

TUC

Changing the world
of work for good

CONGRESS 2022

GENERAL COUNCIL REPORT



WE DEMAND
BETTER
CONGRESS 2022

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CONGRESS 2022

**GENERAL
COUNCIL
REPORT**

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Sue Ferns

TUC Congress President 2022

The TUC brings together more than five 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

2021–22

Dave Allan Unite	Steve Gillan POA	Ged Nichols Accord	Suzanne Tyler ³ RCM
Mary Bousted NEU	Jo Grady UCU	Kath Owen UNISON	Dave Ward CWU
Joanne Cairns Usdaw	Sharon Graham Unite	Dave Penman FDA	Simon Weller ASLEF
Gail Cartmail Unite	Charlie Gray GMB	Barbara Plant GMB	Paul Whiteman NAHT
Mike Clancy Prospect	Paul Holmes UNISON	Naomi Pohl ³ Musicians' Union	Tony Woodhouse Unite
Ruth Cross Usdaw	Farzana Jumma GMB	Roy Rickhuss Community	Sarah Woolley BFAWU
Michelle Codrington-Rogers NASUWT	Ian Lawrence Napo	Patrick Roach NASUWT	Matt Wrack FBU
Manuel Cortes TSSA	Paddy Lillis Usdaw	Maggie Ryan Unite	Tony Wright UNISON
Kevin Courtney NEU	Brian Linn Aegis	Mark Serwotka PCS	Frances O'Grady TUC General Secretary
Mark Dickinson Nautilus International	Jane Loftus CWU	Jon Skewes ¹ RCM	¹ Until April 2022
Andrea Egan UNISON	Mick Lynch RMT	Gary Smith GMB	² Until June 2022
Maria Exall CWU	Annette Mansell-Green BDA	Liz Snape MBE UNISON	³ From June 2022
Sue Ferns Prospect	Susan Matthews Unite	Jane Stewart Unite	
Larry Flanagan EIS	Christina McAnea UNISON	Claire Sullivan CSP	
Paul Fleming Equity	Heather McKenzie NEU	Horace Trubridge ² MU	
Martin Furlong RCP	Gloria Mills CBE UNISON	Steve Turner Unite	

FRANCES O'GRADY

GENERAL SECRETARY



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Working people are in the midst of a cost-of-living emergency. Inflation is at a 40-year high and millions of families are struggling to keep their heads above water. Shamefully, workers once lauded by ministers as pandemic heroes, now rely on debt or food banks to get by. As top pay, profits and shareholder dividends soar, our number one priority as trade unionists is to win a fair deal for workers.

Global hikes in food and energy costs – not wages – are driving rising prices. But this crisis is also made in Downing Street. Had our wages just kept pace with the OECD country average since the financial crash, UK workers would now be earning an extra £4,000 a year. But over a decade of Conservative austerity, benefit cuts and weak rights at work have hammered families' financial security. The government has no plan to tackle the crisis or the UK's sorry record on investment in skills, productivity and the transition to net zero.

Boris Johnson promised 'a high wage economy' but instead his political choices have seen pay packets, and the share of total wealth created going to workers, shrink. And fresh attacks on the right to strike designed to weaken workers' bargaining power will only make the UK's economy even more unequal.

But while the government wages divisive culture wars in a desperate attempt to distract from its own failings, trade unions are stepping up to the plate. In June, tens of thousands joined the TUC's We Demand Better national demonstration, calling for action on the cost of living, stronger rights and a new deal for workers. The protest in London, and town hall meetings around the country, marked the launch of a programme of action to fight back.

The TUC is demanding a higher minimum wage, fair pay agreements – starting with social care – and a decent pay rise for all workers. While ministers partied, key workers put their health on the line to care for us. It's time we cared for them. And everyone who works for a living deserves fair rewards. We're also fighting for a greener, fairer and more equal economy with a boost to universal credit, more collective bargaining and tax hikes on wealth – not workers. It's time to level the playing field for the real wealth creators.

With prices rising much faster than wages, we've seen an upsurge in industrial action. Nobody takes strike action lightly but when employers

“ Boris Johnson promised 'a high wage economy' but instead his political choices have seen pay packets, and the share of total wealth created going to workers, shrink. ”

won't negotiate, workers are left with no choice. Hundreds of thousands of workers have voted to take industrial action to win a fair deal. The TUC's new Solidarity Hub is helping unions to boost democratic participation in ballots and step up support from the whole movement and our communities too.

