (BOSHE) Foundation project to raise awareness of 'just transition' to tackle climate change
- the restoration of the Beit Lahia plant nursery, damaged by the Israeli bombings in Gaza, Palestine
- support for IndustriALL to hire a union coordinator to improve the condition of women in the textile sector in Tamil Nadu, India
- support for a self-employed workers' union in Nicaragua, to recruit and support woman members and enable women to take senior roles
- partnering with Banana Link's appeal to assist two Peruvian unions to rebuild homes, offices and lives after floods and mudslides; and to support SITRABI to organise banana workers in Southern Guatemala

- ▶ producing the Federation of Somali Trade Unions' second annual review of human and trade union rights abuses in Somalia to aid lobbying for their end
- ▶ support for the Disability Champions International Programme in Ethiopia, Tanzania, Uganda and Rwanda.

## 5.9 English regions

In the English regions activities have included:

- ▶ A unionlearn conference to consider the impact of Brexit on Cornwall heard from a range of speakers including Matthew Thomson from Fifteen Restaurant and Kate Kennally, chief executive of Cornwall Council. The meeting heard of the fears over the loss of migrant workers to sectors such as tourism, care and agriculture.
- ▶ The greater Bristol area is the engine hub of the wider regional economy and is prosperous in many ways. But there are deep divisions and inequality across the city. Average weekly pay drops £90 between Bristol South and Bristol West. Bristol Citizens Advice produced a telling report into insecure employment, using the experience of their clients. This was followed by an exposé into conditions faced by so-called self-employed delivery drivers in Bristol.
- ▶ South West TUC has responded with the Better Jobs for All Bristol campaign, pressing the mayor to adopt a range of measures including declaring Bristol a Living Wage City, agreeing an employment charter, looking at ways to tackle employment abusers and boosting quality apprenticeships and career advice.
- ▶ School students at Heathfield School near Taunton staged a lavish theatre production of *Made in Dagenham*. Previously the drama group put on a play about the Tolpuddle Martyrs – a section of which they performed at the Festival – and the concerns of young people were highlighted by the South West Youth Parliament through a number of discussion groups at Tolpuddle. They chose social media and mental health as one subject, which attracted a lot of interest and provoked a very stimulating debate.
- ▶ Achieving “just transition” in Yorkshire and the Humber remains a high priority, with the TUC working to ensure a CCS project is approved in the region, despite a less sympathetic outlook from the national grid. This is part of a wider industrial strategy around highly skilled well-paid jobs in the green economy.
- ▶ Young members also from Yorkshire and the Humber are working with Norwegian trade unionists through an exchange developed over the last year by Norwegian TUC and Yorkshire and the Humber TUC to share best practices in recruiting younger members, and learning about combating fascism. It is co-organising a series of events over the course of 2017 with partners such as Sheffield University and NEF on the experience of precarious employment and what this means for young workers.
- ▶ The Northern Region continues to contribute to high-quality employment. Through the Better Health at Work programme in partnership with 13 local authorities it has helped drive forward healthy workplaces and reduce health inequality across the North East and Cumbria as a whole. At various stages of the programme's award, 2,076 interventions were made that had an impact on 345 employers. Popular campaigns included alcohol and drug awareness, healthy eating, physical activity, cancer awareness, stopping smoking and musculoskeletal concerns to name but a few, engaging 808,783 contacts and people as part of these campaigns. Stress and mental health work, occupational cancers and smoking cessation are all high priorities for trade unions. The TUC has delivered 59 north-eastern Mental Health First Aid courses covering 667 participants, over a hundred Stressbusters programmes covering 1,122 people and an additional 17 mental health awareness briefings.

# STRONG UNIONS

Shakira Martin, NUS president, speaking at the Tolpuddle Martyrs Festival, Dorset  
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## 5.10 Wales TUC

Campaigning activities in Wales and the regions has supported and developed TUC priorities, as well as pursuing specific regional initiatives where relevant.

Wales TUC has devolved responsibility for Welsh matters within the TUC. The Wales TUC Conference makes Welsh policy and the Wales TUC General Council oversees the implementation of that policy. This allows the Wales TUC to develop approaches appropriate for Wales in delivering trade union priorities that are shared across the trade union movement.

As part of the wider TUC, Wales TUC led the campaign in Wales against the UK Trade Union Act, with lobbies of Welsh MPs and UK government ministers. In addition, the Wales TUC believes that aspects of the Westminster Act directly impinge on matters that are devolved to the Welsh government and the National Assembly for Wales. The Wales TUC led a successful campaign for the National Assembly to refuse consent for the UK government to apply its Trade Union Act in Wales. When Westminster passed the Act regardless, the Wales TUC led a further successful campaign for Welsh legislation to dis-apply the UK Act for devolved public services in Wales. The Trade Union Act (Wales) 2017 was passed by the National Assembly in July. The Welsh Act stops the Westminster government from

Poster (detail) produced to support the campaign for decent work in Wales



**“The Better Jobs Closer to Home campaign focused on demanding that the Welsh government prioritise achieving decent work across the whole of Wales.”**

interfering in the Wales TUC’s social partnership approach to delivering public services in Wales. It means that the additional strike ballot threshold, the restrictions on check off and the attack on facility time will not apply to devolved services. It also means that if the ban on using agency workers to break strikes is lifted in the UK this will remain illegal for areas under Welsh government control such as health, education and local government. Should there be any attempt to undermine the

democratic decision of Wales to have its own legislation in this area, the Wales TUC will lead a major campaign in defence of trade union rights and in defence of Welsh devolution.

The Better Jobs Closer to Home campaign focused on demanding that the Welsh government prioritise achieving decent work across the whole of Wales. However, the Wales TUC’s particular focus was the coalfield, steel and heavy manufacturing areas that have



# STRONG UNIONS

suffered most from successive Tory UK government policies. Many working class parts of Wales have been failed by the free market and feel left behind. The former industrial Welsh valleys have significant numbers continuing to suffer poverty and lack of opportunity. The Wales TUC said that “while the valleys struggle, Wales will not prosper – and what’s more while the valleys struggle, Wales will not deserve to prosper”. As a result of the Wales TUC campaign, the Welsh government has set up a ministerial taskforce to develop a cross-government targeted plan aimed at helping thousands of disadvantaged workers into decent work in the valleys. This will include direct government intervention in employability and skills, help for access to work and job progression and reserving government procurement contracts to establish employment hubs in areas of high deprivation. In response to the Wales TUC, the Welsh first minister has gone further and committed his government to making Wales a ‘fair work nation’. The steps on the way to achieving this will be developed and delivered through the social partnership approach and the Wales TUC is taking a leading role in this.

The detailed Welsh work programme and full Wales TUC Conference reports on the delivery of Welsh devolved policy priorities are available on the Wales TUC web pages.

## 5.11 Trades councils/UWCs

The TUCJCC has supported trades councils to contribute to key campaign priorities and trade union campaigns, particularly those against austerity and cuts in public services and welfare, including promoting the Welfare Charter adopted at Congress 2016, as has the network of TUC Unemployed Workers Centres.

Trades councils continued to support an extensive range of events on International Workers Memorial Day and also May Day events across the country. Trades councils mobilised in support of many local and national events, including defending the NHS and at various stations to support the Action for Rail campaign days.

The number of trades union councils registering by the 2017 deadline was 141, compared to 149 by the end of 2016, plus 24 county associations, including the formation of a County Trades Council in Cornwall for the first time in trade union history, leading and supporting key campaigns.



# 6

SECTION 6

TUC ADMIN AND  
ORGANISATION

# TUC ADMIN AND ORGANISATION

## 6.1 Developing the TUC

The TUC has undergone a significant amount of internal change over the last year, to meet the external challenges we face. We aim to maintain our finances on a secure footing over the longer term and ensure that the TUC remains a great place to work so that we can deliver everything we undertake on your behalf.

## 6.2 Our people, learning and development

We have seen a substantial decrease in staff numbers over the last year. In light of the ending of fees remission and the need to deliver the new trade union education plan, we needed to make reductions to the staffing as well as restructure the work in this area. At the same time, we opened a voluntary severance scheme and were able to make other staff reductions where work could be cut or absorbed by other colleagues. This enabled us to save on overall staffing costs while increasing the number of policy and campaign support officers in the regions – staff who work closely with unions.

Over the last year, staff have continued to take up a wide range of learning and development opportunities, in particular in social media and other campaigning skills as we build our capability in these areas. We moved to a new HR and payroll system, which will improve services to staff.

**“The 2016 Congress was held in Brighton and it carried 50 resolutions, 18 composites and 7 emergency resolutions.”**

## 6.3 Congress House improvements

Second only to our staff, Congress House is our biggest asset and we have a duty to the wider movement to make the best possible use of this resource. We completed the last of our staff moves early in 2017 into more modern and effective working areas over a smaller area. This has freed up space for new and existing tenants. A major programme of work to refurbish the south side of the building will be completed in 2017 with the aim of increasing income from tenants.

## 6.4 Congress Centre – a valued venue

Congress Centre continues to be a valued venue for the TUC and affiliates, and a source of income as we welcome external organisations to its events, conference and meeting facilities. 2016 was a successful year for Congress Centre, with income coming in on target. We have delivered a wide variety of events, from conferences to fashion shows, and we continue to receive great feedback.

This year will be challenging, as the venue has been affected by the building works. We are making some changes to

the area around the Congress Hall that should improve its appeal, as will the opening of Crossrail. We continue to look at what more we can do to market effectively and maximise value from the Congress Centre facilities.

## 6.5 IT strategy and information services

Under the banner of our IT strategy, overseen by a new IT steering group, a major project is underway to improve our IT infrastructure. This will deliver secure infrastructure at significant cost savings, improving our file management and data protection compliance. We have all received data protection training and our contact database is improving. Under the infrastructure project, we will have a range of new tools to help us work across the TUC to deliver our main objectives.

The information line supported over 4,500 public enquiries in 2016, of which over 2,400 were from people who wanted to know how to join a union.



📍 **Voting in the hall at Congress after a debate**  
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## 6.6 Affiliations and mergers

The Artists' Union England affiliated to the TUC in September 2016.

BECTU merged into Prospect, and UCATT merged into Unite in January 2017.

NUT and ATL are due to merge into the National Education Union (NEU) in September 2017.

## 6.7 Congress awards

The winners of this year's Congress awards for lay representatives are as follows:

- *Learning Award*  
Daphne Robins, Unite
- *Young Members Award*  
Steven Warwick, PCS
- *Organising Award*  
Stephen Garelick, GMB
- *Women's Gold Badge*  
Jean Rogers, Equity
- *Health and Safety Award*  
Anthony Lampey, Usdaw

## 6.8 Congress

The 2016 Congress was held in Brighton and it carried 50 Resolutions, 18 Composites and 7 Emergency Resolutions. It also agreed a statement on the *TUC Campaign Plan 2016–17*. One motion was lost. An index is included in this report showing where, within the report, the action taken on each of the resolutions is reported.

During the year, the Executive Working Group on Congress continued to play a consultative role to advise on arrangements to Congress.



# TUC ADMIN AND ORGANISATION

## 6.9 General Council

At the time of writing, the General Council has held seven meetings during the Congress year. At the first meeting, held jointly with the outgoing General Council of the 2016 Congress, Mary Bousted was elected as chair and she will preside at the 2017 Congress. It was agreed that the Executive Committee should be composed of the existing members, with the exception of Christine Blower and Joanna Brown, who were leaving, and with Maria Exall and Sue Ferns joining the Committee.

In February 2017, John Smith, general secretary of the Musicians' Union, retired from the General Council. In April 2017, his successor Horace Trubridge joined the General Council as Musicians' Union representative.

During the course of the year, the General Council's work has focused on the implementation of the Trade Union Act, leaving the European Union and the 2017 general election.

*Overall responsibility as lead spokesperson for the TUC*

The general secretary,  
Frances O'Grady

*Senior representative throughout the Congress year*

The president, Mary Bousted

### Specific areas of responsibility

- *Disabled workers*  
Seán McGovern
- *Environment and sustainable development*  
Sue Ferns
- *Europe*  
Steve Turner
- *Health and safety*  
Liz Snape MBE
- *International development*  
Gail Cartmail
- *International relations*  
Sally Hunt
- *Learning and skills*  
Mary Bousted
- *LGBT+ rights*  
Maria Exall
- *Migration*  
Mohammad Taj OBE
- *Public services*  
Dave Prentis
- *Race equality*  
Gloria Mills MBE
- *Trade Union Councils*  
Matt Wrack
- *Women*  
Sue Ferns
- *Youth*  
Craig Dawson

## 6.10 Senior staff and internal structure

Sam Gurney was appointed in October 2016 as head of Equality and Strategy, covering for Alice Hood's maternity leave.

Head of unionlearn, Liz Rees, retired in January 2017. Unionlearn subsequently merged with the Organising and Services Department.

## 6.11 Women's Conference

TUC Women's Conference 2017 saw 294 delegates from 30 unions registered. There were 24 observers and 41 visitors. The conference took place at Congress House from 8 to 10 March 2017. There were keynote speeches from Mary Bousted, Esther Lynch (ETUC) and Sarah Champion MP. There was also a panel discussion on ending violence against women, featuring Marai Larasai of Imkaan, Karen Ingala Smith of the Nia Project and Jane Pillinger, a leading academic who has undertaken work for the ETUC on the trade union role in combating violence against women.

Delegates organised a social media campaign in support of women's struggle for safe and legal abortion in Ireland.

Fifty-one motions and three emergency motions were submitted. Forty-two resolutions were adopted including composite motions. The motion

Delegates at TUC Black Workers Conference, Congress House  
© Jess Hurd/reportdigital.co.uk



selected for Congress was Composite 4, Ending the gender pay gap.

### 6.12 Black Workers Conference

The 24th TUC Black Workers Conference was held from 7 to 9 April 2017 at Congress House. The conference, chaired by Floyd Doyle, was attended by 218 delegates from 28 affiliated unions. The TUC president, Mary Boustead, addressed the conference, as did the general secretary, Frances O'Grady. Other speakers were Sandra Kerr, director of Business in the Community, Chris Booth, director of CHAPS, Malia

Bouattia, NUS resident, and Marilyn Reed from the Sarah Reed Campaign.

