

CONGRESS 2020 GENERAL COUNCIL REPORT

TUC

Changing the world
of work for good

JOBS | SECURITY | DIGNITY

TUC CONGRESS 2020

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ISBN 978 1 911288 78 7

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

tuc.org.uk
020 7636 4030

Design by TUC
Printed by College Hill Press
Cover photo: © Andrew Matthews/PA Wire/PA Images

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CONGRESS 2020
GENERAL
COUNCIL
REPORT

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Ged Nichols

TUC Congress President 2020

The TUC brings together five and a half million working people who belong to our 48 member unions. We support trade unions to grow and thrive, and we stand up for everyone who works for a living. Every day, we campaign for more and better jobs, and a more equal, more prosperous country.

TUC mission statement

TUC GENERAL COUNCIL MEMBERS 2019–20

Sheila Bearcroft MBE GMB	Steve Gillan POA	Gloria Mills CBE UNISON	Claire Sullivan CSP
Josie Bird UNISON	Jo Grady¹ UCU	Ged Nichols Accord	Chris Tansley UNISON
Mary Bousted NEU	Charlie Gray GMB	Christine Payne Equity	Horace Trubridge Musicians' Union
Tony Burke Unite	Isabelle Gutierrez¹ Musicians' Union	Dave Penman FDA	Steve Turner Unite
Gail Cartmail Unite	Philipa Harvey NEU	Dave Prentis UNISON	Dave Ward CWU
Mick Cash RMT	Chris Keates NASUWT	Davena Rankin UNISON	Simon Weller ASLEF
Mike Clancy Prospect	Ian Lawrence Napo	Roy Rickhuss CBE Community	Paul Whiteman National Association of Head Teachers
Manuel Cortes TSSA	Paddy Lillis Usdaw	Patrick Roach NASUWT	Tony Woodhouse Unite
Kevin Courtney NEU	Brian Linn Aegis	Tim Roache³ GMB	Matt Wrack FBU
Ruth Cross Usdaw	Jane Loftus¹ Communication Workers Union	Maggie Ryan Unite	Frances O'Grady TUC General Secretary
Tony Dale Usdaw	Annette Mansell-Green BDA	Malcolm Sage GMB	¹ Joined Dec 2019 ² Died May 2020 ³ Left Apr 2020
Neil Derrick GMB	Susan Matthews Unite	Mark Serwotka PCS	
Mark Dickinson Nautilus International	Len McCluskey Unite	Jon Skewes RCM	
Maria Exall CWU	Seán McGovern² Unite	Liz Snape MBE UNISON	
Sue Ferns Prospect	Roger McKenzie UNISON	Michelle Stanistreet NUJ	
Larry Flanagan EIS		Jane Stewart Unite	

FRANCES O'GRADY

GENERAL SECRETARY

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“ We all owe an enormous debt to keyworkers – our members – who led the nation's Covid-19 response: carers and medics who tended the elderly and the sick, shop workers who kept food on the shelves and transport workers who kept the country running, to name but a few. ”

At the start of 2020, no one could have predicted the terrible toll that Covid-19 would take on lives and livelihoods. As I write, over half a million people worldwide have lost their lives to the virus and the UK has one of the worst death rates in Europe.

Years of public service cuts left the UK poorly prepared for the pandemic, with the NHS, care homes and other vital services scrambling to access even basic PPE. The government was slow to lockdown and slow to set up a system for test and trace. Millions were wasted on an app that never materialised and even during lockdown it transpired that there is still one rule for some, and another for everyone else.

We all owe an enormous debt to keyworkers – our members – who led the nation's Covid-19 response: carers and medics who tended the elderly and the sick, shop workers who kept food on the shelves and transport workers who kept

the country running, to name but a few. Their devotion to duty made us all proud. And in too many cases, these workers made the ultimate sacrifice to keep the rest of us safe.

Key workers have earned more than our thanks. Nearly four million of them, mostly women, are paid less than £10 an hour. Many are trapped in insecure work, without guaranteed hours and often denied the most basic of rights, including sick pay. In the months ahead unions will demand the respect and rewards that key workers and all working families deserve.

In such unprecedented and challenging times, the vital role of unions at work and in society – standing up for working people, demanding safe working conditions and protecting jobs and incomes – is more important than ever.

We stepped up to the plate. Unions pressed government for the historic job retention and self-employment support schemes, subsidising the wages of millions who otherwise would have been left with nothing.

We put steel into the spine of government safety guidelines, winning requirements on equality, consultation with safety reps and publication of Covid-19 risk assessments so corporations could be held to account. And we won a day one right to sick pay for millions of low-paid workers.

We are also fighting for truth and justice. We have called for an independent public inquiry to investigate the government's mishandling of the pandemic.

Coronavirus has exposed the deadly impact of systemic race inequality. Black workers are more likely to work in jobs where the risk of contracting coronavirus is greatest, on insecure contracts and low pay which means they cannot afford to take sick leave. Unions have called out the government's woeful response and demanded urgent action to address structural racism.



FRANCES O'GRADY

GENERAL SECRETARY

As the economy slumps, we are pushing for bold action to avoid a 1930s-style depression. The despair of mass unemployment is not inevitable. We have made the case for substantial government investment in infrastructure, support to stave off company collapse and job losses, and quality job creation programmes – not least for young people – to prevent the life-scarring impact of worklessness.

Our core work continues. For millions of workers the value of union organisation has never been clearer. Organise 2020, our summer organising festival, showcased inspiring organising stories from around the UK and the world. We are backing our unions to build membership and strengthen collective agreements. And we refuse to go back to business as usual.

The challenges we still face are many. From deep inequality to the urgency of tackling climate change, to making new technologies our servant, not our master, and demanding a Brexit and other trade deals that uphold jobs, rights and public services.

So we have our work cut out. But if we've learned anything through this pandemic, it is that there is such a thing as society. We have won widespread support for our values of dignity, justice and solidarity and for our practical policy solutions to the problems working families face.

Now we must convert that popular support into stronger unions – the best way to protect working people and deliver fair shares. We have proved we can rise to the challenge. Now together let's win the new deal that working people deserve.



1



SECTION 1

RESPONDING TO CORONAVIRUS

RESPONDING TO CORONAVIRUS

▼ Some NHS staff wear an enhanced level of PPE in higher risk areas such as intensive care to minimise the spread of infection between staff and patients
© Neil Hall/Getty Images

1.1 Introduction

In March 2020, as the coronavirus pandemic spread across the UK it became clear that the country was facing its greatest public health crisis for a century. On 23 March, the government introduced significant new restrictions limiting people's ability to travel outside their homes, closing schools and shutting down large sections of the UK economy. Over the months that followed, tens of thousands of people lost their lives to Covid-19, with many more facing severe illness. Keyworkers put their own lives on the line to care for coronavirus patients and to keep key services and industries open. Rates of bankruptcy and unemployment rose sharply as the economic impacts of the pandemic began.

At time of writing, the rates of infections and deaths were showing some improvement and government lockdown restrictions were slowly lifting. The scale of the economic slump the UK economy is facing was becoming clear. The pandemic was far from over.

Throughout this period the TUC has sought to ensure that the voice of working people is at the heart of the government's policy response, and to support unions in their vital work of protecting workers' safety and livelihoods.



“Keyworkers put their own lives on the line to care for coronavirus patients and to keep key services and industries open.”

1.2 Jobs and the economy

In early March, as the scale of the potential hit to jobs emerged, the TUC published a report calling for the urgent introduction of a wage subsidy scheme, modelled on schemes across Europe. Following intensive discussions with the TUC and business groups, the chancellor announced the coronavirus job retention scheme (generally known as the 'furlough scheme'). This

committed the government to pay 80 per cent of the wages of workers who would otherwise be laid off because of the pandemic – up to a cap of £2,500 a month. The TUC then called for a similar scheme to support the self-employed – publishing a new report the following week and continuing urgent discussions with the Treasury, including a roundtable with unions representing self-

▼ Thanks to TUC lobbying, 2.6 million people received support through the self-employed income support scheme
© Petko Ninov/Getty Images

employed workers. The self-employment income support scheme, covering 80 per cent of the incomes of lower-paid self-employed workers, was announced shortly after.

The TUC lobbied hard to ensure many insecure workers were eligible for one of the two main government wage-support schemes during the pandemic. However, large numbers remained ineligible and some employers refused to enter insecure workers for the schemes.

While neither scheme is perfect, both have provided vital support to protect jobs. At the end of June 2020, 9.3 million jobs had been furloughed - with workers' wages paid through the job retention scheme, and £25bn paid out from the Treasury to support their employment. A further 2.6 million people had received support through the self-employed income support scheme, with a total of £7.7bn paid.

The TUC and unions remained in dialogue with the Chancellor and the Treasury throughout, securing significant improvements to the job retention scheme's operation. These included the initial ability to run job rotation schemes, clarity that those on insecure contracts could be furloughed, an extension to the 'cut-off date' for entry to the furlough scheme and confirmation that union reps could perform their vital roles while on furlough. We also



helped secure a clear statement that employers could use the furlough scheme to support the incomes of those who could not work because of health or caring responsibilities.

When the government moved to phase out the scheme we argued for measures to protect wages and jobs. We secured confirmation that as the Treasury moved to reduce the role of the furlough scheme, workers' wages would not be reduced below 80 per cent of their normal rate, employers would be able to bring workers back on a part-time basis, and that employer contributions would be phased in only on a gradual basis.

“ The TUC lobbied hard to ensure many insecure workers were eligible for one of the two main government wage-support schemes during the pandemic. ”

RESPONDING TO CORONAVIRUS

“In early May, we published a set of proposals for a new jobs guarantee, setting out the need for funded, additional jobs for those at risk of long-term unemployment, especially young people.”

Despite the significant role that both the furlough and the self-employed income support schemes have played in protecting jobs and wages, the TUC has argued throughout the crisis that a wider package of support is needed. We held two roundtables with the Chancellor, facilitated meetings between union leaders and Andrew Bailey, Governor of the Bank of England, and organised regular meetings with business secretary Alok Sharma and his under-secretary Paul Scully. We have argued for further support through the furlough scheme – including for those excluded from the current scheme, who are shielding or have caring responsibilities, and for businesses that are viable but face cash-flow problems due to the virus.

The TUC remains concerned that the government will need to provide significantly more support to the economy to protect jobs. In early May, we published a set of proposals for a new jobs guarantee, setting out the need for funded, additional jobs for those at risk of long-term unemployment, especially young people. Later the same month we published *A Better Recovery*, launched at

an online event with the TUC general secretary speaking alongside Shadow Chancellor Anneliese Dodds MP. In June we published *Rebuilding After Recession*, showing that investment in low-carbon infrastructure had the potential to support 1.24 million jobs, and setting out how increased investment in public services should also be used to support employment. The report argued for new sectoral recovery panels and for the government taking equity stakes in companies. It also urged the government to put equality at the heart of its proposals for protecting jobs, ensuring that the structural discrimination faced by BME people, women, disabled people and other groups with protected characteristics was not worsened in recession. We continue to call for a national council for recovery to give unions and business a voice in shaping the post-Covid-19 economy.

Throughout, the TUC has argued that we need not only to rebuild the economy but also to build back better, with decent work as our priority. The coronavirus has exposed many of the inequalities in the labour market that the TUC has

long highlighted: the systematic underpayment of key workers; the insecurity faced by those on zero-hours contracts, including a shamefully high proportion of the social care workforce; the lack of respect for workers who have spoken out about health and safety; and deep-seated racial inequalities that have led to a disproportionate number of coronavirus deaths among BME people.

1.3 Social security

As the pandemic has hit, the TUC has exposed three fundamental problems with sick pay: the three days that people have to wait before becoming eligible; the exclusion of two million people because they do not earn enough to qualify; and the shockingly low level of the benefit, which at £96 a week is worth just a fifth of weekly earnings. The government responded to the problem of the three-day waiting period in the March budget, announcing that those who were self-isolating due to coronavirus would receive sick pay from day one. However, the TUC continues to campaign to protect the two million people excluded, and to raise the level of sick pay to a level people can live on. We continue to set out to government the significant hardship that current sick pay policy causes for people at work, as well as the limits it places on the national coronavirus response.

▼ The TUC has challenged both government and enforcement agencies to take action to prevent exposure to risk in every workplace
© Peter Summers/Getty Images

During the pandemic, as people have lost their jobs or have fallen between the gaps in the job protection schemes, the government advised them to turn to the welfare safety net. The TUC has highlighted how this safety net has failed. For newly unemployed claimants, the basic rate of universal credit is worth only around a sixth of average weekly pay. We also continued to highlight the scandal of the five-week wait for the first payment of universal credit, and the huge financial suffering this has caused for claimants. As part of this work we surveyed workers on its impact.

In April, the TUC published *Fixing the Safety Net: next steps in the economic response to the coronavirus crisis*, a set of proposals to rebuild the social security system, including calling for a significant increase in the basic rate of benefit to £280 a week.

1.4 Health and safety at work

The TUC has placed the health and safety of workers at the heart of our coronavirus response. We have challenged both government and enforcement agencies to take action to prevent exposure to risk in every workplace. Our report on a safe return to the workplace set clear standards for all employers to follow, and the TUC and trade unions worked hard to improve very flimsy initial government



“ We subsequently won important improvements, including a government expectation that employers publish their risk assessments. ”

guidance. We subsequently won important improvements, including a government expectation that employers publish their risk assessments, clear references to equality law and a direction for employers to consult with unions and workers.

The TUC and unions were represented across many subsequent sectoral working groups set up to develop guidance on safe working practices. Deputy General

Secretary Paul Nowak also represented the TUC on the Department for Digital, Culture, Media and Sport cultural renewal taskforce.

RESPONDING TO CORONAVIRUS

The TUC campaigned for additional resources for the Health and Safety Executive (HSE) and local authorities to enable them to respond effectively to Covid-19. We secured additional funding for the HSE to increase its call centre capacity, and continue to push for more substantial resources. Inspection capacity remains a key concern, along with the HSE's decision to step back from proactive inspections at the start of lockdown.

Unions raised specific concerns about the construction sector, in response to changes in guidance from Public Health England (PHE) on social distancing. Unions also questioned working practices in high-risk areas of the economy, including the meat processing sector, where significant spikes in coronavirus were experienced and the Food Standards Agency had significantly reduced its inspection regime.

The TUC continues to push government to legislate to ensure all risk assessments are published online. Our 'covid-secure' website has shown that many employers are still falling short of minimum legal standards in health and safety. We also continue to make the case for new rights for union safety reps to be able to advise union members in all workplaces.

As the government began to increase coronavirus testing capacity, the TUC published a report, *Testing and Tracing for Covid-19*, on fair testing and monitoring in the workplace. In discussions with the Department for Business, Energy and Industrial Strategy (Beis) minister Nadhim Zahawi MP, the TUC argued that low-paid workers in precarious jobs with little or no access to sick pay would not be able to afford to self-isolate. Unions reinforced this message in a roundtable with Baroness Dido Harding, chair of the NHS test and trace programme, who then echoed our concern publicly.

1.5 Protecting equality

In a response to the Women and Equality Select Committee, the TUC set out our disappointment at the government's failure to comply with the Public Sector Equality Duty (PSED) during the pandemic. We argued that the impact of the pandemic, and the government's failure to adequately assess the equality impact of its policy responses, risked setting progress on equality back decades.

We highlighted the negative impact of the pandemic on LGBT+ workers' mental health, resulting from the breakdown of supportive community structures and possible confinement with hostile and discriminatory people, including family members.

We also gave voice to the experiences of disabled workers and released Covid-19 reasonable adjustments guidance for unions. In July we published a report, *Job Security*, calling for the extension of the job retention scheme for workers who had been asked by government to shield at home to protect themselves from the risk of coronavirus.

The TUC highlighted the over-exposure of BME workers to Covid-19 during the lockdown as a major factor in the disproportionate number of BME deaths. We launched a call to evidence for BME workers, asking them to tell us about their experiences of discrimination. Our report *Dying on the Job*, published in July, featured the real-life experience of racism that BME workers reported to us. Separately, we set out our concerns about the government's failure to publish an important PHE report on the pandemic's impacts on BME groups. The general secretary met the Equality and Human Rights Commission (EHRC) to press that it prioritise work on race equality. The regulator subsequently launched a formal inquiry into the impact of coronavirus on BME people and we continue to call for a proper independent public inquiry into ministers' mishandling of the crisis.



RESPONDING TO CORONAVIRUS

▼ Aviation experienced a dramatic downturn, with passenger numbers dropping by over 95 per cent within weeks of the lockdown
© Chris J Ratcliffe/Getty Images

Throughout this pandemic the TUC warned that childcare issues were disproportionately affecting working mothers, widening pre-existing labour market inequalities. We called for a significant bailout for the childcare sector, to ensure that nurseries, childminders, breakfast and after-school childcare and holiday schemes were able to remain open with social distancing measures in place. Our report *Forced Out: the cost of getting childcare wrong* argued that without government action progress on women's labour market participation could be lost. New TUC analysis showed that around 70 per cent of mothers currently on maternity leave have been unable to find the childcare they need to return to work, a finding highlighted in our *Pregnant and Precarious* report, published in June. It set out the scale of workplace discrimination experienced by new and expectant mothers, and the actions government and employers needed to take.

1.6 Sector interventions

Throughout the lockdown, the TUC played a key role in coordinating sectoral discussion between government and trade unions. Through the Public Services Forum, public sector unions have held several meetings with the cabinet office secretary and officials, raising a wide range of concerns directly.



The TUC challenged the government on its shambolic provision of personal protective equipment (PPE), which left frontline workers exposed when the pandemic was at its peak. Despite constant reassurances, the government has never had a meaningful or effective plan in this area. The two-tier conditions of employment in public services were also exposed, as critical support staff such as cleaners and security guards were not included in priority groups for PPE. Security staff were later found to be among those at greatest risk of coronavirus death. Unions made these points at a roundtable discussion the TUC convened with Lord Paul Deighton, appointed by government to lead a national effort to

produce PPE for frontline health and social care staff. The TUC also called publicly for an independent, judge-led inquiry into the government's failings on PPE.

Social care has been severely impacted by coronavirus. For years trade unions have been arguing that the sector is the poor relative of the health service, reflected in workforce terms and conditions. This underinvestment and neglect saw care homes receive inadequate or no PPE, and experience shockingly high death rates. The TUC

“In early May, we published a set of proposals for a new jobs guarantee, setting out the need for funded, additional jobs for those at risk of long-term unemployment, especially young people.”

supported unions to call for a new settlement for social care, setting out the need to provide good employment, pay, conditions and training for the workforce.

During the Covid-19 crisis we have facilitated regular, productive discussions between government and transport unions representing rail, bus, maritime and aviation workers. We have ensured union input into regulations on wearing masks and other safety measures, the management of fluctuations in service use during the pandemic, and other issues concerning staff wellbeing.

Public transport workers faced enormous pressure to maintain operations during the pandemic, and rail unions ensured risk assessment and risk management were prioritised. As passenger footfall increased with the easing of lockdown, rail unions continued to champion worker and public safety.

Bus drivers were among the occupational groups severely affected by coronavirus, with significant numbers of fatalities. Again, the TUC worked with unions to press for safe systems of work, and new measures

were introduced to provide some protection. Transport unions have campaigned for the same death-in-service benefits that have been secured in the health sector.

Aviation was one of the first sectors to experience a dramatic downturn, with passenger numbers dropping by over 95 per cent within weeks of the lockdown. The TUC facilitated regular engagement with officials and ministers in the Department for Transport, making the case for urgent health protection measures and specific sectoral support. The economic impact of the virus will be felt for some time, with predictions suggesting it will take three to five years before passenger numbers recover to pre-pandemic levels. Tens of thousands of jobs remain at risk, as well as the sustainability of a critical part of the UK's infrastructure.

Education unions have faced extreme pressure during the crisis. Many education workers continued to work to provide school places for key workers' children and to support online

education for those learning at home. Unions across the sector worked together to agree key safety measures to protect staff, pupils and the wider community from exposure to risk.

Government engagement with unions in the sector was poor, with health and safety guidance issued without meaningful consultation or presented to unions with insufficient time for a considered response. The government's initial policy of achieving a full reopening of schools in England as early as possible was criticised by unions and other stakeholders as premature, given the heightened risks of the virus being transmitted among pupils and staff. In May, the TUC and education unions issued two statements outlining the measures needed for the safe wider reopening of schools. These statements also called for improvements to high-level strategic dialogue, including a taskforce comprising government, unions and education stakeholders. The TUC general secretary and education unions met with the secretary of state at the end of May to discuss these matters. In June the government established a new Covid-19 Response School Stakeholder Advisory Group, which is currently in discussions about agreeing the guidance for a wider reopening of schools in September.

