

# TUC

Changing the world  
of work for good

# CONGRESS 2021 GENERAL COUNCIL REPORT



**UNIONS BUILDING  
DIGNITY AT WORK**

TUC CONGRESS 2021

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Trades Union Congress  
Congress House  
Great Russell Street  
London WC1B 3LS

[tuc.org.uk](http://tuc.org.uk)  
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**CONGRESS 2021**

GENERAL  
COUNCIL  
REPORT

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**Gail Cartmail**

TUC Congress President 2021

The TUC brings together five and a half million working people who belong to our 48 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.

**TUC mission statement**

# TUC GENERAL COUNCIL MEMBERS

## 2020–21

Dave Allan <b>Unite</b>	Maria Exall <b>CWU</b>	Len McCluskey <b>Unite</b>	Jane Stewart <b>Unite</b>
Louise Atkinson <b>NEU</b>	Sue Ferns <b>Prospect</b>	Roger McKenzie <sup>5</sup> <b>UNISON</b>	Claire Sullivan <b>CSP</b>
Sheila Bearcroft MBE <b>GMB</b>	Larry Flanagan <b>EIS</b>	Gloria Mills CBE <b>UNISON</b>	Chris Tansley <b>UNISON</b>
Josie Bird <b>UNISON</b>	Martin Furlong <b>RCP</b>	Ged Nichols <b>Accord</b>	Horace Trubridge <b>Musicians' Union</b>
Mary Bousted <b>NEU</b>	Steve Gillan <b>POA</b>	Dave Penman <b>FDA</b>	Steve Turner <b>Unite</b>
Tony Burke <b>Unite</b>	Jo Grady <b>UCU</b>	Dave Prentis <sup>1</sup> <b>UNISON</b>	Dave Ward <b>CWU</b>
Gail Cartmail <b>Unite</b>	Charlie Gray <b>GMB</b>	Davena Rankin <b>UNISON</b>	Simon Weller <b>ASLEF</b>
Mick Cash <sup>3</sup> <b>RMT</b>	Isabelle Gutierrez <sup>3</sup> <b>Musicians' Union</b>	Roy Rickhuss CBE <b>Community</b>	Paul Whiteman <b>NAHT</b>
Mike Clancy <b>Prospect</b>	Ian Lawrence <b>Napo</b>	Patrick Roach <b>NASUWT</b>	Tony Woodhouse <b>Unite</b>
Michelle Codrington-Rogers <b>NASUWT</b>	Paddy Lillis <b>Usdaw</b>	Maggie Ryan <b>Unite</b>	Matt Wrack <b>FBU</b>
Manuel Cortes <b>TSSA</b>	Brian Linn <b>Aegis</b>	Malcolm Sage <b>GMB</b>	Frances O'Grady <b>TUC General Secretary</b>
Kevin Courtney <b>NEU</b>	Jane Loftus <b>CWU</b>	Mark Serwotka <b>PCS</b>	<sup>1</sup> Until January 2021
Ruth Cross <b>Usdaw</b>	Mick Lynch <sup>4</sup> <b>RMT</b>	Jon Skewes <b>RCM</b>	<sup>2</sup> From February 2021
Tony Dale <b>Usdaw</b>	Annette Mansell-Green <b>BDA</b>	Liz Snape MBE <b>UNISON</b>	<sup>3</sup> Until June 2021
Neil Derrick <b>GMB</b>	Susan Matthews <b>Unite</b>	Stephen Spence <b>Equity</b>	<sup>4</sup> From June 2021
Mark Dickinson <b>Nautilus International</b>	Christina McAnea <sup>2</sup> <b>UNISON</b>	Michelle Stanistreet <b>NUJ</b>	<sup>5</sup> Until July 2021

# FRANCES O'GRADY

## GENERAL SECRETARY

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This year, thanks to the heroic efforts of our members in the NHS, the great majority of the adult UK population has been vaccinated against Covid-19, and there is hope on the horizon.

Throughout the crisis, union reps have stepped up to enforce safety standards, as across the UK workers kept the economy running. And, just as the TUC argued, wage subsidy schemes – that at their peak protected over eleven million livelihoods – have secured a faster economic bounce-back, with most of those furloughed now back at work.

The TUC and unions have stood strong to protect working people's jobs, health and dignity. In turn, more working people have joined unions, with total net membership rising four years in a row. The drive for digital organising, with online mass meetings and reps training, alongside face-to-face, is beginning to bear fruit.

“ The TUC and unions have stood strong to protect working people's jobs, health and dignity. In turn, more working people have joined unions, with total net membership rising four years in a row. ”

And we can all share pride in union achievements this year, from protecting safety and skills, to fighting the obscenity of fire and rehire, and winning trailblazing agreements in the gig economy. 'Flexibility' should not be a one-way street to exploitative fake self-employment, zero-hours contracts and unpaid overtime. The pandemic has unleashed a huge appetite for more positive flexibility to help balance work and family life.

While the government drags its feet on the promise of an employment bill to 'level up' rights, it has rushed to sign trade agreements that put jobs and public services in peril. As the host of the G7's labour arm, the TUC argued to lift global standards for employment, environmental and data privacy rights, and to set a minimum global corporation tax. Global

union solidarity has never mattered more as together we demand governments rewrite the rules that have been rigged against working people for far too long.

Instead of tying unions up in red tape, the PM should follow President Biden's lead and recognise that stronger union rights is one of the best ways to level up at work.

There can be no complacency given the failure of global leadership to vaccinate the world equally, risking the rise of new virus variants, the growth of long Covid cases and the threat of a tough winter ahead. Rather than pull the plug on vital support for working families and our industries, UK nations and regions need ambitious government action to prevent unemployment, and speed a decent jobs-led recovery.

In advance of the COP26 climate conference, the TUC set out a bold £85bn green investment plan that would cut carbon, upskill and create over a million new jobs, and deliver a just transition for our communities. We have called for urgent investment in our public services to fill vacancies, deal with the backlog and pandemic-proof our resilience for the future. And we have launched an AI manifesto calling for new technologies that humanise – not atomise – working lives,



# FRANCES O'GRADY

## GENERAL SECRETARY

“ Whatever our race, religion, gender, disability, sexuality or class background, everyone should be included and treated with dignity at work. ”

and to share their multi-billion pound productivity gains fairly. We demand fair wages for those who can work, and decent pensions and social security for those who cannot.

While inequality did not start with Covid-19, the pandemic has made it a whole lot worse, with those on the frontline much more likely to be women, BME and migrant workers, and on low pay and insecure contracts. Our new Anti-Racism Taskforce aims to put equality at the heart of our organising, bargaining and campaign strategies, and to ensure that the TUC and unions get our own houses in order, leading by example. Whatever our race, religion, gender, disability, sexuality or class background, everyone should be included and treated with dignity at work.

▼ Insecure workers account for one in nine of the total workforce, with women, disabled and BME people more likely to be in precarious roles  
© Martin Lee/Alamy Stock Photo



And we all deserve answers about how austerity cuts left our public services understaffed, overstretched and ill-prepared for the pandemic. We need to know who benefited from multi-million pound government contracts and why there was a catastrophic failure to fix track and trace, sick pay and PPE. And why there has been one rule for the few and quite another for everybody else.

So, the TUC has campaigned for an urgent independent public inquiry into the government's handling of the pandemic. Many of our members in key worker jobs put their health and lives on the line for the rest of us. We must learn the lessons and deliver a new deal for working people, and a new direction for the UK. Let this Congress mark the beginning.

Frances



## SECTION 1 LEADING THE RESPONSE TO COVID-19

# LEADING THE RESPONSE TO COVID-19

## 1.1 Introduction

When the pandemic hit, working people stepped up. Through the second and third lockdowns and as restrictions began to ease, our key workers kept the country going. The TUC argued throughout for decent economic support to protect jobs and stop businesses going to the wall. We stood up for safety at work, and highlighted the impact of the pandemic on Black workers, on women and parents, and on disabled workers. We supported the vaccine rollout and continued to argue for decent sick pay for everyone. As the pandemic recedes, we will argue for a safe reopening of the economy, and a full public inquiry that delivers change on the movement's policy agenda, accountability for the government's mishandling of the response, and closure for families who have lost loved ones.

## 1.2 Economic and labour market measures

### Protecting jobs and livelihoods

Responding to the General Council statement on the economy, alongside composite 2 and resolution 8, the TUC has fought to protect jobs and livelihoods throughout the pandemic.

We pushed for the coronavirus job retention scheme (JRS) and the self-employment income support scheme (SEISS), with the general secretary meeting the Chancellor on a number of occasions. In October 2020, the government announced that it would introduce a short-time working scheme to replace the JRS following a TUC campaign to prevent a cliff-edge removal of financial support. As the pandemic worsened, though, under pressure from the TUC the government announced the continuation of the JRS and SEISS until March 2021.

As March 2021 approached, the TUC campaigned anew for the extension of both the JRS and SEISS. The government announced the schemes would continue until September 2021, with employer contributions starting in July, and a less generous SEISS grant. There was limited progress on including more self-employed people. In the summer, the TUC warned that the failure to delay employer contributions or extend the scheme after the extension of restrictions to 19 July posed a serious risk to jobs.

Throughout, the TUC has called for improvements to the schemes, including protection for minimum wage workers and inclusion of those missed out by the SEISS.

We have published a monthly jobs and recession monitor to highlight the need for action on unemployment, focusing on the disproportionate impact of job losses on Black and minority ethnic and young workers.

We have also campaigned to support livelihoods. The need for decent sick pay has never been clearer. In February, we published a report analysing the failings of the new self-isolation payment, gaining widespread media coverage. Additional funding for the self-isolation payment was announced in the budget, but further analysis in June found the cash was still not reaching workers who needed it. Research commissioned from the Fabian Society showed that better sick pay is affordable.

The flaws of universal credit have been further exposed over the past year. The TUC published a report on the devastating impact of the five-week wait for the benefit, and a separate report on the pressures on families. We started a new working group with unions on how to replace universal credit with a decent social security system, and joined other organisations in campaigning to keep the temporary £20 weekly uplift. In line with resolutions 36 and 37, we have looked to highlight the specific impact of the pandemic on maritime workers, including the need for more enforcement of their right to a national minimum wage.

▼ A food bank in Camborne, Cornwall has to find food for over 500 families because the town has been hit so hard by the pandemic  
© Hugh Hastings/Getty Images



“ The flaws of universal credit have been further exposed over the past year. The TUC published a report on the devastating impact of the five-week wait for the benefit. ”

**Delivering the jobs of the future through a new industrial strategy**

We made the case for a new industrial strategy to deliver decent jobs. We published proposals for how UK procurement and state aid policy could be reformed to support strategic industries, including steel. And, after the announcement of a Brexit deal, we set out a 10-point plan to support jobs, including

investment in manufacturing. In June, we published analysis showing how green investment plans in the UK fell short of those in all other G7 countries except Japan.

We used a report on Amazon’s mistreatment of its workforce to make the case for a new retail industrial strategy, in line with resolution 8, and have called for additional support for the retail sector to help deal with the pandemic.

We condemned the government’s decision to disband the Industrial Strategy Council in January. This was another sign of the government’s unwillingness to engage unions in strategic decisions – and it has continued to resist our calls for a tripartite national recovery council.

**Building back better with a new deal for workers**

The TUC has continued to put the call for a new deal for working people at the forefront of its campaigning work, in line with resolution 58. We have demonstrated the devastating impact of insecure work during the pandemic, with research showing that workers in insecure occupations face higher mortality rates. We showed how zero-hours contracts embed structural racism in the labour market, and demanded a ban. We published an action plan to toughen up labour market enforcement. And we highlighted the new frontiers of worker exploitation, publishing research and a manifesto on the responsible use of artificial intelligence.

We condemned the government’s failure to bring forward an Employment Bill to take action on insecure work, and engaged extensively with the Labour Party to promote proposals for a new deal.

# LEADING THE RESPONSE TO COVID-19

## 1.3 Safe working

Workplace health and safety has continued to be a critical area of work. While many have been able to work from home, in line with government guidance, many working people have continued to attend workplaces, with thousands of key workers facing an increased risk of exposure to Covid-19.

The TUC has supported safety reps to hold employers to account in how they carry out and share risk assessments and ensure Covid-19 safety at work. While many employers have worked with safety reps to agree safe working systems, many reps have told us about unsafe practices, including the complete absence of any risk assessment in some workplaces.

We have demanded that government increases the resources for regulation and enforcement of workplace safety, and challenged the senior leadership of the Health and Safety Executive (HSE), both directly and in parliament. The deputy general secretary appeared at a Work and Pensions Select Committee hearing, raising concerns about the quality of contracted-out spot-checks, which have effectively replaced many inspections, and the failure to prosecute any employers for workplace safety violations.

▼ A social graphic from the #LetsVaccinateBritain campaign



The employee representatives on the HSE board challenged the HSE's decision to classify Covid-19 as 'significant' but not 'serious' in its enforcement management model (EMM). There have so far been more than 14,000 working-age Covid-19-related fatalities, alongside massive underreporting of worker fatalities through Riddor, the system for reporting workplace injuries and diseases. We believe the designation of Covid-19 as merely 'significant' in the EMM has led to inspectors having fewer enforcement options at their disposal - and that the HSE leadership has not prioritised regulation, enforcement and the prosecution of non-compliant employers.

We have continued to engage with government to provide good, clear guidance to enable employers to deliver Covid-secure workplaces. While unions have secured some excellent sectoral and workplace agreements on standards to protect workers'

health and safety, the guidance produced by the Department of Business, Energy and Industrial Strategy (BEIS), in consultation with the TUC and unions, has provided a useful benchmark for unions to hold other employers to account. We wrote to the business secretary to urge him to reconsider his decision not to consult with unions and employers before revising this guidance in advance of the economy unlocking on 19 July.

Unions are increasingly grappling with the legacy of coronavirus, in particular the issue of long Covid. As well as working to ensure long Covid is recognised as a disability within the scope of the Equalities Act, the TUC and the Industrial Injuries Advisory Council (IIAC) have called for Covid-19 to be regarded as a proscribed industrial injury.

▼ Like many other key worker groups, bus drivers have suffered a disproportionately high number of deaths during the pandemic  
© PA Images/Alamy Stock Photo

The TUC has encouraged all working people to get vaccinated. In early 2021, we joined the *Daily Mirror* and the Labour Party in the #LetsVaccinateBritain campaign, urging employers to give workers time off for vaccine appointments. The TUC's position is that no worker should be required to be vaccinated against coronavirus as a condition of their job, as we set out in our response to the Cabinet Office consultation on mandatory vaccinations for social care workers.

### 1.4 Public services

Key workers across the economy kept Britain going during the pandemic. From retail and distribution, to public transport and logistics, to public services such as health, social care, local government and fire and emergency services as identified in resolution 1, the contribution of working people has been clear – and appreciated by a grateful public.

But that appreciation has not been demonstrated in how key workers are treated. Key workers who have continued to attend workplaces throughout the pandemic have contracted Covid-19 at higher rates. Key worker occupations have had higher numbers of deaths. Throughout, employers and the government have too often failed to put in place necessary safety protections. Those most in



need of PPE have been denied access to it and those on the most precarious contracts have endured the poorest safety management. This has had a profoundly unequal impact.

The TUC has worked with unions to lobby government and employers to deliver safe working for key workers, and to make specific interventions in those sectors where the pandemic has had the biggest impact.

In public transport, the TUC supported unions to secure a consistent and effective approach to safe working in our rail and bus networks. We worked with Department for Transport (DfT) ministers and

officials to mitigate the impact of the severe decline in passenger numbers, including on Eurostar where unions have pressed the case for UK government support for an essential international corridor.

Aviation has been one of the sectors severely impacted by the government's response to the pandemic. We have brought unions together to influence DfT and Treasury decisions. Collectively, we worked with employers and industry bodies to seek a coherent, industry-wide support package, and to press the government to provide a more consistent process for the safe reopening

# LEADING THE RESPONSE TO COVID-19

of international travel. Aviation is likely to continue to lag behind other sectors in any economic recovery, and we will continue to press government for the tailored support it needs.

Unions have been instrumental in ensuring that school workplaces are as safe as they can be, balancing pressure for schools to be open to as many pupils as possible with the safety of school staff, pupils and their families. In 2021, school staff continued to provide in-school teaching and support for the children of key workers, while also running online teaching and support for children learning from home.

## 1.5 Public inquiry

The prime minister has announced that an independent public inquiry into the government's handling of the coronavirus pandemic will commence in spring 2022. We welcomed the announcement but, given the average length of a public inquiry, it is unlikely that a final report will be published before the next general election.

“ The TUC has highlighted how the pandemic, and the government's response to it, has had a disproportionate impact on a number of groups of workers, deepening existing social and economic inequalities. ”

In line with composite 1, the TUC will seek to ensure that the government is subject to robust public scrutiny through a timely and independent inquiry that covers the right ground, is informed by the evidence and holds ministers to account. Most importantly, we want the inquiry to achieve policy change on safety at work, strong public services and a proper social security safety net, alongside action to address inequalities. And we hope that it will provide answers to those who have lost loved ones.

We have established a working group of unions to plan and coordinate activity and to ensure that trade union voices are heard during the inquiry, while recognising the significant resources issues that will arise.

We will continue to press for an accelerated timescale, fast-track process and the early appointment of a chair and panel. We will also seek a proper consultation on the terms of reference, to ensure that the inquiry covers the key issues for trade unions and our members.

## 1.6 Unequal impacts

In line with composite 8 and the General Council statement on the unequal impact of coronavirus, the TUC has highlighted how the pandemic, and the government's response to it, has had a disproportionate impact on a number of groups of workers, deepening existing social and economic inequalities.

During the pandemic, women have borne the brunt of care for children, friends and family, as schools, childcare and support services closed down. Women have also faced a higher risk of losing their jobs and seeing their incomes reduced. But women's needs have been consistently overlooked by the government.

The TUC has highlighted the devastating impact of disruption to schooling and childcare on maternal employment. We called for immediate changes to the parental leave system, urgent investment in the childcare sector, a day one right to flexible working and for ministers to introduce a right to

▼ TUC research revealed that one in three disabled workers had been treated unfairly during the pandemic  
 © PjrTravel/Alamy Stock Photo



furlough for those with caring responsibilities. Throughout, we have worked with allies who have enabled us to reach new audiences, such as the influencer and campaigner MotherPukka. Ahead of the autumn budget, the TUC proposed a family stimulus package to boost universal credit and double child benefit. We also exposed the workplace discrimination against new and expectant mothers during the pandemic, and the overlapping disadvantage Black and minority ethnic (BME) women face.

Workers from BME backgrounds have been disproportionately impacted by coronavirus and the government's response to it. Government policies for dealing with the pandemic did not take account of the economic position of BME people, nor of the structural inequalities that shape the lived experience of people from BME backgrounds and the role that these inequalities play at work. The TUC has consistently highlighted the impact of the pandemic on BME workers, speaking specifically about the higher death rates among BME communities and the differential impact on BME workers in insecure work. This work has informed the programme of the Anti-Racism Taskforce.

Covid-19 has also had a disproportionate effect on disabled people. Government data has revealed that six in ten of all deaths involving Covid-19 were disabled people. The TUC has carried out research into the experiences of disabled workers during the pandemic, which found that one in three had been treated unfairly. We are campaigning for mandatory disability pay gap reporting, stronger enforcement of the existing rights to reasonable adjustments, and stronger legislation. Our research evidence has been used by ITV's *Coronation Street* to inform a storyline about a disabled worker's experience during the pandemic.

# LEADING THE RESPONSE TO COVID-19

▼ 'Treat long Covid as a disability' was a highly successful petition on the Megaphone site



“ Our Megaphone petition site has been used by more than 400,000 workers to push for change. ”

During the pandemic, the TUC has highlighted the impact of homophobia on key workers, and the ways that lockdowns have particularly disadvantaged LGBT+ workers. Many have been unable to access support services, and some may have been trapped in unsupportive or abusive households.

## 1.7 Organising and learning

Despite the pandemic, union membership has continued to grow. Officers and reps have found new ways to engage workers, and issues around pay and safety at work have offered compelling reasons to join a union. The TUC has revamped our Join a Union tool, making it more user-friendly and increasing monthly users to more than 5,000.

Responding to composite 9, we have also sought to mobilise workers around a common agenda. We held a pre-budget rally, with speakers from across the movement calling for fair pay, decent work and stronger rights. Meanwhile, our Megaphone petition site has been used by more than 400,000 workers to push for change.

The TUC has also initiated a 'new normal' project to help unions plan for life after the pandemic. This project is helping unions to think through changes to all aspects of their operations, including organising and campaigning, the work of branches, and meetings and conferences.

We have continued to ensure union reps can access training and support, helping to reduce disruption to affiliates' education programmes. We have supported tutors to deliver education online, introducing new microlearning modules for reps - primarily on issues related to the pandemic.



**SECTION 2**  
**THE ECONOMY** ▽

# THE ECONOMY

## 2.1 Introduction

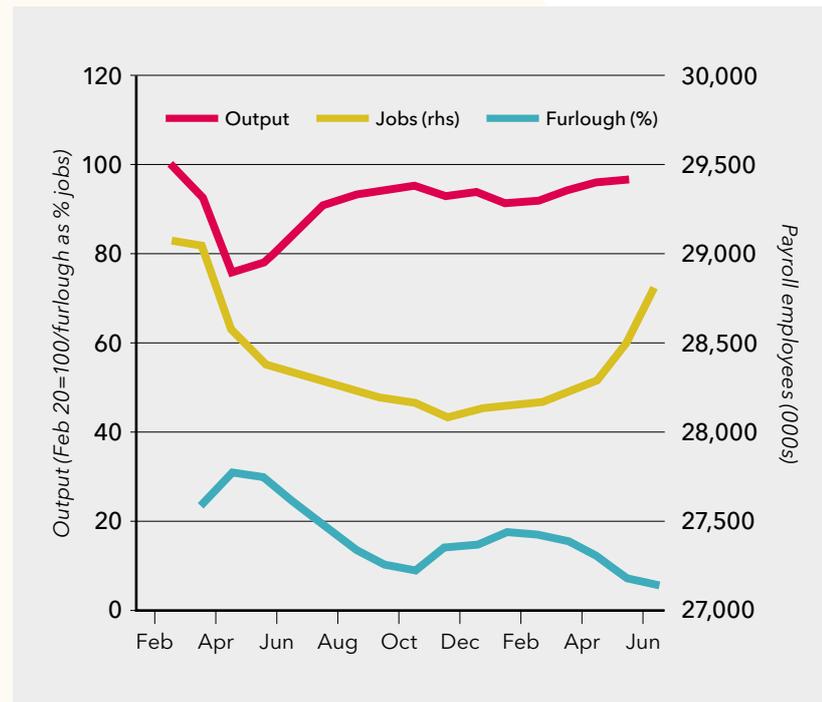
This year has brought unprecedented economic challenges. But the trade union movement has fought to ensure that ordinary working people don't bear the burden of the pandemic. We've campaigned for job protection, decent work, and higher pay. We've made the case for an industrial strategy to deliver better jobs, reforms to how companies work to put workers' rights centre stage, and trade deals that protect workers' rights in the UK and around the world. We've investigated new challenges to working life from the use of new technology. And we've fought for decent social protection and pensions, and against the exploitation of migrant workers.