The theme for the conference was Mobilising Black Workers and Communities. The conference featured a panel debate on Black Workers, Precarious Work and Outsourcing. Delegates took part in workshops that were facilitated by trade union tutors and discussed various aspects of race equality and collective bargaining.

### 6.13 Disabled Workers Conference

The 16th TUC Disabled Workers Conference took place on 18 and 19 May 2017. It was chaired by Janine Booth, Seán McGovern, Mandy Hudson and Tony Sneddon. Conference was addressed by Mary Boustead, TUC president, Seán McGovern, Tara Flood of the Alliance for Inclusive Education and young Unite activist Aisling Gallagher. Conference debated 21 motions on subjects including mental health, discrimination and access to employment. Conference was attended by 197 delegates from 23 unions.

# TUC ADMIN AND ORGANISATION

Some of the winners from this year's Trade Union Comms Awards  
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## 6.14 LGBT+ Conference

The TUC LGBT+ Conference took place on 6 and 7 July 2017. It was chaired by Julia Neal, Maria Exall, Debbie Hayton and Pat Carberry. The conference was addressed by TUC General Secretary Frances O'Grady, Stephen Doughty MP, Ruth Hunt of Stonewall, Lucy Anderson MEP and Phyllis Opoku-Gyimah of UK Black Pride. The conference debated motions on topics including mental health, young workers and making sex and relationship education LGBT inclusive.

## 6.15 Young Workers Conference

The TUC Young Workers Conference 2017 saw 91 delegates and 23 unions registered. There were 27 visitors. There were workshops on apprenticeships, Brexit and reaching out to young workers. Sixteen motions and three emergency motions were submitted. Fifteen resolutions were adopted including composites. The selected motion to Congress is Composite A, Apprenticeships.

## 6.16 Trades Councils Conference

A very positive and enthusiastic trades council conference took place with 84 delegates at the Stadium of Light in Sunderland the weekend following the general election result in June. Matt Wrack, the GC lead for the TUCJCC chaired the conference, which heard keynote speeches from Simon Kennedy of Friends of Durham Miners, Helen Cook from UNISON speaking about the Durham teaching assistants' industrial action and campaign, Gordon Arnott from the Scottish Trades Councils movement and Ian Lavery MP, Labour's election campaign coordinator.



### 6.17 TUC Trade Union Communications Awards

This year we celebrated the 40th anniversary of the awards. Eighteen unions took part in the competition, with a total of 73 entries that showcased a variety of high-quality communications from across the union movement.

The judges were: Kathleen Christie, campaigner; Alan Jones, journalist; Rt Hon Alan Johnson, former MP; and Jon Skewes, director for policy employment relations and communications, RCM. At the awards ceremony on 13 July, hosted by the TUC President, union communications professionals and members of the General Council were able to celebrate the competition entries. The TUC general secretary awarded the certificates.

The winners were as follows:

- *Best membership communication – print journal*  
Nautilus International
- *Best membership communication – digital*  
Nautilus International
- *Best communication for reps and activists*  
Usdaw
- *Best recruitment/new member communication*  
NASUWT

- *Best campaign communications*  
Unite
- *Best designed communication*  
GMB
- *Best innovation*  
UNISON

### 6.18 TUC finances

The TUC's accounts for 2016 (see Appendix 3) show a total deficit across all funds of £5,913m, including asset revaluations and FRS 102 adjustments. The operating surplus on ordinary activities of £88,000 comprises surpluses of £121,000 and £24,000 on the administration and Congress House dilapidations funds respectively and a deficit of £57,000 on the development fund.

#### Development Fund

In 2016, 10 per cent of the affiliation fee was allocated to the Development Fund and was used to promote new work and General Council initiatives. This was used to support a variety of projects, with the main initiatives being:

- Protecting Workers' Right to Strike and Promoting Trade Unionism
- Economy, Jobs and Skills
- Building the Post-Brexit Economy

- Reaching out to Young Workers
- Work, Equality and Global Justice
- Making Devolution and Decentralisation Work
- Supporting the Campaign Plan.

#### Statement of Accounts

The annual Statement of Accounts and Balance Sheet as at 31 December 2016 is set out in Appendix Three. The Administration Fund (covering the day-to-day office running expenses and staff costs) produced an operating surplus of £121,000. The Development Fund, representing all non-unionlearn externally funded projects together with projects funded by the affiliation fee, showed an operating deficit of £57,000, while unionlearn funds broke even. The Dilapidations Fund showed that £496,000 was spent on the upkeep of Congress House during the year and £520,000 was transferred to the Dilapidations Fund from the Administration Fund.

During 2016 our calculated FRS102 Pension Scheme position moved from a £18,379,000 surplus to a £8,278,000 surplus. This negative movement of £10,101,000, together with the Dilapidation Fund surplus of £24,000, the deficit on the Development Fund of £57,000, the surplus for the year on the Administration Fund of



# TUC ADMIN AND ORGANISATION

£121,000, the gain of £43,000 on sale of fixed assets and investments, net revaluation gain of £3,809,000 and gain on foreign exchange of £248,000 has reduced the funds of the TUC from £86,444,000 to £80,531,000.

## Prospects and developments

A budget for the Administration Fund 2017 has been agreed by the General Council. This showed a projected deficit of £612,676, primarily as a consequence of the projected fall in property income during the refurbishment of Congress House in order to enhance long-term rental income opportunities. The General Council approved a 6 pence (2.2 per cent) increase in the affiliation fee to £2.80 for 2017.

The rolling programme of internal audit work, conducted by the accountants BDO, continued in 2016 with further 'value for money audits' and 'operational and internal financial audits' being undertaken. During 2016, internal audit reviewed the financial and operational controls in respect of cash handling and the TUC charities and a value for money audit was undertaken in respect of Congress. During the next 12 months, we will review the implementation of recommendations from past internal audits to ensure that systems are functioning as expected.



## 6.19 TUC library

Located at London Metropolitan University, we attract a wide range of researchers, interested in both the history and current activities of trade unions, labour history and adult education.

We have three exhibitions for loan: *Solidarity and the Miners' Strike 84/85* (see above); the recently produced *A Special Relationship* about the connection between US and British labour; and *The Impact of the Russian Revolution on the Left in Britain 1917 to 1926*.

*The Union Makes Us Strong; The Workers' War; Winning Equal Pay; and Britain at Work* (our websites, which include image archives and oral history) can all be accessed from [unionhistory.info](http://unionhistory.info) and continue to be very popular with researchers and educators.

TUC Library can be found on social media at:

### Blogs

<http://blogs.londonmet.ac.uk/tuc-library>

### Facebook

[facebook.com/tuclibrary](https://facebook.com/tuclibrary)

### Pinterest

[pinterest.com/tuc\\_library](https://pinterest.com/tuc_library)

### Twitter

@TUC\_Library

Contact TUC librarian Jeff Howarth to arrange visits and inductions at:  
London Metropolitan University  
The Wash Houses  
Goulston Street  
London E1 7NT

[tuclib@londonmet.ac.uk](mailto:tuclib@londonmet.ac.uk)



**OBITUARIES**

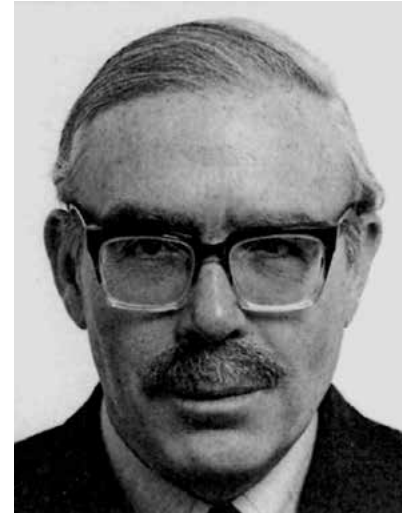
# OBITUARIES



**Neil Buist**, who died in January aged 51, was general secretary of the National Association of Co-operative Officials (NACO). He became assistant general secretary of NACO in 2002 and general secretary in 2006, and represented his members during a challenging period for the cooperative movement. Previously he was an assistant general secretary with UNIFI, the banking and finance union, and a senior staff representative with the NatWest Staff Association. His interest in trade union negotiation began when he studied industrial relations at Keele University.



**Kevin Halpin**, who died in February aged 89, was a workplace activist in the engineering industry and lifelong communist. Sacked by Ford for his trade union activities and subsequently blacklisted, he eventually found work at Harland & Wolff where he became a shop steward. He was one of the founders of the Liaison Committee for the Defence of Trade Unions, which organised and supported a number of industrial struggles in the 1970s and campaigned successfully for the release of the Pentonville Five. He was also a strong advocate for greater women's representation in the trade union movement.



**Dr Ronald Owen**, who died in April aged 96, was the TUC's medical adviser from 1976 to 1989. During this time he helped develop the TUC's work on health and safety, occupational health and industrial health hazards.





**Brenda Procter**, who died in March aged 66, was a leading figure during the miners' strike of 1984–85 as an activist within the Women Against Pit Closures campaign and the North Staffs Miners' Wives Action Group. During the dispute, she helped start a food parcel distribution centre at Florence Colliery Miners' Welfare in Stoke, attended picket lines across the country, and spoke at rallies alongside Tony Benn, Arthur Scargill and Neil Kinnock. After the strike ended she supported the Wapping printers' dispute and the Liverpool dockers' strike. Having left school at 15 without qualifications, she graduated with a degree in Industrial Relations from Keele University in the mid-1990s. In recent years Brenda provided support and advice for people on benefits who had been sanctioned.



**Eric Roberts**, who died in November 2016, was president of UNISON. Previously he had been branch secretary of the London Ambulance Service, with which he served with distinction for 42 years. A member of UNISON's NEC, he was elected president in June 2016, the first ambulance clinician to hold that office. Before joining the ambulance service he worked as an instrument repairer at Rushworth's music house in Liverpool, where bands including The Beatles performed. A committed, dedicated public servant, he was also a proud internationalist and arranged for old ambulances to be sent to Cuba, where he also helped refurbish an emergency control room.



**Betty Tebbs**, who died in January aged 98, was a lifelong trade unionist. Her activism began at the age of 14, when she turned up on the first day of her job at the East Lancashire Paper Mill to discover the boys were paid thirteen shillings while the girls barely got nine. She quickly joined the National Union of Printing, Bookbinding and Paper Workers (now part of Unite). In her 17 years at the mill, Betty Tebbs challenged sexual harassment and sexist attitudes and led women workers on a successful strike for equal pay. A powerful advocate of women's rights, she campaigned for nuclear disarmament, against the BNP, and for the Palestine Solidarity Campaign.



# OBITUARIES



**Mary Turner**, who died in July, was President of GMB – a post she held for 20 years – and a trade union activist for over six decades. She started work at 16 at Jackson’s Tailors, immediately joining the Tailor and Garment Workers’ Union (which later became part of the GMB), before becoming Mother of the Chapel in the print industry. After having children, she returned to work as a part-time dinner lady in Brent and organised poorly paid, badly treated female colleagues. During this time Mary developed

a lifelong passion for free school meals, ensuring this became part of Labour policy. She campaigned vigorously against low pay, discrimination and the far right, and helped feed young people taking part in the People’s March for Jobs. When first elected to the GMB executive, she was the only woman out of 40 members. She also served on the Labour Party National Executive Committee, chairing the party in 2004. An organiser, campaigner and fighter for justice, Mary made a huge impact throughout her life.



# APPENDICES

# ATTENDANCE 2016–17

## General Council

At the time of going to press, the General Council had held seven meetings during the Congress year.

Member	Attendance	Member	Attendance	Member	Attendance
Sheila Bearcroft	4	Sally Hunt	7	Jon Skewes	4
Mary Bousted	5	Chris Keates	2	Eleanor Smith	2
Tony Burke	6	Annette Mansell-Green	6	John Smith <sup>3</sup>	2
Jane Carolan	0	Len McCluskey	0	Liz Snape MBE	5
Gail Cartmail	2	Seán McGovern	4	Michelle Stanistreet	1
Mick Cash	4	Roger McKenzie	6	Jane Stewart	1
Mike Clancy	7	Gloria Mills CBE	7	Claire Sullivan	7
Brian Cookson	7	Micky Nicholas	5	Niamh Sweeney	4
Manuel Cortes	4	Ged Nichols	5	Mohammad Taj OBE	7
Nick Cusack	6	Frances O'Grady	7	Chris Tansley	5
Kevin Courtney	6	Christine Payne <sup>1</sup>	2	Horace Trubridge <sup>4</sup>	1
Tony Dale	4	Dave Penman	7	Steve Turner	2
Craig Dawson	4	Dave Prentis	2	Dave Ward	5
Neil Derrick	4	Roy Rickhuss	2	Simon Weller	4
Mark Dickinson	4	Tim Roache	4	Fiona Wilson	5
Maria Exall	7	Linda Rolph	4	Tony Woodhouse	4
Sue Ferns	7	Maggie Ryan	0	Matt Wrack	7
Larry Flanagan	2	Brian Rye <sup>2</sup>	1		
Steve Gillan	2	Malcolm Sage	3		
John Hannett	0	Eddie Saville	7		
Philipa Harvey	6	Mark Serwotka	2		

<sup>1</sup> Equity was represented by other representatives on four occasions

<sup>2</sup> Retired July 2017

<sup>3</sup> Retired February 2017

<sup>4</sup> Joined April 2017

## Executive Committee

At the time of going to press, the Executive Committee had held 10 meetings during the Congress year.

