

The TUC logo is rendered in a bold, white, sans-serif font. The letters are slightly spaced out, and the 'U' and 'C' have a subtle shadow effect, giving the logo a three-dimensional appearance. It is positioned in the upper left corner of the page.

TUC

Changing the world  
of work for good

The background of the entire page is a photograph of a woman in a warehouse setting. She is wearing a high-visibility yellow and green safety vest over a black top. She has a black scarf with white text, including 'Paris 2018', wrapped around her neck. She is smiling and looking towards the camera. Her right hand is on the control of a forklift, which is partially visible in the foreground. In the background, a man in a similar safety vest is looking towards the camera. The warehouse environment is filled with shelves and various items, creating a busy industrial atmosphere.

CONGRESS 2019  
GENERAL  
COUNCIL  
REPORT

A new deal for  
working people

TUC CONGRESS 2019 | BRIGHTON

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ISBN 978 1 911288 55 8

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Design by TUC  
Printed by College Hill Press  
Cover photo: © Brydn Webb/IdeallInsight

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CONGRESS 2019  
GENERAL  
COUNCIL  
REPORT

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**Mark Serwotka**  
TUC Congress President 2019

The TUC brings together over 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. We campaign every day for more and better jobs, and a more equal, more prosperous country.

**TUC mission statement**

# TUC GENERAL COUNCIL MEMBERS

## 2018–19

**Sheila Bearcroft MBE**  
GMB

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**Josie Bird**  
UNISON

---

**Mary Bousted**  
NEU

---

**Tony Burke**  
Unite

---

**Gail Cartmail**  
Unite

---

**Mick Cash**  
RMT

---

**Mike Clancy**  
Prospect

---

**Manuel Cortes**  
TSSA

---

**Kevin Courtney**  
NEU

---

**Ruth Cross**  
Usdaw

---

**Nick Cusack**  
PFA

---

**Tony Dale**  
Usdaw

---

**Neil Derrick**  
GMB

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**Mark Dickinson**  
Nautilus International

---

**Maria Exall**  
CWU

---

**Sue Ferns**  
Prospect

**Larry Flanagan**  
EIS

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**Steve Gillan**  
POA

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**Janice Godrich**  
PCS

---

**Jo Grady<sup>1</sup>**  
UCU

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**Charlie Gray**  
GMB

---

**Philipa Harvey**  
NEU

---

**Sally Hunt<sup>2</sup>**  
UCU

---

**Chris Keates**  
NASUWT

---

**Vicky Knight<sup>3</sup>**  
UCU

---

**Ian Lawrence**  
Napo

---

**Paddy Lillis**  
Usdaw

---

**Brian Linn**  
Aegis

---

**Annette  
Mansell-Green**  
BDA

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**Susan Matthews**  
Unite

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**Len McCluskey**  
Unite

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**Seán McGovern**  
Unite

**Roger McKenzie**  
UNISON

---

**Gloria Mills CBE**  
UNISON

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**Ged Nichols**  
Accord

---

**Christine Payne**  
Equity

---

**Dave Penman**  
FDA

---

**Dave Prentis**  
UNISON

---

**Davena Rankin**  
UNISON

---

**Roy Rickhuss CBE**  
Community

---

**Patrick Roach**  
NASUWT

---

**Tim Roache**  
GMB

---

**Maggie Ryan**  
Unite

---

**Malcolm Sage**  
GMB

---

**Mark Serwotka**  
PCS

---

**Jon Skewes**  
RCM

---

**Liz Snape MBE**  
UNISON

---

**Michelle Stanistreet**  
NUJ

**Jane Stewart**  
Unite

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**Claire Sullivan**  
CSP

---

**Chris Tansley**  
UNISON

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**Horace Trubridge**  
Musicians' Union

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**Steve Turner**  
Unite

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**Dave Ward**  
CWU

---

**Simon Weller**  
ASLEF

---

**Tony Woodhouse**  
Unite

---

**Matt Wrack**  
FBU

---

**Frances O'Grady**  
TUC General Secretary

<sup>1</sup>Joined Aug 2019

<sup>2</sup>Left Feb 2019

<sup>3</sup>Left Jun 2019



# FRANCES O'GRADY

## GENERAL SECRETARY



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»In the face of global uncertainty, whether in steel, retail or the car industry, we are at the forefront of fighting for our future.«

I'm proud of what we as a trade union movement have achieved over the past year. At a time of huge upheaval, together we have stayed true to our values and stood up for working people.

On the defining issue of the day - Brexit - we have kept the government's feet to the fire and battled to put jobs, rights and peace in Ireland high up the political agenda. Support from our union friends across Europe has been solid as a rock.

We have highlighted the dangers of a no-deal Brexit and we won't shy away from the challenges ahead. The new prime minister Boris Johnson may be willing to let Britain to crash out of the EU with a catastrophic loss of livelihoods, and environmental, consumer and worker protections - against all the promises that were made in the referendum campaign.

But our opponents underestimate us at their peril. Together with our brilliant workplace reps and officers, we will do everything possible to defend workers and our communities - because that is what trade unions do.

In the face of global uncertainty, whether in steel, retail or the car industry, we are at the forefront of fighting for our future. We will forge plans for a new industrial strategy, where government has failed.

We are winning important victories across the economy, from securing equal pay for care workers and getting McDonald's staff a pay rise to gaining union recognition for couriers and getting the agency worker pay penalty outlawed.

We continue to make workplaces healthier, safer and fairer. Last year, over 200,000 workers benefited from training and learning opportunities - thanks to their union.

And against the odds we have grown our movement, increasing membership over the past year. But we know we must do more to bring in younger workers, boost bargaining coverage, and innovate new ways to organise.

The world of work is changing and we must change with it.

In the coming year we will build on our work to tackle racism and the poisonous politics of hate. The far right aims to divide working people: trade unions exist to unite us.

We'll build class unity and campaign for a new deal that gives everyone dignity and fairness at work, whatever our race, religion or background.

And we'll continue to make the case for a more just and equal economy that puts working people and the planet first.

What happens over the coming weeks and months will shape our jobs, living standards and public services for a generation. A strong, fighting, internationalist trade union movement is more important now than ever.

Frances





SECTION 1  
1 THE ECONOMY

# THE ECONOMY

▼ Privatisation, outsourcing and the funding squeeze threaten the NHS's ability to deliver free healthcare for all  
© Sturti/Getty Images

## 1.1 Introduction

Over the year, the General Council has continued to track and comment regularly on the difficult conditions faced by working people, and set out prescriptions for change. To cap a dismal decade, GDP growth of 1.4 per cent in 2018 was the weakest since the global recession.

Our statement ahead of the HM Treasury Spring Statement 2019 showed that the recovery since the recession has been the slowest for more than a century.

In recent years, continued slow growth has in part reflected the repercussions of and ongoing uncertainty over the shape of the UK's future relationship with the EU, with business investment once more grinding to a halt in 2018. But the critical factor throughout has been the government's austerity policies, which, as the TUC has consistently argued, have damaged the prospects for growth in the UK.

The damage to public services is increasingly apparent. Government has talked about the 'end of austerity', but this is far from a reality. The Office for Budget Responsibility has shown that cuts continued into 2018-19, so that real government spending is down £750 per person or 15 per cent since 2009-10. According to the current OBR projection, in five years' time only £250 of the lost ground will have been made up.



» The damage to public services is increasingly apparent. Government has talked about the 'end of austerity', but this is far from a reality. «

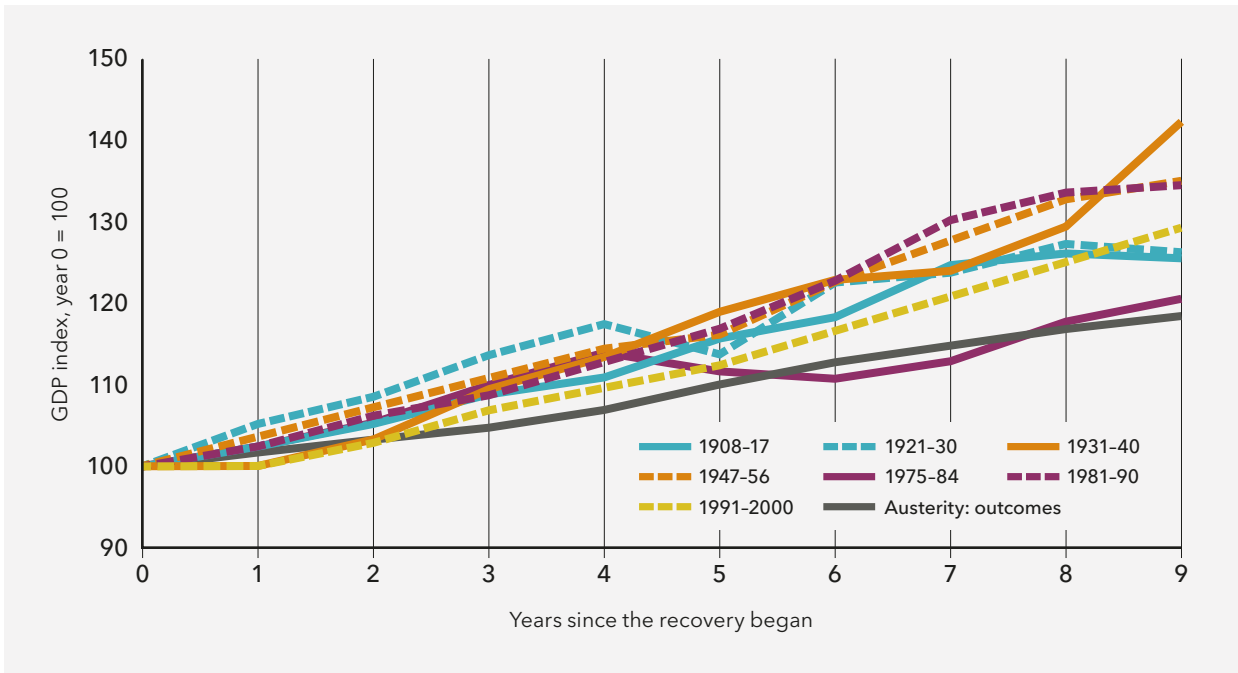
Any increased spending has been allocated to the NHS only; the OBR confirms that spending across all other departments is at best flatlining.

In November, the TUC hosted a joint meeting between TUC and TUAC (the Trade Union Advisory Committee to the OECD). This included a session on 'lessons from the 2008 financial crisis' opened by the former UK prime minister Gordon Brown.

In spring, the TUC called for a more substantial immediate increase of £25bn in public service spending as a first step to restoring the health of the economy, public services and public finances.

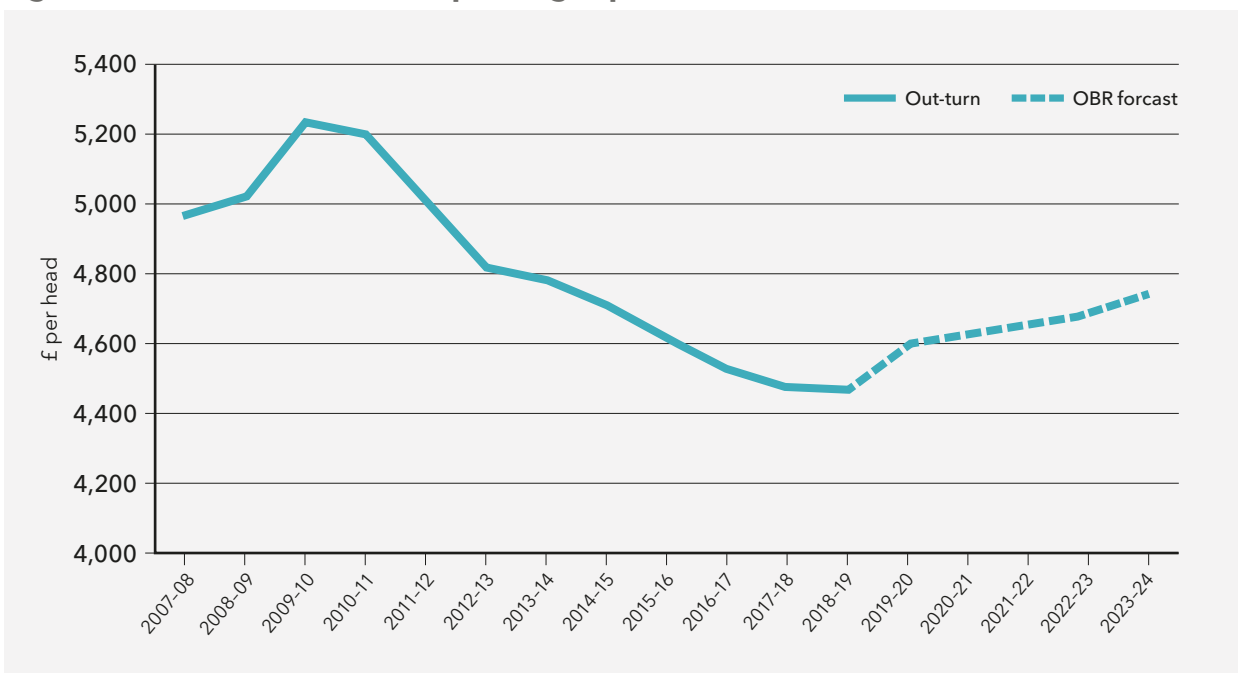
This year, Frances O'Grady became a non-executive member of the court of the Bank of England and a council member of the Institute for Fiscal Studies.

**Figure 1: Comparison of economic growth since 2008-09 recession with major recessions in the 20th century**



Sources: ONS, BoE and TUC analysis

**Figure 2: Public service current spending (£ per head in real terms)**



Source: OBR fiscal supplementary table 4.3; Real RSCE in RDEL per capital



# THE ECONOMY

▼ The ability of unions to recruit, organise and grow is at the heart of the collective bargaining agenda  
© Caiaimage/TomMerton/Getty Images

## 1.2 SPECIAL FEATURE: STRONGER TOGETHER AT WORK - RE-BOOTING COLLECTIVE BARGAINING AND WORKPLACE VOICE

Over recent years, the UK has become increasingly unequal in terms of both wealth and power. The failure of government to address the social and economic challenges this has created has contributed to the political crisis we face today.

The world of work is at the heart of addressing this crisis. Economic inequality cannot be reversed without tackling the inequality of power within the workplace. This requires a revival of trade unions and collective bargaining.

Union coverage in the UK has declined significantly from its peak 40 years ago. In 1979 union density was 54 per cent and collective bargaining coverage over 70 per cent; in 2018, they were 23.4 per cent and 26 per cent respectively, with just 14.7 per cent of private sector workers protected by a collective agreement. Over this period the scope of the bargaining agenda has narrowed significantly and by 2011 pay was the only issue still covered in a majority of collective agreements.

This decline of union influence has directly harmed the interests of working people and their communities. The share of GDP going to wages has shrunk from an average of 57 per cent between 1945 and 1975 to 49 per cent in 2018. This shrinking wage share is also divided increasingly



unequally, with a higher proportion now going to the top earners. Average wages are still lower in real terms than before the financial crisis. And there has been a sharp rise in precarious work, with the

» Economic inequality cannot be reversed without tackling the inequality of power within the workplace. This requires a revival of trade unions and collective bargaining. «

numbers of people in insecure work growing significantly since 2010, alongside a proliferation of precarious employment models.

This scourge of insecurity and low and stagnating pay has been made possible by the decline of union coverage and collective bargaining.

More broadly, the majority of working people lack effective means to influence decisions at work, creating a democratic deficit in the workplace and feeding into wider feelings of frustration and powerlessness.

But we have the best opportunity for some time to turn this around. Influential organisations, including the OECD and the IMF, have publicly recognised the link

between the decline in union coverage and the rise in inequality. And the Labour Party is committed to implementing policies to promote trade unions and collective bargaining through the creation of a Ministry of Labour.

This is the context in which the TUC has launched a major project working with unions to develop policies to revive union membership and extend collective bargaining. All affiliated unions have been asked for their views and to contribute to the process. We have also drawn on resolution 70 'Collective voice' and composite 13 'A new deal for workers' passed at our 2018 Congress.

In July, the General Council agreed a package of policies to reboot collective bargaining and workplace voice. They are published in full in a separate report and set out in brief below.

### Organising and access rights

Collective bargaining depends on strong unions and strong unions are built on their members. So the ability of unions to recruit, organise and grow is at the heart of the collective bargaining agenda. Independent unions would have the right to access workplaces during working hours to tell people about the benefits of union membership and ensure compliance with employment legislation. And the right to paid time off for union duties, including for organising, would be extended to all workers.

In addition, we propose new digital access and organising rights and a requirement on employers to display union information on a physical or digital noticeboard.

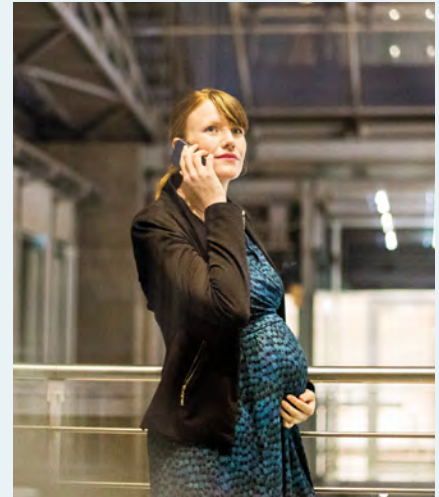
### Individual workers' rights to union representation

All workers would have a right to be accompanied and represented by an independent union in meetings with their employer and to reasonable paid time off during working time to meet with a union.

The right to paid facility time would be extended to include organising and recruiting members.

### The right to bargain at your workplace and enterprise

In the UK, while national bargaining still plays an important role within public services, in the private sector the vast majority of collective bargaining takes place at firm-level.



There are significant elements of workforce voice and negotiation that can only be realised at workplace and firm level. Decisions about how work is organised and other day to day practices are generally determined within the workplace. Many contractual terms and conditions are determined within the firm. Workers need the ability to influence both.

Our proposals aim to help unionisation become the 'new normal' in the UK's workplaces. As well as removing barriers in the complex statutory recognition process, the proposals would create new rights to ensure that organisational size and structure do not prevent workers from having a voice at work. The 21-worker threshold for recognition rights would be removed and unions that have gained a foothold within an organisation would have the right to 'scale up' and offer the benefits of collective bargaining to a wider group of workers.

# THE ECONOMY

▼ Sectoral bargaining has played an essential role in maintaining collective bargaining coverage  
© Caiaimage/John Wildgoose/Getty Images



The Central Arbitration Committee would be reformed so that its decisions take into account the clear benefit that collective bargaining brings to the workforce and the wider economy. The unfair labour practices rules would be substantially reformed and collective rights to information and consultation strengthened.

## Re-establishing sectoral bargaining

Sectoral bargaining was once common across the UK economy, but has now all but disappeared from the private sector. Across much of the rest of Europe, sectoral and firm-level collective bargaining go together, operating side by side and often intricately entwined. Where it is in place, sectoral bargaining has played an essential role in maintaining collective bargaining coverage and some countries, including

Sweden, Iceland and Belgium, combine sectoral bargaining with high levels of union density.

Re-establishing sectoral bargaining in the UK would create a floor under wages and conditions to raise and protect standards. This would be particularly important in sectors that are currently largely unorganised and in which good employers are in danger of being undercut by poor employers.

Sector councils would be established by the secretary of state in consultation with unions and would include equal numbers of worker and employer representatives. Unions have suggested that early candidates for sectoral bargaining could include social care (where workers are not covered by existing national agreements) and hospitality.

## Broadening the scope of collective bargaining

The scope of collective bargaining – whether at firm or sectoral level – would be significantly broadened to include:

- › pay and pensions
- › working time and holidays
- › equality issues (including maternity and paternity rights)
- › health and safety
- › grievance and disciplinary processes

- › training and development
- › work organisation, including the introduction of new technologies
- › the nature and level of staffing (firm-level bargaining only).

Individual workers' rights to union representation would also encompass these topics.

## Role of the TUC in settling access and bargaining rights

The TUC would work with unions to ensure that the new rights for accessing workplaces, establishing recognition and participating in sectoral bargaining operated fairly among unions in line with existing TUC principles.

## Conclusion

Our aim is to create a step-change in unionisation and workplace voice so that collective bargaining once again becomes the norm and the expectation for working people. The TUC is committed to working with affiliated unions, politicians, employers, policymakers and the public to make this happen.



▼ Warehouse packing: one of the occupations most threatened by automation, according to the Office for National Statistics (ONS)  
© Microgen/Getty Images

### 1.3 Future of work and automation

TUC activity this Congress year has been guided by resolution 2, 'The future of the retail sector', resolution 5, 'Automation', and resolution 6, 'Automation and its impact on black workers'.

TUC General Secretary Frances O'Grady has served on the Made Smarter Commission, which seeks to implement the so-called 'fourth industrial revolution', in the UK. At the TUC's initiative, the Made Smarter Commission has developed a 'Made Smarter Charter', which sets out best practice, including working with union representatives, for the implementation of technology associated with the fourth industrial revolution. The Made Smarter Charter is due to be launched in September 2019.

The TUC also forms part of an ETUC team negotiating an autonomous framework agreement on digitalisation, designed to protect workers across Europe as digital technology comes on stream.

The General Council's vision for the future of work includes decent hours and good work/life balance. With most commenters predicting that automation will increase productivity, our flagship long-term campaign is for a shorter working week without reduction in pay. The TUC held an event with union reps and activists to develop the campaign in May.



The TUC has also been invited to discuss this campaign and the wider future of work with a broad range of stakeholders. Paul Nowak was a panel speaker at the OECD Going Digital Summit in March and the OECD Forum in May, and the TUC gave evidence to the Business Energy and Industrial Strategy Select Committee, formed part of the tripartite consultations on policy around the future of work organised by the OECD, was represented at events organised by *The Guardian* on a four day week and on artificial intelligence (AI), and was represented on a panel at 'CogX', an annual conference for the tech industry on AI and emerging technology.

The TUC has also campaigned against excessive working time, as 3.3 million employees still work more than 48 hours a week. The work programme has included campaigning for tighter working time rules

and better holiday rights and enforcement. TUC analysis also showed that UK full-time workers work the longest hours in Europe. The fifteenth TUC Work Your Proper Hours Day (February) called for excessive unpaid overtime to be cut. Employees did £32.7bn of free work last year.

In addition, the TUC has continued to campaign for wider access to home working and flexible working, including Commute Smart Day (November), and National Work from Home Day (May).

### 1.4 Labour market

The TUC continues to produce regular analysis of the performance of the UK labour market, focusing on the ongoing wage squeeze, the scale of insecure work and wider inequalities.

# THE ECONOMY

**Table 1: National minimum wage rates 2018-19**

Age bands	April 2018	April 2019	Percentage increase	Number of employees covered	Percentage of employees covered
25 and above	£7.83	£8.25	5.4	2,396,000	9.7
21-24	£7.35	£7.70	4.8	229,000	11.6
18-20	£5.90	£6.14	4.1	147,000	14.9
16-17	£4.20	£4.35	3.6	41,000	13.6
Apprentices	£3.70	£3.90	5.4	36,000	18.6

While employment has remained high by historic standards, and unemployment low, the sustained reduction in real pay continues. Over the past decade, workers have suffered the most severe wage squeeze in two centuries. While real wages have just started to grow, there is considerable ground to make up before real pay returns to the level it was at before the recession hit.

The pay squeeze has hit the living standards of working families hard, and millions are still in poverty. Of those living in poverty, 57 per cent (eight million people) are now in working families.

TUC analysis ahead of the TUC Disabled Workers' Conference showed that, in addition to a disability employment gap, the disability pay gap is 15 per cent or almost £3,000 a year, and even higher for disabled women.

Analysis for the TUC Women's Conference looked at the gender pay gap. The current gender pay gap for full-time and part-time employees stands at 17.9 per cent. TUC analysis showed this pay gap means that women effectively work for free the first 65 days of the year.

## 1.5 Insecure work

In line with resolution 21, the TUC has continued to fight against the spread of insecure work, such as insecure agency work, false self-employment and zero- and short-hours contracts.