## 2.2 The economy and labour market in 2020/21

The impact of the pandemic on the economy is unprecedented. The TUC has focused on monitoring the impact on working people, and lobbying for better government support (including through the furlough scheme, as outlined in Section 1).

In November, we held an online roundtable with Andrew Bailey, governor of the Bank of England, and Andy Haldane, deputy governor, to discuss union concerns about the economy.

Figure 1: GDP and share of workforce furloughed, 2020-21



Source: ONS and TUC calculations

Figure 1 shows the level of GDP over the past year and the share of employees on furlough. At the peak of lockdown in April 2020, just over 30 per cent of employees were furloughed, with GDP down by 25 per cent. The economy revived rapidly as lockdown was relaxed, but the lockdown in November pushed furlough rates back up to 17 per cent. However, GDP declined by only 3.7 per cent between October 2020 and January 2021. As this lockdown was eased and the share of workers on furlough fell to around 12 per cent, GDP has picked up and is now within 4 per cent of the pre-pandemic level.

Employment fell by nearly one million between February and November 2020 (a fall of 3.4 per cent). While 430,000 jobs were then created through to May 2021, overall employee jobs are 550,000 below the pre-pandemic level. On the Labour Force Survey measure, unemployment rose by 360,000 to peak at 1,700,000 in the period between November 2020 and January 2021. It then fell back by 90,000 to 1,610,000 in the period between February and April 2021.

Across the economy, just over two jobs have been created for every five lost. But the areas where jobs have been created are not generally those where they have been lost.

“ The impact of the pandemic on the economy is unprecedented. The TUC has focused on monitoring the impact on working people, and lobbying for better government support. ”

Jobs have increased only in public services and business services and administration, while across manufacturing, retail, hospitality and the arts, only one in eight jobs lost has been recovered. These are also the sectors where workers are most likely to be furloughed, and there is a significant risk of rising unemployment if the government winds down the scheme prematurely. The TUC has campaigned for job protection to remain in place as long as needed, alongside significantly more job creation.

The furlough scheme and other subsidies to households and business have required a significant increase in government spending, and lower levels of economic activity have meant reduced tax revenues. Public borrowing has inevitably increased - from

▼ In 2020, *The Guardian* reports fears of mass unemployment despite the Chancellor's measures  
© Kathy deWitt/Alamy Stock Photo



£57bn in 2019/20, to £299bn in 2020/21. But these costs are smaller and shorter-lived relative to the costs of other exceptional periods, such as the Second World War.

There is now a strong economic consensus that the austerity seen after the financial crisis should not be repeated. The TUC will continue to campaign against unnecessary and damaging cuts to public spending and in favour of investment in a green recovery and public services.

As our *A Better Recovery* report argued: “We can do what the post-war generation did: grow our way out of this crisis and build a better life for everyone.”

### 2.3 Key worker pay

Guided by composites 10 and 11, the TUC has campaigned for a pay rise for our key workers. We used our budget submission to argue for an end to the public sector pay freeze, for pay rises that keep pace with the rising cost of living, and for a new minimum wage of £10 per hour.

TUC analysis showed falls in real pay of between 3.5 and 7.5 per cent for a range of key workers. We also raised concerns that many key workers in the private sector are engaged in delivering core public services, but won't benefit from any pay offer made exclusively to directly employed staff.

# THE ECONOMY

Ahead of the budget, the TUC organised meetings with 33 MPs, attended by over 500 activists, to demand a fair pay rise for key workers. Over 60,000 people signed our petition demanding pay justice, while more than 2,400 trade unionists attended our Rally for a Workers' Budget. Speakers included the then shadow chancellor, trade union leaders, and Michael Foster from the US, who talked about organising Amazon workers in Alabama.

After the budget failed to deliver, TUC General Secretary Frances O'Grady wrote to public sector pay review bodies, urging them to recognise and reward the efforts of key workers in public services. The TUC published analysis showing one million children in key worker households are living in poverty. Key worker families in the north-east have the highest levels of child poverty (29 per cent), followed by London (27 per cent), the West Midlands (25 per cent) and Yorkshire and the Humber (25 per cent).

The TUC also called for all key workers to have the dignity, security and safety of proper sick pay. We published analysis showing one in twelve key workers (some 788,000 people) did not qualify for statutory sick pay going into the pandemic - despite many of them being at greater risk of exposure to the virus.

## 2.4 Tackling insecure work

Our annual analysis showed that the UK still has 3.6 million insecure workers on zero-hours, agency or temporary contracts or in low-paid self-employment. The coronavirus pandemic has highlighted their vulnerability. Some saw work dry up overnight. Others felt compelled to work in unsafe conditions.

The TUC has continued to push for legislation to tackle insecure work. The 2019 Queen's Speech promised an Employment Bill, and the TUC sought to engage with MPs from all parties on its priorities for legislation. These included a ban on zero-hours contracts, a trade union right of access to workplaces, a right to flexible working from day one, ethnicity pay gap reporting and stronger rights for parents to have time off in emergencies. In February, the TUC gave oral evidence to the Business, Energy and Industrial Strategy (BEIS) select committee on these priorities.

As yet, no Employment Bill has been presented and the TUC strongly criticised the fact that it was dropped from the 2021 Queen's Speech. We continue to campaign for decent rights for all workers.

State enforcement of rights continues to be underfunded and neglected. In May, we published a TUC action plan to reform labour market enforcement. We showed that the UK would need an additional 1,797 labour

market inspectors to meet the International Labour Organization benchmark of one inspector for every 10,000 workers. Just one in 171 workplaces had a safety or labour rights inspection during the pandemic.

This situation could put the UK in breach of the UK-EU Trade and Cooperation Agreement that requires each side to have an effective system of labour inspections.

Due to structural racism, Black and minority ethnic (BME) workers are particularly likely to be on insecure contracts. In a joint report called *BME Workers on Zero-Hours Contracts* with Race on the Agenda in June, the TUC showed that 4.5 per cent of BME women are on a zero-hours contract, compared to just 2.5 per cent of white men.

## 2.5 Tackling low pay

In line with composite 9, the TUC has continued to make the case for a real living wage, with an immediate increase in the minimum wage to £10 an hour. Following submissions by the TUC and affiliates, the government announced an increase in the national living wage (NLW) to £8.91 an hour from 1 April 2021. The TUC argues that higher increases will be needed to get the wage floor to 66 per cent of median wages by 2024.

▼ At least 3.6 million workers in the UK, around one in nine of the workforce, are in insecure work  
 © Hugh Hastings/Getty Images



We have also continued to argue that all age groups should be paid the same minimum wage. The government has expanded the age threshold for NLW eligibility from 25+ to everyone aged 23+, with further expansion planned to bring in everyone aged 21+.

As covered by resolution 35, the TUC and unions successfully lobbied government to bring in landmark legislation that means all seafarers in UK waters have been eligible for the minimum wage since 1 October 2020.

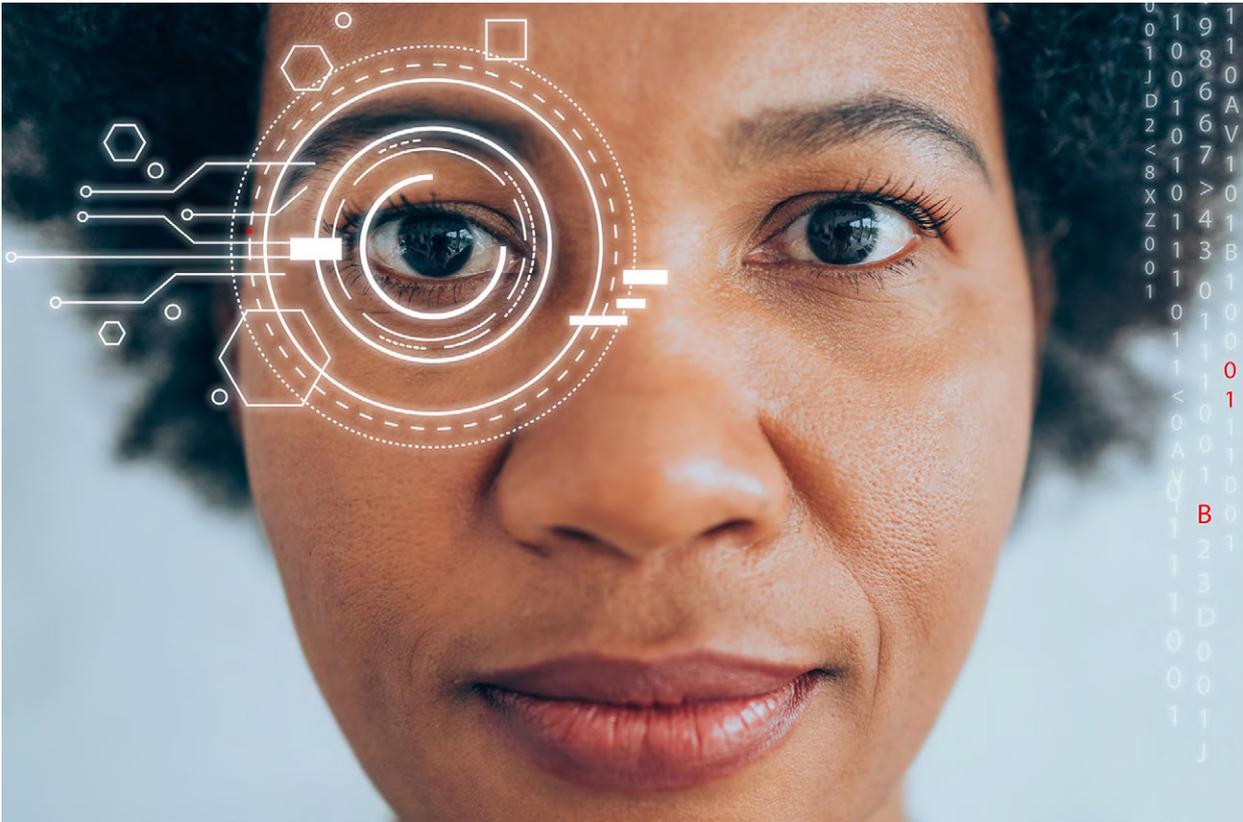
Our National Minimum Wage Enforcement Group has met quarterly, bringing together unions, advice agencies, BEIS, the Low Pay Commission (LPC), HM Revenue & Customs (HMRC), the Gangmasters and Labour Abuse Authority (GLAA) and the director of Labour Market Enforcement.

The TUC continues to contribute to the work of the Living Wage Foundation, promoting the voluntary living wage as a minimum rate for the lowest-paid workers. TUC General Secretary Frances O’Grady sits on the Living Wage

Commission, which sets the rate of the living wage. The TUC has supported the Commission’s global living wage work, and its Living Hours campaign alongside a living wage.

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▼ Detail of the cover of the TUC's AI manifesto  
*Dignity at Work and the AI Revolution*  
 © Violeta Stoimenova/Getty Images



## 2.6 The future of work, automation and AI

The TUC has continued work on the use of artificial intelligence (AI) to recruit and manage people at work.

The TUC carried out surveys to identify the types of technologies being used, and the impact on workers. In November, we published our research findings in [\*Technology Managing People - the Worker Experience\*](#).

The TUC then commissioned a legal report from employment rights lawyers Robin Allen QC and Dee Masters, published alongside a TUC AI manifesto, [\*Dignity at Work and the AI Revolution\*](#), which received widespread media coverage. This work was recognised by CogX (an organisation that runs an annual festival on AI and emerging technology), shortlisting the TUC for a global leadership award.

We have engaged with a wide variety of stakeholders including the Information Commissioner, the Equality and Human Rights Commission (EHRC), Acas, TechUK, Uber, the Centre for Data Ethics and Innovation

(CDEI), academics including lawyers and technologists, the Department of International Trade, the Intellectual Property Office and the Office for AI, as well as MPs and Lords. In March, the TUC recorded a podcast with Hewlett Packard.

In April, the TUC opened the Employment Lawyers Association annual conference season with a seminar on AI at work. The TUC also contributed to the Carnegie Trust/CIPD tech advisory group.

In May, the TUC gave evidence at an All-Party Parliamentary Group inquiry on surveillance. We also contributed to the UCL/British Academy future of work project, while the TUC and UniEuropa gave a joint presentation for the Prospect/ Data Justice Lab Challenging Tech event.

The CDEI invited the TUC to join its Recruitment and Workforce Management Advisory Panel and its AI Barometer online workshops. In June, the TUC took part in a CogX festival panel discussion hosted by the CDEI.

## 2.7 Social security

The TUC has continued to highlight the significant hardship that current sick pay policy causes, as well as the limits it places on the national coronavirus response.

We have shown how it excludes two million people who do not earn enough to qualify, and that benefit levels are inadequate at just £96 a week.

The TUC was highly critical of the self-isolation payment scheme introduced by the government in September 2020, six months into the pandemic. This offers a one-off £500 payment for those who need to self-isolate because of coronavirus, but cannot work

“ Our work has shown how the social security safety net has failed during the pandemic. For newly unemployed claimants, the basic rate of universal credit (UC) is worth only around a sixth of average weekly pay. ”

from home. TUC analysis of 175 local authorities showed that demand for the self-isolation scheme easily outstrips allocated funding, leaving 7 in 10 applicants without support.

We have also looked at options for long-term reform on sick pay. The Fabian Society prepared a paper for the TUC that formed the basis for a roundtable discussion with unions and experts, and has now been sent to ministers and MPs. The TUC also met with the Treasury and the Department for Work and Pensions (DWP) to push for reform, and held a briefing for MPs in July.

Our work has shown how the social security safety net has failed during the pandemic. For newly unemployed claimants, the basic rate of universal credit (UC) is worth only around a sixth of average weekly pay. With UC not fit for purpose, the TUC set up a working group with unions to develop options for its replacement. We also published a report on the human suffering caused by the five-week wait for the first UC payment, based on a TUC survey of claimant experiences.

In response to composite 4, we have continued to play an active role in the End Child Poverty Coalition. The TUC carried out analysis showing how much families have lost as a result of freezes to child benefit coupled with changes to how benefits have been updated since 2010. A joint report by the TUC and the Institute for Public Policy Research (IPPR) showed how an urgent government cash boost for children would improve their lives and prevent up to 700,000 from living below the poverty line.

The TUC also raised the impact of the pandemic hit to family incomes on their access to housing in a report called *The Impact of the Pandemic on Household Finances*, and called for an extension of the eviction ban to prevent homelessness, and a freeze on council tax debt repayment, in line with composite 5.

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▼ The TUC is pressing government for good green jobs and a balanced energy mix including renewables; nuclear; carbon capture, utilisation and storage (CCUS); and hydrogen  
© Monty Rakusen/Getty Images



## 2.8 Industrial strategy, environment, energy, science and technology, sustainability, defence

Guided by composite 2 and resolution 14, the TUC has continued to make the case for a stronger, greener, more innovative economy. Deputy General Secretary Paul Nowak and General Council member Sue Ferns have represented the TUC on the government's Green Jobs Taskforce, advocating the policies and investment needed

to meet climate targets, protect and create jobs, and improve job quality and inclusion. The Taskforce published its report in July 2021, adopting several TUC recommendations.

The TUC has offered new courses for union reps on climate action and just transition. Wales TUC has developed two new courses and published the toolkit [Greener Workplaces for a Just Transition](#). TUC Northern and TUC South West held training events on greening workplaces, while environmental reps' networks

are active in TUC South West, TUC LESE and Wales TUC. We have also published online learning modules for reps to have conversations on climate change with employers.

In June, the TUC published [Ranking G7 Green Recovery Plans and Jobs](#). The report (covered in print and broadcast media) shows that the UK lags well behind G7 peers when it comes to investing in green infrastructure and future-proofing energy-intensive industries.

## “ The UK lags well behind G7 peers when it comes to investing in green infrastructure and future-proofing energy-intensive industries. ”

The TUC has continued to press government for a balanced, green energy policy, and supported the union campaign to secure a future for Springfield Nuclear Fuels, as called for in emergency resolution 1.

Ahead of the COP26 UN climate talks in Glasgow, the TUC worked with the International Trade Union Confederation (ITUC) to advance the trade union movement’s priorities: just transition, global equity, and a jobs-rich green recovery.

TUC General Secretary Frances O’Grady represented the TUC on the government’s Made Smarter Commission, while Deputy General Secretary Paul Nowak and TUC Northern Regional Secretary Beth Farhat served on the IPPR’s Environmental Justice Commission, which reported in July. The Trade Union Sustainable Development Advisory Committee (TUSDAC) met bi-monthly, including a roundtable with the Green Jobs Taskforce.

TUC offices are active in regional climate action partnerships, including the Liverpool City Region Climate Partnership (TUC North West), Yorkshire & Humber Climate Commission (TUC Yorkshire and the Humber), and the North East Climate Coalition (TUC Northern).

### 2.9 Creative industries

Our work on the creative industries has been guided by composite 3 and resolutions 13 and 15.

The TUC has attended quarterly meetings of the Federation of Entertainment Unions, ensuring that our work complements that of unions in the creative sector. We continue to work together to press for support for self-employed workers, including improvements to the self-employment income support scheme (SEISS) and additional funding to help the sector through the crisis. And we have continued to push for the suspension of the minimum income floor in universal credit.

The deputy general secretary continued to represent unions on the DCMS Cultural Renewal Taskforce.

### 2.10 Pensions

The TUC has continued to be a leading advocate for the interests of working people in occupational pensions, and for retired workers.

We have coordinated the union response to public sector pensions challenges. This has included roundtables with Treasury officials to enable unions to influence the development of the McCloud remedy, addressing age discrimination in public sector schemes. TUC officers met the chief secretary of the Treasury to lobby on this, the impact of a proposed cap on public sector exit payments, and the suspension of the cost control mechanism that was due to deliver improved pensions across the public sector.

We have maintained our support for defined benefit schemes. The TUC has engaged with government and The Pensions Regulator (TPR) over proposed funding regulations that threaten the viability of open schemes. A number of General Council members met the TPR’s chief executive.

The TUC has focused on improving workplace pension provision for those on low pay. We have participated in work tackling the problems caused by having multiple small pension pots, addressing issues caused

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“ We argued that as well as improving audit practices, avoiding corporate failures like Carillion requires wider corporate governance reforms to improve the quality of boardroom decision-making. ”

by the tax relief system, and developing a Living Pensions kitemark for employers. The TUC is also part of a TPR project to improve diversity and inclusion in pension scheme governance.

This year's TUC pensions conference was held online in March and covered pension funds and a just transition, workplace pensions inequalities, collective defined contribution schemes, and the role of the state pension in reducing inequality.

The TUC continues to support the triple lock, which plays a vital role in increasing pensioner incomes. We published [Extending Working Lives: Supporting older workers](#), a report that made the case for freezing the state pension age at 66, alongside better support for those currently unable to work until the state pension age.

## 2.11 Workers' capital, corporate governance and executive pay

The TUC has called for conditionality for businesses accessing government support during the pandemic. Businesses should set out plans for fair pay and decent work, pay corporation tax in the UK, and suspend dividend payments to support jobs.

In July, the TUC responded to a major government consultation on corporate governance and audit. We argued that as well as improving audit practices, avoiding corporate failures like Carillion requires wider corporate governance reforms to improve the quality of boardroom decision-making. Directors' duties should require them to promote the long-term success of the company as their primary aim, giving workforce and stakeholder interests the same priority as those of shareholders. TUC polling shows that three in four people support this.

We have also called for the word 'employee' to be replaced with 'workforce' throughout the Companies Act, so that company law requires directors to take responsibility for and report on their whole workforce, not just their directly employed employees as at present. We secured the support of several other organisations for this campaign.

Senior policy officer Janet Williamson represents the TUC on the Financial Reporting Council's Stakeholder Advisory Committee and the Wates Coalition, and is also a member of the Corporate Governance Committee of the Institute of Chartered Accountants in England and Wales (ICAEW).

The TUC has continued to coordinate Trade Union Share Owners (TUSO), an initiative bringing together union funds to collaborate over voting and engagement with companies. The TUC is an active member of the ITUC's committee for workers' capital.

## 2.12 Brexit

As set out in the General Council statement on an international recovery, the TUC used meetings with government, the shadow cabinet, MPs and peers to argue against the risk to jobs posed by a hard or no-deal Brexit.

In October, we published a report on how state aid should not be a sticking point in the negotiations, followed by a submission to government consultation on subsidies in March this year.

In November, the general secretary met the Irish Congress of Trade Unions (ICTU) to discuss the ongoing negotiations. In December, the TUC facilitated a meeting with Spanish unions UGT and CC.OO to coordinate joint actions in support of workers in and around Gibraltar.

When the new trade agreement with the EU was announced in December, the TUC argued that it would not protect jobs and would put rights at risk. We published a 10-point plan analysing the deal, and setting out how to address the threats it poses.

The TUC provided regular briefings on the negotiations and an analysis of the outcome to the Executive Committee, union international officers, and individual unions on specific aspects of the deal.

The TUC met with the EU Commission to press for labour clauses in the deal. We also met MEPs and government to argue for the establishment of a domestic advisory group, including a trade union role monitoring the agreement. These meetings were facilitated by the European Trade Union Confederation (ETUC), where the TUC is represented on a taskforce to oversee the deal.

The general secretary met Lord Frost, the minister with responsibility for Brexit implementation, where among other issues she pressed the importance of upholding the Good Friday Agreement and investing for peace.

The TUC has engaged with ETUC, the EU Commission and BEIS to seek changes to the EU's and UK's respective guidelines on European Works Councils, so that UK representatives would not be excluded.

### 2.13 Trade and trade deals

Our work has been guided by the General Council statement on preventing unemployment and resolutions 3 and 5. The TUC has campaigned with international union partners against trade deals that threaten workers' rights or public services, or that include non-transparent courts. The TUC signed statements with trade union centres in Australia, New Zealand and Norway to highlight these concerns. The general secretary has met with the Secretary of State for International Trade on a number of occasions.

Through TUC Aid's project with the East African TUC, supported by the TUUT Charitable Trust, the TUC has developed advocacy with the trade union centre in Kenya to raise concerns about the UK-Kenya trade deal signed in November.

In January, the TUC signed a statement with trade unions in Turkey calling for the UK-Turkey trade deal to be suspended due to human and labour rights abuses taking place in Turkey.

The TUC has advocated for unions to be involved in trade negotiations. The government agreed to include trade unions on Trade Advisory Groups, which are consulted on the text of trade negotiations. The government also created a Trade Union Advisory Group chaired by Minister for International Trade Ranil Jayawardena.