We're also demanding better work. The scandal at P&O Ferries – where the permanent crew, paid the union rate for the job, were unlawfully sacked and replaced by agency labour on poverty pay – met widespread condemnation. But despite promising more than twenty times to bring forward an employment bill, ministers have not lifted a finger to strengthen workers' rights. The TUC's call for a ban on fire-and-rehire, zero-hours and false self-employment, in favour of positive flexibility so workers can



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FRANCES O'GRADY

GENERAL SECRETARY

“ This is my final Congress as TUC general secretary. I'm proud to have spent my working life serving the cause of organised labour. Whatever our background, at its heart trade unionism is all about friendship between working-class people. ”

balance work and family life, has won popular support. And we'll resist any attacks on EU-derived rights, as the government sets its sights on so-called burdens from Brussels. When government wants people to work even longer and harder for less, it's high time to say enough is enough.

Thanks to the success of the NHS vaccination programme, life is gradually returning to normal for many. But it's not over yet. The TUC is campaigning for those suffering from long Covid and for those who are clinically vulnerable. And the resilience of our overworked public services could be tested again by new variants. Lessons must be learned. Together with the Covid-19 Bereaved Families for Justice and other allies, the TUC succeeded in its campaign for an independent public inquiry into the government's mishandling of the pandemic. Unions are at the forefront of the fight for investment in public services, the priority of

people over profit and stronger health and safety at work. We are also organising to end the structural racism that saw Black and minority ethnic workers more likely to be employed on insecure contracts in overcrowded workplaces with poor ventilation, to miss out on proper PPE, and to suffer ill-health and die.

With Covid-19 shining a light on terrible injustices in our society, equality remains a central focus for the TUC. We continue to expose the causes, and consequences, of the barriers facing disabled workers, LGBT+ workers and women - including the scourge of sexual harassment. Meanwhile, our Anti-Racism Task Force will present a manifesto to Congress, including recommendations on organising, bargaining, policy and campaigns, and the imperative that unions lead by example. Diversity is strength.

As the terrible war in Ukraine drags on, our commitment to internationalism, solidarity and peace is more important than ever. Trade unions have campaigned for rights to safe routes and asylum for all people fleeing conflict, rape and persecution. We've highlighted how the global poor are suffering most from food shortages resulting from the war. We've worked with trade unions globally to counter the threat of the radical right and fascism. And around the world, from Brazil to Colombia, Turkey and Palestine, we've championed the cause of working people and their unions.

This is my final Congress as TUC general secretary. I'm proud to have spent my working life serving the cause of organised labour. Whatever our background, at its heart trade unionism is all about friendship between working-class people. And the comradeship, courage and resilience of our reps and officers is second to none.

Next year will be a crucial year for our movement. Let's encourage each other, stay strong and organise for our future. Keep the faith and we will win for working people.

Solidarity.

Frances

THE NATIONAL COVID MEMORIAL WALL



SPECIAL FEATURE EMERGING FROM THE PANDEMIC

EMERGING FROM THE PANDEMIC

Introduction

TUC work to support union reps to develop the knowledge to challenge employer and government responses to Covid remained a high priority throughout the year. Webinars, guides and tools for reps were popular.

Our focus also shifted to the longer-term impacts of Covid and we continue to campaign for long Covid to be formally accepted as an industrial illness and disability in line with resolution 8. And, along with our affiliates, we will be playing a full role in holding the government and its agencies to account for how the coronavirus pandemic developed via a public inquiry.

Health and safety

The TUC campaigned to ensure that the health, safety and welfare of workers is protected by strong union organisation and a growing network of health and safety reps with access to high-quality guidance and advice. We produced a range of resources to support workplace activists; webinars focused on ventilation, working in extreme temperatures, the safety of pregnant workers and lone workers.

In response to composite 1, the TUC has called for Covid and long Covid to be recognised as an industrial disease and a disability, publishing evidence on the link between Covid-19 infection and fatality with certain occupations, surveying thousands of workers with long Covid on their experience in work. We joined the call for universal access to occupational health services, supporting the Society for Occupational Medicine's campaign. In support of composite 1, we launched a new training course, *From Resilience to Resistance: organising on work-related stress*.

Responding to resolution 45, the TUC launched work focusing on the health and safety of Black workers. A roundtable of Black union leaders, activists, safety reps and union health and safety leads informed a research project, comprising focus groups and surveys of workers. Similar work encouraging women to take on the role of safety reps has begun, following resolution 48, with research aimed at understanding the barriers women experience and the safety issues that intersect with gendered experiences of work.

We continued our call and campaign for Statutory Sick Pay to rise to the real living wage, and to be made available to all workers, in response to resolution 23.