Our analysis shows insecure work is a daily reality for 3.7 million UK workers; this is one in nine in employment. This includes agency, casual and seasonal work, those on zero-hours contracts and the low-paid self-employed. A pay penalty is associated with these forms of work, with workers often experiencing low pay and economic hardship and a lack of control over their working

hours. Millions of workers are still stuck in low-paid, insecure work and often find shifts are cancelled or changed with no notice. Insecure work is disproportionately experienced by black and minority ethnic (BME) workers, and TUC analysis showed that BME workers are more than twice as likely to be stuck on agency contracts than white workers.

The TUC sought to highlight the continued high levels of insecure work during this year's HeartUnions week, devoting the campaign to a call to ban zero-hours contracts.

We know that collective bargaining is the best way to deliver better rights for working people, and over the last year we have worked with affiliated unions to develop detailed policy to give trade unions new rights to organise and represent workers at individual, workplace and sectoral level.

▼ Millions of workers are still stuck in low-paid, insecure work and often find shifts are cancelled or changed with no notice  
© Shironosov/Getty Images



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

The General Council's work focused on creating a better deal for low-paid workers was informed by resolution 22 and emergency resolution 5.

The number of employees earning less than two-thirds of the median earnings benchmark fell by 200,000 last year, largely because of the rising national minimum wage (NMW).

The General Council has campaigned for more significant increases in the NMW. This has included media, lobbying and engagement with the Low Pay Commission (LPC). Workers were represented on the LPC by Kate Bell (of the TUC), Kay Carberry (formerly of the TUC) and Simon Sapper.

The TUC's submission to the LPC (June 2019) called for a rate of £10 an hour as quickly as possible. It also argued that the full rate should extend to 21- to 24-year olds immediately and progressively to younger workers.

We have also lobbied the Chancellor of the Exchequer to go beyond the current NMW target. The government has announced an intention to 'end low pay' with a suggestion that this could imply a target of two-thirds of median earnings.

The TUC NMW Enforcement Group brings together unions, advice agencies, the Business, Energy and Industrial Strategy (BEIS) department, the Low Pay Commission (LPC), HM Revenue and Customs (HMRC), the Gangmasters and Labour Abuse Authority (GLLA) and the Director of Labour Market Enforcement. Some progress has been made on this agenda. Crucially, the amount of arrears recovered increased to £15.6m. With 439,000 workers underpaid, much more is still needed.

We campaign for a range of improvements, expressing strong concern that naming and shaming underpaying employers was suspended last year.

More positively, government has committed to extend the NMW to non-UK seafarers on ships working exclusively between UK ports.

Promoting the voluntary living wage standard was also a goal. Many trade unions use these rates (£10.55 in London and £9.00 elsewhere) in their pay claims. The number of living wage employers increased to 5,400 in the past year, up 25 per cent. The TUC took

# THE ECONOMY

part in the Living Wage Week campaign (November) and campaigned to build support for the living wage. The general secretary sits on the Living Wage Commission.

## 1.7 Social security

The General Council's work on social security has been guided by resolution 30, 'Stop and scrap universal credit', and resolution 29 on social security.

The TUC has been actively campaigning for universal credit to be stopped and scrapped. This included a submission to the Work and Pensions Select Committee on universal credit and in-work progression, and a parliamentary briefing for the upcoming discussion of managed migration regulations of universal credit in parliament. We have also provided regular updates on universal credit to unions and the Disabled Workers' Committee.

We have continued to highlight the devastating impact of the cuts to the social security budget. Our work has also looked at the longer-term and how to build a radically improved social security system. We responded to the Labour Party Consultation on 'rebuilding a just social security system' and worked with unions on this. The TUC has also worked with the Fabian Society to produce

▼ In its just transition statement, the TUC is calling for major investment in reskilling and ensuring new jobs are good jobs  
© Caiaimage/Trevor Adeline/Getty Images



a set of proposals for social security in the 2020s, alongside a wide range of organisations representing groups with an interest in the social security system.

## 1.8 Energy policy

TUC activity during this Congress year has been guided by resolution 7, 'Just transition and energy workers' voice', resolution 8, 'Fracking', and resolution 9, 'Strategy for a low-carbon industrial region'.

In July 2019, the TUC launched its just transition statement. This statement was developed by the Trade Union Sustainable Development Advisory Committee (TUSDAC) following consultation with trade union members in the energy and energy-intensive industries. The statement calls for a cross-party commission on long-term energy use, involving affected workers, unions, industries and consumers. It argues that workers must be at the heart of delivering these plans, including through just-transition bargaining at the sectoral level. Other highlights of the statement include a call for major investment in reskilling



## »The TUC's just transition statement calls for a cross-party commission on long-term energy use, involving affected workers, unions, industries and consumers.«

and ensuring that new jobs are good jobs, with terms and conditions at least as good as those in carbon-intensive sectors. The statement was launched at an event addressed by shadow secretary of state for business Rebecca Long-Bailey.

The deputy general secretary of the TUC, Paul Nowak, and the TUC's northern regional secretary, Beth Farhat, represent the TUC on the Institute for Public Policy Research's Environmental Justice Commission, chaired by Ed Miliband MP, Laura Sandys and Caroline Lucas MP. The first meeting of this commission was held in June 2019.

TUSDAC has continued to advise the TUC on priorities relating to energy and climate change. TUSDAC has engaged with the Committee on Climate Change during this Congress year, lobbying that body to push for robust just transition policies as part of its call for a

net zero-carbon economy by 2050. The TUC further made this case in a round table event organised by the Prince of Wales Corporate Leaders Group on net zero, chaired by Lord Deben, chair of the Committee on Climate Change. The TUC was represented at the Carbon Capture and Storage Association's parliamentary reception in June 2019.

### 1.9 Creative industries

TUC activity during this Congress year has been guided by resolution 4, 'Local casting', and resolution 40, 'Austerity, arts and discrimination'.

The TUC has continued to attend quarterly meetings of the Federation of Entertainment Unions, giving updates on TUC activity and responding to questions from FEU members.

The TUC has campaigned widely against austerity, including in the arts and cultural sectors. We have highlighted the effects of austerity on women, BME, LGBT+ and disabled people, as well as the effects on deprived regions and communities across the UK.

### 1.10 Pensions

Over the last year the TUC has continued to be the leading advocate for the interests of working people in the occupational pension system.

The General Council has been a strong voice for reforms to improve pensions for the low paid in particular. In line with resolution 31, this has included working to close the loophole that denies pension tax relief to up to two million workers. This affects scheme members who earn below the £12,500 income tax threshold and whose pension provider uses a particular method - net pay arrangements - to deduct pension contributions. The TUC contributed to a joint letter to the chancellor calling for this loophole to be closed and has drawn attention to the problem in the national media. We have also worked with an industry group to draw up technical proposals to address the problem, due to be published in the summer.

The TUC has campaigned to lower the age threshold for auto-enrolment and to scrap the lower earnings limit, so that pension contributions are calculated from the first pound of earnings. Analysis published in February showed that delaying these moves - which the government pledged in 2017 to implement without setting out a timeframe - by just six years could reduce the value of a worker's pension pot by up to £12,000. The General Council has also established a working group to bring together unions representing self-employed workers with DWP officials to explore ways of improving pension provision for this group.

# THE ECONOMY

In line with resolution 31, the General Council has continued to promote collective defined contribution (CDC) pension schemes as an alternative to defined contribution (DC). This has included responding to a government consultation on delivering CDC, organising meetings with the shadow pensions team on the subject and providing them with a written briefing ahead of planned legislation to enable CDC schemes.

The General Council continues to support defined benefit (DB) provision. This has involved responding to a government consultation on proposals to allow consolidation into profit-making 'superfunds' that would leave members exposed to serious conflicts of interest. The TUC has also continued to engage with the Pensions Regulator over concerns that its excessively risk-averse approach is encouraging employers to close viable DB schemes.

In the public sector the TUC has lobbied government over concerns raised in emergency resolution 8 that its decision to cut discount rates has increased the cost of pensions for employers. This was compounded by a decision in January to pause a process that was set to deliver improved pension benefits and lower contribution rates for public servants from April 2019 after the government lost an age discrimination case. The TUC has written to and met with the chief secretary to the Treasury to call for this process to be

un-paused and for the cost of the reduced discount rate to be funded for all departments to 2023. The TUC also secured a pledge that any changes to public sector schemes that are needed to remedy the age discrimination will be negotiated with unions, on a scheme-by-scheme basis.

The TUC's annual pensions conference in February was well attended and included a keynote speech from the pensions minister. It also featured sessions examining the gender pensions gap, issues with pension funds investing in infrastructure and practical workshops for pension scheme trustees.

## 1.11 Corporate governance, executive pay and workers' capital

A revised UK Corporate Governance Code was published in July 2018. Its principles refer to stakeholders and the workforce and it includes a provision on engagement with the workforce. This represents a significant change from the previous version, which focused solely on shareholder relationships. However, the workforce engagement provision sets out three options that the TUC considers insufficient. The TUC described the revised Code as a "step in the right direction".

▼ Executive pay: according to Forbes, Amazon CEO Jeff Bezos is worth \$131bn  
© Drew Angerer/Getty Images



The TUC was represented on a coalition group coordinated by the Financial Reporting Council (FRC) to advise on the development, for the first time, of corporate governance principles for large private companies. The Wates Principles, named after the group's chair, were published in December. One of the six principles states that the board has a responsibility to oversee meaningful engagement with material stakeholders, including the workforce, and have regard to that discussion when taking decisions. Engagement with trade unions is referred to in the text. The coalition group remains in place to oversee the implementation of the Wates Principles.

The TUC submitted evidence to John Kingman's review of the FRC in August 2018 and to the government's consultation on the implementation of the review's recommendations in June 2019. The focus of the TUC's submissions was



▼ Working conditions: if Amazon is really serious about looking after its workforce it must recognise trade unions  
© Oli Scarff/Getty Images



the importance of the FRC taking full account of the views and interests of company stakeholders, in particular the workforce, in terms of its remit, engagement and board representation.

In March, the TUC commented on the draft Stewardship Code, arguing that while the TUC supported the aim of setting higher expectations of stewardship, achieving this was hampered by the draft code's lack of focus on the real-world impacts of investments. The response also argued that the code should promote asset managers allowing clients investing in pooled funds to direct their

voting and require that asset managers publicly disclose all voting information. The TUC continues to be represented on the FRC's Stakeholder Advisory Committee by Janet Williamson.

The TUC gave oral evidence to the BEIS Parliamentary Committee inquiry into fair pay in January. The Committee's report, published in March, quoted from the TUC's evidence and argued that companies should do more to link executive pay to workforce pay, recommending that remuneration committees should include an employee representative.

» TUSO hosted a seminar for Amazon investors, focusing on employment practices and environment, social and governance shareholder resolutions filed at the company's AGM. «

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.

In May, TUSO hosted a seminar for Amazon investors, focusing on employment practices and environment, social and governance shareholder resolutions filed at the company's AGM. Speakers included GMB and UNI representatives and an Amazon worker who spoke anonymously for their job security. The seminar discussed Amazon workers' experiences of health and safety, treatment of pregnant women, sexual harassment, pace of work and working hours.

# THE ECONOMY

## 1.12 Industrial strategy, science, technology and sustainability

TUC activity during this Congress year has been guided by resolution 1, 'Industrial strategy: an economy for the many', resolution 3, 'Save our Steel', and resolution 77, 'Food security and sustainability'.

In December 2018, the TUC launched its new report, *All Tomorrow's Jobs*. This called for a target for the creation of a million new manufacturing or high-tech jobs by 2030. We argued that sustainable industry and green technology could be one of the key planks of delivering these new manufacturing jobs. Priority policies to achieve this include making sure more government funding supports jobs, offering new skills to those at risk of industrial disruption, and strengthening union representation on sector deals. *All Tomorrow's Jobs* was launched at a round-table event in Congress House and was reported in *The Guardian*.

In July 2019, the TUC launched a new report on ensuring that industrial change benefits workers, commissioned from the New Economics Foundation. This considered best-practice examples of cities and regions that have successfully managed industrial change. Based on case studies from Bilbao in Spain, Eindhoven in the Netherlands,

and Iceland, the report set out a range of recommendations, including a lead role for unions in local industrial strategies and stronger public procurement policy.

The TUC has continued to engage with the Department for Business, Energy and Industrial Strategy (BEIS) on industrial strategy throughout this Congress year. Roy Rickhuss CBE, a member of the TUC General Council, sits on the Industrial Strategy Council. The TUC was present at 'Industrial strategy: one year on' event that took place in Bristol in November 2018 and which was addressed by the secretary of state for business, Greg Clark, and the chair of the Industrial Strategy Council, Andy Haldane.

The TUC has continued to work with Community, Unite and GMB in support of the UK steel sector. TUC General Secretary Frances O'Grady has raised on several occasions the crisis in UK steel and the need for robust government support with the business secretary, Greg Clark. The TUC was in attendance at the launch of the UK steel charter at the House of Commons in May 2019. We have continued to push the case for a steel sector deal with BEIS ministers during this Congress year.

▼ The TUC has continued to push the case for a steel sector deal with BEIS ministers  
© Dan Kitwood/Getty Images





# UK Border



2

SECTION 2  
BREXIT



# BREXIT

## 2.1 Introduction

Brexit has dominated the political and industrial landscape over the last year. Throughout a volatile political situation, the General Council's work has been guided by the 2018 General Council statement on Brexit and composite 2.

The General Council statement adopted by Congress 2018 built on the position agreed the previous year, with three tests against which we would measure any Brexit deal:

- › maintaining workers' existing rights and establishing a level playing field so that workers' rights in Britain do not fall behind those of other European workers
- › preserving tariff-free, barrier-free, frictionless trade in goods and services with the rest of Europe to protect jobs
- › ensuring that trade and livelihoods in Gibraltar and Ireland are protected, and defending the Good Friday Agreement.

The statement set out the TUC's willingness to consider any proposals that met these tests, including through continued membership of the single market outside the EU (for example via EEA membership). The statement also made clear that any Brexit deal must secure the confidence and support of the country, whether through a meaningful vote in parliament, an early general election or a popular vote.

» The government brought the deal to parliament in January 2019. MPs rejected the deal and inflicted the largest parliamentary defeat in modern history on the government. «

During the year these tests have guided and supported our work and enabled us to keep a clear focus on our core concerns, despite the fast pace of political developments.

## 2.2 The political and parliamentary context

The government published the withdrawal agreement in November 2018. The TUC quickly warned that the deal did not protect jobs and rights, failing the Brexit tests agreed by Congress in 2017 and 2018. We also made clear that trade unions could not support a deal that contained no legal guarantees about the future relationship and amounted to a blindfold Brexit. The government brought the deal to parliament in January 2019. MPs rejected the deal and inflicted the largest parliamentary defeat in modern history on the government. MPs voted against the deal again in early March and a third attempt to pass the deal later that month also failed.

In January, the general secretary and deputy general secretary met then prime minister Theresa May and set out why trade unions could not support the deal. The PM also met the leaders of Unite, UNISON and the GMB, who echoed the TUC's position. We cautioned the PM that it would be possible to make progress only if she were willing to significantly shift the government's position. The CBI then joined us in writing to the PM warning that the country faced a national emergency. Its letter called on the PM to abandon her red lines, rule out a no-deal Brexit, and prioritise finding a deal that put jobs and rights first.

In addition to regular meetings with the secretary of state for business, energy and industrial strategy, the general secretary also met with the chancellor of the exchequer and the secretary of state for exiting the EU. The TUC was also in regular contact with leading shadow ministers and other opposition parties, as well as MPs leading cross-party attempts to oppose the government's plans. The TUC also led a group of trade unions to meet officials from across government - including the Cabinet Office and BEIS - where we reiterated the union movement's opposition to



▲ Frances O'Grady and Paul Nowak after their meeting with Theresa May in Downing Street  
© Dan Kitwood/Getty Images

◀ Ex-prime minister Theresa May failed to get her Brexit deal through Parliament  
© Xinhua/Shutterstock

the government's deal. The TUC briefed MPs extensively on the risk posed by the deal to working people, and campaigned for MPs to vote against it.

With the clock ticking down to the Brexit deadline of 29 March, parliament held indicative votes on options to break the deadlock. Our analysis, in line with our tests, concluded that in the limited time remaining, the best way to deliver a Brexit deal that trade unions could support looked to be sticking by single market and customs union rules. But no option was able to command a parliamentary majority.

By March, with the prime minister's deal failing to pass through the Commons, parliament unable to agree on an alternative and government in chaos, we reiterated the General Council's 2018 call for people to have their say, either via a general election or a popular vote. Reflecting the analysis that a no-deal Brexit would be devastating for working communities, we also called for an extension of Article 50 and supported parliamentary efforts to prevent a no-deal.

Throughout the year unions in the TUC's Public Services Liaison Group highlighted the pressures that would be faced by government budgets in the event of a post-Brexit economic downturn. We showed that a

falling number of EU nationals willing or able to work in the UK was exacerbating the recruitment and retention crisis across schools, the NHS, social care and other areas. We also highlighted the intense pressure being placed on civil servants tasked with implementing Brexit, the lack of adequate preparations for Brexit across the government (particularly in the event of a no-deal exit) and that unions representing the public service workforce had not been included in any serious discussions about departmental plans. The TUC, with public service unions, raised these issues directly with the Cabinet Office and departmental leads through a specially convened meeting of the Public Services Forum in April. It was agreed

# BREXIT

that more needed to be done to establish effective dialogue with unions at the departmental level and specific contacts have been established in order to facilitate this process.

During the year, the general secretary also met EU chief negotiator Michel Barnier, along with colleagues from the ETUC and ICTU. The TUC, ETUC and ICTU wrote to Commission president Juncker, Council president Tusk and all heads of government across the EU before the 29 March deadline. In the letter we condemned the UK government for putting party interests before country and for failing to meaningfully engage with other political parties or unions in Britain and Northern Ireland. We warned of the disastrous consequences of a no-deal exit for jobs, rights and peace.

## 2.3 Defending rights

In line with composite 2 and the General Council statement, the TUC campaigned to highlight the risks of the government's proposed Brexit deal to workers' rights. We argued that under this deal rights would fall behind those in the rest of the EU, and that access to justice would be limited. The TUC's warnings on rights were widely quoted during debates in parliament. The TUC also gave evidence to the Committee on Exiting the European Union on the lack of level playing field guarantees.

In March, the government announced that it was willing to make a series of changes to domestic legislation on workers' rights. This included proposing a process that would require government to monitor and report to parliament on changes to rights implemented by the EU. But these limited domestic proposals fell far short of our demand for a binding guarantee in the withdrawal agreement that rights here in the UK would keep pace with those of working people across Europe. We were concerned the proposed process could easily be revoked by a future government and that, even if it were maintained, it would represent a significant reduction in protections, including a lack of recourse for UK workers to the Court of Justice of the European Union.

During this time the government also pushed through several statutory instruments on workers' rights that would come into effect in the event of a no-deal Brexit. We raised concerns in parliamentary briefing and with BEIS officials that these regulations were unclear and would make it harder for the UK to keep pace with future developments in rights. The statutory instruments included provisions that would reduce some of the rights that UK workers currently benefit from, such as removing the ability to participate in European Works Councils.

## 2.4 Protecting jobs

While the UK remains in the EU and has not yet experienced the full potential economic impact of Brexit, the uncertainty generated over the nature of the deal has had an impact. In 2018 UK business investment fell by 0.4 per cent, and growth has effectively flatlined since the third quarter of 2016. Alongside other factors, the fall in investment has had a particularly marked impact in the automotive industry, with companies pulling back investment plans and announcing closures, including at Honda in Swindon and Ford in Bridgend.

In line with composite 2, the TUC campaigned for the government to commit to tariff- and barrier-free trade with the EU after Brexit. The TUC lobbied for changes to the Trade Bill, seeking guarantees that the UK would remain in a customs union with the EU post-Brexit and that any future trade deals protect labour standards and public services. We also called for guarantees that trade unions would be involved in trade negotiations. The TUC gave evidence to the International Trade Committee on these points, and its December report endorsed our recommendation that trade unions should be involved in trade negotiations on equal terms with employers. In line with resolution 77, the TUC also campaigned to safeguard food and environmental standards.



▼ Frances O'Grady met president of Ireland Michael D. Higgins at the Áras an Uachtaráin in April  
© Tony Maxwell/maxwellphotography.ie

The TUC also campaigned for stronger protections against trade dumping, working as a member of the Manufacturing Trade Remedies Alliance (MTRA). MTRA condemned the government's March announcement of a plan to dramatically reduce tariffs on many manufacturing sectors in the event of Brexit proceeding without a deal being reached.

In May, the TUC again gave evidence to the International Trade Committee to highlight the dangers of a hard Brexit 'global Britain' trade agenda. During President Trump's state visit to the UK in June, the TUC highlighted the dangers of a trade deal on Trump's terms to workers and the NHS.

TUC Deputy General Secretary Paul Nowak was appointed to the government's Strategic Trade Advisory Group. Members of the group issued a statement calling for trade policy to respect labour standards, protect public services and involve social partners.

The TUC continued joint work on trade with trade unions in countries the government has prioritised for post-Brexit trade deals, including Australia, Canada, Japan and the USA.



## 2.5 Safeguarding peace and the Good Friday Agreement

The General Council has consistently called for an approach that can safeguard peace in Northern Ireland and the Good Friday Agreement, in a context of rising tensions and the cavalier attitude of some senior politicians.

We have worked closely with our friends in the Irish Congress of Trade Unions (ICTU) throughout the year. ICTU published a statement in November saying that there is no such thing as "a good Brexit for working people" in Northern Ireland or in the Republic of Ireland.

The general secretary met president of Ireland Michael D. Higgins in April and attended the Council of the Isles in May.

The TUC moved a statement on Brexit at the ETUC congress in May, adopted unanimously, noting that if labour rights in the UK did not keep pace with those in the EU after Brexit, it would damage workers in the UK and trigger a race to the bottom with devastating consequences for workers' rights and their livelihoods across Europe and especially in Ireland. The statement pointed out that the Good Friday Agreement

# BREXIT

▼ The TUC has campaigned to protect the rights of EU citizens in the UK after Brexit  
© Jack Taylor/Getty Images



contains a commitment not to undermine the economic and social fabric of Northern Ireland and that regression on workers' rights would breach that commitment.

## 2.6 Building a social Europe

The 2018 General Council statement on Brexit committed the TUC to work through the ETUC to push for reforms so that the EU single market better serves working people's needs.

In that spirit, the TUC has supported ETUC campaigns for higher wages and lobbied members of the European parliament for the adoption of worker-friendly EU directives including the directive on work/life balance, which introduces a right to 10 days' paid paternity leave (paid at least at the level

of statutory sick pay), a right to four months' parental leave (two of which are non-transferrable) and a right for all workers - not just employees - to request flexible working.

Thanks to trade union lobbying, the Transparent and Predictable Working Conditions Directive was adopted in spring 2019.

This introduces a right to information on terms and conditions of work from day one, and introduces new employment rights for precarious workers, including a ban on exclusivity clauses, reasonable notice of work schedules, compensation for last-minute cancellation of on-call work, and a right to free mandatory training. These rights cover all workers, including those on zero-hours contracts, in casual work, domestic work, voucher-based work (that is, work that is paid but part of a government subsidised programme) or platform work.

## 2.7 Building solidarity

In line with composite 2, the TUC campaigned to protect the rights of EU citizens in the UK. The TUC lobbied against the Immigration and Social Security bill that would end EU citizens' right to free movement and social security entitlements after Brexit and enable the introduction of a time-limited visa scheme for EU citizens. The TUC appeared before the bill committee in February and argued that the bill would be damaging for all workers as it would make it easier for bad employers to use EU workers to undercut others.

In May, the TUC released the report *Building Solidarity, Stopping Undercutting*, which detailed concerns with the bill and called for sector-wide collective agreements, stronger workers' rights and dramatically increased investment in public services and skills. The shadow immigration team drew on TUC evidence during the committee stage to support its opposition to the bill.

The TUC has also worked with civil society campaign groups and met with Home Office officials to raise concerns about the 'settled status' scheme for EU citizens, highlighting that the scheme leaves EU citizens in informal employment and low-income workers particularly vulnerable to losing their legal status in the country.