<b>Member</b>	<b>Attendance</b>	<b>Member</b>	<b>Attendance</b>
Sheila Bearcroft	2	John Smith <sup>1</sup>	1
Mary Bousted (Chair)	10	Liz Snape	2
Tony Burke	7	Mohammad Taj	7
Jane Carolan	4	Steve Turner	5
Gail Cartmail	8	Fiona Wilson	5
Mike Clancy	7	Dave Ward	2
Maria Exall	10	Simon Weller	9
Sue Ferns	9	Matt Wrack	5
John Hannett	4	<sup>1</sup> Retired February 2017	
Sally Hunt	8		
Chris Keates	1		
Len McCluskey	1		
Gloria Mills	6		
Ged Nichols	7		
Dave Prentis	0		
Tim Roache	4		
Mark Serwotka	4		



# COMMITTEE MEMBERSHIP 2016–17

## Disabled Workers Committee

### General Council

Manuel Cortes  
Nick Cusack  
Ged Nichols  
Paul McCarthy  
Sean McGovern (chair)  
Malcolm Sage

### Elected at the Disabled Workers Conference

#### BECTU

Jane Perry

#### Community

Robert Mooney

#### CWU

Tony Sneddon

#### GMB

Carl Lewthwaite

#### NASUWT

Lara Morris

#### National Union of Rail, Maritime and Transport Workers

Janine Booth

#### NUJ

Ann Galpin

#### NUT

Mandy Hudson

#### POA

Paul Meekin

#### Prospect

Amy Bishop

#### Public and Commercial Services Union

Mark Leopard

#### UNISON

Sian Stockham

#### Unite

Julian Allam  
David Allan  
Marsha de Cordova  
Phoebe Kemp  
Manjeet Sandhu

#### University and College Union

Dr Malcolm Day  
Patricia Roche

#### Usdaw

Linda Carter

#### Secretary to Committee

Sam Gurney

## LGBT+ Committee

### General Council

Maria Exall  
Ged Nichols  
Tim Poil  
Simon Weller

### Elected at the LGBT+ Conference

#### ASLEF

Darran Brown  
James Sutherland

#### Association of Teachers and Lecturers

Julia Neal

#### BECTU

Rob Lugg

#### Community

Richard Angell

#### CWU

John Monk  
Laurie Smith

#### Fire Brigades Union

Pat Carberry

#### GMB

Carl Banks

#### NASUWT

Deborah Hayton  
Peter Taylor  
Craig Warne  
Lee Williscroft-Ferris

#### National Union of Rail, Maritime and Transport Workers

Sue Dunne

#### NUT

Annette Pryce

#### Prospect

Claire Mullaly  
Graham Nash

#### UNISON

Dettie Gould (chair)  
Asha Wolfe-Robinson

#### Unite

Alex DeWinter  
Phil Jones  
Nigel Marley  
Tom Sutherland

#### University and College Union

Martin Chivers  
Stephen Desmond

#### Usdaw

Neil Smale

#### Secretary to Committee

Sam Gurney

## Pensioners Committee

### Affiliated unions

#### ASLEF

Tony West

#### BALPA

Trevor Phillips  
Julian Soddy

#### Community

Peter Lightfoot

#### CWU

Rodney Downing

#### GMB

Derrick Baker MBE JP  
J Rogers

#### Napo

Margaret Pearce

#### NASUWT

Ian Millington  
Paul Smith

#### NUJ

Monica Foot  
Brian Herbertson

#### NUT

Marion Wilson

#### Public and Commercial Services Union

Eddie Spence

#### Prospect

Mike Moriarty

#### University and College Union

Norman Jemison

#### TGWU Retired Members Association

William Jupp

#### UNISON

Rosie Macgregor

#### Unite

Mike Pike  
Bob Pinkerton

#### Usdaw

Geoff Page

### Other

#### National Pensioners Convention

Ron Douglas  
(observer)

### TUC

#### Chair of Committee

Kate Bell

#### Secretary to Committee

Tim Sharp

#### Midlands TUC Pensioners Network (observer)

Yvonne Washbourne

#### Northern TUC Pensions Advisory Group (observer)

George Bell

#### South West TUC Pensioners Network

Janet Royston

## Race Relations Committee

### General Council

Tony Dale  
Mark Dickinson  
Fern McCaffrey  
Roger McKenzie  
Gloria Mills CBE (chair)  
Michael Nicolas  
Tim Poil  
Eleanor Smith  
Mohammed Taj

### Elected at the Black Workers' Conference

#### ASLEF

Floyd Doyle

#### BECTU

Faisal A Qureshi

### Community

Carol Hodgson

#### CWU

Winston Richards  
Sajid Shaikh  
Amarjite Singh

#### Fire Brigades Union

Michael Nicholas

#### GMB

Farzana Jumma  
Dotun Alade  
Odumosu

#### NASUWT

Michelle Codrington-Rogers

#### National Union of Rail, Maritime and Transport Workers

Jennifer Aggrey-Flynn

#### NUT

Pauline Blackstock  
Betty Joseph

#### Prospect

Freddie Brown

#### Public and Commercial Services Union

Zita Holbourne

#### UNISON

Carol Sewell  
Eleanor Smith

#### University and College Union

Gargi Bhattacharyya  
Nathaniel A T Coleman

#### Unite

Susan Matthews  
Harish Patel

#### Usdaw

Maureen Loxley

#### Secretary to Committee

Sam Gurney

# COMMITTEE MEMBERSHIP 2016–17

## TUC Educational trustees

Sheila Bearcroft MBE  
Gloria Mills CBE  
Dave Prentis

Liz Snape MBE  
Mohammad Taj  
Frances O'Grady

**Secretary to  
Committee**  
Jackie Williams

## Trades Union Councils Joint Consultative Committee

### General Council

Steve Gillan  
Roger McKenzie  
Dave Ward  
Simon Weller

### Elected by the Annual Trades Union Councils Conference

Dave Chapple  
Moz Greenshields  
Stephen Hall

Dorothy Heath  
Mick Houghton  
Martin Mayer  
Mandy Penellum  
Hazel Perry  
Katrine Williams  
Dave Wilson

**Secretary to  
Committee**  
Kevin Rowan

## TUC Trustees

Gail Cartmail  
Chris Keates  
Dave Prentis

## Young Workers Forum

### ASLEF

Tom Taylor  
Hollie Yates

### ATL

Joe Lord  
Niamh Sweeney  
Nardia Thornton

### BECTU

Sam Smith  
Community  
Max Campbell

### CWU

Jamie George  
Becca Hufton

### Equity

Ben Luke  
Christine Payne  
Paul Valentine

### FDA

Dave Penman

### GMB

Jade Azim  
Craig Dawson  
Jawad Kharn

### Musicians' Union

Amanda Dal

### Nautilus International

Martin Gray  
Louis Ramsden

### NUJ

Alex Macdonald

### NUT

Jordan Davies  
Kyle Marsh  
Sazia Shah

### PCS

Laura Bee  
Sarah Spencer

### Prospect

Daniel Fahey  
Elinor Harrison

### University and College Union

Harry Pitts

### UNISON

Siobhan Cannon  
Dave Coleman

### Unite

Aisling Gallagher  
Anna Lavery  
Charlotte Upton

### Usdaw

Daniel Forrest  
Bryony Hamblin

**Secretary to  
Committee**

Kevin Rowan

## Unionlearn board

### ATL

Mary Bousted (chair)  
and ex officio as TUC  
President  
Niamh Sweeney

### BDA

Annette Mansell-  
Green

### GMB

Sheila Bearcroft

### HCSA

Eddie Saville

### NASUWT

Brian Cookson

### NUT

Philipa Harvey

### RCM

Jon Skewes

### UNISON

Roger McKenzie

### Unite

Gail Cartmail  
Maggie Ryan

### Usdaw

Tony Dale  
Neil Derrick  
Maria Exall

### TUC

Frances O'Grady  
Kevin Rowan

## Women's Committee

### General Council

Sheila Bearcroft MBE  
Mary Bousted  
Jane Carolan  
Gail Cartmail  
Maria Exall  
Sue Ferns  
Philipa Harvey  
Sally Hunt  
Chris Keates  
Annette Mansell-  
Green  
Gloria Mills CBE  
Christine Payne  
Linda Rolph  
Maggie Ryan  
Eleanor Smith  
Liz Snape MBE  
Michelle Stanistreet  
Jane Stewart  
Claire Sullivan  
Niamh Sweeney  
Fiona Wilson

### Elected at the Women's Conference

### ASLEF

Deborah Reay

### Community

Tracy Barlow

### CWU

Linda Roy

### Equity

Jean Rogers

### Fire Brigades Union

Sam Rye

### GMB

Lorraine Parker  
Delaz Ajete  
Dayna Edwin  
Evelyn Martin MBE

### Musicians' Union

Kathy Dyson

### NASUWT

Ruth Ducan  
Kathy Duggan

### National Union of Rail, Maritime and Transport Workers

Mary Jane Herbison

### NUT

Heather McKenzie

### Public and Commercial Services Union

Cheryl Gedling

### RCM

Natalie Linder

### UNISON

Lucia McKeever  
Eleanor Smith

### Unite

Diana Holland  
Susan Matthews

### University and College Union

Vicky Knight (chair)

### Usdaw

Ruth Cross  
Sujata Patel

### Secretary to Committee

Sam Gurney



# ACCOUNTS

## Statement of the General Council's responsibilities

Trade Union law requires the General Council to prepare financial statements in accordance with applicable law and United Kingdom Generally Accepted Accountancy Practice for each financial year which give a true and fair view of the state of the affairs of the Trades Union Congress (TUC) and of the surplus or deficit of the TUC for that period. In preparing those financial statements, the General Council is required to:-

- i. Select suitable accounting policies and then apply them consistently
- ii. Make judgements and estimates that are reasonable and prudent
- iii. State whether applicable accounting standards have been followed
- iv. Prepare the financial accounts on the going concern basis unless it is inappropriate to presume that the TUC will continue to operate.

The General Council is also responsible for keeping adequate accounting records which disclose with reasonable accuracy at any time the financial position of the TUC and to enable them to ensure that the financial statements comply with the Trade Union and Labour Relations (Consolidation) Act 1992. It must also establish and

maintain a satisfactory system of control over its accounting records, its cash holdings and all its receipts and remittances.

It is also responsible for safeguarding the assets of the TUC and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

## Independent auditor's report to the members of the Trades Union Congress

We have audited the financial statements of the Trades Union Congress (TUC) for the year ended 31 December 2016 which comprise the Statement of Comprehensive Income, the Balance Sheet, the Statement of Cash Flows and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 (FRS 102) 'the Financial Reporting Standard in the UK and Republic of Ireland'.

This report is made solely to the TUC's members, as a body, in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the Union's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law,

we do not accept or assume responsibility to anyone other than the TUC and its members as a body, for our audit work, for this report, or for the opinions we have formed.

## Respective responsibilities of the General Council and auditor

As explained more fully in the Statement of the General Council's Responsibilities, the General Council is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

## Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the union's circumstances and have been consistently applied and adequately disclosed; the

reasonableness of significant accounting estimates made by the General Council; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Annual Report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

### **Opinion on financial statements**

In our opinion the financial statements:

- give a true and fair view of the state of the TUC's affairs as at 31 December 2016 and of its surplus for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations (Consolidation) Act 1992.

### **Matters on which we are required to report by exception**

We have nothing to report in respect of the following matters where the Trade Union and Labour Relations (Consolidation) Act 1992 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the union has not maintained a satisfactory system of control over its transactions in accordance with the requirements of section 28 of the Trade Union and Labour Relations (Consolidation) Act 1992; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures within the form AR21 of Officers' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

### **Moore Stephens LLP**

Chartered accountants and statutory auditor, London

5 July 2017

# ACCOUNTS

## Trades Union Congress Statement of comprehensive income for the year ended 31 December 2016

	Note	Total £'000	Admin fund £'000	Development fund £'000	Unionlearn £'000	Dilapidations fund £'000
<b>Income</b>						
Affiliation fees		15,515	13,062	1,550	903	-
Property rental and service charges		3,329	3,329	-	-	-
Investment income		261	261	-	-	-
Sales and publications		246	239	7	-	-
Donations and fees received		14,881	100	1,493	13,288	-
<b>Total income</b>		<b>34,232</b>	<b>16,991</b>	<b>3,050</b>	<b>14,191</b>	-
<b>Expenditure</b>						
Staff costs	2	13,170	9,687	1,059	2,424	-
Property charges	3	2,759	1,850	167	246	496
Office expenses	4	1,716	1,546	117	53	-
Projects and campaigns	5	2,533	279	1,357	897	-
International affiliation fees	6	1,866	1,866	-	-	-
Travel and meetings		522	244	114	164	-
Congress		270	270	-	-	-
Trade Union education		297	2	255	40	-
Grants and donations	7	10,520	115	38	10,367	-
Depreciation	9	358	358	-	-	-
Taxation	8	295	295	-	-	-
VAT recovered		(162)	(162)	-	-	-
Transfer between funds		-	520	-	-	(520)
<b>Total expenditure</b>		<b>34,144</b>	<b>16,870</b>	<b>3,107</b>	<b>14,191</b>	<b>(24)</b>
<b>Net income on ordinary activities</b>		<b>88</b>	<b>121</b>	<b>(57)</b>	<b>-</b>	<b>24</b>
Other finance adjustments - pension schemes	15	833	833	-	-	-
Gains on disposal of investments	10	48	48	-	-	-
Changes in fair value of investments	10	648	648	-	-	-
Gain from changes in fair value of investment property	9	1,219	1,219	-	-	-
Loss on sale of fixed assets		(5)	(5)	-	-	-
Deferred tax on changes in fair value		(114)	(114)	-	-	-
<b>Operating surplus</b>		<b>2,717</b>	<b>2,750</b>	<b>(57)</b>	<b>-</b>	<b>24</b>
<b>Other comprehensive income</b>						
Gains on foreign exchange	10	248	248	-	-	-
Gains from changes in fair value of freehold property	9	2,121	2,121	-	-	-
Pension scheme actuarial loss	15	(10,934)	(10,934)	-	-	-
Deferred tax on other comprehensive income		(65)	(65)	-	-	-
<b>Other comprehensive income for the year</b>		<b>(8,630)</b>	<b>(8,630)</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total comprehensive income for the year</b>		<b>(5,913)</b>	<b>(5,880)</b>	<b>(57)</b>	<b>-</b>	<b>24</b>
Funds brought forward 1 January 2016		86,444	78,767	7,143	-	534
Funds carried forward 31 December 2016		80,531	72,887	7,086	-	558