Reflecting composite 7, the TUC campaigned for and secured strengthened health and safety rights for pregnant women, challenging the Health and Safety Executive's employer guidance and forcing an update: all employers must now conduct individual risk assessments for pregnant workers.

The Union Health and Safety Specialists network met throughout the year. This forum discussed developments within occupational health and safety and shares best practice and issues of concern.

In the run-up to International Workers' Memorial Day in April 2022, the TUC focused on the requirement for safety regulation to be included in the Covid-19 public inquiry, in response to composite 9.

We have continued in our call for the strengthening of regulatory bodies, and for more funding to the cash-strapped Health and Safety Executive.

The TUC continued in the role of Secretariat to the All-Party Parliamentary Group (APPG) on Occupational Health and Safety and the Sub-Group on Asbestos, engaging with parliamentarians and sector organisations on a range of issues and campaigns. This year the APPG co-sponsored research into asbestos presence in public buildings, with members providing political support in parliamentary questions, motions and in the media.

▼ The Covid public inquiry's final terms of reference were published in June 2022
© Moussa/Getty Images



“ The TUC has confirmed that it will apply for core participant status in the public inquiry as the representative body on behalf of all affiliated unions. ”

The TUC continues to be represented by Doug Russell (Usdaw), Karen Mitchell (RMT) and Daniel Shears (GMB) on the Industrial Injuries Advisory Council (IIAC). These three TUC nominees play an active role in the Council and have supported key investigations into Covid-19 prescription, firefighters' cancer risk and neurodegenerative illness among sporting

professions. As they stand down from the IIAC this year, we wish to thank Doug and Karen for all their work representing the trade union movement on the Council.

Claire Sullivan from CSP and Ged Nichols from Accord continue to serve as employee representatives on the board of the Health and Safety Executive (HSE). The DWP has not filled the third trade union seat since Kevin Rowan left the board in October 2021.

The Covid public inquiry

The Covid-19 inquiry has been set up to examine the UK's preparedness and response to the pandemic, and to learn lessons for the future. With the publication of the final terms of reference in June 2022, the independent inquiry has now been formally established under the chair of Baroness Hallett.

The TUC has confirmed that it will apply for core participant status in the public inquiry as the representative body on behalf of all affiliated unions, as the most effective way of securing a broad range of trade union engagement in the inquiry while optimising resources. If granted, the TUC would act as a conduit to affiliate union engagement in the inquiry, with unions playing the lead role in the relevant parts of the inquiry. The TUC itself would engage on its own terms in those parts of the inquiry directly relevant to its own role in the pandemic.

As a representative body core participant, the TUC would ensure fair, balanced and inclusive engagement of affiliates across sectors. We have set up a working group of unions to inform the TUC's approach as the inquiry progresses. We will consult with our statutory committees to ensure the voice of members disproportionately impacted by the pandemic, particularly women, BME and disabled workers, are centred in all work around the inquiry.

EMERGING FROM THE PANDEMIC

▼ The TUC has called for Covid and long Covid to be recognised as an industrial disease and a disability
© Darrian Traynor/Getty Images



- › the impact of the pandemic on members in workplaces
- › identifying the contributing factors – government policy, legal framework, inspection and enforcement and employer behaviour (at a corporate, sectoral or workplace level)
- › the supporting evidence available – what we can utilise and who is best placed to represent that to the inquiry
- › what change we aim to achieve in respect of government policy, the legal framework, inspection and enforcement and employer behaviour.

Working in partnership with our legal representatives – Caoilfhionn Gallagher QC of Doughty Chambers and Thompson’s Solicitors – and through our trade union working group, we have to date focused on engaging with the consultation on the terms of reference, a key stage in the process.

The TUC will continue to liaise with unions, through the working group and TUC committees, focusing on assembling evidence for the inquiry to look at:



SECTION 1 THE ECONOMY

THE ECONOMY

1.1 Introduction

Over 2021, the UK and world economies continued to recover from the large-scale reduction in economic activity caused by lockdowns to confront the pandemic. The UK economy regained its pre-pandemic level of GDP at the turn of 2022.

The furlough scheme demanded by trade unions helped to protect jobs and prevent against a surge in unemployment across the economy. However, compared to pre-pandemic levels, employment is still down in many industries, especially manufacturing, energy extraction and supply, and finance and insurance. The biggest gains in employee jobs are in activities most closely related to the pandemic, such as health, public administration, IT, 'professional, scientific and technical', and 'administration and support'.

Self-employment jobs have fallen sharply, so that total employment is still down by more than one quarter of a million on the position ahead of the pandemic. Some sectors have reported labour shortages, as workers in sectors dominated by poor terms and conditions have in some cases not returned to these jobs in the wake of Brexit, and there is some evidence of older workers withdrawing from the workforce.