SECTION 3  
RESPECT AND  
A VOICE AT WORK



# RESPECT AND A VOICE AT WORK

## 3.1 Introduction

Over the year the General Council has worked to build and promote union voice and campaign for respect at work. As covered in Section 1, work to develop and promote collective bargaining continues to be a significant priority, alongside other activity on respect and a voice at work.

Tackling the far right continues to be a major focus, as has our work on employment and union rights, skills, equality, health and safety at work and migration.

» Tackling the far right continues to be a major focus, as has our work on employment and union rights, skills, equality, health and safety at work and migration. «

## 3.2 SPECIAL FEATURE: COMBATING THE FAR RIGHT

Tackling the far right has been a major priority for the General Council over the past year. Far-right activity and visibility are growing. Such activity seeks to exploit the divisions laid bare by the 2016 referendum and ongoing uncertainty around Brexit in a context of wage stagnation, insecure work and public service cuts in Britain, and a resurgent international far right. They are mobilising significant numbers to some of their demonstrations, growing in strength and influence online, and linking with groups around Europe.

The far right are promoting a highly divisive and racist agenda, often with a particular focus on Islamophobia, antisemitism and anti-migrant sentiment, but with wide-reaching consequences across all of our communities. We are also seeing the continuing rise of the anti-feminist movement, which finds a home in the virulently anti-women views and policies of the far right. The far right have also targeted disabled and LGBT+ people.

The trade union movement has always been at the forefront of activity to oppose fascism and racism. We are well-placed to challenge the far right's claim to speak for working people and address the ever-growing encroachment of far-right ideology into mainstream public life. Based on a strategy agreed by the General Council, the TUC has delivered a range of work domestically and internationally aimed at building

a platform to challenge far-right ideologies in workplaces, on the streets and online. The TUC's work on combating the far right sits alongside and is closely linked to our wider campaigns to tackle racism and promote equality and diversity in our workplaces and communities.

In line with emergency resolution 6 and resolution 44, the General Council supported large-scale national-level demonstrations of opposition to racism and fascism. We worked with partners on both the National Unity Demonstration on 17 November 2018 and the UN Anti-Racism Day demonstration on 16 March 2019. The UN Anti-Racism Day demonstration in the UK linked with similar events in 22 other countries as part of an internationally coordinated expression of anti-racist solidarity. The march paid visits to the French, Austrian, Hungarian, German and Brazilian Embassies to show solidarity with those resisting the growing far-right in those countries. The TUC coordinated social media activity with affiliates to maximise reach and used social media channels to share a well-received video that set out the deep roots of the trade union movement in standing against fascism, and for working people.

Far-right ideologies came into particular prominence during the European parliamentary election campaign, with a number of high-profile candidates promoting far-right messages. In order to combat hate speech and remind candidates of their legal obligations, the TUC built and led a coalition of over 30 organisations in a public

▼ Frances O'Grady at the Stand Up to Racism march and rally, London  
© Jess Hurd/reportdigital.co.uk



statement, asking all politicians and candidates to ensure they stood against hate speech during and after the election period. The TUC, community groups, human rights organisations and charities also urged local authorities to publicly correct false claims made by candidates and parties that could stir up divisions in their communities.

The TUC is producing a suite of materials to build union reps' knowledge and confidence to challenge far-right activity and views in the workplace. In April, as part of this, we launched an online training resource on combating the far right that included information on holding transformative conversations, which we continue to promote widely.

TUC regions have begun to run training sessions to support union reps and activists in organising

against the far right, including online organising and positively handling the difficult conversations involved in challenging racist and far-right views in the workplace. These will be completed by December 2019. We also ran well-attended sessions on combating the far right at the Young Workers Conference and Black Workers Conference.

The TUC has created a closed Facebook group for those who have completed the e-learning and attended regional sessions and other engaged activists to share intelligence and experiences of their work in challenging far-right activity. Through this we aim to build stronger links between activists, create safe, online spaces to organise and build a sustainable network of individuals who can share information and insights.

The TUC is working with the ITUC and ETUC to gather information about far-right activity in other countries. We are keen to better understand the internationalisation of the far right, looking at ideology, tactics, funding, social media, and the mainstreaming of xenophobic and far-right ideas, and sharing international examples of successful initiatives against them.

In April, the TUC attended the ITUC Women's Committee, where unions shared information about initiatives and discussed ways of tackling a range of discrimination including xenophobia and far-right activity.

The TUC wants to ensure that all our work is underpinned by a sound evidence base, using messages proven to be effective in combating far-right narratives. As part of this, we are working with the Joseph Rowntree Foundation (JRF) to better understand the experiences and views of low- and middle-income workers to inform a public-facing campaign aimed at unifying positive action for working people and their communities. The TUC, with support from the JRF, carried out polling and focus groups with low- and middle-income workers from across the country. We are using the results to develop a narrative and language that takes account of people's lived experience and unifies people around positive solutions to the UK's social and economic challenges.

# RESPECT AND A VOICE AT WORK

## 3.3 Employment and trade union rights

The TUC has been at the forefront of fighting for improvements to workers' rights, and for workers to be able to exercise the employment rights that they are entitled to.

As well as work on the overall framework of rights, the TUC has continued to campaign to ensure a stronger framework for employment rights. We briefed MPs on government statutory instruments seeking to implement aspects of its Good Work Plan, stemming from the Taylor Review. In particular we supported the ending of Swedish derogation contracts, which were used as a loophole to avoid giving agency workers equal pay, although we sought to bring forward their abolition. We also supported the right to a written statement of terms and conditions from day one of employment for all workers.

We have also continued to push for strong enforcement of rights, meeting regularly with the Director for Labour Market Enforcement, the GLAA, HMRC and the Employment Agency Standards Inspectorate, pushing government to increase the resources for enforcement, including of employment agencies, and engaging with the Labour Party in the development of its proposals for a Ministry of Labour.

» In May, the TUC published an in-depth study that showed shocking levels of sexual harassment of LGBT+ people at work. «

These have included the right to work flexibly, the right to be free of harassment and free from inappropriate investigation by the police and for the rights of trade unions to be provided with information.

In line with resolution 23, we've lobbied for an overhaul of the right to request flexible work. The TUC has been an active participant in the flexible working taskforce established by the Department for Business, Energy and Industrial Strategy (BEIS).

We have used our participation in this taskforce to argue that jobs should be advertised as flexible unless the employer can prove exceptional circumstances. People should have the right to work flexibility from their first day of employment.

Participation in the BEIS taskforce enabled the TUC to highlight evidence put forward by affiliated unions that demonstrates the failures of existing legislation. In particular, we emphasised that unsuccessful applicants have no appeal route, and that employers have excessive levels of discretion to turn down a flexible working request.

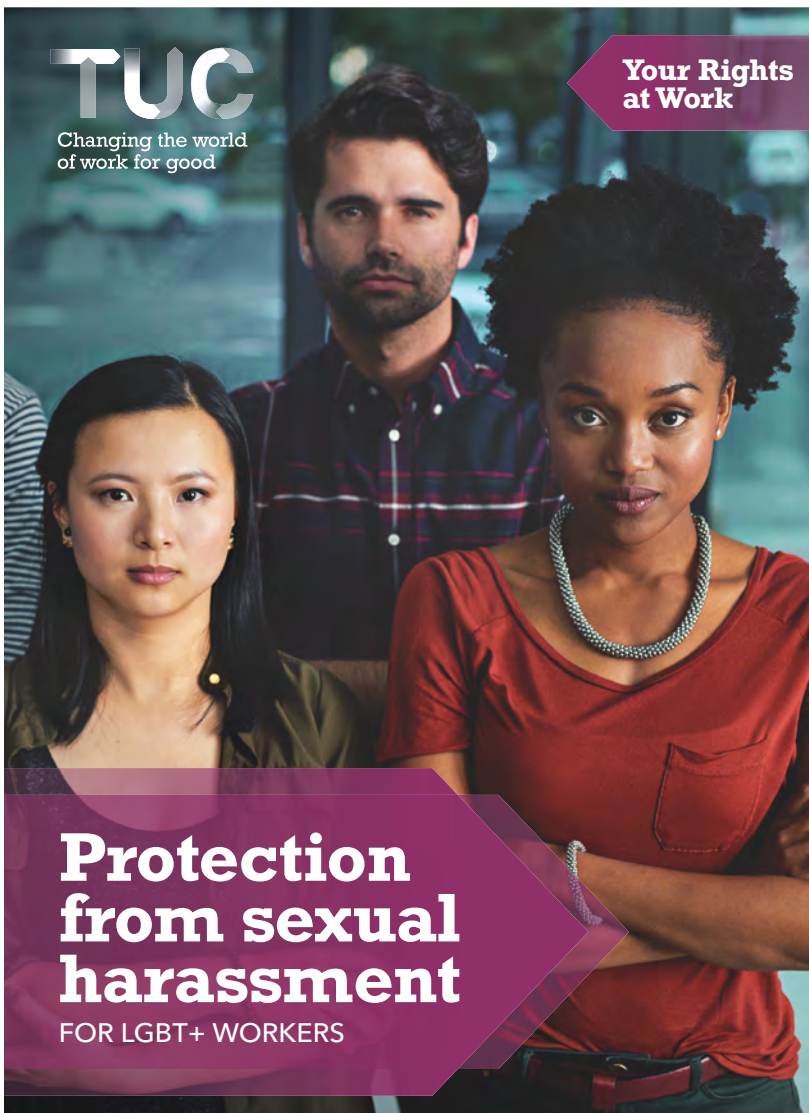
In summer 2019 the General Council endorsed the New Deal Charter. This includes an updated policy on flexible work, which stipulates that when employers advertise new vacancies they should be required to set out which flexible working arrangements apply, unless they can prove exceptional circumstances.

Throughout the year, the TUC has continued its work to protect people from bullying and harassment at work. Sexual harassment, along with other forms of workplace harassment, has remained high on our agenda.

In line with resolutions 24, 36 and composite 5 we have worked with affiliates and partner organisations to campaign for measures to tackle harassment at work. We have put forward the case for a new legal duty on employers to proactively prevent harassment and victimisation at work. In June 2019 we launched our #ThisIsNotWorking campaign, a coalition of unions, women's and LGBT+ organisations and other NGOs. This highlighted the inadequacy of the current legislative framework and the benefits of a preventative duty, particularly for sectors with high levels of freelance workers.



▼ The TUC has revised its *Your Rights at Work* booklet, *Protection from Sexual Harassment for LGBT+ Workers*



In May, the TUC published an in-depth study that showed shocking levels of sexual harassment of LGBT+ people at work. Nearly 7 in 10 (68 per cent) lesbian, gay, bisexual and trans (LGBT+) people have been sexually harassed at work. To support efforts to address this, we published updated guidance on identifying and addressing sexual harassment of LGBT+ people in the workplace.

We have also been developing our policy on the use of non-disclosure agreements in cases of workplace harassment and discrimination in order to secure reforms to the law that will ensure workers can more freely report and talk about their experiences. In March 2019, the TUC gave oral evidence to the Women and Equalities Select Committee on the use of non-disclosure agreements

and a month later we submitted our response to the BEIS consultation on measures to prevent misuse of confidentiality clauses in situations of workplace harassment or discrimination.

In response to the May 2018 implementation of the EU General Data Protection Regulation (GDPR), the TUC established a forum for union officials with a responsibility for data protection to discuss the implications, and new obligations, arising from the GDPR. The network has met three times and has helped unions to understand the practical implications of GDPR and the implications for their work, in line with resolution 71.

The forum has helped unions meet experts in the field, discuss data protection issues that are specific to unions, and share best practice including innovative technological solutions. In addition, TUC Education ran a webinar to help workplace reps prepare for GDPR. The TUC plans to publish a GDPR bargaining guide for union reps in late 2019, focusing on the requirements and minimum standards employers must meet. The aim of is to ensure that employers do not misuse workforce data to disadvantage workers.

In line with emergency resolution 3, the TUC supported the National Union of Journalists' campaign condemning the arrest of Belfast-based journalists Trevor Birney and Barry McCaffrey

# RESPECT AND A VOICE AT WORK

▼ In 2019, the TUC made a series of campaign videos for social media, including this one on equal pay

following the making of their film *No Stone Unturned*. The documentary investigated the murder of six Catholics in Loughinisland, County Down, in 1994. The TUC met with the NUJ to discuss the campaign and promoted a film screening event to support the campaign. The TUC welcomed the confirmation in June that the Police Service of Northern Ireland (PSNI) and Durham Constabulary have dropped the criminal inquiry relating to Trevor Birney and Barry McCaffrey. This came shortly after the Lord Chief Justice ruled search warrants used by police had been “inappropriate”.

## 3.4 Equalities

The General Council has worked throughout the year to promote equality at work and to tackle discrimination. We have built on the findings of the Equality Audit published at Congress 2018, briefing the TUC’s equality committees and union equality officers on the findings and recommendations. Work on equality has been informed by resolutions 37, 38, 39 and 41, as well as resolutions on issues including anti-racism and the far right, automation and black workers, sexual harassment and flexible working, which are all covered elsewhere in this report.

During the year, Frances O’Grady has been a member of the Nuffield Foundation Inequalities in the 21st Century steering group.



### Pay gap reporting

The TUC has continued to call for gender pay gap legislation to be significantly strengthened, including for reporting requirements to be accompanied by mandatory employer action plans and for smaller employers to be required to report their pay gaps.

In March, the TUC published new analysis showing that the UK’s persistent gender pay gap means that women effectively work for free for two months a year compared to

the average man. The report highlighted larger gender pay gaps, including in sectors where women dominate such as education, health and social care, finance and insurance.

In response to the government’s consultation on ethnicity pay gap reporting, published in January, the TUC made a number of recommendations for a more robust reporting scheme. We took the opportunity to call for mandatory reporting on the pay gap between BME women and white male employees, to focus attention on addressing the intersecting racism and sexism affecting this group. We also highlighted the importance of effective enforcement, setting out the need for better

»In March, the TUC published new analysis showing that the UK's persistent gender pay gap means that women effectively work for free for two months a year.«

resourcing and stronger powers for the EHRC. And we argued that to allow effective pay gap reporting, employers would need to vastly improve race monitoring data.

TUC research has found that the disability pay gap - the difference between what non-disabled and disabled workers earn - is 15 per cent or almost £3,000 a year, and higher for disabled women. The TUC called on the government to make it compulsory for employers to publish their disability pay gaps, arguing that the voluntary code the government brought into force in November 2018 is ineffective.

### Equal pensions

In line with resolution 38, the TUC wrote to the EHRC about the disadvantages faced by women as a result of the gender pension gap. We supported the call for an EHRC assessment of the extent to which the secretary of state for work and pensions has complied with her duty to advance equality of opportunity by minimising the impact of the gender pensions gap on women. The gender pensions gap was also a theme in the TUC's 2019 pensions conference.

### Abortion rights

The TUC continued to make the case for access to free, safe, legal abortion. We know that this right is crucial to women's economic, educational and social advancement and is supported by the great majority of people in Britain. We continue to argue that barriers to reproductive rights are barriers to full social, economic, political and workplace equality. As an active member of the Voice for Choice Alliance, the UK's national coalition of pro-choice organisations, we are challenging attempts to undermine, erode, and even roll back hard-won women's rights.

In line with resolution 37, we worked jointly with the Irish Congress of Trade Unions (ICTU) to write together to the prime minister to call on her to secure access to abortion for women in Northern Ireland. The legislation in Northern Ireland on abortion is some of the most restrictive and carries some of the harshest criminal penalties in Europe. Our letter called on the prime minister to commit the UK government to ending this violation of human rights by legislating to ensure that women in Northern Ireland have access to free, safe and legal reproductive healthcare.

We also endorsed ICTU's evidence to the Women and Equality Select Committee's inquiry on abortion law in Northern Ireland and offered our support to a Ten Minute Rule Bill to decriminalise abortion in England and Wales and Northern Ireland.

### LGBT+ workers

LGBT+ workers are impacted by discrimination at work, in public and when accessing goods and services both at home and abroad. As part of our work this year to advance LGBT+ equality, the TUC submitted evidence to the Women and Equalities Select Committee inquiry into the issues facing LGBT+ people when accessing health and social care. We continued to support the campaign for equal marriage in Northern Ireland and added our voice to international lobbying initiatives calling for greater protections for LGBT+ people in Chechnya and Brunei.

The TUC ran two social media campaigns with a focus on LGBT+ equality at work, one to coincide with Trans Awareness Week in November, and the other for Pride in June/July, with a focus on keeping Pride political. As set out in the previous section of this report, we also published the first major report into LGBT+ sexual harassment at work.

# RESPECT AND A VOICE AT WORK

In line with resolution 41, we responded to the government consultation on changes to the Gender Recognition Act, setting out TUC support for a simplified, free, statutory gender-recognition process based on self-declaration and supporting the provisions in the Equality Act 2010 that allow for the provision of single-sex spaces and services and for proportional exclusions.

In line with resolution 39 we sought information from the government to better understand the impact on the pension rights of LGBT+ people who were dishonourably discharged from the military because of their sexual orientation or trans status. The TUC has, and will continue to, lobby for any historic wrongs done to the LGBT+ community to be acknowledged and addressed.

## Disabled workers

The TUC has, in addition to progressing resolution 30 on stopping and scrapping Universal Credit, continued to use our research and lobbying to push for wider positive change for disabled workers.

» We produced new guidance on reasonable adjustment passports for disabled workers, publishing a model passport and guidance aimed at union reps and disabled members. «

We produced new guidance on reasonable adjustment passports for disabled workers, publishing a model passport and guidance aimed at union reps and disabled members. This is designed to make it easier for disabled members to keep their adjustments in place when their line manager or role changes.

We used TUC research to highlight the disability pay gap (see above). And we also drew attention to the 30 per cent disability employment gap, and the lack of real progress in narrowing that gap.

## 3.5 Health, safety and regulation

During the year the General Council has campaigned to ensure that the health, safety and welfare of workers is protected by strong union organisation and a network of health and safety reps with access to high-quality guidance and advice.

## Supporting activists

The TUC produced a range of resources to support workplace activists. The weekly health and safety e-bulletin *Risks* was published throughout the year.

Five meetings of the Union Health and Safety Specialists group took place during the year. This forum discusses developments within occupational health and safety. Speakers included officials from the Health and Safety Executive (HSE), who spoke about their research strategy and vulnerable workers, and the National Centre of Excellence for Musculoskeletal Health and Work.

In the run-up to International Workers Memorial Day in April 2019, the TUC used the theme of hazardous substances to further promote the work of union health and safety reps, and TUC material on the eradication of asbestos and diesel exhaust.

The results of the 2018 survey of trade union health and safety representatives were published in October 2018 and promoted on social media.



▼ 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  
© Monty Rakusen/Getty Images



## HSE

The TUC continued to work with the HSE during the year. The TUC was represented on the Board of the HSE by Kevin Rowan, head of organisation, services and skills at the TUC, and Sir Paul Kenny, former general secretary of the GMB.

In June 2019, it was announced that TUC General Council members Claire Sullivan of the CSP and Ged Nichols of Accord had been appointed to the Board, and that Sir Paul Kenny would be stepping down.

The TUC was on the programme board of the Work and Health Programme, which has this year prioritised issues including stress, musculoskeletal disorders (MSDs) and lung diseases.

## Campaigns

The General Council campaigned on a wide range of health and safety issues during the year. The TUC produced resources for affiliates and health and

safety representatives to support these campaigns, including on bullying, diesel exhaust and musculoskeletal disorders. Other campaign activities included:

### Temperature

During the year the TUC continued to campaign for a legal maximum indoor working temperature through the media and social media. We worked with the ETUC to develop research into the situation in Europe to inform a proposal for binding legislation.



# RESPECT AND A VOICE AT WORK

▼ The TUC has campaigned to ensure that government and employers take action to address the mental health implications of poor employment protections  
© Alvarez/Getty Images

»The TUC developed a guide on workplace mental health that included guidance on prevention, the use of Mental Health First Aid and prevention of suicide.«

## Mental health

The TUC developed a guide on workplace mental health that included guidance on prevention, the use of Mental Health First Aid and prevention of suicide. This was a result of composite 12 at the 2018 Congress. In support of this, several regional conferences were held on mental health and we worked with Public Health England (PHE), the HSE and the Joint Unit on Work and Health on integrating prevention activity into mental health strategies.

## Drugs and alcohol

The TUC produced two guides in February 2019 on developing drug and alcohol policies and on drugs testing. We had a number of meetings with unions on the issues raised by the guides.

## Pregnancy

The TUC worked with Maternity Action to produce joint guidance on health and safety and pregnancy. We also met HSE officials about improving enforcement in this area.



## Public health and wellbeing

In accordance with resolution 62, the TUC worked with Public Health England on its campaign for improved health and wellbeing in the workplace. This included involvement in the guidance for 'Charter' schemes, where the TUC continued to provide a high-quality scheme through our Northern region. A series of meetings were held with the joint Department for Work and Pensions/Department of Health unit to ensure that the interests of workers were protected in the government

follow-up to the recent green paper on health and work. Following resolution 27, the TUC continued to raise concerns over the health impact of night working.

## Regulation

The TUC continued to campaign for strong regulation in accordance with resolution 25. We met with the chair of the Regulatory Policy Committee to continue to oppose deregulation and put more weight on the societal impact of regulation. We continued to work with affiliates over the impact of the Grenfell Tower tragedy, including liaising with

the HSE prior to the publication of a government policy on a new regulatory framework for building control covering high-rise residential buildings, as called for in composite 3.

### Europe

The TUC continued to play a major part in seeking to influence the health and safety agenda of the European Commission. This included active membership of both the Advisory Committee on Safety and Health at Work to the European Commission and the board of the European Agency for Safety and Health at Work based in Bilbao. The TUC was also represented on the Health and Safety Committee of the ETUC.

### Industrial Injuries Advisory Council

The TUC is represented by Karen Mitchell (RMT), Doug Russell (Usdaw) and Hugh Robertson (TUC). The three TUC nominees played an active role in the work of the council, seeking to ensure that workers who become disabled as a result of an injury or illness caused by work receive benefit.

### External bodies

TUC nominees sat on a range of other external bodies including the Council for Work and Health and the board of the Faculty of Occupational Medicine. It also continued to work closely

with the Hazards movement, the Institution of Occupational Safety and Health and other organisations in the field of occupational health and safety.

### 3.6 Skills at work

Over the past year, the General Council has campaigned for greater investment in skills to support economic growth and help more workers achieve their full potential. During this period the scale of the skills crisis has grown apace, with potential impacts from Brexit and automation, and growing calls for a boost to public investment in the skills system.

To inform the policy debate, the TUC commissioned an analysis of workplace training trends from Professor Francis Green of UCL. This drew on previous research highlighting that the total volume of employer-led training declined by a half between the end of the 1990s and the beginning of the current decade. The new analysis tracks trends since 2011 and it paints a similarly depressing picture, including:

- › the latest rate of decline in the volume of workplace training ranges from 10 to 19 per cent according to findings from two large employee surveys
- › workers with the lowest-level qualifications have been hit hardest, experiencing a cut in training that is double the average

- › the quality of training has not improved and fewer people are accessing off-the-job training, longer courses, and nationally recognised qualifications.

On a more positive note, the study shows that the union 'mark-up' on training is holding up well, with training volumes averaging a 19 per cent higher level in unionised workplaces. In line with composite 16, unionlearn produced a new pamphlet showing how the Union Learning Fund is boosting investment in skills and opening up lifelong learning opportunities for workers.

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

# RESPECT AND A VOICE AT WORK

## Apprenticeships

The General Council has supported some key apprenticeships reforms, especially measures to drive up employer investment through the levy and new regulations to improve quality, including a strengthened entitlement to off-the-job training. Unionlearn has produced resources to help unions take advantage of these reforms and negotiate with employers to boost the number of high-quality apprenticeships.

There remain significant shortcomings in the government's policy approach, including weak union voice in new institutional arrangements and slow progress in tackling poor-quality apprenticeships and widening access to under-represented groups. Various commentators, including the OECD, continue to highlight the need for a genuine social partnership approach on apprenticeships as is found in other countries with high-quality training systems.