The TUC has advocated for new World Trade Organisation (WTO) rules to promote workers' rights and ensure equitable access to Covid vaccinations. In May, the TUC wrote to trade secretary Liz Truss with the ITUC, TUAC and trade unions from G7 countries calling on the government to support a waiver to WTO intellectual property rules to enable Global South countries to produce low-cost vaccines.

In May, the TUC held a roundtable with Shadow Trade Secretary Emily Thornberry on building a workers' trade agenda. This brought together members of the shadow cabinet with unions from the US, Europe and Colombia, and the shadow trade team has regularly raised the TUC's concerns in parliament.

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In June, the general secretary met with US Trade Ambassador Katherine Tai to discuss a potential UK-US trade deal, and a worker-centred trade agenda.

The TUC developed advocacy around the eight freeports announced in March, to ensure they do not threaten workers' rights, displace good jobs or lead to tax evasion.

The TUC continues to develop joint advocacy with other civil society groups. In June, we released a statement with the International Chamber of Commerce, the CBI and others calling for trade deals to enforce international labour conventions, protect public services and promote the UN's sustainable development goals.

## 2.14 Migration

In line with the General Council statement on a global recovery, the TUC has campaigned against xenophobic narratives that divide workers and drive down conditions for all. In May, the TUC wrote to the home secretary to oppose proposals preventing asylum seekers claiming protection in the UK. These plans go against the UN refugee convention and would force more asylum seekers into informal employment and exploitation.

The TUC opposed the Immigration and Social Security Coordination Bill for denying EU citizens the right to work and social security support, concerns raised by the shadow home affairs team in parliament.

Our representation on the Home Office's National Advisory Group enabled us to raise concerns about EU citizens with only 'pre-settled' status facing an increased risk of discrimination by employers and losing their legal status. The TUC updated a guide for reps to support EU members concerned about their status.

In February, we ran a course for reps and officers with the European Trade Union Institute (ETUI) on organising and empowering undocumented migrants.

In March, the TUC wrote to the home secretary with Anti-Slavery International, the ITUC, Unite, the Voice of Domestic Workers and Kalayaan calling for a reformed overseas domestic workers' visa to enable domestic workers to change employers and escape abuse.

## 2.15 Decent work and supply chains

The TUC continues to advocate for decent work, equality and progress on meeting the UN sustainable development goals. We opposed cuts to UK aid, and have engaged with the UK government to call for aid to deliver decent jobs.

In December, the TUC organised a meeting for African sister centres with Labour's shadow teams, chaired by the TUC president. In April, we organised a session for affiliates and sister centres with Labour on their UN review work.

TUC Aid projects continue to support the delivery of the TUC's strategy. Trustees met virtually in October, March and July. Current projects focus on: building the capacity of East African trade unions to advocate for trade deals that deliver decent work; supporting Guatemalan banana workers' union SITRABI to establish new unions; supporting trade union action to tackle gender-based violence in Latin America and the Caribbean; conducting research into human and trade union rights violations in Eswatini; and tackling gender-based violence in Iraq. A breakthrough at the ILO means that 2016 policy on decent work in supply chains is advancing, with a further report expected in March 2022.

We are also using our international experience to support unions to develop a ground-breaking agreement between them, brands and suppliers linked to the Leicester textiles industry.



**SECTION 3**  
RESPECT AND  
A VOICE AT WORK ▾

# RESPECT AND A VOICE AT WORK

▼ **Bogus self-employment: the supreme court rules that Uber drivers should be classed as workers**  
© Kathy deWitt/Alamy Stock Photo

## 3.1 Introduction

Throughout year the TUC has worked with unions to challenge discrimination and promote equality, and to make the case for decent rights and protections at work. Trade unions have worked throughout the pandemic to keep workplaces safe and protect workers. We have challenged employers and the government over inadequate sick pay that makes it difficult for low-paid workers to self-isolate, failures to provide adequate personal protective equipment (PPE) and testing, and the urgent need for investment in safety regulation and enforcement.

Through the Anti-Racism Taskforce we have worked to confront institutional racism and discrimination at work. The taskforce has set about shining a light on racial injustice in the world of work and focused on organising, bargaining and campaigning to secure real change.

We have taken forward our work on class inequality, highlighting the disproportionate impact of the Covid-19 crisis on working-class people, including many key workers. And we have continued our lobbying and campaigning work on behalf of disabled workers, women and LGBT+ workers, with a strong focus on tackling sexual harassment.



The TUC has also stepped up policy and campaign work around trade union and employment rights, including a day one right to request flexible working for all workers.

## 3.2 Employment and trade union rights

As noted in resolution 39, the election of the current Conservative government has led to renewed hostility to trade union rights.

Ministers have brought forward new anti-trade union legislation, with plans to introduce measures to activate powers contained in the Trade Union Act 2016 that would force trade union members to

fund the Certification Office (CO), which regulates trade unions. The measures include imposing a levy that could potentially raise millions of pounds with very little to prevent the Certification Officer or her successors massively expanding its activities, paid for by the working people unions represent. They also plan to give it the power to fine unions up to £20,000 for a breach of trade union law and give it wide-ranging powers to investigate complaints, even if brought by someone not in the union, and demand documents. These are straightforward ideologically driven measures designed to inhibit the activities of unions. The General Council will work to oppose the necessary statutory instruments in parliament.

“ In our work in lobbying for an Employment Bill that would actually deliver positive change for working people, the TUC has been pushing for a trade union right of access. ”

In line with resolution 38, the General Council upholds the principle that workers choose their own union and demands a reform of trade union legislation.

The government has repeatedly promised to upgrade workers’ rights, including the announcement of an Employment Bill in the Queen’s Speech in 2019.

In our work in lobbying for an Employment Bill that would actually deliver positive change for working people, the TUC has been pushing for a trade union right of access. This should mirror that given to unions in New Zealand, where unions are able to demand to speak to workers to explain the benefits of joining a union.

The TUC has been at the forefront of demanding action on exploitative umbrella companies. Often employment agencies insist that workers are employed by these firms. But they have a history of not paying the advertised rate and embroiling workers in illegal schemes that could land them with large tax bills in future. In line with resolution 48, we have provided support to amendments to the Finance Bill that could have paved the way for the abolition of these

exploitative arrangements. We also commissioned the Low-Income Tax Reform Group to examine this secretive sector. This was followed by a report examining measures, including licensing and abolition. Our work on umbrella companies has been guided in part by the self-employed working group established by the TUC in line with composite 14. The TUC has used the group to share experiences and expertise on the recruitment and organisation of self-employed workers.

In line with composite 8 and resolution 29, the TUC has been at the forefront of campaigning for a day one right to flexible working for all workers. Our report on the [future of flexible work](#) exposed the potential for new class divides, with indications that employers are far more likely to offer flexibility to those currently working from home, while those who can’t work from home having little access to any forms of flexible working. The report highlighted the need for stronger rights that provide fair flexibility for all workers.

We have called for the government to introduce a duty for employers to advertise all jobs as flexible from day one (unless there are exceptional circumstances preventing it). And for the extension of the right to request to all workers, from day one in the job, with a much narrower criteria to reject requests to create equal access to flexible work for all.

With the significant levels of enforced home working due to the pandemic, we have highlighted the risks associated with home working and highlighted the need for strengthened rights to protect workers, including a right to disconnect. We called on the government to produce a strategy that clarifies the role that flexible working can play in building a fairer recovery and addresses the impacts of increased remote working on sectors impacted by lower levels of office-based staff.

The TUC has continued to represent affiliates on the BEIS Flexible Working Taskforce, arguing for stronger workplace rights and ensuring trade union feedback shapes new Acas guidance on hybrid working. We have also continued to campaign with the Flex For All coalition.

# RESPECT AND A VOICE AT WORK

## 3.3 Collective bargaining and a new deal for workers

The TUC has continued to promote collective bargaining as the best way to protect the rights and interests of working people, taking account of resolutions 59 and 60.

As set out in resolution 60, collective bargaining and good-quality employment is critical to securing an economic recovery that benefits workers. In September 2020, in *A New Jobs Protection and Upskilling Plan*, the TUC called for employers to allow unions to access workplaces as a condition of business pandemic support.

The TUC has made a number of interventions, including in response to the government's Plan for Jobs, calling for the creation of good-quality employment to be at the heart of the levelling-up agenda. Working with a coalition of organisations lobbying government on National Infrastructure Bank (NIB), we have called for good jobs plans, developed with unions, to be developed for all NIB investment and projects.

The TUC has continued to discuss with unions and employers the development of a national strategy for the social care workforce, as a first step towards sectoral bargaining.

## 3.4 Class

Throughout the pandemic the TUC has continued to expose its disproportionate impact on people in working-class jobs. We have highlighted the lack of sick pay for those in lower-paid jobs, and continued to campaign for reform. We have shown how key workers are undervalued and underpaid and face insecure working conditions. And we have published research on how insecure occupations have been associated with higher coronavirus mortality rates.

We have also warned of the dangers of a new class divide in access to flexible working, publishing research showing that people in higher-paid occupations are much more likely to have worked from home during the pandemic (60 per cent) than those in working-class jobs (23 per cent). The TUC's research also shows that those who cannot work from home are significantly more likely to be denied flexible working options by employers after the pandemic.

We have used our communications to emphasise that the working class is diverse, both Black and minority ethnic (BME) workers and women are overrepresented in the lowest-paid jobs.

“ We have highlighted the lack of sick pay for those in lower-paid jobs, and continued to campaign for reform. We have shown how key workers are undervalued and underpaid and face insecure working conditions. ”

But the working-class experience of poor pay, long hours and class discrimination that the union movement has fought against remains all too common in today's UK. And working-class households have been hit hardest by the pandemic.

We have continued to make the case that trade unions and collective bargaining offer the best way to deliver better working-class jobs and power.



# RESPECT AND A VOICE AT WORK

## 3.5 Anti-racism

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. The Race Relations Committee and the TUC continued the work to highlight the problems of racism in the UK by hosting the Stand Up to Racism online rally commemorating the International Day for the Elimination of Racism on Saturday 20 March 2021.

In pursuance of composite 6, the TUC has continued to highlight the impact of Covid-19 on Black workers. The General Council has highlighted health and safety as a race equality issue and intensified the campaign to ensure that employers carry out proper workplace risk assessments to protect Black workers who are over-represented in frontline jobs. The TUC has continued to campaign against no recourse to public funds, which places many migrant workers in a position of being forced to work during the pandemic irrespective of their health status.

In pursuance of composite 7, the TUC Race Relations Committee has continued to support campaigns for the decolonising of education, for an anti-racism education system and to promote the work being done by our education affiliates.

In line with resolution 26, the TUC Race Relations Committee and the TUC have continued to campaign for a public inquiry into the disproportionate deaths of Black workers in the pandemic. The TUC has continued to lobby the government to introduce mandatory ethnic pay gap reporting proactively and has worked with the Runnymede Trust to formulate a campaign calling on the government to enact the socio-economic duty in the 2010 Equality Act.

The TUC has continued to highlight and develop actions that affiliates need to take to support Black women in the workplace. As part of this work, the TUC produced a briefing on the issues currently affecting Black women at work and organised an event where Black women discussed what priorities trade unions should focus on to improve their work experience in the workplace.

Led by the General Council statement on anti-racism, the TUC and the Race Relations Committee have continued to campaign against the hostile environment. The TUC, along with other race equality organisations, continues to call for a public inquiry and has continued to campaign for a proper compensation scheme that delivers reparatory justice for those that suffered because of the hostile environment policy. The Race Relations

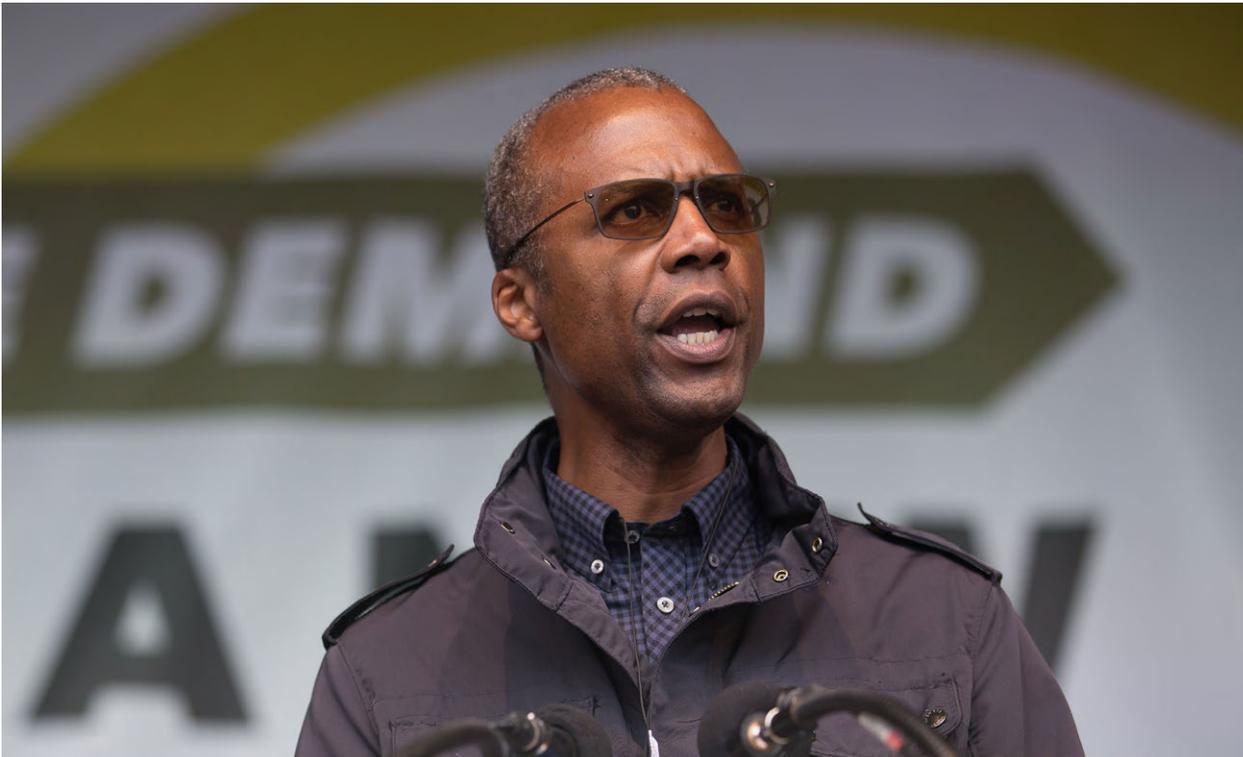
Committee continues to support campaigns against deportations and is working with Equity on a campaign to remove the threat of deportation for one of its members.

## 3.6 The Anti-Racism Taskforce

Congress 2020 established an Anti-Racism Taskforce comprised of General Council members and led by Dr Patrick Roach, general secretary of the NASUWT. The key aims include agreeing priorities for union organising and collective bargaining action to advance racial justice at work; and to increase the representation of Black trade union members at all levels of trade union democratic and employment structures. The Taskforce works with the TUC Race Relations Committee, and has four workstreams covering organising, collective bargaining, public policy and unions as employers.

The Taskforce undertook consultation at the TUC Black Workers Conference 2021 and digested the feedback to guide the direction of action. The Taskforce has also overseen a programme of polling and focus groups into the experiences of Black workers and to test solutions that employers, trades unions and the government can use to address the problem. There has been a wider programme of polling that has uncovered findings in relation to a significant reduction in

▼ The TUC's Anti-Racism Taskforce is led by NASUWT General Secretary, Dr Patrick Roach  
© Anna Gordon



hours worked by Black workers, in addition to the large rise in Black unemployment during the pandemic. The TUC has publicised this and other related analysis in the media.

The TUC lobbied government over the Commission on Race and Ethnic Disparities, coordinating a letter of 32 general secretaries to the prime minister, and coordinated a letter of unions, race equality groups and Baroness Doreen Lawrence. The latter was part of an ongoing process of dialogue and partnership building with civic society organisations.

The Taskforce is overseeing the development of a Black Leadership and Activism programme, led by Shavanah Taj, general secretary of Wales TUC, to develop leadership, organising and campaign skills among this new cohort and existing Black workplace reps and activists, and establish networks of Black trade union activists at regional and national levels. This will run alongside a campaign to recruit 1,000 new Black workplace reps.

The Taskforce also oversaw surveys to our unions affiliates on the topics of recruitment, retention and promotion of Black staff; collective bargaining; and organising. The surveys sought to drill deeper than previous audits in order

to build up a clear picture of what was happening across the movement, and design solutions based on this evidence. Practical tools planned include toolkits on ethnicity pay monitoring and collective bargaining, for use in the workplace and negotiations with employers.

The next stage is building the public campaigns to recruit more Black workers to the movement, and to challenge racial injustice at work. To this end, the Taskforce is developing campaigns around anonymised job applications, and racial disparities at work more broadly, and working with our affiliates to encourage them to take more initiatives across a range of areas such as personnel, and driving up anti-racism activism.

# RESPECT AND A VOICE AT WORK

## 3.7 Opposing the far right

In December 2020, the TUC published its report *The Rise of the Far Right: Building a trade union response*, written by Trademark Belfast, which highlighted the growing internationalisation of the far right and presented a series of recommendations and held a launch event. The TUC has developed a series of initiatives focused on building international union allies to exchange experiences and learning, and to develop a coordinated approach, working closely with sister centres and the European Trade Union Confederation (ETUC). In December, the TUC supported the European Trade Union Institute (ETUI) workshops for European trade unions on countering the far right. In June, a roadmap was adopted by the ETUC executive and will go to the mid-term conference for discussion. A working group will be set up to support its implementation. The TUC has been developing a programme in conjunction with Unite for working with companies that have sites in the UK and Germany, and discussing it with German unions, with the aim to develop a model for practical workplace-based action to counter the far right. The TUC has worked with Trademark to update the Winning Workplace Unity course materials and has run an initial pilot scheme with ASLEF.

## 3.8 Sexual harassment

Significant progress has been made in recent years to address the underrepresentation of women in our movement, and to end the everyday sexism and sexual harassment that women encounter. The TUC Women's Committee has driven action on this issue and achieved significant progress but this is unfinished business.

This is why the TUC and its affiliated unions have initiated a programme of work that offers practical support on how to prevent, tackle and effectively respond to sexual harassment and drive widespread cultural change. This work is being led by TUC President Gail Cartmail, as chair of a new executive committee working group with support from the TUC Women's Committee chair, Sue Ferns, who is vice chair of the working group.

The working group will have three aims that deliver on our shared commitment to equality, respect and a safe working environment for all:

- › support union leaders to deliver meaningful cultural change that creates safe and inclusive working environments free from harassment for trade union employees
- › ensure unions have robust internal policies and procedures to prevent and respond to sexual harassment within their organisations

- › ensure cultural change is part of a broader endeavour to address the underrepresentation of women and minoritised groups within the trade union movement; identifying and tackling power imbalances; increasing women's agency and power within union workplaces and the wider movement; and addressing inequality.

This programme of work is intended to energise, and make effective, the transformation demanded by women in our movement and progress the General Council statement of 2018 that recognised the role trade union leaders must play in delivering on our shared aim to end sexual harassment.

“ The TUC and its affiliated unions have initiated a programme of work that offers practical support on how to prevent, tackle and effectively respond to sexual harassment and drive widespread cultural change. ”

In autumn 2020, we held a series of leadership seminars for Executive Committee members on the role of leaders in transforming cultures to successfully tackle sexual harassment within the trade union movement. We have also developed a range of materials designed to support the trade union movement in embedding preventative cultures across trade unions. These will be supplemented by examples of positive practice from trade unions on the approaches they have implemented as employers.

The General Council is determined that the Executive Committee Working Group on Sexual Harassment will mark another important chapter in the history of our trade union movement's fight for equality and the end of gender-based violence, and that it will be a powerful force for change, demonstrating that our unions are willing and able to take the lead and win change for women working in our movement and outside of it too.

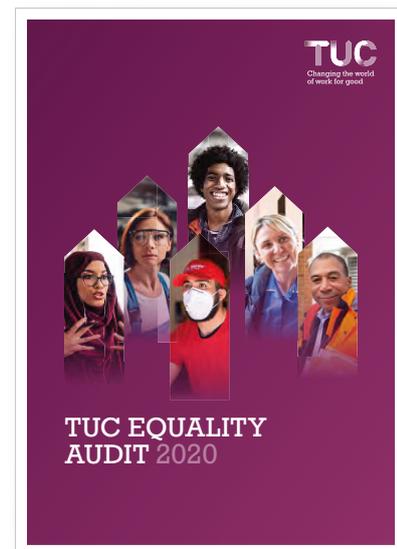
In order to highlight the intersectional discrimination experienced by disabled women we have published a report setting out their experiences of sexual harassment at work. The report makes clear the extent and

impact of sexual harassment that disabled women experience, with 7 out of 10 (68 per cent) having experienced this at work, and 1 in 8 (12 per cent) leaving their job as a consequence.

The TUC has continued to campaign for a new, easily enforceable legal duty requiring employers to take all reasonable steps to protect workers from sexual harassment and victimisation and for the ratification of the ILO Convention 190.

### 3.9 Equality Audit

The *TUC Equality Audit 2020* provides analysis of the important work trade unions do to promote equality and tackle discrimination. The audit is conducted every two years and in 2020 it looked at collective bargaining for equality. The audit considers the range of equality issues unions address and the training and guidance they provide on these. The audit examines the processes by which unions work to achieve equality for all, provides examples of where unions have won for members and identifies areas for further work. The survey for the audit was conducted in early 2020 and the information in the report relates to the pre-pandemic period. The process of producing the report was interrupted by the pandemic, and is therefore



being launched at the 2021 Congress instead of 2020. The report is supplemented by two surveys of union representatives on equality issues in the workplace and flexible working conducted in June and July 2021. The findings of these will also be launched at Congress. The report and survey results will be disseminated to unions in the autumn, with a focus on using the findings to support further improvements.

# RESPECT AND A VOICE AT WORK

▼ **BME women are overrepresented in low-paid and insecure forms of work**  
© Bruno Vincent/Getty Images

## 3.10 Protecting equalities

### Women

The coronavirus pandemic has shone a stark light on the deep and persistent structural inequalities that cut across our country. Women have been disproportionately affected by the health, social and economic crises Covid-19 has created.

Women have borne the brunt of meeting rising care needs both at work and in the home, are at increased risk of domestic abuse, face restrictions accessing sexual health and family planning services, and are more likely to be affected by job losses at a time of economic instability. Nearly two-thirds of the UK's 9.8 million key workers are women. They kept the health care system and our country functioning as the pandemic hit its peak. And 2.6 million of these women key workers earn less than £10 an hour. Discrimination has left many female key workers at disproportionately high risk of exposure to Covid-19, working without properly fitting personal protective equipment (PPE) or access to PPE at all. Pregnant women have faced escalated workplace discrimination over this period, losing pay or work, with their health and safety poorly protected.