“ Despite many unions successfully negotiating or taking action to defend their pay, across the economy real levels of pay – that is pay once inflation has been taken into account – are falling. ”

A significant challenge for workers has been the global rise in inflation, triggered by problems in global supply chains, and bottlenecks in transport and energy markets in particular. Despite many unions successfully negotiating or taking action to defend their pay, across the economy real levels of pay – that is pay once inflation has been taken into account – are falling. Underlying pay growth is (at the time of writing in July) 4 per cent and is forecast to rise to 5 per cent. At best this will be half the forecast peak in inflation and real pay will decline by 5 per cent. This adds to the pain caused by the longest and harshest real wage squeeze in modern history.

The TUC has been arguing for a new approach. Workers cannot afford to absorb rising prices. Consumer confidence is crashing and the threat of a recession is just around the corner. Further pay cuts for workers could push us over the edge. Telling workers to take the hit while protecting wealth has led us into crisis after crisis; we need a new approach that puts workers ahead of wealth and a productive economy ahead of

an extractive economy. As we set out further in this section of the General Council report, that means investing in UK workers, in the secure green energy supply we need, and in boosting jobs in the UK – in the public and private sector.

1.2 Pay and the national minimum wage

The TUC has campaigned to get wages rising across the economy through its Britain Needs a Pay Rise campaign. We have made regular media interventions, which have kept the pay crisis on the agenda as a central plank of the cost-of-living emergency. TUC analysis showed that energy bills increased 14 times faster than wages. We showed that insecure low-paid work is costing the Treasury £1bn a year. Ahead of the TUC national demonstration, we secured media coverage showing that workers have lost £20,000 since 2008 because pay has not kept pace with inflation.

▼ TUC analysis showed that energy bills increased 14 times faster than wages
© UrbanImages/Alamy Stock Photo



The TUC has worked with affiliates to establish a new headline minimum wage demand of £15 per hour as soon as possible and the TUC has submitted evidence to the Low Pay Commission calling on the government to set out a plan to reach this target.

We argue that this should be underpinned by a return to normal pre-crisis wage growth of at least 3.8 per cent a year; and an increase in the minimum wage target to 75 per cent of median wages. The Low Pay Commission should continue to work in social partnership with unions to establish the most suitable path based on economic circumstances.

Throughout the year the TUC has made the case for a higher minimum wage, beginning with an immediate increase to £10 an hour. Following submissions by the TUC and affiliates, the government announced an increase in the national living wage (NLW) to £9.50 an hour from April 2022.

The TUC NMW Enforcement Group has met quarterly, bringing together unions, advice agencies and relevant government departments and enforcement bodies. Kate Bell continued to represent the TUC on the Low Pay Commission.

The TUC continues to contribute to the work of the Living Wage Foundation, promoting the voluntary living wage as a minimum rate for the lowest-paid workers. TUC General Secretary Frances O'Grady sits on the Living Wage Commission, which sets the rate of the living wage. The TUC has pushed for increases to the living wage to be brought forward this year due to high inflation. Following this, it has been agreed that the next living wage rate will be announced two months earlier than usual this year.