The TUC welcomed a number of the recommendations of the House of Commons Education Select Committee following its inquiry into apprenticeships last year. Many of these recommendations were in line with policy reform proposals in our submission aimed at driving up quality and improving equality and diversity across the apprenticeship programme.

Earlier this year the TUC submitted evidence to the government's review of the levy and called for some flexibilities to drive up the number of high-quality apprenticeships. We also organised a roundtable of senior employers and union officials, under the auspices of the Public Services Forum and chaired by the skills minister, to discuss the challenges and opportunities for public sector apprenticeships.

## Adult skills

The General Council has consistently called on government to balance the increased investment in apprenticeships with more funding for FE and adult skills and to introduce measures to empower more workers to upskill and retrain. The TUC submission to the Autumn 2018 Budget called for specific new entitlements, including a right to time off to learn, access to mid-life reviews, and a learning account for all workers.

The need to boost investment in retraining was also a key plank of our oral and written evidence to an inquiry on the Fourth Industrial Revolution undertaken by the Education Select Committee. Throughout the year, the TUC collaborated with the government and the CBI to oversee the design and development of the National Retraining Scheme, including planning trials to test out the programme over the coming year.

▼ Construction jobs are suffering from decline in the volume of workplace training  
© Yuri Arcurs/Getty Images



In recent years the General Council has been calling for measures to boost English for speakers of other languages (ESOL) learning provision and to make basic digital qualifications free at point of access. In line with this, the TUC welcomed long-overdue commitments by government to develop a national ESOL strategy for England and to deliver a new digital skills entitlement.

Adult skills funding is to be devolved to the Greater London Authority and six mayoral combined authorities later this year. The TUC has campaigned for these authorities to use these powers to widen access to learning and skills, but also raised concerns about adverse impacts of this funding change on our national programme for training union representatives.

▼ The Empire Windrush docked at Tilbury, near London, on 21 June 1948. 1,027 passengers from Jamaica began disembarking the next day  
© SSPL/NMeM/Daily Herald Archive



### 3.7 Migration, decent work and supply chains

In line with composite 6, the TUC campaigned for a rights-based and humane immigration policy that ensures the dignity of all workers and that tackles labour market exploitation.

A key route for this was our lobbying on the Immigration and Social Security Bill. In evidence to the Bill Committee in the House of Commons, the TUC called for the Immigration and Social Security Bill to be scrapped along with the

2014 Immigration Act and 2016 Immigration Act. This legislation intensified the 'hostile environment' against migrants that caused the Windrush scandal of 2018.

The TUC held a series of meetings with Home Office officials and the shadow immigration team to show how hostile environment policies have meant those from the Windrush generation as well as other non-EU migrants have been exploited by employers taking advantage of their insecure immigration status. As a result of the Windrush scandal, many people have lost access to employment, healthcare, bank accounts and housing and have

» As a result of the Windrush scandal, many people have lost access to employment, healthcare, bank accounts and housing and have faced increased discrimination. «

faced increased discrimination. In March, the TUC wrote to the home secretary to condemn the deportation of 29 people to Jamaica despite the fact at least half of them had Windrush generation parents or grandparents.

The TUC is calling on the government to set up an independent inquiry into the hostile environment policy and its effects, for the restoration of full rights for those affected by the Windrush scandal and for full compensation for the losses suffered.

In the run-up to the European elections in May the ETUC, with input from the TUC, released a statement calling for MEPs to support solidarity and an approach on migration where rights are respected regardless of immigration status.



# RESPECT AND A VOICE AT WORK

▼ The TUC has worked with the ETI on freedom of association for members and to strengthen support for union organising worldwide  
© John Moore/Getty Images



» The TUC continued to advocate for binding human rights due diligence laws to compel British companies to respect workers' rights globally. «

## Global supply chains

The TUC has remained an active board member of the Ethical Trading Initiative (ETI). The TUC supported the ETI decision to expel the banana company Fyffes for failing to resolve long-running abuse of freedom of association in its Honduras supply chain. We worked with the ETI to produce more demanding and ambitious guidance on freedom of association for members, to strengthen the organisation's support for union organising worldwide.

In Bangladesh the TUC carried out detailed research among unions in the garment supply chain, discovering that early support for newly formed garment unions was essential.

The TUC continued to advocate for binding human rights due diligence laws to compel British companies to respect workers' rights globally, as well as for an ILO convention on supply chains and a UN binding treaty on business and human rights.





SECTION 4  
4 GOOD SERVICES



# GOOD SERVICES

## 4.1 Introduction

The last 12 months have seen no easing of the pressure on our public services as we struggle to cope with rising demand at a time of staff shortages, cuts to funding and closure of services. As resolution 68 illustrated, essential parts of our public sector such as fire and emergency services are being pushed to the brink, posing a threat to the wellbeing of workers and communities alike.

Despite the Chancellor's rhetoric, we expect further real-terms cuts to many services over the course of the next spending review. In line with composite 8, the TUC continues to campaign for a fair funding settlement across the public sector. Throughout the year we have commissioned analysis from the New Economics Foundation (NEF) that has enabled us to map the impact on departmental budgets and to identify the level of spending our public services need.

In its *Austerity by Stealth* report, the NEF demonstrated that, under current spending plans, areas outside of the so-called 'protected' budgets of health, education, defence and international development were likely to see further cuts of between 2 and 4 per cent per capita by 2023. And, as the Institute for Fiscal Studies reported, the additional funding for the NHS falls far short of what is needed, while schools will continue to see real-terms cuts per pupil. The NEF's analysis

»The General Council has continued to highlight the education funding crisis, in particular the funding shortfall facing schools and colleges.«

estimated that a further £32bn would be required by 2023 in order to meet demand and improve services across a range of areas including health, social care and schools.

## 4.2 Education

Over the past year, the TUC has worked closely with affiliated unions on policy and workforce issues relating to education in line with resolutions 32, 53 and 56 and composites 9 and 10. The TUC has continued to facilitate regular meetings of the education unions to coincide with the meetings of the Public Services Liaison Group and support coordination with wider public services campaigning and the *TUC Campaign Plan 2018-19*.

The meetings of the education unions have focused on developing strategic support for the main campaigning issues highlighted in the Congress resolutions on education, including the education funding crisis, excessive workload in schools, corporal punishment, the mental health and wellbeing of teaching and support staff, the abuse of data in education

policy and practice, the failings of our post-16 education system, and continuing opposition to the expansion of academies, free schools and selective education.

In line with composites 9 and 10, the General Council has continued to highlight the education funding crisis, in particular the funding shortfall facing schools and colleges and the detrimental impact of this on educational provision and the pay and conditions of teaching and support staff. Particular concerns have been raised about special needs education, with local authorities facing a major shortfall in SEND funding during a period when there has been a significant increase in the number of young people with education, health and care plans.

The General Council has given its support to the Love Colleges campaign coordinated by FE employers and unions, and the call for: a fully funded entitlement to a first level 3 qualification for all adults; increased funding for colleges; and a fair pay deal for all FE staff.



▼ Despite the education funding crisis, teachers and teaching assistants continue to work miracles in our schools and universities

© Klaus Vedfelt/Getty Images



Paul Nowak, TUC deputy general secretary, was appointed to the Independent Commission on the College of the Future that is being coordinated by the Association of Colleges.

The TUC welcomed some of the recommendations in the final report of the review of post-18 education and funding chaired by Philip Augar, in particular proposals to: boost funding for our college system; introduce fully funded entitlements to

a first level 2 and/or level 3 qualification for all adults; and reintroduce HE maintenance grants and widen access to grants for students doing sub-degree qualifications.

However, the General Council remains concerned that the Augar Review has constructed a reform agenda largely based on a remodelled version of the existing HE loan system. As highlighted in the TUC's original evidence to the review, there is a risk that this will extend the

damaging consequences of a loan-based approach to other parts of the education sector, leading to higher levels of unsustainable student debt for more individuals.

Earlier this year the TUC responded to the government's consultation on the impact of the introduction of T Levels on the long-term public funding of existing vocational qualifications, such as applied general qualifications. In line with many other stakeholders,

# GOOD SERVICES

» We continued to see the NHS struggling to deliver services within an unprecedented decade-long spending squeeze, with waiting lists and waiting times increasing, available beds decreasing and 100,000 unfilled staff vacancies. «

we strongly argued the case for maintaining public funding for qualifications, such as BTECs, to ensure that the needs of all learners are fully met under the reformed system.

## 4.3 NHS and social care

In line with composites 11 and 12, the TUC worked with unions and campaigners at a national and local level to campaign for a proper funding settlement for health and social care, parity of esteem for mental health services, support for healthcare workers and an end to the outsourcing and privatisation of health services.

The chancellor confirmed additional funding for the NHS in the 2018 autumn budget that would provide annual real-terms increases of around 3 per cent to the Department of Health budget up to 2022/23. However, as the IFS and Health Foundation reported, this fell short of the 4 per cent a year that's needed to improve services, plug provider deficits, address the shortfall in capacity and invest in transformative change and new integrated models of care. This funding also does not cover capital investment, public health or

training and education budgets that are crucial to underpinning an effective NHS workforce strategy. And, of course, there was still no additional funding for social care.

As a result, we continued to see the NHS struggling to deliver services within an unprecedented decade-long spending squeeze, with waiting lists and waiting times increasing, available beds decreasing and 100,000 unfilled staff vacancies.

Mental health remains one of the worst affected areas. In October 2018, the TUC published its report *Breaking Point: the crisis in mental health funding* - with new analysis commissioned from the NHS Support Federation showing dramatic decreases in mental health doctors, nurses and beds in the last five years. This data was included in a revised version of our campaigning app, which allowed people to look up the impact of cuts to mental health services in their local postcode and lobby their MP. This will continue to be used as the TUC, together with unions and campaign groups, steps up the joint campaign for a better funding settlement for the NHS and mental health services specifically,

including a conference with Health Campaigns Together in September 2019. In doing so, we will also be highlighting the impact that cuts to school funding and local authority services are having on mental health services, as we see more cuts to school support for at-risk pupils and local drug and alcohol dependency services.

At the beginning of the year, the NHS Long Term Plan was published setting out ambitious plans for reform through funding for priority areas like mental health, greater integration across health and social care, greater use of technology and proposals to increase staffing, providing new routes to entry, training and progression. We have significant concerns about how the lack of funding could undermine the workforce strategy, untested assumptions about the benefits that digital services will bring to all service users and the capacity to deliver ambitious integration proposals with such high levels of unfilled staff vacancies and the ongoing impact of the funding squeeze.

However, there are some positives and the TUC, along with health unions, supported many of the proposals for legislative change that NHS England is advocating that will undo some of the damage caused by the competition regulations in the Health and Social Care Act 2012.



The TUC also worked with health campaigners to help coordinate support for union campaigns against the outsourcing of services through subsidiary companies (subcos) set up by NHS providers. While we welcomed the pause following the introduction of new guidance, we are concerned that in recent months the green light has been given for further subcos to be established and we will continue to campaign against them.

#### 4.4 Privatisation and outsourcing

The tremors from the collapse of Carillion continue to be felt across our public services as more high-profile outsourcing companies face similar difficulties, including Interserve, Kier Group, Four Seasons and Allied Healthcare. Ministers were forced to bring probation services back in-house following their chaotic privatisation and NHS England is currently consulting on reforms to regulations that could remove some of the competition, outsourcing and fragmentation brought in by the coalition government's reforms in 2012.



▲ The TUC has supported unions in their campaigns against outsourcing in the NHS  
© Jess Hurd/reportdigital.co.uk

◀ Under pressure: hospitals are at breaking point due to unfilled vacancies and the ongoing impact of the funding squeeze  
© Photographer's details

The past 12 months have seen a number of high-profile strikes by public service unions in defence of the pay and rights of outsourced workers with the full support of the TUC, including outsourced PCS members fighting for the real living wage at the Department of Business, Energy and Industrial Strategy and a successful campaign against outsourcing at Princess Alexandra Hospital in Harlow led by UNISON members.

In accordance with composite 7, the General Council pressed the case for a change of direction in public service outsourcing. In November 2018, we brought public service unions together with the Cabinet Office to inform its plans to reform HM Treasury guidance on outsourcing. We called for a more rigorous



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▼ Civil servants are being subjected to unwarranted attacks on their impartiality and effectiveness by politicians and commentators  
© Geber/Getty Images

public interest case to be applied to outsourcing decisions, greater support for employment standards through the procurement process in line with the objectives of the government's Good Work Plan and greater transparency on outsourced services across the public sector.

We followed this up with a roundtable with the Cabinet Office in May 2019, held jointly with the Business Services Association, to look at how the government can strengthen its social value procurement framework, again making the case for a stronger focus on employment standards and support for trade union access and collective bargaining.

The TUC continued to work with unions and other campaign partners, such as We Own It and the Co-Operative Party, to make the case for new models of public ownership, informing the Labour Party's policy development around insourcing and public ownership.

We are also working with the Association of Public Service Excellence (APSE) to develop easy-to-use online tools that give step-by-step advice and guidance on insourcing services and social value procurement that unions, local authority councillors and others can use to develop alternative approaches.



## 4.5 Civil service

Workers across the public sector continue to labour under the impact of funding cuts, job losses and attacks on pay and pensions. In the civil service, we have seen public servants increasingly subjected to unwarranted attacks on their impartiality and effectiveness by politicians and commentators with axes to grind in the Brexit debate, as highlighted by resolution 65. In response to this, the TUC wrote to the minister for the Cabinet Office

seeking a clear message to civil service unions that the integrity and impartiality of civil servants would be promoted and protected by whoever leads the government going forward.

## 4.6 Local government

Local government continues to see significant cuts to funding. The National Audit Office reported that central government funding for local authorities has effectively been cut in half since 2010/11 and this year saw the largest single cut in revenue support grant from central government in a decade.

▼ **The housing paradox: more luxury flats have been built in London in the past 10 years than at any other time, yet local councils have spent 48 per cent less on housing**  
© Dan Kitwood/Oli Scarff/Getty Images



Since 2010, local councils have spent 10 per cent less on adult social care, 20 per cent less on the local environment and an alarming 48 per cent less on housing. This situation will be exacerbated by the widening of inequalities in local authority funding, as the government withdraws grant funding and requires councils to self-fund through retention

of business rates, council tax and local charges alone. This year, the TUC published new analysis commissioned from the New Economics Foundation which showed that, even with the government's limited redistribution measures, the gap between council revenue in some of the wealthiest and poorest areas of the country is set to dramatically increase.

» Since 2010, local councils have spent 10 per cent less on adult social care, 20 per cent less on the local environment and an alarming 48 per cent less on housing. «

The TUC is calling for a fairer system of equalisation and redistribution of retained business rates in order to address regional inequalities and stimulate economic growth in every region.

#### 4.7 Justice

TUC policy on the criminal justice system is guided by resolutions 66 and 67. In line with these, we collaborated with colleagues in UNISON, GMB and Napo on the Speak up for Justice campaign, which works with a range of civil society groups and public sector partners to roll back the government's damaging reforms to the justice sector and protect it from further attacks.

We submitted a consultation to the Ministry of Justice's (MoJ) review of the probation system (Transforming Rehabilitation), laying out how we believe the errors of the government's



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▼ Fair pay for public service workers? To restore earnings to 2010 levels would cost an additional £8.5bn by 2022/23

© Joel Goodman/Lnp/Shutterstock



privatisation programme should be rectified. In May, the MoJ announced that it will bring 80 per cent of the probation service back into public ownership, following campaigning by unions in the sector and a series of damning reports from the National Audit Office (NAO) and the Chief Inspector of Probation.

Despite increased funding in the last two years, spending on prisons has fallen by 16 per cent from 2009/10 to 2017/18 and staffing levels remain 15 per cent below 2010 levels. Violence in prisons continues to be a major concern. The frequency of reported assaults on staff has almost tripled since 2010, with a 26 per cent increase in the last year alone and prisoner-on-prisoner violence has increased

at an even sharper rate. Noting composite 4, we drew attention to the crisis of safety in the prison system, which affects prisoners and prison officers alike. We support calls by unions to end and roll back privatisation. And we support calls for funding to ensure prisons are safer for prison officers and inmates.

## 4.8 Public sector pay

The General Council's work on public sector pay is governed by resolution 61, composite emergency resolution 1 and emergency resolution 7. In line with this, the TUC continued to call for fair pay for public sector workers.

In 2015, the General Council set out five tests for a fair pay deal for public sector workers, including funded increases, fair pay awards across all public services, freedom for collective bargaining and genuinely independent pay review bodies, tackling low pay through the real living wage and the restoration of lost earnings since 2010. Although in some sectors – such as the NHS, local government and the National Probation Service – unions were able to use new flexibility to secure some advances on pay, the government has still failed to deliver against the tests we set out.



»The TUC will continue to press the case for fair pay for public service workers, calling on the chancellor to ensure sufficient funding is provided in the spending review to fund fair pay awards.«

In some sectors such as the civil service, prisons and the police service, pay awards were below inflation, meaning more real-terms pay cuts. Outside of the NHS, no funding was provided to support pay increases, putting additional strain on departmental budgets. This year, for example, civil service pay has been capped at 1 per cent but with departments able to provide an additional 1 per cent - where this is affordable and doesn't impact on delivery of services, according to Treasury guidance. The government continues to ignore the recommendations of pay review bodies, with ministers rejecting the recommended 3.5 per cent award for teachers on the upper pay scale or in leadership roles, despite the pay review body highlighting the necessity of this to address the recruitment and retention crisis in our schools.

The TUC will continue to press the case for fair pay for public service workers, calling on the chancellor to ensure sufficient funding is provided in the spending review to fund fair pay awards across all public services. Analysis by the New Economics Foundation, commissioned by the TUC, shows that a pay award above inflation that restores earnings to 2010 levels would cost an additional £8.5bn by 2022/23. The research also showed that almost half of this is recouped to the Treasury through increased tax revenue, reductions to in-work benefits and indirect tax revenue as a result of wider economic growth resulting from the multiplier effect.

The TUC has also challenged the government over proposals to cap exit payments, covering voluntary severance, redundancy and other payments, at £95k for all public sector workers. We highlighted the impact that this will have on a range of medium earners, and how it rides roughshod over existing collective agreements and reduces the scope for unions and employers to work together to secure workforce reforms.

#### 4.9 Public Services Forum

The Public Services Forum brings together the TUC and public service unions, the Cabinet Office and relevant public service employers, including the Local Government Association and NHS employers, to agree joint programmes of

action in relation to strategic issues affecting the public service workforce.

In the last 12 months, we have worked jointly on developing a cross-public-sector response to the government's Good Work Plan, with the aim of launching a new good work toolkit for use by managers and union officers and reps later this year.

We held two roundtables of unions and employers looking at how we can effectively deliver good-quality apprenticeships across the public sector. And we have staged two roundtables looking at revisions to the government policy and practice on outsourcing and social value procurement.

#### 4.10 Transport

The TUC has continued to campaign for improvements to our transport systems to benefit passengers, workers and the whole economy. We believe that publicly owned, democratically accountable rail is the best option. Train operating companies (TOCs) privatise the profits from running lines, but the risks and penalties are paid for by the public. In 2018 the taxpayer was liable for £38m for Govia Thameslink because the nature of its contract meant the Department for Transport (DfT) had to compensate it if profits didn't meet expectations. The industry still relies on large subsidies from the taxpayer.

# GOOD SERVICES

» We published research showing that season tickets still cost up to three times the proportion of earnings for UK passengers than they do for European passengers taking similar journeys. «

We continue to campaign for an end to train franchises, pointing out the failures of the current system. In line with composite 17 and resolution 11, we called for a publicly owned rail network. In January, we published research showing that season tickets still cost up to three times the proportion of earnings for UK passengers than they do for European passengers taking similar journeys. Season tickets in England can cost 13 per cent of average earnings. Tickets for equivalent journeys in Germany, France or Belgium cost between 3 and 4 per cent. Meanwhile, train companies have paid billions of pounds in dividends, as passengers struggle with frequent cancellations and delays, and union members' jobs are attacked.

Reforms to Network Rail promise to unite track and train. But by bringing private companies back into infrastructure maintenance they threaten to create a series of regional Railtracks, putting safety at risk.

We raised all these issues in a substantial response to Keith Williams' root-and-branch review of the rail industry. In our submission we pointed out that it is more expensive to use private finance and outsourcing to fund and deliver projects and services on the railways. We also highlighted the value passengers see in having a safety-critical staff member on their trains.

The last year has seen an attack on rail workers pay. As noted in composite emergency resolution 9, attempts to link reductions in ticket prices to cuts in pay are dishonest and have to be resisted. The TUC was clear that the real problem on our railways is not workers' pay: instead it is a broken franchise system, huge dividends for investors and rocketing fares on packed, unreliable commuter trains.

TUC policy on freight is guided by resolution 13. The UK's rail freight capacity increased from 1996 until 2013/14, but since then it fell by 25 per cent. Once freight capacity is lost it is very expensive to replace. Rail freight is a more efficient, greener method than transporting goods by road. Keeping freight is essential if we

▼ Season tickets for rail passengers in England can cost 13 per cent of average earnings  
© DGL Images/Getty Images



are going to reduce our carbon emissions. We will continue to press for more recognition of the environmental and economic benefits of the rail freight system.

In line with resolution 14 and composite 1, the TUC has undertaken a comprehensive programme of work during this Congress year to oppose social dumping, and to promote better employment rights and safer workplaces, including in the maritime sector. We have campaigned on these issues in the UK and have worked with European and international colleagues to campaign on them throughout the world. This has included developing new proposals for sectoral collective bargaining, which is particularly important among fragmented sectors that are harder to organise.





# 5

SECTION 5

WINNING MORE  
FOR WORKERS



# WINNING MORE FOR WORKERS

## 5.1 Introduction

Trade unions have shown their resilience, effectiveness and relevance to working people this year, despite facing the enormous challenges of austerity, economic uncertainty and precarious employment across all sectors and industries. Union membership has increased for the second consecutive year, testament to the hard work of union organising campaigns. While our strength remains in large employers and the public sector, unions continue to make breakthroughs in the private sector and the gig economy.

The TUC continues to demonstrate its value in supporting our unions, officers and reps – providing innovative leadership in digital transformation, capacity building initiatives for young workers, increasing use of a broad range of TUC Education courses and resources, professional development for union officers and supporting a growing number of Trades Councils.

While workplace learning has come under increasing pressure, unionlearn continues to build union capacity, supporting learning reps and bargaining for skills, demonstrated by the fact that workers are still much more likely to have learning opportunities in a unionised workplace.

» The number of trade union members increased by over 100,000 to 6.35 million. This is the largest single-year increase in membership since 2000. «

In Wales and across cities and regions of England, the TUC has shown what can be achieved in partnership with progressive administrations and with committed political leaders. Through promoting social value procurement, employment charters, local industrial strategies and the TUC's Great Jobs Agenda, we have shown that there is an alternative way to govern local communities and economies to the benefit of working people.

And, of course, the TUC remains part of a global movement, working with our sister unions across the world through global union organisations and the ILO and showing solidarity to unions fighting for workers' rights and social justice from Brazil to Turkey and beyond.

There is always more that can be done and the TUC will be looking ahead this year to talk to unions, officers and reps to see how we can further adapt and improve our services, resources and support to ensure that we continue to make gains as a trade union movement across the UK. Working people need us now more than ever.

## 5.2 Organising and union membership

Between 2017 and 2018 trade union membership in the UK increased for the second consecutive year and for the fourth time in the last seven years.

The number of trade union members increased by over 100,000 to 6.35 million. This is the largest single-year increase in membership since 2000 and is accounted for by an increase in membership in the public sector from 3.56 million last year to 3.69 million. There was a small fall in membership in the private sector from 2.7 to 2.65 million.

The proportion of workers who belonged to a union also increased both overall (from 23.2 per cent to 23.4 per cent) and in the public sector (from 51.8 per cent to 52.5 per cent). There was a small fall in union density in the private sector (from 13.5 per cent to 13.2 per cent).

Density increased among workers aged 16–19 and 20–24. But just one in ten workers aged 20–24 were in a union.