This is particularly the case for women whose lives are also shaped by other aspects of their identity such as Black women, disabled women, LBT+ women and working-class women.



The TUC's reports *Forced Out: the cost of getting childcare wrong* and *Working Mums: paying the price* evidenced the devastating impact of disruption to schooling and childcare on maternal employment. We called for immediate changes to the parental leave system, urgent investment in the childcare sector and a day one right to flexible work. Ahead of the autumn budget, the TUC proposed a *family stimulus package* to boost levels of universal credit (UC) and double the rate of child benefit payments. The TUC also exposed the discrimination and unfair treatment of *new and expectant mothers at work during the Covid-19*

*pandemic*. New analysis by the TUC revealed intersectional discrimination experienced by **BME women** who are overrepresented in low-paid and insecure forms of work.

### LGBT+ workers

LGBT+ workers are impacted by discrimination at work, in public and when accessing goods and services both at home and abroad. And this year we have seen, and prioritised addressing, the disproportionate impact Covid-19 has had on LGBT+ workers and the LGBT+ community.

“ Discrimination has left many female key workers at disproportionately high risk of exposure to Covid-19, working without properly fitting personal protective equipment (PPE) or access to PPE at all. ”

We used intelligence gathered from LGBT+ workers and our affiliates on the impact of the pandemic on LGBT+ people to inform briefings sent to MPs, the Labour Policy Forum, and wider awareness-raising efforts including focusing on this topic at the 2021 LGBT+ Conference.

We continued to lobby the government, in line with resolution 30 from Congress 2020, for legislative change to the Gender Recognition Act (GRA) calling on the government to introduce a simplified, free, statutory gender-recognition process based on self-declaration, while maintaining the Equality Act 2010 as it stands. To this end we submitted a consultation response to the Women and Equalities Committee on reform of the GRA.

This year, for Trans Awareness Week, the TUC published a new online learning module on how unions can support non-binary workers and released new guidance on what trade union reps can do to address transphobic hate crime. We also published a video to highlight the important role trade unions have in protecting trans workers.

We have also continued to lobby for a legal duty to prevent sexual harassment of workers, including LGBT+ workers who report experiencing high levels of sexually harassing behaviours.

### Disabled workers

Our research has shown that disabled workers are less likely to be in work and, when they are, they are paid less than their non-disabled peers. To address this, in line with resolution 31, we have continued to campaign for mandatory disability pay gap reporting and have highlighted this as a priority issue for government. We have highlighted this inequality in our response to the Work and Pensions Committee inquiry into the disability employment gap.

We have focused on the disproportionate impact Covid-19 has had on disabled workers and people, which has been particularly important with government data revealing that 6 in 10 of all deaths involving Covid-19 were disabled people.

A report focused on how pre-existing workplace barriers have been affected by the pandemic and the impact it has had on disabled workers. It found nearly one in three disabled workers who responded to our survey had reported being treated unfairly at work during the pandemic. It also uncovered issues disabled workers had getting and keeping in place their reasonable adjustments and so we have campaigned for stronger enforcement of reasonable adjustments.

The TUC continues its work calling for universal credit (UC) to be stopped and scrapped. However, as the badly executed benefit was the main mechanism for benefits during the pandemic, we wanted to ensure it delivered as well as possible for those who needed to access it during these difficult times. The TUC campaigned for the £20 uplift during the coronavirus pandemic to be made permanent.

# RESPECT AND A VOICE AT WORK

## Black workers

The pandemic has disproportionately impacted Black and minority ethnic (BME) people. ONS analysis has shown that BME people are more likely than white people to die from Covid-19, with this being strongly associated with demographic and socio-economic factors, such as place of residences and occupation.

We continued to push for the government to:

- › publish an action plan to tackle the inequalities that BME people face, including in work, health, education and justice
- › introduce mandatory ethnicity pay gap reporting and make employers publish action plans to ensure fair treatment for BME workers in the workplace
- › ban zero-hours contracts, and strengthen the rights of insecure workers
- › publish all the equality impact assessments related to its response to Covid-19 and be fully transparent about how it considers BME communities in its policy decisions.

And we called on government to step up efforts to prevent unemployment, which has a disproportionate impact on BME workers. This must include providing more support for struggling industries, as well as creating new jobs by investing in jobs in green infrastructure, transport and our public services.

## 3.11 Health, safety and regulation

Over the last 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 reps with access to high-quality guidance and advice. We have challenged the government and safety regulators to improve workplace safety and use enforcement measures where safety rules are violated.

## Supporting activists

The TUC produced a range of resources to support and equip health and safety reps, in response to composite 15. We carried out the 13th (and largest-ever) biannual survey of safety reps to understand their demographics, experiences and needs. The weekly health and safety e-bulletin *Risks* was published throughout the year, and an intensive series of webinars continued to focus on the response to the Covid-19 pandemic. Regular meetings of the Union Health and Safety Specialists (UHSS) group took

place, discussing developments within occupational health and safety and providing a forum for unions to share ideas. A new working group of the UHSS is dedicated to tackling work-related stress.

On International Workers' Memorial Day in April 2021, the TUC called for a public inquiry into the handling of the Covid-19 pandemic and remembered the lives of workers lost to the virus and other work-related injury and illness, launching new online campaign resources for members to mark the day.

## Campaigns

The General Council campaigned on a wide range of health and safety issues during the year, with the response to coronavirus dominating our work. The TUC produced resources for affiliates and health and safety reps to support these campaigns, including on mental health, safer working from home and PPE - including the steer from resolution 65. In response, we re-established the Gender in Occupational Safety and Health (GOSH) group, and began a project dedicated to joining up our work on anti-racism and health and safety. These strands of work aim to help grow a more diverse base of safety representatives, as called for in composite 15.

▼ **Green Jobs Taskforce: education and training for young people can support a just transition**  
© FG Trade/Getty Images



The TUC continued in the role of Secretariat to the All-Party Parliamentary Group (APPG) on Occupational Safety and Health, chaired by Ian Lavery MP, engaging with parliamentarians and sector organisations on a range of issues. Working with the APPG, we have launched a new research project on asbestos in public buildings.

### External bodies

The TUC continued to work with the Health and Safety Executive (HSE) during the year, making repeated calls for more resources for safety regulation in response to resolution 64.

The TUC was represented on the board of the HSE by Kevin Rowan of the TUC, Ged Nichols of Accord and Claire Sullivan of the Chartered Society of Physiotherapy.

The TUC is represented on the Industrial Injuries Advisory Council by Doug Russell of Usdaw, Karen Mitchell of RMT and Daniel Shears of GMB. The three TUC nominees played an active role in the work of the Council, including advising on position papers on Covid-19 prescription and occupational cancer among firefighters.

### 3.12 Skills

Over the past year the General Council has campaigned for greater investment in skills to support jobs growth and reduce the numbers facing unemployment due to the economic fallout from Covid-19. This included giving greater priority to quality funded training for furloughed workers, as is the case in equivalent job retention schemes in other countries. Other key asks were an education and training guarantee for all young people and the development of a massive retraining scheme, especially for workers in those sectors hardest hit by the pandemic.

# RESPECT AND A VOICE AT WORK

The government published the Skills for Jobs white paper in January and the Queen's speech included a 'Skills and Post-16 Education Bill'. The General Council highlighted that the white paper lacked the necessary scale of ambition to tackle the economic consequences of the pandemic and the impacts of Brexit, automation and the transition to a greener economy. The contribution of the General Council to the Green Jobs Taskforce has included a sharp focus on how adult reskilling and education and training for young people can support a just transition (see Section 2).

General Council members and TUC staff are represented on a range of skills bodies. Tony Burke, assistant general secretary of Unite, is a member of the National Manufacturing Skills Taskforce. Kevin Rowan, head of Organisation, Services and Skills at the TUC, is also a member of this taskforce and of the Strategic Transport Apprenticeship Taskforce.

## 3.13 Apprenticeships

There was a huge reduction in the number of people starting an apprenticeship during and immediately after the first national lockdown. In that period, recruitment levels were nearly half that recorded in the previous year and apprenticeship starts are yet to fully recover. The government introduced financial incentives to try to encourage more employers to recruit apprentices

“ Investment in skills by employers has been in decline for the past two decades and the proportion not providing any training at all has increased sharply in recent years. ”

but did less to tackle increasing redundancies. The TUC and affiliated unions joined with employer and sector bodies to call on government to do more to guarantee apprentices the opportunity to complete their training if they were made redundant. The joint letter also recommended new flexibilities to the apprenticeship levy to boost the recruitment of apprentices, including permitting spending on high-quality pre-apprenticeship programmes and other measures.

The General Council has continued to highlight significant shortcomings in the government's policy approach in other areas, including slow progress in tackling poor-quality apprenticeships and widening access to under-represented groups. To address this, government urgently needs to enforce apprentices' employment and training rights, eradicate low pay, widen access, and guarantee minimum progression to an advanced apprenticeship.

In the budget, the chancellor announced a new flexi-job scheme that will be tested in certain sectors. In its response to the consultation, the TUC raised a number of concerns

about the proposed model and the potential for apprentices to be exploited when working for multiple employers. To avoid this, the response called for a requirement that the design and regulation of any such scheme is agreed by employers and trade unions in the relevant sector.

## 3.14 Adult skills

The TUC pointed to the long-term decline in investment in adult skills when it gave oral evidence to the parliamentary Education Select Committee last September. In the last decade the government budget that funds adults to attend college courses was cut by a half. Government spending on the National Skills Fund will reverse only one-third of this reduction, according to estimates by the Institute for Fiscal Studies. Investment in skills by employers has been in decline for the past two decades and the proportion not providing any training at all has increased sharply in recent years.

The General Council has criticised the limited skills strategy set out in the white paper. The 'lifetime skills guarantee' is much more restrictive than the adult skills entitlements that were



abolished around 10 years ago. The new guarantee applies only to a prescribed list of level 3 qualifications and many adults are completely excluded from retraining because they have achieved this level of attainment. TUC research shows that the lifetime skills guarantee will also be taken up by far fewer adults as a result of the disappointing and counter-productive decision by the government to cut the grant for the Union Learning Fund.

The General Council has called for a much more ambitious skills policy, including:

- › a new right to retrain for everybody, backed up by personal lifelong learning accounts and a significant increase to the government's adult skills budget
- › new rights for workers giving entitlements to paid time off for education and training and access to regular skills/career reviews

- › development of an all-age careers guidance service.

According to the OECD, the UK lacks the national social partnership arrangements that underpin high-quality skills systems in many other countries. The General Council had pressed the government to establish a national skills taskforce, but the white paper has set out an employer-led skills strategy with no mention of unions.

# RESPECT AND A VOICE AT WORK

## 3.15 Union Learning Fund

Throughout the year Union Learning Fund (ULF) projects, with the support of unionlearn, continued to assist large numbers of workers to access high-quality learning and skills.

Due to the decision by the government to cut the grant funding, learner outcome data are available for only the first nine months of the 2020-21 operational year. However, these statistics evidence that the ULF and unionlearn were maintaining a massive return on the government investment and maximising support for workers facing the greatest barriers during the pandemic.

From April 2020 to January 2021, the General Council supported a total of 187,500 learners via the union route. This comprised take-up of learning and training facilitated through ULF projects and unionlearn and access to TUC Education courses for union reps. The learning outcomes for ULF projects were around 50 per cent greater than the original targets agreed with the government. Considering the impact of Covid-19 on access to workplace training and college courses, this was an outstanding performance.

The General Council launched a major campaign to save the ULF in October, which ran for a number of months in an attempt to get the government to reverse its decision. The campaign publicised a number of calls for action that people

could take in support, including signing a national petition and contacting their local MP to add their voice to the campaign. Briefings were produced showing the range of evidence from independent evaluations of about the unique impact of the ULF and in particular how it supported adults most needing opportunities to upskill and retrain.

Further briefings were produced highlighting wide-ranging support from employers, including household names such as Tesco and Heathrow Airport. Manufacturing employer bodies, including Make UK, wrote a joint letter to the government calling for the decision to be reversed. The leading HR body, CIPD, also lent its voice in support of the campaign.

The TUC released new research during the campaign, including a report identifying the detrimental impact of the closure of the ULF on the potential take-up of the new level 3 entitlement for adults announced by the prime minister at the end of September. A new research report by the University of Exeter showed that in the latest year the ULF was generating an overall economic boost of around £1.5bn. A subsequent report by the Learning and Work Institute recommended that the government should continue to invest in the ULF as part of its central strategy to engage more adults in upskilling and retraining.

“ A new research report by the University of Exeter showed that in the latest year the ULF was generating an overall economic boost of around £1.5bn. ”

The campaign prompted a number of parliamentary debates and questions to government ministers. These culminated in a Westminster Hall debate in November, initiated by Lilian Greenwood MP. The House of Commons Library published a briefing pack for MPs in advance of the debate, which detailed the extensive parliamentary and media coverage of the campaign to save the ULF.



**SECTION 4**  
**GOOD SERVICES** ▽

# GOOD SERVICES

▼ UCU General Secretary Jo Grady joins a student protest outside the Department for Education in Westminster, calling for a full review into grade inequality following the exam results chaos  
© Stephen Chung/Alamy Stock Photo

## 4.1 Introduction

The pandemic has confirmed that the safety and security of society relies on strong and resilient public services, and on our public sector workers who have worked tirelessly to keep essential services going during the crisis.

As we emerge out of the crisis, our public services are best positioned to lead our economic recovery. Guided by resolutions 9 and 40, we used our budget submission to argue for fast-tracking investment in green infrastructure and public services. The TUC set out a plan for 600,000 new, secure jobs in public services to tackle unemployment, support spending in the economy, and address persistent social, regional and health inequalities.

The TUC has lobbied government to reward 4.4 million public service workers with fair pay rises that restore a decade of lost earnings, to defend public service pensions, and to provide a new funding settlement for all our public services. We continue to lobby for a reduced private sector role in public services. And we demand a new approach to procurement that prioritises high-quality service delivery and employment standards, and is subject to strong transparency and accountability requirements.



## 4.2 Education

Over the past year, the TUC has worked closely with the affiliated unions on policy and workforce issues, including supporting the campaign priorities in resolutions 49, 50 and 51. We have drawn on the input of all the education unions to inform the work of the General Council on education policy and wider campaigning on public services. The government's inconsistent approach to tackling the impact of the pandemic on our education system was marked by a series of high-profile U-turns. Two notable examples included government strategies on exam grading methodologies and free school meals provision during school holidays. The education unions joined with many other stakeholders to campaign against the government's initial approach in both areas.

Throughout the year, the General Council has called for increased resources for education recovery programmes and there was a broad welcome for the scale of funding being considered by Sir Kevan Collins, the education recovery commissioner. The subsequent announcement by government of a £1.4bn package of measures, compared to an anticipated £15bn programme, led to the resignation of the commissioner and a highly critical response. The education unions have also campaigned on a number of other fronts, including the pupil premium, school funding, academisation, assessment and testing, special education provision, and key workforce issues such as increased workload and the pay freeze.

“ A £1.4bn package of measures, compared to an anticipated £15bn programme, led to the resignation of the commissioner and a highly critical response. ”

Paul Nowak, TUC deputy general secretary, was a member of the Independent Commission on the College of the Future. It published a series of reports, recommending a significant boost to pay and strengthened social partnership arrangements in the English further education system (FE). In January the government set out its FE strategy in the Skills for Jobs white paper, but this excluded any mention of unions or measures to address the major pay shortfall. See Skills in Section 3 for more detail on the white paper.

Alongside the white paper, the government published a brief interim response to the review, chaired by Philip Augar, of post-18 education and funding that originally reported back in May 2019. The General Council had previously welcomed some of the review's key proposals, including tackling the FE pay shortfall, boosting long-term funding for colleges, and restoring maintenance grants. However, the government once again delayed its response to these key recommendations until the spending review later this year.

During the past year the government continued its reform of vocational qualifications, including the phased rollout of T-Levels and ongoing reviews of existing qualifications. The TUC responded to two government consultations on post-16 qualifications and strongly recommended that any plans to remove the funding for existing qualifications (eg BTECs) should be delayed until the full T-Level programme is rolled out and evaluated. In line with submissions by Ofqual and other stakeholders, the TUC responses also highlighted that some existing qualifications will remain more suitable than T-Levels for special educational needs and disabilities (SEND) students and other groups.

### 4.3 NHS

The NHS came under acute strain as it dealt with the immediate impact of the Covid-19 pandemic and subsequent resurgences. At the same time, the NHS delivered the biggest and most ambitious vaccine campaign in its history. NHS professionals worked tirelessly throughout, risking their safety to care for others, leaving many traumatised and exhausted.

The safety and wellbeing of our NHS workforce remains paramount. In line with resolution 46, the TUC has worked closely with health unions to ensure no worker is subject to violence or harassment when doing their job.

The NHS now faces significant challenges, including clearing a growing backlog with a demoralised and underpaid workforce reeling from the government's one per cent pay offer. The TUC has supported the union-led [#WithNHSStaff](#) campaign, calling on the chair of the NHS pay review body to have the courage and confidence to give NHS workers a significant and early pay rise.

The differential effect of the pandemic on ethnic minority groups and working-class communities underlines the deep roots of health inequalities. Despite the UK's BME population being around 13 per cent, Black women comprised 55 per cent of women hospitalised while pregnant with coronavirus. In line with resolution 45, the TUC worked with health unions and campaigners to tackle these disparities, including organising a panel discussion at the TUC Women's Conference 2021 on Black women's maternal healthcare.

The TUC has continued to oppose NHS procurement processes that undermine efforts to establish integrated care models. Guided by resolution 47, we have argued

# GOOD SERVICES

that procurement should be a function of the NHS and for competition regulations to be replaced by a procurement 'best value test'. This should prioritise the quality of patient care, employment standards and the interests of the public.

## 4.4 Social care

The Covid-19 pandemic has continued to put huge strain on adult social care. The crisis has exacerbated many of the challenges affecting the sector - including inadequate funding, unacceptably high levels of unmet care need, low pay and workforce precarity.

In line with composite 12, the TUC has worked with affiliates in the sector to highlight the inadequacies of the current system, building on our [Fixing Social Care](#) report in September 2020. Ahead of the budget, we lobbied government for a new funding settlement for social care to fully offset the cuts of the previous decade and establish future rises at a level that will allow local authorities to meet rising demand and improve pay and conditions for staff. We have campaigned for parity with the NHS, with guaranteed training and progression opportunities for all staff, and a new sectoral minimum wage of £10 per hour.

Analysis for our key worker campaign showed how the lack of adequate sick pay has disproportionately affected care workers, with one in twenty not qualifying for statutory sick pay (SSP).

“ Given the track record of poor procurement practice undertaken by the government during the coronavirus pandemic, we urgently need reforms to the procurement process to restore public confidence. ”

We worked closely with affiliates to respond to the government consultation on mandatory vaccination for care home staff, highlighting concerns in the sector and calling for targeted support and awareness-raising instead.

## 4.5 Privatisation

In line with resolution 47, the TUC has continued to make the case that insourcing and social value procurement should be at the heart of local, regional and national recovery plans. We commissioned new analysis by the New Economics Foundation and Landman Economics that showed across six key metrics - including hours, pay, job tenure and qualifications - workers in the public sector had better standards than those performing the same jobs in the private or voluntary sector.

Throughout the pandemic, the TUC called for greater transparency in government procurement and opposed government proposals to expand the scope for the use of informal tendering processes. Neither the Cabinet Office nor the Treasury has reliable or complete data on contracts awarded in Whitehall, and no

consolidated data exists for the NHS, local government or the devolved administrations. There is too little information in the public domain to conduct an effective analysis of the performance, rewards and governance of major contractors delivering publicly funded services.

Given the track record of poor procurement practice undertaken by the government during the coronavirus pandemic, we urgently need reforms to the procurement process to restore public confidence in its credibility, probity and efficacy.

A more strategic and intelligent approach to procurement that levers the purchasing power of the public sector in support of employment standards, jobs, skills and economic development is crucial.

However, plans set out in the Transforming Public Procurement green paper would give new powers to the cabinet secretary to declare crisis conditions that would allow greater use of direct awards and exempt these contracts from automatic suspension if legally challenged. Rather than formalising the practices

▼ Unionised cleaners subcontracted to government department  
BEIS picket over safer workplaces and better pay  
© Guy Bell



we saw during the pandemic, the TUC believes that securing an approved supplier list of potential providers through an open procurement process would be a better approach. As well as providing confidence and transparency, this could also develop the capacity of UK supply chains.

#### 4.6 Civil service

As the pandemic has shown, a fair and impartial civil service is crucial to the economic, political and social wellbeing of the country. In line with resolution 52, the TUC has opposed any attempts to undermine the impartiality and professionalism of our civil servants. It is vital that the government works with

trade unions to maintain an independent, well-resourced civil service with well-trained, fairly treated employees, a strong public service ethos and high levels of public trust.

The TUC supported civil service unions in calling for government to halt all planned redundancies, including those in the Ministry of Justice and HMRC. We have lobbied government to invest in 600,000 jobs in public services, with a parallel commitment to improve pay and conditions. We believe an additional 30,000 jobs could be created in the Department for Work and Pensions (DWP) to help the universal credit system meet the extra demands of rising unemployment.

After effective lobbying by the TUC and civil service unions, the government revoked plans to introduce a cap on exit payments, a measure that would have disproportionately affected workers with long years of public service.

#### 4.7 Justice

In line with resolution 56, the TUC continues to support unions in probation services to undo the damage caused by the Transforming Rehabilitation reforms. This year those probation services that were being delivered by private community rehabilitation companies returned to the National Probation Service. However, there is still work to be done to ensure a fully unified service delivered in the public sector.

The Children and Family Court Advisory and Support Service (Cafcass) is a non-departmental public body that is currently within the Ministry of Justice (MoJ).

Cafcass is clearly not a priority for the MoJ. We believe that outcomes for Cafcass and its service users would be better served if it was moved to the Department for Education (DfE), where it could fall under the remit of the minister of state for children and families.

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As called for in resolution 57, Cafcass services need the right support from government. We support the work of family court unions and the opposition to press government ministers to take necessary steps, including placing it within the remit of the DfE.

The TUC continues to work with prison unions to demand a fair deal for the prison workforce. Our plan for new public sector jobs includes the recruitment of 4,000 new prison officers to address severe understaffing and overcrowding in our prisons.

## 4.8 Transport

Guided by composite 13, the TUC has continued to make the case for a publicly owned rail system and calls for a new deal for public transport across all modes.

The railways played a vital role in keeping our country running through the Covid-19 pandemic, and will play a key role when we come out of it.

Workers on the railways, buses and across public transport modes have been on the frontline of the pandemic, putting them up to three times more at risk of infection and death.