RESPONDING TO CORONAVIRUS

“ The use of webinars increased dramatically after the lockdown. Between the start of lockdown and the middle of June, TUC Education delivered 13 webinars related to the pandemic, with over 8,000 reps taking part. ”

Affiliated unions representing members in FE and HE also issued joint statements outlining the measures needed for the safe return of students to colleges and universities. The TUC has also highlighted the need for government to address the funding crises facing our post-school institutions.

Entertainment sectors, such as theatres and live music venues, have been particularly hit by Covid-19, with many fighting for their survival. The TUC has facilitated dialogue between entertainment unions and the Department for Digital, Culture, Media and Sport to ensure that the voices of workers in the heritage, culture and entertainment industries were heard during the crisis.

1.7 Training and support for reps

TUC Education mobilised all its existing resources – and created new ones – to provide vital support and training for workplace union reps during the pandemic.

All 19 TUC Education centres were faced with the prospect of not being able to deliver in-person training for reps. In response, the TUC ensured that all centres could offer a summer term programme using the existing online materials for our three core courses – union reps one, health and safety one, and union learning reps one. By the end of April, 13 of 19 colleges had advertised a summer term programme, and by the end of May, 28 courses had started with over 350 reps registered.

The use of webinars increased dramatically after the lockdown. Between the start of lockdown and the middle of June, TUC Education delivered 13 webinars related to the pandemic, with over 8,000 reps taking part.

TUC Education also developed four microlearning sites to support reps on specific issues related to the pandemic. To date, these have been accessed by over 20,000 reps.

TUC Education also supported unions to continue to deliver training to reps. This involved e-learning, online provision and support for unions to deliver their own webinars.

Unionlearn responded rapidly to the pandemic and put in place a number of initiatives, including:

- › a new **Learning@Home** page on the unionlearn website to promote a range of learning and training for furloughed workers, those working from home, and those made redundant
- › supporting apprentices by producing a range of online guidance and resources to equip union reps and others to safeguard and sustain apprenticeships through the crisis
- › a significant increase in the delivery of webinars since the lockdown, covering a range of topics on learning and skills, employment rights, and health and safety
- › regular updates for Union Learning Fund project managers to support them to develop their learning and skills offer in the context of the pandemic.



SECTION 2

THE ECONOMY ▽

THE ECONOMY

2.1 Introduction

The coronavirus pandemic has caused a large shock to the economy, coming after 10 years of austerity that had weakened our public services, placed significant downward pressure on wages, and held back economic growth. Both before and after the pandemic hit, the TUC has argued that a new approach to the economy is needed that puts working people front and centre. We have called for workers' voice to be more central to decision-making, through collective bargaining, in corporate governance, and as we prepare for the future of work. We have set out how we need more- and better-targeted public spending to support our key sectors, including the creative industries, manufacturing, and energy. And we have campaigned for a new deal for workers, with the decent pay, conditions and pensions that every worker deserves.

2.2 The economy

The pandemic hit when economic growth was at its weakest for a decade. Annual GDP growth in the fourth quarter of 2019 was 1.1 per cent; growth was last lower at the start of 2010 when the economy was coming out of the global recession. UK growth was at this point lower than the US (2.3 per cent), EU (1.2 per cent) and OECD as a whole (1.6 per cent).

“TUC analysis showed that growth over the 2010s as a whole was the worst in two centuries.”

TUC analysis showed that growth over the 2010s as a whole was the worst in two centuries.

Since the pandemic, the closing down of a significant part of the economy has meant GDP growth has collapsed. Over the four quarters to 2020 Q1, GDP fell by 1.8 per cent. But the key period of decline is likely to be over both March and April, when monthly GDP fell by a total of 25 per cent.

Ahead of the pandemic, the employment rate had continued to expand to a record 76.6 per cent. But pay growth was flagging: having reached a post-crisis high of 3.9 per cent in the middle of 2019 it had slowed to 2.9 per cent by February 2020. The TUC has kept these figures in perspective throughout, showing the post-crisis high was well below pre-crisis norms. Our **commentary** has emphasised that in-work and child poverty numbers are continuing to expand.

Since the pandemic, flash estimates based on PAYE data show the number of paid employees has dropped by 612,000, and median monthly pay has fallen by £65.

The critical issue is what happens next. Without further bold action from government, we risk huge losses of jobs and livelihoods and possibly the deepest recession since the 1930s. The OECD estimates that unemployment could hit 11 per cent this year. But this is not inevitable, and action taken now could prevent the despair of mass unemployment.

Economic history shows that investment is the most effective way to deliver growth after a recession, and restoring growth is the fastest way of restoring public finances. We failed to learn this lesson in 2010, and have paid a bitter price; the TUC will continue to campaign to ensure that this time is different.

2.3 Collective bargaining and a new deal for workers

In September 2019, the TUC published a report *A Stronger Voice for Workers: How collective bargaining can deliver a better deal at work*. It argued that representation and voice at work is a fundamental right and set out research showing that collective bargaining delivers benefits for workers, employers

▼ Child poverty in working households has risen by 800,000 since 2010
© Peter Macdiarmid/Getty Images

and society. Drawn up following extensive consultation and discussion with unions, the report set out proposals to extend collective bargaining, including:

- › unions to have access to workplaces to tell workers about the benefits of union membership and collective bargaining (following the system in place in New Zealand)
- › new rights to make it easier for working people to negotiate collectively with their employer
- › broadening the scope of collective bargaining rights to include all pay and conditions, and
- › the establishment of new bodies for unions and employers to negotiate across sectors, starting with hospitality and social care.

The report was widely promoted, and helped inform the Labour Party's proposals in the run up to the 2019 election.

Subsequent work has been guided by composite 5 and resolution 17. The TUC has worked with unions and employers in the social care sector to build support for a sector-wide workforce strategy as a first step towards sectoral bargaining and has continued to make the case for the report's proposals, including the right to access to workplaces.



The TUC has campaigned throughout the year for a new deal for workers, guided by an Executive Committee working group chaired by CWU General Secretary Dave Ward, and in line with composite 7. To mark May Day, the TUC brought together unions in a joint statement, published in the Daily Mirror and across regional titles, to recognise the contribution of key workers, and to call for a New Deal, with jobs for everyone, decent pay, a strong safety net and fair terms and conditions. In July, the TUC held a major conference on organising, Organise 2020, with thousands of participants taking part in a range of online sessions across three days.

2.4 Social security

TUC work on social security continues to highlight the devastating impact of the cuts to the social security budget since 2010.

Our analysis showed child poverty in working households has risen by 800,000 since 2010, and that the government's in-work benefit cuts account for most of the rise in child poverty. Separate analysis also showed that, taken as a whole, the tax and benefit reforms introduced by coalition and Conservative governments will make the bottom fifth of households poorer in 2021 than they were at the start of the decade. By contrast, the top fifth will be better off than in 2010.

THE ECONOMY

▼ At least 3.7 million workers in the UK, around one in nine of the workforce, are in insecure work
© Drazen/Getty Images



The TUC has responded to a number of consultations, including the government's 'Health is everyone's business' that considered different ways in which government and employers could take action to reduce job loss related to ill health. Other consultations included the House of Lords inquiry into the economics of universal credit, the Work and Pensions Select Committee inquiry into the five week wait in universal credit, and a Labour Party consultation on the future of social security after coronavirus.

2.5 Future of work and automation

The TUC's work on the future of work and automation has been guided by resolution 19 and composite 6. The TUC was represented on the European Trade Union Confederation (ETUC) negotiating team that finalised a European Framework Agreement on Digitalisation. The agreement, which was signed in June, covers issues such as employment security, skills, artificial intelligence (AI) and the 'human in control' principle for when digital technology is introduced in the

workplace. The agreement was reached with Business Europe, to which the CBI is affiliated, as well as SMEUnited and CEEP, the European local government employers' association.

The TUC has started a project focusing on the use of AI at different stages in the employment relationship. This will include consideration of new, coronavirus-related technologies, as well as other AI-powered technologies. The TUC established a new AI working group of affiliates to guide this work. An early output of this project is a video interview with AI experts Robin Allen QC and Dee Masters, exploring the increased use of technology at work during the coronavirus crisis.

2.6 Insecure work

The TUC has continued to fight against the prevalence of insecure work.

Our analysis showed that at least 3.7 million workers in the UK, around one in nine of the workforce, are in insecure work. In every region of England and in Wales and Scotland, insecure workers make up at least 10 per cent of the workforce.

The coronavirus outbreak showed how vulnerable many workers are when times are tough.

There have been important trade unions wins this year for insecure workers. After years of pressure from trade unions, April saw the end of so-called Swedish Derogation contracts, which allowed employers to pay agency workers less than those they worked alongside. On the same day, rules requiring employers to supply a written statement of employment particulars to all workers on their first day of work, not just employees, came into force.

The TUC worked with employment agency body the Recruitment and Employment Confederation (REC) to produce a factsheet to make more agency workers aware of the changes, and to inform them of the rights that they already had.

“After years of pressure from trade unions, April saw the end of so-called Swedish Derogation contracts, which allowed employers to pay agency workers less than those they worked alongside.”

The TUC responded to a government consultation on proposals to require minimum notice for shifts and compensation for cancelled shifts. We insisted on robust rights in these areas but warned that an effective regime would require a ban on zero-hours contracts and the right to request a regular hours contracts.

We also noted that, in order to further protect the interests of vulnerable workers, trade unions need to play a larger role in the economy and began discussions with ministers and officials to make these points in the context of a potential employment bill.

2.7 The living wage, low pay, the national living and minimum wage, sick pay, and the labour market

The TUC has continued to make the case for a higher minimum wage, with all workers paid at least £10 an hour. Following submissions by the TUC and affiliates to the Low Pay Commission, the government announced an increase in the headline rate of the national

living wage (NLW) to £8.72 an hour from 1 April 2020, a 51p increase that took the rate to 60 per cent of median earnings. Following union campaigning, the government also announced a new target for the headline rate of the national minimum wage (NMW) to reach two-thirds of median earnings by 2024, and a phased reduction of the minimum age for claiming the higher NLW rate from 25 to 23 in April 2021, and subsequently to age 21.

The TUC has continued to contribute to the work of the Living Wage Foundation, promoting the voluntary living wage as a minimum rate for the lowest-paid workers. TUC General Secretary Frances O'Grady sits on the Living Wage Commission, which sets the rate of the living wage. The TUC has supported the Commission's global living wage work, and its Living Hours campaign alongside a living wage.

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

The TUC's focus has been on a sustainable industrial strategy and on building back better after the Covid-19 crisis, highlighting the importance of an economic stimulus for a just transition to a net-zero carbon economy. We argued for an approach that promotes procurement through UK supply chains, building UK manufacturing capacity and jobs. The *A Better Recovery* report and the TUC's wider work has also continued to make the case against outsourcing, including in the finance sector, in line with resolution 32. TUC activity in this area has been guided by resolution 1, resolution 2, composite 2, resolution 6, resolution 8 and resolution 11.

The TUC has also embarked a major report on a just transition for the regions and nations of the UK. Evidence was taken from union officials in the North, North-West, Midlands, and Yorkshire and the Humber regions of the TUC, as well as from officials at the Wales TUC. This report highlights the specific just transition needs of different communities across the UK. Throughout our work on a just transition, we have highlighted the important role for the public sector in managing the move to a net-zero carbon economy.

In December 2019, the TUC was represented at the COP25 UN climate change summit in Madrid, where we formed part of the ITUC delegation. Working with the Italian trade unions, the TUC has been planning a significant trade union contribution to COP26, to be held jointly by the UK and Italy. COP26 has now been postponed until November 2021, because of Covid-19, but trade unions continue to meet at the international level to coordinate our input to this make-or-break summit.

The Trade Union Sustainable Development Advisory Committee (TUSDAC) has continued to meet during this Congress year. Highlights include a meeting with the Director of Clean Growth at the Department for Business, Energy and Industrial Strategy, Tim Lord. The TUC has contributed to Labour's green recovery consultation. TUC Deputy General Secretary Paul Nowak and Northern Regional Secretary Beth Farhat have served on the IPPR's Environmental Justice Commission, from which they argued the case for a just transition to a net-zero economy.

2.9 Creative industries

TUC work on the creative industries during this Congress year has been guided by resolution 12, resolution 27 and composite 16.

The TUC has attended quarterly meetings of the Federation of Entertainment Unions, to ensure that our work complements that of unions in the creative sector.

We worked closely together on pressing for support for the self-employed and additional funding to help the industry through the coronavirus crisis.

2.10 Pensions

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

The TUC has been a strong voice for public sector workers, in line with composite 14. We condemned the government's decision to suspend the public service pensions valuation process, which would have delivered improved pensions for workers. We also welcomed the Supreme Court ruling that changes to public sector pensions were discriminatory.

TUC officers met with Treasury officials to establish a process involving unions for developing measures to remedy age discrimination on a scheme-by-scheme basis. The TUC has lobbied government to restart the valuation process, ensure that no workers should be worse off as a result of remedy, and make sure that increased pension costs as

▼ The TUC is working with the Treasury to develop measures to remedy pension age discrimination
© Matt Cardy/Getty Images



a result of reduced discount rates are centrally funded. The TUC has also organised roundtable meetings to allow unions to engage directly with HM Treasury.

In response to Covid-19, the TUC engaged with the Pensions Regulator over regulatory easements to help employers cope with short-term financial pressures. The TUC has also written to the pensions minister to outline several concerns and seek assurances that auto-enrolment will not be suspended for any employers.

Across the year the TUC has continued to advocate to improve pensions for the low paid. This has included briefing around the Pension Schemes Bill to scrap the auto-enrolment earnings threshold and lower the age threshold, and increase minimum contribution rates. The TUC has also participated in a working group to develop and advocate for a solution to the tax anomaly that means many low-paid people do not benefit from tax relief.

We continue to support defined benefit provision. This has involved lobbying against plans for for-profit superfunds to consolidate schemes, and coordinating efforts to prevent new funding requirements encouraging employers to close schemes.

In line with resolution 43, the TUC has highlighted the discrimination in state reciprocal arrangements that deny state pension increases to many workers who live abroad in retirement.

The TUC's annual pensions conference in March had to be cancelled because of the coronavirus pandemic, but we have sought to maintain engagement and profile on these issues throughout this period.

2.11 Workers' capital, corporate governance and executive pay

In November, the TUC published a report jointly with the High Pay Centre, puncturing the myth that shareholder primacy is justified by shareholders carrying the greatest risk in companies. The report's analysis of dividends and share buybacks paid by FTSE 100 companies between 2014 and 2018 showed that companies protect and increase payments to shareholders, even

THE ECONOMY

“Our work on building a fairer post-Covid-19 economy has included the case for workforce voice in corporate governance, reform of shareholder primacy and wider corporate governance reform.”

when company finances are struggling. It also found that returns to shareholders across the FTSE 100 rose nearly seven times faster than the median wage for UK workers.

The Corporate Insolvency and Governance Act passed through Parliament in May and June. The TUC liaised with unions, the Department for Business, Energy and Industrial Strategy (Beis) and the Labour Party to feed in union concerns about workforce interests.

The TUC has continued to coordinate Trade Union Share Owners (TUSO), an initiative bringing together union funds to collaborate over voting and engagement with companies. The TUC is an active member of the International Trade Union Confederation (ITUC) Committee for Workers' Capital and participated in its annual meeting in September.

We coordinated feedback from global unions to the Workforce Disclosure Initiative's (WDI's) proposed methodology for company workforce disclosures.

Our work on building a fairer post-Covid-19 economy has included the case for workforce voice in corporate governance, reform of shareholder primacy and wider corporate governance reform.

2.12 Migration

The TUC continues to call for a rights-based approach to migration to stop divide-and-rule undercutting, and to ensure all workers have dignity at work and decent jobs, regardless of immigration status. In October, the TUC held a roundtable with unions on the hostile environment and Windrush to develop union strategies.

In February the TUC expressed concern that published government proposals for a new points-based immigration system would introduce new time-limited visas for EU workers that would make them more vulnerable to exploitation.

The TUC used its position on the Home Office National Advisory Group to call for the new immigration system to enable all workers to claim employment rights, regardless of immigration status, and

scrap the hostile environment legislation. We also continued to call for the Overseas Domestic Worker visa to be reformed to enable workers to change employers after six months to prevent exploitation.

In May, the TUC called on MPs to oppose the Immigration and Social Security Coordination Bill, which would remove EU citizens' right to live, work and claim social security and healthcare in the UK, thus making EU workers more vulnerable to exploitative treatment as they would be at risk of losing their immigration status and ability to claim rights.

2.13 Decent work and supply chains

In October, the TUC discussed best practice on how to protect workers' rights in supply chains with affiliated unions, global federations and others. The seminar looked at global framework agreements and the emergence of mandatory human rights due diligence laws, which the TUC is pushing for in the UK. The TUC and trade union members of the Ethical Trading Initiative (ETI) successfully gained new commitments to a more interventionist strategy, including the ETI agreeing to lobby for ratification of International Labour Organization (ILO) standards.



SECTION 3 BREXIT AND TRADE

BREXIT AND TRADE

▼ Prime Minister Boris Johnson wanted to renegotiate the Brexit Withdrawal Agreement
© Sean Gallup/Getty Images

3.1 Introduction

In January 2020, the UK left the European Union and entered negotiations with the EU on the nature of our future trading relationship. Our work in this highly volatile and uncertain period has been guided by the Congress 2019 General Council statement on Brexit, which reiterated the TUC's three tests on workers' rights, jobs, and protection of the Good Friday Agreement for any Brexit deal.

The TUC continues to press government to secure a decent trade deal with the EU. We know that aligning closely to EU rules is vital if barrier- and tariff-free trade in goods and services is to be retained, protecting jobs and rights and keeping our public services safe from enforced privatisation.

3.2 Political engagement

In Summer 2019, the new Prime Minister Boris Johnson set out his ambition to renegotiate the Withdrawal Agreement that had been provisionally agreed between the UK and the EU in 2018. The deadline for agreement had already been extended, initially from March to April 2019 and then to the end of October 2019. This raised a significant risk that the UK might leave the EU without a deal.



In late August 2019, parliament was suspended, dramatically shortening the time available to debate the government's Brexit response. The TUC called out this ploy to duck democratic scrutiny. In line with composite 4, we **set out** our support for any democratic initiative to stop a disastrous no-deal outcome.

In September, the TUC published *Consequences of No Deal*, a report highlighting the consequences a no deal would have for jobs, wages and different sectors of the economy as well as rights. In October, the TUC also launched a **new guide** for trade union reps on the government's EU Settled Status scheme, seeking to build solidarity with EU citizens in the UK.

Eventually the EU and the UK agreed to a revised protocol for Northern Ireland, which paved the way for agreement on the overall terms of exit. In October 2019, the prime minister announced a Brexit deal had been achieved. The TUC assessed the deal's scope and concluded that it could not be supported. By moving away from a close economic relationship with the EU and any commitment to a level playing field, the deal put people's jobs, rights and livelihoods at risk. We called on all MPs to vote against it.

However, following a general election in late 2019, the government won a new majority and the Withdrawal Agreement was ratified in January. On 31 January 2020, the UK ceased to be a member state of the EU and entered a transition period to last until December 2020. Negotiations began on the detail of our future trading relationship.

Along with the Withdrawal Agreement, the EU and the UK agreed a Political Declaration outlining the scope of the future partnership. The TUC called for a deal with the EU that protects jobs, rights at work and peace in Northern Ireland, in line with Congress' position, confirmed every year since 2016. This is a stance also backed up by a **post-election poll** in December, which found that most voters – including Conservatives – wanted workers' rights protected and enhanced.

“ Our work in this highly volatile and uncertain period has been guided by the Congress 2019 General Council statement on Brexit, which reiterated the TUC's three tests on workers' rights, jobs, and protection of the Good Friday Agreement for any Brexit deal. ”

Over this period the TUC general secretary has remained in regular contact with Michael Gove MP, the Chancellor of the Duchy of Lancaster, on a range of issues including UK-EU trade. We also continue to press the government on the lack of engagement with unions on the UK's approach to the EU talks.

We have been in close contact with the Labour opposition. The TUC has met with Shadow Chancellor of the Duchy of Lancaster, Rachel Reeves MP, and raised concerns with her around the UK's lack of participation in EU procurement calls and the lack of government trade union engagement.

The TUC has also continued to work closely with the European Trade Union Confederation (ETUC) and sister organisations across Europe to make the case for workers' rights and jobs in trade agreements.

3.3 EU-UK trade negotiations

Ahead of the publication of the UK and EU negotiating mandates in February, the TUC general secretary engaged with representatives from EU member states and the General Council spokesperson on Europe, Unite Assistant General Secretary Steve Turner, met with the EU chief negotiator. Both argued for a deal that protected jobs through tariff-free trade. They also set out the case for protecting rights through a legally binding 'level playing field' clause that would prevent EU-derived workers' rights from being rolled back, as well as ensuring these protections kept pace with EU standards going forward.