▼ A key challenge for unions is to increase membership in the private sector  
© Jess Hurd/reportdigital.co.uk



The proportion of women workers who are members of a union increased to 26.2 per cent and there are now over 3.5 million women trade union members. Among men, density was 20.7 per cent.

The sectors/industries with the highest density were education (47.6 per cent) and public administration (45.4 per cent). In the private sector the transport and storage industry has the highest density (36.1 per cent).

Collective bargaining coverage across the economy remained unchanged at 26 per cent but there was a small increase in bargaining coverage in the public sector (from 57.6 per cent to 58.9 per cent) and a small fall in private sector bargaining coverage (from 15.2 per cent to 14.7 per cent).

The statistics show that two key challenges remain for the movement: organising young workers and increasing membership in the private sector.

Each new group of workers starting their working lives are less likely to be union members than the preceding generation. Almost 77 per cent of employees who carry a union card are aged over 35. Of employees who are trade union members, less than one in twenty were aged between 16 and 24 whereas almost 40 per cent were aged 50 and over.

In the private sector there are over 17.5 million non-members, including approximately three million 16- to 24-year-olds in sectors where union density is particularly low.

# WINNING MORE FOR WORKERS

During 2019, the TUC has undertaken a comprehensive review of the support that it provides to unions on organising and in the latter part of the year will begin to roll out new education programme for reps, officers and union leaders. This will include a new version of the TUC's Leading Change programme.

Resolution 73 on winning against atypical employment models called on Ryanair to negotiate good-quality agreements with unions representing all sections of its workforce in all countries in which it operates. The General Council notes that the campaign for union recognition at Ryanair has continued across Europe.

»During 2019, the TUC has undertaken a comprehensive review of the support that it provides to unions on organising.«

## 5.3 SPECIAL FEATURE: A DIGITAL LAB FOR THE UNION MOVEMENT

The TUC Digital Lab was launched in February 2019. It is a programme of networking, events and resources aimed at building affiliate unions' capacity in digital transformation.

### What is 'digital transformation'?

Internet access has reached near-universal levels among working adults in the UK. Large and growing majorities of union members and potential members now have a natural preference to engage initially online, on mobile and at any time of day.

This has raised people's expectations of how they can interact with companies, government and organisations. It's also caused an explosion in new services and organisations, many of which now compete with unions on at least some of our activities.

Digital transformation is the process by which unions can adapt the ways they work to better fit people's expectations from us. It's about devising new ways to make our historic values more accessible in the modern age.

### Eight principles for union digital transformation

The Digital Lab launched with a workshop for senior union leaders in February, with attendees drawn from TUC Executive Committee members

and their nominees. The session explored some of the challenges facing unions in meeting member expectations in the digital age.

It also defined some key principles that underpin the success of digital transformation projects, in an environment that is still unfamiliar to many unions.

These principles have formed the approach of the Digital Lab and were published as a resource for unions to use in their strategic planning around digital transformation.

They can be read at [bit.ly/8digitalprinciples](https://bit.ly/8digitalprinciples)

### Building a network

The Digital Lab has worked to build and support a network of champions for digital transformation across the union movement. Regular mailings have circulated new resources, upcoming event invitations and suggested reading.

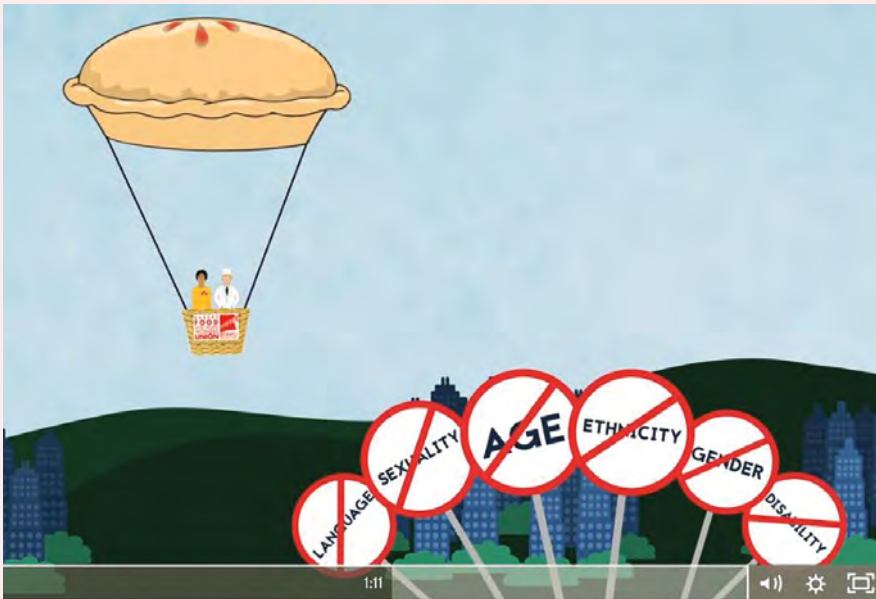
To join the mailing list and hear about upcoming events and resources, visit [bit.ly/digitallabnetwork](https://bit.ly/digitallabnetwork)

### Identifying best practice

Many unions are already doing great work in digital, but the learning has not always been shared around the movement as well as it could be.



▼ A still from BFAWU's recruitment video *Join the BFAWU*



A programme of monthly Digital Lab workshops for union staff and leaders has helped identify what good practice looks like in digitising different areas of unions' work. Learning from the workshops has been written up, to produce helpful resources for other unions starting projects in these areas.

### Tools to help the movement come together

The Digital Lab has helped unions come together on digital where it could have a greater impact for the movement.

For example, Megaphone is the TUC's new digital campaigning platform for affiliates. It was launched in 2019 and has offered free campaign tools and promotion, building a best-of-breed platform to serve the labour movement.

Megaphone has so far enabled over 50,000 people to take action in support of union campaigns. It has aimed to convert online interest in work-related campaigns into helping unions sign up new members or mobilising support towards other campaign goals.

You can start your own campaign on Megaphone at [megaphone.org.uk](http://megaphone.org.uk)

### Piloting new approaches

The Digital Lab has helped answer questions around digital transformation through supporting pilot work. The Digital Lab has worked with affiliates on prototyping and testing new approaches to shared problems and distributing the learning to other unions.

Initial projects have included work on online recruitment in campaigns with BFAWU and testing website recruitment messaging effectiveness with BECTU sector of Prospect.

### Measuring progress

The Digital Lab has assisted unions to understand progress made on their digital journeys and how they could develop their own digital strategies.

The TUC digital healthcheck tool is an interactive framework that has enabled unions to quickly plot their own progress against different aspects of digital capacity and strategy.

You can test out the digital healthcheck at [bit.ly/tuhealthcheck](http://bit.ly/tuhealthcheck)

### Find out more

Meeting the expectations of digital is a huge challenge, and there will be many different ways for people in many roles across the movement to get involved during 2019/20.

You can find out more and share your own ideas at [digital.tuc.org.uk](http://digital.tuc.org.uk)

# WINNING MORE FOR WORKERS

» We completed the WorkSmart pilot in early summer 2019. The evaluation of this project will help us build new online tools to help young people get on at work. «

## 5.4 Young people

Resolution 74 at Congress named 2019 as ‘the year of young workers’, asking the General Council and affiliates to prioritise winning for young workers at work and supporting them through their unions.

### Campaigns

Harassment and abuse from a third party (such as a customer or other member of the public) is a significant issue facing too many young workers in the UK. The TUC published a report in December 2018 that gave voice to over 400 young workers that had experienced third-party harassment and abuse at work. It found that less than half of young workers who had experienced third-party harassment or abuse reported it to their employer or union, and for those that did, over three-quarters said nothing changed or the situation got worse after reporting. The Report It! campaign was launched in March, with a webpage, video and reps’ resources to help negotiate stronger preventative policies. The General Council also called for the government to change the law so employers have a duty to prevent harassment at work, as covered

in Section 3. The TUC Young Workers Committee continues to campaign on young workers and mental health, in particular the impact of stress on young people’s wellbeing, in line with resolution 33.

### Organising

Organising and recruiting young workers are core priorities for the trade union movement. In June, TUC Yorkshire and the Humber brought together 25 young trade unionists from across the movement to run the Summer Patrol project, reaching out to non-unionised young people in their workplace. The project blends tried and tested methods of face-to-face organising with the newest digital campaigning technology, to turn conversations with young workers into a commitment to mobilise their friends and attend an organising meeting. Activists had 150 in-depth conversations with non-unionised young people over two days, achieving press coverage and introducing concepts of rights and dignity at work and how unions can help them. In line with resolution 72, the General Council continues to highlight the great value young workers are bringing to unions’ organising activities, such as those in global fast

food chains McDonald’s and TGI Friday’s. We completed the WorkSmart pilot in early summer 2019. The evaluation of this project will help us build new online tools to help young people get on at work.

### Future Leaders courses

The TUC is delivering some Future Leaders courses in 2019, with the aim of developing campaigning, organising and leadership skills and establishing networks of young activists in the area. A number of the courses include residential learning components both in the UK and with sister unions in Europe, such as a visit to Auschwitz as part of the movement’s priority to tackle the far right. All courses will include participants putting their skills and learning into action by developing and delivering a campaign for Young Workers’ Month in November.

### Rights at work

TUC South West and TUC Northern are both running apprentice rights campaigns, with particular focus on the underpayment of apprentices. An online Apprentice Pay Calculator has been developed, allowing apprentices to check they are getting the correct level of pay, as well as materials on workplace rights and Know

▼ **Young Workers Committee members are participating in workshops and Future Leaders courses in the regions**  
© Caiaimage/Sam Edwards/Getty Images



Your Rights briefings delivered in some local colleges. TUC Yorkshire and the Humber are developing a programme on trade unions aimed at school leavers to complement this.

### **Young Workers Committee**

The TUC Young Workers Committee will continue with the priority campaigns chosen by Young Workers Conference in 2020. This year, Committee members are participating in workshops to complement the Committee's work and the Future Leaders courses in

the regions, including better understanding the challenges of organising young workers, campaign planning, using digital campaigning tools and working with the media.

### **5.5 TUC Education**

TUC Education provides high-quality education and training for workplace reps. Unions representing major public and private sector employers send reps for training. Almost all unions take part in the programme, which is recognised for integrity, quality and innovation.

During 2018 there was a rise in the number of reps trained to 29,694, an increase of 27 per cent on the 2017 figure. With a further 8,934 reps using webinars and e-learning, the total number of reps accessing training was 38,628. This indicates that our strategy to increase support and flexible training opportunities for reps is resulting in improved access to our programmes.

### **Funding**

The TUC programme of training for union reps is delivered UK-wide and the same qualifications are accessed and delivered to union reps in England, Scotland and Wales. In recognition of the wider benefits for the economy, the government has provided a 50 per cent co-funding contribution for TUC Education union training courses and this is managed nationally and administered directly by the Education and Skills Funding Agency (ESFA) to partner FE providers.

From August 2019, mayoral combined authorities (MCAs) and the Greater London Authority (GLA) are taking on responsibility for the adult education budget (AEB) for their areas. This will leave the TUC attempting to access each of the different MCAs or the GLA as well as non-devolved areas to fund its trade union education training programmes.



# WINNING MORE FOR WORKERS

Recruitment to college-based programmes is not geographically based. Union reps are often recruited through union networks or by workplace. As a result, our own internal enquiries show that 50-60 per cent of reps attending a college-based course are from outside of the geographic catchment of those colleges, potentially excluding them from area-based funded programmes in the future.

The TUC is lobbying government to provide equal access for union reps to our national programme in England, with an ESFA national funding stream alongside the devolved AEB. Otherwise there is a major risk that skills devolution will lead to a significant reduction in the training of union reps.

## Our offer to reps

Our strategy for supporting and enabling union reps to access trade union education continues. Ensuring that as many reps as possible have access to flexible training opportunities continues to be a focus of TUC Education work. Developing materials to support face-to-face training opportunities for reps, and further developing our online, blended and e-learning offer, is a priority. We are seeking to ensure as many reps as practicable are accessing trade union education and securing appropriate paid release to do so.

Several approaches have been developed to enable union reps to access informal opportunities for education and development, both online and face to face. TUC national and regional offices continue to organise various demand-led briefings, including health and safety training days, supporting learners' events, tackling the far-right briefings, and anti-austerity campaigns.

Flexible fully online programmes sit alongside classroom courses, providing up-to-date resources for reps. Programmes and resources can be accessed by reps as soon as they take office and can be used by experienced reps to refresh their skills and knowledge.

eNotes continue to be a great resource to help reps keep up to date on key workplace issues. These self-contained e-learning modules include a mixture of text, video and quizzes, and can be accessed from PCs, tablets or smart phones as many times as and when required.

eNotes include:

- › Tackling the far right
- › Ethical trade awareness
- › Mental health in the workplace
- › Building a stronger workplace union.

The use of webinars to reach union reps with interactive briefings remains popular. Over thirty are available from the TUC Education website [tuceducation.org.uk](http://tuceducation.org.uk) including:

- › Health and safety inspections
- › Organising
- › Third party harassment
- › Zero-hours contracts.

## Review of support to reps, officers and organising

A TUC priority for 2018-19 was reviewing support to reps and officers and union organising. TUC and unionlearn deliver a range of activities and actions that support reps and officers. This includes both our formal classroom-based training and more informal learning opportunities, including e-learning, events and briefings.

TUC Education is undertaking research to inform a more strategic approach to the wide range of services and support that the TUC and unionlearn offers to union reps, including union learning reps. The research will help us understand the behaviours of union reps in the modern workforce and get an up-to-date picture of the demographic of our rep base, their current challenges and experiences and how they

» Our strategy for supporting and enabling union reps to access trade union education continues. Ensuring that as many reps as possible have access to flexible training opportunities continues to be a focus of TUC Education work. «

are carrying out their role in today's workforce. This will help us develop a progressive and sustainable education solution that meets the needs of union reps in the future.

The research will include surveying reps that have engaged directly with trade union education as well as those reps that have not undertaken any union-led learning. This will ensure that the full landscape of training and support and its impact is determined. The research will evaluate the effectiveness of traditional formal training methods and assess the impact of informal learning approaches, including events, websites and fully online e-learning opportunities.

This work will map and research our current learning offer against TUC and union priorities and ensure that TUC and unionlearn resources and development capacity are deployed efficiently and strategically. The University of Exeter has been appointed to undertake this research.

The review also includes work to research and restructure the Organising Academy and union professionals offer. This work is being informed by a survey of union professionals and an organising survey of affiliates. New programmes will be available in early 2020.

### **Union professional development programme**

2018 saw a rise to 669 union officials trained through the union professional development programme. During the year, the Organising Academy was managed by TUC Education together with the union professionals programme. This presented an opportunity to examine the entire TUC offer for union officers and staff and consider closer integration. The introduction of TUC digital badges during 2019 allows us to plan a clear route linking the union reps' training to the union staff programme and develop a stronger emphasis on organising activity.

The new programme will include a sharper focus on developing reps and union capacity while retaining and expanding the specialist

subject courses. Over time, it is our intention to create easier access to the TUC's vast stock of research and policy materials for learners to supplement their learning or simply to pursue an interest.

New courses for officers and staff in health and safety, pensions and using company accounts will also be added.

### **International and European partnerships**

TUC Education continues to be involved in transnational work reflecting TUC priorities. Tutors attend and teach on courses organised through the European Trade Union Institute.

### **TUC Educational Trust**

The TUC Educational Trust supports trade union education through:

- › bursaries for students at Ruskin College, Coleg Harlech and Northern College
- › supporting programmes at Keele University
- › supporting trade union learners working online.

### **Course statistics**

These can be found on pages 62-64.

# WINNING MORE FOR WORKERS

**Table 1: Union workplace reps, courses, 2018**

Region	Union Officials		Safety Representatives		Specialist courses	Short courses	Totals
	Stage 1	Stage 2	Stage 1	Stage 2			
South & East	33	8	9	9	23	683	765
South West	0	0	1	0	1	45	47
Midlands	13	9	9	5	2	458	496
Yorks & the Humber	5	4	3	1	12	200	225
North West	39	21	25	15	13	383	496
Northern	0	1	0	0	2	128	131
Wales*	25	11	16	5	3	193	253
Scotland	7	2	7	8	2	125	151
Northern Ireland	14	5	9	3	5	27	63
<b>Totals</b>	<b>136</b>	<b>61</b>	<b>79</b>	<b>46</b>	<b>63</b>	<b>2,242</b>	<b>2,627</b>

\* Funded by Welsh government

**Table 2: Union workplace reps, students, 2018**

Region	Union Officials		Safety Representatives		Specialist courses	Short courses	Totals
	Stage 1	Stage 2	Stage 1	Stage 2			
South & East	262	62	117	77	244	7944	8706
South West	0	0	13	0	8	610	631
Midlands	166	88	107	48	28	5453	5890
Yorks & the Humber	57	28	50	9	87	2229	2460
North West	562	205	266	160	119	4058	5370
Northern	0	20	0	0	16	1722	1758
Wales*	256	104	186	45	26	1940	2557
Scotland	58	14	73	45	29	1318	1537
Northern Ireland	190	61	111	35	59	329	785
<b>Totals</b>	<b>1,551</b>	<b>582</b>	<b>923</b>	<b>419</b>	<b>616</b>	<b>25,603</b>	<b>29,694</b>
Women (%)	34.11	25.95	25.24	19.09	46.43	35.55	34.96

\* Funded by Welsh government



**Table 3: Short course students by generic course title, 2018**

Generic title	Students
Industrial Relations/Collective Bargaining	10,334
Health and Safety	4,902
Induction	2,602
Equalities	1,612
Wellbeing	1,049
Information Communication Technology	691
Organising	639
Mental Health Awareness	517
Pensions	176
Other*	3,081
<b>Total</b>	<b>25,603</b>

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

**Table 4: TUC day-release and short courses provision, 2001-18**

Year	Union Officials Stage 1 & 2		Health and Safety Stage 1 & 2		Follow-on/specialist		Short courses		Evening classes		Totals	
	Courses	Students	Courses	Students	Courses	Students	Courses	Students	Courses	Students	Courses	Students
2001	307	3,560	430	5,264	118	1,379	1,570	19,157	282	3,111	<b>2,707</b>	<b>32,471</b>
2002	328	3,460	397	4,925	390	4,107	1,902	21,427	53	680	<b>3,070</b>	<b>34,599</b>
2003	288	3,161	404	4,502	562	5,252	2,135	23,873	85	1,058	<b>3,474</b>	<b>37,846</b>
2004	309	3,413	398	4,715	558	6,057	2,367	27,176	112	1,180	<b>3,744</b>	<b>42,541</b>
2005	279	2,917	353	4,021	487	4,800	2,954	33,561	82	1,203	<b>4,155</b>	<b>46,502</b>
2006	262	2,784	339	3,778	316	3,032	2,854	38,585	79	933	<b>3,850</b>	<b>49,112</b>
2007	268	2,667	355	3,781	359	3,730	3,097	41,085	130	1,367	<b>4,209</b>	<b>52,630</b>
2008	213	2,251	284	3,105	302	4,537	3,359	46,466	147	1,298	<b>4,305</b>	<b>57,657</b>
2009	202	2,155	294	3,120	314	3,105	4,018	48,483	155	1,458	<b>4,983</b>	<b>58,321</b>
2010	210	2,194	252	2,710	246	2,904	3,510	47,888	168	1,467	<b>4,386</b>	<b>57,163</b>
2011	188	1,969	240	2,522	213	2,148	2,847	39,758	134	1,550	<b>3,622</b>	<b>47,947</b>
2012	182	1,986	236	2,468	275	2,716	3,166	43,375	159	1,653	<b>4,018</b>	<b>52,198</b>
2013	212	2,241	211	2,216	219	2,336	2,592	35,589	144	1,374	<b>3,378</b>	<b>43,756</b>
2014	239	2,604	209	2,090	180	1,941	2,214	26,609	147	1,487	<b>2,989</b>	<b>34,731</b>
2015	179	1,986	164	1,667	147	1,499	2,085	23,969	128	1,247	<b>2,703</b>	<b>30,368</b>
2016	147	1,652	125	1,344	177	2,024	1,585	18,732	93	1,120	<b>2,127</b>	<b>24,872</b>
2017	180	2,145	171	1,804	115	1,406	1,455	17,383	52	512	<b>1,973</b>	<b>23,250</b>
2018	197	2,133	125	1,342	63	616	2,196	25,092	46	511	<b>2,627</b>	<b>29,694</b>

# WINNING MORE FOR WORKERS

**Table 5: Percentage take-up of places on TUC 10-day and short courses, 2018**  
(unions with 0.5 per cent and upwards of total affiliated membership)

Total affiliated membership	5,552,739
Total number of students attending TUC day-release courses	4,091
Total number of students attending TUC short courses	25,603

Union	Percentage of total TUC membership	Percentage take-up of TUC places	
		10-day courses	Short courses
Unite	22.22	33.78	27.32
Unison	21.50	9.68	10.82
GMB	11.01	3.89	13.74
NEU	8.32	0.05	0.16
Usdaw	7.80	4.50	11.08
NASUWT	5.32	0.02	3.40
CWU	3.45	0.59	3.97
PCS	3.28	5.94	7.67
Prospect	2.57	0.32	0.45
UCU	1.95	0.29	2.07
RMT	1.54	0.66	1.29
EIS	0.99	0.51	0.80
Equity	0.78	0.00	0.00
CSP	0.72	1.32	0.25
RCM	0.64	0.02	1.04
FBU	0.60	1.12	1.30
Community	0.57	0.93	1.41
MU	0.55	0.00	0.00
NUJ	0.54	0.00	0.00
POA	0.54	0.51	0.14
NAHT	0.52	0.00	0.01

## 5.6 TUC Trade Union Communications Awards

This year we celebrated the 42nd TUC Trade Union Communications Awards. Twenty unions took part in the competition with a total of 78 entries – showcasing a variety of high-quality communications from across the union movement.

The judges were: Alex Lloyd Hunter, co-executive director, Forward Action; James Moore, chief business commentator, *The Independent*; Phil Pemberton, head of brand and communications at Equity; Baroness Wheeler of Blackfriars; and Becky Wright, executive director of Unions21.

At the awards ceremony on 8 July, hosted by the TUC president, union communications professionals and members of the General Council celebrated the competition entries. The TUC general secretary awarded the certificates.

The winners were:

**Best membership communication (print journal)**  
National Education Union

**Best membership communication (digital)**  
UNISON

**Best communication for reps and activists**  
UNISON

**Best recruitment/new member communication**  
Prospect

**Best campaign communication**  
National Education Union

**Best designed communication**  
FBU

## 5.7 Trades councils

Trades councils continue to actively and effectively support key trade union and TUC campaigns, providing a visible presence in towns and communities throughout England and Wales. Trades councils organised street stalls to support HeartUnions week and promote trade unionism and have provided practical support for union industrial campaigns, challenged precarious employment models and supported union organising campaigns.

This year 154 trades councils and 24 county associations registered with the TUC. This is an increase on the 147 trades councils that were registered in 2018 and reflects the efforts of the regional TUCJCC representatives who have prioritised establishing trades councils in areas where none is operating.

60 delegates attended this year's Trades Councils Conference in Bournemouth where guest speakers included Jennifer McCarey from the STUC, Harsev Bains and Sonia Kullar of the Jallianwala Bagh Massacre Campaign and TUC President Mark Serwotka.

## 5.8 Wales TUC

Wales TUC has used its unique role and status as a devolved entity within the TUC to build a social partnership approach in Wales. This has had benefits for Welsh workers such as the two-tier code, the ethical employment code and legislation to stop significant parts of the UK Trade Union Act applying in Wales.

Wales TUC has now agreed with the new Welsh Labour First Minister Mark Drakeford that it is time to move to the next stage in order to deliver the shared goal of making Wales a fair work nation through effective and robust tripartite social partnership.

The Welsh government will legislate for a Social Partnership Act to be on the statute book by May 2021. This will provide statutory underpinning to our approach, establishing a public sector legal duty to deliver fair work through social partnership; placing statutory fair work and social partnership requirements on procurement and business support; and establishing strong enforcement and monitoring mechanisms.