The Covid-19 crisis has highlighted flaws that were already present in our transport industry, with the sector now facing acute challenges. After the fragmented and chaotic rail franchise system collapsed, the government brought in a concession model that paid a flat fee to train operating companies (TOCs).

While this model gives greater control to the Department for Transport (DfT), it leaves the private sector embedded in the system. That means funding still leaks out through private profit and dividend payments. The Shapps-Williams Review, published in May 2021, leaves this model largely intact.

We believe that only public ownership under a single guiding authority can achieve the levels of investment required to see improvements like electrification. Public ownership would guarantee the coordination required to reunite track and train, enhancing safety standards undermined by the profit motive.

The TUC has continued to make the case for a publicly owned rail industry, both directly to ministers and DfT officials and in our public statements and calls. We continue to argue that a publicly owned transport system is the best way to ensure that we meet our environmental commitments and protect workers and passengers.

We oppose all attempts to impose austerity on public transport, including the attacks on funding for Transport for London (TfL).

Passenger numbers on our bus network have also fallen dramatically, with government stepping in to support services through the Covid-19 Bus Services Support Grant.

This year the government published its National Bus Strategy. While this includes some improvements on the old, unregulated system, it falls well short of the radical change needed.

The TUC supported the successful campaign in Manchester to return buses to public control. We support regional campaigns to persuade metro mayors in the West Midlands and West Yorkshire to use their franchising powers to take greater control of local bus services. We are also engaging with the Liverpool City Region to improve services in Merseyside.

The TUC has also called for local authorities to have the right to run their own municipal services in meetings with DfT ministers and in our public statements.

# 5



**SECTION 5**  
**WINNING MORE  
FOR WORKERS** ▾

# WINNING MORE FOR WORKERS

▼ Between 2019 and 2020, trade union membership in the public sector increased by over 200,000  
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## 5.1 Introduction

Working with and supporting unions to be as effective in the workplace as possible is a critical goal for the TUC. Enabling union reps to develop the knowledge, skills and confidence to represent their members has been made more challenging during the pandemic and our Trade Union Education team has built on the experience of developing and delivering online education to ensure that we have continued to deliver mainstream programmes for reps across all of our regions as well as providing bespoke support on a wide range of issues, from employment rights during furlough to ensuring employers are managing the pandemic safely and tackling mental health issues at work.

The Organising Pledge launched in July 2020 has helped provide focus for the challenge faced by all trade unions. The most recent evidence on union membership growth shows some great successes in many areas, but also highlights the task for trade unions in reaching into and growing union membership in the private sector.

As with other issues and areas of work, the restrictions on operating during the period of lockdown have accelerated union innovation and use of technology. Unions have increasingly used digital communications to reach and engage their members and activists and the vast majority



of the hundreds of thousands of members recruited in the last year have joined their trade union via an online platform. The TUC's Digital Lab has supported unions to take advantage of the opportunities afforded by innovation and to align them to organising outcomes.

## 5.2 Organising and union membership

Between 2019 and 2020, according to statistics from the Labour Force Survey released by the Department for Business, Energy and Industrial Strategy (BEIS) in May 2021, trade union membership increased by 118,000. This is the fourth consecutive year in which it has risen. This was propelled by an increase in trade union

membership in the public sector of over 200,000. There are now 6.56 million trade union members in the UK. Union density also increased and now stands at 23.7 per cent.

Union membership in the private sector fell by 100,000. This is the lowest level of membership in the sector recorded since 1995. This fall reflects a reduction of over 300,000 in the total number of employees in the sector.

Despite this, the movement should take confidence from another year of growth and one in which the TUC and affiliates united to address the key strategic organising and membership challenges that we face.

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Following Organise 2020, the TUC and affiliates have been working to deliver on the commitments of the Organising Pledge, signed by all members of the TUC General Council and the general secretaries of all TUC affiliates. The pledge committed the movement to addressing the following six strategic challenges:

- › increasing the number of workers aged under 30 in our movement
- › enthusing thousands of activists from all backgrounds to become new workplace reps, offering them training within the first six months and training every new rep within their first year
- › working cooperatively as TUC unions to bring trade unionism into new and growing sectors
- › working jointly to eliminate insecure employment, including agreeing and pushing common bargaining agendas across sectors

- › modernising how unions operate, organise and communicate for a digital-first era
- › driving up union membership in workplaces where we already have recognition agreements with employers.

### TUC Digital Lab

The TUC’s Digital Lab project is in its third year. This year has been dominated by the need for digital change to keep working effectively during lockdowns and social distancing, and many unions have made considerable progress towards this. Work done here will remain valuable to unions in coming years as, while lockdown will pass, trends like working from home will be here to stay.

To address this, the Digital Lab convened a group of senior union leaders to define the key groups of issues facing unions as they adjust to the ‘new normal’ of operating post-pandemic. The TUC will

shortly publish a report into good practice ideas across 27 challenges for unions, and the Digital Lab will support affiliates in developing this work within their own organisations.

During 2020 and 2021, the Digital Lab has also investigated how unions might respond to digital disruptor services that are starting to operate in areas traditionally more associated with unions. Findings from a workshop with General Council members and case studies from three unions were incorporated into a published report, *Unions and Digital Disruptors*.

Following 2019’s successful introduction of a digital change module into the TUC’s Leading Change leadership development programme, an opportunity was added for previous Leading Change alumni to update with the new module as a standalone course. In support of the Organising Pledge, a digital campaigning bootcamp series helped practitioners from across TUC affiliates learn and discuss the latest techniques in digital mobilisation.

Several Digital Lab pilot projects with affiliates had to be put on hold as they would have required working physically with reps. As lockdown relaxes, these are being restarted, or transitioned into an online form. Work has been done with BFAWU to test using

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▼ In August, the TUC published a Digital Lab report on managing IT infrastructure modernisation for trade unions  
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digital organising techniques to engage with hard-to-reach workers. A pilot with RCM has sought to identify and test opportunities to improve the accuracy of member data.

The TUC has undertaken work on different aspects of how to recommend which union prospective members should join - significantly increasing the proportion of the thousands of users who complete the [union finder tool](#) on the TUC website every month, and are directed on to affiliate websites. Another project has developed [guidance](#) in capturing useful organising data from paid social media campaigns with non-members.

The Digital Lab has collaborated with a cooperative tech developer to produce Join Together, a best-practice online joining tool that can be used by TUC affiliates in a simple and cost-effective way, integrated with their own brand and office systems. A Digital Lab [report](#) benchmarking how unions are using digital to sign up members was also published.

The TUC's [Megaphone.org.uk](#) online campaign network has grown in usage and scope. More than 400,000 people have taken a campaign action on the platform, with 18 affiliates having used it to run their own petitions or email campaigns. The platform has enabled greater segmentation of supporters for organising and helped unions establish ongoing communication with non-members in target employers or sectors.

Megaphone has also supported greater use of new digital organising techniques, such as enabling supporters to run their own MP lobbying events as part of the TUC's campaign for a pay rise for key workers.

## 5.3 TUC Communications Awards

In 2021, we were pleased to recommence the awards after a gap in 2020 due to the pandemic. Seventeen unions took part, with 39 individual entries showcasing high-quality communications from across the union movement.

The judges were Helen Watson of the NEU (representing the overall winner from 2019); Hannah Al-Othman of *The Sunday Times*; Dan Paskins from Save the Children; and Neha D'Souza of digital and campaigns agency Small Axe.

At the online awards ceremony on 20 July, union communications professionals and members of the General Council celebrated the strength and diversity of union communications and campaigns. The entries included many digital initiatives as well as traditional hardcopy newsletters. A number showcased speedy, effective responses to the pandemic as well as different ways of keeping members, reps and activists informed. The TUC general secretary introduced the awards and the president awarded the certificates.

▼ Prospect's *Wanted: union superheroes* won the 'Best communication for reps and activists' award



The winners were:

**Best membership communication**  
UNISON

**Best communication for reps and activists**  
Prospect

**Best campaign communication**  
CWU

## 5.4 Young workers

TUC analysis has revealed younger workers have experienced the highest rates of redundancy, largest falls in employment, highest rates of furlough with reduced pay, largest falls in weekly pay, and the largest falls in hours worked since the start of the pandemic.

Almost two-thirds of those who have lost jobs since the start of the pandemic are young workers. Young Black and minority ethnic (BME) people are particularly impacted.

In our submission to the spring budget and in written and oral evidence to government inquiries, the TUC set out the case for increased, targeted support for young workers whose future pay and progression opportunities are negatively impacted by the long-term scarring effects of unemployment.

Following the launch of the Kickstart initiative, the TUC has developed a guide for reps to enable trade unions to negotiate good-quality job opportunities for young workers. Greater investment is needed to widen and expand the scheme to ensure it reaches all young people in need of it.

Guided by resolution 32, the TUC and members of the Young Workers Forum worked closely with affiliates to organise more young workers and to address job insecurity, low pay and toxic workplace environments that are contributing to a mental health crisis among our young people, organising roundtables and webinars during Young Workers' Month.

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## 5.5 TUC Education

TUC Education exists to provide unions and their workplace reps with high-quality training that enables them to organise, campaign and represent members collectively and individually. Our training is delivered in classrooms via our partnerships with further education (FE) colleges in England and Scotland and also online. We have adapted to deliver our training to reps in whatever way they find most accessible and useful, whether that is in a classroom, online or a combination of both.

### Reps on Stage 1 training in 2020

As part of the challenge in the TUC Organising Pledge to find and train the next generation of unions reps, TUC Education committed last year to reporting the number of new reps attending Stage 1 courses.

In 2020, the number of reps attending TUC Stage 1 courses delivered by TUC Education centres in England and Scotland was 2,104 (in 2019 the number was 4,156). The breakdown across each of the three Stage 1 courses (with figures for the previous year in brackets) was:

- › Union Reps Stage 1-1,171 (2,331)
- › Health and Safety Stage 1-869 (1,424)
- › Union Learning Reps Stage 1-64 (401)

Table 1: Reps on 10-day course programme by union

Union	No of reps	Union	No of reps
Accord	1	NEU	3
ASLEF	44	PCS	174
AUE	1	POA	18
BDA	31	Prospect	12
BFAWU	1	RCM	1
BOSTU	1	RCP	2
Community	1	RMT	34
CSP	40	SoR	1
CWU	59	TSSA	19
EIS	10	UCU	18
FBU	39	UNISON	343
FDA	1	Unite	906
GMB	676	URTU	28
MU	1	Usdaw	202
Napo	1	<b>TOTAL</b>	<b>2,673</b>
NASUWT	5		

In addition to the above, the number of reps completing Stage 1 training using TUC Education Online versions of these courses was:

- › Union Reps Stage 1-170
- › Health and Safety Stage 1-197
- › Union Learning Reps Stage 1-29

### Our offer to reps

During 2020 we continued our investment in online courses and materials, as well as updating the materials used in classrooms, for the three core courses Union Reps 1, Health and Safety 1 and Union Learning Reps 1.

Our online offer is now well established, and reps can complete online versions of the three core courses, access eNotes, short micro learnings and webinars. These can all be accessed at [tuc.org.uk/training](https://tuc.org.uk/training)

**Table 2: TUC Education online course programme (Apr 2020-Feb 2021)**

Course title	Total no of courses	No of reps trained
Certificate in Employment Law	17	201
Diploma in Contemporary Trade Unionism	1	12
Diploma in Employment Law	6	64
Diploma in Equalities	2	21
Diploma in Occupational Health and Safety	3	46
Equality Reps	2	37
Health and Safety 1	18	197
Menopause Support in the Workplace	2	20
Next Steps	5	66
Union Learning Reps	2	29
Union Reps 1	15	170
<b>TOTAL</b>	<b>73</b>	<b>863</b>

**Online training and support for union reps**

Prior to lockdown, 45 per cent of reps completing Stage 1 training courses did so online. In 2019, 51 per cent of Union Reps Stage 1 learners completed their course in the classroom, with 57 per cent of all Union Learning Reps 1 learners completing their training online.

Following research by Exeter University into the support offered to reps by TUC Education, we made

the decision to replace our existing Learning Management System (LMS) with a new learning platform.

With colleges unable to deliver classroom courses due to the pandemic, we decided to bring forward our plans to move all union rep training online and to launch the new learning platform earlier than originally planned. The delivery of online courses changed from online self-study programmes to a tutor-led online offer.

We soft launched Stream in September 2020, with most of our courses made available. Other courses (including diploma courses and self-study online learning) were delivered through our existing LMS.

Before the autumn term began, we ran a series of training sessions for TUC Education Centre tutors. In total 62 tutors have been given training in the use of Stream and tools for online course delivery. We are currently developing a series of videos and resources to provide further development of tutors and affiliates.

Most of the work focused on developing online content to replace courses that had previously been taught in classrooms. In September 2020 we were able to run 27 TUC tutor-led online courses and supported UCU and UNISON to run expanded online training programmes via our learning platforms. UCU and UNISON had previously worked closely with us to develop their online training for reps.

Despite the impact of the pandemic on our training programme, TUC Education managed to successfully deliver 148 courses between April 2020 and February 2021. This includes 73 TUC training courses. The most popular TUC courses are the Certificate in Employment Law, Union Reps 1 and Health and Safety 1. We have trained over 500 reps on these courses.

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**Table 3: Number of registrations for each webinar (Feb 2020-Feb 2021)**

Webinar title	Date	Registrations
How to have an organising conversation	02/02/2020	236
Coronavirus at work	16/03/2020	968
Coronavirus at work Q&A	24/03/2020	546
The wage subsidy	01/04/2020	1,013
Health and safety in the home	07/04/2020	1,033
How to organise through the coronavirus crisis	16/04/2020	803
International Workers' Memorial Day	28/04/2020	624
Job Retention Scheme and employment rights	05/05/2020	494
No return to work until it's safe	14/05/2020	1,471
Coronavirus: your rights at work with Sian Clarke	21/05/2020	793
Coronavirus: impact of the pandemic with Paul Nowak	28/05/2020	530
Coronavirus: what happens next	03/06/2020	499
International Day of Justice for Cleaners and Security Guards	15/06/2020	202
Redundancies Q&A with Sian Clarke (1)	25/06/2020	492
Q&A with the Health and Safety Executive	01/07/2020	743
International solidarity during the pandemic	16/07/2020	163
Redundancies Q&A with Sian Clarke (2)	29/07/2020	504
The impact of Covid on LGBT+ and Black workers	16/09/2020	364
Supporting disabled and women workers through the Covid crisis	22/09/2020	352
Handling collective redundancy	07/10/2020	502
Winning the argument - protecting jobs and pay	27/10/2020	402
Building your rep network	12/11/2020	546
Introduction to the Kickstart scheme	25/11/2020	194
Unfair dismissals	20/01/2021	1342
Managing ventilation as a Covid safety measure	27/01/2021	1108
Protecting and promoting mental health during the pandemic	02/02/2021	1210
<b>TOTAL</b>	-	<b>17,134</b>

## Webinars

During 2020, TUC Education ran a total of 23 webinars. There were over 17,000 registrations, with an average registration rate per event of 586. The highest-performing webinars in 2020 occurred in the first three months of the first lockdown and three of the top five focused on health and safety and the pandemic (see Table 3).

Representatives from a wide range of unions have attended our webinars. Reps from many smaller specialist unions, including Accord, Aegis, BDA, FDA, NAHT and URTU, have taken advantage of their flexibility and convenience.

## Microlearning

At the beginning of the first lockdown, we took the decision to create accessible coronavirus-related content to support union reps. The content needed to respond to specific issues but also be accessible and clear enough to provide reps with key information related to the pandemic.

Each module contains approximately five minutes of learning. In comparison, regular eNotes are 15-20 minutes long. Reducing the overall length allowed us to produce a total of four learning modules (see Table 4).

**Table 4: Number of registrations for each microlearning module**

Microlearning title	Registrations
Domestic abuse and coronavirus	6,208
Organising through the coronavirus crisis	5,881
Return to safe workplaces	19,972
Risk assessments for homeworkers	6,413
<b>TOTAL</b>	<b>44,682</b>

To date, there have been over 44,000 unique viewings of the coronavirus-related microlearning. 'Return to safe workplaces' has proven to be the most popular, with almost 20,000 learners accessing the module.

## eNotes

During the pandemic, workplace representatives have continued to access the TUC Education suite of short interactive learning modules, eNotes. During 2020, eNotes were viewed a total of 6,857 times.

## Digital training support for affiliates

In addition to supporting online delivery of the TUC core programme, TUC Education has continued to support unions' own online training for reps and activists. Over the last year this has included:

- > assisting UNISON to deliver 46 courses attended by over 1,000 reps
- > delivering core training for UCU covering over 450 activists
- > working with ASLEF to deliver a new flexible training offer for reps including a new online Union Reps Stage 1 course
- > supporting delivery of the CSP's induction course for reps
- > helping NASUWT with its move to a new learning platform
- > supporting delivery of a series of online courses by PCS including use of the TUC's online learning platform accounts
- > ongoing work with RMT to develop a digital credential framework.

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## Online organising training for reps

TUC Education is currently developing a series of short online, self-paced, asynchronous and self-directed learning modules on union organising for workplace representatives. The aim of the new modules is to give union reps a greater understanding of union organising techniques and practices.

The new online learning modules present the skills and knowledge reps need to:

- › increase the number of workers joining their workplace union
- › encourage members to play an active role in their union and find the next generation of activists and reps
- › design successful campaigns that will improve the working lives of their colleagues
- › use digital to support branch organisation.

Each of the new organising modules is short, interactive, up to date, accessible and user-friendly. Each module functions as a discrete piece of content as well as forming part of a self-directed online series. The content can be adapted and repurposed for tutor-led, blended or classroom delivery. We expect to launch the full programme by Easter.

## Union professionals and the Organising Academy

In 2020, we took advantage of the hiatus caused by the pandemic to consult with unions on their requirements from these programmes. Our intention in late 2021 is to relaunch both programmes with updated content delivered both in person and online.

### Leading Change

Due to the pandemic, there was no Leading Change programme in 2020. However, the TUC has recently announced dates for the 2021/22 programme.

### 5.6 Trades councils and unemployed workers' centres

Many trades councils have managed to shift to virtual meetings and online events and this was reflected in a high number of virtual events to commemorate International Workers' Memorial Day and May Day celebrations. The national committee has met online throughout the year and has helped to shape the wider TUC priorities around tackling racism and harassment, the lack of access to reasonable sick pay and the government's response to the broad economic challenges in the wake of the pandemic.

During Heart Unions week, trades councils organised a range of actions, within the limitations of public health restrictions. Defending universal credit was a key theme of action for trades councils throughout the year. Trades councils and unemployed workers and community centers campaigned to maintain the uplift.

Trades councils and the TUCJCC have supported the TUC's Key Workers Need a Payrise campaign. The recent pandemic has brought into stark relief the difference between how much we rely on key workers, from hospital and care staff through to bus drivers and retail workers, and many in-between, and how they are valued by their employers, as demonstrated in their pay packets. Trades councils have mobilised support for key workers and the pay campaign at a local level.

The TUCJCC responded to a call from trades councils to provide support on the impact of rising banking charges, investigating banking charges options and providing advice on alternatives for trades councils to consider.

## 5.7 Global solidarity

In line with the General Council statement on a global recovery for working people, the TUC has continued to develop its work based on solidarity and internationalism.

The TUC belongs to the European Trade Union Confederation (ETUC), the International Trade Union Confederation (ITUC) and the OECD's Trade Union Advisory Committee (TUAC).

The ETUC executive met in October, December, February, March, April and June. TUC members are Frances O'Grady (also on the Steering Committee), General Council spokesperson on Europe Steve Turner, Mary Bousted and Dave Prentis. The Pan-European Regional Council executive committee met in October: Frances O'Grady and Steve Turner are the TUC members.

The TUC attended the ITUC Executive Bureau meeting in October, the ITUC Human and Trade Union Rights Committee in November and the ITUC General Council in November and May. ITUC General Council titular members are Frances O'Grady and Kevin Courtney. TUC Senior International Officer Mariela Kohon is Frances's first alternate and Gloria Mills is her second alternate. The ICTU's David Joyce is Kevin's first alternate and Gail Cartmail the second alternate. ITUC Executive Bureau titular members are Frances O'Grady,

Mariela Kohon as her first alternate and Kevin Courtney as her second alternate. TUC General Secretary Frances O'Grady represents the TUC on TUAC.

The TUC has continued to focus on Brazil, Colombia, Palestine and Turkey as our priority countries, including chapters on these in our [report on the rise of the far right](#). Over the year we have also shown solidarity with workers in Belarus, Burma, Hong Kong, Indonesia, the Philippines, Zimbabwe, Cuba, India, the United States and Lebanon.

The TUC held several meetings of the International and European Officers' Network with the AFL-CIO, Labour's Shadow Foreign and Shadow International Development team, and the Burma Campaign. In October, we held an event to launch the [Challenging Amazon](#) report. In April, we held an L7 side event with several international speakers, including a member of US President Biden's Council of Economic Advisers.

### Colombia

Trade unionists and other leaders have continued to face violence, with at least 43 protesters reportedly killed by police during recent national protests and the peace process continues to be undermined by the government. We have worked closely with sister trade unions and participated in several international events, as well as holding two events with Justice for Colombia

“ Trade unionists and other leaders have continued to face violence, with at least 43 protesters reportedly killed by police during recent national protests. ”

in September and May. We have made statements and written letters, and coordinated meetings with affiliates and the Colombian Ambassador to raise concerns. We have facilitated exchanges between prominent figures in the peace process with MPs. We took part in the UNI-Americas global campaign to stop the killings of social leaders.

### Turkey

Trade unionists in Turkey continue to face repression. The TUC held roundtables for the international officers' network with sister centres DISK and KESK to discuss the situation in Turkey and develop coordinated solidarity work. We sent a letter with education unions on the violence faced by peaceful protesters at Boğaziçi University. We facilitated a roundtable with sister centres and the Labour shadow minister in March.

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▼ Unions in Brazil protest against the Bolsonaro government's policies on Covid and emergency aid  
© ZUMA Press/Alamy Stock Photo



## Brazil

In Brazil, former President Lula da Silva – who, in 2018 and 2019 wrote letters thanking the TUC for our solidarity – had his politically motivated corruption convictions quashed by the Supreme Court and his political rights restored. He will now be free to contest the next presidential election against the far-right incumbent, Bolsonaro. We facilitated several meetings with the shadow foreign minister and our sister centre CUT, the Brazilian Workers' Party, and with a group of indigenous leaders. The demands of the indigenous groups were passed on to the foreign secretary.

## Palestine

In support of delivering resolution 66 and the General Council's explanation, the TUC wrote to the UK government calling on it to take effective measures to ensure that the Israeli government stops or reverses any further annexation of Palestinian territory, ends the occupation and blockade of Gaza and respects the right of Palestinian refugees to return. We expressed concern about the violence in May, which resulted in the deaths of over 200 Palestinians and 12 Israelis and was linked to the forced evictions of Palestinian families from their homes in Sheikh Jarrah. We called on the government to help tackle the root causes of this violence,

including by publicly opposing the violations of international law by the Israeli government, challenging the systematic discrimination faced by Palestinians, and by recognising the State of Palestine. We expressed solidarity with Palestinian workers taking part in the general strike on 18 May.