The TUC general secretary also discussed these issues and the involvement of trade unions, both in the negotiations and the monitoring of the agreement's implementation, with EU Trade Commissioner Phil Hogan.

BREXIT AND TRADE

▼ The TUC gave evidence to the House of Lords, warning that trade deals with countries like the US threaten workers' rights and public services
© WPA Pool/Getty Images



In March 2020, negotiations on the future partnership between the EU and the UK started but were soon disrupted by the coronavirus pandemic. From early on it became evident that the EU and UK had different objectives, notably on the level playing field. By the time the EU and UK held a high-level conference in June to assess progress, very little headway had been made: the UK restated its position not to seek an extension of the transition period and the prospect of no deal reared its head once again.

In July 2020, the TUC produced a new parliamentary briefing on the risks of no deal in the context of the pandemic, highlighting the employment rights most at

risk including protections in case of insolvency, collective redundancies and information and consultation rights. In the context of a damaging recession, we also set out the importance of a good deal that protects jobs, rather than a no-deal outcome that would put employment at even more risk.

3.4 Trade and trade deals

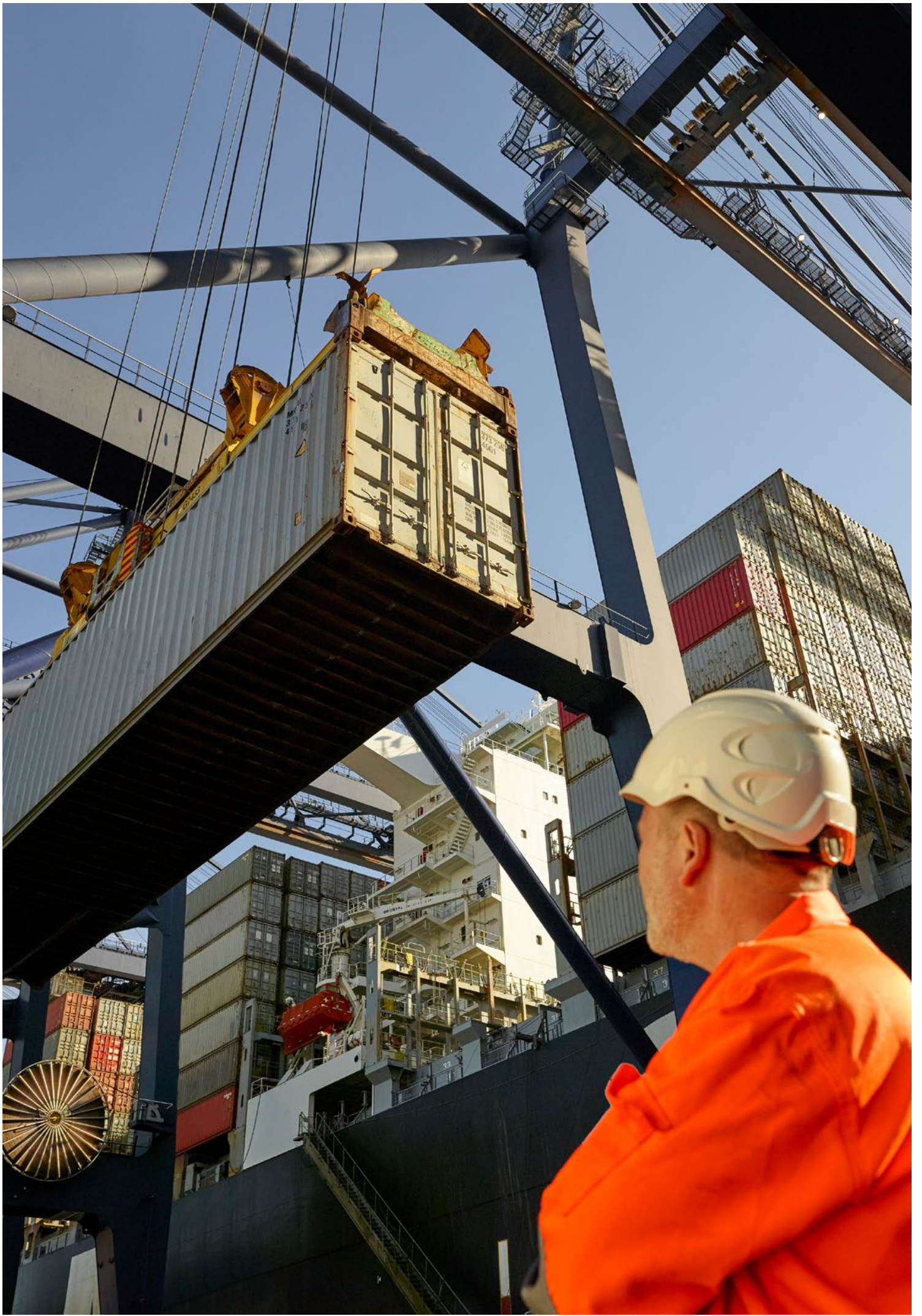
The TUC has continued to call for a good deal with the EU to be the UK's trade priority, to secure workers' rights and support good jobs. We have highlighted the danger of the government pursuing trade deals with a number of other countries, such as the US, as a substitute for a good deal with

the EU, as such deals would threaten workers' rights and public services. In February, the TUC gave evidence to the House of Lords EU Internal Market Sub-Committee on the importance of including level-playing-field commitments in a future deal.

In line with resolution 15, the TUC campaigned to protect public services in all trade deals.

In March, the TUC released a joint statement with its US counterpart, the AFL-CIO, stating that any UK-US deal must contain effectively enforceable commitments to respect workers' rights and exclude public services. The statement was clear that a deal must not contain any kind of Investor-State Dispute Settlement (ISDS) system and called for the UK government to prioritise a good deal with the EU.

In the same month, the government introduced its Trade Bill, which sought to make provision for the implementation of international trade agreements. The TUC gave evidence to the Trade Bill Committee in June, raising concerns that the Bill provides no representation for trade unions on the Trade Remedies Authority – the body that will oversee the UK's anti-dumping measures; provides no role for parliament or unions in trade negotiations; and provides no guarantee that trade deals will contain exemptions for public services or enforceable labour standards.



BREXIT AND TRADE

“ The TUC is working with its counterparts in the US, Japan, Australia, New Zealand and the East African Community countries with which the government has launched trade talks. ”

In June, the TUC gave evidence to the Commons International Trade Committee to highlight the threats a US trade deal would pose to the NHS and other public services, as well as to workers' rights and good jobs.

The TUC used meetings with Secretary of State for International Trade Liz Truss MP and Trade Ministers Conor Burns MP, Greg Hands MP and Ranil Jayawardena MP, as well as its position on the government's Strategic Trade Advisory Group (STAG) (where the TUC is represented by Deputy General Secretary Paul Nowak), to push for trade union objectives in trade deals and for unions to be involved in trade negotiations. Through these efforts, the TUC has secured places for trade unions on over half of the government's expert trade advisory groups (ETAGs) on sectoral and thematic aspects of trade. The government is now also actively considering how to share parts of trade negotiations with unions.

The TUC has also raised concerns that the government's proposal to establish 10 freeports with looser regulatory requirements risks displacing good jobs and increasing tax evasion.

The TUC developed a joint statement with Japanese counterpart RENGO on the UK-Japan trade negotiations, releasing a joint statement when trade talks began in June. The statement called for the trade priority of the UK to be a deal with the EU and set out that any UK-Japan agreement should protect workers' rights, public services and jobs.

TUC policy officer Rosa Crawford is a member of the EU Domestic Advisory Groups for the EU-Canada and EU-Japan trade deals, which push for strengthening of labour rights commitments in international trade deals.

3.5 Global trade

The TUC is working with its counterparts in the US, Japan, Australia, New Zealand and the East African Community countries with which the government has launched trade talks. We raised concerns with MPs on the Trade Bill Committee that post-Brexit 'continuity deals' – such as those with South Korea and Colombia – should have effective processes for enforcing commitments on labour rights, with trade unions empowered to trigger investigations into violations of rights. This builds on work undertaken by the TUC at EU level in its membership of EU domestic advisory groups (civil society monitoring bodies) for the EU-Canada and EU-Japan trade deals

4



SECTION 4

RESPECT AND A VOICE AT WORK ▸

RESPECT AND A VOICE AT WORK

▼ Since the rise in cases of coronavirus, the far right is using social media to spread lies and propaganda about the cause of the pandemic
© Karen Ducey/Getty Images

4.1 Introduction

Across the year the TUC has worked with unions to challenge discrimination and promote equality, and to make the case for decent rights and protections at work. We have worked to counter the rise of the far right, both in the UK and internationally. We have taken forward our work on class inequality, highlighting the disproportionate impact of the Covid-19 crisis on people in working-class jobs. And we have continued our lobbying and campaigning work on behalf of BME workers, workers, women and LGBT+ workers, with a strong focus once again on tackling sexual harassment.

The TUC has also stepped up policy and campaign work around trade union and employment rights, including the right to flexible working. Health and safety remains a major priority, with our work in this area brought into sharp focus by coronavirus. And with the economy faltering in the midst of the pandemic, we are continuing to call for greater investment in workforce skills, including stronger rights for apprentices.

4.2 Tackling the far right

The rise in cases of coronavirus in the UK has been accompanied by an increase in racism and xenophobia. Incidents of hate crime against Chinese people in the UK increased threefold in the first three months of 2020.



Islamophobic and antisemitic conspiracy theories and false claims have been shared widely on social media, blaming Muslims and Jews for developing or spreading the virus. The far right has exploited the crisis to promote its divisive racist worldview.

In this challenging context, and as set out in resolution 41, we have continued to develop and actively promote our online learning materials to build union reps' knowledge and confidence to challenge far-right activity and views in the workplace. This has included new materials on holding challenging conversations, supporting reps to prevent far-right propaganda spreading by talking to people who have

“Islamophobic and antisemitic conspiracy theories and false claims have been shared widely on social media, blaming Muslims and Jews for developing or spreading the virus.”

been influenced and getting them to question the far right's lies. We have also developed online learning materials on antisemitism, rooted in our understanding of antisemitism as a form of racism. The materials will support reps to understand the historical context of antisemitism, identify it and positively challenge antisemitism when it occurs. The General Council supported the UN Day against Racism and Xenophobia through a digital mobilisation, with input from a range of countries.

The TUC has been integrating its equalities and international work to challenge the growth of the far right, building international contacts with sister centres and unions. During TUC Congress 2019, we organised a roundtable of international guests to share strategies being employed by their respective union organisations to combat the growth of the far right. We are encouraging both the European Trade Union Confederation (ETUC) and International Trade Union Confederation (ITUC) to support the development of an international network of unions and centres to share strategies.

In February, the TUC coordinated a union roundtable where speakers from Germany and Ireland presented their findings on the growth of the far right and workplace strategies to confront it. The TUC also supported an international panel at our women's conference on the far right and misogyny. We continue to work

with the DGB, the German trade union centre, to develop a joint pilot initiative to combat the far right in the workplace, and two sessions at the Organise 2020 festival focused on tackling the far right, with international speakers from Brazil, the US and Ireland. To inform our work in this area we have also commissioned a report on the internationalisation of the far right.

4.3 Addressing class inequality

In line with resolution 35 on class inequality, the TUC has continued to highlight class-based discrimination and disadvantage. This has been particularly prevalent throughout the coronavirus pandemic, when those in working-class jobs have often borne the most risk but received the least reward. TUC analysis showed that four in ten people in key worker jobs – some 3.7 million people – are paid below £10 an hour. These jobs are disproportionately carried out by women, who are twice as likely as men to be in key worker occupations, and by BME employees.

TUC research also showed that the lowest-paid workers have been least able to work from home. For example, in the accommodation and food sector, just 14 per cent of employees have been able to work from home during the pandemic, compared to 87 per cent in the information and communication sector.

Occupational sick pay is also less available to those in lower-paid jobs. Across the economy, an estimated 26 per cent of employees (7 million people) get only the basic statutory entitlement. In caring and so-called 'elementary' occupations, this rises to over a third of all workers, leaving people with a tough choice between going to work when sick or missing out on vital pay.

As we argued in our *Building Working Class Power* report, published at Congress 2019, these inequalities reflect the systematic undervaluing of working-class jobs. We know that the best way to improve pay and conditions for all workers is through strong unions and collective bargaining – and have put these arguments at the centre of our plans for economic recovery.

4.4 Employment and trade union rights

In line with composite 8, the demand for strong legal rights for trade unions, including the right to strike and picket, has been at the heart of the TUC's work over the last year.

This activity stepped up ahead of the 2019 general election, when the TUC highlighted the need for a far greater role for collective bargaining as a means of securing better pay and conditions for workers. This included close engagement with the Labour Party on its employment rights plans.

RESPECT AND A VOICE AT WORK

▼ The demand for strong legal rights for unions has been at the heart of the TUC's work over the last year
© West End/Getty Images



We have also pressed for the establishment of new bodies for unions and employers to negotiate across sectors. There are several sectors where this could have a huge impact on conditions, including hospitality, social care and, as set out in resolution 29, seafaring.

We have also continued to push for strong enforcement of rights, meeting regularly with the Director for Labour Market Enforcement, the Gangmasters and Labour Abuse Authority (GLAA), HMRC and the Employment Agency Standards Inspectorate, pushing government to increase the resources for enforcement, including of employment agencies.

The TUC engaged with the certification officer about the challenges trade unions faced meeting the requirements of legislation and their own rulebooks during the coronavirus pandemic. We successfully pressed her to provide greater clarity about the certification officer's approach to breaches.

In line with resolution 28, we have ensured that the interests and perspectives of self-employed workers have been reflected in our work. During the pandemic, we liaised with representatives of unions with

“ We have also pressed for the establishment of new bodies for unions and employers to negotiate across sectors. ”

large numbers of self-employed members, lobbied for wage support for self-employed workers, and called for the self-employed to have fair access to social security.

To continue to influence the political agenda while the country was in lockdown, our output included a series of video interviews with leading experts on labour law, the gig economy, artificial intelligence and labour markets.

The TUC has argued vociferously for electronic balloting for statutory elections, in line with resolution 23. In January, we convened a meeting with senior Department for Business, Energy and Industrial Strategy (Beis) officials and Sir Ken Knight, who produced a review of electronic balloting.

▼ Postal votes for statutory elections should be replaced by electronic ballots according to Sir Ken Knight's review
© Oli Scarff/Getty Images



This was followed up by a letter setting out the case for the government, after an excessively long delay, to respond to Sir Ken's 2017 report, commission pilots of electronic balloting and allow groups currently disadvantaged by the existing insistence on postal ballots to play a full role in unions' democratic structures.

In June, we also wrote to Business Secretary Alok Sharma, arguing that a range of organisations already use e-balloting, which rendered the ban on unions' use of this technology particularly anomalous.

In line with resolution 18 on Christmas and New Year working, the TUC used its Christmas press comment to insist that bosses should reward staff fairly for the inconvenience of working on Christmas Day and loss of time with their loved ones. It also drew attention to Usdaw's call for shops to be closed on Christmas Day and Boxing Day.

The Conservative manifesto and Queen's Speech committed to "encouraging" flexible working and consulting on making it the default unless employers have good reasons not to. Prior to this, as part of its consultation on

"proposals to support families", Beis consulted on whether there should be a requirement for employers to consider advertising jobs as flexible.

In line with composite 9, we believe the most effective way of making flexible working the default is to move away from an individualised request-based system towards an organisation-wide duty. The TUC believes employers should be prompted to look at job design, rather than trying to shoehorn flexibility for individuals within roles and workplace cultures that are fundamentally inflexible.

RESPECT AND A VOICE AT WORK

“ The TUC continued its high-profile #ThisIsNotWorking campaign, supported by an alliance of unions, women's and LGBT+ organisations and civil society groups. ”

Following extensive consultation with unions, the TUC responded to the Beis consultation by recommending that government should introduce a duty for employers to offer flexible working as the default by advertising all jobs as flexible from day one (unless there are exceptional circumstances preventing it). This new duty should be accompanied by a significant strengthening of the existing legislation extending the right to request to all workers, from day one in the job, and giving employers much narrower discretion to reject requests.

We campaigned for a day one right to flexible working as a member of the FlexForAll coalition along with the Fawcett Society, the Young Women's Trust, the Fatherhood Institute, Gingerbread, Pregnant then Screwed and MotherPukka. Our petition gained over 30,000 signatures.

The TUC represented unions as part of a Beis flexible working taskforce, using our membership to argue for day one rights for all workers to flexible working.

4.5 Tackling sexual harassment

The TUC continued its high-profile #ThisIsNotWorking campaign, supported by an alliance of unions, women's and LGBT+ organisations and civil society groups, working together to highlight the inadequacy of the current legislative framework around tackling sexual harassment. Along with the alliance, we continue to call for a new duty on employers to ensure all workers are protected from sexual harassment and third-party harassment, regardless of their employment status.

Following huge public and political engagement with the campaign, the government published a consultation on a preventative duty for employers. After in-depth engagement with unions and partner organisations, we led a huge response to the consultation, setting out the case for a new legal duty that would require employers to take all reasonable steps to prevent sexual harassment and victimisation at work.

The 2020 HeartUnions week focused on ending sexual harassment at work. Reps across the country took part in a large-scale organising campaign to demand employers embed a preventative approach to sexual harassment in their workplaces.

In line with composite 10, the TUC worked with the International Labour Organisation (ILO) to support negotiations and the adoption of Convention 190. The UK government supported both the Convention and its non-binding recommendation at the International Labour Conference (ILC) in 2019, and we have been working with the Department for Work and Pensions (DWP) to agree a firm commitment to ratification.

4.6 Securing equality

Across the year the TUC Race Relations Committee worked on a range of race equality issues, prioritising its efforts to improve the organisation and recruitment of black workers. The Race Relations Committee and TUC continued to highlight the problem of racism in the UK. In line with resolution 34, the TUC has continued to lobby for ethnicity pay gap reporting, responding to a consultation on this in October 2019.

▼ Broadcaster and NUJ member Samira Ahmed won her employment tribunal claim on equal pay against the BBC
© Aaron Chown/PA Archive/PA Images



The Race Relations Committee has continued to campaign for justice for those who suffered as a result of the Windrush scandal and for the dismantling of the hostile environment. In January, the TUC convened a meeting of Thompsons solicitors and affiliated unions to discuss how to use the Windrush Compensation and Social Security Bill as a means of highlighting the lack of compensation received by victims. The TUC also produced a briefing calling for the Windrush compensation scheme to be administered by an independent agency rather than the Home Office, and for Parliament to discuss the basis of the scheme.

In July, the General Council agreed to revisit the work of the TUC's Stephen Lawrence Task Group and establish a new initiative to address institutional racism at work and in society, and within our own trade union movement. The new group will start its work after Congress 2020.

In line with resolution 37, the TUC continued to call for gender pay gap legislation to be 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 women effectively work for free for two months a year. The report highlighted larger gender pay gaps at regional and sectoral level.

Increasing pay transparency is another key part of the fight against unfair pay, helping to expose the many different forms of pay discrimination and inequality women workers face.

In January, the TUC published new analysis that found one in five workers are subject to pay secrecy clauses. We demanded a ban on these clauses and argued for stronger collective bargaining rights, so that trade unions can ensure transparent and fair processes for setting pay.

In line with resolution 42, we continued to organise against the gendered nature of poverty, highlighting the impact of gender inequality at work and changes to the social security system that have disproportionately impacted women and girls, particularly disabled, BME and migrant women. The TUC Women's Committee held a successful event focusing on the practical steps trade unions can take to eradicate period poverty and tackle the menstruation taboo in workplaces.

RESPECT AND A VOICE AT WORK

▼ One of a series of social media graphics from the Disability Pay Gap Day campaign, organised by the TUC

The TUC has continued to highlight workplace issues faced by disabled workers. We have run a national campaign calling on government to introduce mandatory disability pay gap reporting, along similar lines to gender pay gap reporting. We highlighted that 4 November is the day in the year when disabled workers effectively stop being paid and start working for free. And we have exposed the double discrimination facing disabled people, as they are less likely to be employed, and when they are they earn less than their non-disabled peers.

In line with resolution 55, the TUC called for the creation of a new National Independent Living Support Service (NILSS), enshrined in law, co-created between government and disabled people. We set out the need for the service to be underpinned by a new universal right to independent living, and highlighted our support for NILSS in our lobbying work.

The TUC has also continued to promote the social model of disability, particularly during Disability History Month, when we launched an online learning module on the topic.



4.7 Health, safety and regulation

During the year, the TUC 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.

The response to coronavirus dominated our work, with the TUC producing resources for affiliates and health and safety reps on mental health, safer working, working from home and PPE, in line with resolution 33. In response to composite 11, we continued to call for Health and Safety Executive (HSE) statistics into work-related deaths to include suicide as well

as other work-related fatalities currently not included. We also called for a legal responsibility to be put on employers to protect mental health, and developed new resources for union reps on organising around mental health.