# WINNING MORE FOR WORKERS

▼ **Engaging business:** the TUC has worked with metro mayors, like Steve Rotherham and Andy Burnham, to develop charters to promote high employment standards  
© Christopher Furlong/Getty Images



Central to all of this will be making the extension of collective bargaining and access to unions the core, measurable business of Welsh Government as the most effective method of delivering true fair work outcomes for workers in Wales.

## 5.9 English regions

TUC regional councils continued to develop relationships with local authority leaders and metro mayors, promoting trade union partnership and inclusive economic growth.

In Greater Manchester, Liverpool City Region, Greater London and the North of Tyne combined authorities, the TUC worked with metro mayors to develop employment charters as a way of engaging businesses in the promotion of good employment standards.

A number of local authorities have also signed up to the TUC's Great Jobs Agenda, passing council motions that required councils to commit to tackling zero-hours contracts, union voice and insecure work in its own workforce and supply chains. In areas such as Bristol, the TUC has formed an active partnership with the mayor in order to promote the living wage across the city.

The TUC is working across each region to inform the development and implementation of local industrial strategies by metro mayors and Local Enterprise Partnerships. We are calling for strategies that strengthen worker voice, invest in public infrastructure, promote social value procurement, bring employers and unions together in different sectors to promote productivity and decent jobs, increase employer engagement in learning and skills and embed equality and diversity.

TUC regions have staged a range of festivals promoting trade unions past, present and future, with Tolpuddle, Chainmakers and Durham Miners Gala going from strength to strength.

We have been instrumental in supporting health and wellbeing in workplaces across different regions. The Dying to Work campaign has grown from its roots in TUC Midlands to a high-profile national campaign, with thousands of endorsements and businesses engaged. TUC Northern continues to support hundreds of workplaces across the north-east with its Better Health at Work project.

▼ Protest organised by the European Trade Union Confederation (ETUC) to draw public attention to the European Parliament elections  
© Isopix/Shutterstock



## 5.10 Global solidarity, trade and international development

### Global union organisations

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).

TUC representatives on the ETUC Executive Committee are Frances O'Grady (also on the Steering Committee), General Council Europe spokesperson Steve Turner, Mary Bousted and Dave Prentis. The Pan-European Regional Council executive met in March: Steve Turner, Tim

Roache and Frances O'Grady are the TUC members. In May a TUC delegation attended the ETUC 14th Congress that re-elected Luca Visentini as general secretary for a second term and Esther Lynch as deputy general secretary with the support of the TUC.

The TUC is represented on the European Economic and Social Committee by Nick Crook (UNISON), Brian Curtis (WTUC), Diane Kelly (UNISON), Martin Mayer (Unite), Judy McKnight (convenor), Amarjite Singh (CWU), Agnes Tolmie (STUC) and Kathleen Walker-Shaw (GMB).

The ITUC General Council met in Copenhagen on 2 and 6 December during the ITUC 4th World Congress (2-7 December). A TUC delegation attended the congress that elected Sharan Burrow as general secretary for a third term and Owen Tudor of the TUC as a deputy general secretary. ITUC General Council titular members are Frances O'Grady and Tim Roache. Mariela Kohon is Frances' first alternate, and Gloria Mills is her second alternate. The ICTU's Jack O'Connor is Tim's first alternate and Gail Cartmail his second alternate. ITUC Executive Bureau titular members are Frances O'Grady, Mariela Kohon her first alternate and Tim Roache her second alternate.

Frances O'Grady represents the TUC on TUAC, which met in December and June. The TUC participated in TUAC's work on OECD policies on macro-economics, skills, digitalisation, business and human rights, and the G7 and G20.

### Global solidarity

The TUC continues to show solidarity with unions internationally. Solidarity actions were taken to support trade unionists in several countries including Iran and the Philippines, as well as those set out in more detail below. At the ILO Conference, the TUC spoke in support



# WINNING MORE FOR WORKERS

▼ The TUC worked with the Brazilian CUT to support the campaign to release former President Lula and to oppose the far-right and anti-worker policies of President Bolsonaro  
© Stephen Russell/TUC



of the workers of Egypt, Fiji, Turkey and Zimbabwe. The TUC has also established a new network of international officers, to help develop our international strategy.

## Brazil

The TUC worked with the Brazilian CUT to support the campaign to release former President Lula and to oppose the far-right and anti-worker policies of President Bolsonaro. We joined Brazilian activists based in London at several protests outside their embassy and have had several meetings with Brazilian CUT representatives.

## Colombia

In line with emergency resolution 2, the TUC continued to support the work of Justice for Colombia to highlight the killings of trade unionists and other social leaders, implementation of the peace agreement, and the campaign to release framed FARC peace negotiator, Congressman Jesús Santrich. The general secretary signed a public letter to the British government calling for his release, and briefed MPs on the situation in Colombia. Mr Santrich's freedom was secured in May.

## Palestine

Members of the TUC Women's Committee and other union women went to Palestine in May. The TUC provided funding for a film of the visit and sent a solidarity statement. The TUC met with the Palestine Solidarity Campaign trade union network to discuss future collaboration in line with emergency resolution 4, and promoted the demonstration held in London in May in support of Palestinian rights.



▼ Workers' rights protesters at the Tolpuddle Martyrs festival demonstrate against the imprisonment of political activist Abdullah Öcalan in İmralı, Turkey  
© Jess Hurd/reportdigital.co.uk



## Somalia

The TUC worked closely with the Federation of Somali Trade Unions (FESTU) and the National Union of Somali Journalists to promote respect for human and trade union rights and to promote media freedom, including writing to the new UK ambassador to Somalia.

## Turkey

In line with composite 14, the TUC wrote letters to the Turkish Ambassador in January and October, highlighting workers' rights' issues and the ongoing imprisonment of Abdullah Öcalan. The TUC met with solidarity campaigns Support for

the People of Turkey (SPOT) and Freedom for Öcalan to further solidarity work.

## Zimbabwe

The TUC wrote to President Mnangagwa, the UK's Minister for Africa, the UK ambassador to Zimbabwe, and the High Commissioner of Zimbabwe, raising concerns about the blocking of a peaceful demonstration by the Zimbabwe Congress of Trade Unions (ZCTU), resulting in violent repression that left at least 12 people dead and the arrest of trade union members, who were subsequently released on strict bail conditions. In February we organised a protest outside the Zimbabwe High Commission.

»The TUC played a key role helping to secure a new ILO Convention and guiding recommendation to prevent violence and harassment in the workplace.«

## ILO

In line with resolution 76 on supporting the work of the ILO, the deputy general secretary, Paul Nowak, addressed the centennial ILC at the United Nations, welcoming the ILO's commitment to strengthening its role in protecting and promoting workers' rights. Paul Nowak was also a member of the trade union reference group for the ILO Commission on the Future of Work.

The TUC played a key role helping to secure a new ILO Convention and guiding recommendation to prevent violence and harassment in the workplace, adopted at the ILO centennial conference. The Convention, when ratified into national law, will compel governments to ensure their equality and discrimination legislation protects the employment rights of all vulnerable groups.

# WINNING MORE FOR WORKERS

## International development

The TUC remained a prominent advocate of the ILO's Decent Work Agenda and the importance of decent work in meeting the UN sustainable development goals (SDGs).

The TUC International Development Group, chaired by Gail Cartmail, met in November, March and July.

The TUC has increased its advocacy on the SDGs, targeted at the Department for International Development (DFID) and the Treasury, including contributing to a cross-sector report by Bond on the UK's progress in meeting the SDGs. It also continues to seek to influence the CDC Group, so that UK aid is better used to deliver decent jobs and promote respect for freedom of association and collective bargaining.

## TUC Aid

TUC Aid continues to support our international development objectives. Trustees met in December, April and July. The Trade Union Unit Trust Charitable Trust is supporting several TUC Aid projects and agreed to co-fund a capacity-building project for East African trade unions to advocate for trade deals that deliver decent work and support the UN SDGs.

Recent and current projects include:

- › supporting the Guatemalan banana workers' union SINTRABI to establish new unions
- › a three-year project of disability rights training and advocacy with the Confederation of Ethiopian Trade Unions (CETU)
- › supporting the National Garment Workers' Federation in Bangladesh to provide training for women trade union members.

» The TUC remained a prominent advocate of the ILO's Decent Work Agenda and the importance of decent work in meeting the UN sustainable development goals. «





# 6

SECTION 6

TUC

ADMINISTRATION



# TUC ADMINISTRATION

▼ TUC digital comms experts Scott Gilfillan and Riz Hussain discuss how unions can make the most of Facebook and Twitter in a training webinar



## 6.1 Developing the TUC

The TUC is adapting to meet external challenges by investing in its people, building and systems. Our finances are more secure, and we're working with our staff team to make sure the TUC is a great place to work. That helps us deliver everything we do.

### Our people, learning and development

Our people are at the heart of everything we do. We were pleased to be reaccredited as an Investor in People during 2019, reflecting our high standards of people management.

During the year, we trained people in digital, project management, and line management skills and introduced a new wellbeing programme. We reviewed and improved our internal communications and introduced new measures to attract more BME applicants when we advertise jobs.

Our policy departments underwent a major restructure following the departure of head of the European Union and international department, Owen Tudor, to become deputy general secretary of the ITUC. Much of our international work was merged into a new department,

Rights, International, Social and Economic, or RISE. Our Brexit project moved to the Equality and Strategy Department, enabling us to focus on it as a key strategic project. We continue to look carefully at vacancies as they arise, with a number of posts being reshaped to ensure they best meet the demands of the TUC. In January 2019, Head of Campaigns and Communications Antonia Bance went on maternity leave and was covered by Alex Rossiter.

## Congress House improvements

We launched The Rookery - our refurbished office space at Congress House - in a difficult commercial climate. Despite this, most of the space is now let or under offer and our rental income is starting to rise. This follows our strategy to make the best possible use of Congress House.

We've also launched a print and despatch service including to affiliates under the banner Print & Post @ The Rookery.

## Congress Centre - a valued venue

The TUC and our affiliates have enjoyed the wide range of meeting, conference and event facilities hosted by the Congress Centre. Demand for these facilities is increasing and 2018 was a successful year. We delivered events from conferences to fashion shows and remain a desirable film and TV location. We are working through a programme to update toilet facilities and are planning to upgrade our AV facilities in Congress Hall. We continue to look for new ways to market effectively and maximise value from the facilities.

## IT strategy and information services

We're towards the end of a programme to upgrade our IT hardware and we made further progress towards moving to

a new suite of tools to help us work cross-departmentally to deliver our objectives. As we go, we've improved our file management and data protection compliance. We are putting an improved contact management system in place, which will help us engage better with the people we contact.

The information line supported more than 6,100 public enquiries in 2018, of which 70 per cent were from people who wanted to know how to join a trade union. This was an increase of 30 per cent more enquiries and a welcome 25 per cent more people being supported to join a union.

## 6.2 Affiliations and mergers

There were no new affiliations to the TUC or mergers of TUC affiliates in 2018-19.

## 6.3 Congress awards

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

### Congress Award for Youth

*Christina Di Stefano*

Usdaw

### Health and Safety Representative Award

*Jenny Cooper*

National Education Union

### Learning Representative Award

*Susan Mann*

Unite

## Organising Representative Award

*Lyn marie O'Hara*

UNISON

## Women's Gold Badge

*Pat Heron*

UNISON

## 6.4 Congress

The 2018 Congress was held in Manchester. The Congress carried 45 resolutions, 15 composites and 9 emergency resolutions. It also agreed statements on Brexit, collective bargaining and the TUC Campaign Plan 2018-19.

## 6.5 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 2018 Congress, Mark Serwotka was elected as chair and he will preside at the 2019 Congress. It was agreed that the Executive Committee should be composed of the existing members, with the addition of Christine Payne.

In February 2019, Sally Hunt left the General Council and Executive Committee. In June 2019, Vicky Knight left the General Council.

# TUC ADMINISTRATION

During the course of the year, key themes in the General Council's work have been our campaigns on Brexit, tackling the far right and collective bargaining.

The General Council lead responsibilities for the year 2018-19 have been as follows:

## **Overall responsibility as lead spokesperson for the TUC**

The general secretary,  
Frances O'Grady

## **Senior representative throughout the Congress year**

The president, Mark Serwotka

## **Specific areas of responsibility**

### **Disabled workers**

Seán McGovern

### **Environment and sustainable development**

Sue Ferns

### **Europe**

Steve Turner

### **Health and safety**

Liz Snape

### **International development**

Gail Cartmail

### **International relations**

Sally Hunt (until Feb 2019)

Tim Roache (since Apr 2019)

### **Learning and skills**

Mary Bousted

### **Lesbian, gay, bisexual and transgender rights**

Maria Exall

### **Public services**

Dave Prentis

### **Race equality**

Gloria Mills

### **Trade union councils**

Matt Wrack

### **Women**

Vicky Knight (until Jun 2019)

Sue Ferns (subsequently)

### **Young workers**

Charlie Gray

conference heard from the TUC president and general secretary, from Dawn Butler MP (shadow minister for women and equalities) and speakers from the Repeal the 8th Campaign and Maternity Action.

## **6.8 Black Workers Conference**

Winning Workplace Unity was the theme of the TUC Black Workers Conference. Chaired by Sajid Sheikh of the CWU, and addressed by TUC Deputy General Secretary Paul Nowak, conference welcomed speeches by Claude Moraes MEP, Sandra Kerr (Business in the Community), Kye Gbangola (The Truth about Zane Campaign), Phien O'Reachtigan (Gypsies and Traveller Coalition) and Nazek Rahman (Migrant Voice).

## **6.9 Disabled Workers Conference**

The Disabled Workers Conference chairing was shared between Seán McGovern (Unite), Sian Stockham (UNISON), Ann Galpin (NUJ) and Tony Sneddon (CWU). The conference was addressed by TUC Deputy General Secretary Paul Nowak and included a well-received panel discussion on independent living, with experts from Disabled People Against Cuts, the European Network on Independent Living and the Reclaiming Our Futures Alliance.

## **6.6 Strategic governance**

The General Council continued to make improvements to the TUC's strategic governance, introducing changes to the Executive Committee and General Council, including time limits for speakers, and quarterly meetings of equality committee chairs. In spring 2019 the TUC consulted affiliates and statutory committees on further improvements to committees and conferences, outcomes from which will be progressed across the 2019-20 Congress year.

## **6.7 Women's Conference**

This year's wide-ranging TUC Women's Conference was chaired by Sujata Patel of Usdaw and debated motions including fighting to combat the far right, sexual harassment, the gender pay gap and period poverty. The



## 6.10 LGBT+ Conference

The LGBT+ Conference chairing was shared between Maria Exall (CWU), Phil Jones (Unite), Peter Taylor (NASUWT) and Taranjit Chana (GMB). The conference was addressed by TUC General Secretary Frances O'Grady, Shadow Education Secretary Angela Rayner MP and Dr S Chelvan, barrister specialising in LGBT+ asylum cases. There was a well-received panel discussion on inclusive education with experts from NASUWT, LGBT History Month and Schools OUT UK and the Founder of Birmingham South Asians LGBT - Finding A Voice, an independent, multi-faith social support group for South Asian men and women.

## 6.11 Young Workers Conference

This year's Young Workers Conference was lively and action-focused, with the launch of the Report It! campaign and delegates speaking to shop workers in central London about their rights around harassment and abuse. Workshops on mental health, digital organising and tackling the far right were well received, as well as an expert panel on organising precarious young workers, the women's reception, a seminar on tackling misogyny and a Q&A with Frances O'Grady. Conference voted to continue campaigns on harassment and abuse, and mental health.

## 6.12 Trades Councils Conference

The Trades Councils Conference debated a range of issues of concern to union members and local communities. The conference was chaired by Roger McKenzie of UNISON and was addressed by TUC President Mark Serwotka, Ines Lage of the South West TUC and speakers from the Jallianwala Bagh Massacre 1919 Centenary Committee.

## 6.13 TUC finances

The annual statement of accounts and balance sheet as at 31 December 2018 is set out in Appendix 3. It shows a total deficit across all funds of £3.25m, including asset revaluations and FRS 102 accounting adjustments. The operating surplus on ordinary activities of £81,000 comprises a deficit of £156,000 on the administration fund and surpluses of £95,000 and £142,000 on the development and Congress House dilapidations funds respectively.

### Development fund

In 2018, 10 per cent of the affiliation fee was allocated to the development fund, alongside some external funding, and was used to promote new work and General Council initiatives. This was used to support a variety of projects, with the main initiatives being:

- › great jobs for everyone
- › an economy that works for working people
- › a thriving movement that delivers for younger workers
- › effective TUC and 150th anniversary
- › global solidarity.

The development fund representing all non-unionlearn externally funded projects, together with projects funded by the affiliation fee, showed an operating surplus of £95,000.

### Statement of accounts

The administration fund (covering day-to-day office running expenses and staff costs) produced a deficit on ordinary activities of £156,000, while unionlearn funds broke even. The development fund is shown above, while the dilapidations fund showed that £427,000 was spent on the upkeep of Congress House during the year and £569,000 was transferred to the dilapidations fund from the administration fund.

# TUC ADMINISTRATION

▼ **Young workers and unions - agents for change** is the new exhibition from the TUC Library available for loan from 2019

During 2018, our calculated FRS102 pension scheme position moved from a £11,936,000 surplus to £10,674,000. This negative movement of £1,262,000, together with the operating surplus of £81,000, the gain of £75,000 on sale of investments, net revaluation and deferred tax loss of £2,144,000, has reduced the funds of the TUC from £84,606,000 to £81,356,000.

## Prospects and developments

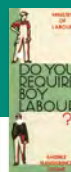
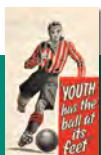
A budget for the administration fund 2019 has been agreed by the General Council. This showed a projected deficit of £193,626, primarily as a consequence of the pressures on affiliation fees, investment and property income. The General Council approved a six pence (2 per cent) increase in the affiliation fee to £2.88 pence for 2019.

Our internal audit work in 2018 included a review of the effectiveness of our management of large projects as well as our procedures for ensuring compliance with tax reporting requirements. TUC has retained its Fair Tax accreditation.

## Young workers and unions agents for change

Low pay, zero hours contracts, harassment and bullying in the workplace. Younger workers have often been at the sharp end of bad working practices and most in need of support from trade unions. This exhibition demonstrates the vulnerability of young workers through the last three centuries and how they often took the lead to challenge these abuses and fight for change through their unions.

This exhibition is based on the contents of the TUC Library at London Metropolitan University, using its printed, manuscript and visual resources to explore the history and role of young workers and trade unions.



**Young Workers and Unions – agents for change**

All images copyright of the TUC Library unless stated otherwise, and all available (with many hundreds of others) from [www.unionhistory.info](http://www.unionhistory.info)

LONDON METROPOLITAN UNIVERSITY

TUC

## 6.14 TUC Library

Located at London Metropolitan University, TUC Library attracts a wide range of researchers interested in both the history and the current activities of trade unions, industrial relations, labour history and adult education.

We have five pop-up exhibitions available for loan: the latest, on the history of young workers and trade unions; 150 years of the TUC; the 1984/85 miners' strike; the impact of the Russian Revolution on the left; and the relationship between American and British labour movements.

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

Contact TUC Librarian Jeff Howarth to arrange visits and inductions 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

# OBITUARIES





# OBITUARIES



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**Lord Garfield Davies CBE**, who died in March aged 83, was general secretary of Usdaw from 1986 to 1997, serving on the TUC General Council from 1986 to 1996. He started work as an electrical apprentice at the Port Talbot steelworks, becoming a full-time official with Usdaw in 1969 and a national organiser in 1978. As general secretary, he was closely involved in the Keep Sunday Special campaign to defend the existing working week of members. He was on the executive of the International Confederation of Free Trade Unions and the European TUC and was a member of the Employment Appeal Tribunal from 1991 to 2006. He also served as a Labour councillor.

**Denise Doherty**, who died in May aged 62, was Frances O'Grady's secretary at the TUC. Previously a union rep in the airline industry, she joined the TUC in 2003, holding a number of administrative posts in the equality, organisation and learning services departments. In 2007 she became Frances' secretary, managing her diary, meetings and external commitments. Diagnosed with lymphoma in 2018, she continued to work as much as possible, and was deeply committed to the trade union cause.

**Trevor Fowler**, who died last year aged 87, worked for the TUC from 1966 to 1971. After furthering his education through Workers' Educational Association courses, he became secretary of his local trades council and a Labour councillor. During his time with the TUC, he taught trade union education, dealt with industrial relations issues and helped organise Congress. Subsequently he worked for the National Graphical Association, organising picket lines and demonstrations during the disputes at News International in Wapping and at Eddy Shah's Warrington Messenger.

© Anna Gordon



**Harry Leslie-Smith**, who died in November aged 95, was an activist and critic of austerity. A keen supporter of the trade union movement, he made his mark in later life as the author of the bestselling memoir *Harry's Last Stand*, a passionate defence of the welfare state. Brought up in abject poverty, he served with the Royal Air Force during the war and spent the rest of his life fighting racism and fascism. Harry's address to the 2014 Labour conference, defending the NHS and denouncing austerity, made headline news.



**Max Levitas**, who died last year aged 103, was a lifelong communist, community activist and veteran of the Battle of Cable Street in 1936. Born in Dublin to Jewish immigrant parents from Latvia and Lithuania, he later lived in the East End of London. He led a four-month rent strike and became a fire warden during the Blitz. In 1945 he was elected a Communist councillor for Stepney, serving for almost 15 years. As a community organiser, he supported anti-racism campaigns, tenants' associations and pensioner groups.

# OBITUARIES



**Doug McAvoy**, who died in May aged 80, was general secretary of the National Union of Teachers (NUT) from 1989 to 2004 and a member of the TUC General Council from 1989 to 2003. A shrewd negotiator, he persuaded John Major's government to abandon league tables of SATS results for seven-year-olds, easing pressure on children and teachers' workloads. His first job was as a miner, after which he became a PE and maths teacher at Walkergate secondary modern in Newcastle. He became active in the NUT and joined the union's executive in 1970, becoming deputy general secretary to Fred Jarvis in 1974. During his time as general secretary, membership rose by over 40 per cent to 267,000, and he became a figure of national prominence during the national strike by teachers over pay.



**Fred Smithies**, who died last year aged 89, was NASUWT general secretary from 1983 to 1990 and served on the TUC General Council from 1983 to 1989. After qualifying as a teacher, he taught at schools in Accrington and Northampton and joined NASUWT, becoming a national executive member in 1966 and serving as chair of the Education Committee. He was elected the union's vice president in 1976, subsequently becoming assistant general secretary and deputy general secretary. He also served on the executive of the International Federation of Free Teachers' Unions.