## Trades Union Congress

### Statement of comprehensive income for the year ended 31 December 2015

	Note	Total £'000	Admin fund £'000	Development fund £'000	Unionlearn £'000	Dilapidations fund £'000
<b>Income</b>						
Affiliation fees		15,643	13,144	1,570	929	-
Property rental and service charges		3,045	3,045	-	-	-
Investment income		491	491	-	-	-
Sales and publications		148	141	7	-	-
Donations and fees received		16,091	120	1,619	14,352	-
<b>Total income</b>		<b>35,418</b>	<b>16,941</b>	<b>3,196</b>	<b>15,281</b>	<b>-</b>
<b>Expenditure</b>						
Staff costs	2	13,726	9,728	1,083	2,915	-
Property charges	3	2,384	1,766	269	166	183
Office expenses	4	2,028	1,942	53	33	-
Projects and campaigns	5	1,759	95	1,237	427	-
International affiliation fees	6	1,733	1,733	-	-	-
Travel and meetings		632	251	170	211	-
Congress		208	208	-	-	-
Trade Union education		219	6	205	8	-
Grants and donations	7	11,748	110	117	11,521	-
Depreciation		343	343	-	-	-
Taxation	8	198	198	-	-	-
VAT recovered		(244)	(244)	-	-	-
Transfer between funds		-	297	-	-	(297)
<b>Total expenditure</b>		<b>34,734</b>	<b>16,433</b>	<b>3,134</b>	<b>15,281</b>	<b>(114)</b>
<b>Net income on ordinary activities</b>		<b>684</b>	<b>508</b>	<b>62</b>	<b>-</b>	<b>114</b>
Other finance adjustments –						
pension schemes	15	472	472	-	-	-
Gains on disposal of investments	10	57	57	-	-	-
Changes in fair value of investments	10	85	85	-	-	-
Gain from changes in fair value of investment property		5,437	5,437	-	-	-
Deferred tax on changes in fair value		(898)	(898)	-	-	-
<b>Operating surplus</b>		<b>5,837</b>	<b>5,661</b>	<b>62</b>	<b>-</b>	<b>114</b>
<b>Other comprehensive income</b>						
Losses on foreign exchange	10	(96)	(96)	-	-	-
Gains from changes in fair value of freehold property		9,466	9,466	-	-	-
Pension scheme actuarial gain	15	6,919	6,919	-	-	-
Deferred tax on other comprehensive income		(1,529)	(1,529)	-	-	-
<b>Other comprehensive income for the year</b>		<b>14,760</b>	<b>14,760</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total comprehensive income for the year</b>		<b>20,597</b>	<b>20,421</b>	<b>62</b>	<b>-</b>	<b>114</b>
Funds brought forward 1 January 2015		65,847	58,346	7,081	-	420
Funds carried forward 31 December 2015		86,444	78,767	7,143	-	534



# ACCOUNTS

## Trades Union Congress Balance sheet as at 31 December 2016

	Note	2016 £'000	2015 £'000
<b>Assets</b>			
Tangible fixed assets	9	60,199	56,367
Investments	10	17,184	13,030
<b>Current assets</b>			
Short-term loans		81	104
Debtors and prepayments	11	1,930	2,793
Cash at bank and in hand		4,905	8,521
		<b>6,916</b>	<b>11,418</b>
<b>Less: current liabilities</b>			
Creditors and accrued expenses	12	4,603	5,505
<b>Net current assets/(liabilities)</b>		<b>2,313</b>	<b>5,913</b>
<b>Net assets less current liabilities</b>			
Less: Provision for liabilities and charges	13	1,721	1,702
Deferred tax	8	5,722	5,543
<b>Net assets before pension asset</b>		<b>72,253</b>	<b>68,065</b>
Pension asset	15	8,278	18,379
		<b>80,531</b>	<b>86,444</b>
<b>Financed by</b>			
Funds employed		46,648	54,641
Revaluation reserve		33,325	31,269
Designated fund:			
Dilapidations reserve		558	534
<b>Net assets</b>		<b>80,531</b>	<b>86,444</b>

Approved by the General Council on 28 June 2017  
– President Dr Mary Bousted

## Trades Union Congress

### Statement of changes in equity for the year ended 31 December 2016

	Admin fund £'000	Development fund £'000	Unionlearn £'000	Dilapidations fund £'000	Total £'000
<b>At 1 January 2015</b>	<b>58,346</b>	<b>7,081</b>	-	<b>420</b>	<b>65,847</b>
Operating surplus for the year	5,661	62	-	114	5,837
Losses on foreign exchange	(96)	-	-	-	(96)
Defined benefit pension scheme					
– Actuarial gain	6,919	-	-	-	6,919
Gains from changes in revaluation of freehold property	9,466	-	-	-	9,466
Deferred tax on other comprehensive income	(1,529)	-	-	-	(1,529)
<b>At 31 December 2015</b>	<b>78,767</b>	<b>7,143</b>	-	<b>534</b>	<b>86,444</b>
Operating surplus for the year	2,750	(57)	-	24	2,717
Gains on foreign exchange	248	-	-	-	248
Defined benefit pension scheme					
– Actuarial Loss	(10,934)	-	-	-	(10,934)
Gains from changes in revaluation of freehold property	2,121	-	-	-	2,121
Deferred tax on other comprehensive income	(65)	-	-	-	(65)
<b>At 31 December 2016</b>	<b>72,887</b>	<b>7,086</b>	-	<b>558</b>	<b>80,531</b>

# ACCOUNTS

## Trades Union Congress Statement of cash flows for the year ended 31 December 2016

	Note	2016 £'000	2015 £'000
<b>Cash flows from operating activities:</b>			
Net cash (used in)/provided by operating activities	a	188	(1,636)
<b>Cash flows from investing activities:</b>			
Dividends, interest and rents from investments		261	491
Purchase of investments		(5,574)	(4,615)
Purchase of property, plant and equipment		(866)	(1,657)
Proceeds from sale of investments		2,375	4,494
<b>Net cash (used in)/provided by investing activities</b>		<b>(3,804)</b>	<b>(1,287)</b>
<b>Change in cash and cash equivalents</b>		<b>(3,616)</b>	<b>(2,923)</b>
Cash and cash equivalents at the beginning of the year		8,521	11,444
<b>Cash and cash equivalents at the end of the year</b>		<b>4,905</b>	<b>8,521</b>
<b>Note 'a'</b>			
<b>Reconciliation of net income/(expenditure) to net cashflow from operating activities</b>			
Net income/(expenditure) on operating activities		88	684
<b>Adjustments for:</b>			
Depreciation charges		358	343
Dividends, interest and rents from investments		(261)	(491)
(Increase)/decrease in debtors		886	(1,250)
(Decrease)/increase in creditors		(902)	(860)
Increase (decrease) in provisions		19	(62)
		<b>188</b>	<b>(1,636)</b>

## Trades Union Congress

### Notes to the accounts for the year ended 31 December 2016

#### 1 Accounting policies

##### a. Basis of accounts

The accounts have been prepared under the historical cost basis of accounting and in accordance with applicable Accounting Standards, including Financial Reporting Standard 102 (FRS 102), 'the Financial Reporting Standard in the UK and Republic of Ireland'.

##### b. Affiliation fee Income

Affiliation fees are shown in the accounts on the basis of those amounts collected and due from members in respect of the year under review.

##### c. Property rental and service charges

Rental income is recognised on a straight line basis over the lease term, taking into account any rent free period at the commencement of the lease.

##### d. Investment income

Dividends from investments are recognised when entitlement to receive payment is established.

##### e. Donations and fees income

Donations and fees income is recognised in the accounts on an accruals basis in accordance with the underlying conditions attached to it. Amounts relating to future periods are accounted for as deferred income within creditors.

##### f. Depreciation

Fixed assets are stated at a cost. Depreciation is provided on all tangible fixed assets on a straight line basis, at rates estimated to write off the cost, less estimated residual value, of each asset over its expected useful life.

Freehold property: 2–10% per annum on cost

Furniture and fittings: 10% per annum on cost as applicable

Equipment: 20–50% per annum on cost as applicable

Motor vehicles: 25% per annum on cost

##### g. Operating leases

Rentals under operating leases are charged on a straight-line basis over the term of the contract.

##### h. Investments

Investments held as fixed assets are stated at market value.

##### i. Pension

The Trades Union Congress Superannuation Society Limited pension scheme is a defined benefit scheme. The amounts charged to Statement of Comprehensive Income are the current service costs.

Actuarial gains and losses are recognised immediately in the Statement of Comprehensive Income.

The assets of the scheme are held separately from those of the Trades Unions Congress in a separate trustee administered fund. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and a discounted rate equivalent to the current rate of return on high quality corporate bonds of equivalent currency and term to the scheme liabilities.



# ACCOUNTS

<b>2 Staff costs</b>	<b>2016</b>	<b>2015</b>
	<b>£'000</b>	<b>£'000</b>
Salaries and national insurance	10,510	10,990
Pension contributions	2,081	2,174
Welfare and training	437	441
Restructuring costs	80	63
Advertising and recruitment	62	58
	<b>13,170</b>	<b>13,726</b>

<b>3 Property charges</b>	<b>2016</b>	<b>2015</b>
	<b>£'000</b>	<b>£'000</b>
Rent and rates	784	544
Heating and lighting	210	335
Cleaning	134	129
Insurance	100	88
Building repairs and renewals	362	359
External functions	673	746
Expenditure from dilapidations fund	496	183
	<b>2,759</b>	<b>2,384</b>

<b>4 Office expenses</b>	<b>2016</b>	<b>2015</b>
	<b>£'000</b>	<b>£'000</b>
Communications	192	235
Stationery and printed materials	69	219
Renewals and repairs to office equipment	1,100	895
Audit fees	56	48
Bank charges	9	13
Legal costs	7	154
Finance	201	147
Consultancy fees	273	276
Provision for doubtful debts	(191)	41
	<b>1,716</b>	<b>2,028</b>

## 5 Project and campaign expenses

	2016 £'000	2015 £'000
Printing and publicity	289	177
Media and supporters work	106	207
Projects and campaigns	301	259
Conferences	39	42
Training and development	21	30
Consultancy fees	1,777	1,044
	<b>2,533</b>	<b>1,759</b>

## 6 International affiliation fees

	2016 £'000	2015 £'000
ITUC	1,019	926
ETUC	769	732
TUAC	78	75
	<b>1,866</b>	<b>1,733</b>

## 7 Grants and donations

	2016 £'000	2015 £'000
Tolpuddle Martyrs Memorial Trust	90	90
TUC Educational Trust	10	10
Sundry	67	122
Union Learning Fund	10,353	11,521
Grants to organisations overseas	-	5
	<b>10,520</b>	<b>11,748</b>

## 8 Taxation

This represents tax due on investment income, rents receivable and capital gains arising on disposal of investments.

	2016 £'000	2015 £'000
(Over)/under provision in prior years	-	-
Provision for the year	295	198
	<b>295</b>	<b>198</b>

# ACCOUNTS

## 8 Taxation (cont'd): deferred tax liability

	2016 £'000	2015 £'000
1 January 2016	5,543	3,116
Movement in the year	179	2,427
<b>31 December 2016</b>	<b>5,722</b>	<b>5,543</b>

## 9 Fixed assets

	Investment property £'000	Land and buildings £'000	Leasehold improv'm'ts £'000	Furniture, fittings and equipment £'000	Motor vehicles £'000	Asset under construction £'000	Total £'000
1 January 2016	19,942	34,718	4,429	1,756	45	-	60,890
Additions	-	-	113	359	-	394	866
Disposals	-	-	-	(190)	(24)	-	(214)
Revaluations	1,219	2,121	-	-	-	-	3,340
<b>31 December 2016</b>	<b>21,161</b>	<b>36,839</b>	<b>4,542</b>	<b>1,925</b>	<b>21</b>	<b>394</b>	<b>64,882</b>
<b>Depreciation</b>							
1 January 2016	-	-	3,129	1,349	45	-	4,523
Disposals	-	-	-	(174)	(24)	-	(198)
Charge for year	-	-	164	194	-	-	358
<b>31 December 2016</b>	<b>-</b>	<b>-</b>	<b>3,293</b>	<b>1,369</b>	<b>21</b>	<b>-</b>	<b>4,683</b>
<b>Net book value</b>							
<b>31 December 2016</b>	<b>21,161</b>	<b>36,839</b>	<b>1,249</b>	<b>556</b>	<b>-</b>	<b>394</b>	<b>60,199</b>
31 December 2015	19,942	34,718	1,300	407	-	-	56,367

The property was valued by Farebrother on 31 December 2015 at £54.66m. A charge was registered against the property on 28 March 2006 for £9m in favour of the TUC Superannuation Society Limited.

The property has been revalued this year with reference to MSCI and their IPD indices as such the property was valued at £58m on 31 December 2016.

**10 Investments**

	Market value brought forward at 01.01.2016 £	Purchases £	Sales £	Change in market value £	Market value carried forward at 31.12.2016 £
<b>Quoted</b>					
UK Quoted	8,662,046	2,423,970	(710,110)	110,370	10,486,276
International Quoted	4,352,847	3,150,186	(1,664,749)	844,319	6,682,603
	<b>13,014,893</b>	<b>5,574,156</b>	<b>(2,374,859)</b>	<b>954,689</b>	<b>17,168,879</b>
<b>UK unquoted</b>					
Unity Trust shares	800	-	-	-	800
Union Energy Limited	8,750	-	-	-	8,750
Wortley Hall	10	-	-	-	10
Investment in MSI Brussels	5,651	-	-	-	5,651
	<b>15,211</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>15,211</b>
	<b>13,030,104</b>	<b>5,574,156</b>	<b>(2,374,859)</b>	<b>954,689</b>	<b>17,184,090</b>

The change in market value seen above is made up of £48k (2015: £57k) of gains on disposal of investments, £648k (2015: £85k) of change in fair value of investments and £259k (2015: (£96k)) of gains on foreign exchange.

**11 Debtors and prepayments**

	2016 £'000	2015 £'000
Trade debtors	653	942
Other debtors	332	311
Prepayments and accrued income	945	1,540
	<b>1,930</b>	<b>2,793</b>

**12 Creditors and accrued expenses**

	2016 £'000	2015 £'000
Trade creditors	849	916
Taxation and social security	627	554
Other creditors	223	284
Accruals and deferred income	2,904	3,751
	<b>4,603</b>	<b>5,505</b>



# ACCOUNTS

## 13 Provision for liabilities and charges

A provision has been made to reflect payments expected to arise from banked leave and accrued holiday pay together with project funded activities which have a defined term of operation.

## 14 Commitments – operating leases

At 31 December 2016 the TUC had total printing and office equipment leasing commitments of £243,668 due within one year (2015: £160,813), £861,307 between two and five years (2015: £457,216) and after five years £373,696 (2015: £nil).

## 15 Pension costs

The Trades Union Congress operates one defined benefit scheme in the UK which offers both pensions in retirement and death benefits to members. Pension benefits are related to the members' final salary at retirement and their length of service. Employer contributions to the scheme for the year beginning 1 January 2017 are expected to be £2,100,000.