The TUC produced further resources to support workplace activists. The weekly health and safety e-bulletin *Risks* was published throughout the year, alongside an intensive series of webinars focused on the response to coronavirus.

In the run-up to International Workers' Memorial Day in April 2020, the TUC focused on campaigning for safety from coronavirus exposure in the workplace. We called for a

public inquiry into government negligence on PPE, and remembered the lives of workers lost due to Covid-19 and other work-related injury and illness. Our work was informed by resolution 26. The Organise 2020 summit also featured several sessions on health and safety, including one on encouraging more women to take up the role of health and safety rep.

In line with resolution 66, we continued to work with affiliated unions on the impact of the Grenfell Tower tragedy, supporting demands for the removal of combustible cladding.

The TUC continued to work with the HSE during the year. We were represented on its board by Accord General Secretary Ged Nichols, the Chartered Society of Physiotherapy Director of Employment Relations and Union Services (ERUS) Claire Sullivan and TUC Head of Organisation, Services and Skills Kevin Rowan. The TUC was on the board of the work and health programme, which this year has considered mental health as well as the response to the coronavirus pandemic.

The TUC continued in the role of secretariat to the All-Party Parliamentary Group on Occupational Health and Safety and the sub-group on asbestos, engaging with parliamentarians and sector organisations on a range of issues.

The TUC is represented on the Industrial Injuries Advisory Council (IIAC) by Karen Mitchell (RMT), Doug Russell (Usdaw) and Daniel Shears (GMB). The three TUC nominees played an active role in the work of the Council. TUC nominees also sat on a range of other external bodies, including the Council for Work & Health. The TUC continues to work closely with the Hazards campaign, the Institution of Occupational Safety and Health, and other organisations in the health and safety field.

4.8 Skills

Over the past year the TUC has continued to campaign for greater investment in skills to support economic growth and help more workers achieve their full potential. While the impact of Brexit and automation remain a concern, the onset of the pandemic brought about a new scale of challenge for the economy and our skills system. In response, the TUC has put jobs and skills at the heart of its demands for government to deliver an ambitious policy package to address the economic fallout from Covid-19.

In recognition of the disproportionate impact of the pandemic on the job prospects of young people, these proposals include an education and training guarantee for everyone aged 25 and under, comprising an apprenticeship, a place at college or university, or other training options delivered as part of a new jobs guarantee

programme. Our proposed skills package would also give everybody a new right to retrain, backed up by personal lifelong learning accounts. These would be partly funded by bringing forward the government's commitment to invest £600m per annum in a new national skills fund from 2021.

General Council members and TUC staff are represented on a range of skills bodies. Kevin Rowan, head of organisation, services and skills at the TUC, is a member of the Strategic Transport Apprenticeship Taskforce.

4.9 Apprenticeships

The TUC has supported some recent apprenticeships reforms, especially measures designed to improve quality such as the regulations applying to off-the-job training. Despite this, 70 per cent of apprentices are still not receiving formal off-the-job training in line with the regulatory minimum, according to the latest government survey. Apprentices are also around ten times more likely to be underpaid than the average worker due to widespread contravention of the minimum wage, according to a new analysis by the Low Pay Commission (LPC). And wide-ranging research, including by the TUC, has pointed out that under-represented groups continue to face major barriers to accessing the best apprenticeships.

RESPECT AND A VOICE AT WORK

“ Unionlearn has produced a range of resources to help unions negotiate with employers to boost the number of high-quality apprenticeships. ”

To tackle these challenges, the TUC has called for measures to strengthen enforcement of employment and training rights of apprentices, boost wage levels, improve equality of access and guarantee a minimum progression to a level 3 apprenticeship for all young people. The TUC submission to the last government review of the levy called for it to be flexed to allow employers to use their funds to provide high-quality pre-apprenticeship training programmes where appropriate.

The TUC also published an analysis showing that apprentices in many parts of the country are unfairly denied public transport travel discounts that are made available to all students. The report called on the government to deliver on a commitment it gave in 2017 to introduce a national travel discount for all apprentices.

Unionlearn has produced a range of resources to help unions negotiate with employers to boost the number of high-quality apprenticeships that are accessible to all, and to safeguard and sustain apprenticeships through the current crisis.

4.10 Adult skills

Throughout the year, the TUC highlighted key deficiencies in our adult skills system, especially very low investment levels. Government spending on adult skills has fallen by 47 per cent in the last decade, the volume of employer-led training is down by a staggering 60 per cent since the end of the 1990s, and employer investment in training per employee is half the EU average. According to a recent OECD report, the UK also lacks the national social partnership arrangements that underpin high-quality skill systems in many other countries.

A new report by the Industrial Strategy Council, *Rising to the UK's Skills Challenges*, agreed with this analysis and the need for policymakers to tackle these deficiencies urgently. This report also highlights the key role unions play in boosting access to high-quality learning and training at work, including the vital contribution of unionlearn.

The TUC submission to the 2020 Budget called for specific new entitlements to boost training levels, including: a right to time off to learn; access to mid-life reviews; and a learning account for all workers. Throughout the year we continued to collaborate with the government and the CBI to oversee the design and development of the National Retraining Scheme, including supporting trialling of the online Get Help to Retrain service.

The TUC has also continued to call for measures to make basic digital qualifications free at the point of access, and has welcomed the rollout of the new basic digital skills entitlement later this year.

The recent devolution of the adult skills budget to parts of England has resulted in some benefits, including better alignment of provision to local needs and allowing more focus on disadvantaged groups. However, there have been some unintended consequences from a postcode-based skills funding system, which has introduced avoidable further barriers to participation for many learners.

5



SECTION 5

GOOD SERVICES ▽

GOOD SERVICES

5.1 Introduction

The coronavirus pandemic put public services in the spotlight, with public attention focused on the important roles of key workers across the economy. While this recognition was welcome, public services went into the crisis weakened by years of cuts, pay restraint and privatisation. This has created major shortages of equipment and staff, and capacity issues in key areas. Despite the heroic efforts of public sector workers, austerity undermined the country's response to the crisis.

No sectors were in a weaker position than social care and local government. The TUC has campaigned and lobbied for a new settlement for both these critical sectors, in line with resolution 65. This built on earlier work highlighting the extent of the damage caused by spending cuts, including our analysis of the disproportionate impacts on councils in deprived areas.

5.2 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 56, 57, 61, 62 and 63, and composites 13 and 17. The input of all the education unions has informed the work of the General Council on education policy and wider campaigning on public services.

“Despite the heroic efforts of public sector workers, austerity undermined the country's response to the crisis.”

The General Council has endorsed some of the key recommendations of the review of post-18 education and funding chaired by Philip Augar, in particular proposals to: make investment in the FE estate and workforce a priority; provide a fully funded entitlement for all adults to achieve a minimum level three qualification; and increase financial support for adult FE and HE students through maintenance grants and bursaries. However, the TUC has consistently stressed that government would need to take forward a much more ambitious approach than that set out in the review.

During the past year the General Council has continued to give its support to the Love Colleges initiative coordinated by FE employers and unions. This campaign calls for increased investment in further education and a fair pay deal for all FE staff. Paul Nowak, TUC deputy general secretary, is a member of the Independent Commission on the College of the Future that is being coordinated by the Association of Colleges. The TUC facilitated two roundtable meetings involving the further education unions and the director of the Commission, and also submitted written evidence.

5.3 NHS

The TUC continues to campaign for a publicly owned, fully-funded NHS in line with resolutions 46, 49, 50, 51, and 52. We also continue to call for parity of funding between its constituent services, particularly mental health.

The TUC took part in the NHS's 72nd birthday celebrations, supporting an online rally and using social media to demand more than weekly public clapping for the NHS and its staff.

Building on earlier work exposing the inadequacy of the 3 per cent real-terms funding increase for the NHS, we used our March 2020 Budget submission to highlight the ongoing crisis in staff recruitment and retention and make the case for a fully funded workforce strategy. This followed our analysis of shortfalls in doctor numbers and government failure to meet staffing promises.

Mental health has remained a priority, supported by the TUC Disabled Workers' Committee and the TUC Young Workers' Forum. Together with campaigners such as Keep Our NHS Public, the TUC helped to organise a mental health crisis summit in September 2019.

▼ Insecure contracts, low pay, privatisation and inadequate funding are just some of the issues faced by social care workers
© Isabel Infantes/EMPICS Entertainment



We have applied the lessons from the NHS Social Partnership Forum's work on bullying and harassment, working with Cabinet Office and public service employers to apply good practice across the public sector. The coronavirus crisis has underlined the need for NHS and social care staff to be able to raise workplace issues free from intimidation.

In line with resolution 47, the TUC continued to call for all NHS charges for migrants to be dropped. As well as working with groups such as Maternity Action, we raised concerns with MPs in our lobbying on the Immigration and Social Security Coordination Bill, adding to the pressure on government. In May, the government announced that

“The Covid-19 pandemic has been the ultimate stress test for adult social care.”

NHS charges would be dropped for NHS and care workers. The TUC will continue to campaign with unions and allied groups for the charges to be dropped for all migrants.

In line with resolution 53, the TUC has continued to highlight mental health support services at work and in wider society, including inadequate perinatal maternity care.

5.4 Social care

The Covid-19 pandemic has been the ultimate stress test for adult social care. Structural issues that trade unions have highlighted for decades – insecure contracts; low pay; privatisation; inadequate funding – have made the impact of Covid-19 on the sector much worse.

In line with resolution 54, the TUC has been working with affiliates to develop a trade union vision for social care. We have made the case for sustainable funding, market

GOOD SERVICES

reform and integration. We are also demanding comparable terms and conditions with NHS staff, underpinned by a sectoral collective bargaining agreement.

For May Day 2020, the TUC published analysis showing that 7 in 10 care workers earn less than £10 an hour. We published a joint statement with commissioner representatives on the need for adequate PPE, proper testing and safe hospital discharges into care homes. We are working with partners in the sector to agree a new deal for the workforce, including a new national skills and accreditation framework tied to a pay and grading structure.

▼ The TUC's report for the International Day of Justice for cleaners and security guards exposed how outsourcing has weakened terms and conditions
© Ian Forsyth/Getty Images



5.5 Privatisation

The Covid-19 crisis has exposed how years of marketisation and outsourcing have weakened our public services and put the safety of workers and the public at risk. This has been evident in the PPE 'crisis within a crisis', caused by fractured and unwieldy supply chains that resulted from decades of outsourcing and offshoring. Some outsourced workers have been forced to choose between following government advice to isolate without adequate sick pay and being able to put food on the table.

Ending and reversing privatisation and outsourcing has been central to the TUC's public campaigning on public services in the last year. Composite 12 formed the basis for a number of recommendations in our *A Better Recovery* report. This made the case for in-house provision except where there is a public interest case for contracting out. These recommendations were adapted for regional recovery reports, which argued that insourcing and social value procurement should be at the heart of local and regional recovery plans.

The TUC's report for the International Day of Justice for cleaners and security guards exposed how outsourcing has weakened terms and conditions, as well as eroding service quality. The TUC also developed a practical guide for reps on how to negotiate insourcing in their workplaces.

In addition to this public-facing work, we have continued to make the case for insourcing during regular meetings with government, through the Public Services Forum and other channels. We have also advocated insourcing to parliamentary select committee inquiries and the Labour Party.

“Following a decade of pay restraint, public sector workers are still being paid on average £900 less in real terms today than they were in 2010.”

In line with resolution 48, we have continued to work with unions and health campaigners to prevent the outsourcing of NHS services through wholly owned subsidiaries. Following successful campaigns in Wigan, Leeds and mid-Yorkshire, in the last year Frimley Health Foundation Trust and Bradford Teaching Hospitals Foundation Trust have abandoned plans for subsidiary companies.

5.6 Civil service

The civil service has played a crucial role in the coronavirus response, yet has faced inconsistent practices on safe working and the continuation of restructuring and redundancy programmes. The TUC has supported civil service unions in calling for these programmes to be suspended for as long as the crisis continues. We have emphasised this in meetings with ministers, and in oral and written evidence to the Lords select committee inquiry on the future of public services after the pandemic.

The TUC has called on HMRC to reconsider its reform plans in light of changing patterns of working post-coronavirus. We have also highlighted that a decade of staff cuts and under-investment left the DWP completely unprepared for the growth in Universal Credit claimants during the crisis.

5.7 Justice

In line with composite 15, the TUC has publicly supported calls to end and reverse the privatisation of probation. We welcome the recent decision by the Ministry of Justice to bring the rest of probation back into public ownership, following tremendous campaigning work by Napo, UNISON and all our justice sector unions.

We continue to work with criminal justice unions, through campaigns such as Joint Unions in Prison Alliance (JUPA), to ensure the sector guarantees the safety and welfare of all inmates and staff.

In line with resolution 67, the TUC supported the manifesto for justice. Although planned campaign work was disrupted by the general election and the coronavirus pandemic, we have continued to highlight

the issues contained in the manifesto. Our submission to the Lords select committee inquiry on the future of public services after coronavirus also highlighted the parlous state of the justice system.

5.8 Public sector pay

Following a decade of pay restraint, public sector workers are still being paid on average £900 less in real terms today than they were in 2010.

The TUC has continued to campaign for fair pay for public sector workers. Our March 2020 Budget submission linked pay restraint to the crisis of recruitment and retention affecting swathes of the public sector. We set out the real-terms increases to departmental budgets that would be needed to ensure that public sector pay rises both keep up with the cost of living and begin to make good a decade of lost earnings. Our submission also reiterated our five tests for a fair pay deal for public sector workers: 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 earnings lost since 2010.

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▼ The TUC is actively engaged in HS2 and supports union calls for full access to and cooperation with all contractors involved
© Christopher Furlong/Getty Images

On May Day, TUC research set out the real-terms pay losses experienced by different public sector workers. Our study showed that nurses and community nurses in NHS band 5 are more than £3,000 worse off today than they were in 2010, and ambulance services drivers are £1,605 worse off.

Better public sector pay has also been central to the TUC's vision for recovery from the pandemic, including the wider benefits of a public sector pay increase in the context of severely weakened economic demand. We have also coordinated union responses to the McCloud judgment, which ruled transitional protection in public sector pension schemes discriminatory on grounds of age, and continued to make the case for fair pensions for public sector workers.

5.9 Transport

In line with composite 3, the TUC has continued to campaign for an integrated, green public transport system. We have continued to highlight the need for investment in rail infrastructure, supporting HS2 as well as local rail investment priorities. We have campaigned for publicly owned, integrated rail infrastructure and highlighted the impact of the



current fragmented franchise system on both investment and ticket pricing. UK consumers continue to experience one of the most expensive railways in Europe.

The TUC continues to be actively engaged in HS2 and support union calls to ensure we get maximum benefit from the project, including full union access to and cooperation with all contractors involved. We are also lobbying for the project to deliver benefits across the country, as part of an integrated transport solution.

Local transport has featured in the TUC's campaigning work this year. We have worked with local and combined authority leaders in the North-West and in Yorkshire and the Humber to re-regulate bus services and to make the case for public ownership.



SECTION 6

WINNING MORE FOR WORKERS

WINNING MORE FOR WORKERS

▼ Since 2017, union membership among women workers increased by 170,000. There are now more women carrying a union card than at any time since 1995
© David Cliff/NurPhoto/PA Images

6.1 Introduction

The critical importance of trade union organisation was evident throughout the coronavirus pandemic. From access to decent sick pay to job protection and safety at work, unionised workers were demonstrably better off than those not enjoying collective organisation. The rapid increase in union membership in key areas at the start of the lockdown shows that working people know this too. That increase follows another year-on-year net gain in union membership, largely as a result of a significant surge in women joining unions.

The new ways of working adapted by unions at the height of the lockdown also showed a capacity to innovate quickly and effectively, adopting digital technologies not only to recruit and to organise but also to provide an effective service for members in need of strong advice, guidance and representation.

We must build on this innovation and utilise key lessons to diversify our reps base and to bring in the next generation of activists. This will help renew trade unionism in the future, reaching right across the economy, to all demographics and geographies.



6.2 Organising and union membership

Union membership in the UK increased for the third consecutive year according to trade union membership figures (see Figure 1) published in June by the Department for Business, Energy and Industrial Strategy (Beis).

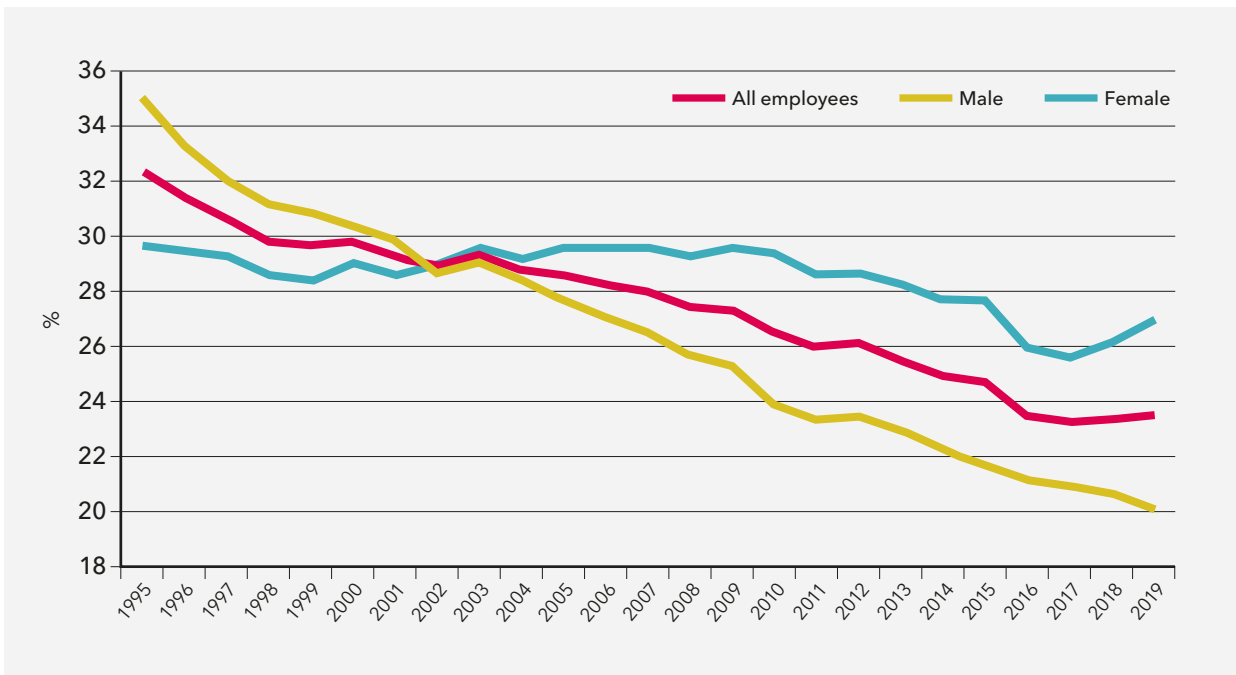
Between 2018 and 2019, union membership increased by 91,000, meaning that since 2017 union membership has increased by over 200,000. This increase was driven by union membership among women

workers increasing by 170,000. There are now more women carrying a union card than at any time since 1995. Overall, there are 6.44 million union members in the UK.

Union membership increased in both the public and the private sectors, by 74,000 and 17,000 respectively, and the proportion of all workers who are union members increased to 23.5 per cent.

The proportion of workers covered by union collective agreements increased, and these workers continued to be better paid than workers who are not. Between 2018 and 2019, the union wage premium increased in the private sector to 3.6 per cent.

Figure 1: Union membership as a percentage of all employees, 1995-2019



Sources: Department for Business, Energy and Industrial Strategy (Beis)

“Between 2018 and 2019, union membership increased by 91,000, meaning that since 2017 union membership has increased by over 200,000.”

These are encouraging figures for a movement that, if it were ever in doubt, restated its importance and relevance during the pandemic.

These figures should also give unions confidence in addressing the challenges that remain. Too high a proportion of union members are in the public sector, when most people are employed in private sector jobs. Too many union members are also near the end, rather than the beginning, of their working lives. While less than a quarter of current union members are aged under 34, more than 40 per cent are aged 50 and over.

In line with emergency resolutions 1, 2 and 3 carried at Congress 2019, the TUC has continued to press for an environment in which unions can access workplaces and workers freely and without interference from employers

and fear of intimidation. Through TUC Education, the training and support we provide to affiliates continues to support union capacity to organise and campaign more effectively.

6.3 Digital development

The TUC General Council has identified digitisation of union organisations as a priority in helping unions meet the challenges of recruiting and organising a new generation of members. A new role of digital lead member for the TUC General Council has been created, with joint General Secretaries Mary Bousted and Kevin Courtney of NEU jointly leading for the GC in this area.