THE ECONOMY

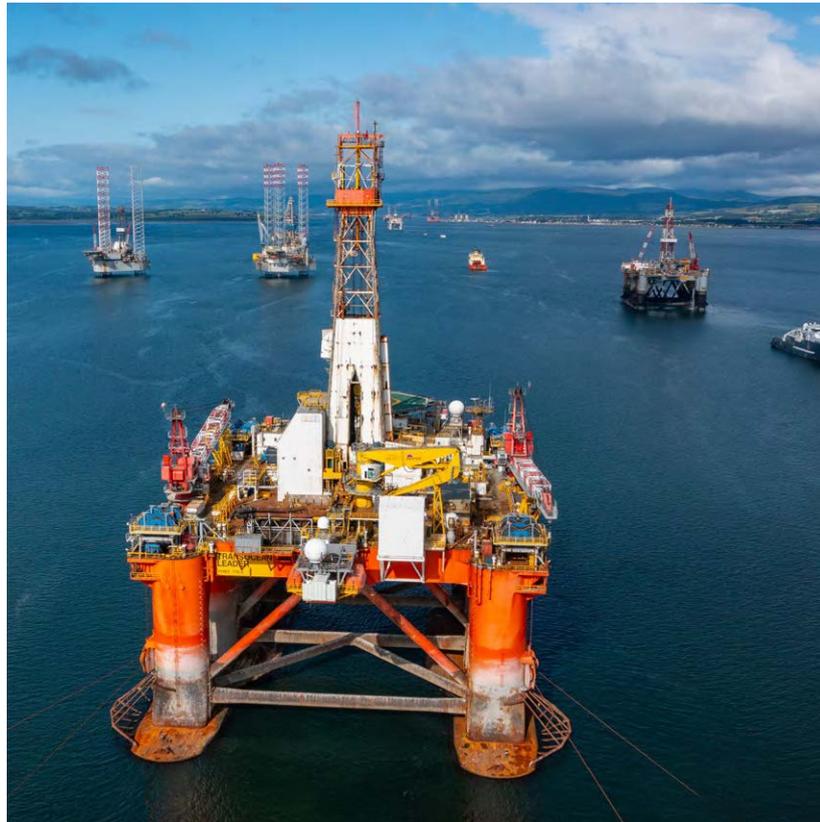
1.3 Climate, energy and just transition

The TUC has campaigned hard for a swift and just transition to a net zero economy, intervening around the energy crisis, COP27, specific workplace issues and government policies including the Net Zero Strategy. In the context of the gas price crisis, we campaigned for a windfall tax on oil and gas profits to help pay for help with energy bills, for public ownership of energy, and for a coordinated public-sector led programme of home retrofits.

Responding to the issues adopted in composite 2, the TUC has undertaken a wide range of work. We successfully pushed government to launch a Green Jobs Delivery Group with trade union representation. We published analysis on the need to safeguard and future-proof 660,000 jobs in high-carbon industries by investing in decarbonisation, and supported lobbying and organising within automotive, aerospace, steel and other manufacturing sectors.

We have also pushed for the construction of new nuclear plants, including coordinating letters and lobbying government to firm up commitments for Sizewell C. We conducted workshops and published a report on the need to create good jobs in low-carbon heating, covering the need for fair pay, collective bargaining and sectoral agreements. In our engagement with government and media

▼ Oil companies' profits of nearly £50bn have prompted calls for an increased windfall tax to help consumers pay their energy bills
© Iain Masterton/Alamy Stock Photo



interventions, we highlighted the need for greater investment in zero-carbon hydrogen to support a rapid transition for high carbon industries. And we ran workshops and made submissions to government and select committee inquiries promoting a carbon border adjustment mechanism.

We have also run peer-to-peer workshops for union officials on growing their networks of environment reps, provided resources and micro-learning for reps, and profiled the work of reps in both media comment articles and TUC blogs. This

was alongside a series of regional roundtables for affiliates to develop collective union demands to combined authorities on just transition, procurement and climate action.

In response to resolution 11, the TUC has expanded its internationalist and decolonial approach to climate justice, highlighting structural racism in institutions. We have taken steps to increase climate content in trade union education including publishing new materials, and advocated through the Green Jobs Delivery Group and Green Jobs Task Force for the education system to support the climate transition. In 2021, we conducted a

“ We have commissioned a report on the need to expand and green public transport and pushed government and political parties for more investment in high-speed rail connections and metro networks outside London. ”

baseline assessment and audit of affiliates’ publications and positions on the climate transition, and have searched for examples of best practice on sustainability.

In response to composite 3, we have commissioned a report on the need to expand and green public transport and pushed government and political parties for more investment in high-speed rail connections and metro networks outside London.

1.4 Levelling up at work

The TUC published its response to the government’s levelling up agenda in October. *Levelling Up at Work: fixing work to level up across the UK* argues that low pay and insecure work are endemic across every region and nation of the UK and that unless this is addressed levelling up will fail. This requires creating an economy based on decent work, with reform of skills, corporate governance and procurement policies,

strengthening collective bargaining, investment in green industrial policies, a pay rise for public sector workers and an end to outsourcing of public services.

Meetings were held with government, opposition politicians and other organisations both before and after the publication of the government’s Levelling Up white paper in February. The TUC commented that the white paper’s proposals failed to address the world of work, though it did contain a performance indicator on the proportion of jobs that are low paid.

1.5 Workers’ capital, corporate governance and executive pay

In September, the TUC hosted a union roundtable to feed into a Financial Reporting Council report on corporate culture. The report, published in December, included several quotes from union participants alongside a section on how trade unions contribute to engagement and a positive corporate culture.

A report from the TUC, Common Wealth and the High Pay Centre *Do Dividends Pay Our Pensions?* was published in January and showed that only a tiny proportion of UK dividends and buybacks accrue to UK pension funds and that pension wealth is very unequally distributed. The report argued for corporate governance reform and measures to promote collective bargaining.