**The major assumptions used by the actuary were (in nominal terms):**

	At 31.12.2016	At 31.12.2015
Rate of increase in salaries	4.1%	3.9%
Rate of increase in pensions in payment		
– RPI, capped at 2.5% per annum	2.4%	2.4%
– RPI, capped at 5.0% per annum	3.6%	3.4%
– RPI, 3% per annum minimum and 5.0% per annum maximum	3.7%	3.6%
Discount rate	2.6%	3.8%
RPI Inflation assumption	3.6%	3.4%
CPI Inflation assumption	2.6%	2.4%
Revaluation in deferment*	2.6%	2.4%

Assumed life expectancies on retirement at age 65 are:

Retiring today		
Males	88.5	88.4
Females	90.4	90.3
Retiring in 20 years time		
Males	90.9	90.8
Females	92.8	92.7

\*Note that the revaluation of deferred pensions between leaving and retirement is subject to an underpin of 3% per annum.

The assumptions used in determining the overall expected return of the scheme have been set with reference to yields available on government bonds and appropriate risk margins.

**The assets in the scheme and the expected rate of return were:**

	<b>Value at 31.12.2016 £'000</b>	<b>Value at 31.12.2015 £'000</b>
Equities	31,406	27,730
Bonds	77,866	57,932
Cash	670	784
Other	28,400	28,818
Fair value of plan assets	138,342	115,264
The actual return on assets over the period was	22,936	6,080

**The amounts recognised in the balance sheet are as follows:**

Fair value of scheme assets	138,342	115,264
Present value of scheme liabilities	(130,064)	(96,885)
<b>Pension asset/(liability)</b>	<b>8,278</b>	<b>18,379</b>

**Reconciliation of opening and closing balances of the present value of the scheme liabilities**

	<b>2016 £'000</b>	<b>2015 £'000</b>
Liabilities at beginning of year	96,885	97,909
Current service cost	1,730	1,888
Interest cost	3,650	3,399
Contributions by scheme participants	497	521
Actuarial (gain) loss	29,812	(4,631)
Benefits paid	(2,510)	(2,201)
<b>Liabilities at end of year</b>	<b>130,064</b>	<b>96,885</b>

**Reconciliation of opening and closing balances of the fair value of scheme assets**

	<b>2016 £'000</b>	<b>2015 £'000</b>
Fair value of scheme assets at beginning of year	115,264	108,897
Expected return on scheme assets	4,383	3,816
Actuarial gain (loss)	18,586	2,020
Contributions by employers	2,122	2,211
Contributions by plan participants	497	521
Benefits paid	(2,510)	(2,201)
<b>Fair value of scheme assets at end of year</b>	<b>138,342</b>	<b>115,264</b>

# ACCOUNTS

## Amount recognised in other comprehensive income

	2016 £'000	2015 £'000
Actuarial (gains)/losses on the liabilities	29,812	(4,631)
Return on assets, excluding interest income	(18,878)	(2,288)
	<b>10,934</b>	<b>(6,919)</b>

## Amounts recognised in profit and loss

Service cost including current and past service costs and settlements	1,730	1,888
Administrative cost	292	268
Net interest on the net defined benefit liability	(733)	(417)
	1,289	1,739
Employers contributions	(2,122)	(2,211)
	<b>(833)</b>	<b>(472)</b>

## 16 Related parties

During the year, the TUC had transactions with the following charities which are under its control through the appointment of trustees:

	2016 £'000	2015 £'000
<b>TUC Educational Trust</b>		
Owed to TUC		
Opening balance	25,630	70,850
Payments to TUC	(25,630)	(70,850)
Scholarship	-	-
Net costs paid through TUC	79,875	25,630
<b>Closing balance</b>	<b>79,875</b>	<b>25,630</b>

**Tolpuddle Martyrs Memorial Trust**

Owed to TUC		
Opening balance	236,850	121,293
Payments to TUC	(236,850)	(121,293)
Net costs paid through TUC	204,302	236,850
<b>Closing balance</b>	<b>204,302</b>	<b>236,850</b>

**TUC Aid**

Owed to TUC		
Opening balance	34,073	119,844
Payments to TUC	(34,073)	(119,844)
Net costs paid through TUC	29,124	34,073
<b>Closing balance</b>	<b>29,124</b>	<b>34,073</b>



# DISPUTES BETWEEN UNIONS

As provided for in rule 13, the TUC has a role to play in helping to resolve and prevent disputes that may arise between affiliated unions. In the overwhelming majority of cases, such issues are resolved informally. In the last period the general secretary has convened one formal Disputes Committees to resolve issues that could not be resolved informally.

## THE GMB AND COMMUNITY – ASOS/ XPO LOGISTICS

A TUC Disputes Committee composed of Liz Snape (Chair, member of the General Council and Assistant General Secretary, UNISON), Mike Clancy (member of the General Council and General Secretary of Prospect) and Kevin Courtney (member of the General Council and General Secretary of the NUT); with Paul Nowak (TUC Deputy General Secretary) acting as Secretary and Kevin Rowan (Head, TUC Organisation and Services Department) also present, met April 11, 2017 to consider a complaint made by the GMB against Community concerning ASOS/XPO Logistics.

Tim Roache, General Secretary, Neil Derrick and Neil Foster represented the GMB. John, Matt Ball and Sean Scorer represented Community. Following the formal hearing the Disputes Committee also subsequently met with Roy Rickhuss, General Secretary, Community.

In outline the GMB complained that:

- a. Community had breached Principle 3 of the TUC Disputes Principles and Procedures (DPP), by signing a union recognition agreement with XPO, which covered the ASOS/XPO Barnsley site, despite knowing the GMB was 'engaged in significant organising activity' on the Barnsley site.
- b. Community had breached Principle 2 of the DPP in part by XPO 'auto-enrolling' staff into Community membership and Community offering a significant period of free membership.
- c. Community had – by signing its agreement with XPO in violation of Principle 3 - breached Rule 14 of the TUC's Rules and Standing orders: namely it had engaged in activity that was 'detrimental to the interests of the trade union movement'.

The Community response was, in outline, that it had developed a relationship with ASOS and XPO through its longstanding work in the UK fashion and apparel sector and that whilst Community had not notified the GMB of its organising activity in ASOS/XPO, neither had the GMB notified Community of its interests.

With regard to the alleged breach of Principle 2, Community stressed it had not sought to take GMB members into membership and that the numbers of GMB members who had joined Community were very small. Community rejected the claim that staff had been 'auto-enrolled' into the union by the employer.

With regard to the alleged breach of Rule 14, Community rejected the claim that its agreement with XPO was a 'sweetheart agreement'.

Community counter-claimed that the GMB had breached Principle 2, by orchestrating, 'a campaign of public criticism against Community' following the announcement that Community had signed a recognition agreement with XPO. The GMB's response was that the GMB had given a, 'proportionate response to Community's flagrant and systematic breach of the TUC rules', and stressed that it had not publically criticised or attacked Community prior to the latter signing its agreement with XPO.

After carefully considering all the evidence presented, the Committee found that Community's decision to sign a recognition agreement with XPO covering the Barnsley site, without regard to the proper interests of the GMB, was a clear and significant breach of Principle 3, that undermined a longstanding and high profile campaign.

The Disputes Committee accepted Community's contention that it did not enter into an 'auto-enrolment' agreement with XPO. However, the Disputes Committee believed Community should have been aware that offering free membership on a site where another union had a significant organising campaign would have impacted upon the other union's membership. With this in mind, the GMB's complaint against Community in respect of Principle 2 was partly upheld. In light of the Disputes Committee finding that Community breached Principle 3, and the Committee's subsequent Award the Committee decided to waive formal consideration of the alleged Breach of Rule 14.

The Committee found that the GMB's use of language towards Community breached Principle 2. The Committee noted that in his evidence the GMB General Secretary accepted he should not have criticised Community in these terms publicly. The Disputes Committee decided not to formally rule on Community's claim, but reminded the GMB of its obligations under Principle 2.

The Disputes Committee awarded:

- ▶ That Community should approach XPO to indicate they wish to revisit the scope of its agreement with a view to securing appropriate union recognition with XPO for the GMB on the Barnsley site.
- ▶ That Community should withdraw its organisers from the Barnsley site and cease recruitment activity until such time as the Award had been formally reviewed.
- ▶ That the GMB formally confirm they had no interest in securing recognition at any of the other three sites covered by Community's agreement with XPO.
- ▶ That the GMB withdraw any press releases and associated social media posts which may contravene Principle 2.

The Committee indicated that it will review the position in three months. In the event that Community have not fully complied with the Committee's Award, the Committee will make a binding Award regarding union recognition at the Barnsley site.

The full terms of the Committee's Award were reported to the General Council at its meeting on 28 June 2017.

# TUC RULES AND STANDING ORDERS

## PART 1 CONSTITUTION

### Rule 1

#### Name, office and membership

- a. **NAME AND OFFICE:** The name of the organisation constituted by these Rules shall be the 'Trades Union Congress' (hereinafter called 'the Congress'), and its principal office shall be at Congress House, 23–28 Great Russell Street, London WC1B 3LS, or such other places as the General Council of the Congress (hereinafter called 'the General Council') shall from time to time decide.
- b. **MEMBERSHIP:** The Congress shall consist of such bona fide trade union organisations as satisfy the requirements of these Rules and are affiliated in the manner prescribed by these Rules.

Any such organisation may make application to become affiliated to Congress and shall furnish copies of its Rules and Constitution together with such other particulars and information as shall at any time be required by the General Council.

It shall be a requirement of affiliation that an organisation has a clear commitment to promote equality for all and to eliminate all forms of harassment, prejudice and unfair discrimination,

both within its own structures and through all its activities, including its own employment practices.

In deciding at the time of such application or at any time thereafter whether or not a bona fide trade union is eligible for affiliation, the General Council shall have regard inter alia to the ability of the trade union organisation in its own right and of its own authority to fulfil the obligations of affiliation to the Congress and to comply with these Rules.

The General Council shall have full power to accept or reject any such application for affiliation and the General Council shall in addition have full power at any time to terminate the affiliation of any organisation which in the opinion of the General Council does not fully satisfy the requirements of affiliation for the time being.

The power of the General Council under this Rule to accept or reject any application or terminate any affiliation is subject to the power of the next annual Congress to overrule any such decision.

The General Council may also accept applications from organisations of local trade union branches to register as Trades Councils, County Trades Councils or County Associations where they comply with such requirements as determined by the General Council including in particular to have a clear commitment to promote

equality for all. Registration in this capacity does not consist of affiliation and confers no authorisation to speak or act on behalf of the Trades Union Congress.

### Rule 2 Objects

- a. The objects of the Congress shall be:

To do anything to promote the interests of all or any of its affiliated organisations or anything beneficial to the interests of past and present individual members of such organisations.

To promote equality for all and to eliminate all forms of harassment, prejudice and unfair discrimination, both within its own structures and through all its activities, including its employment practices.

Generally to improve the economic or social conditions of workers in all parts of the world and to render them assistance whether or not such workers are employed or have ceased to be employed.

To affiliate to or subscribe to or to assist any other organisation having objects similar to those of the Congress.

To assist in the complete organisation of all workers eligible for membership of its affiliated organisations and subject as hereinafter set forth in these Rules to assist in settling disputes between the members of such organisations and their employers or between such organisations and their members or between the organisations themselves.

In pursuance of these general objects, and in accordance with particular decisions that Congress may make from time to time, Congress may do or authorise to be done all such acts and things as it considers necessary for the furtherance of those objects.

- b. In the interpretation of the above objects the General Council shall have complete discretion subject only to the power of the annual Congress to revise their decisions.

### **Rule 3** Affiliation fees

Each Affiliated Organisation shall pay to the Congress an annual affiliation fee in respect of each of its members (probationary, free or otherwise). The annual affiliation fee shall be payable quarterly at the beginning of each quarter of the year, the first such quarter commencing on 1 January in any year.

The annual affiliation fee payable in respect of each member notified in accordance with sub-paragraph (a) shall be 95 per cent (the percentage figure) of the weekly (or equivalent) contribution rate based on the average of all unions contribution rates calculated in accordance with sub-paragraph (c). To this end

- a. Each organisation shall by 31 May in each year, inform the General Secretary of Congress of the number of its members as at 1 January of that year.
- b. Each affiliated organisation shall by 30 September in any year, inform the General Secretary of the contribution rate payable by the largest category of members as at 1 January of the year following.
- c. The average of all unions' contribution rates is the sum of each union's contribution rate in accordance with sub-paragraph (b) multiplied by each union's affiliated membership and divided by the total affiliated membership in the year in which the contribution rate is notified to the General Secretary.
- d. The General Council shall, by 31 October in each year, confirm, increase, or reduce, the percentage figure in accordance with the TUC work programme and priorities as decided by Congress in that year.

Unless decided otherwise by the General Council 10 per cent of each annual affiliation fee should be allocated to the TUC Development Fund.

### **Rule 4** Composition of General Council

- a. The General Council shall be composed of ten sections as follows:

Section A shall consist of members from those organisations with a full numerical membership of 200,000 or more members. Each such organisation shall be entitled to nominate one or more of its members to be a member or members of the General Council and the number of members to which the organisations comprising Section A shall be entitled shall be determined by their full numerical membership on the basis of one per 200,000 members or part thereof provided that where the total number of women members of any organisation in Section A is 100,000 or more that organisation shall nominate at least one woman.



# TUC RULES AND STANDING ORDERS

Section B shall consist of members from those organisations with a full numerical membership of 30,000 up to 199,999 members. Each such organisation shall be entitled to nominate one of its members to be a member of Section B of the General Council.

Section C shall consist of seven members of unions with fewer than 30,000 members.

Section D shall consist of four women members all of whom shall be members of an affiliated organisation with less than 200,000 members.

Section E shall consist of one black member who shall be from an organisation with a full numerical membership of 200,000 or more members. Subject to Rule 4 (f), each such organisation shall be entitled to nominate one of its members to be the Section E member of the General Council.

Section F shall consist of one black member who shall be from an organisation with a full numerical membership of 199,999 or less members. Subject to Rule 4 (f), each such organisation shall be entitled to nominate one of its members to be the Section F member of the General Council.