WINNING MORE FOR WORKERS

“Megaphone has so far been used by more than a dozen TUC affiliates and over 200,000 supporters have taken part, resulting in more than 1.2 million online actions taken.”

The TUC's **Digital Lab project** has expanded since Congress 2019. The project aims to network together people involved in organisational digital transformation across TUC affiliates, helping them to identify and share best practice across unions and where there are transferable lessons from outside the movement. Following a survey of affiliates' own digital journeys, the TUC Digital Lab published a report, *Digital in UK Unions*. This highlighted how different unions are approaching the challenge of digital and identified some areas where working together across the movement could help all unions make greater progress.

The TUC's **Digital Healthcheck tool** was revised and reissued, to help affiliates conduct research for strategic planning around digital transformation. The interactive spreadsheet compiles a snapshot of a union's current capacity across many areas of digital work, highlighting areas of strength and opportunities for development. Many affiliates have taken part in TUC Digital

Lab workshops, sharing good practice around topics such as the use of data science in unions, service design, election campaigning online and working remotely.

The Digital Lab has also worked with several TUC affiliates on pilot projects aimed at developing learning on questions of common interest for unions. During the coronavirus pandemic the project has piloted **covidsecurecheck.uk**, a new service for identifying whether employers have published Covid-secure risk assessments.

The TUC's **Megaphone.org.uk** project aims to support affiliated unions in expanding their digital campaigning and organising. The speed and reach of online campaigns make them well suited to establishing initial contacts for further organising with groups of workers, as well as for generating publicity and pressure for union campaigns. For example, a petition organised by BFAWU after pub chain JD Wetherspoon refused to pay its furloughed staff attracted more than 14,000 supporters and contributed to a U-turn from the company. By segmenting Wetherspoons' workers among the supporters, BFAWU were able to use

the campaign to bring over 700 workers into a series of Whatsapp groups for deeper organising conversations. This culminated in an online conference call to inspire supporting workers into taking up active roles in the campaign themselves.

Megaphone has so far been used by more than a dozen TUC affiliates and over 200,000 supporters have taken part, resulting in more than 1.2 million online actions taken. It is a free service to all affiliated unions and can be used at many levels, from powering branch and regional campaigns to contributing tactics and publicity for national union activity.

6.4 TUC communications awards

Coronavirus restrictions meant that TUC trade union communication awards had to be cancelled this year. We anticipate running the awards as usual next year and having a two-year time span for the entries into the competition. Unions will be able to showcase their work from March 2019 to February 2021.

6.5 Young workers

There is no doubt that the impact of coronavirus will hit young workers hardest, a group already overrepresented in insecure work, with few opportunities to progress. Youth unemployment scars the prospects of young people,

▼ The Megaphone petition organised by BFAWU after pub chain JD Wetherspoon refused to pay its furloughed staff attracted more than 14,000 supporters and contributed to a U-turn from the company
© Adam Davy/PA Wire/PA Images



and the TUC is placing young workers at the heart of its critical work on employment, skills and a fairer economy, including calls for a government-funded **job guarantee scheme**.

Organising the next generation of members, reps and leaders remains of critical importance to the trade union movement. The TUC ran a number of Future Leaders programmes across the country and continued the Summer Patrol programme in Yorkshire's cities. In January, we published *The Missing Half Million* report, drawing out learnings from the TUC's WorkSmart project looking at how unions can transform themselves to be a movement of young workers.

The TUC Young Workers Forum continues to play a key role representing young workers through its priority campaigns. Its manifesto for mental health, launched during Young Workers' Month in November, supported the TUC's wider work on organising around mental health. Forum membership increased by a third from last year, with all equalities seats filled. Measures aimed at increasing meaningful participation for affiliates, in line with resolution 76, are ongoing as part of the TUC's strategic governance review.

6.6 TUC Education

TUC Education continues to provide high-quality education and training for workplace reps. Unions with members in 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 2019, the number of reps trained was 36,739. Broken down across the different types of course that TUC Education supports, the figures were 3,472 on core courses (classroom); 2,096 on core courses (online); 6,290 on eNotes; and 24,881 on short courses.

WINNING MORE FOR WORKERS

One of the biggest organising challenges facing the trade union movement is to find and train a new generation of workplace union reps who reflect the diversity of trade union members. According to the last Workplace Employment Relations Survey, more than half of union representatives are aged 50 and over. This means that without action we stand to lose more than half of our existing reps over the next 10 to 15 years.

At Organise 2020, the TUC's festival of ideas on union organising, TUC affiliates signed an organising pledge that committed the movement to "enthuse thousands of activists from all backgrounds to become new workplace reps, offer them training within the first six months and train every new rep in their first year".

TUC Education stands ready to meet this challenge. We plan to publish how many reps have attended each of our stage one reps' courses, and how long they waited to attend training. We will use the number of reps trained on stage one courses this year as a baseline against which to measure progress.

In 2019, the number of reps attending TUC stage one courses (including classroom and online) was 4,156. The breakdown across each of the three stage one courses was: Union Reps One - 2,331; Health and Safety One - 1,424; and Union Learning Reps One - 401.

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 London, Birmingham, Liverpool, Glasgow and Cardiff. 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. This is managed nationally and administered directly by the Education and Skills Funding Agency (ESFA) to partner further education (FE) providers.

From August 2019, Mayoral Combined Authorities (MCAs) and the Greater London Authority (GLA) took on responsibility for the Adult Education Budget (AEB) for their areas. This has presented challenges to the TUC as we seek to continue to fund our trade union education training programmes. 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 between 50 and 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 continues to lobby government to provide equal access for all reps to our national programmes in England with an ESFA national funding stream alongside the devolved AEB. In the meantime, we continue to work with colleges and MCAs to produce local solutions.

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, are priorities. The TUC is 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, 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 when required.

The use of webinars to reach union reps with interactive briefings remains popular. Over 30 are available from the TUC Education website tuceducation.org.uk

Review of support to reps, officers and organising

The Changing Workplaces Survey of Union Representatives was commissioned by the TUC in 2019 to measure the impact of TUC Education in supporting workplace representation. We also wanted to find out who our reps were and what it was they needed from unions and the TUC to be able to carry out their roles effectively.

The project was conducted by Exeter University and consisted of four stages: desk research; focus groups involving union reps; stakeholder interviews with senior officials from the TUC; and an online survey that had 3,800 respondents. Taken together, this work provided the TUC with a valuable insight into the activities, experiences and needs of workplace union representatives.

The main findings of the survey were:

- › Representing individual members in disciplinarys and grievances is the single biggest activity carried out by reps. A significant number are using their own time to carry out their role.
- › Respondents spent an average of 10 hours per week (paid and unpaid) on union activity. Almost a quarter of reps spent four hours per week on disciplinarys and grievances and this area of work was regarded as the most important issue, dealt with by 47 per cent of respondents.
- › More than three out of four reps said that they used their own time for rep work. While 86 per cent of respondents said that they received some facility time, 43 per cent said that they did not have enough and most of these reps said that they needed a lot more time.

- › Most respondents to the survey said that they were either fairly or completely confident in their own skills and knowledge (73 per cent).
- › The top five training and support activities identified by respondents were mental health, handling grievances and disciplinarys, collective bargaining, health and safety-related activities and organising.

The TUC has used this analysis to create a workplan consisting of seven separate workstreams that will run over the next two years.

Union Professionals and Organising Academy

In 2019, the TUC trained 283 union officers via its Union Professionals and Organising Academy programmes. During the year, the TUC undertook a survey of officers to inform the future development of the Union Professionals programme. In response, the TUC will be introducing new subject areas into the programme, among which will be a new digital unions course.

WINNING MORE FOR WORKERS

TUC EDUCATION COURSE STATISTICS, 2019

Table 1: London, East & South East region

Courses	UR1	Emp Law	H&S 1	H&S 2	ULR 1	ULR 2	Short courses	Diploma	Totals
No of courses	5	3	8	4	9	4	631	1	665
No of learners	69	35	99	35	89	44	8,395	22	8,788
Women	25	16	29	12	34	24	2,749	12	2,901
% women	36	46	29	34	38	55	33	55	33

Table 2: Midlands region

Courses	UR1	Emp Law	H&S 1	H&S 2	ULR 1	ULR 2	Short courses	Diploma	Totals
No of courses	6	1	4	1	0	0	600	5	617
No of learners	71	9	61	12	0	0	5,484	49	5,686
Women	34	1	10	0	0	0	1,945	23	2,013
% women	48	11	16	0	0	0	35	47	35

Table 3: Northern region

Courses	UR1	Emp Law	H&S 1	H&S 2	ULR 1	ULR 2	Short courses	Diploma	Totals
No of courses	1	1	4	0	0	0	92	6	104
No of learners	6	16	27	0	0	0	1,748	45	1,842
Women	1	8	8	0	0	0	1,468	23	1,508
% women	17	50	30	0	0	0	84	51	82

Table 4: North West region

Courses	UR1	Emp Law	H&S 1	H&S 2	ULR 1	ULR 2	Short courses	Diploma	Totals
No of courses	46	20	28	21	2	1	325	11	454
No of learners	614	204	306	173	12	12	3,840	82	5,243
Women	281	48	79	24	4	4	1,695	40	2,175
% women	46	24	26	14	33	33	44	49	41

Table 5: South West region

Courses	UR1	Emp Law	H&S 1	H&S 2	ULR 1	ULR 2	Short courses	Diploma	Totals
No of courses	2	0	3	1	1	0	35	0	42
No of learners	15	0	35	11	6	0	393	0	460
Women	8	0	2	3	3	0	202	0	218
% women	53	0	6	27	50	0	51	0	47

Table 6: Yorkshire & the Humber region

Courses	UR1	Emp Law	H&S 1	H&S 2	ULR 1	ULR 2	Short courses	Diploma	Totals
No of courses	3	3	2	1	0	0	279	3	291
No of learners	32	18	13	11	0		3,038	20	3,132
Women	12	7	2	2	0	0	868	8	899
% women	38	39	15	18	0	0	29	40	29

Table 7: Scotland

Courses	UR1	Emp Law	H&S 1	H&S 2	ULR 1	ULR 2	Short courses	Diploma	Totals
No of courses	5	4	9	6	3	0	86	6	119
No of learners	26	30	90	50	39	0	924	43	1,202
Women	13	10	23	10	22	0	316	25	419
% women	50	33	26	20	56	0	34	58	35

Table 8: Wales

Courses	UR1	Emp Law	H&S 1	H&S 2	ULR 1	ULR 2	Short courses	Diploma	Totals
No of courses	34	12	31	11	3	0	101	1	193
No of learners	356	135	312	103	25	0	1,059	10	2,000
Women	137	50	98	39	15	0	410	4	753
% women	38	37	31	38	60	0	39	40	38

WINNING MORE FOR WORKERS

Table 9: UK total

Courses	UR1	Emp Law	H&S 1	H&S 2	ULR 1	ULR 2	Short courses	Diploma	Totals
No of courses	102	44	89	46	18	5	2,149	33	2,486
No of learners	1,189	447	943	395	171	56	24,881	271	28,353
Women	511	140	251	90	78	28	9,653	135	10,886
% women	43	31	27	23	46	50	39	50	38

Table 10: Online courses

Courses	UR1	H&S 1	ULR 1	ULR 2	eNotes	Totals
No of learners	1,142	481	230	243	6,290	8,386

Table 11: Reps on 10-day course programme by union

Union	No of reps	Union	No of reps	Union	No of reps
Unite	1,201	POA	32	FDA	2
UNISON	434	FBU	21	NUM	2
GMB	366	UCU	16	AUE	1
PCS	233	EIS	11	CoP	1
Usdaw	160	Napo	9	MU	1
CSP	131	Prospect	9	NASUWT	1
ASLEF	126	TSSA	8	SCP	1
Community	92	RCM	7	SoR	1
CWU	55	NEU	6	URTU	1
RMT	46	BFAWU	5		
BDA	35	Accord	3		

▼ In the year to March 2020, unionlearn supported a total of 189,100 learners via the union route
© Unionlearn

6.7 Skills at work

Supporting more workers to access high-quality learning and skills, especially those who face barriers at work, is at the heart of the vision for the union learning agenda. Over the past year, union learning has continued to add value to union membership and individual unions have successfully delivered on this agenda with the support of the Union Learning Fund (ULF) and unionlearn. More recently, the trade union movement has combatted the impact of the coronavirus pandemic by negotiating for high-quality apprenticeships, skills and retraining in line with the principles in resolution 4 and composite 1.

In the year to March 2020, unionlearn supported a total of 189,100 learners via the union route. ULF projects accounted for 79 per cent of this total by supporting 149,500 learners, which was 13,500 more than the targets set in their operational plans. The learning and training delivered by ULF projects is diverse, including: 37,700 English and maths learners; 25,000 ICT learners; and 30,200 people undertaking continuing professional development courses. In addition, 12,400 apprentices were either recruited or supported by unions running ULF projects in this period.



Unionlearn is responsible for managing ULF projects, including the annual assessment and award of bids, regular project monitoring, and a range of direct support activities for unions. Over the past year, 20 ULF projects were approved, amounting to £9.8m.

Over the years independent evaluations have demonstrated how union-led learning and training transforms lives. For example, these studies tell us that 70 per cent of ULF learners would not have engaged without the support of their union and large numbers achieve their first qualification through this route. Engaging in union-led learning also

significantly boosts union membership – a quarter of ULF learners are not union members when they start a course, but one in two subsequently go on to join a union.

Unionlearn supports union learning through a wide range of other initiatives and more information on this is available in the separate annual report on its activities, which can be found at unionlearn.org.uk

WINNING MORE FOR WORKERS

6.8 Trades councils

FBU General Secretary Matt Wrack stood down from his position as General Council lead for trades councils this year, with his role taken up by General Secretary Steve Gillan (POA). We have seen a modest increase in trades council registrations, which now stand at 150, thanks to the work of regional reps.

Trades councils have been active in key campaign activities, including Sheffield Needs a Pay Rise, combining to resource a local organiser in key low-paid sectors in Sheffield. Many trades councils have supported local anti-racism campaigns and organised events to commemorate Holocaust Memorial Day. A number of trades councils moved events online to mark International Workers Memorial Day, and have played a key role in HeartUnions Week. Many were involved in industrial activities – from working with BFAWU on the McDonalds' campaign to supporting unions opposing Rolls-Royce job cuts. Funding cuts to the Chesterfield Unemployed Workers' Centre motivated campaign and fundraising work on behalf of this important community resource.

6.9 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).

The ETUC executive met in October, December, February, March, June and July. TUC members of the executive committee are TUC General Secretary Frances O'Grady (also on the steering committee), General Council Europe spokesperson Steve Turner, and General Council members Mary Bousted and Dave Prentis. The Pan-European Regional Council general assembly met in December: Frances O'Grady, Steve Turner, and General Council international spokesperson Tim Roache (until his resignation) were the TUC members.

The TUC attended the ITUC General Council in Brussels in October and the ITUC Human and Trade Union Rights Committee during the same month. The TUC attended the ITUC Executive Bureau's virtual meeting in May. ITUC General Council titular members were Frances O'Grady and previously Tim Roache (until his resignation as general secretary). TUC Senior International Policy Officer Mariela Kohon is Frances' first alternate and TUC General Council race spokesperson Gloria Mills is her second alternate. The ICTU's David Joyce is the second

member's first alternate and Gail Cartmail the second alternate. ITUC Executive Bureau titular members are Frances O'Grady, with Mariela Kohon as her first alternate and Tim Roache as her second alternate (until his resignation as general secretary).

TUC General Secretary Frances O'Grady represents the TUC on TUAC.

6.10 Global solidarity

The TUC has continued to implement its international strategy, informed by a network of union international officers. We have developed our work to combat the growth of the far right (see the section 'Tackling the far right' for more information on the international aspect of this work). We continue to support sister centres in Somalia and Zimbabwe in their struggle for decent work, media freedom and an end to trade union repression. Letters were sent and solidarity actions held to protest abuses against trade unionists around the world, including in Bolivia, Chile, Hong Kong, Iran, Iraq, The Philippines, Ukraine and others. The TUC contributed to, and participated in, the Latin America conference in November. We hosted a speaker, and TUC representatives spoke at sessions on Colombia, Brazil and Chile. We also organised eight international sessions

▼ The TUC supported the ITUC's report on the state of the peace process, used to highlight the Colombian government's failings, to OECD members
© Kien y Ke.com



as part of Organise 2020, hosting speakers from Brazil, Colombia, Palestine, Spain, Turkey and others, as well as two international sessions at the annual Tolpuddle Festival.

Brazil

In October, the TUC held an event on Fighting Bolsonaro with the international secretary of the Brazilian Central Única dos Trabalhadores (CUT) Antonio Lisboa, and we have regularly written blogs highlighting the situation. A planned General Council delegation to Brazil had to be postponed due to Covid-19, but we have continued to build links with the CUT and its allies. The TUC coordinated a meeting with the Brazilian Embassy in January to express concerns

about increased repression. Imprisoned former President Lula was freed in November after an international campaign for his freedom that included the TUC.

Colombia

In line with resolution 73, the TUC participated in events to highlight the situation in Colombia and has continued to provide funding to Justice for Colombia. We supported the ITUC's international day of action promoting the implementation of the peace agreement. The TUC also supported an ITUC report on the state of the peace process, used to highlight the Colombian government's failings, to OECD members. In December, we held a meeting with the Colombian

“ We supported the ITUC's international day of action promoting the implementation of the peace agreement. ”

ambassador, affiliates and Justice for Colombia to discuss the human rights crisis, with ongoing murders of trade unionists, social leaders and former Revolutionary Armed Forces of Colombia (FARC) combatants.

WINNING MORE FOR WORKERS

“ We have called on the Department for International Development (DFID) and development finance institution CDC to ensure UK aid is used to deliver decent jobs. ”

Cuba

In November, the TUC hosted a delegation of Cuban trade unionists and a celebration of the 80th anniversary of the foundation of the Central de Trabajadores de Cuba (CTC) and the 60th of the Cuban revolution. During this event we joined the delegation in condemning the blockade, in line with resolution 74.

Palestine

In line with resolution 75, the TUC has written to the foreign secretary to oppose plans by the Israeli coalition government to annex parts of the West Bank, which have been facilitated by President Trump's Middle East Peace Plan. Annexation would breach international law, violate Palestinian rights, and prevent a just and lasting peace based on a two-state solution with respect for the collective right to self-determination. We have called for trade unions to have a role in the UK-Israel Trade and Partnership Agreement monitoring human rights records and in triggering investigations when there are violations of those rights.

We continue to work closely with the Palestine Solidarity Campaign, including supporting its conference.

Turkey

During the ITUC General Council in October, the ITUC adopted a statement on the Turkish attack on the Kurdish population in North East Syria and the TUC supported a solidarity photo action to accompany the release of the statement. This was also supported by a letter in the Guardian by General Secretary Frances O'Grady denouncing the Turkish attack on the Kurds.

The TUC continues to support the Freedom for Ocalan campaign. We have developed relationships with our sister centres in Turkey to highlight the abuses of Turkish trade unionists, and published a blog to coincide with the NATO summit in London in December.

6.11 ILO campaigning

In line with resolution 72, the ILO accepted in 2019 that health and safety should form part of the fundamental principles and rights at work, and the TUC has been working through the governing body to shape how this is realised. We have been collaborating with the ITUC and other partners to push for employers, as well as governments, to be accountable in the UN system for breaches of workers' rights.

Following TUC reports, the ILO raised serious concerns about UK government funding and support for the Health and Safety Executive. The ILO's annual conference was cancelled due to Covid-19, but the ILO built on its 2019 declaration on the future of work by setting out a vision for the world of work after the pandemic.

6.12 International development

The TUC has continued to advocate for the ILO's Decent Work Agenda to be central to international development and meeting the UN Sustainable Development Goals. We have called on the Department for International Development (DFID) and development finance institution CDC to ensure UK aid is used to deliver decent jobs, with meaningful engagement with sister unions. The TUC has publicly expressed concern about the merger of DFID and the Foreign & Commonwealth Office (FCO), emphasising that UK aid should be used to end poverty and promote equality, not to serve national interests. In June, the union international officers' network held a roundtable, chaired by the TUC's international development spokesperson, Unite Assistant General Secretary Gail Cartmail, with the shadow DFID Team.

▼ Frances O'Grady meets Usdaw's Lifelong Learning Project Worker Pam Stanton and her fellow reps at their Cardiff office
© Wales TUC



6.13 TUC Aid

TUC Aid trustees have agreed that projects will support the TUC's international strategy and be delivered in alliance with trade unions and trusted organisations to increase available project funds and ensure project management is closer to the ground. Trustees met in September, January and July, though Covid-19 has disrupted project delivery. Current projects are: building the capacity of East African trade unions to advocate for trade deals that deliver decent work and support the UN Sustainable Development Goals, part-funded by the Trade Union Unit Charitable Trust; supporting Guatemalan banana workers'

union SINTRABI to establish new unions; and research into human and trade union rights violations in Eswatini (formerly Swaziland) with the ITUC, ITUC-Africa and national centre TUCOSWA.