The TUC has met regularly with Labour's shadow team on Palestine. On the UN International Day of Solidarity with the Palestinian people in November, we published a report, *Justice for Palestine: promoting decent work and Palestinian rights*, and shared a solidarity message by TUC President Gail Cartmail. To support delivering Congress policy, the TUC organised a

▼ Director-General of the International Labour Organization (ILO) Guy Ryder  
© Sean Gallup/Getty Images

briefing related to pension investments and ending company complicity in the occupation. The TUC engaged with several organisations including some that have recently found that apartheid policies and practices are being committed.

### International Labour Organization

The International Labour Conference, held virtually, concluded ambitious guidance on responding to Covid, with job creation and inclusion to the fore. It adopted new policy supporting universal social protection. In the Committee on the Application of Standards, Belarus and Zimbabwe received heavy criticism for their treatment of workers. Having received support from employers and governments, Colombia escaped serious censure for its brutality; however, the TUC's representative outlined the brutal tactics used by the government during the recent mass protests.

### Hosting the L7

With the UK assuming the rotating Presidency of the G7 group of industrialised nations, the TUC became chair of the Labour 7 (L7), representing unions of the G7 countries. With the assistance of the ITUC and TUAC, we sought to influence the G7 to adopt policy reflecting



the priorities of working people everywhere. Following a meeting with all L7 members to determine our priorities, the virtual L7 summit was held in April.

Focusing on the themes of democracy, health, climate and prosperity, we had excellent contributions from the global labour movement and its allies, including Guy Ryder, Director General of the ILO. Two UK secretaries of state - Thérèse Coffey (DWP) and Kwasi Kwarteng (BEIS) - also spoke. There was no ministerial focus on employment but, through lobbying by the whole L7, jobs emerged as a major G7 focus. We also made a presentation to an official-level Employment Taskforce, backed by the Youth and the Women's 7s. Our final statement called for the G7 to "build back fairer", focusing on universal vaccine access, better pay for key workers, investment in jobs (especially in the care

sector and the green economy), a minimum tax floor to help invest in public services, and for governments and international institutions to challenge the rise of the far right.

The final G7 communiqué lacks recognition of the role of social dialogue and collective bargaining, but contains elements of many of our calls, including commitments to a just transition, strengthening public health systems, investing in green infrastructure and jobs, and to "fully respecting the ILO Fundamental Principles and Rights at Work".

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▼ Wales TUC's Greener Workplaces for a Just Transition guide



## 5.8 Wales

The pandemic remains the priority in Wales. In January, Wales TUC successfully lobbied for a legal duty on all employers to carry out a Covid risk assessment. A nationwide sick pay scheme for social care workers was also a key union success after months of campaigning.

Wales TUC campaigned for a green recovery and a just transition as Wales moves towards a net-zero economy. To support this at workplace level, we developed a new guide, *Greener Workplaces for a Just Transition*, and a new course 'Greening our workplaces - "green skills" for trade unionists'.

We supported development of a Welsh Government Anti-Racist Equality Action Plan.

In contrast to the UK government, the Welsh Government recommitted to the Wales Union Learning Fund and we added to our library of resources for reps with toolkits on problem gambling, younger workers and mental health.

Earlier this year the draft Social Partnership and Public Procurement Bill was published, which will introduce a social partnership duty for many of Wales's public bodies, a fair work duty on Welsh Government and a Social Partnership Council. We have campaigned for government to require all publicly funded organisations to allow trade union access, and welcomed a letter from Welsh Government to all Economic Resilience Fund recipients that backed this.

## 5.9 Regions

Since the exposure of exploited workers in the garment sector in Leicester last year, the TUC has been coordinating a response on behalf of unions in the Midlands Region. A roundtable with fashion labels and unions, hosted jointly by the Mayor of Leicester and the TUC, launched a ground-breaking Workplace Access Agreement to give unions routes into workplaces, prior to membership, within the supply chain of key fashion brands. ASOS, Missguided,

New Look and Very have now entered an agreement with the TUC to allow unions access to its factories to ensure that minimum workers' rights are being upheld. In addition, two outreach workers are being funded, jointly by fashion labels and unions, to enter the factories to recruit union members, and to work within the community to ensure a joined-up approach is adopted.

Our regions have been working with leaders in mayoral authorities to develop employment charters to drive up employment standards and facilitate union engagement with employers to support organising outcomes. Regional TUCs are building learning and skills partnerships in areas with devolved adult skills budgets to focus on trade union education and union-led learning at work, and supporting trade union learning reps to network and support their members access opportunities to learn and develop their skills.

# 6



## SECTION 6

# TUC ADMINISTRATION ▽

# TUC ADMINISTRATION

## 6.1 Developing the TUC

We've continued to develop the TUC through the second lockdown and beyond. But we've delivered differently and against a backdrop of continued uncertainty.

### Our people, learning and development

We can fulfil our important mission only if our people are happy and able to deliver. In many ways the second wave of coronavirus and the prolonged lockdown was more challenging than the first.

We continue to support staff who have been directly affected by sickness, bereavement and extreme, extended pressures in their working and family lives. Most staff continued to work from home and we used the government's job retention scheme to furlough staff who could not work because their jobs were directly affected by the pandemic.

We maintained some additional flexibilities to help our staff remain productive and began a review of flexible working and its impacts, consulting closely with staff and reps, to co-design a future where more staff are likely to spend more time working from home.

After a delay due to the pandemic, we began a period of reflection working with consultants and our Black and minority ethnic (BME) staff to better understand the barriers to staff inclusion and development at the TUC. This built on ongoing work looking at the barriers to recruitment, promotion and development.

We were sad to see staff depart under redundancy schemes, whether those who elected to take voluntary redundancy from Estates and Congress Centre teams most impacted by Covid restrictions or those affected by the end of our unionlearn grant. We continue to look carefully at vacancies as they arise, reshaping or moving posts to best meet the demands on the TUC.

In September 2020, Head of Equalities and Strategy (ESD) Nicola Smith left the TUC for a new post at the Nursing and Midwifery Council. We were pleased to welcome Kudsia Batool to the head of ESD post.

Martin Mansfield, Wales general secretary, had been on secondment to the Welsh government for the year and has taken up a new position there working on standards in the social care workforce. Shavanah Taj, who had been covering Martin's secondment, was confirmed as general secretary

of TUC Wales in June. Beth Farhat, regional secretary of Northern Region, is also leaving us for a new position with an affiliate. We wish all our leavers well for the future.

### IT strategy and information services

Both teams were very busy supporting remote working over the period. Much of the year focused on a new tender for IT services, which enabled us to make significant savings for the TUC. We strengthened our internal communications, building on past developments.

The information line supported nearly 4,894 public enquiries in 2020, of which 55 per cent were from people who wanted to know how to join a trade union. The pandemic and worries about safety and job security drove even more working people to find out about joining a union.

### Congress House - managing our estates

We actively manage Congress House to make best use of the building for the TUC and the wider trade union movement. Two of our tenants had to leave us at short notice facing bankruptcy due to the pandemic. We re-let one area and continue to seek more tenants for the vacant space in the building. We restarted our delayed programme of works to update and maintain Congress House.

### **Congress Centre - a valued venue**

Over the years, the TUC and its affiliates have enjoyed the wide range of meetings, conferences and events hosted by Congress Centre. It was very sad to close the doors during lockdown after recent huge success. We have brought in very limited income, providing filming locations and hosting online events under strict Covid-secure conditions. We continue to rely on job retention scheme support but, because of our experience in hosting hybrid meetings and our thorough approach to health and safety, we remain positive about the future once pandemic conditions allow.

### **Affiliations and mergers**

There were no affiliations or mergers to the TUC in 2020-21.

### **6.2 Congress awards**

#### ***Congress Award for Youth***

Lois McCallum  
Unite

#### ***Health and Safety Rep Award***

Katrina Humphreys  
Chartered Society  
of Physiotherapy

#### ***Organising Award***

Jake McLean  
GMB

#### ***Women's Gold Badge 2020***

Sian Stockham  
UNISON

#### ***Women's Gold Badge 2021***

Millie Apedo-Amah  
National Union of  
Rail, Maritime and  
Transport Workers

#### ***Union Learning Rep Award 2021***

Collina Angus  
UNISON

#### ***Recipients of special commendation for health and safety for work during the pandemic***

Dele Akinfolarin  
GMB

Grant Biggerstaff  
Community

Alice Butterton  
National Education Union

Brett Cornwell  
Unite

Michelle Hargreaves  
Union of Shop, Distributive  
and Allied Workers

Jai Lusser  
Prospect

Nicolae Macari  
Bakers, Food and Allied  
Workers' Union

Khalid Rana  
ASLEF

Willie Strang  
National Union of  
Rail, Maritime and  
Transport Workers

### **6.3 Congress**

The 2020 Congress was held online, with the business of Congress passed by an extended meeting of the General Council. Congress carried 33 resolutions, 15 composites and 1 emergency resolution. It also agreed General Council statements on anti-racism, the economy, safe working, the unequal impact of coronavirus, and a global recovery. In June the Executive Committee agreed temporary changes to standing orders to allow the 2021 Congress to be held online.

### **6.4 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 2020 Congress, Gail Cartmail was elected as chair and she will preside at the 2021 Congress. It was agreed that the Executive Committee should be composed of the existing members (apart from Christine Payne and Chris Keates, who were retiring), with the addition of Patrick Roach and Michelle Stanistreet.

# TUC ADMINISTRATION

Dave Prentis retired from the General Council in December 2020 and was replaced by Christina McAnea in February 2021. Christina McAnea also joined the Executive Committee at that point. In June 2021, Mick Lynch replaced Mick Cash, and Isabelle Gutierrez resigned from the General Council.

During the course of the year, key themes in the General Council's work have been coronavirus, the future of working, preventing mass unemployment, anti-racism and sexual harassment.

The General Council lead responsibilities for the year 2020-21 have been as follows:

## Overall responsibility as lead spokesperson for the TUC

General Secretary,  
Frances O'Grady

## Senior representative throughout the Congress year

The President, Gail Cartmail

## Specific areas of responsibility

### Digital

Mary Bousted and Kevin Courtney

### Disabled workers

Dave Allan

### Employment rights

Tony Burke

### Environment and sustainable development

Sue Ferns

### Europe

Steve Turner

### Health and safety

Liz Snape MBE

### International development

Gail Cartmail

### International relations

Kevin Courtney

### Learning and skills

Mary Bousted

### Lesbian, gay, bisexual and transgender rights

Maria Exall

### Public services

Dave Prentis (until December 2020), Christina McAnea (from February 2021)

### Race equality

Gloria Mills MBE

### Trades union councils

Steve Gillan

### Women

Sue Ferns

### Young workers

Charlie Gray

## 6.5 Conferences

Due to the pandemic, TUC statutory conferences took place online, with extended committee meetings taking care of the democratic business and governance arrangements.

## Women's Conference

The public sessions of Women's Conference debated statements on three key themes: the unequal impact of Covid-19 on women, ending gender-based violence and harassment, and strengthening women's rights and representation at work.

The conference was addressed by Frances O'Grady, and Women's Committee chair and General Council member Sue Ferns. There were panel discussions on: working women; learning, support and wellbeing for women in the community; Mary Macarthur and the women chainmakers; ending inequalities in Black women's maternal health care; empowering women through place-led change; and strengthening women's rights and representation at work. There were interactive workshops on: intersectional organising; preventing sexual harassment in the workplace; workplace support for survivors of domestic abuse; organising for equal pay; and health and safety.

## Lesbian, Gay, Bisexual and Trans+ Conference

The LGBT+ Conference held four debate sessions on: statements on the Gender Recognition Act; supporting non-binary members at work; the impact of Covid-19 on the mental health of the LGBT+ community; and the unequal impact of Covid-19 on LGBT+ workers.

The conference was addressed by Frances O’Grady, TUC President Gail Cartmail, TUC LGBT+ Committee chair and General Council member Maria Exall, Chief Executive of Stonewall Nancy Kelley and Shadow Minister Charlotte Nichols. There were two well-received panel discussions on Black Lives Matter and on international LGBT+ rights.

### Disabled Workers Conference

The Disabled Workers’ Conference held public debate sessions on [statements](#) on the unequal impact of Covid-19 on disabled workers and people and reasonable adjustments.

The conference was addressed by Frances O’Grady, Disabled Workers’ Committee co-chair and General Council member Dave Allan, TUC President Gail Cartmail, Shadow Minister Vicky Foxcroft and Rachel O’Brien of Inclusion London. The conference also held a thought-provoking panel discussion on the role of visibility in tackling disability discrimination.

### Black Workers Conference

The Black Workers Conference held webinars on: the trade union response to racism; Making Black Lives Matter; and race, Covid-19 and the vaccine. Four workshops were also jointly run with TUC Anti-Racism Taskforce members to engage Black workers with the Taskforce work.

### Young Workers Conference

The Young Workers Conference debated the urgent need to stop mass unemployment with a panel discussion including Equity General Secretary Paul Fleming, and how Covid-19 has hit the lives of young people. Frances O’Grady, Shadow Minister Charlotte Nichols, and Wales TUC General Secretary Shavanah Taj addressed the conference and answered questions on getting active in our unions, organising around key issues and how we must tackle racism.

### Trades Councils Conference

Participants at the Trades Councils’ Conference heard keynote speeches from Frances O’Grady and from the chair of the Anti-Racism Taskforce, Patrick Roach. TUCJCC members led panel discussions on a fairer, better, greener recovery, tackling racism, and campaigning for workplace safety, with additional speakers including Colin Hampton (Chesterfield UWC) and Janet Newsham from Risks.

## 6.6 TUC finances

The annual statement of accounts and balance sheet as at 31 December 2020 is set out in Appendix Three. It shows a total deficit across all funds of £10.047m, including asset revaluations and FRS102 pension accounting adjustments. The pandemic meant big variances to our income and expenditure from

budget in a difficult year for financial management. The operating surplus on ordinary activities of £947,000 comprises surpluses of £157,000, £162,000, £428,000 and £200,000 on the administration, development, unionlearn and Congress House dilapidations funds respectively.

### Development fund

In 2020, 10 per cent of the affiliation fee was allocated to the development fund, alongside some external funding, and was used to promote new work (including on Covid-related campaigning) and General Council initiatives. This was used to support a variety of projects, the main initiatives being:

- › growing the union movement
- › a new deal for working people
- › rebuilding a UK that works for working people after Brexit
- › digital campaigning.

The development fund, representing all non-unionlearn externally funded projects together with projects funded by the affiliation fee, showed an operating surplus of £162,000.

### Statement of accounts

The administration fund (covering day-to-day office-running expenses and staff costs) produced a surplus on ordinary activities of £157,000. We lost income from our

# TUC ADMINISTRATION

Congress Centre and Congress House letting activity but the impact of staff costs was reduced by claims from the Job Retention Scheme and we made savings on expenditure from online meetings (including Congress) and other savings. The unionlearn fund produced a surplus of £428,000, which reflects flows at that point of the year; any surplus when the fund closes will be returned to the DfE. The development fund is shown above, while during the year £200,000 was transferred to the dilapidations fund from the administration fund.

During 2020, our calculated FRS102 pension scheme position moved from a £10,297,000 surplus to £4,913,000. This negative movement of £5,384,000, together with the operating surplus of £947,000, the gain of £246,000 on sale of investments, net revaluation and deferred tax reduction of £5,856,000, has decreased the funds of the TUC from £84,952,000 to £74,905,000.

## Prospects and developments

A budget for the 2021 administration fund has been agreed by the General Council. This showed a projected deficit of £156,480 but efforts are continuing to minimise any shortfall. The General Council approved a four pence (1.35 per cent) increase in the affiliation fee to £3.01 for 2021.

The TUC has retained its Fair Tax accreditation.

▼ A photo of Mary Macarthur, founder of the National Federation of Women Workers, from one of the TUC Library's exhibitions



## 6.7 Library collection

Located at London Metropolitan University, the TUC library collection provides a wide range of resources on both the history and the current activities of trade unions, industrial relations, labour history and adult education.

Six exhibitions are currently available to loan, the latest on the life of Mary Macarthur. The others are on the history of young workers; 150 years of the TUC; the 1984/85 Miners' Strike; the Russian Revolution; and American and British labour relations.

Our educational history websites - *The Union Makes Us Strong*, *Workers' War*, *Winning Equal Pay* and *Britain at Work* - contain image archives and oral history and can all be accessed from [www.unionhistory.info](http://www.unionhistory.info)

TUC Library can be found on social media at:

[blogs.londonmet.ac.uk/tuc-library](https://blogs.londonmet.ac.uk/tuc-library)

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

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

[twitter.com/TUC\\_Library](https://twitter.com/TUC_Library)

Enquiries, visits and inductions are very welcome and can be organised through Jeff Howarth at:

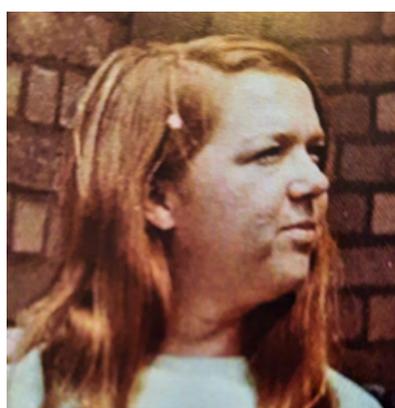
London Metropolitan University  
The Wash Houses  
Old Castle Street  
London E1 7NT  
[tuclib@londonmet.ac.uk](mailto:tuclib@londonmet.ac.uk)  
020 7320 3516

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# OBITUARIES

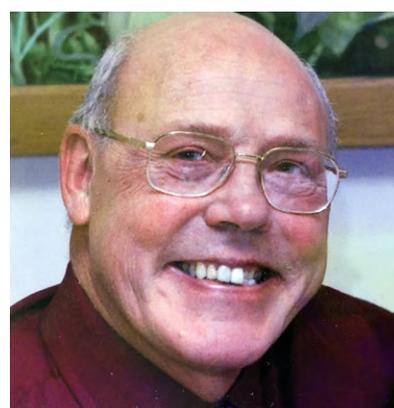
# OBITUARIES



**Maureen Cummings**, who died in March, worked in the TUC's economic department and latterly as secretary to Assistant General Secretary David Lea. An authoritative figure, she was widely respected in Congress House.



**Patrick Hughes**, who died in November, worked as the TUC's regional education officer in the Midlands from 1976 to 1992. Based in Birmingham, he worked tirelessly to deliver trade union education across the region.



**Peter Jacques**, who died in December, led the TUC's social insurance department for over two decades until his retirement in 1993. Born into a working-class family in London, he left school aged 15 with no qualifications - but became one of the leading trade union officials of his generation, influencing public policy and legislation in ways that endure to the current day. Along with General Secretary Len Murray and union leaders such as Jack Jones, his work led the 1974-79 Labour government of Harold Wilson and James Callaghan to introduce reforms such as earnings-related pensions, child benefit paid directly to mothers, and stronger health and safety rights - including new rights for hundreds of thousands of trade union health and safety reps.

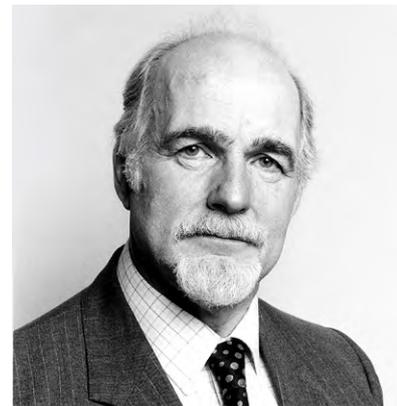


© Stefano Cagnoni/ReportArchive/reportdigital.co.uk

**Bill McCall**, who died in April, was general secretary of the Institution of Professional Civil Servants (IPCS, now part of Prospect) and a member of the TUC General Council from 1984 to 1988. After studying at Ruskin College, he joined the TUC's social insurance department in 1954, before moving to the IPCS in 1958 and becoming general secretary in 1963 at the age of just 33. As well as leading the IPCS into TUC affiliation, he turned it into an industrial force for skilled professionals such as air traffic controllers, scientists, statisticians and health and safety inspectors. He successfully took on Margaret Thatcher's Conservative government, winning a 15 per cent pay rise for government-employed engineers, scientists and lab technicians, and was one of the leading figures in the campaign for trade union rights at GCHQ. By the time he retired in 1989, the IPCS had grown from 55,000 to 90,000 members.

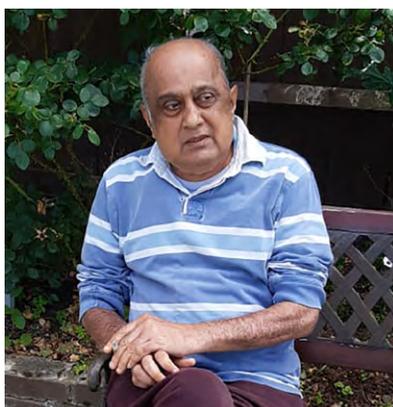


**Leif Mills**, who died in December, was general secretary of banking and finance union Bifu (now part of Unite) and its predecessor Nube from 1972 to 1996. He served on the TUC General Council from 1983 to 1995, acting as Congress president in 1994-95. After joining Nube as a research officer in 1960, he became assistant general secretary, and was instrumental in the huge expansion of white-collar trades unionism that took hold in the 1960s. Leif Mills also chaired the TUC's Education and Training Committee and Financial Services Committee.



**John Morton**, who died in January, was general secretary of the Musicians' Union (MU) from 1970 to 1990, and served on the TUC General Council from 1975 to 1984 and again from 1987 to 1989. A major modernising figure within the MU, he was at the forefront of the union's boycott of the Scala Ballroom in Wolverhampton during its so-called 'colour bar'. With his keen interest in law, he secured collective agreements with the new generation of commercial and independent radio stations and led a strike at the BBC against proposals to close five orchestras, which led to three being reprieved.

# OBITUARIES

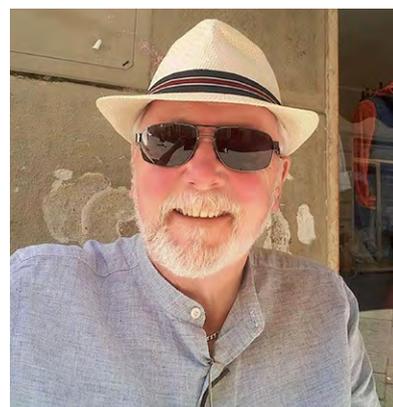


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**Ramesh Ramnarine**, who died after a year-long battle with cancer, was a cleaner at the TUC for over 19 years. An avid cricket fan, he was a very popular colleague at Congress House.