# APPENDICES

# ATTENDANCE

## 2018-19

### General Council

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

Member	Attendance	Member	Attendance	Member	Attendance
Sheila Bearcroft	4	Sally Hunt <sup>1</sup>	1	Maggie Ryan	0
Josie Bird	6	Chris Keates	0	Malcolm Sage	3
Mary Bousted	3	Vicky Knight <sup>2</sup>	5	Mark Serwotka	6
Tony Burke	3	Ian Lawrence	6	Jon Skewes	4
Gail Cartmail	4	Paddy Lillis	4	Liz Snape MBE	2
Mick Cash	3	Brian Linn	6	Michelle Stanistreet	2
Mike Clancy	7	Annette Mansell-Green	7	Jane Stewart	0
Manuel Cortes	3	Susan Matthews	4	Claire Sullivan	5
Kevin Courtney	2	Len McCluskey	1	Chris Tansley	3
Ruth Cross	5	Seán McGovern	7	Horace Trubridge	2
Nick Cusack	1	Roger McKenzie	3	Steve Turner	1
Tony Dale	5	Gloria Mills CBE	2	Dave Ward	3
Neil Derrick	5	Ged Nichols	6	Simon Weller	5
Mark Dickinson	3	Frances O'Grady	7	Tony Woodhouse	5
Maria Exall	7	Christine Payne <sup>3</sup>	0	Matt Wrack	1
Sue Ferns	6	Dave Penman	5		
Larry Flanagan	1	Dave Prentis	5		
Steve Gillan	4	Davina Rankin	5		
Janice Godrich	2	Roy Rickhuss CBE	5		
Charlie Gray	5	Patrick Roach	6		
Philipa Harvey	4	Tim Roache	5		

<sup>1</sup>Left in February 2019

<sup>2</sup>Left in June 2019

<sup>3</sup>Equity was represented by other representatives on five occasions

## Executive Committee

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

<u>Member</u>	<u>Attendance</u>	<u>Member</u>	<u>Attendance</u>
Sheila Bearcroft	2	Steve Turner	3
Mary Bousted	5	Dave Ward	2
Tony Burke	5	Simon Weller	4
Gail Cartmail	5	Matt Wrack	2
Mike Clancy	5	<sup>1</sup> Left in February 2019	
Kevin Courtney	5		
Mark Dickinson	2		
Maria Exall	6		
Sue Ferns	3		
Sally Hunt <sup>1</sup>	0		
Chris Keates	0		
Paddy Lillis	2		
Len McCluskey	3		
Gloria Mills CBE	3		
Ged Nichols	3		
Frances O'Grady	6		
Christine Payne	1		
Dave Prentis	2		
Tim Roache	1		
Mark Serwotka	6		
Liz Snape MBE	3		



# COMMITTEE MEMBERSHIP

## 2018-19

### Disabled Workers Committee

#### General Council

Manuel Cortes  
Nick Cusack  
Seán McGovern (chair)  
Ged Nichols<sup>1</sup>  
Malcolm Sage

#### Elected at the Disabled Workers Conference

**Communication  
Workers Union**  
Tony Sneddon

**Community**  
Steve McGurk

#### GMB

Emily Brothers<sup>9</sup>  
Paul Kempton<sup>9</sup>  
Carl Lewthwaite<sup>11</sup>

#### NASUWT

Lara Morris  
Kathryn Salt MBE<sup>11</sup>

#### National Education Union

Mandy Hudson<sup>11</sup>

#### National Union of Journalists

Ann Galpin

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

Janine Booth

#### POA

Paul Meekin

#### Prospect

Amy Bishop

#### Public and Commercial Services Union

Austin Harney

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

Linda Carter

#### UNISON

Sian Stockham

#### Unite

Julian Allam  
David Allan  
Caroline Farrall<sup>11</sup>  
Ceri Wright<sup>9</sup>

#### University and College Union

Dr Malcolm Day<sup>11</sup>  
Elan Heffernan<sup>9</sup>

#### Secretary to Committee

Alice Hood/  
Nicola Smith

### LGBT+ Committee

#### General Council

Maria Exall (chair)  
Brian Linn  
Simon Weller

#### Elected at the LGBT+ Conference

#### ASLEF

Darran Brown  
Rachel Harper<sup>2</sup>

#### Communication Workers Union

John Monk

#### Community

Richard Angell<sup>14</sup>

#### Equity

Tigger Blaize<sup>13</sup>

#### Fire Brigades Union

Pat Carberry

#### GMB

Aaron Bevan-John<sup>13</sup>  
Taranjit Chana<sup>14</sup>  
Angela Gilraine<sup>14</sup>  
David Hope  
Rebecca Ions<sup>14</sup>  
Paul Sony<sup>13</sup>

#### NASUWT

Deborah Hayton  
Peter Taylor  
Nick Trier

#### National Education Union

Julia Neal

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

Sue Dunne

#### NHBC Staff Association

Julia Geogiou

#### Prospect

Claire Mullaly

#### Public and Commercial Services Union

Saorsa-Amatheia  
Tweedale<sup>2</sup>

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

Neil Smale

#### UNISON

Eileen Best  
Anu Prashar

#### Unite

Phil Jones  
Denise Rayner<sup>13</sup>  
Tom Sutherland

#### University and College Union

Martin Chivers<sup>14</sup>  
Stephen Desmond<sup>13</sup>

#### Secretary to Committee

Alice Hood/  
Nicola Smith

<sup>1</sup>Until Sep 2018

<sup>2</sup>Co-opted Nov 2018

<sup>3</sup>Until Feb 2019

<sup>4</sup>From Mar 2019

<sup>5</sup>Until Mar 2019

<sup>6</sup>From Apr 2019

<sup>7</sup>Until Apr 2019

<sup>8</sup>Co-opted May 2019

<sup>9</sup>From May 2019

<sup>10</sup>Left May 2019

## Pensioners Committee

### Affiliated unions

#### ASLEF

Tony West

#### BALPA

Trevor Phillips  
Julian Soddy

#### Communication Workers Union

Rodney Downing

#### Community

Peter Lightfoot

#### GMB

J Rogers

#### Napo

Margaret Pearce

#### NASUWT

Ian Millington

#### National Education Union

Marion Wilson

#### National Union of Journalists

Monica Foot

#### Prospect

Mike Moriarty

#### Public and Commercial Services Union

Eddie Spence

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

Geoff Page

#### UNISON

Rosie Macgregor

#### Unite

Mike Pike  
Bob Pinkerton

#### University and College Union

Norman Jemison

### Other

#### National Pensioners Convention

Ron Douglas

#### TGWU Retired Members' Association

William Jupp

### TUC

#### Chair of Committee

Kate Bell

#### Secretary to Committee

Jack Jones

#### Midlands TUC Pensioners Network (observer)

Yvonne Washbourne

#### NTUC Pensions Advisory Group (observer)

George Bell

#### South West TUC Pensioners Network

Janet Royston

## Race Relations Committee

### General Council

Tony Dale  
Mark Dickinson  
Susan Matthews  
Roger McKenzie  
Gloria Mills CBE (chair)  
Patrick Roach  
Eleanor Smith<sup>1</sup>

### Elected at the Black Workers Conference

#### ASLEF

Floyd Doyle

#### Communication Workers Union

Safdar Khan  
Sajid Shaikh

#### Community

Christopher Knight

#### Equity

Louisa St Bartholomew  
Brown Morgan<sup>6</sup>

#### Fire Brigades Union

Michael Nicolas<sup>1</sup>  
Joseph Mendy<sup>6</sup>

#### GMB

Taranjit Chana  
Farzana Jumma<sup>7</sup>  
Jasmine Kennedy<sup>6</sup>  
Dotun Alade  
Odumosu<sup>7</sup>

#### NASUWT

Michelle Codrington-Rogers  
Andrea Welter

#### National Education Union

Aveninder Kaur<sup>7</sup>  
Daniel Kebede<sup>6</sup>

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

Oluwarotimi Ajayi<sup>7</sup>  
Glen Hart<sup>6</sup>

#### Prospect

Freddie Brown

#### Public and Commercial Services Union

Zita Holbourne

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

Maureen Loxley MBE

#### UNISON

Abiola Kusoro  
Davena Rankin

#### Unite

Pat Davis<sup>6</sup>  
Harish Patel

#### University and College Union

Jay Arday<sup>7</sup>  
Gargi Bhattacharyya<sup>6</sup>

#### Secretary to Committee

Alice Hood/  
Nicola Smith

<sup>1</sup>Until May 2019

<sup>12</sup>Until Jun 2019

<sup>13</sup>From Jul 2019

<sup>14</sup>Until Jul 2019

# COMMITTEE MEMBERSHIP

## 2018-19

### Trades Union Councils Joint Consultative Committee

#### General Council

Steve Gillan  
Roger McKenzie  
Dave Ward  
Simon Weller  
Matt Wrack (chair)

#### East of England

Election taking place

#### 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 Committee

Kevin Rowan

### TUC Aid Trustees

Sheila Bearcroft MBE  
Gail Cartmail (chair)  
Sue Ferns

Ruth Fuller  
Frances O'Grady  
David Sachon

Chris Tansley

#### Secretary to Committee

Mariela Kohon

### TUC Educational Trustees

Sheila Bearcroft MBE  
Mary Bousted  
Sally Hunt<sup>10</sup>

Gloria Mills CBE  
Paul Nowak  
Dave Prentis

Mark Serwotka  
Liz Snape MBE

#### Secretary to Committee

Jackie Williams

### TUC Trustees

Gail Cartmail

Chris Keates

Dave Prentis

<sup>1</sup>Until Sep 2018

<sup>2</sup>Co-opted Nov 2018

<sup>3</sup>Until Feb 2019

<sup>4</sup>From Mar 2019

<sup>5</sup>Until Mar 2019

<sup>6</sup>From Apr 2019

<sup>7</sup>Until Apr 2019

<sup>8</sup>Co-opted May 2019

<sup>9</sup>From May 2019

<sup>10</sup>Left May 2019



## Unionlearn board

### Aegis

Brian Linn

### Communication Workers Union

Maria Exall

### GMB

Sheila Bearcroft MBE

Neil Derrick

### National Education Union

Mary Bousted (chair)

### TUC President

Mark Serwotka  
(ex officio)

### Union of Shop, Distributive and Allied Workers

Tony Dale

### UNISON

Roger McKenzie

### Unite

Gail Cartmail

Susan Matthews

### University and College Union

Vicky Knight

### On behalf of the TUC and unionlearn

Paul Nowak

Kevin Rowan

### Department for Education observers

Adrian Howe

Mike Klym

### Finance and Audit Committee (FAC) (subsidiary and reports to the board)

### Bank of England

Alastair Strathern  
(chair)

### BDO

(unionlearn auditors)

Stuart May

### Department for Education

Adrian Howe

### CVDFK (TUC auditors)

Phil Clark

### National Education Union

Mary Bousted

### UNISON

Roger McKenzie

### TUC and unionlearn

Ian Borkett

Cassie Kite

Matilda Quiney

Kevin Rowan

## Women's Committee

### General Council

Sheila Bearcroft MBE

Josie Bird

Mary Bousted

Gail Cartmail

Ruth Cross

Maria Exall

Sue Ferns

Janice Godrich

Philipa Harvey

Sally Hunt<sup>3</sup>

Chris Keates

Vicky Knight<sup>12</sup>

Annette Mansell-Green

Susan Matthews

Gloria Mills CBE

Christine Payne

Davena Rankin

Linda Rolph<sup>12</sup>

Maggie Ryan

Eleanor Smith<sup>12</sup>

Liz Snape MBE

Michelle Stanistreet

Jane Stewart

Claire Sullivan

### Elected at the Women's Conference

### ASLEF

Deborah Reay

### College of Podiatry

Katie Collins

### Communication Workers Union

Trish Lavelle

### Community

Tracy Barlow

### Equity

Jean Rogers<sup>5</sup>

### GMB

Nell Andrew<sup>4</sup>

Sarah James<sup>4</sup>

Lorraine Parker Delaz

Ajete<sup>5</sup>

Charlaine Nkum<sup>4</sup>

Sherine Thompson<sup>4</sup>

### Musicians' Union

Sarah Williams<sup>4</sup>

Barbara White<sup>5</sup>

### NASUWT

Kathy Duggan

Ruth Duncan

### National Education Union

Aveninder Kaur<sup>5</sup>

Heather McKenzie

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

Christine Willets<sup>4</sup>

### Public and Commercial Services Union

Bridget Corcoran<sup>4</sup>

Zita Holbourne

### Union of Shop, Distributive and Allied Workers

Chris Henry<sup>4</sup>

Sujata Patel

### UNISON

Margaret McKee

### Unite

Victoria Egerton<sup>4</sup>

Diana Holland

### Secretary to Committee

Alice Hood/

Nicola Smith

<sup>11</sup>Until May 2019

<sup>13</sup>From Jul 2019

<sup>12</sup>Until Jun 2019

<sup>14</sup>Until Jul 2019

# COMMITTEE MEMBERSHIP

## 2018-19

### Young Workers Committee

#### ASLEF

Holly Yates

#### Community

Eluned Anderson

#### GMB

Craig Dawson

Jawad Khan

George Walker

Emily Warrilow

#### Musicians' Union

Amy Fitz-Doyley

Sam Murray

#### NASUWT

Sobhia Mahmood

#### National Education Union

Thom Kirkwood

Nonie Lambert

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

Ryan Kent

#### Prospect

Natalie Beech

Eamonn Guilfoyle

#### Public and Commercial Services Union

Rhea James

Priya Kanu

#### Transport Salaried Staffs' Association

Harry Gibb

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

Jasmin Askew

Christina Distefano

#### UNISON

Kendal Bromley-

Bewes

#### Unite

Alex Graham

#### General Council (young members seat)

Charlie Gray (GMB)

#### Young Workers Conference Standing Orders Committee 2019-20

Alex Graham (Unite)

Jawad Khan (GMB)

#### Secretary to Committee

Kevin Rowan

<sup>1</sup>Until Sep 2018

<sup>2</sup>Co-opted Nov 2018

<sup>3</sup>Until Feb 2019

<sup>4</sup>From Mar 2019

<sup>5</sup>Until Mar 2019

<sup>6</sup>From Apr 2019

<sup>7</sup>Until Apr 2019

<sup>8</sup>Co-opted May 2019

<sup>9</sup>From May 2019

<sup>10</sup>Left May 2019

<sup>11</sup>Until May 2019

<sup>12</sup>Until Jun 2019

<sup>13</sup>From Jul 2019

<sup>14</sup>Until Jul 2019





# 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 the Trades Union Congress (the 'TUC') for the year ended 31 December 2018 which comprise the Statement of Comprehensive Income, the Balance Sheet, the Statement of Changes in Equity, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 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 the TUC's affairs as at 31 December 2018 and of its result for the year then ended, and
- › have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.

### 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 TUC 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 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 audit opinion.

### Conclusions relating to going concern

We have nothing to report in respect of the following matters in which the ISAs (UK) require us to report to you where:

- › the General Council's use of the going concern basis of accounting in the preparation of the financial statements is not appropriate, or
- › the General Council has not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the TUC's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

### Other information

The General Council is responsible for the other information. The other information comprises any other information 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.

In connection with our audit of the financial statements, 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 there is a material misstatement in the financial statements or a material misstatement of the other information. 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 are required by the Trade Union and Labour Relations (Consolidation) Act 1992 to report to you by exception in respect of the following matters if, in our opinion:

- › a satisfactory system of control over transactions has not been maintained
- › the TUC has not kept proper accounting records
- › the accounts are not in agreement with the books of account
- › we have not received all the information and explanations we need for our audit.

We have nothing to report to you in respect of the above matters.

### Responsibilities of the General Council

As explained more fully in the Statement of the General Council's Responsibilities, the General Council is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the General Council determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

# ACCOUNTS

In preparing the financial statements, the General Council is responsible for assessing the TUC'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 directors either intend to liquidate the TUC or to cease operations, or have no realistic alternative but to do so.

## **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.

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](http://frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

## **Use of our report**

This report is made solely to the TUC's members, as a body, in accordance with the provisions of the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the TUC's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the TUC and the TUC's members as a body, for our audit work, for this report, or for the opinions we have formed.

## **BDO LLP**

Chartered Accountants  
Statutory Auditor  
150 Aldersgate Street,  
London EC1A 4AB

12 July 2019



## Trades Union Congress

### Statement of comprehensive income for the year ended 31 December 2018

	Note	Admin fund £'000	Development fund £'000	Unionlearn £'000	Dilapidations fund £'000	Total £'000
<b>Income</b>						
Affiliation fees		13,390	1,347	638	-	15,375
Property rental and service charges		3,168	8	-	-	3,176
Investment income		229	-	-	-	229
Sales and publications		213	30	10	-	253
Donations and grants received		85	1,862	11,468	-	13,415
<b>Total income</b>		<b>17,085</b>	<b>3,247</b>	<b>12,116</b>	<b>-</b>	<b>32,448</b>
<b>Expenditure</b>						
Staff costs	2	9,730	1,063	1,967	-	12,760
Property charges	3	2,168	213	214	427	3,022
Office expenses	4	1,730	42	43	-	1,815
Projects and campaigns	5	332	1,337	595	-	2,264
International affiliation fees	6	1,872	-	-	-	1,872
Travel and meetings		265	96	109	-	470
Congress		415	-	-	-	415
Trade Union education		-	265	18	-	283
Grants and donations	7	112	136	9,170	-	9,418
Depreciation	9	177	-	-	-	177
Taxation	8	70	-	-	-	70
VAT recovered		(199)	-	-	-	(199)
Transfer between funds		569	-	-	(569)	-
<b>Total expenditure</b>		<b>17,241</b>	<b>3,152</b>	<b>12,116</b>	<b>(142)</b>	<b>32,367</b>
<b>Net (deficit)/surplus on ordinary activities</b>		<b>(156)</b>	<b>95</b>	<b>-</b>	<b>142</b>	<b>81</b>
Other finance adjustments - pension schemes	15	(989)	-	-	-	(989)
Gains on disposal of investments	10	75	-	-	-	75
Changes in fair value of investments	10	(855)	-	-	-	(855)
Change in fair value of investment property	9	(614)	-	-	-	(614)
Deferred tax on changes in fair value of investments and investment property	8	(311)	-	-	-	(311)
<b>Operating (deficit)/surplus</b>		<b>(2,850)</b>	<b>95</b>	<b>-</b>	<b>142</b>	<b>(2,613)</b>
<b>Other comprehensive income</b>						
Gains on foreign exchange	10	-	-	-	-	-
Change in fair value of freehold property	9	(758)	-	-	-	(758)
Pension scheme actuarial loss	15	(273)	-	-	-	(273)
Deferred tax on other comprehensive income	8	394	-	-	-	394
<b>Other comprehensive income for the year</b>		<b>(637)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(637)</b>
<b>Total comprehensive (expense)/income for the year</b>		<b>(3,487)</b>	<b>95</b>	<b>-</b>	<b>142</b>	<b>(3,250)</b>
Funds brought forward 1 January 2018		77,240	7,078	-	288	84,606
<b>Funds carried forward 31 December 2018</b>		<b>73,753</b>	<b>7,173</b>	<b>-</b>	<b>430</b>	<b>81,356</b>

# ACCOUNTS

## Trades Union Congress Statement of comprehensive income for the year ended 31 December 2017

	Note	Admin fund £'000	Development fund £'000	Unionlearn £'000	Dilapidations fund £'000	Total £'000
<b>Income</b>						
Affiliation fees		13,331	1,420	673	-	15,424
Property rental and service charges		2,954	-	-	-	2,954
Investment income		271	-	-	-	271
Sales and publications		157	9	18	-	184
Donations and grants received		128	1,619	12,210	-	13,957
<b>Total income</b>		<b>16,841</b>	<b>3,048</b>	<b>12,901</b>	<b>-</b>	<b>32,790</b>
<b>Expenditure</b>						
Staff costs	2	9,585	1,074	1,979	-	12,638
Property charges	3	2,060	233	261	720	3,274
Office expenses	4	1,875	27	78	-	1,980
Projects and campaigns	5	234	1,244	904	-	2,382
International affiliation fees	6	2,022	-	-	-	2,022
Travel and meetings		221	139	110	-	470
Congress		228	-	-	-	228
Trade Union education		7	312	23	-	342
Grants and donations	7	106	27	9,546	-	9,679
Depreciation		336	-	-	-	336
Taxation	8	270	-	-	-	270
VAT recovered		(161)	-	-	-	(161)
Transfer between funds		450	-	-	(450)	-
<b>Total expenditure</b>		<b>17,233</b>	<b>3,056</b>	<b>12,901</b>	<b>270</b>	<b>33,460</b>
<b>Net deficit on ordinary activities</b>		<b>(392)</b>	<b>(8)</b>	<b>-</b>	<b>(270)</b>	<b>(670)</b>
Other finance adjustments - pension schemes	15	(685)	-	-	-	(685)
Gains on disposal of investments	10	919	-	-	-	919
Changes in fair value of investments	10	(109)	-	-	-	(109)
Profit on sale of fixed assets		5	-	-	-	5
Deferred tax on changes in fair value		(269)	-	-	-	(269)
<b>Operating loss</b>		<b>(531)</b>	<b>(8)</b>	<b>-</b>	<b>(270)</b>	<b>(809)</b>
<b>Other comprehensive income</b>						
Gains on foreign exchange	10	33	-	-	-	33
Gains from changes in fair value of freehold property		-	-	-	-	-
Pension scheme actuarial gain	15	4,343	-	-	-	4,343
Deferred tax on other comprehensive income		508	-	-	-	508
<b>Other comprehensive income for the year</b>		<b>4,884</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>4,884</b>
<b>Total comprehensive income for the year</b>		<b>4,353</b>	<b>(8)</b>	<b>-</b>	<b>(270)</b>	<b>4,075</b>
Funds brought forward 1 January 2017		72,887	7,086	-	558	80,531
<b>Funds carried forward 31 December 2017</b>		<b>77,240</b>	<b>7,078</b>	<b>-</b>	<b>288</b>	<b>84,606</b>

## Trades Union Congress

### Balance sheet as at 31 December 2018

	Note	2018 £'000	2017 £'000
<b>Assets</b>			
Tangible fixed assets	9	65,605	65,498
Investments	10	10,452	12,895
		<b>76,057</b>	78,393
<b>Current assets</b>			
Short-term loans		78	80
Debtors and prepayments	11	3,121	2,603
Cash at bank and in hand		3,044	3,646
		<b>6,243</b>	6,329
<b>Less: current liabilities</b>			
Creditors and accrued expenses	12	5,021	5,409
<b>Net current assets</b>		<b>1,222</b>	920
<b>Net assets less current liabilities</b>			
Less: provision for liabilities and charges	13	1,197	1,160
Deferred tax	8	5,400	5,483
<b>Net assets before pension asset</b>		<b>70,682</b>	72,670
Pension asset	15	10,674	11,936
		<b>81,356</b>	84,606
<b>Financed by</b>			
Administration fund less revaluation reserve		40,275	47,078
Revaluation reserve		33,478	30,162
<b>Total administration fund</b>		<b>73,753</b>	77,240
Designated fund:			
Development fund		7,173	7,078
Dilapidations reserve		430	288
<b>Net assets</b>		<b>81,356</b>	84,606

Approved by the General Council on 18 June 2019  
- President Mark Serwotka



# ACCOUNTS

## Trades Union Congress Statement of changes in equity for the year ended 31 December 2018

	Admin fund £'000	Rev'ation reserve £'000	Dev'ment fund £'000	Unionlearn £'000	Dilapidations fund £'000	Total
<b>At 1 January 2017</b>	<b>38,767</b>	<b>34,120</b>	<b>7,086</b>	-	<b>558</b>	<b>80,531</b>
Operating loss for the year	(531)	-	(8)	-	(270)	(809)
Gains on foreign exchange	33	-	-	-	-	33
Defined benefit pension scheme - Actuarial gain	4,343	-	-	-	-	<b>4,343</b>
Transfer from investment property to freehold property	4,466	(4,466)	-	-	-	-
Deferred tax on other comprehensive income	-	508	-	-	-	<b>508</b>
<b>At 31 December 2017</b>	<b>47,078</b>	<b>30,162</b>	<b>7,078</b>	-	<b>288</b>	<b>84,606</b>
Operating loss for the year	(2,850)	-	95	-	142	(2,613)
Gains on foreign exchange	-	-	-	-	-	-
Defined benefit pension scheme - Actuarial gain	(273)	-	-	-	-	(273)
Transfer from assets under construction	(4,074)	4,074	-	-	-	-
Loss from change in fair value of freehold property	-	(758)	-	-	-	(758)
Deferred tax on other comprehensive income	394	-	-	-	-	<b>394</b>
<b>At 31 December 2018</b>	<b>40,275</b>	<b>33,478</b>	<b>7,173</b>	-	<b>430</b>	<b>81,356</b>

## Trades Union Congress Statement of cash flows for the year ended 31 December 2018

	Note	2018 £'000	2017 £'000
<b>Cash flows from operating activities:</b>			
Cash used in operating activities	a	(561)	(738)
Corporation tax paid on operating activities		(277)	(295)
<b>Net cash used in operating activities</b>		<b>(838)</b>	<b>(1,033)</b>
<b>Cash flows from investing activities:</b>			
Investment income		229	271
Purchase of investments		(2,215)	(4,066)
Purchase of property, plant and equipment		(1,656)	(5,635)
Proceeds from sale of investments		3,878	9,199
Proceeds from sale of property, plant and equipment		-	5
<b>Net cash generated by/(used in) investing activities</b>		<b>236</b>	<b>(226)</b>
<b>Change in cash and cash equivalents</b>		<b>(602)</b>	<b>(1,259)</b>
Cash and cash equivalents at the beginning of the year		3,646	4,905
<b>Cash and cash equivalents at the end of the year</b>		<b>3,044</b>	<b>3,646</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>81</b>	<b>(670)</b>
<b>Adjustments for:</b>			
Depreciation charges		177	336
Corporation tax		70	277
Investment income		(229)	(271)
Change in short term loans		2	1
Change in debtors		(518)	(673)
Change in creditors (excluding corporation tax)		(181)	823
Change in provisions		37	(561)
		<b>(561)</b>	<b>(738)</b>

# ACCOUNTS

## **Trades Union Congress Notes to the accounts for the year ended 31 December 2018**

### **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 2018 and are presented to the nearest pound.

#### **b. Going concern**

The General Council has, 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.