Section G shall consist of one black woman member who shall be a member of an affiliated organisation. Subject to Rule 4 (f), each such organisation shall be entitled to nominate one of its members to be the Section G member of the General Council.

Section H shall consist of one member representing trade unionists with disabilities.

Section I shall consist of one member representing lesbian, gay, bisexual and transgender trade unionists.

Section J shall consist of one member under the age of 27.

All unions will be entitled to nominate one of their members who is a delegate to Congress for sections H, I and J and election shall be by ballot of all unions entitled to vote at Congress.

Subject to Rule 4 (f), the election of a member of the General Council for any section shall be in addition to, and not in substitution for, any member of the union who is elected as a member of the General Council in accordance with the provisions relating to the election of a member of another section.

- b. On 1 June each year or as soon thereafter as is practicable, each affiliated organisation shall be allocated by the General Council either to Section A, B, C or E or F and, where applicable, Section D on the basis of its full numerical membership, as notified to the General Secretary in accordance with Rule 3 and the General Council shall then advise each affiliated organisation of the Section(s) to which it has been allocated and in the case of affiliated organisations allocated to Section A and Section B of the number or numbers of members of the General Council to which they are entitled.

All organisations shall be notified of the arrangements for making a nomination of a member for Section G, H, I and J and organisations allocated to Sections C, D, E and F shall also be notified of the arrangements for making a nomination of a member for the sections to which they are allocated.

- c. Members of all sections of the General Council shall take office at the termination of the annual Congress and shall remain in office until the termination of the next annual Congress and shall be eligible for re-election to or continued membership of the General Council.

- d. In the event of a member of Section A or Section B ceasing by death, resignation or other cause to be a member of the General Council, the affiliated organisation which nominated that member may nominate a successor to take her or his place. In the event of a member of Section C, D, E, F, G, H, I and J ceasing by death, resignation or other cause to be a member of the General Council, the General Council shall determine how, if at all, the vacancy shall be filled.
- e. No organisation may participate in the nomination or selection of members of the General Council unless it shall have paid the fees provided by Rule 3 during the previous year.
- f. No affiliated organisation shall be entitled to nominate a member for Section G and, as appropriate, Section E or Section F.

### **Rule 5** Qualifications for General Council

- a. No person shall be eligible for membership of any section of the General Council who is not a Congress delegate (as per Rules 17 and 18) and the organisation so represented shall have paid the fees provided by Rule 3 during the previous year.

- b. No person shall be eligible for membership of the General Council who has privately assisted, during the year preceding the annual Congress, in the production of anything made by non-union labour, or by such firms as may be declared unfair by the interested trade society, or who has continued to assist privately in the production of anything made by non-union labour, or by such firms as may be declared unfair by the interested trade society, after such matters have been pointed out to her or him.

### **Rule 6** Nomination of General Council

- a. At least eight weeks prior to the date fixed for the commencement of each annual Congress, each affiliated organisation allocated to Section A or Section B in accordance with rule 4(b) shall notify the General Secretary of the Congress of the name(s) of its chosen member(s) on the General Council for the coming year. If a member so nominated shall resign or die before the annual Congress the General Council shall accept a replacement nomination from that organisation.

- b. Each affiliated organisation allocated to Section C or Section E or Section F in accordance with Rule 4(b) shall be entitled to nominate one of its delegates for election, as appropriate, to Section C, Section E and Section F of the General Council. Subject to Rule 4(f), each affiliated organisation shall be entitled to nominate one of its delegates for election to Section G, H, I and J of the General Council.
- c. Each affiliated union with 200,000 or fewer members shall have the right to nominate one of its women members for election to Section D of the General Council.

- d. Nominations for the General Council under (b) or (c) above shall be sent to the General Secretary of the Congress on the appropriate form, which must be signed by the President (or the Chairman) and Secretary of the organisation making the nomination, and must be received by the General Secretary of the Congress at least eight weeks prior to the Monday of the annual Congress.

# TUC RULES AND STANDING ORDERS

- e. The list of members in Section A or Section B and of nominations to the places in Sections C, D, E, F, G, H, I and J shall be published in the preliminary agenda containing the motions which are to be discussed at the annual Congress. However, if a candidate for Section C, D, E, F, G, H, I and J dies before the election takes place the General Council shall have the powers to authorise the acceptance of a fresh nomination notwithstanding anything in these Rules and Standing Orders.

Ballot papers containing the names of all candidates nominated for Section C of the General Council shall be supplied to the delegations of all organisations allocated to Section C on the day of the election. Ballot papers containing the names of all the candidates nominated for Section D of the General Council shall be supplied to the delegations of all organisations allocated to Section D on the day of the election.

Ballot papers containing the names of all candidates nominated for Section E of the General Council shall be supplied to the delegations of all organisations allocated to Section E on the day of the election. Ballot papers containing the names of all candidates nominated for Section F of the General Council shall be supplied to the delegations of all organisations allocated to

Section F on the day of the election. Ballot papers containing the names of all candidates nominated for Section G, H, I and J of the General Council shall be supplied to the delegations of all organisations on the day of the election.

- f. Notice of withdrawal of any nomination for Section C, D, E, F, G, H, I and J must reach the General Secretary of the Congress not later than four weeks before the opening of the annual Congress. Where, due to the withdrawal of a candidate before election or to any other cause, there is an insufficiency of candidates to fill the number of seats in the Section concerned, the General Council shall have the power to call for fresh nominations, notwithstanding anything in these Rules and Standing Orders.

## **Rule 7** Election of the General Council – Sections C, and D, E, F, G, H, I and J.

- a. Members of Section C of the General Council shall be elected at each annual Congress by ballot vote of all affiliated organisations allocated to Section C.
- b. Members of Section D of the General Council shall be elected at each annual Congress by ballot vote of all affiliated organisations allocated to Section D.

- c. The member of Section E of the General Council shall be elected at each annual Congress by ballot vote of all affiliated organisations allocated to Section E.

- d. The member of Section F of the General Council shall be elected at each annual Congress by ballot vote of all affiliated organisations allocated to Section F.

- e. The members of Sections G, H, I and J will be elected at each annual Congress by ballot vote of all affiliated organisations.

- f. In the elections of the General Council for the members of Section C and of Section D and for the Section E, Section F, Section G and Sections H, I and J, each organisation entitled to vote may cast all or any part of the votes to which it is entitled in favour of as many candidates as are to be elected in the election in question. No organisation shall cast more votes than the number to which it is entitled for any one candidate. The number of votes to which each organisation shall be entitled shall be determined on the basis of one vote for every 1,000 members or fraction or part thereof as declared by the organisation in accordance with Rule 3. The candidate(s) in each election securing the highest number of votes shall be declared elected.

- g. The ballot papers shall be issued by the scrutineers, and after being filled up shall then be immediately placed in the box without inspection by the delegates other than those of the organisation voting.
- h. Any delegates found guilty of violating this Rule shall at once be reported to Congress, named by the President and expelled. Such delegate or delegates shall not be eligible to attend Congress again for three years.
- i. A notification of the penalties likely to be involved in the infringement of this Rule shall be included in the instructions printed on each ballot paper.
- d. They shall promote common action by the trade union movement on general questions, such as wages and hours of labour, and any matter of general concern that may arise between trade unions and trade unions, or between employers and trade unions, or between the trade union movement and the government, and shall have power to assist any union which is attacked on any vital question of trade union principle.
- e. They shall assist trade unions in the work of organisation, and shall carry on propaganda with a view to strengthening the trade union movement, and for the attainment of any or all of the above objects.
- f. They shall also enter into relations with the trade union and labour movements in other countries with a view to securing united action.
- g. They shall have authority to invest and administer the funds of the Congress and to make grants to any organisation or person, whether in Great Britain, or abroad, for such purposes as it seems desirable, but in so doing they shall have regard to the directions, if any, from time to time given by Congress. They shall also have authority to raise funds for any special purpose and to invest and administer such funds and to make grants therefrom.
- h. For the purpose of carrying out the objects of the Congress, of conducting its affairs and in relation to the matters specifically referred to in this Rule the General Council shall have power to utilise the funds and property of the Congress, to enter into any transaction and by any one or more of their members or appointed officers to execute in the name and on behalf of the Congress any deeds or documents that may be necessary.
- i. The General Council shall have power whenever they deem necessary to convene a special Congress or Conference to deal with any contingency that may arise, and to arrange the agenda and procedure whereby the business of such meetings shall be conducted.
- j. In the event of a legal point arising which, in the opinion of the General Council (after consultation with Counsel) should be tested in the House of Lords in the general interests of trade unionism, the Council shall be empowered to take the necessary action.

## **Rule 8** **Duties of the General Council**

- a. The General Council shall transact the business in the periods between each annual Congress, shall keep a watch on all industrial movements, and shall, where possible, co-ordinate industrial action.
- b. They shall watch all legislation affecting labour, and shall initiate such legislation as Congress may direct.
- c. They shall endeavour to adjust disputes and differences between affiliated organisations.



# TUC RULES AND STANDING ORDERS

- k. In order that the trade union movement may do everything which lies in its power to prevent future wars, the General Council shall, in the event of there being a danger of an outbreak of war, call a special Congress to decide on industrial action, such Congress to be called, if possible, before war is declared.
- l. The General Council shall prepare a report of their work for submission to the annual Congress and shall include in it a record of the attendances at General Council meetings. The Standing Orders of Congress and the General Council shall be published in each annual report of the proceedings of Congress.

## **Rule 9** Appointment of committees

The General Council shall appoint such committees as they consider necessary to deal with aspects of their business.

## **Rule 10** Wales TUC

There shall be a Wales TUC Conference and Wales TUC General Council which shall have devolved responsibility within the TUC for:

- i. matters which are within the powers of the Welsh Government and legislature; and
- ii. matters which are wholly specific to Wales.

The Wales TUC Rules (as agreed by TUC General Council, Wales TUC General Council and Wales TUC Conference) shall define the detailed objects, responsibilities and structure of the Wales TUC.

## **Rule 11** General Secretary

- a. The General Secretary shall be elected by Congress, and shall be ex officio a member of the Congress and the General Council. She or he shall remain in office so long as her or his work and conduct give satisfaction to the General Council and to the representatives attending Congress, and shall retire from the service of the Congress upon reaching the age of 65.

- b. The annual Congress preceding the date of retirement of the General Secretary shall elect a General Secretary Designate who shall become General Secretary on the retirement of her or his predecessor. Should a vacancy otherwise occur between the annual meetings of the Congress, the General Council shall have power to fill such a vacancy temporarily.
- c. The General Council shall determine the salary and conditions of service of the General Secretary, and shall provide her or him with all necessary assistance, office accommodation, and facilities for conducting the business of the Congress and the General Council.
- d. Any duty or function imposed by these Rules upon the General Secretary may be discharged (with her or his consent) by such persons as she or he considers appropriate provided always that the General Secretary shall remain responsible to the General Council for the discharge of that duty or function.

## Rule 12

### Industrial disputes

- a. It shall be an obligation upon the affiliated organisations to keep the General Secretary of the Congress informed with regard to matters arising between them and their employers and/or between one organisation and another, including unauthorised and unconstitutional stoppages of work, in particular where such matters may involve, directly or indirectly, large bodies of workers. The General Council or the General Secretary shall (if either should consider it necessary) disseminate the information as soon as possible to all organisations which are affiliated to the Congress and which may be either directly or indirectly affected.
- b. The general policy of the General Council shall be that unless requested to do so by the affiliated organisation or organisations concerned, neither the General Council nor the General Secretary shall intervene so long as there is a prospect of whatever difference may exist on the matters in question being amicably settled by means of the machinery of negotiations existing in the trades affected.
- c. If, however, a situation has arisen, or is likely to arise, in which other bodies of workpeople affiliated to Congress might be involved in a stoppage of work or their wages, hours and conditions of employment imperilled, the General Council or the General Secretary may investigate the matter by calling representatives of the organisation or organisations concerned into consultation, and may use their influence or her or his influence (as the case may be) to effect a just settlement of the difference. In this connection the General Council or the General Secretary, having given an opportunity to each organisation concerned to present its views on the matter and having ascertained the facts relating to the difference, may tender their or her or his considered opinion and advice thereon to the organisation or organisations concerned. Should the organisation or organisations refuse such assistance or advice, the General Secretary shall duly report thereon to the General Council and/or the General Council shall duly report thereon to Congress or deal with the organisation under Clauses (b), (c), (d) and (h) of Rule 13.
- d. Whenever the General Council intervene in relation to a matter within the provision of clause (c) of this Rule, and the organisation or organisations concerned accept the assistance and advice of the General Council, and where despite the efforts of the General Council, the policy of the employers enforces a stoppage of work by strike or lock-out, the General Council shall forthwith take steps to organise on behalf of the organisation or organisations concerned all such moral and material support as the circumstances of the dispute may appear to justify.

## Rule 13

### Disputes between affiliated organisations

- a. Where disputes arise or threaten to arise between affiliated organisations, the General Council or the General Secretary of the Congress shall use their or her or his influence (as the case may be) to promote a settlement.
- b. It shall be an obligation on the affiliated organisation or organisations concerned to notify the General Secretary when an official stoppage of work is contemplated in any dispute between affiliated organisations, whether relating to trade union recognition, trade union membership, demarcation of

# TUC RULES AND STANDING ORDERS

work, or any other difficulty. No affiliated organisation shall authorise such a stoppage of work until the dispute has been dealt with under the provisions of Clauses (e) to (h) of this Rule.

- c. Where a dispute between unions has led to an unauthorised stoppage of work, it shall be an obligation of the affiliated organisation or organisations concerned to take immediate and energetic steps to obtain a resumption of work.
- d. The affiliated organisation or organisations concerned shall notify the General Secretary as soon as possible of any stoppage of work which involves directly or indirectly large bodies of workers, or which, if protracted, may have serious consequences. In addition to such notification, the affiliated organisation or organisations concerned shall inform the General Secretary of the causes and circumstances of the dispute and of the steps taken or proposed by it or by them to secure a resumption of work.
- e. Either upon notification from an affiliated organisation as required by Clause (b) or Clause (d) of this Rule, or upon the application of an affiliated organisation, or whenever she or he considers it to be necessary, the General Secretary may investigate cases of dispute

or disagreement between affiliated organisations and may decide on the most appropriate method of resolving the issue. Where she or he considers it appropriate, the General Secretary may refer any such case to a Disputes Committee of the Congress for resolution in accordance with the Regulations governing procedure in regard to disputes between affiliated organisations (as amended by the General Council and adopted by the Congress from time to time). In the event of such a reference, the General Secretary may summon affiliated organisations to appear as parties before a Disputes Committee and shall require such organisations to submit to that Committee any information, which she or he or the Committee considers to be essential to enable the Committee to adjudicate upon the case.