**Alec Smith**, who died in July, was TUC President in 1990-91 and served on the TUC General Council from 1979-92. Active for many years in the National Union of Tailors and Garment Workers (NUTGW), he became the union's assistant general secretary in 1974 and was elected general secretary in 1979. He subsequently led the NUTGW into merger with the GMB, where he served as a national officer.



**Dave Storrie**, who died in January, worked for many years as a regional development worker in the TUC's Northern region, initially on bargaining for skills, employer training pilots and the Learning for All fund. He was a passionate trade unionist, proud of his AEEU membership as an electrician, and deeply committed to adult learning.



# APPENDICES ▾

# ATTENDANCE

## 2020–21

### General Council

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

Member	Attendance	Member	Attendance	Member	Attendance
Dave Allan	6	Jo Grady	3	Maggie Ryan	0
Louise Atkinson	6	Charlie Gray	4	Malcolm Sage	0
Sheila Bearcroft MBE	1	Isabelle Gutierrez <sup>4</sup>	1	Mark Serwotka	6
Josie Bird	5	Ian Lawrence	6	Jon Skewes	5
Mary Bousted	3	Paddy Lillis	2	Liz Snape MBE	5
Tony Burke	6	Brian Linn	5	Stephen Spence	6
Gail Cartmail ( <i>chair</i> )	3	Jane Loftus	3	Michelle Stanistreet	3
Mick Cash <sup>3</sup>	1	Mick Lynch <sup>5</sup>	1	Jane Stewart	2
Mike Clancy	2	Annette Mansell-Green	5	Claire Sullivan	4
Michelle Codrington-Rogers	5	Susan Matthews	5	Chris Tansley	4
Manuel Cortes	2	Christina McAnea <sup>2</sup>	3	Horace Trubridge	4
Kevin Courtney	3	Len McCluskey	0	Steve Turner	1
Ruth Cross	5	Roger McKenzie <sup>6</sup>	3	Dave Ward	4
Tony Dale	6	Gloria Mills MBE	4	Simon Weller	5
Neil Derrick	6	Ged Nichols	5	Paul Whiteman	5
Mark Dickinson	4	Frances O'Grady	7	Tony Woodhouse	3
Maria Exall	5	Dave Penman	5	Matt Wrack	3
Sue Ferns	6	Dave Prentis <sup>1</sup>	2		
Larry Flanagan	5	Davena Rankin	5		
Martin Furlong	6	Roy Rickhuss	3		
Steve Gillan	3	Patrick Roach	6		

<sup>1</sup>Until December 2020

<sup>2</sup>From February 2021

<sup>3</sup>Until April 2021

<sup>4</sup>Until June 2021

<sup>5</sup>From June 2021

<sup>6</sup>Until July 2021

## Executive Committee

At the time of going to press, the Executive Committee had held six full meetings during the Congress year (all online). The Executive Committee also held a number of informal online meetings, to keep in touch during the coronavirus pandemic crisis.

Member	Attendance	Member	Attendance
Sheila Bearcroft MBE	0	Michelle Stanistreet	6
Mary Bousted	5	Liz Snape MBE	5
Tony Burke	4	Claire Sullivan	4
Gail Cartmail ( <i>chair</i> )	4	Steve Turner	3
Mike Clancy	5	Dave Ward	5
Kevin Courtney	5	Simon Weller	6
Tony Dale	5	Matt Wrack	4
Neil Derrick	3		
Mark Dickinson	5		
Maria Exall	6		
Sue Ferns	6		
Steve Gillan	5		
Paddy Lillis	2		
Christina McAnea <sup>2</sup>	2		
Len McCluskey	0		
Gloria Mills MBE	3		
Ged Nichols	3		
Dave Prentis <sup>1</sup>	2		
Patrick Roach	5		
Mark Serwotka	6		

<sup>1</sup>Until January 2021  
<sup>2</sup>From February 2021

# COMMITTEE MEMBERSHIP

## 2020–21

### Disabled Workers Committee

#### General Council

Dave Allan (*co-chair*)\*

#### Elected at annual conference

#### Communication Workers Union

Mark Bastiani

#### Community

Steven McGurk

#### Equity

Chloe Clarke

#### GMB

Dean Apps  
Samantha McLaughlin

#### NASUWT

Lara Morris

#### National Education Union

Colleen Johnson

#### National Union of Journalists

Ann Galpin (*co-chair*)

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

Paul Greany

#### Prospect

Amy Bishop

#### Public and Commercial Services Union

Austin Harney

#### University and College Union

Elane Heffernan

#### UNISON

Sian Stockham

#### Unite

Julian Allam

#### Union of Shop, Distributive and Allied Workers

Linda Carter

#### Secretary to the Committee

Sue Coe<sup>1</sup>/  
Kudsia Batool<sup>2</sup>

\*elected by conference

<sup>1</sup>Until December 2020

<sup>2</sup>From December 2020

### Lesbian, Gay, Bisexual and Trans+ Committee

#### General Council

Maria Exall (*chair*)  
Brian Linn  
Simon Weller

#### Elected at annual conference

#### ASLEF

Darran Brown  
Susan Greenwell

#### Equity

Tigger Blaize

#### Fire Brigades Union

Patrick Carberry

#### GMB

Alexander  
Bryant-Evans  
Taranjit Chana  
Paula Defriez  
David Hope  
Brian Shaw

#### NASUWT

Peter Taylor  
Nick Trier

#### National Education Union

Julia Neal

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

Sue Dunn

#### NHBC Staff Association

Julia Georgiou

#### Prospect

Claire Mullaly

#### Public and Commercial Services Union

Saorsa-Amatheia  
Tweedale

#### University and College Union

Martin Chivers

#### UNISON

Eileen Best  
Jennifer Black

#### Unite

Phil Jones  
Denise Rayner  
Tom Sutherland

#### Union of Shop, Distributive and Allied Workers

Neil Smale

#### Secretary to the Committee

Sue Coe<sup>1</sup>/  
Kudsia Batool<sup>2</sup>

<sup>1</sup>Until December 2020

<sup>2</sup>From December 2020



# COMMITTEE MEMBERSHIP

## 2020–21

### Pensioners Committee

#### Affiliated unions

##### BALPA

Tom Payne

##### Communication Workers Union

Rodney Downing

##### NASUWT

Ian Millington

##### Prospect

Mike Moriarty

##### Public and Commercial Services Union

Brian Gibson

##### University and College Union

Norman Jemison

##### UNISON

Rosie MacGregor

##### Unite

Mike Pike

##### Union of Shop, Distributive and Allied Workers

Geoff Page

#### Other

##### National Pensioners Convention (observer)

Marion Wilson

#### TUC

##### Chair of Committee

Kate Bell

##### Secretary to Committee

Jack Jones

##### London East and South East TUC Retired Members' Committee

Ron Douglas

##### South West TUC Retired Members' Committee (observer)

Janet Royston

##### Midlands TUC Retired Members' Committee (observer)

Yvonne Washbourne

##### NTUC Pensions Advisory Group (observer)

Bob Pinkerton

### Race Relations Committee

#### General Council

Michelle Codrington-Rogers<sup>4</sup>

Tony Dale

Mark Dickinson<sup>3</sup>

Susan Matthews

Roger McKenzie<sup>5</sup>

Gloria Mills CBE (chair)

Davena Rankin<sup>4</sup>

Dr Patrick Roach

#### Elected at annual conference

##### ASLEF

Floyd Doyle

##### Communication Workers Union

Mark Bastiani<sup>4</sup>

Safdar Khan

Ali Moosa<sup>4</sup>

Sajid Shaikh

#### Community

Christopher Knight

#### Equity

Louisa St Bartholomew

Brown Morgan

#### Fire Brigades Union

Joseph Mendy

#### GMB

Taranjit Chana

Farzana Jumma

Jasmine Kennedy<sup>3</sup>

#### NASUWT

Andrea Welter

#### National Education Union

Daniel Kebede

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

Jennifer Aggrey-

Fynn<sup>4</sup>

Glen Hart

#### Prospect

Freddie Brown<sup>3</sup>

Christine Danniell<sup>4</sup>

#### Public and Commercial Services Union

Zita Holbourne

#### University and College Union

Gargi Bhattacharyya

#### UNISON

Abiola Kusoro

Davena Rankin<sup>3</sup>

Carol Sewell<sup>4</sup>

#### Unite

Pat Davis

Harish Patel

#### Union of Shop, Distributive and Allied Workers

Maureen Loxley MBE

#### Secretary to Committee

Sue Coe<sup>1/</sup>

Kudisia Batool<sup>2</sup>

<sup>1</sup>Until December 2020

<sup>2</sup>From December 2020

<sup>3</sup>Until March 2021

<sup>4</sup>From April 2021

<sup>5</sup>Until July 2021

## Trades Union Councils Joint Consultative Committee

### General Council

Steve Gillan (*chair*)  
Roger McKenzie<sup>1</sup>  
Dave Ward  
Simon Weller  
Matt Wrack

### East of England

Andrew Coburn

**Midlands (East)**  
Moz Greenshields

**Midlands (West)**  
Gemma Offland

**North West**  
Dave Wilson

**Northern**  
Mandy Penellum

**South East**  
Tommy Anderson

**South West**  
Dave Chapple

**Wales**  
Katrine Williams

**Yorkshire and  
the Humber**  
Martin Mayer

### Secretary to the Committee

Kevin Rowan

<sup>1</sup>Until July 2021

## TUC Aid Trustees

**GMB**  
Sheila Bearcroft MBE

**Prospect**  
Sue Ferns

**TUC**  
Frances O'Grady

**TU Financial  
Management  
Services**  
David Sachon

**UNISON**  
Chris Tansley

**Unite**  
Gail Cartmail (*chair*)

**Union of Shop,  
Distributive and  
Allied Workers**  
Ruth Cross

**Secretary to the Trust**  
Mariela Kohon

## TUC Educational Trustees

**Accord**  
Ged Nichols

**GMB**  
Sheila Bearcroft MBE

**National  
Education Union**  
Mary Bousted

**Public and  
Commercial  
Services Union**  
Mark Serwotka

**Unite**  
Gail Cartmail

**UNISON**  
Gloria Mills MBE  
Dave Prentis  
Liz Snape MBE

**Secretary to the Trust**  
Carl Roper

## TUC Trustees

**Chartered Society  
of Physiotherapy**  
Claire Sullivan

**National  
Education Union**  
Mary Bousted

**Unite**  
Gail Cartmail

# COMMITTEE MEMBERSHIP

## 2020–21

### Unionlearn board

The Board was disbanded following a consensus from Board members. Department for Education (DfE) funding ceased 31 March 2021.

#### Aegis

Brian Linn

#### Communication Workers Union

Maria Exall

#### GMB

Neil Derrick

#### National Education Union

Mary Bousted (*chair*)

#### Unite

Gail Cartmail  
(*ex officio as TUC President*)  
Susan Matthews

#### Union of Shop, Distributive and Allied Workers

Tony Dale

#### On behalf of the TUC and unionlearn

Paul Nowak

#### Finance and Audit Committee (FAC)

(*subsidiary and reports to the board*)

#### Bank of England

Alastair Strathern  
(*chair*)

#### BDO (unionlearn auditors)

Stuart May

#### DfE

Adrian Howe

#### National Education Union

Mary Bousted

#### TUC

Matilda Quiney  
Kevin Rowan

#### unionlearn

Ian Borkett  
Cassie Kite

#### UNISON

Roger McKenzie

### Women's Committee

#### General Council

Louise Atkinson<sup>1</sup>  
Sheila Bearcroft MBE  
Josie Bird  
Mary Bousted  
Gail Cartmail  
Michelle Codrington-Rogers<sup>1</sup>  
Ruth Cross  
Maria Exall  
Sue Ferns (*chair*)  
Jo Grady  
Isabelle Guitierrez<sup>7</sup>  
Jane Loftus  
Annette Mansell-Green (*vice-chair*)  
Susan Matthews  
Christina McAnea<sup>4</sup>  
Gloria Mills CBE  
Maggie Ryan  
Liz Snape MBE  
Michelle Stanistreet  
Jane Stewart  
Claire Sullivan

#### Elected at annual conference

#### ASLEF

Deborah Reay

#### Community

Jacqueline Thomas

#### Communication Workers Union

Jean Sharrocks

#### Equity

Jean Rogers

#### GMB

Gwylan Brinkworth  
Sarah James

#### NASUWT

Sharon Calvert<sup>6</sup>  
Kathy Duggan<sup>5</sup>  
Ruth Duncan<sup>5</sup>  
Millicent Thomas<sup>6</sup>

#### National Education Union

Heather McKenzie

#### Public and Commercial Services Union

Bridget Corcoran  
Zita Holbourne

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

Christine Willett

#### Royal College of Podiatry

Katie Harwood  
(*née Collins*)

#### University and College Union

Sue Abbott

#### UNISON

Margaret McKee  
Davena Rankin

#### Unite

Patricia Davis  
Diana Holland

#### Union of Shop, Distributive and Allied Workers

Chris Henry  
Sujata Patel

#### Secretary to Committee

Sue Coe<sup>2/</sup>  
Kudisia Batool<sup>3</sup>

<sup>1</sup>From September 2020

<sup>2</sup>Until December 2020

<sup>3</sup>From December 2020

<sup>4</sup>From February 2021

<sup>5</sup>Until March 2021

<sup>6</sup>From March 2021

<sup>7</sup>Until June 2021

## Young Workers Forum

### General Council

Charlie Gray

### Elected at annual conference

#### Community

Eluned Anderson<sup>1</sup>  
Hannah Rogers<sup>2</sup>

#### Communication Workers Union

James Barrett<sup>1</sup>  
Becca Hufton<sup>1</sup>  
Connor McCann  
Quincy Raymond<sup>2</sup>

#### Equity

Ruby Ablett<sup>2</sup>  
Sanjay Lago<sup>2</sup>  
Rebecca Rahman-Gonzalez<sup>1</sup>  
Sam Swann<sup>1</sup>

#### FDA

Elliot Robson<sup>1</sup>

#### GMB

Deborah Jones  
Jawad Khan  
George Walker

#### Musicians' Union

Amy Dooley  
Sam Murray

#### Nautilus International

Martyn Gray<sup>2</sup>

#### National Education Union

Thom Kirkwood<sup>1</sup>  
Samantha Nicholson-Hickling

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

James Lynch<sup>2</sup>

#### Public and Commercial Services Union

Megan Hamblin<sup>1</sup>  
Megan McQuade<sup>1</sup>

#### Prospect

Jasmin Beckett

#### UNISON

Kendal Bromley-Bewes (*vice-chair*)  
Elliott Carter<sup>2</sup>  
Mike Daniell<sup>1</sup>  
Jess McGuire<sup>2</sup>  
Amber Taylor-Smith<sup>1</sup>

#### Unite

Jonathan Elson  
Maria Feeney<sup>1</sup>  
Alex Graham (*chair*)  
Asif Mohammad  
Amy Roe<sup>1</sup>  
Sakina Sheikh<sup>2</sup>

#### Union of Shop, Distributive and Allied Workers

Stefan Reeves  
Samantha Thompson

#### Standing Orders Committee

Alex Graham  
Jawad Khan

#### Secretary to the Forum

Kevin Rowan

<sup>1</sup>Until March 2021

<sup>2</sup>From March 2021

# 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

### Opinion

We have audited the financial statements of Trades Union Congress for the year ended 31 December 2020 which comprise the Statement of Comprehensive Income, Balance Sheet, Statement of Changes in Equity, Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- › give a true and fair view of the state of Trades Union Congress's affairs as at 31 December 2020 and of its transactions for the year then ended
- › have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- › have been prepared in accordance with the requirements of the Trade Union and Labour Relations Act 1992.

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the union in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## Conclusions relating to going concern

In auditing the financial statements, we have concluded that the officers' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the union's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the officers with respect to going concern are described in the relevant sections of this report.

## Other information

The officers are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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

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

- › proper accounting records have not been kept
- › a satisfactory system of control over its accounting records, cash holdings and receipts and remittances has not been maintained
- › the financial statements are not in agreement with the accounting records and returns.

## Responsibilities of officers

As explained more fully in the statement of officers' responsibility set out on page 86, the officers are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the officers determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

We have been appointed as auditor under section 33 of the Trade Union and Labour Relations Act 1992 and report in accordance with section 36 of that Act.

In preparing the financial statements, the officers are responsible for assessing the union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the officers either intend to liquidate the union or to cease operations, or have no realistic alternative but to do so.

# ACCOUNTS

## Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [frc.org.uk/auditorsresponsibilities](https://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

## Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the union operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Trade Union and Labour Relations Act 1992 together with the financial reporting standards. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the union's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the union for fraud. The laws and regulations we considered in this context for the UK operations were health and safety legislation, employment legislation and taxation legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the officers and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management and the Executive Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

### **Use of our report**

This report is made solely to union's members as a body. Our work has been undertaken so that we might state to 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 union and the union's members as a body, for our audit work, or for the opinion we have formed.

Crowe UK LLP  
Statutory Auditor  
London  
8 July 2021

# ACCOUNTS

## Trades Union Congress Statement of comprehensive income for the year ended 31 December 2020

	Note	Admin fund £'000	Development fund £'000	Unionlearn £'000	Dilapidations fund £'000	Total £'000
<b>Income</b>						
Affiliation fees		13,846	1,410	647	-	15,903
Property rental and service charges		2,152	-	-	-	2,152
Investment income		183	-	-	-	183
Sales and publications		112	-	-	-	112
Donations and grants received		130	1,371	12,076	-	13,577
Furlough income		511	-	-	-	511
<b>Total income</b>		<b>16,934</b>	<b>2,781</b>	<b>12,723</b>	<b>-</b>	<b>32,438</b>
<b>Expenditure</b>						
Staff costs	2	11,004	1,204	2,050	-	14,258
Property charges	3	1,453	69	185	-	1,707
Office expenses	4	1,383	52	39	-	1,474
Projects and campaigns	5	234	1,000	725	-	1,959
International affiliation fees	6	1,929	-	-	-	1,929
Travel and meetings		46	9	29	-	84
Congress		149	-	-	-	149
Trade Union education		1	226	14	-	241
Grants and donations	7	105	59	9,253	-	9,417
Depreciation	9	173	-	-	-	173
Taxation	8	244	-	-	-	244
VAT recovered		(144)	-	-	-	(144)
Transfer between funds		200	-	-	(200)	-
<b>Total expenditure</b>		<b>16,777</b>	<b>2,619</b>	<b>12,295</b>	<b>(200)</b>	<b>31,491</b>
<b>Net surplus on ordinary activities</b>		<b>157</b>	<b>162</b>	<b>428</b>	<b>200</b>	<b>947</b>
Other finance adjustments - pension schemes	15	(1,490)	-	-	-	(1,490)
Gains on disposal of investments	10	246	-	-	-	246
Changes in fair value of investments	10	224	-	-	-	224
Change in fair value of investment property	9	(2,601)	-	-	-	(2,601)
Deferred tax on changes in fair value	8	122	-	-	-	122
<b>Operating (deficit)/surplus</b>		<b>(3,342)</b>	<b>162</b>	<b>428</b>	<b>200</b>	<b>(2,552)</b>
<b>Other comprehensive (expenditure)/income</b>						
Change in fair value of freehold property	9	(3,949)	-	-	-	(3,949)
Pension scheme actuarial loss	15	(3,894)	-	-	-	(3,894)
Deferred tax on other comprehensive income	8	348	-	-	-	348
<b>Other comp'sive expenditure for the year</b>		<b>(7,495)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(7,495)</b>
<b>Total comprehensive (expense)/income for the year</b>		<b>(10,837)</b>	<b>162</b>	<b>428</b>	<b>200</b>	<b>(10,047)</b>
<b>Funds brought forward 1 Jan 2020</b>		<b>76,550</b>	<b>7,597</b>	<b>131</b>	<b>674</b>	<b>84,952</b>
<b>Funds carried forward 31 Dec 2020</b>		<b>65,713</b>	<b>7,759</b>	<b>559</b>	<b>874</b>	<b>74,905</b>

## Trades Union Congress

### Statement of comprehensive income for the year ended 31 December 2019

	Note	Admin fund £'000	Development fund £'000	Unionlearn £'000	Dilapidations fund £'000	Total £'000
<b>Income</b>						
Affiliation fees		13,597	1,370	645	-	15,612
Property rental and service charges		3,704	-	2	-	3,706
Investment income		235	-	-	-	235
Sales and publications		165	8	3	-	176
Donations and grants received		105	1,695	12,096	-	13,896
<b>Total income</b>		<b>17,806</b>	<b>3,073</b>	<b>12,746</b>	<b>-</b>	<b>33,625</b>
<b>Expenditure</b>						
Staff costs	2	9,784	1,227	2,010	-	13,021
Property charges	3	2,221	161	200	536	3,118
Office expenses	4	1,643	45	38	-	1,726
Projects and campaigns	5	219	939	832	-	1,990
International affiliation fees	6	1,919	-	-	-	1,919
Travel and meetings		219	110	123	-	452
Congress		200	-	-	-	200
Trade Union education		1	311	26	-	338
Grants and donations	7	88	99	9,740	-	9,927
Depreciation		189	-	-	-	189
Taxation	8	213	-	-	-	213
VAT recovered		(130)	-	-	-	(130)
Transfer between funds		780	-	-	(780)	-
<b>Total expenditure</b>		<b>17,346</b>	<b>2,892</b>	<b>12,969</b>	<b>(244)</b>	<b>32,963</b>
<b>Net (deficit)/surplus on ordinary activities</b>		<b>460</b>	<b>181</b>	<b>(223)</b>	<b>244</b>	<b>662</b>
Other finance adjustments - pension schemes	15	(489)	-	-	-	(489)
Gains on disposal of investments	10	220	-	-	-	220
Changes in fair value of investments	10	927	-	-	-	927
Change in fair value of investment property		671	-	-	-	671
Deferred tax on changes in fair value of investments and investment property	8	(3)	-	-	-	(3)
<b>Operating (deficit)/surplus</b>		<b>1,786</b>	<b>181</b>	<b>(223)</b>	<b>244</b>	<b>1,988</b>
<b>Other comprehensive (expenditure)/income</b>						
Gains on foreign exchange		(3)	-	-	-	(3)
Change in fair value of freehold property		851	-	-	-	851
Pension scheme actuarial gain	15	112	-	-	-	112
Deferred tax on other comprehensive income	8	(382)	-	-	-	(382)
<b>Other comprehensive income for the year</b>		<b>578</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>578</b>
<b>Total comprehensive (expense)/income for the year</b>		<b>2,364</b>	<b>181</b>	<b>(223)</b>	<b>244</b>	<b>2,566</b>
<b>Funds brought forward 1 Jan 2019 (restated)</b>		<b>74,186</b>	<b>7,416</b>	<b>354</b>	<b>430</b>	<b>82,386</b>
<b>Funds carried forward 31 Dec 2019</b>		<b>76,550</b>	<b>7,597</b>	<b>131</b>	<b>674</b>	<b>84,952</b>