Janet Williamson continues to represent the TUC on the ICAEW’s Corporate Governance Committee and the Wates Coalition responsible for corporate governance principles for large private companies. Research published in February showed that the Wates principles are the most widely adopted corporate governance code used by large private companies.

Trade Union Share Owners has led work with Unite coordinating investors to put pressure on Whitbread to pay the living wage.

The TUC and the High Pay Centre published a joint report on CEO pay in August. The report found that after a dip in 2020 caused by the pandemic, median FTSE 100 CEO pay rose sharply in 2021 to £3.41m – a 39 per cent increase on the 2020 level and 5 per cent higher than in 2019. The ratio of FTSE 100 median CEO pay to median full-time worker pay has now outstripped the pre-Covid level, rising from 107 in 2019 to 109 in 2021.

THE ECONOMY

“ We campaigned against the £20 cut to universal credit in October 2021, reinforcing our message that our social security system does not provide an adequate safety net. ”

1.6 International trade

The TUC has advanced resolution 45 by using its positions on the government’s Strategic Trade Advisory Group, EU Domestic Advisory Group and DIT Trade Union Advisory Group to advocate for ethical trade that decreases inequalities between the global north and south.

The TUC met the UK government at the World Trade Organisation Ministerial Conference in June to express concern that the government was actively undermining proposals by South Africa and India to waive international property rules that would allow global south countries to produce affordable versions of Covid-19 vaccines and treatments.

The TUC campaigned with Indian unions to call for trade talks between the UK and Indian governments to be suspended due to concerns about widespread abuses of workers’ rights and civil liberties.

The TUC also opposed trade talks between the UK and Gulf States due to concerns about labour and human rights abuses and advocated against the UK-Australia trade deal and the UK-New Zealand trade deal as neither contained effective mechanisms to enforce labour rights or protect public services, personal data or food standards – as raised in composite 6.

The TUC and its US counterpart, the AFLCIO, took part in UK-US dialogue events with the UK international trade secretary Anne-Marie Trevelyan and the US Trade Ambassador Katherine Tai in Baltimore and Aberdeen. The TUC pressed the UK government to follow the ‘worker-centred trade agenda’ of the Biden administration which involves close engagement with unions. The UK international trade secretary affirmed that trade unions would be included in the government’s Trade Advisory Groups that are consulted on trade negotiations, however, this has not yet taken place.

We continued to campaign for the government to uphold commitments to the Level Playing Field in the UK-EU Trade and Cooperation Agreement (TCA) and expressed concern

about the Brexit Freedoms Bill and other moves to water down rights. We held an event with Shadow International Trade Secretary Nick Thomas-Symonds in January to launch a TUC-commissioned legal report on how workers can use the TCA and its review in 2026 to prevent attacks on rights.

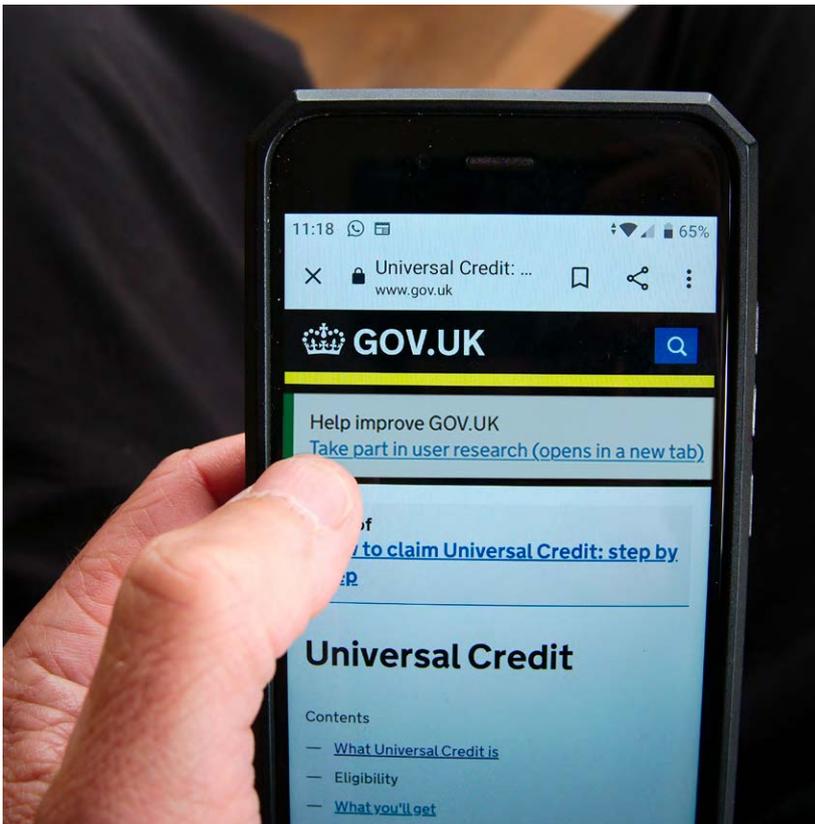
The TUC released a joint statement with the Northern Ireland Committee of the Irish Congress of Trade Unions (ICTU) in June expressing concern that the Northern Ireland Protocol Bill threatened the Good Friday Agreement.