- f. If an affiliated organisation refuses or fails to respond to a summons by the General Secretary to appear before a Disputes Committee, the General Secretary shall investigate the circumstances of such a refusal or failure by calling representatives of the organisation into consultation and inviting the organisation to give reasons for its conduct. If, after such investigation, the General Secretary does not withdraw

her or his summons and the organisation persists in its refusal or failure to appear before the Disputes Committee the General Secretary shall report the matter to the General Council who may deal with the organisation under Clause (h) of this Rule as if it were a case of failure by that organisation to comply with an award of a Disputes Committee.

- g. If an organisation which is a party to a dispute fails or refuses to submit its case to a Disputes Committee as provided by this Rule, the Disputes Committee may proceed to make an award in the absence of that organisation and in any event it shall not be permissible for that organisation to raise the dispute at any annual Congress.
- h. Affiliated organisations summoned by the General Secretary to appear as parties before a Disputes Committee shall be bound by any award of the Disputes Committee and shall comply forthwith with such award. Should any such organisation refuse or fail forthwith to carry into effect such an award (in whole or in part) the General Council having received the award may report on the matter as they think fit to all affiliated organisations, and/or may either:

- i. deal with the organisation under clauses (b), (c), (d) and (h) of Rule 13, or
- ii. report the matter to the next annual Congress to be dealt with as that Congress may decide.
- iii. an investigation and report to the General Council by the General Secretary of the Congress under clause (f) of Rule 12; or
- iv. an investigation by a Disputes Committee under clauses (e) and (g) of Rule 12 and a refusal or failure to comply with its award under clause (h) of Rule 12;
- c. Should the organisation disobey such direction, or fail to give such undertaking, the General Council are hereby empowered in their discretion to order that the organisation be forthwith suspended from membership of the Congress until the next annual Congress.

**Rule 14**  
**Conduct of affiliated organisations**

- a. If at any time there appears to the General Council to be justification for an investigation into the conduct of any affiliated organisation on the ground that the activities of such organisation may be detrimental to the interests of the trade union movement or contrary to the declared principles or declared policy of the Congress, the General Council shall summon such organisation to appear by duly appointed representatives before them or before such Committee as the General Council consider appropriate in order that such activities may be investigated. In the event of the organisation failing to attend, the investigation shall proceed in its absence.
- b. If after an investigation under:
  - i. clause (a) of this Rule; or
  - ii. an investigation under clause (c) of Rule 11; or
  - iii. an investigation and report to the General Council by the General Secretary of the Congress under clause (f) of Rule 12; or
  - iv. an investigation by a Disputes Committee under clauses (e) and (g) of Rule 12 and a refusal or failure to comply with its award under clause (h) of Rule 12;
 it appears to the General Council that the activities of the organisation may be detrimental to the interests of the trade union movement or contrary to the declared principles or declared policy of Congress, the General Council shall notify the organisation of that fact, specifying the grounds on which that charge is made and inviting the organisation to present its views to the General Council. If, after considering those views, the General Council decide that the said activities are detrimental to the interests of the trade union movement or contrary to the declared principles or declared policy of Congress, the General Council shall direct the organisation to discontinue such activities forthwith and undertake not to engage therein in the future.
- c. Should the organisation disobey such direction, or fail to give such undertaking, the General Council are hereby empowered in their discretion to order that the organisation be forthwith suspended from membership of the Congress until the next annual Congress.
- d. The General Council shall submit a report upon the matter to the next annual Congress.
- e. No affiliated organisation shall circularise, either in writing or by general oral communication, other affiliated organisations upon any matter concerning the business of the Congress, without first securing the General Council's authorisation for such circularisation.
- f. Should any such unauthorised circularisation take place concerning a motion for the agenda of the annual Congress or any special Congress or conferences, and the General Council after investigation decide that those responsible for such motion connived at, or were party to, or concerned with such circularisation, the motion shall not be included in the agenda.



# TUC RULES AND STANDING ORDERS

- g. The General Council may investigate any violation of the provisions of Clauses (e) and (f), and if after such investigation they decide that any organisation has acted deliberately in such violation they may deal with the organisation by investigation, suspension and report under the terms of Clauses (b), (c) and (d) of this Rule.
- h. Any affiliated organisation dealt with under this Rule shall have the right to appeal to the next annual Congress and may appoint delegates in accordance with Rules 17 and 18 to represent the organisation upon the appeal and at the annual Congress if the appeal is allowed. Congress shall upon such appeal have final authority to deal with the matter by way of re-admission, further suspension or exclusion from membership of the Congress.

## Rule 15 Trustees, auditors and accounts

- a. TRUSTEES: Two or more trustees shall be appointed by the General Council in whose names the funds and property of the Congress shall be vested. Such Trustees shall hold office until their respective successors have been duly appointed by the General Council and shall have accepted office. The Trustees shall deal with the funds and property

held by them in accordance with the directions of the General Council and shall invest any funds available for investment in accordance with such directions. The bank accounts of the Congress shall be in the names of the Trustees, but the General Council may by resolution authorise the Trustees to direct the bankers to honour the signature or signatures of any person or persons named in the resolution, in which case the trustees shall give such direction and shall be relieved from all liability in respect of payments made in the manner authorised by the resolution while it is in force.

- b. AUDITORS: The accounts of the Congress shall be audited annually by a chartered or incorporated accountant to be appointed by the General Council. The accountant shall be given access to all books and documents of the Congress and shall be given all information or explanations with regard to the accounts that she or he requires. The accountant shall be required to submit a report to the General Council as soon as practicable after the audit.
- c. ACCOUNTS FOR THE YEAR: In order that affiliated organisations may have an opportunity of perusing the financial statements prior to each annual Congress, the financial year shall close on 31 December. The audit shall

then take place and printed Balance Sheets, duly certified by the Auditors, shall be sent with the complete agenda to the secretary of each organisation not less than 14 days before each annual Congress.

## Rule 16 Amendment of Rules and Standing Orders

- a. The General Council may between each annual Congress make any amendment to the Rules and Standing Orders that they deem necessary subject to any such amendment being confirmed by the next annual Congress, providing that any such amendment shall in any event be binding upon all affiliated organisations and their members until overruled by Congress.
- b. Affiliated organisations may (subject to the provisions of Rule 24) put forward motions for the amendment of the Rules and Standing Orders for the consideration of such annual Congress.

## **PART 2** **ARRANGEMENTS FOR** **ANNUAL CONGRESS**

### **Rule 17**

#### **Preliminary arrangements**

- a. The General Council shall select the place for the annual Congress and shall have the powers to invite representatives of public bodies and other institutions to attend the sittings thereof.
- b. The General Council shall meet during the week prior to the date of each annual Congress for the purpose of completing the arrangements there for.

### **Rule 18**

#### **Representation at annual Congress**

- a. Affiliated organisations shall be entitled to be represented at the annual Congress by one delegate for every 5,000 members or fraction thereof, (save for unions with fewer than 5,000 members who shall be entitled to two delegates) provided always that they have paid the fees prescribed in Rule 3.
- b. Not later than seven weeks prior to the Monday of the annual Congress the names and addresses of the delegates shall be sent to the General Secretary

of the Congress on the appropriate form which must be signed by the President (or Chairman) and Secretary of the organisation such delegates will represent.

- c. A credential card shall not be issued to any affiliated organisation which has failed to comply with the foregoing conditions.
- d. In addition, the annual Trades Councils Conference may elect a further delegate, who must be a member of a registered Trades Council, to attend Congress and move the motion submitted to Congress by the Trades Councils Conference.

### **Rule 19**

#### **Delegates' qualifications**

- a. Each annual Congress shall consist of delegates who must be financial members of the affiliated organisation they are to represent and actually working at their trade at the time of appointment, or full-time paid officials of such affiliated organisation. However, unemployed members of an affiliated organisation shall not be debarred from acting as delegates.
- b. The above qualifications shall not, however, debar a person from acting as a delegate who is not a full-time paid official and who has temporarily left her or his normal full-time work as an employee in trade or industry

to undertake Parliamentary duties, provided that, at the time of her or his attending Congress, she or he is occupying a national post designated under the Rules of the appointing affiliated organisation.

### **Rule 20**

#### **Congress President**

- a. The President of the Congress shall be appointed by the General Council at their first meeting after each annual Congress.
- b. The duties of the President shall be to preside at all meetings of the General Council, an at all special Congresses or Conferences for one year following the date of her or his appointment, and at the annual Congress concluding her or his term of office. She or he shall then become first Vice-Chair of the General Council for a period of one year thereafter.

### **Rule 21**

#### **General Purposes Committee**

- a. A General Purposes Committee of five members for the ensuing annual Congress shall be nominated and elected by ballot. If any member elected is not a delegate to the

# TUC RULES AND STANDING ORDERS

ensuing annual Congress, or a vacancy arises from any other cause, the highest unsuccessful candidate shall be called upon to fill the vacancy.

- b. Each nominee for the General Purposes Committee must be nominated by her or his own organisation. Nominations shall be submitted on the appropriate form which must be signed by the President (or Chair) and Secretary of the organisation and shall reach the General Secretary of the Congress at least eight weeks prior to the Monday of the annual Congress.
- c. The members of the General Purposes Committee shall appoint from their body a chair and secretary. The duties of the General Purposes Committee shall be:
  - i. to co-operate with the movers of motions and amendments in order that composite motions may be obtained wherever possible
  - ii. to have printed and circulated to the delegates copies of the composite motions they have approved

- iii. to submit to the President of Congress a programme of all motions and amendments approved by them as being in accordance with the Rules and Standing Orders, together with all

- iv. suggestions for the proper conduct of the business of the annual Congress

- v. to report to the General Council any violation of the Rules or Standing Orders that may be brought to their notice, together with any recommendation agreed upon.

## Rule 22

### Tellers and ballot scrutineers

The General Council shall nominate, for the approval of the Congress, four or more Tellers and up to seven ballot scrutineers.

## Rule 23

### Voting

The method of voting at Congress shall be at the discretion of the President, by voice, or show of hands, or card vote. Where, however, a division by voice or show of hands is challenged by delegates to Congress, voting shall be by cards to be issued to the delegations according to membership (paid for as per Rule 3) on the basis of one vote for every 1,000 members or fractional part

thereof represented. Such cards to be issued to affiliated organisations by the General Secretary of the Congress before the commencement of the annual Congress.

## Rule 24

### Motions for Congress

- a. Motions for the Congress must be submitted on the appropriate forms and be signed by the President (or Chair) and Secretary of the organisation submitting such motions and must be received by the General Secretary of Congress not later than eight weeks before the Monday of the annual Congress.

- b. Such motions shall be printed and sent to each affiliated organisation not less than six weeks before the annual Congress. The order in which these subjects are to be discussed shall be decided by the General Council in consultation with the General Purposes Committee of Congress.

- c. An affiliated organisation shall be allowed not more than two motions, apart from organisations with more than one million members who will be allowed one additional motion for each additional 500,000 members or part thereof. In addition each of the equality conferences, the Young Workers Conference and Trades Union Councils' Conference will be allowed

to choose one motion carried by that conference for submission to Congress. In order that important labour questions may not be omitted from the discussion of the annual Congress, the General Council are empowered to place not more than three motions on the annual Congress agenda.

- d. All amendments to the motions submitted by affiliated organisations must be received by the General Secretary of Congress not later than four weeks before the Monday of the annual Congress. An affiliated organisation shall be allowed not more than two amendments apart from organisations with more than one million members who will be allowed one additional amendment for each additional 500,000 members or part thereof. These must be submitted on the appropriate forms and be signed by the President (or Chair) and Secretary of the organisation concerned.
- e. Notwithstanding the provisions of this Rule, the General Council or any affiliated organisation shall, subject to the approval of the General Purposes Committee, be permitted to submit an emergency motion for the consideration of the delegates to Congress.

No such permission shall, however, be granted unless agreed to by at least two-thirds of the votes cast by the delegates to the particular annual or special Congress.

- f. Motions shall not exceed 250 words in length. Amendments shall not exceed 50 words in length. These provisions shall apply to original motions and emergency motions but not to composite motions nor to motions selected to go forward to the Congress Agenda by the equality conferences, Young Workers Conference and Trades Union Councils Conference.

### **Rule 25** Delegations

All nominations for delegations appointed by Congress must be submitted on the appropriate form and be signed by the President (or Chair) and Secretary of the organisation and must be sent to reach the General Secretary of the Congress not later than eight weeks before the Monday of the annual Congress. Each nominee must be nominated by her or his own organisation.

### **Rule 26** Date of annual Congress

- a. Unless otherwise decided by the General Council, the date for the opening of each annual Congress shall be the Sunday before the second Monday in September.

- b. To enable affiliated organisations to comply with the various requirements of these Rules where time limits are fixed by reference to the date of the annual Congress, the General Council shall, in the event of any change in such date, direct that notice of such change shall be given to affiliated organisations in due time.

### **Rule 27** Standing Orders

- a. **HOURS OF MEETING:**  
Delegates shall assemble at 4pm prompt on the first day of each annual Congress and at 9.30am on each succeeding day. On Sunday Congress shall adjourn at 7pm and each day thereafter (Monday to Wednesday) Congress shall adjourn at 12.45pm and reassemble at 2.15pm and adjourn for the day at 5.30pm on Monday and Tuesday and shall conclude no later than 4pm on Wednesday.
- b. **AGENDA:** A complete agenda of the motions and amendments submitted under Rule 23 shall be printed and sent, not later than 19 days before the opening of each Congress, to the affiliated organisations which have paid up to the last preceding quarter the fees due under Rule 3.