Recently completed projects include nearly 200 members of Ethiopia's national centre CETU and its affiliates being trained as disability champions. In Bangladesh, 75 female members of affiliates to the national centre NGWF were trained in labour laws, equal rights, leadership, health and safety, and collective bargaining.

6.14 Wales TUC

Wales TUC has continued to work with the Welsh government to progress the concept of Wales as a 'Fair Work Nation'. A key aspect of this has been the development of a Social Partnership Act that places a duty on public bodies to work in social partnership. It would also require public bodies to produce a procurement strategy to promote fair work. This has the potential leverage of the £6.3bn that the Welsh government spends each year on products and services to drive change in the private sector.

We have also worked closely with the Welsh government on its response to Covid-19. We have fought to ensure workplace safety and promote quality jobs and worker voice as part of the economic response. We published our *A Green Recovery and a Just Transition* report, which details our policy priorities on tackling climate change.

We have developed toolkits on autism and the workplace, mental health and older workers and we have conducted surveys on sexual harassment and mental health. Equalities work has also been central to our Covid-19 response, and we have created equality guides based on protected characteristics and briefed the Welsh government on the equality impact of the pandemic across each protected characteristic.

WINNING MORE FOR WORKERS

▼ Young people take the knee in the street during the Black Lives Matter protests in Brighton
© Tom Barlow Brown/SOPA Images/Sipa USA



In February, Wales TUC General Secretary Martin Mansfield was seconded to the Welsh government for a period of 18 months to support the political processes associated with Wales becoming a Fair Work nation. Shavanah Taj of PCS was appointed acting general secretary for this period.

6.15 Regional TUCs

Our regional offices have continued to take forward key campaign priorities at a local level, working with sub-national administrations in an increasingly fragmented and asymmetric set of governance arrangements. Working with unions, regional secretaries have sought to influence

combined and local authorities and other public bodies and have secured commitments and agreements for local skills funding to support trade union education. This mitigates the impact of devolving the Adult Education Budget.

Regional TUCs have been influential in promoting the Great Jobs Agenda in the North-West, north of Tyne, West Midlands, Sheffield and London authorities, with local administrations seeking to use their procurement powers to secure better-quality employment in their areas. The TUC's *A Better Recovery* report has also formed part of our local lobbying work through our regional offices.

“ Our regional offices have also worked hard to support anti-racism campaigns and to build strong networks to challenge racism and fascism. ”

Innovation and hard work enabled the Tolpuddle Festival to go ahead online, with lots of political debate, union discussion and a wide array of music and culture. Throughout the lockdown period, regional councils and executive committees have continued to meet virtually. We have maintained and developed important work on diversifying our reps base, through leadership programmes for women and young workers. Our regional offices have also worked hard to support anti-racism campaigns and to build strong networks to challenge racism and fascism, supported by our new education materials.



SECTION 7 TUC ADMINISTRATION

TUC ADMINISTRATION

7.1 Developing the TUC

The TUC has great staff and robust systems, put in place following significant internal developments in our digital infrastructure over recent years. During the coronavirus crisis, we've continued to deliver on unions' behalf – just in a different way.

Our people, learning and development

Our people are at the heart of everything we do. We are an Investor in People, reflecting our high standards of people management, and this year we also achieved the Good Work Standard.

As the coronavirus pandemic took hold, some of our staff were sick, some lost loved ones and everyone had to adapt to the unprecedented pressures of lockdown. Most TUC staff worked from home. We took advantage of the government's job retention scheme to furlough some staff whose jobs were directly affected, for example in our Congress Centre function.

We introduced new ways of communicating to ensure we stayed in touch with all our staff. Conscious of the difficult personal conditions and heavy workload placed on many staff,

we were careful to monitor and consider mental as well as physical health during the crisis. We introduced a number of additional flexibilities to help our staff remain productive.

We introduced some new internal communications methods to ensure that our staff stayed up to date with the TUC's programme and how the unfolding situation affected their work. Although some training courses were put on hold due to lockdown, we've made good use of online sessions.

Before supporting staff to start returning to workplaces, and working with our health and safety reps, we carried out a risk assessment of each workplace and considered staff's personal risks.

We continue to look carefully at vacancies as they arise, with a number of posts being re-shaped to ensure they best meet the demands on the TUC. In June and September 2020, joint Heads of Equality and Strategy, Alice Hood and Nicola Smith, left the TUC, both for new posts at the Nursing and Midwifery Council. Alice had over 10 years' experience, and Nicola spent 13 years at the TUC, leading the Economic and Social Affairs Department as well as equalities and strategy. Their judgement, skills, wisdom and commitment to the TUC and our values will be missed.

IT strategy and information services

In January 2020, we completed our programme to move to a new suite of tools to help us work cross-departmentally and improve our security and data protection compliance. Because the system uses cloud technology, it has become progressively easier for all staff to work remotely, with the final team being enabled in January. A major project for 2020 has been a new, faster intranet, which we launched in summer 2020. This was a significant achievement given nearly all our staff were working remotely at this time.

The information line supported nearly 7,500 public enquiries in 2020, of which 65 per cent were from people who wanted to know how to join a trade union. That's an increase of 11 per cent who were looking to join a union. Because of worries about safety and job security, the signs during lockdown are that 2020 will drive even more people to find out about union membership.

Congress House improvements

Following our strategy to make the best possible use of Congress House, we continued to let new space in our refurbished office space, The Rookery. We are still assessing the impact of coronavirus on our lettings.

▼ Congress Centre exceeded its targets in Q1 of 2020 but was delivered a heavy blow by the coronavirus lockdown
© Congress Centre



Congress Centre - a valued venue

The TUC and its affiliates have enjoyed the wide range of meetings, conferences and events facilities hosted by Congress Centre. These facilities are under increasing demand and 2019 was a bumper year for us. We delivered events from conferences to fashion shows.

We broke our targets in Q1 of 2020 but were delivered a heavy blow by the coronavirus lockdown. We are well placed to take advantage of any upturn as we are experienced in hosting hybrid online/physical events and we have worked

through social distancing plans. We continue to monitor the market closely and explore new promotional methods to maximise value from the facilities.

7.2 Affiliations and mergers

There were no affiliations or mergers to the TUC in 2019-20.

7.3 Congress awards

Congress awards have been suspended this year. Very few nominations were received as unions have understandably been occupied in dealing with the challenges of the pandemic.

7.4 Congress

The 2019 Congress was held in Brighton. The Congress carried 49 resolutions, 17 composites and three emergency resolutions. It also agreed statements on Brexit and the TUC Campaign Plan 2019-20.

7.5 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 2019 Congress, Ged Nichols was elected as chair

TUC ADMINISTRATION

and he will preside at the 2020 Congress. It was agreed that the Executive Committee should be composed of the existing members, with the addition of Tony Dale and Claire Sullivan.

In December 2020, Isabelle Gutierrez and Jane Loftus joined the General Council, following a byelection in Section D. In April 2020, Tim Roache left the General Council and Executive Committee. In May 2020, Seán McGovern sadly passed away.

During the course of the year, key themes in the General Council's work have been coronavirus, the December 2019 general election, Brexit, and the campaign for a new deal for working people.

The General Council lead responsibilities for the year 2019-20 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, Ged Nichols

Specific areas of responsibility

Digital

Mary Bousted and
Kevin Courtney

Disabled workers

Seán McGovern (until May 2020), current vacancy

Employment rights

Tony Burke

Environment and sustainable development

Sue Ferns

Europe

Steve Turner

Health and safety

Liz Snape MBE

International development

Gail Cartmail

International relations

Tim Roache (until April 2020),
Kevin Courtney (from July 2020)

Learning and skills

Mary Bousted

Lesbian, gay, bisexual and transgender rights

Maria Exall

Public services

Dave Prentis

Race equality

Gloria Mills CBE

Trade union councils

Steve Gillan

Women

Philipa Harvey

Young workers

Charlie Gray

Following consultation with affiliates, the General Council continued to make improvements to the TUC's strategic governance, agreeing changes to the equality committees and the Young Workers' Forum and conferences, and the Trades Union Councils Joint Consultative Committee

(TUCJCC). The General Council has decided, from 2020-21 onwards, to bring together the statutory conferences on a tighter timetable to align more closely with the Congress year. The General Council also agreed changes including new statements of purpose and standing orders for the advisory committees, seeking to improve the reporting relationship between the committees and General Council, increase clarity around their role and remit, improve conferences and ensure more and better input into TUC campaigns.

7.6 Conferences

Women's conference

This year's Women's Conference was held from 4 to 6 March at Congress House. The conference, chaired by Susan Matthews of Unite, debated a wide range of motions covering menopause and menstrual equality in the workplace, ending gender-based violence and harassment in the world of work, and winning a new deal for women workers. Conference heard international speakers reflect on the 25th anniversary of the Beijing Declaration and from journalist Samira Ahmed on her historic equal pay win.

Young Workers, Black Workers, Disabled Workers, and LGBT+ Workers conferences

All these scheduled conferences were cancelled due to the coronavirus pandemic. Interim arrangements for the election of new committee members and for the submission of a motion to TUC Congress 2020 were agreed by the TUC Executive Committee. The committees also agreed positions on all union motions that had been put forward to conferences.

Trades Councils Conference

As with other statutory committees, the Trades Councils Conference was unable to go ahead. The TUCJCC agreed interim measures to select a motion for the Congress agenda, to select a trades councils delegate to Congress and to cover TUCJCC elections. All motions were remitted to the committee to establish a trades councils programme of work for 2020-21.

7.7 TUC finances

The annual statement of accounts and balance sheet as at 31 December 2019 is set out in Appendix 3. It shows a total surplus across all funds of £2.566 million, including asset revaluations and FRS 102 pension accounting adjustments. The operating surplus on ordinary activities of £662,000 comprises a deficit

of £223,000 on the unionlearn fund and surpluses of £460,000, £181,000 and £244,000 on the administration, development and Congress House dilapidations funds respectively.

Following a tender process, we changed auditor this year. Our new auditor, Crowe, has advised us to make a number of adjustments to our accounts. These are explained in note 17 to the accounts.

Development fund

In 2019, 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:

- › winning for more workers
- › a new deal for working people
- › rebuilding a UK that works for working people after Brexit.

The development fund, representing all non-unionlearn externally funded projects together with projects funded by the affiliation fee, showed an operating surplus of £181,000.

Statement of accounts

The administration fund (covering day-to-day office running expenses and staff costs) produced a surplus on ordinary activities of £460,000, while unionlearn funds

produced a deficit of £223,000. The development fund is shown above, while the dilapidations fund showed that £536,000 was spent on the upkeep of Congress House during the year and £780,000 was transferred to the dilapidations fund from the administration fund.

During 2019, our calculated FRS102 pension scheme position moved from a £10,674,000 surplus to £10,297,000. This negative movement of £377,000, together with the operating surplus of £662,000, the gain of £220,000 on sale of investments, net revaluation and deferred tax gain of £2,061,000, has increased the funds of the TUC from £82,386,000 to £84,952,000.

Prospects and developments

A budget for the 2020 administration fund has been agreed by the General Council. This showed a projected surplus of £629 but, as a result of the Covid-19 lockdown measures, at the time of writing this no longer appears achievable. The General Council approved a nine pence (3.13 per cent) increase in the affiliation fee to £2.97 for 2020. The Executive Committee agreed to set up a working group to look at the formula for the TUC affiliation fee in the context of wider trade union finances. This work was suspended by agreement until later in the year in the light of the Covid-19 emergency.

The TUC has retained its Fair Tax accreditation.

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OBITUARIES ▸

OBITUARIES



Marco Giordano, who died in June, worked for the TUC as a chef de partie. A popular and well-liked member of the TUC's Congress Centre team, he worked for three years as a temp in the TUC kitchen before taking up a permanent position in July 2019 but was diagnosed with cancer early in 2020.



Dennis Hill, who died in July, served on the TUC General Council in 1992. He was the Yorkshire Ridings branch secretary of print union Sogat, which became part of the Graphical, Paper and Media Union (GPMU) in 1991.



Fred Jarvis CBE, who died in June, was NUT general secretary from 1975 to 1989 and a member of the TUC General Council from 1974 to 1988, serving as Congress President in 1986-87. One of the leading trade unionists of his generation, he was a passionate and effective campaigner for education rights for all. Born into a working-class family in East London, he saw active service during the

Normandy landings. After the war, he studied at Liverpool and Oxford universities, becoming President of the NUS and helping to run the successful campaign for student grants. He joined the NUT in 1955 as assistant secretary, becoming head of publicity and public relations in 1959, one of the first such roles in the trade union movement. After successfully championing comprehensive schools and the raising of the

school leaving age, he won a substantial pay rise for teachers soon after assuming the union's top job. During the 1980s, he was involved in a long-running pay dispute with the Thatcher government, which saw a series of strikes. After retirement, through his New Visions for Education group, he continued to campaign for the interests of schools, teachers and young people. A keen photographer and West Ham United supporter, he was also active in the Franco-British Council and the National Youth Theatre. In 2013, the Times Educational Supplement awarded him its first Lifetime Service to Education award, and two years later he was awarded a CBE.

OBITUARIES



Bandula Kothalawala, who died in December, was a lifelong trade unionist and internationalist who worked for the TUC for 27 years. A former student at the Sorbonne in Paris and a fluent French speaker, he joined the TUC's Economic Department in July 1989. He spent most of his time at the TUC in the International Department as a policy officer, and was closely involved in our work with Commonwealth trade unions and African unions, and union work combatting HIV-AIDS. He also supported the work of TUC Aid, including providing assistance to workers in South Asia affected by the 2004 tsunami.



© Anna Gordon

Seán McGovern, who died in May, was co-chair of the TUC's disabled workers' committee and served on the TUC General Council as its disability lead from 2011 until 2020. An inspirational figure in Unite and the wider trade union movement, he was a passionate, principled champion of disabled people. Formerly chair of Unite's national disabled members' committee, he was active in his region, London & Eastern, and was disability officer for the London Labour Party. Always well-briefed and a regular speaker at Congress, he fought tirelessly for disabled workers' rights from grassroots to government.



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Gloria Prior, who died in March, worked for the TUC for 18 years as a telephonist. A committed trade unionist who was proud to work for the TUC, she commenced employment as a switchboard operator in 1984, remaining in post until her retirement in 2002.



APPENDICES

ATTENDANCE

2019–20

General Council

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

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

¹Joined December 2019

²Passed away May 2020

³Equity was represented by other representatives on four occasions

⁴Left April 2020

Executive Committee

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

Member	Attendance	Member	Attendance
Sheila Bearcroft MBE	0	Tim Roache ²	0
Mary Bousted	4	Mark Serwotka	4
Tony Burke	6	Liz Snape MBE	5
Gail Cartmail	5	Claire Sullivan	4
Mike Clancy	6	Steve Turner	5
Kevin Courtney	6	Dave Ward	3
Tony Dale	5	Simon Weller	4
Neil Derrick ¹	1	Matt Wrack	2
Mark Dickinson	4		
Maria Exall	5		
Sue Ferns	5		
Steve Gillan	3		
Chris Keates	0		
Paddy Lillis	2		
Len McCluskey	1		
Gloria Mills CBE	3		
Ged Nichols (chair)	6		
Frances O'Grady	6		
Christine Payne	2		
Dave Prentis	4		

¹Joined May 2020

²Left April 2020

COMMITTEE MEMBERSHIP

2019–20

Disabled Workers Committee

General Council

Manuel Cortes
Nick Cusack
Seán McGovern (chair)
Malcolm Sage

Elected at the Disabled Workers Conference

Communication Workers Union

Mark Bastiani¹
Tony Sneddon²

Community

Steve McGurk

Equity

Chloe Green¹

GMB

Dean Apps¹
Emily Brothers²
Paul Kempton²

NASUWT

Lara Morris

National Union of Journalists

Ann Galpin

National Union of Rail, Maritime and Transport Workers

Janine Booth²
Paul Greany

POA

Paul Meekin²

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
Ceri Wright

University and College Union

Elan Heffernan

Secretary to Committee

Alice Hood^{2/}
Nicola Smith

¹From May 2020

²Until May 2020

LGBT+ Committee

General Council

Maria Exall (chair)
Brian Linn
Simon Weller

Elected at the LGBT+ Conference

ASLEF

Darran Brown
Susan Greenwell²
Rachel Harper³

Communication Workers Union

John Monk³

Equity

Tigger Blaize

Fire Brigades Union

Pat Carberry

GMB

Arron Bevan-John³
Alexander Bryant-
Evans²
Taranjit Chana
Paula Defriez²
David Hope
Brian Shaw²
Paul Sony³

NASUWT

Deborah Hayton³
Peter Taylor
Nick Trier

National Education Union

Julia Neal³

National Union of Rail, Maritime and Transport Workers

Sue Dunne

NHBC Staff Association

Julia Georgiou

Prospect

Claire Mullaly

Public and Commercial Services Union

Saorsa-Amatheia
Tweeddale

Union of Shop, Distributive and Allied Workers

Neil Smale

UNISON

Eileen Best
Jennifer Black²
Anu Prashar³

Unite

Phil Jones
Denise Rayner
Tom Sutherland

University and College Union

Martin Chivers²
Stephen Desmond³

Secretary to Committee

Alice Hood^{1/}
Nicola Smith

¹Until May 2020

²From June 2020

³Until June 2020

Pensioners Committee

Affiliated unions

BALPA

Trevor Phillips

Communication Workers Union

Rodney Downing

NASUWT

Ian Millington

Prospect

Mike Moriarty

Public and Commercial Services Union

Brian Gibson

Union of Shop, Distributive and Allied Workers

Geoff Page

UNISON

Rosie Macgregor

Unite

Mike Pike

University and College Union

Norman Jemison

Other

National Pensioners Convention

Ron Douglas

TUC

Chair of Committee

Kate Bell

Secretary to Committee

Jack Jones

Midlands TUC Pensioners Network (observer)

Yvonne Washbourne

NTUC Pensions Advisory Group (observer)

Bob Pinkerton

South West TUC Pensioners Network

Janet Royston

Race Relations Committee

General Council

Tony Dale
Susan Matthews
Roger McKenzie
Gloria Mills CBE (chair)
Davena Rankin
Patrick Roach

Elected at the Black Workers Conference

ASLEF

Floyd Doyle

Communication Workers Union

Mark Anthony Bastiani²

Safdar Khan¹

Ali Moosa²

Sajid Shaikh¹

Community

Christopher Knight¹

Equity

Louisa St Bartholomew
Brown Morgan

Fire Brigades Union

Joseph Mendy

GMB

Taranjit Chana
Farzana Jumma²
Jasmine Kennedy¹

NASUWT

Michelle Codrington-
Rogers
Andrea Welter

National Education Union

Daniel Kebede

National Union of Rail, Maritime and Transport Workers

Jennifer Aggrey-Fynn²
Glen Hart

Prospect

Freddie Brown¹
Christine Danniell²

Public and Commercial Services Union

Zita Holbourne

Union of Shop, Distributive and Allied Workers

Maureen Loxley MBE

UNISON

Abiola Kusoro
Carol Sewell²

Unite

Pat Davis
Harish Patel

University and College Union

Gargi Bhattacharyya

Secretary to Committee

Alice Hood³/
Nicola Smith

¹Until April 2020

²From April 2020

³Until May 2020

COMMITTEE MEMBERSHIP

2019–20

Trades Union Councils Joint Consultative Committee

General Council

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

East of England

Andrew Coburn

Midlands (East)

Moz Greenshields

Midlands (West)

Gemma Offland

North West

Dave Wilson

Northern

Mandy Penellum

South East

Tommy Anderson

South West

Dave Chapple

Wales

Katrine Williams

**Yorkshire and
the Humber**

Martin Mayer

**Secretary to
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
Gloria Mills CBE

Ged Nichols
Dave Prentis
Mark Serwotka

Liz Snape MBE

**Secretary to
Committee**

Carl Roper

TUC Trustees

Gail Cartmail

Chris Keates

Dave Prentis

Unionlearn board

Aegis
Brian Linn

**Communication
Workers Union**
Maria Exall

GMB
Sheila Bearcroft MBE
Neil Derrick

**National
Education Union**
Mary Bousted (chair)

TUC President
Ged Nichols
(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

**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 Godrich¹
Isabelle Gutierrez²
Philipa Harvey
Chris Keates
Jane Loftus²
Annette Mansell-
Green
Susan Matthews
Gloria Mills CBE
Christine Payne
Davena Rankin
Maggie Ryan
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 Barlow⁴
Jacqueline Thomas³

Equity
Jean Rogers³

GMB
Gwylan Brinkworth³
Sarah James
Charlaine Nkum⁴
Sherine Thompson⁴

Musicians' Union
Sarah Williams⁴

NASUWT
Kathy Duggan
Ruth Duncan

**National
Education Union**
Heather McKenzie

**National Union of
Rail, Maritime and
Transport Workers**
Christine Willets

**Public and
Commercial
Services Union**
Bridget Corcoran
Zita Holbourne

**Union of Shop,
Distributive and
Allied Workers**
Chris Henry
Sujata Patel

UNISON
Margaret McKee
Davena Rankin

Unite
Patricia Davis³
Victoria Egerton
Diana Holland

**University and
College Union**
Sue Abbott³

**Secretary to
Committee**
Alice Hood⁵/
Nicola Smith

¹Until September 2019

²Joined December 2019

³From March 2020

⁴Until March 2020

⁵Until May 2020

COMMITTEE MEMBERSHIP

2019–20

Young Workers Forum

General Council

Charlie Gray

Elected at the Young Workers Conference

ASLEF

Hollie Yates²

Community

Eluned Anderson

Communication Workers Union

James Barrett³

Becca Hufton³

Connor McCann³

Equity

Rebecca Rahman-
Gonzalez³

Sam Swann³

FDA

Elliot Robson³

GMB

Craig Dawson¹

Deborah Jones³

Jawad Khan

George Walker

Emily Warrillow²

Musicians' Union

Amy Dooley

Sam Murray

NASUWT

Sobhia Mahmood²

National Education Union

Thom Kirkwood

Nonie Lambert²

Samantha Nicholson-
Hickling³

National Union of Rail, Maritime and Transport Workers

Ryan Kent²

Prospect

Jasmin Beckett³

Natalie Beech²

Eamonn Guilfoyle²

Public and Commercial Services Union

Megan Hamblin³

Rhea James²

Priya Kanu²

Megan McQuade³

Transport Salaried Staffs' Association

Harry Gibb²

Union of Shop, Distributive and Allied Workers

Jasmin Askew²

Christina Distefano²

Stefan Reeves³

Samantha Thompson³

UNISON

Kendal Bromley-
Bewes

Mike Daniell³

Amber Taylor-Smith³

Unite

Jonathan Elson³

Maria Feeney³

Alex Graham

Asif Mohammad³

Amy Roe³

Standing Orders Committee

Alex Graham

Jawad Khan

Secretary to the Forum

Kevin Rowan

¹Until December 2019

²Until March 2020

³From March 2020



ACCOUNTS

Statement of the General Council's responsibilities

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

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

The General Council is also responsible for keeping adequate accounting records which disclose with reasonable accuracy at any time the financial position of the TUC and to enable them to ensure that the financial statements comply with the Trade Union and Labour

Relations (Consolidation) Act 1992. It must also establish and maintain a satisfactory system of control over its accounting records, its cash holdings and all its receipts and remittances.

