

A photograph of two women, likely Royal Mail employees, standing in a large industrial sorting facility. They are wearing red polo shirts with the Royal Mail logo. The woman on the left is smiling and looking towards the camera. The woman on the right is also smiling and looking towards the camera. In the background, there are large blue sorting machines and a bulletin board with various notices, including one that says "LATE" and "SHIFT". A sign on the right says "KEEP THIS AREA CLEAR ACCESS TO THESE DOORS IS REQUIRED ALL SHIFTS".

TUC Campaign Plan

2019–20

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THE SITUATION WE FACE

Britain is stuck in a Brexit crisis of the government's making. Despite being granted a six-month extension by the European Union, the threat of a job-destroying bad deal or 'no deal' remains a very real threat.

Having promised "strong and stable" leadership, Theresa May was ousted from office after failing to get her deal through parliament.

Britain's new Prime Minister Boris Johnson has signalled his willingness to crash the UK out of Europe whatever the cost.

Working people are already paying the price for the government's shambolic handling of Brexit, with thousands of decent manufacturing jobs already lost. And as Brexit dominates parliament many of the wider problems affecting Britain today are not being dealt with.

Millions of us are trapped in insecure jobs that give no control over working lives. Workers' pay packets still haven't recovered from the financial crisis. And years of disastrous austerity have left our schools, hospitals, councils and welfare at breaking point.

Towns and cities across Britain have been gutted by years of cuts and underinvestment. Huge cuts to local government mean that Sure Start Centres, libraries and youth clubs



© Jacob Ammentorp Lund/Getty Images

that allow communities to meet and come together are gone.

These tears in the social fabric have emboldened the far right to spread their poison and sow division among working people. Immigrants are scapegoated for problems the government should be fixing, such as undercutting and pressure on public services. BME workers continue to suffer racism and discrimination.

New technology – that should be improving the lives of working people – is instead being used to track and sweat workers.

From distribution centres to classrooms, workers face increasing workloads and pressure – with more than 15 million days lost to stress-related illness every year.

Faced with these many challenges the UK trade union movement has stayed true to our values and stood up for working people.

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We have won breakthrough agreements in the gig economy and after years of campaigning have got the agency worker pay penalty (the much-hated Swedish derogation) scrapped.

We have scored notable victories for workers in a range of sectors, from getting a pay rise for McDonald's staff to winning union

recognition for couriers and tackling pay inequality in the NHS. And we've joined forces with unions around the world to take on the corporations who won't play by the rules.

Against the odds, we've grown our membership over the last year. But we cannot escape the challenges that lie ahead.

The latest figures show that union density stands at just 23 per cent, and that only 15 per cent of young workers aged 21–30 are members of a trade union. By contrast, the proportion of union members aged 50 and over has nearly doubled over the last 20 years.

If we are to deliver for working people, the union movement must step up to the plate and reach more young people.

We know that backing our reps, extending collective bargaining and building union organising is the best way to tackle inequality and improve pay and conditions at work.



THE TUC'S UNIQUE ROLE IN THE TRADE UNION MOVEMENT

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The TUC is the national centre for the UK's trade union movement. Our job is to unite the movement to advance workers' collective interests – and to represent trade unions, trade union concerns and working people to the wider world. We combine excellent policy analysis with real insights into what is going on in workplaces across the UK – and through our international links, around the world.

As the representatives of unions, we are the experts in what's going on in the world of work. And we are at our most authoritative and credible when we talk about what matters most to working people.

We support the work of our member trade unions by:

- › promoting trade union priorities and policies with politicians, in the modern workplace and the wider economy
- › pushing for wider coverage of collective bargaining to improve pay and conditions, in the UK and through global supply chains
- › helping unions to campaign, innovate and train reps and organisers so that our movement grows.

In everything we do, we promote equality, and we stand against racism, sexism and all forms of prejudice and discrimination. We use the best technology available to reach more workers and achieve big changes. We strive to improve and show the diversity of our movement. And we are internationalists, acting with trade unionists around the world to promote working people's interests and decent work for all.

1. Brexit and rebuilding the UK

We need an economy that works for everyone. But the big issues highlighted by the referendum vote still haven't been addressed.