1.7 Social security

Social security plays a vital role in supporting livelihoods. We campaigned against the £20 cut to universal credit in October 2021, reinforcing our message that our social security system does not provide an adequate safety net.

We have continued to highlight the inadequacy and the design of universal credit, raised in resolution 31. The TUC working group looking a replacement for universal credit has produced its final report. This was presented to the TUC Executive Committee, and the findings were discussed at an event with the shadow secretary of state for work and pensions, Jonathan Ashworth.

▼ The TUC has continued to highlight the inadequacy and the design of universal credit
© Alex Hinds/Alamy Stock Photo



In line with composite 6, the TUC continues to look at the rise in food poverty. We have met with groups including Feeding Britain, which develops projects such as affordable food clubs and school holiday food and activity schemes, to see if there are ways they could work with trade unions.

We continue to campaign on the need for decent sick pay for all.

Kate Bell also represented the TUC on an advisory group for the pilot for a basic income for care leavers in Wales.

1.8 Pensions

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

In line with resolution 30 we have campaigned for auto-enrolment to be extended and improved to better serve workers on low pay. This has included working with an industry and cross-political group to develop and promote a solution to the net pay anomaly that denies tax relief to some low-paid workers. We have also provided written and oral evidence on removing the auto-enrolment earnings

trigger and improving saving rates to the Work and Pensions Select Committee, and worked with a range of stakeholders to campaign for higher contribution levels.

This year the TUC has focused particularly on barriers to accessing a decent pension faced by many women, and in May we launched the first annual Gender Pension Gap day to highlight this issue.

Gender inequality was one of the topics highlighted in our annual pensions conference, held in March, which also examined the development of collective defined contribution pensions, scheme investment in private equity and infrastructure, and the state pension age.

In line with composite 13, we have continued to campaign for improvements to the state pension and to public service pensions. We have facilitated ongoing engagement between unions and the Treasury over the McCloud remedy and provided consultation responses in favour of reforming the discount rate mechanism and against changes to the cost control mechanism for public service schemes.

We campaigned publicly for the triple lock promise to be honoured to preserve the value of state pensions. We also produced research exploring the impact of increases to the state pension age on

THE ECONOMY

▼ The pandemic-driven shutdown revealed just how inadequate the UK's social safety net is for many self-employed workers in the creative industries
© Ian Forsyth/Getty Images



older workers and used the independent review of the state pension age to argue against further increases and for stronger measures to support older workers.

1.9 Support for the arts and a new deal for self-employed workers

The coronavirus pandemic hit the self-employed hard, with the crucial creative industries particularly badly affected. The associated shutdown revealed just how inadequate the UK's social safety net is for many modern self-employed workers.

There is an urgent need for reforms to allow self-employed workers access to much of the support that is given to those in employed work. Therefore, in line with resolution 23, the TUC formed a Self-Employed Working Group to develop the details of a new deal for the self-employed. This will focus on the needs for collective bargaining rights, stronger health and safety protections, sick pay, parental rights and a system of universal credit that works for self-employed workers.