# ACCOUNTS

## Trades Union Congress Balance sheet as at 31 December 2020

	Note	2020 £'000	2019 £'000
<b>Assets</b>			
Tangible fixed assets	9	60,652	67,245
Investments	10	11,550	10,359
		<b>72,202</b>	77,604
<b>Current assets</b>			
Short-term loans		2	57
Debtors and prepayments	11	3,093	2,118
Cash at bank and in hand		4,975	4,768
		<b>8,070</b>	6,943
<b>Less: current liabilities</b>			
Creditors and accrued expenses	12	3,348	3,402
<b>Net current assets</b>		<b>4,722</b>	3,541
<b>Net assets less current liabilities</b>			
Less: provision for liabilities and charges	13	1,616	705
Deferred tax	8	5,316	5,785
<b>Net assets before pension asset</b>		<b>69,992</b>	74,655
Pension asset	15	4,913	10,297
		<b>74,905</b>	84,952
<b>Financed by</b>			
Administration fund less revaluation reserve		31,505	38,393
Revaluation reserve		34,208	38,157
<b>Total administration fund</b>		<b>65,713</b>	76,550
Designated fund:			
Development fund		7,759	7,597
Unionlearn fund		559	131
Dilapidations reserves		874	674
<b>Net assets</b>		<b>74,905</b>	84,952

Approved by the General Council on 23 June 2021  
- TUC President Gail Cartmail

## Trades Union Congress Statement of changes in equity for the year ended 31 December 2020

	Admin fund £'000	Rev'ation reserve £'000	Dev'ment fund £'000	Unionlearn £'000	Dilapidations fund £'000	Total
<b>At 1 January 2019</b>	<b>36,998</b>	<b>37,188</b>	<b>7,416</b>	<b>354</b>	<b>430</b>	<b>82,386</b>
Operating surplus for the year	1,786	-	181	(223)	244	1,988
Gains on foreign exchange	(3)	-	-	-	-	(3)
Defined benefit pension scheme -						
Actuarial gain	112	-	-	-	-	112
Transfer from assets under construction	(118)	118	-	-	-	-
Change in fair value of freehold property	-	851	-	-	-	851
Deferred tax on other comprehensive income	(382)	-	-	-	-	(382)
<b>At 31 December 2019</b>	<b>38,393</b>	<b>38,157</b>	<b>7,597</b>	<b>131</b>	<b>674</b>	<b>84,952</b>
Operating surplus for the year	(3,342)	-	162	428	200	(2,552)
Gains on foreign exchange	-	-	-	-	-	-
Defined benefit pension scheme -						
Actuarial loss	(3,894)	-	-	-	-	(3,894)
Transfer from assets under construction	-	-	-	-	-	-
Change in fair value of freehold property	-	(3,949)	-	-	-	(3,949)
Deferred tax on other comprehensive income	348	-	-	-	-	348
<b>At 31 December 2020</b>	<b>31,505</b>	<b>34,208</b>	<b>7,759</b>	<b>559</b>	<b>874</b>	<b>74,905</b>

# ACCOUNTS

## Trades Union Congress Statement of cash flows for the year ended 31 December 2020

	Note	2020 £'000	2019 £'000
<b>Cash flows from operating activities:</b>			
Cash used in operating activities	a	1,078	627
Corporation tax paid on operating activities		(204)	(70)
<b>Net cash used in operating activities</b>		<b>874</b>	<b>557</b>
<b>Cash flows from investing activities:</b>			
Investment income		183	235
Purchase of investments		(5,924)	(3,390)
Purchase of property, plant and equipment		(129)	(307)
Proceeds from sale of investments		5,203	4,629
Proceeds from sale of property, plant and equipment		-	-
<b>Net cash generated by/(used in) investing activities</b>		<b>(667)</b>	<b>1,167</b>
<b>Change in cash and cash equivalents</b>		<b>207</b>	<b>1,724</b>
Cash and cash equivalents at the beginning of the year		4,768	3,044
<b>Cash and cash equivalents at the end of the year</b>		<b>4,975</b>	<b>4,768</b>
<b>Note 'a' Reconciliation of net (expenditure)/income to net cashflow from operating activities</b>			
<b>Net surplus/(deficit) on operating activities</b>		<b>947</b>	<b>662</b>
<b>Adjustments for:</b>			
Depreciation charges		173	189
Corporation tax		244	213
Investment income		(183)	(235)
Change in short term loans		55	21
Change in debtors		(975)	302
Change in creditors (excluding corporation tax)		(94)	(466)
Change in provisions		911	(59)
		<b>1,078</b>	<b>627</b>

## 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'. These financial statements are presented in pounds sterling (GBP), as this is the currency in which the majority of the TUC's transactions are denominated. They comprise the financial statements of the TUC for the year ended 31 December 2020 and are presented to the nearest pound.

### b. Going concern

The General Council have reviewed the TUC's financial performance and reserves position. We have adequate financial resources and are well placed to manage the business risks. Our planning process, including financial projections, has taken into consideration the current economic climate and its potential impact on the various sources of income and planned expenditure.

The current Covid-19 pandemic has impacted on the organisation's finances but the TUC remains confident in our ability to remain sustainable in the coming 12 months by carefully controlling costs, and taking advantage of relevant government support. We are able to continue operating during lockdown, and that includes our ability to collect affiliation fees as normal, so cash flow will be maintained.

Our reserves position is strong, and we are scenario planning to better understand the longer term impact on our income from a reduction in union membership and the solutions we might put in place. The General Council have, at the time of approving the financial statements, a reasonable expectation that the TUC has adequate resources to continue in operational existence for the foreseeable future. Thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

### c. 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

### d. 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.

### e. Investment income

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

### f. 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.

Government grants are recognised on the performance model, when the union has complied with any conditions attaching to the grant and the grant will be received. The grant in connection to the job retention scheme has been recognised in the period to which the underlying furloughed staff costs relate to.

# ACCOUNTS

## Trades Union Congress Notes to the accounts for the year ended 31 December 2020

### **g. Tangible fixed assets and 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.

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

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, or if there is an indication of a significant change since the last reporting date.

### **h. Freehold property**

Individual freehold properties are carried at current year value at fair value at the date of the revaluation. Revaluations are undertaken at the end of each reporting period to ensure the carrying amount does not differ materially from that which would be determined using fair value at the balance sheet date. Fair values are determined from market-based evidence normally undertaken by professionally qualified valuers.

### **i. Investment property**

Investment properties are carried at fair value determined on an annual basis by external valuers. Values are derived from the current market rents and investment property yields for comparable real estate, adjusted if necessary for any difference in the nature, location or condition of the specific asset. No depreciation is provided. Changes in fair value are recognised in profit or loss.

### **j. Operating leases**

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

### **k. Investments**

Investments held as fixed assets are stated at market value.

### **l. 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.

### **m. Critical accounting assumptions and adjustments**

The preparation of financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the accounting policies selected for use by the union. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the consolidated financial statements are disclosed below. Use of available information and application of judgement are inherent in the formation of estimates. Actual outcomes in the future could differ from such estimates.

In preparing these financial statements, the following estimates and judgements have been made:

***Investments***

Quoted investments are disclosed at mid-market values at the Statement of Financial Position date. Unquoted investments are disclosed at their original cost or, where available, at their estimated current value as estimated by an independent third party.

***Defined benefit pension scheme***

The cost of defined benefit pension plans are determined using actuarial valuations. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases. Due to the complexity of the valuation, the underlying assumptions and the long term nature of these plans, such estimates are subject to significant uncertainty. After taking appropriate professional advice, management determines the appropriate discount rate at the end of each reporting period. This is the interest rate that should be used to determine the present value of estimated future cash outflows expected to be required to settle the pension obligations. In determining the appropriate discount rate, consideration is given to the interest rates of high-quality corporate bonds that are denominated in the currency in which the benefits are to be paid and that have terms to maturity approximating the terms of the related pension liability. Details of the assumptions used in the calculation of the value of the defined benefit pension scheme can be found in note 15.

***Valuation of property***

The TUC carries its property at fair value, with changes in fair value being recognised in the Statement of Comprehensive Income for the period in which they arise. Management review the valuation of the properties on an annual basis and, taking the market conditions into account, consider the values included in the accounts to be the fair value of the properties. Further detail of the current valuation of the property can be found in note 9.

***Provisions for liabilities***

Provisions for liabilities included at the year-end have been calculated using the best available knowledge at the time of preparing the financial statements, adjusted for information subsequently received. An element of estimation is therefore required when calculating the provisions.

# ACCOUNTS

## Trades Union Congress Notes to the accounts for the year ended 31 December 2020

<b>2 Staff costs</b>	2020	2019
	£'000	£'000
Salaries and national insurance	<b>10,484</b>	10,337
Pension contributions	<b>2,201</b>	2,187
Welfare and training	<b>253</b>	437
Banked leave	<b>43</b>	-
Restructuring costs	<b>1,222</b>	(4)
Advertising and recruitment	<b>55</b>	64
	<b>14,258</b>	13,021

<b>3 Property charges</b>	2020	2019
	£'000	£'000
Rent and rates	<b>732</b>	757
Heating and lighting	<b>231</b>	307
Cleaning	<b>109</b>	144
Insurance	<b>107</b>	108
Building repairs and renewals	<b>306</b>	374
External functions	<b>222</b>	892
Expenditure from dilapidations fund	-	536
	<b>1,707</b>	3,118

<b>4 Office expenses</b>	2020	2019
	£'000	£'000
Communications	82	121
Stationery and printed materials	43	72
Renewals and repairs to office equipment	850	953
Audit fees	44	42
Bank charges	6	10
Legal costs	125	73
Finance	78	164
Consultancy fees	213	344
Provision for doubtful debts	33	(53)
	<b>1,474</b>	1,726

## 5 Project and campaign expenses

	2020 £'000	2019 £'000
Printing and publicity	152	209
Media and supporters work	319	148
Projects and campaigns	27	62
Conferences	52	109
Training and development	13	24
Consultancy fees	1,396	1,438
	<b>1,959</b>	<b>1,990</b>

## 6 International affiliation fees

	2020 £'000	2019 £'000
ITUC	994	966
ETUC	859	872
TUAC	76	81
	<b>1,929</b>	<b>1,919</b>

## 7 Grants and donations

	2020 £'000	2019 £'000
Tolpuddle Martyrs' Memorial Trust	95	75
TUC Educational Trust	-	60
Sundry	69	52
Union Learning Fund	9,253	9,740
Grants to organisations overseas	-	-
	<b>9,417</b>	<b>9,927</b>

## 8 Taxation

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

	2020 £'000	2019 £'000
Over provision in prior years	(9)	-
Provision for the year	253	213
	<b>244</b>	<b>213</b>

## Deferred tax liability

1 January 2020	5,785	5,400
Increase in deferred tax on changes in fair value of investment property and investments	(121)	3
Decrease in deferred tax on other comprehensive income	(348)	382
<b>31 December 2020</b>	<b>5,316</b>	<b>5,785</b>

# ACCOUNTS

## Trades Union Congress Notes to the accounts for the year ended 31 December 2020

### Reconciliation of tax charge

As a membership organisation, profits and losses arising from the TUC's membership activities are outside the scope of corporation tax. Profits and losses arising from non-membership activities and income from its investments is subject to corporation tax.

	2020 Total £'000	Tax at 19% £'000	2019 Total £'000	Tax at 19% £'000
Income	32,438	-	33,625	-
Foreign exchange gain	-	-	(3)	-
Gain on disposal of investments	246	-	220	-
Changes in fair value of investments	224	-	927	-
Profit/(loss) on sale of fixed assets	-	-	-	-
Gains from changes in fair value of investment property	(2,601)	-	671	-
Gains from changes in fair value of freehold property	(3,949)	-	851	-
Other finance adjustments – pension schemes	(1,490)	-	(489)	-
<b>Total income and gains</b>	<b>24,868</b>	<b>-</b>	<b>35,802</b>	<b>-</b>
<b>Non-member activities and investment income chargeable to corporation tax</b>				
Income from property	1,222	232	893	168
Income from investments	137	25	110	21
Chargeable (losses)/gains	178	34	315	59
Allowable expenditure:				
Investment manager fees	(98)	(19)	(105)	(20)
Gift aid	(98)	(19)	(81)	(15)
<b>Total chargeable to corporation tax</b>	<b>1,341</b>	<b>253</b>	<b>1,132</b>	<b>213</b>
(Deficit)/surplus from TUC membership activities outside the scope of corporation tax	(3,987)	-	459	-
Unrealised (losses)/gains on investments not subject to corporation tax	217	-	790	-
Unrealised gains on revalued property not subject to corporation tax	(3,949)	-	671	-
Actuarial gain/(loss) not subject to corporation tax	(3,894)	-	112	-
<b>Total comprehensive surplus/(deficit) before corporation tax</b>	<b>(10,272)</b>	<b>-</b>	<b>3,164</b>	<b>-</b>
<b>Reconciliation of tax charge</b>				
Current tax	(244)	-	(213)	-
Deferred tax	469	-	(385)	-
<b>Total comprehensive (expense)/income</b>	<b>(10,047)</b>	<b>-</b>	<b>2,566</b>	<b>-</b>

## 9 Fixed assets

	Investment property	Land and buildings	Furniture, fittings and equipment	Motor vehicles	Total
Cost or valuation	£'000	£'000	£'000	£'000	£'000
1 January 2020	26,466	40,174	1,668	24	68,332
Additions	-	-	129	-	129
Disposals	-	-	(45)	-	(45)
Revaluations	(2,601)	(3,949)	-	-	(6,550)
<b>31 December 2020</b>	<b>23,865</b>	<b>36,225</b>	<b>1,752</b>	<b>24</b>	<b>61,866</b>
<b>Depreciation</b>					
1 January 2020	-	-	(1,068)	(18)	(1,086)
Disposal	-	-	45	-	45
Charge for year	-	-	(167)	(6)	(173)
<b>31 December 2020</b>	<b>-</b>	<b>-</b>	<b>(1,190)</b>	<b>(24)</b>	<b>(1,214)</b>
<b>Net book value</b>					
<b>31 December 2020</b>	<b>23,865</b>	<b>36,225</b>	<b>562</b>	<b>-</b>	<b>60,652</b>
31 December 2019	26,466	40,174	599	6	67,245

A charge was registered against the property on 28 March 2006 for £9m in favour of the TUC Superannuation Society Limited.

A valuation of Congress House was undertaken at 31 December 2020 by Farebrother. The basis of the valuation was market value as defined by the RICS Valuation - Professional Standards 2017. The investment property element has been valued subject to the current lease terms in place and the freehold property element has been valued assuming full vacant possession.

## 10 Investments

	Market value brought forward at 01.01.2020 £'000	Purchases £'000	Sales £'000	Change in market value £'000	Market value carried forward at 31.12.2020 £'000
<b>Quoted</b>					
UK quoted	4,990	2,976	(2,238)	66	5,794
International quoted	5,354	2,948	(2,965)	413	5,750
	<b>10,344</b>	<b>5,924</b>	<b>(5,203)</b>	<b>479</b>	<b>11,544</b>
<b>UK unquoted</b>					
Unity Trust shares	1	-	-	-	1
Union Energy Limited	9	-	-	(9)	-
MSI Brussels	5	-	-	-	5
	<b>15</b>	<b>-</b>	<b>-</b>	<b>(9)</b>	<b>6</b>
	<b>10,359</b>	<b>5,924</b>	<b>(5,203)</b>	<b>470</b>	<b>11,550</b>

The change in market value seen above is made up of £246k (2019: £220k) of gains on disposal of investments, £224k (2019: £927k) of change in fair value of investments and £nil (2019: £nil) of gains on foreign exchange.

# ACCOUNTS

## Trades Union Congress Notes to the accounts for the year ended 31 December 2020

<b>11 Debtors and prepayments</b>	<b>2020</b>	<b>2019</b>
	<b>£'000</b>	<b>£'000</b>
Trade debtors	<b>363</b>	295
Other debtors	<b>745</b>	859
Prepayments and accrued income	<b>1,985</b>	964
	<b>3,093</b>	2,118

<b>12 Creditors and accrued expenses</b>	<b>2020</b>	<b>2019</b>
	<b>£'000</b>	<b>£'000</b>
Trade creditors	<b>1,122</b>	774
Taxation and social security	<b>708</b>	548
Other creditors	<b>3</b>	235
Accruals and deferred income	<b>1,515</b>	1,845
	<b>3,348</b>	3,402

### 13 Provision for liabilities and charges

A provision has been made to reflect payments expected to arise from redundancy, banked leave and accrued holiday pay.

### 14 Commitments - operating leases

At 31 December 2020 the TUC had total printing and office equipment leasing commitments of £339,856 due within one year (2019: £341,507), £603,610 between two and five years (2019: £938,695) and after five years £1,771 (2019: £8,856).

At 31 December 2020 the TUC had contracted income from property rentals of £1,034,014 due within one year (2019: £1,150,847), £3,095,324 between two and five years (2019: £4,493,498) and after five years £1,408,341 (2019: £2,744,363).

### 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 2021 are expected to be £2.1m. The most recent formal actuarial valuation of the Scheme was as at 31 August 2019.

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

	At 31.12.2020	At 31.12.2019
Rate of increase in salaries	<b>3.65%</b>	4.7%
Rate of increase in pensions in payment		
- RPI, capped at 2.5% per annum	<b>2.3%</b>	2.4%
- RPI, capped at 5.0% per annum	<b>2.9%</b>	3.2%
- RPI, 3% per annum minimum and 5.0% per annum maximum	<b>3.4%</b>	3.5%
Discount rate	<b>1.2%</b>	2.1%
RPI Inflation assumption	<b>2.9%</b>	3.2%
CPI Inflation assumption	<b>2.4%</b>	2.3%
Revaluation in deferment*	<b>2.4%</b>	2.3%

Assumed life expectancies on retirement at age 65 are:

Retiring today		
Males	<b>87.4</b>	87.7
Females	<b>89.5</b>	89.6
Retiring in 20 years time		
Males	<b>88.8</b>	89.3
Females	<b>90.7</b>	91.4

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

	2020 £'000	2019 £'000
Present value of scheme liabilities	<b>(158,541)</b>	(141,773)
Fair value of scheme assets	<b>163,454</b>	152,070
<b>Pension asset</b>	<b>4,913</b>	10,297

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

Liabilities at beginning of year	<b>141,773</b>	123,606
Current service cost	<b>3,531</b>	2,695
Interest cost	<b>2,950</b>	3,430
Contributions by scheme participants	<b>530</b>	519
Actuarial (gain)/loss	<b>12,969</b>	14,242
Benefits paid	<b>(3,212)</b>	(2,719)
<b>Liabilities at end of year</b>	<b>158,541</b>	141,773

# ACCOUNTS

## Trades Union Congress Notes to the accounts for the year ended 31 December 2020

<b>Reconciliation of opening and closing balances of the fair value of scheme assets</b>	2020 £'000	2019 £'000
Fair value of scheme assets at beginning of year	152,070	134,280
Interest income on scheme assets	3,184	3,756
Return on assets, excluding interest income	9,075	14,354
Scheme administrative costs	(421)	(338)
Contributions by employers	2,228	2,218
Contributions by plan participants	530	519
Benefits paid	(3,212)	(2,719)
<b>Fair value of scheme assets at end of year</b>	<b>163,454</b>	<b>152,070</b>

The assets in the scheme were:

	Value at 31.12.2020 £'000	Value at 31.12.2019 £'000
Equities	16,869	29,133
Bonds	76,460	66,637
Equity linked bonds	12,029	-
Cash	667	808
Other	57,429	55,492
<b>Fair value of plan assets</b>	<b>163,454</b>	<b>152,070</b>

<b>Amount recognised in other comprehensive income</b>		
Cash	12,969	14,242
Return on assets, excluding interest income	(9,075)	(14,354)
<b>Actuarial loss/(gain)</b>	<b>3,894</b>	<b>(112)</b>

<b>Amounts recognised in profit and loss</b>		
Service cost including current and past service costs and settlements	3,531	2,695
Administrative cost	421	338
Net interest on the net defined benefit liability	(234)	(326)
	<b>3,718</b>	<b>2,707</b>
Employer's contributions	(2,228)	(2,218)
<b>Net pension cost</b>	<b>1,490</b>	<b>489</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. The outstanding balances are included within other debtors.

	2020 £'000	2019 £'000
<b>TUC Educational Trust</b>		
Owed to TUC		
Opening balance	623,992	623,914
Payments to TUC	-	-
Net costs paid through TUC	78	78
<b>Closing balance</b>	<b>624,070</b>	<b>623,992</b>
<b>Tolpuddle Martyrs' Memorial Trust</b>		
Owed to TUC		
Opening balance	187,886	201,126
Payments to TUC	(187,886)	(200,144)
Net costs paid through TUC	100,436	186,904
<b>Closing balance</b>	<b>100,436</b>	<b>187,886</b>
<b>TUC Aid</b>		
Owed to TUC		
Opening balance	43,120	19,586
Payments to TUC	(45,473)	-
Net costs paid through TUC	5,719	23,534
<b>Closing balance</b>	<b>3,366</b>	<b>43,120</b>

# TUC RULES AND STANDING ORDERS

As a result of the Covid-19 pandemic, the Executive Committee and General Council considered the impact of public health measures and government guidance on the operation of Congress 2020. In order to support an event that provided a showcase of the role that union members, unions and the TUC played during this crisis a smaller, focused Congress was agreed, with governance arrangements administered by an extended General Council.

In support of these arrangements, a new rule, 17(c), was introduced, with a sunset clause removing this rule from the TUC's rules and standing orders at the close of Congress.

## 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.

# TUC RULES AND STANDING ORDERS

## 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.

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.

# TUC RULES AND STANDING ORDERS

- 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.
- 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.

## 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.
- 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,

# TUC RULES AND STANDING ORDERS

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.
- 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 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.

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- 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.

## 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.
- 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.

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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.

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## 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 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 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 suggestions for the proper conduct of the business of the annual Congress
- iv. 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 electronic vote. Each affiliated trade union will have a weighted vote, related to its affiliated membership to the TUC.

## 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 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 2pm prompt on the first day of Congress and at 10.00am on each succeeding day. On Sunday Congress shall adjourn at 4pm and each day thereafter (Monday and Tuesday) Congress shall adjourn at 12.30pm and reassemble at 2.00pm and adjourn for the day at 4.30pm on Monday and shall conclude no later than 12.30pm on Tuesday.
- b. AGENDA: A complete agenda of the motions and amendments submitted under Rule 23 shall be 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.
- 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 circulated for discussion. The items of the report shall be discussed seriatim and not

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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. If the President calls a delegate to order, or for any other purpose connected with the proceedings, the delegate speaking shall cease their contribution and no other delegate shall speak 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 conference 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 27, 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.

## **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.

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