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

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

Opinion

We have audited the financial statements of Trades Union Congress for the year ended 31 December 2019 which comprise the Statement of Comprehensive Income, Balance Sheet, Statement of Changes in Equity, Statement of Cash Flows and notes to the financial statements, including 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 Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- › give a true and fair view of the state of Trades Union Congress's affairs as at 31 December 2019 and of its transactions for the year then ended
- › have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- › have been prepared in accordance with the requirements of the Trade Union and Labour Relations Act 1992.

Basis for opinion

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

Conclusions relating to going concern

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

- › the officers' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- › the officers have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the union'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 officers are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

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

Responsibilities of the General Council

As explained more fully in the statement of officers' responsibility set out on page 1, the officers are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the officers determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

ACCOUNTS

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

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 www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to union's members as a body. Our work has been undertaken so that we might state to union's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the union and the union's members as a body, for our audit work, or for the opinion we have formed.

Crowe UK LLP

Statutory Auditor
St Brides House
10 Salisbury Square
London EC4Y 8EH

22 July 2020

Trades Union Congress

Statement of comprehensive income for the year ended 31 December 2019

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

ACCOUNTS

Trades Union Congress Statement of comprehensive income for the year ended 31 December 2018 (restated)

	Note	Admin fund £'000	Development fund £'000	Unionlearn £'000	Dilapidations fund £'000	Total £'000
Income						
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	1,838	11,840	-	13,763
Total income		17,085	3,223	12,488	-	32,796
Expenditure						
Staff costs	2	9,684	1,063	1,967	-	12,714
Property charges	3	2,168	213	214	427	3,022
Office expenses	4	1,730	42	43	-	1,815
Projects and campaigns	5	332	1,326	1,052	-	2,710
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)	-
Total expenditure		17,195	3,141	12,573	(142)	32,767
Net (deficit)/surplus on ordinary activities		(110)	82	(85)	142	29
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)
Operating (deficit)/surplus		(2,804)	82	(85)	142	(2,665)
Other comprehensive income						
Gains on foreign exchange		-	-	-	-	-
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
Other comprehensive income for the year		(637)	-	-	-	(637)
Total comprehensive (expense)/income for the year		(3,441)	82	(85)	142	(3,302)
Funds brought forward 1 January 2018		77,627	7,334	439	288	85,688
Funds carried forward 31 December 2018		74,186	7,416	354	430	82,386

Trades Union Congress Balance sheet as at 31 December 2019

	Note	2019 £'000	2018 £'000
Assets			
Tangible fixed assets	9	67,245	65,605
Investments	10	10,359	10,452
		77,604	76,057
Current assets			
Debtors and prepayments	11	2,175	2,500
Cash at bank and in hand		4,768	3,044
		6,943	5,544
Less: current liabilities			
Creditors and accrued expenses	12	3,402	3,725
Net current assets		3,541	1,819
Net assets less current liabilities		81,145	77,876
Less: provision for liabilities and charges	13	705	764
Deferred tax	8	5,785	5,400
Net assets before pension asset		74,655	71,712
Pension asset	15	10,297	10,674
		84,952	82,386
Financed by			
Administration fund less revaluation reserve		38,393	36,998
Revaluation reserve		38,157	37,188
Total administration fund		76,550	74,186
Designated fund:			
Development fund		7,597	7,416
Unionlearn fund		131	354
Dilapidations reserve		674	430
Net assets		84,952	82,386

Approved by the General Council on 24 June 2020
- President Ged Nichols

ACCOUNTS

Trades Union Congress Statement of changes in equity for the year ended 31 December 2019

	Admin fund £'000	Rev'ation reserve £'000	Dev'ment fund £'000	Unionlearn £'000	Dilapidations fund £'000	Total
At 1 January 2018 (restated)	44,149	33,478	7,334	439	288	85,688
Operating loss for the year	(2,804)	-	82	(85)	142	(2,665)
Gains on foreign exchange	-	-	-	-	-	-
Defined benefit pension scheme - Actuarial gain	(273)	-	-	-	-	(273)
Transfer from investment property to freehold property	(4,074)	4,074	-	-	-	-
Loss from change in fair value of freehold property	-	(758)	-	-	-	(758)
Deferred tax on other comprehensive income	-	394	-	-	-	394
At 31 December 2018	36,998	37,188	7,416	354	430	82,386
Operating surplus for the year	1,786	-	181	(223)	244	1,988
Gains on foreign exchange	(3)	-	-	-	-	(3)
Defined benefit pension scheme - Actuarial gain	112	-	-	-	-	112
Transfer from assets under construction	(118)	118	-	-	-	-
Gains from change in fair value of freehold property	-	851	-	-	-	851
Deferred tax on other comprehensive income	(382)	-	-	-	-	(382)
At 31 December 2019	38,393	38,157	7,597	131	674	84,952

Trades Union Congress Statement of cash flows for the year ended 31 December 2019

	Note	2019 £'000	2018 £'000 (restated)
Cash flows from operating activities:			
Cash used in operating activities	a	627	(561)
Corporation tax paid on operating activities		(70)	(277)
Net cash used in operating activities		557	(838)
Cash flows from investing activities:			
Investment income		235	229
Purchase of investments		(3,390)	(2,215)
Purchase of property, plant and equipment		(307)	(1,656)
Proceeds from sale of investments		4,629	3,878
Proceeds from sale of property, plant and equipment		-	-
Net cash generated by/(used in) investing activities		1,167	236
Change in cash and cash equivalents		1,724	(602)
Cash and cash equivalents at the beginning of the year		3,044	3,646
Cash and cash equivalents at the end of the year		4,768	3,044
Note 'a' Reconciliation of net (expenditure)/income to net cashflow from operating activities			
Net surplus/(deficit) on operating activities		662	29
Adjustments for:			
Depreciation charges		189	177
Corporation tax		213	70
Investment income		(235)	(229)
Change in short-term loans		21	2
Change in debtors		302	(71)
Change in creditors (excluding corporation tax)		(466)	(530)
Change in provisions		(59)	(9)
		627	(561)

ACCOUNTS

Trades Union Congress Notes to the accounts for the year ended 31 December 2019

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 2019 and are presented to the nearest pound.

b. Going concern

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

The current Covid-19 pandemic has impacted on the organisation's finances but the TUC remains confident in our ability to remain sustainable in the coming 12 months by carefully controlling costs, and taking advantage of relevant government support. We are able to continue operating during lockdown, and that includes our ability to collect affiliation fees as normal, so cash flow will be maintained. Our reserves position is strong, and we are scenario planning to better understand the longer term impact on our income from a reduction in union membership and the solutions we might put in place. The General Council have, at the time of approving the financial statements, a reasonable expectation that the TUC has adequate resources to continue in operational existence for the foreseeable future. Thus they continue to adopt the going concern basis of accounting in preparing the financial statements.

c. Affiliation fee income

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

d. Property rental and service charges

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

e. Investment income

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

f. Donations and fees income

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

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.

ACCOUNTS

Trades Union Congress Notes to the accounts for the year ended 31 December 2019

1 Accounting policies (cont'd)

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.

2 Staff costs

	2019 £'000	2018 £'000 (restated)
Salaries and national insurance	10,337	10,163
Pension contributions	2,187	2,048
Welfare and training	437	406
Restructuring costs	(4)	13
Advertising and recruitment	64	84
	13,021	12,714

3 Property charges

	2019 £'000	2018 £'000
Rent and rates	757	873
Heating and lighting	307	240
Cleaning	144	148
Insurance	108	102
Building repairs and renewals	374	366
External functions	892	866
Expenditure from dilapidations fund	536	427
	3,118	3,022

4 Office expenses

	2019 £'000	2018 £'000
Communications	121	115
Stationery and printed materials	72	71
Renewals and repairs to office equipment	953	1,113
Audit fees	42	46
Bank charges	10	8
Legal costs	73	2
Finance	164	170
Consultancy fees	344	331
Provision for doubtful debts	(53)	(41)
	1,726	1,815

5 Project and campaign expenses

	2019 £'000	2018 £'000 (restated)
Printing and publicity	209	325
Media and supporters work	148	99
Projects and campaigns	62	242
Conferences	109	51
Training and development	24	21
Consultancy fees	1,438	1,972
	1,990	2,710

6 International affiliation fees

	2019 £'000	2018 £'000
ITUC	966	888
ETUC	872	904
TUAC	81	80
	1,919	1,872

7 Grants and donations

	2019 £'000	2018 £'000
Tolpuddle Martyrs' Memorial Trust	75	95
TUC Educational Trust	60	10
Sundry	52	143
Union Learning Fund	9,740	9,170
Grants to organisations overseas	-	-
	9,927	9,418

ACCOUNTS

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

8 Taxation

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

	2019 £'000	2018 £'000
Over provision in prior years	-	-
Provision for the year	213	70
	213	70
	2019 £'000	2018 £'000
1 January 2019	5,400	5,483
Increase in deferred tax on changes in fair value of investment property and investments	3	311
Decrease in deferred tax on other comprehensive income	382	(394)
31 December 2019	5,785	5,400

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.

	2019 Total £'000	Tax at 19%	2018 Total £'000	Tax at 19%
Income	33,625	-	32,796	-
Foreign exchange gain	(3)	-	-	-
Gain on disposal of investments	220	-	75	-
Changes in fair value of investments	927	-	(855)	-
Profit/(loss) on sale of fixed assets	-	-	5	-
Gains from changes in fair value of investment property	671	-	(614)	-
Gains from changes in fair value of freehold property	851	-	-	-
Other finance adjustments - pension schemes	(489)	-	(989)	-
Total income and gains	35,802	-	30,418	-

	2019 Total £'000	Tax at 19%	2018 Total £'000	Tax at 19%
Non-member activities and investment income chargeable to corporation tax				
Income from property	893	168	766	145
Income from investments	110	21	51	10
Chargeable (losses)/gains	315	59	(234)	(44)
Allowable expenditure:				
Investment manager fees	(105)	(20)	(110)	(21)
Gift aid	(81)	(15)	(105)	(20)
Total chargeable to corporation tax	1,132	213	368	70

	2019 Total £'000	Tax at 19%	2018 Total £'000	Tax at 19%
(Deficit)/surplus from TUC membership activities outside the scope of corporation tax	459	-	(2,200)	-
Unrealised (losses)/gains on investments not subject to corporation tax	790	-	(596)	-
Unrealised gains on revalued property not subject to corporation tax	671	-	(614)	-
Actuarial gain/(loss) not subject to corporation tax	112	-	(273)	-
Total comprehensive surplus/(deficit) before corporation tax	3,164	-	(3,315)	-
Current tax	(213)	-	(70)	-
Deferred tax	(385)	-	83	-
Total comprehensive (expense) /income	2,566	-	(3,302)	-

ACCOUNTS

Trades Union Congress Notes to the accounts for the year ended 31 December 2019

9 Fixed assets	Investment property	Land and buildings	Leasehold improvem'ts	Furniture, fittings and equipment	Motor vehicles	Asset under construction	Total
Cost or valuation	£'000	£'000	£'000	£'000	£'000	£'000	£'000
1 January 2019	28,515	36,485	-	2,308	24	-	67,332
Additions	-	-	-	189	-	118	307
Disposals	-	-	-	(830)	-	-	(830)
Transfers	(2,720)	2,838	-	-	-	(118)	-
Revaluations	671	851	-	-	-	-	1,522
31 December 2019	26,466	40,174	-	1,667	24	-	68,331
Depreciation							
1 January 2019	-	-	-	1,715	12	-	1,727
Transfers	-	-	-	(830)	-	-	(830)
Revaluations	-	-	-	-	-	-	-
Charge for year	-	-	-	183	6	-	189
31 December 2019	-	-	-	1,068	18	-	1,086
Net book value							
31 December 2019	26,466	40,174	-	599	6	-	67,245
31 December 2018	28,515	36,485	-	593	12	-	65,605

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 & Buildings on completion of the works.

A valuation of Congress House was undertaken at 31 December 2019 by Farebrother. The basis of the valuation was market value as defined by the RICS Valuation – Professional Standards 2017. The investment property element has been valued subject to the current lease terms in place and the freehold property element has been valued assuming full vacant possession.

10 Investments

	Market value brought forward at 01.01.2019 £	Purchases £	Sales £	Change in market value £	Market value carried forward at 31.12.2019 £
Quoted					
UK quoted	6,039	1,265	(2,856)	542	4,990
International quoted	4,398	2,124	(1,773)	605	5,354
	10,437	3,389	(4,629)	1,147	10,344
UK unquoted					
Unity Trust shares	1	-	-	-	1
Union Energy Limited	9	-	-	-	9
MSI Brussels	5	-	-	-	5
	15	-	-	-	15
	10,452	3,389	(4,629)	1,147	10,359

The change in market value seen above is made up of £220k (2018: £75k) of gains on disposal of investments, £927k (2018: £(855)k) of change in fair value of investments and £nil (2018: £nil) of gains on foreign exchange.

11 Debtors and prepayments

	2019 £'000	2018 £'000 (restated)
Trade debtors	295	708
Other debtors	916	938
Prepayments and accrued income	964	854
	2,175	2,500

12 Creditors and accrued expenses

	2019 £'000	2018 £'000 (restated)
Trade creditors	774	1,295
Taxation and social security	548	382
Other creditors	235	222
Accruals and deferred income	1,845	1,826
	3,402	3,725

ACCOUNTS

Trades Union Congress Notes to the accounts for the year ended 31 December 2019

13 Provision for liabilities and charges

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

14 Commitments - operating leases

At 31 December 2019 the TUC had total printing and office equipment leasing commitments of £341,507 due within one year (2018: £352,669), £938,695 between two and five years (2018: £1,030,351) and after five years £8,856 (2018: £257,386).

At 31 December 2019 the TUC had contracted income from property rentals of £1,150,847 due within one year (2018: £806,273), £4,493,498 between two and five years (2018: £3,204,847) and after five years £2,744,363 (2018: £2,715,846).

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 2020 are expected to be £2.3m. The most recent formal actuarial valuation of the Scheme was as at 31 August 2016. The valuation as at 31 August 2019 is currently ongoing.

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

	At 31.12.2019	At 31.12.2018
Rate of increase in salaries	4.7%	4.9%
Rate of increase in pensions in payment		
- RPI, capped at 2.5% per annum	2.4%	2.4%
- RPI, capped at 5.0% per annum	3.2%	3.4%
- RPI, 3% per annum minimum and 5.0% per annum maximum	3.5%	3.6%
Discount rate	2.1%	2.8%
RPI Inflation assumption	3.2%	3.4%
CPI Inflation assumption	2.3%	2.4%
Revaluation in deferment*	2.3%	2.4%

Assumed life expectancies on retirement at age 65 are:

Retiring today		
Males	87.7	87.6
Females	89.6	89.6
Retiring in 20 years time		
Males	89.3	89.3
Females	91.4	91.4

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

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

The amounts recognised in the balance sheet are as follows:

	2019 £'000	2018 £'000
Present value of scheme liabilities	(141,773)	(123,606)
Fair value of scheme assets	152,070	134,280
Pension asset	10,297	10,674

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

	2019 £'000	2018 £'000
Liabilities at beginning of year	123,606	136,413
Current service cost	2,695	3,096
Interest cost	3,430	3,247
Contributions by scheme participants	519	492
Actuarial (gain) /loss	14,242	(16,910)
Benefits paid	(2,719)	(2,732)
Liabilities at end of year	141,773	123,606

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

	2019 £'000	2018 £'000
Fair value of scheme assets at beginning of year	134,280	148,349
Interest income on scheme assets	3,756	3,555
Return on assets, excluding interest income	14,354	(17,183)
Scheme administrative costs	(338)	(308)
Contributions by employers	2,218	2,107
Contributions by plan participants	519	492
Benefits paid	(2,719)	(2,732)
Fair value of scheme assets at end of year	152,070	134,280

The assets in the scheme were:

	Value at 31.12.2019 £'000	Value at 31.12.2018 £'000
Equities	29,133	28,710
Bonds	66,637	58,524
Cash	808	1,495
Other	55,492	45,551
Fair value of plan assets	152,070	134,280

ACCOUNTS

Trades Union Congress Notes to the accounts for the year ended 31 December 2019

15 Pension costs (cont'd)

Amount recognised in other comprehensive income

	2019 £'000	2018 £'000
Cash	14,242	(16,910)
Return on assets, excluding interest income	(14,354)	17,183
Actuarial loss/(gain)	(112)	273

Amounts recognised in profit and loss

Service cost including current and past service costs and settlements	2,695	3,096
Administrative cost	338	308
Net interest on the net defined benefit liability	(326)	(308)
	2,707	3,096
Employer's contributions	(2,218)	(2,107)
Net pension cost	489	989

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.

	2019 £'000	2018 £'000
TUC Educational Trust		
Owed to TUC		
Opening balance	623,914	713,262
Payments to TUC	-	(113,262)
Net costs paid through TUC	78	23,914
Closing balance	623,992	623,914
Tolpuddle Martyrs' Memorial Trust		
Owed to TUC		
Opening balance	201,126	195,106
Payments to TUC	(200,144)	(195,106)
Net costs paid through TUC	186,904	201,126
Closing balance	187,886	201,126
TUC Aid		
Owed to TUC		
Opening balance	19,586	53,343
Payments to TUC	-	(53,343)
Net costs paid through TUC	23,534	19,586
Closing balance	43,120	19,586

17 Prior year adjustment

Following a comprehensive review of the Unionlearn and Development funds project funding agreements, figures have been restated to align with funders' grant and contract conditions. The redundancy provisions have been restated to eliminate the elements relating to the payment of potential future costs that now should be, and previously should have been, considered to be less than likely to occur in the foreseeable future.