# TUC RULES AND STANDING ORDERS

- c. **GENERAL COUNCIL'S REPORT:** After the opening of each annual Congress, the General Council shall present their report for the past year, which shall be laid on the table for discussion. The items of the report shall be discussed seriatim and not as a whole: each speaker to be limited to three minutes. Such report shall be given precedence over all other business provided that where a motion on the agenda bears directly upon any part of the report, such motion may at the discretion of the President be taken in conjunction with such part of the report.
- d. **LIMITATION OF SPEECHES:** The mover of the motion shall be allowed five minutes, the seconder three, and any or each succeeding speaker three minutes. A delegate shall not speak more than once on a question, except the mover of the original proposition, who shall have the right to reply.
- e. **ORDER OF SPEAKERS:** The President shall determine the order of speakers. Each delegate shall stand when speaking. If the President rises to call a delegate to order, or for any other purpose connected with the proceedings, the delegate speaking shall leave the rostrum and resume her or his seat and no other delegate shall rise until the President has authorised the discussion to proceed.
- f. **PRESIDENT'S RULING:** Should any delegate cause disturbance at any session of annual or special Congress, and refuse to obey the President when called to order, she or he shall be named by the President, and shall be expelled from the hall for the remainder of the session, and shall not be allowed to take part in the Congress proceedings without the consent of Congress delegates.
- g. **CLOSURE:** The Previous Question, Next Business, or the Closure may be moved and seconded only by those delegates who have not previously spoken during the debate, and there shall be no speeches on such motions. Should the closure be carried, the mover of the original motion shall have the right to reply in accordance with Rule 26, clause (d). Should the President consider that there is no practical difference of opinion among the delegates, she or he shall have power to stop the discussion and submit the proposition to the vote of the Congress delegates.
- h. **SPECIAL MEETINGS:** In the case of special Congresses or Conferences the above Standing Orders shall be adhered to wherever applicable as closely as possible.

## **Rule 28** Suspension of Rules and Standing Orders

Rules and Standing Orders in Part 2 hereof, may, notwithstanding the terms of Rule 15, be suspended if such suspension is agreed to by at least two-thirds of the votes cast by the delegates to the particular annual or special Congress.

# INDEX

## A

*A Fairer Deal on Migration: managing better for Britain* 31  
 Acas 35  
 Action for Rail campaign 71  
 affiliations and mergers 76  
 Africa 25, 68–9, 71  
 agency and casual workers 16  
   public sector 47  
   Wales TUC 71  
   see also insecure work  
*All Aboard: making worker representation on company boards a reality* 22  
 apprenticeships 26–7, 34, 51, 66  
   TUC industrial strategy 18  
   TUC regions 72  
   Young Workers Conference 80  
 Article 50 see Brexit  
 asbestos campaign 41–2  
 austerity 46, 48, 56  
 autism 34, 38  
 awards  
   Congress 77  
   TUC Trade Union  
   Communications 81

## B

Bangladesh 68, 70  
 Better Jobs for All campaign 72  
 Better Jobs Closer to Home campaign 71–2  
 blacklisting 34–5  
 BME community  
   organ donations and transplants 49  
 BME workers  
   Black Workers Conference 79  
   insecure work 16  
 Brazil 68  
 Brexit 8, 12, 30–2, 67, 78  
   health and social care workers 48  
   industrial strategy 18  
   migrant workers 43  
   science and technology industry 20  
   TUC regions 72  
   TUC trade policies 25  
 Buist, Neil 84  
 bullying and harassment 21

## C

Campaign Plan 49  
 China 25  
 Climbing Frame 66  
   collective bargaining 56  
   migrant workers 36  
 Colombia 68  
 Commute Smart Day 16  
 Congress 2016 77  
 Congress Centre 76  
 Congress House 76, 82  
 corporate governance 20–3

## D

decent work 43–4  
 Development Fund 81  
 devolution 53–4, 71  
 digitalisation 20  
 disabled workers 38  
   Disabled Workers Committee 90  
   Disabled Workers Conference 79  
   global solidarity 71  
 domestic workers 43

## E

education sector 49–50  
   budget cuts 46  
   further education (FE) 26, 27, 50  
   union representative training 60  
 employers  
   benefits of union learning 66  
 employment rights see workers' rights  
 employment tribunal fees 35  
 energy see environment  
 eNotes 41, 60, 61  
 entertainment industry 20  
 environment  
   TUC policy 18–20  
 equality 35–48  
 Europe  
   TUC campaigns 42  
   partnerships with  
   see also Brexit

European Health and Safety Week 42  
 European Trade Union Confederation (ETUC)  
   Brexit 30–1, 32, 67  
 executive pay 21

## F

facility time 57  
   Wales TUC 71  
 flexible learning  
   union representative training 60  
 flexible working 16  
 further education see education

## G

gender 41  
   see also women workers  
 General Council 7, 78, 88  
 global  
   solidarity 67–71  
   supply chains 44  
   union organisations 67  
 Great Jobs Agenda 10, 40  
 Grenfell Tower 8  
 Guatemala 70  
 Guide for union reps 57

## H

Halpin, Kevin 84  
 health and safety 41–3  
   hotel sector 21  
 Health and Safety Executive (HSE) 42–3  
 health and social care 48–9, 53  
 Heartunions week 58  
 hotel sector 21  
 housing 17–18, 43

## I

*I Feel Like I Can't Change Anything: Britain's young core workers speak out about work* 58  
 Immigration Act 2016 36  
 India 70  
 Industrial Injuries Advisory Council 43  
 industrial strategy, TUC 18–20  
 insecure work 8, 16, 37, 38–40, 54, 58  
   see also agency and casual work  
 international development 26  
 International Labor Organization (ILO) 42, 43, 44  
 international partnerships  
   TUC Education 62  
 International Trade Union Confederation (ITUC) 25, 26, 44, 67  
 International Workers' Memorial Day 42, 71  
*Is Racism Real?* 37  
 ISO 45001 campaign 42  
 IT strategy and services, TUC 76

## J

Japan 25  
*Just a Bit of Banter* 34, 36  
*Justice Denied* 51  
 justice system 50–1

## K

Korea 68

# INDEX

## L

Leading Change programme 57  
learning and skills 26–8, 43, 50  
    union representatives 60–7  
*Let's Talk About Racism* 37  
LGBT workers 37  
    LGBT+ Committee 90  
    LGBT+ Conference 80  
*Lift the Cap* 48  
*Living on the Edge* 16, 40  
living wage 16, 28  
    see also national minimum wage (NMW)

## M

*Managing Migration*  
    *Better for Britain* 43  
Mid-life Career Review  
    project 67  
migrant workers 31, 34, 36  
    TUC regions 72  
    workers' voice 43  
Modern Slavery Act 44

## N

national economy 12–16  
national minimum wage  
    (NMW) 10, 28  
    hotel sector 21  
    public sector 47  
    see also living wage  
National Work from  
    Home Day 16  
NHS 46, 48–9  
    trades councils 71  
    see also health and social care  
*NHS Safety: warnings from*  
    *all sides* 48  
Nicaragua 68, 70  
North America 25

## O

occupational health 42  
Organising Academy 56–7  
Owen, Dr Ronald 84

## P

Palestine 70  
parental benefits 54  
pay  
    education sector 50  
    executive 21  
    low 28, 54  
    national economy 14  
    public sector 8, 10, 46–8  
    regional inequality 16  
pensions  
    Pensioners Committee 92  
    transport sector 53  
    TUC policy 23–4  
Peru 70  
Playfair 44  
*Powering Ahead: how the*  
    *UK can learn from Europe's*  
    *environmental leaders* 19  
prison service  
    Speak Up for Justice  
        campaign 50–1  
Procter, Brenda 85  
public sector  
    apprenticeships 27  
    job cuts 10  
    pay 8, 10, 14, 46–8  
    pensions 24  
    trade union membership 56  
    TUC trade policies 25  
    workers 46  
Public Services Forum 51, 54  
Public Services Liaison  
    Group (PSLG) 51

## Q

Qatar 44

## R

race equality 36–7  
Race Relations Committee 91  
Reaching Young Workers  
    campaign 58  
regions  
    pay 16  
    public sector 47  
    regional TUC 72–4  
Roberts, Eric 85

## S

science and technology  
    industry 20  
self-employed workers  
    welfare 54  
sexual harassment 34, 36, 51  
sick pay 54  
skills see learning and skills  
social care see health  
    and social care  
social security 54  
Somalia 68–9, 71  
Speak Up For Justice  
    campaign 50–1  
Sports Direct 20–1  
steel industry  
    Brexit 25  
    TUC industrial strategy 18–19  
stress 41  
sustainability  
    international development 26  
    TUC policy 19

## T

taxation 25  
Taylor Review of Modern  
    Working 8, 38, 40, 54  
Tebbs, Betty 85  
terrorist attacks 8  
*The Gig is Up: trade unions*  
    *tackling insecure work* 40  
trade, TUC policies 25  
Trade Union Act 10,  
    34–5, 51, 78  
Trade Union Advisory  
    Committee to the OECD  
    (TUAC) 20, 67

Trade Union Share Owners  
    (TUSO) 20, 21  
trade unions  
    apprenticeships 18  
    membership 10  
    strength 56–74  
trades councils 71  
    Trades Councils  
        Conference 80  
Trades Union Councils Joint  
    Consultative Committee 92  
training see learning and skills  
Transatlantic Trade and  
    Investment Partnership  
    (TTIP) 25  
transport  
    infrastructure 20  
    sector 51–3, 71  
TUC  
    affiliations and mergers 76  
    campaigns  
        asbestos 41–2  
        Better Jobs for All 72  
        Better Jobs Closer  
            to Home 71–2  
        Brexit 30  
        Campaign Plan 49  
        Commute Smart Day 16  
        Great Jobs Agenda 10, 40  
        health and safety 41–3  
        ISO 45001 42  
        National Work from  
            Home Day 16  
        Reaching Young Workers 58  
        Speak Up For Justice 50–1  
        Work Your Proper  
            Hours Day 17  
    Congress 2016 77  
    Congress Centre 76  
    Congress House 76, 82  
    development 76  
    Executive Committee  
        22, 60, 78, 89  
    finances 81–2, 94–109  
    General Council 7, 78, 88  
    industrial strategy 18–20  
    Leading Change development  
        programme 57  
    Library 82  
    pensions policies 23–4  
    publications  
        *A Fairer Deal on Migration:*  
        *managing better*  
        *for Britain* 31  
        *All Aboard: making worker*  
        *representation on company*  
        *boards a reality* 22  
        autism guide 38

*Brexit: a new deal for working people* 30  
eNotes 41, 60, 61  
Guide for union reps 57  
*I Feel Like I Can't Change Anything: Britain's young core workers speak out about work* 58  
insecure work and ethnicity report 37  
*Is Racism Real?* 37  
*Just a Bit of Banter* 34, 36  
*Justice Denied* 51  
*Let's Talk About Racism* 37  
*Lift the Cap* 48  
*Living on the Edge* 16, 40  
*Managing Migration Better for Britain* 43  
*NHS Safety: warnings from all sides* 48  
*Powering Ahead: how the UK can learn from Europe's environmental leaders* 19  
*The Gig is Up: trade unions tackling insecure work* 40  
regions 16, 47, 72–4, 76  
trade policies 25  
Trade Union Communication Awards 81  
TUC Aid 70–1  
TUC Education 60–5, 92  
Turkey 69  
Turner, Mary 86

## U

underemployment 16  
Unemployed Workers Centres (UWCs) 71  
Union Learning Fund 66–7  
Union Professional Development Programme 62  
union representatives facilities 34, 57, 71  
learning 60–7  
unionlearn 27, 28, 36, 60, 66–7, 72, 78, 93

## V

vulnerable workers 54

## W

Wales TUC 71–2  
webinars, union representative training 61  
Welfare Charter 71  
welfare services 54  
women workers equality 35–6  
insecure work 16  
*see also* gender  
Women's Committee 93  
Women's Conference 78–9  
work capability assessments 38  
Work Your Proper Hours Day campaign 17  
worker representation, company boards 22–3  
workers' rights  
Brexit 30  
global supply chains 44  
Trade Union Act 10, 34–5, 51  
TUC trade policies 25  
workers' voice 12, 34–44  
industrial strategy 18  
workforce skills 27–8  
working time 16–17  
hotel sector 21  
workplace pensions 24

## Z

zero-hours contracts 8, 16

## Y

young workers 58  
apprenticeships 26–7  
pensions 23  
union membership 10  
Young Workers Conference 80  
Young Workers Forum 92

# INDEX OF RESOLUTIONS

Resolutions, including composite and emergency resolutions, carried at the 2016 Congress, and where they are referred to in this General Council report.

## Resolutions

---

Resolution 10 18  
Resolution 13 24  
Resolution 16 28  
Resolution 18 24, 38  
Resolution 19 38  
Resolution 22 34  
Resolution 27 38  
Resolution 28 37  
Resolution 29 46  
Resolution 30 46, 53  
Resolution 31 46  
Resolution 32 46  
Resolution 33 46, 48, 49  
Resolution 38 46, 49  
Resolution 39 18, 46, 49  
Resolution 43 46, 49  
Resolution 44 46  
Resolution 45 46, 48  
Resolution 46 46, 50  
Resolution 47 46  
Resolution 48 46  
Resolution 49 28  
Resolution 50 46  
Resolution 51 46  
Resolution 52 46  
Resolution 53 46, 48  
Resolution 54 46, 50  
Resolution 55 50  
Resolution 56 46  
Resolution 57 46, 48  
Resolution 59 53  
Resolution 60 18, 46  
Resolution 61 46, 51  
Resolution 63 17  
Resolution 64 18  
Resolution 65 18  
Resolution 66 18  
Resolution 67 18  
Resolution 70 38  
Resolution 71 54  
Resolution 74 56, 57  
Resolution 77 66  
Resolution 78 66  
Resolution 80 35  
Resolution 83 36  
Resolution 84 30

## Composites

---

Composite 1 23, 30  
Composite 2 30  
Composite 3 18  
Composite 4 18, 79  
Composite 5 [?]  
Composite 6 28  
Composite 7 30  
Composite 8 36  
Composite 9 46, 49  
Composite 10 46, 49  
Composite 11 46, 49  
Composite 12 17  
Composite 13 54  
Composite 14 56, 57  
Composite 15 36  
Composite 16 34  
Composite 17 53  
Composite 18 38

## Emergency Resolutions

---

Emergency Resolution 1 36  
Emergency Resolution 2 68  
Emergency Resolution 3 53  
Emergency Resolution 4 49  
Emergency Resolution 6 42–43  
Emergency Resolution 7 69



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