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

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

Freehold property: 2-10% per annum on cost

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

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

Motor vehicles: 25% per annum on cost

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 2018

<b>2 Staff costs</b>	2018	2017
	£'000	£'000
Salaries and national insurance	<b>10,163</b>	10,178
Pension contributions	<b>2,048</b>	1,970
Welfare and training	<b>406</b>	396
Restructuring costs	<b>59</b>	34
Advertising and recruitment	<b>84</b>	60
	<b>12,760</b>	12,638

<b>3 Property charges</b>	2018	2017
	£'000	£'000
Rent and rates	<b>873</b>	876
Heating and lighting	<b>240</b>	261
Cleaning	<b>148</b>	112
Insurance	<b>102</b>	110
Building repairs and renewals	<b>366</b>	340
External functions	<b>866</b>	855
Expenditure from dilapidations fund	<b>427</b>	720
	<b>3,022</b>	3,274

<b>4 Office expenses</b>	2018	2017
	£'000	£'000
Communications	<b>115</b>	157
Stationery and printed materials	<b>71</b>	84
Renewals and repairs to office equipment	<b>1,113</b>	1,064
Audit fees	<b>46</b>	50
Bank charges	<b>8</b>	5
Legal costs	<b>2</b>	73
Finance	<b>170</b>	205
Consultancy fees	<b>331</b>	298
Provision for doubtful debts	<b>(41)</b>	44
	<b>1,815</b>	1,980

<b>5 Project and campaign expenses</b>	<b>2018</b>	<b>2017</b>
	<b>£'000</b>	<b>£'000</b>
Printing and publicity	<b>325</b>	336
Media and supporters work	<b>99</b>	104
Projects and campaigns	<b>242</b>	53
Conferences	<b>51</b>	26
Training and development	<b>21</b>	19
Consultancy fees	<b>1,526</b>	1,844
	<b>2,264</b>	2,382

<b>6 International affiliation fees</b>	<b>2018</b>	<b>2017</b>
	<b>£'000</b>	<b>£'000</b>
ITUC	<b>888</b>	1,044
ETUC	<b>904</b>	899
TUAC	<b>80</b>	79
	<b>1,872</b>	2,022

<b>7 Grants and donations</b>	<b>2018</b>	<b>2017</b>
	<b>£'000</b>	<b>£'000</b>
Tolpuddle Martyrs Memorial Trust	<b>95</b>	90
TUC Educational Trust	<b>10</b>	9
Sundry	<b>143</b>	34
Union Learning Fund	<b>9,170</b>	9,546
Grants to organisations overseas	-	-
	<b>9,418</b>	9,679

## **8 Taxation**

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

	<b>2018</b>	<b>2017</b>
	<b>£'000</b>	<b>£'000</b>
Over provision in prior years	-	(8)
Provision for the year	<b>70</b>	278
	<b>70</b>	270

# ACCOUNTS

## Trades Union Congress Notes to the accounts for the year ended 31 December 2018

8 Taxation (cont'd): deferred tax liability	2018 £'000	2017 £'000
1 January 2018	5,483	5,722
Increase in deferred tax on changes in fair value of investment property and investments	311	269
Decrease in deferred tax on other comprehensive income	(394)	(508)
<b>31 December 2018</b>	<b>5,400</b>	<b>5,483</b>

### 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.

	2018 Total £'000	Tax at 19%	2017 Total £'000	Tax at 19.25%
Income	32,448	-	32,790	-
Foreign exchange gain	-	-	33	-
Gain on disposal of investments	75	-	919	-
Changes in fair value of investments	(855)	-	(109)	-
Profit/(loss) on sale of fixed assets	5	-	5	-
Gains from changes in fair value of investment property	(614)	-	-	-
Other finance adjustments - pension schemes	(989)	-	(685)	-
<b>Total income and gains</b>	<b>30,070</b>	<b>-</b>	<b>32,953</b>	<b>-</b>

### Non-member activities and investment income chargeable to corporation tax

Income from property	766	145	702	135
Income from investments	51	10	339	65
Chargeable (losses)/gains	(234)	(44)	644	124
Allowable expenditure:				
Investment manager fees	(110)	(21)	(137)	(26)
Gift aid	(105)	(20)	(105)	(20)
<b>Total chargeable to corporation tax</b>	<b>368</b>	<b>70</b>	<b>1,443</b>	<b>278</b>



**Reconciliation of tax charge (cont'd)**

	Total £'000	2018 Tax at 19%	Total £'000	2017 Tax at 19.25%
(Deficit)/surplus from TUC membership activities outside the scope of corporation tax	(2,148)	-	(1,367)	-
Unrealised (losses)/gains on investments not subject to corporation tax	(596)	-	(313)	-
Unrealised gains on revalued property not subject to corporation tax	(614)	-	-	-
Actuarial gain/(loss) not subject to corporation tax	(273)	-	4,343	-
<b>Total comprehensive surplus/(deficit) before corporation tax</b>	<b>(3,263)</b>	<b>-</b>	<b>4,106</b>	<b>-</b>
Current tax	(70)	-	(270)	-
Deferred tax	83	-	239	-
<b>Total comprehensive (expense) /income</b>	<b>(3,250)</b>	<b>-</b>	<b>4,075</b>	<b>-</b>

**9 Fixed assets**

	Investment property £'000	Land and buildings £'000	Leasehold improvem'ts £'000	Furniture, fittings and equipment £'000	Motor vehicles £'000	Asset under construction £'000	Total £'000
1 January 2018	25,447	32,553	4,542	2,105	24	5,825	<b>70,496</b>
Additions	-	-	16	203	-	1,437	<b>1,656</b>
Disposals	-	-	-	-	-	-	-
Transfers	5,188	6,632	(4,558)	-	-	(7,262)	-
Revaluations	(2,120)	(2,700)	-	-	-	-	<b>(4,820)</b>
31 December 2018	28,515	36,485	-	2,308	24	-	<b>67,332</b>
<b>Depreciation</b>							
1 January 2018	-	-	3,448	1,543	7	-	<b>4,998</b>
Transfers	1,506	1,942	(3,448)	-	-	-	-
Revaluations	(1,506)	(1,942)	-	-	-	-	<b>(3,448)</b>
Charge for year	-	-	-	172	5	-	<b>177</b>
31 December 2018	-	-	-	1,715	12	-	<b>1,727</b>
<b>Net book value</b>							
<b>31 December 2018</b>	<b>28,515</b>	<b>36,485</b>	<b>-</b>	<b>593</b>	<b>12</b>	<b>-</b>	<b>65,605</b>
31 December 2017	25,447	32,553	1,094	562	17	5,825	65,498

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

Significant refurbishment work has been undertaken on the property during the year, the costs of which have been transferred from Assets Under Construction to Investment Property and Land and Buildings on completion of the works.

A valuation of Congress House was undertaken at 31 December 2018 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.

# ACCOUNTS

## Trades Union Congress Notes to the accounts for the year ended 31 December 2018

10 Investments	Market value brought forward at 01.01.2018 £	Purchases £	Sales £	Change in market value £	Market value carried forward at 31.12.2018 £
<b>Quoted</b>					
UK quoted	7,409	935	(1,879)	(426)	6,039
International quoted	5,471	1,280	(1,999)	(354)	4,398
	<b>12,880</b>	<b>2,215</b>	<b>(3,878)</b>	<b>(780)</b>	<b>10,437</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>-</b>	<b>15</b>
	<b>12,895</b>	<b>2,215</b>	<b>(3,878)</b>	<b>(780)</b>	<b>10,452</b>

The change in market value seen above is made up of £75k (2017: £919k) of gains on disposal of investments, £(855k) (2017: £(109)k) of change in fair value of investments and £nil (2017: £33k) of gains on foreign exchange.

11 Debtors and prepayments	2018 £'000	2017 £'000
Trade debtors	708	573
Other debtors	860	977
Prepayments and accrued income	1,553	1,053
	<b>3,121</b>	<b>2,603</b>

12 Creditors and accrued expenses	2018 £'000	2017 £'000
Trade creditors	1,295	1,899
Taxation and social security	382	296
Other creditors	222	218
Accruals and deferred income	3,122	2,996
	<b>5,021</b>	<b>5,409</b>

### 13 Provision for liabilities and charges

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

## 14 Commitments - operating leases

At 31 December 2018 the TUC had total printing and office equipment leasing commitments of £352,669 due within one year (2017: £233,161), £1,030,351 between two and five years (2017: £856,169) and after five years £257,386 (2017: £160,155).

## 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 2018 are expected to be £2,000,000.

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

	At 31.12.2018	At 31.12.2017
Rate of increase in salaries	<b>4.9%</b>	5.1%
Rate of increase in pensions in payment		
- RPI, capped at 2.5% per annum	<b>2.4%</b>	2.4%
- RPI, capped at 5.0% per annum	<b>3.4%</b>	3.6%
- RPI, 3% per annum minimum and 5.0% per annum maximum	<b>3.6%</b>	3.7%
Discount rate	<b>2.8%</b>	2.4%
RPI Inflation assumption	<b>3.4%</b>	3.6%
CPI Inflation assumption	<b>2.4%</b>	2.6%
Revaluation in deferment*	<b>2.4%</b>	2.6%
Assumed life expectancies on retirement at age 65 are:		
Retiring today		
Males	<b>87.6</b>	87.7
Females	<b>89.6</b>	89.6
Retiring in 20 years time		
Males	<b>89.3</b>	89.4
Females	<b>91.4</b>	91.5

\*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.

# ACCOUNTS

## Trades Union Congress Notes to the accounts for the year ended 31 December 2018

	2018	2017
	£'000	£'000
<b>The amounts recognised in the balance sheet are as follows:</b>		
Present value of scheme liabilities	<b>(123,606)</b>	(136,413)
Fair value of scheme assets	<b>134,280</b>	148,349
<b>Pension asset</b>	<b>10,674</b>	11,936

	2018	2017
	£'000	£'000
<b>Reconciliation of opening and closing balances of the present value of the scheme liabilities</b>		
Liabilities at beginning of year	<b>136,413</b>	130,064
Current service cost	<b>3,096</b>	2,623
Interest cost	<b>3,247</b>	3,349
Contributions by scheme participants	<b>492</b>	476
Actuarial (gain)/loss	<b>(16,910)</b>	2,946
Benefits paid	<b>(2,732)</b>	(3,045)
<b>Liabilities at end of year</b>	<b>123,606</b>	136,413

	2018	2017
	£'000	£'000
<b>Reconciliation of opening and closing balances of the fair value of scheme assets</b>		
Fair value of scheme assets at beginning of year	<b>148,349</b>	138,342
Interest income on scheme assets	<b>3,555</b>	3,586
Return on assets, excluding interest income	<b>(17,183)</b>	7,289
Scheme administrative costs	<b>(308)</b>	(323)
Contributions by employers	<b>2,107</b>	2,024
Contributions by plan participants	<b>492</b>	476
Benefits paid	<b>(2,732)</b>	(3,045)
<b>Fair value of scheme assets at end of year</b>	<b>134,280</b>	148,349

The assets in the scheme were:

	Value at 31.12.2018	Value at 31.12.2017
	£'000	£'000
Equities	<b>28,710</b>	34,135
Bonds	<b>58,524</b>	84,099
Cash	<b>1,495</b>	884
Other	<b>45,551</b>	29,231
<b>Fair value of plan assets</b>	<b>134,280</b>	148,349



**Amount recognised in other comprehensive income**

	2018 £'000	2017 £'000
Cash	(16,910)	2,946
Return on assets, excluding interest income	17,183	(7,289)
<b>Actuarial loss/(gain)</b>	<b>273</b>	<b>(4,343)</b>

**Amounts recognised in profit and loss**

Service cost including current and past service costs and settlements	3,096	2,623
Administrative cost	308	323
Net interest on the net defined benefit liability	(308)	(237)
	3,096	2,709
Employer's contributions	(2,107)	(2,024)
<b>Net pension cost</b>	<b>989</b>	<b>685</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.

	2018 £'000	2017 £'000
<b>TUC Educational Trust</b>		
Owed to TUC		
Opening balance	713,262	79,875
Payments to TUC	(113,262)	(79,875)
Net costs paid through TUC	23,914	713,262
<b>Closing balance</b>	<b>623,914</b>	<b>713,262</b>
<b>Tolpuddle Martyrs Memorial Trust</b>		
Owed to TUC		
Opening balance	195,106	204,302
Payments to TUC	(195,106)	(204,302)
Net costs paid through TUC	201,126	195,106
<b>Closing balance</b>	<b>201,126</b>	<b>195,106</b>
<b>TUC Aid</b>		
Owed to TUC		
Opening balance	53,343	29,124
Payments to TUC	(53,343)	(29,124)
Net costs paid through TUC	19,586	53,343
<b>Closing balance</b>	<b>19,586</b>	<b>53,343</b>

# DISPUTES BETWEEN UNIONS

As provided for in rule 13, the TUC has a role to play in helping to prevent and resolve disputes that may arise between affiliated unions. In the overwhelming majority of cases, such issues are resolved informally. Over the last year the general secretary has convened one formal disputes committee.

## Community and Unite - Outokumpo

A TUC Disputes Committee composed of Sue Ferns (chair, member of the General Council and senior deputy general secretary, Prospect), Ian Lawrence (member of the General Council and general secretary of Napo) and Claire Sullivan (member of the General Council and director of employment relations and union services, CSP); with Paul Nowak (TUC deputy general secretary) acting as secretary and Kevin Rowan (head, TUC Organisation, Services and Skills) also present, met on 10 January 2019 to consider a complaint made by the Community against Unite concerning Outokumpo.

In outline Community complained that:

- › Unite had breached Principle 1 of the TUC Disputes Principles and Procedures (DPP), by 'ignoring the spheres of influence agreement between the two unions'. Community alleged that Unite's activity in Outokumpo had cut across the established 'spheres of influence' within the steel industry and had breached a memorandum of understanding reached between Community and Unite's predecessor unions.
- › Unite had breached Principle 2 of the DPP, by knowingly and actively recruiting members within Community's bargaining group at Outokumpo.
- › Unite had breached Principle 3 of the TUC Disputes Principles and Procedures (DPP), 'through its ongoing organising activities among production workers in Outokumpo': by carrying out negotiations with the employer regarding changes to the terms and conditions of production staff; balloting Unite members in Community's bargaining group; and a signing single union agreement with the company.

Unite's response was that they had never sought to 'knowing and actively' recruit members within Community's established bargaining group in Outokumpo. Instead a group of Community members had voluntarily left Community and joined Unite over a decade ago. While maintaining it was appropriate for Unite to seek, 'equal recognition and collective bargaining in a multi-union situation', the union maintained it had, 'never sought a sole recognition agreement or ever tried to exclude Community or poach[ed] Community members'.

Roy Rickhuss, Sean Scorer and Matt Ball represented Community. Len McCluskey, Tony Burke, Tony Brady and Doug Patterson represented Unite.

The Committee did not uphold Community's claim that Unite breached Principles 1 and 2 of the TUC Disputes, Principles & Procedures. The Committee partly upheld Community's complaint under Principle 3.

With regard to Unite's breach of Principle 3 the Committee formally censured Unite as set out below:

- › 'At a hearing on 10 January 2019, a TUC Disputes Committee found Unite to be in partial breach of Principle 3 of the TUC Disputes Principles and Procedures by signing a recognition agreement covering production workers in Outokumpo, without the agreement of Community which already held recognition for these workers. Moreover, Unite signed this agreement whilst this issue was under consideration by a formal TUC Disputes Committee - cutting across the TUC's agreed disputes principles and procedures which govern the behaviour of affiliated unions. The Committee reminds Unite of its obligations under these principles and asks that the union put in place mechanisms to ensure such a breach does not reoccur.'

The Committee further awarded that Unite should write to the company, stressing it would not support the de-recognition of Community and indicating it was willing to sit down with both Community and the company to ensure that any amended joint recognition arrangements had the full support and confidence of both unions. Both unions were urged to approach this process positively.

The Committee reiterated that the established 'spheres of influence' and associated machinery in the steel industry are the property of all the unions covered by the arrangements, in this case Community, Unite and the GMB. Any changes to these established 'spheres of influence' would therefore require agreement from the unions concerned.

The full terms of the Committee's award were reported to the General Council at its meeting on 27 February 2019.

# TUC RULES AND STANDING ORDERS

## PART 1 CONSTITUTION

### Rule 1

#### Name, office and membership

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

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

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

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

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

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

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

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

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

### Rule 2 Objects

- a. The objects of the Congress shall be:

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

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

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

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



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

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

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

### **Rule 3** Affiliation fees

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

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

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

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

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

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

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

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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.
- 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.
- b. Each affiliated organisation allocated to Section C or Section E or Section F in accordance with Rule 4(b) shall be entitled to nominate one of its delegates for election, as appropriate, to Section C, Section E and Section F of the General Council. Subject to Rule 4(f), each affiliated organisation shall be entitled to nominate one of its delegates for election to Section G, H, I and J of the General Council.
- c. Each affiliated union with 200,000 or fewer members shall have the right to nominate one of its women members for election to Section D of the General Council.
- d. Nominations for the General Council under (b) or (c) above shall be sent to the General Secretary of the Congress on the appropriate form, which must be signed by the President (or the Chairman) and Secretary of the organisation making the nomination, and must be received by the General Secretary of the Congress at least eight weeks prior to the Monday of the annual Congress.

### **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.

### **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.

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

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

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

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

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

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

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

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

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

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

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

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



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

## **Rule 8**

### **Duties of the General Council**

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

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- 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.
- 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.

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- 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.

- a. If after an investigation under:
  - i. clause (a) of this Rule; or
  - ii. an investigation under clause (c) of Rule 12; or
  - iii. an investigation and report to the General Council by the General Secretary of the Congress under clause (f) of Rule 13; or
  - iv. an investigation by a Disputes Committee under clauses (e) and (g) of Rule 13 and a refusal or failure to comply with its award under clause (h) of Rule 13;

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.

- b. 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.
- c. The General Council shall submit a report upon the matter to the next annual Congress.

d. 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.

e. 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.

f. 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.

g. Any affiliated organisation dealt with under this Rule shall have the right to appeal to the next annual Congress and may appoint

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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.

- a. 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.
- b. 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 printed and circulated to the delegates copies of the composite motions they have approved
- iii. to submit to the President of Congress a programme of all motions and amendments approved by them as being in accordance with the Rules and Standing Orders, together with all 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 voice, or show of hands, or card vote. Where, however, a division by voice or show of hands is challenged by delegates to Congress, voting shall be by cards to be issued to the delegations according to membership (paid for as per Rule 3) on the basis of one vote for every 1,000 members or fractional part thereof represented. Such cards to be issued to affiliated organisations by the General Secretary of the Congress before the commencement of the annual Congress.

## Rule 24

### Motions for Congress

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



- b. Such motions shall be printed and sent to each affiliated organisation not less than six weeks before the annual Congress. The order in which these subjects are to be discussed shall be decided by the General Council in consultation with the General Purposes Committee of Congress.
- c. An affiliated organisation shall be allowed not more than two motions, apart from organisations with more than one million members who will be allowed one additional motion for each additional 500,000 members or part thereof. In addition, each of the equality conferences, the Young Workers Conference and Trades Union Councils Conference will be allowed to choose one motion carried by that conference for submission to Congress. In order that important labour questions may not be omitted from the discussion of the annual Congress, the General Council are empowered to place not more than three motions on the annual Congress agenda.
- d. All amendments to the motions submitted by affiliated organisations must be received by the General Secretary of Congress not later than four weeks before the Monday of the annual Congress. An affiliated organisation shall be allowed not more than two amendments apart from organisations with more than one million members who will be allowed one additional amendment for each additional 500,000 members or part thereof. These must be submitted on the appropriate forms and be signed by the President (or Chair) and Secretary of the organisation concerned.
- e. Notwithstanding the provisions of this Rule, the General Council or any affiliated organisation shall, subject to the approval of the General Purposes Committee, be permitted to submit an emergency motion for the consideration of the delegates to Congress. No such permission shall, however, be granted unless agreed to by at least two-thirds of the votes cast by the delegates to the particular annual or special Congress.
- f. Motions shall not exceed 250 words in length. Amendments shall not exceed 50 words in length. These provisions shall apply to original motions and emergency motions but not to composite motions nor to motions selected to go forward to the Congress Agenda by the equality conferences, Young Workers Conference and Trades Union Councils Conference.

## **Rule 25** Delegations

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

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

- a. Unless otherwise decided by the General Council, the date for the opening of each annual Congress shall be the Sunday before the second Monday in September.
- b. To enable affiliated organisations to comply with the various requirements of these Rules where time limits are fixed by reference to the date of the annual Congress, the General Council shall, in the event of any change in such date, direct that notice of such change shall be given to affiliated organisations in due time.

# TUC RULES AND STANDING ORDERS

## Rule 27

### Standing Orders

- a. **HOURS OF MEETING:**  
Delegates shall assemble at 4pm prompt on the first day of each annual Congress and at 9.30am on each succeeding day. On Sunday Congress shall adjourn at 7pm and each day thereafter (Monday to Wednesday) Congress shall adjourn at 12.45pm and reassemble at 2.15pm and adjourn for the day at 5.30pm on Monday and Tuesday and shall conclude no later than 4pm on Wednesday.
- b. **AGENDA:** A complete agenda of the motions and amendments submitted under Rule 23 shall be printed and sent, not later than 19 days before the opening of each Congress, to the affiliated organisations which have paid up to the last preceding quarter the fees due under Rule 3.
- c. **GENERAL COUNCIL'S REPORT:** After the opening of each annual Congress, the General Council shall present their report for the past year, which shall be laid on the table for discussion. The items of the report shall be discussed seriatim and not as a whole: each speaker to be limited to three minutes. Such report shall be given precedence over all other business provided that where a motion on the agenda bears directly upon any part of the report, such motion may at the discretion of the President be taken in conjunction with such part of the report.
- d. **LIMITATION OF SPEECHES:**  
The mover of the motion shall be allowed five minutes, the seconder three, and any or each succeeding speaker three minutes. A delegate shall not speak more than once on a question, except the mover of the original proposition, who shall have the right to reply.
- e. **ORDER OF SPEAKERS:** The President shall determine the order of speakers. Each delegate shall stand when speaking. If the President rises to call a delegate to order, or for any other purpose connected with the proceedings, the delegate speaking shall leave the rostrum and resume her or his seat and no other delegate shall rise until the President has authorised the discussion to proceed.
- f. **PRESIDENT'S RULING:**  
Should any delegate cause disturbance at any session of annual or special Congress, and refuse to obey the President when called to order, she or he shall be named by the President, and shall be expelled from the hall for the remainder of the session, and shall not be allowed to take part in the Congress proceedings without the consent of Congress delegates.
- g. **CLOSURE:** The Previous Question, Next Business, or the Closure may be moved and seconded only by those delegates who have not previously spoken during the debate, and there shall be no speeches on such motions. Should the closure be carried, the mover of the original motion shall have the right to reply in accordance with Rule 26, clause (d). Should the President consider that there is no practical difference of opinion among the delegates, she or he shall have power to stop the discussion and submit the proposition to the vote of the Congress delegates.
- h. **SPECIAL MEETINGS:** In the case of special Congresses or Conferences the above Standing Orders shall be adhered to wherever applicable as closely as possible.

## Rule 28

### Suspension of Rules and Standing Orders

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





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

**tuc.org.uk**

August 2019  
ISBN 978 1 911288 55 8  
£10

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