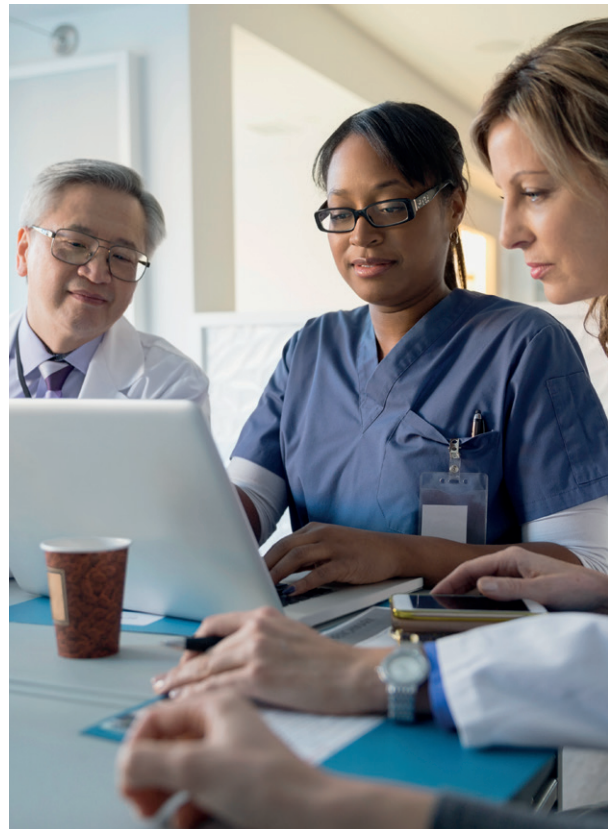
Wages haven't recovered from the financial crash. The government's dogmatic pursuit of austerity is far from over – and it's ruining people's lives. Years of cuts have devastated our communities, welfare and public services. And as work becomes more intense and insecure, fewer and fewer people can access decent local jobs.

A bad Brexit deal or catastrophic 'no deal' would only make things worse, threatening good jobs, our public services and our hard-won rights at work.

We urgently need to change the way our economy works. That means putting investment-led growth ahead of short-term shareholder gains, delivering decent jobs in every part of the UK and ensuring high-quality, well-funded public services.

In 2019–20, the TUC and our member unions will:

- › campaign for an outcome to the Brexit crisis that protects jobs, rights at work and peace in Northern Ireland
- › do all we can to prevent a bad deal or a disastrous no-deal exit



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- › lead the fight against any trade deals that put our NHS, public services, and workers' rights at risk
- › campaign for an industrial strategy that tackles regional inequalities and delivers decent, sustainable jobs with good pay in all parts of the country
- › work with political leaders at a local and regional level, including metro mayors, to support great jobs and conditions at work
- › argue for an investment-first economy in the UK and internationally, where the ability to deliver great jobs and decent pay is the test of economic success
- › support efforts to tackle the climate emergency and ensure a just transition for workers

“ In everything we do, we promote equality, and we stand against racism, sexism and all forms of prejudice and discrimination. ”

- › campaign for proper funding and investment in our public services: our schools, hospitals and councils – and for fair pay for public servants
- › promote public ownership where it is the best way to provide high-quality public services for users, protect employment standards and provide value for taxpayers
- › set out how reforms to the way businesses are run can deliver higher productivity and decent jobs.

☞ Today workers in the UK and around the globe are not getting a fair share of the wealth we create, and many are stuck in insecure jobs that give people little control of their lives. ☞

2. Building class unity and winning a new deal for working people

We believe that every job should be a great job – and everyone should be able to work with skill, dignity and fairness.

But over the last forty years, working-class communities have been hit hardest by de-industrialisation, government austerity, and attacks on workers' voice and power.

Today, workers in the UK and around the globe are not getting a fair share of the wealth they create, and many are stuck in insecure jobs that give people little control of their lives.

Rather than new technology being used to deliver better employment, too often it is being used to exploit workers and concentrate power and wealth in the hands of bosses.

It's not right that millions are held back by failed economic policies and Britain's class ceiling. This needs to change.