	At 1.1.2018 £'000	At 31.12.2018 £'000
Reconciliation of funds		
Funds as previously stated	84,606	81,356
Redundancy provision	387	433
Unionlearn fund	439	354
Development fund	256	243
Funds as restated	85,688	82,386
Reconciliation of 2018 deficit for the period		
2018 deficit (as previously stated)		(3,250)
Redundancy provision		46
Unionlearn fund		(85)
Development fund		(13)
2018 deficit (as restated)		(3,302)

DISPUTES BETWEEN UNIONS

On 16 December 2019, a TUC Disputes Committee met to consider complaints brought by URTU against Community concerning a dispute in XPO Bulk Logistics. The Disputes Committee comprised Claire Sullivan (chair, member of the General Council and director of employment relations and union services, CSP), Dave Penman (member of the General Council and general secretary, FDA) and Roger McKenzie (member of the General Council and assistant general secretary, UNISON); with Paul Nowak (TUC deputy general secretary) acting as secretary and Kevin Rowan (head of organisation, services and skills).

The dispute – an alleged breach of Principles 2 and 3 – concerned a transfer of members from URTU to Community. In 2017, 173 members left URTU and joined Community, with the active involvement of a former lay official of URTU who also joined Community. Community argued that the transfer was not sought by Community, that there was no evidence of ongoing organising activity by the union and that it had sought to work cooperatively with URTU.

In considering all of the evidence, the Committee partly upheld the alleged breach of Principle 2 and upheld the alleged breach of Principle 3. In mitigation, and in considering its award, the Committee recognised that there was no evidence that URTU had sought to bring this group of members back into membership, and settled on an award that required Community to pay compensation equivalent to 16 weeks' membership income for the 173 members, which represents the time period between the point at which Community should have become aware of a significant influx of members from URTU and the point at which they contacted URTU to raise this issue.



TUC RULES AND STANDING ORDERS

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

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

PART 1 CONSTITUTION

Rule 1

Name, office and membership

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

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

It shall be a requirement of affiliation that an organisation has a clear commitment to promote equality for all and to eliminate all forms of harassment, prejudice and unfair discrimination, both within its own structures and through all its activities, including its own employment practices.

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

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

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

The General Council may also accept applications from organisations of local trade union branches to register as Trades Councils, County Trades Councils or County Associations where they comply with such requirements as determined by the General Council including in particular to have a clear commitment to promote equality for all. Registration in this capacity does not consist of affiliation and confers no authorisation to speak or act on behalf of the Trades Union Congress.

Rule 2 Objects

- a. The objects of the Congress shall be:

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

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

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

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

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

their employers or between such organisations and their members or between the organisations themselves.

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

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

Rule 3 Affiliation fees

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

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

unions contribution rates calculated in accordance with sub-paragraph (c). To this end

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

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

TUC RULES AND STANDING ORDERS

Rule 4

Composition of General Council

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

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

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

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

Section D shall consist of four women members all of whom shall be members of an affiliated organisation with fewer 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 fewer members. Subject to Rule 4(f), each such organisation shall be entitled to nominate one of its members to be the Section F member of the General Council.

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

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

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

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

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

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

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

Section B of the number or numbers of members of the General Council to which they are entitled.

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

- c. Members of all sections of the General Council shall take office at the termination of the annual Congress and shall remain in office until the termination of the next annual Congress and shall be eligible for re-election to or continued membership of the General Council.
- d. In the event of a member of Section A or Section B ceasing by death, resignation or other cause to be a member of the General Council, the affiliated organisation which nominated that member may nominate a successor to take her or his place. In the event of a member of Section C, D, E, F, G, H, I and J ceasing by death, resignation or other cause to be a member of the General Council, the General Council shall determine how, if at all, the vacancy shall be filled.

- e. No organisation may participate in the nomination or selection of members of the General Council unless it shall have paid the fees provided by Rule 3 during the previous year.
- f. No affiliated organisation shall be entitled to nominate a member for Section G and, as appropriate, Section E or Section F.

Rule 5 Qualifications for General Council

- a. No person shall be eligible for membership of any section of the General Council who is not a Congress delegate (as per Rules 17 and 18) and the organisation so represented shall have paid the fees provided by Rule 3 during the previous year.
- b. No person shall be eligible for membership of the General Council who has privately assisted, during the year preceding the annual Congress, in the production of anything made by non-union labour, or by such firms as may be declared unfair by the interested trade society, or who has continued to assist privately in the production of anything made by non-union labour, or by such firms as may be declared unfair by the interested trade society, after such matters have been pointed out to her or him.

Rule 6 Nomination of General Council

- a. At least eight weeks prior to the date fixed for the commencement of each annual Congress, each affiliated organisation allocated to Section A or Section B in accordance with rule 4(b) shall notify the General Secretary of the Congress of the name(s) of its chosen member(s) on the General Council for the coming year. If a member so nominated shall resign or die before the annual Congress the General Council shall accept a replacement nomination from that organisation.
- b. Each affiliated organisation allocated to Section C or Section E or Section F in accordance with Rule 4(b) shall be entitled to nominate one of its delegates for election, as appropriate, to Section C, Section E and Section F of the General Council. Subject to Rule 4(f), each affiliated organisation shall be entitled to nominate one of its delegates for election to Section G, H, I and J of the General Council.
- c. Each affiliated union with 200,000 or fewer members shall have the right to nominate one of its women members for election to Section D of the General Council.

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

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

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

to the delegations of all organisations allocated to Section D on the day of the election.

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

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

Rule 7

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

- a. Members of Section C of the General Council shall be elected at each annual Congress by ballot vote of all affiliated organisations allocated to Section C.
- b. Members of Section D of the General Council shall be elected at each annual Congress by ballot vote of all affiliated organisations allocated to Section D.
- c. The member of Section E of the General Council shall be elected at each annual Congress by ballot vote of all affiliated organisations allocated to Section E.
- d. The member of Section F of the General Council shall be elected at each annual Congress by ballot vote of all affiliated organisations allocated to Section F.
- e. The members of Sections G, H, I and J will be elected at each annual Congress by ballot vote of all affiliated organisations.
- f. In the elections of the General Council for the members of Section C and of Section D and for the Section E, Section F, Section G and Sections H, I and J, each organisation entitled to vote may cast all or any part of the votes to which it is entitled in favour of as many candidates as

are to be elected in the election in question. No organisation shall cast more votes than the number to which it is entitled for any one candidate. The number of votes to which each organisation shall be entitled shall be determined on the basis of one vote for every 1,000 members or fraction or part thereof as declared by the organisation in accordance with Rule 3. The candidate(s) in each election securing the highest number of votes shall be declared elected.

- g. The ballot papers shall be issued by the scrutineers, and after being filled up shall then be immediately placed in the box without inspection by the delegates other than those of the organisation voting.
- h. Any delegates found guilty of violating this Rule shall at once be reported to Congress, named by the President and expelled. Such delegate or delegates shall not be eligible to attend Congress again for three years.
- i. A notification of the penalties likely to be involved in the infringement of this Rule shall be included in the instructions printed on each ballot paper.

Rule 8 **Duties of the General Council**

- a. The General Council shall transact the business in the periods between each annual Congress, shall keep a watch on all industrial movements, and shall, where possible, co-ordinate industrial action.
- b. They shall watch all legislation affecting labour and shall initiate such legislation as Congress may direct.
- c. They shall endeavour to adjust disputes and differences between affiliated organisations.
- d. They shall promote common action by the trade union movement on general questions, such as wages and hours of labour, and any matter of general concern that may arise between trade unions and trade unions, or between employers and trade unions, or between the trade union movement and the government, and shall have power to assist any union which is attacked on any vital question of trade union principle.
- e. They shall assist trade unions in the work of organisation and shall carry on propaganda with a view to strengthening the trade union movement, and for the attainment of any or all of the above objects.

- f. They shall also enter into relations with the trade union and labour movements in other countries with a view to securing united action.
- g. They shall have authority to invest and administer the funds of the Congress and to make grants to any organisation or person, whether in Great Britain, or abroad, for such purposes as it seems desirable, but in so doing they shall have regard to the directions, if any, from time to time given by Congress. They shall also have authority to raise funds for any special purpose and to invest and administer such funds and to make grants therefrom.
- h. For the purpose of carrying out the objects of the Congress, of conducting its affairs and in relation to the matters specifically referred to in this Rule the General Council shall have power to utilise the funds and property of the Congress, to enter into any transaction and by any one or more of their members or appointed officers to execute in the name and on behalf of the Congress any deeds or documents that may be necessary.

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- 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.

- k. In order that the trade union movement may do everything which lies in its power to prevent future wars, the General Council shall, in the event of there being a danger of an outbreak of war, call a special Congress to decide on industrial action, such Congress to be called, if possible, before war is declared.

- l. The General Council shall prepare a report of their work for submission to the annual Congress and shall include in it a record of the attendances at General Council meetings. The Standing Orders of Congress and the General Council shall be published in each annual report of the proceedings of Congress.

Rule 9

Appointment of committees

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

Rule 10

Wales TUC

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

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

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

Rule 11

General Secretary

- a. The General Secretary shall be elected by Congress and shall be ex officio a member of the Congress and the General Council. She or he shall remain in office so long as her or his work and conduct give satisfaction to the General Council and to the representatives

attending Congress, and shall retire from the service of the Congress upon reaching the age of 65.

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

Rule 12 Industrial disputes

- a. It shall be an obligation upon the affiliated organisations to keep the General Secretary of the Congress informed with regard to matters arising between them and their employers and/or between one organisation and another, including unauthorised and unconstitutional stoppages of work, in particular where such matters may involve, directly or indirectly, large bodies of workers. The General Council or the General Secretary shall (if either should consider it necessary) disseminate the information as soon as possible to all organisations which are affiliated to the Congress and which may be either directly or indirectly affected.
- b. The general policy of the General Council shall be that unless requested to do so by the affiliated organisation or organisations concerned, neither the General Council nor the General Secretary shall intervene so long as there is a prospect of whatever difference may exist on the matters in question being amicably settled by means of the machinery of negotiations existing in the trades affected.
- c. If, however, a situation has arisen, or is likely to arise, in which other bodies of workpeople affiliated

to Congress might be involved in a stoppage of work or their wages, hours and conditions of employment imperilled, the General Council or the General Secretary may investigate the matter by calling representatives of the organisation or organisations concerned into consultation, and may use their influence or her or his influence (as the case may be) to effect a just settlement of the difference. In this connection the General Council or the General Secretary, having given an opportunity to each organisation concerned to present its views on the matter and having ascertained the facts relating to the difference, may tender their or her or his considered opinion and advice thereon to the organisation or organisations concerned. Should the organisation or organisations refuse such assistance or advice, the General Secretary shall duly report thereon to the General Council and/or the General Council shall duly report thereon to Congress or deal with the organisation under Clauses (b), (c), (d) and (h) of Rule 13.

- d. Whenever the General Council intervene in relation to a matter within the provision of clause (c) of this Rule, and the organisation or organisations concerned accept the assistance and advice of the General Council, and where despite the efforts of the General

Council, the policy of the employers enforces a stoppage of work by strike or lock-out, the General Council shall forthwith take steps to organise on behalf of the organisation or organisations concerned all such moral and material support as the circumstances of the dispute may appear to justify.

Rule 13 Disputes between affiliated organisations

- a. Where disputes arise or threaten to arise between affiliated organisations, the General Council or the General Secretary of the Congress shall use their or her or his influence (as the case may be) to promote a settlement.
- b. It shall be an obligation on the affiliated organisation or organisations concerned to notify the General Secretary when an official stoppage of work is contemplated in any dispute between affiliated organisations, whether relating to trade union recognition, trade union membership, demarcation of work, or any other difficulty. No affiliated organisation shall authorise such a stoppage of work until the dispute has been dealt with under the provisions of Clauses (e) to (h) of this Rule.

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- c. Where a dispute between unions has led to an unauthorised stoppage of work, it shall be an obligation of the affiliated organisation or organisations concerned to take immediate and energetic steps to obtain a resumption of work.
- d. The affiliated organisation or organisations concerned shall notify the General Secretary as soon as possible of any stoppage of work which involves directly or indirectly large bodies of workers, or which, if protracted, may have serious consequences. In addition to such notification, the affiliated organisation or organisations concerned shall inform the General Secretary of the causes and circumstances of the dispute and of the steps taken or proposed by it or by them to secure a resumption of work.
- e. Either upon notification from an affiliated organisation as required by Clause (b) or Clause (d) of this Rule, or upon the application of an affiliated organisation, or whenever she or he considers it to be necessary, the General Secretary may investigate cases of dispute or disagreement between affiliated organisations and may decide on the most appropriate method of resolving the issue. Where she or he considers it appropriate, the General Secretary may refer any such case to a Disputes Committee of the Congress for resolution in accordance with the Regulations governing procedure in regard to disputes between affiliated organisations (as amended by the General Council and adopted by the Congress from time to time). In the event of such a reference, the General Secretary may summon affiliated organisations to appear as parties before a Disputes Committee and shall require such organisations to submit to that Committee any information, which she or he or the Committee considers to be essential to enable the Committee to adjudicate upon the case.
- f. If an affiliated organisation refuses or fails to respond to a summons by the General Secretary to appear before a Disputes Committee, the General Secretary shall investigate the circumstances of such a refusal or failure by calling representatives of the organisation into consultation and inviting the organisation to give reasons for its conduct. If, after such investigation, the General Secretary does not withdraw her or his summons and the organisation persists in its refusal or failure to appear before the Disputes Committee the General Secretary shall report the matter to the General Council who may deal with the organisation under Clause (h) of this Rule as if it were a case of failure by that organisation to comply with an award of a Disputes Committee.
- g. If an organisation which is a party to a dispute fails or refuses to submit its case to a Disputes Committee as provided by this Rule, the Disputes Committee may proceed to make an award in the absence of that organisation and in any event it shall not be permissible for that organisation to raise the dispute at any annual Congress.
- h. Affiliated organisations summoned by the General Secretary to appear as parties before a Disputes Committee shall be bound by any award of the Disputes Committee and shall comply forthwith with such award. Should any such organisation refuse or fail forthwith to carry into effect such an award (in whole or in part) the General Council having received the award may report on the matter as they think fit to all affiliated organisations, and/or may either:
 - i. deal with the organisation under clauses (b), (c), (d) and (h) of Rule 13, or
 - ii. report the matter to the next annual Congress to be dealt with as that Congress may decide.

Rule 14

Conduct of affiliated organisations

- a. If at any time there appears to the General Council to be justification for an investigation into the conduct of any affiliated organisation on the ground that the activities of such organisation may be detrimental to the interests of the trade union movement or contrary to the declared principles or declared policy of the Congress, the General Council shall summon such organisation to appear by duly appointed representatives before them or before such Committee as the General Council consider appropriate in order that such activities may be investigated. In the event of the organisation failing to attend, the investigation shall proceed in its absence.
- b. If after an investigation under:
 - i. clause (a) of this Rule; or
 - ii. an investigation under clause (c) of Rule 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.
- c. Should the organisation disobey such direction, or fail to give such undertaking, the General Council are hereby empowered in their discretion to order that the organisation be forthwith suspended from membership of the Congress until the next annual Congress.
- d. The General Council shall submit a report upon the matter to the next annual Congress.
- e. No affiliated organisation shall circularise, either in writing or by general oral communication, other affiliated organisations upon any matter concerning the business of the Congress, without first securing the General Council's authorisation for such circularisation.
- f. Should any such unauthorised circularisation take place concerning a motion for the agenda of the annual Congress or any special Congress or conferences, and the General Council after investigation decide that those responsible for such motion connived at, or were party to, or concerned with such circularisation, the motion shall not be included in the agenda.
- g. The General Council may investigate any violation of the provisions of Clauses (e) and (f), and if after such investigation they decide that any organisation has acted deliberately in such violation they may deal with the organisation by investigation, suspension and report under the terms of Clauses (b), (c) and (d) of this Rule.

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- h. Any affiliated organisation dealt with under this Rule shall have the right to appeal to the next annual Congress and may appoint delegates in accordance with Rules 17 and 18 to represent the organisation upon the appeal and at the annual Congress if the appeal is allowed. Congress shall upon such appeal have final authority to deal with the matter by way of re-admission, further suspension or exclusion from membership of the Congress.

Rule 15

Trustees, auditors and accounts

- a. TRUSTEES: Two or more trustees shall be appointed by the General Council in whose names the funds and property of the Congress shall be vested. Such Trustees shall hold office until their respective successors have been duly appointed by the General Council and shall have accepted office. The Trustees shall deal with the funds and property held by them in accordance with the directions of the General Council and shall invest any funds available for investment in accordance with such directions. The bank accounts of the Congress shall be in the names of the Trustees, but

the General Council may by resolution authorise the Trustees to direct the bankers to honour the signature or signatures of any person or persons named in the resolution, in which case the trustees shall give such direction and shall be relieved from all liability in respect of payments made in the manner authorised by the resolution while it is in force.

- b. AUDITORS: The accounts of the Congress shall be audited annually by a chartered or incorporated accountant to be appointed by the General Council. The accountant shall be given access to all books and documents of the Congress and shall be given all information or explanations with regard to the accounts that she or he requires. The accountant shall be required to submit a report to the General Council as soon as practicable after the audit.

- c. ACCOUNTS FOR THE YEAR: In order that affiliated organisations may have an opportunity of perusing the financial statements prior to each annual Congress, the financial year shall close on 31 December. The audit shall then take place and printed Balance Sheets, duly certified by the Auditors, shall be sent with the complete

agenda to the secretary of each organisation not less than 14 days before each annual Congress.

Rule 16

Amendment of Rules and Standing Orders

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

PART 2 ARRANGEMENTS FOR ANNUAL CONGRESS

Rule 17

Preliminary arrangements

- a. The General Council shall select the place for the annual Congress and shall have the powers to invite representatives of public bodies and other institutions to attend the sittings thereof.
- b. The General Council shall meet during the week prior to the date of each annual Congress for the purpose of completing the arrangements there for.
- c. In light of the restrictions on public gatherings introduced by government to prevent the spread of Covid-19 the General Council will put in place specific arrangements for the 2020 Congress, namely:
 - The business of Congress, including election of the General Council, consideration of motions, General Council statements and the adoption of the General Council report, will be transacted by the General Council.
 - Unions not currently represented on the General Council will be entitled to send a delegate to this meeting.

- Votes will be taken using weighted electronic balloting and delegation leaders will be able to cast their votes physically or online.
- Suspending the provision in Rule 5 (a) which requires those nominated for the General Council to be a Congress delegate.
- Suspending Rules 18, 19, 22, 23, 25, 26 and 27 (a), (d)-(h).
- Agreeing new standing orders for the 2020 Congress.
- This rule (17(c)) will cease to apply at the conclusion of Congress 2020.

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

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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, and at all special Congresses or Conferences for one year following the date of her or his appointment, and at the annual Congress concluding her or his term of office. She or he shall then become first Vice-Chair of the General Council for a period of one year thereafter.

Rule 21 General Purposes Committee

- a. A General Purposes Committee of five members for the ensuing annual Congress shall be nominated and elected by ballot. If any member elected is not a delegate to the ensuing annual Congress, or a vacancy arises from any other cause, the highest unsuccessful candidate shall be called upon to fill the vacancy.
- b. Each nominee for the General Purposes Committee must be nominated by her or his own organisation. Nominations shall be submitted on the appropriate form which must be signed by the President (or Chair) and Secretary of the organisation and shall reach the General Secretary of the Congress at least eight weeks prior to the Monday of the annual Congress.
- c. The members of the General Purposes Committee shall appoint from their body a chair and secretary. The duties of the General Purposes Committee shall be:
 - i. to co-operate with the movers of motions and amendments in order that composite motions may be obtained wherever possible

- ii. to have printed and circulated to the delegates copies of the composite motions they have approved
- iii. to submit to the President of Congress a programme of all motions and amendments approved by them as being in accordance with the Rules and Standing Orders, together with all
- iv. suggestions for the proper conduct of the business of the annual Congress
- v. to report to the General Council any violation of the Rules or Standing Orders that may be brought to their notice, together with any recommendation agreed upon.

Rule 22 Tellers and ballot scrutineers

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

Rule 23

Voting

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

Rule 24

Motions for Congress

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

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Rule 25

Delegations

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

Rule 26

Date of annual Congress

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

Rule 27

Standing Orders

- a. **HOURS OF MEETING:**
Delegates shall assemble at 4pm prompt on the first day of each annual Congress and at 9.30am on each succeeding day. On Sunday Congress shall adjourn at 7pm and each day thereafter (Monday to Wednesday) Congress shall adjourn at 12.45pm and reassemble at 2.15pm and adjourn for the day at 5.30pm on Monday and Tuesday and shall conclude no later than 4pm on Wednesday.
- b. **AGENDA:** A complete agenda of the motions and amendments submitted under Rule 23 shall be printed and sent, not later than 19 days before the opening of each Congress, to the affiliated organisations which have paid up to the last preceding quarter the fees due under Rule 3.
- 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 2020
ISBN 978 1 911288 78 7
£10