In 2019–20, the TUC and our member unions will:

- › promote the TUC's New Deal Charter
- › campaign for unions to be given new rights to access every workplace and set pay and conditions across industries through collective bargaining
- › call for a ban on zero-hours contracts and false self-employment, support the genuinely self-employed and campaign for new rights in the digital economy
- › fight for a national minimum wage of £10 per hour now, for decent pensions and for fair pay settlements, including for dedicated public servants
- › call for a legal duty on public authorities to reduce inequality
- › campaign against class discrimination, to end unpaid internships and work trials and promotion based on the 'old school tie'; and for all jobs to be advertised openly, with their rate of pay
- › stand up for equality and fair treatment at work for women, BME workers, LGBT workers, disabled workers and young workers, and help unions use collective bargaining to fight discrimination at work



© Monty Rakusen/Getty Images

- › lead the call for shorter working hours, for a just transition to new technologies and the right to positive flexible working from day one of your job, with employers required to advertise all jobs on that basis
- › help 250,000 workers access basic skills training and further education through unionlearn and campaign for a universal learning entitlement.

3. Growing the union movement and tackling the far right

A thriving trade union movement is the best way to deliver a better working life for everyone, and to repair the bonds that hold our society together.

Building solidarity between workers is at the heart of what we do and has never been more important.

The far right are on the march in Britain and across the globe. They are exploiting genuine grievances in a bid to divide working people against each other, notably by scapegoating migrants and Muslims.

Everyone should get the same rate for the job and have an equal chance to thrive –

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regardless of race, religion, nationality or background.

And the best way to tackle undercutting, improve pay and conditions, and deliver decent jobs for all workers is to get more people into unions.

This means coming up with new ways to recruit and retain members. It means catching up with the digital tech that is standard in other sectors. And it means finding new ways to organise young workers in the private sector, building on our WorkSmart pilot.

The far right doesn't represent working people's interests, trade unions do. We will grow our movement, and build a big, brave coalition to take on and expose the forces of hate.

In 2019-20, the TUC and our member unions will:

- › take on bad bosses who use undercutting to drive down pay and conditions
- › work with regional and local political leaders to push for more decent jobs in their areas and for a decent floor of rights for all workers and win a guaranteed rate for the job
- › work with international partners to tackle the global threat of the far right, defend workers' rights and build stronger unions
- › deliver training to our reps on how to challenge far-right ideology in the workplace
- › use our regional teams and brilliant network of reps and trade councils to support campaigns around the country
- › learn from our WorkSmart pilot to build new online tools to help young people get on at work

- › develop shared programmes towards digital transformation of our organisations, through the TUC Digital Lab
- › ensure that every rep is trained and confident by expanding our education programme, including online.

Get more involved

Please help support our mission to change the word of work for good.

Proud to be union:

- › We are six million strong – the largest voluntary and democratic movement in Britain today – *sign up a colleague/friend today*
- › Over 30,000 workers won new opportunities through unionlearn last year – *find the training that's right for you*
- › We were at the frontline of demonstrations against racism and the far right – *find out how you can help*

Together we can win:

- › Help promote the TUC's New Deal Charter tuc.org.uk/NewDealCharter
- › Help train every activist to tackle the far right tuc.org.uk/TacklingFarRightResource
- › Start a petition to defend jobs and rights on Megaphone megaphone.org.uk
- › Find out more about how digital is transforming organising and operations at the TUC's Digital Lab digital.tuc.org.uk

WHAT THE TUC CAMPAIGN PLAN MEANS FOR YOU

The TUC's campaign plan sets out what our movement will do together, over the coming year. It complements the campaigns and industrial priorities of individual unions and offers a platform for members of different unions to work together on campaigns locally, through trades councils, regionally and nationally.

As you plan for the coming year, think about the practical actions your branch, trades council or region can take to promote our common priorities, show practical solidarity

to workers in dispute and lend our support to wider campaigns that share our values.

Whether it be at Workers' Memorial Day, May Day, HeartUnions week, Durham Miners' Gala, International Women's Day, Black History Month or Tolpuddle, trade unionists stand up for equality, justice and working people all year round. And throughout the year to come, there will be tools and resources to support you at tuc.org.uk.



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