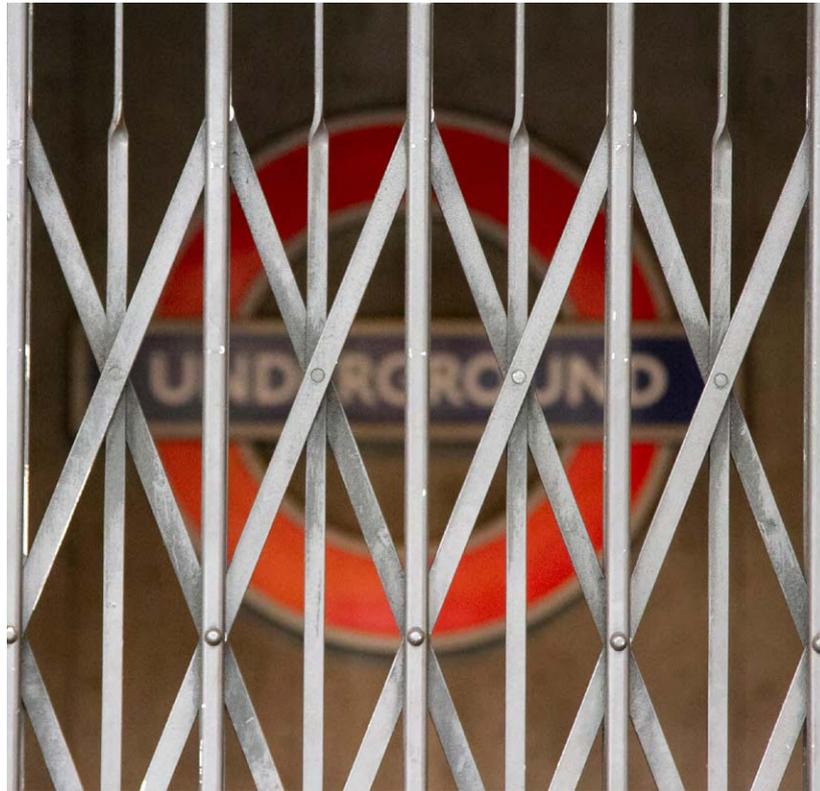
We also ran a discussion, in line with composite 5, to explore the potential use of a form of universal basic income (UBI). This had input from unions for creative workers from the Republic of Ireland where a universal payment to artists - Basic Income for the Arts - is being piloted.

The TUC has advanced resolution 34 by calling for visa waivers for creative workers touring in the EU in meetings with European Commission and EU embassy officials in London. We are also working with sister unions in EU countries to raise the issue with EU governments.

“Public transport in London is a vital service not just for employers and commuters in the capital but for the economy of the whole country.”

In line with composite 14 we have opposed efforts to privatise Channel 4. The TUC General Secretary wrote to the Secretary of State for Digital, Culture, Media and Sport as part of a wider campaign co-ordinated by We Own It.

▼ The TUC is working with unions to help fix TfL's broken funding model
© Amer Ghazzal/Alamy Stock Photo



1.10 Transport

On TfL, public transport in London is a vital service not just for employers and commuters in the capital but for the economy of the whole country. In line with resolution 29, Fixing TfL's Broken Funding Model, TUC colleagues have been active in supporting calls for a sustainable pay settlement for TfL, including producing blogs, reports and articles highlighting the vital role the service plays.

Firefighters put their lives on the line before, throughout and beyond the pandemic. In line with resolution 25, the TUC has supported colleagues in the FBU as they have resisted

continuous attacks on their terms and conditions, including ensuring that their voices were heard on the national stage at the recent We Demand Better demonstration on 18 June 2022.

In line with resolution 28, we have supported colleagues in the maritime unions to fight back against attacks on their members, most recently by producing campaign materials, petitions and briefings to highlight the shameful sacking of hundreds of workers at P&O Ferries.

In line with composite 4 we contributed to the Department for Transport consultation on transport labour market and skills, highlighting the need for continued investment in adult learning and skills development and the vital role that unions should play in this process.

We have also produced a report highlighting the need for proper investment in digital skills training for adults and have commissioned a series of articles investigating digitisation in the public sector, one of which will focus on the need for upskilling on digital skills and the role of unions in pushing for this provision for their members.

THE ECONOMY

▼ In the light of excessive unpaid overtime, we have continued to support flexible working and the introduction of a four-day working week
© Dan Kitwood/Getty Images



“ The TUC has continued to campaign for a shorter working week, in line with composite 18, by providing supportive media interventions particularly around the four-day week trial. ”

1.11 Working time

The TUC has made multiple media interventions on working time. We highlighted excessive unpaid overtime for Work Your Proper Hours Day. We have continued to call for the creation of four more bank holidays, particularly during the additional Platinum Jubilee bank holiday.

For resolution 27, we researched workers' experiences of accessing flexible working. We submitted our response to the BEIS consultation on making flexible working the default and got almost 6,000 members of the public to share their views. We have lobbied government and political parties for their support on policy calls to ensure

fair flexibility for everyone and highlighted the risks of uneven access to flexibility without intervention, and provided guidance to reps on collectively negotiating for flexibility.

The TUC has continued to campaign for a shorter working week, in line with composite 18, by providing supportive media interventions particularly around the four-day week trial. We have attended meetings of the Working Time Coalition to feed into this work.



SECTION 2
**RESPECT AND
A VOICE AT WORK** ▾

RESPECT AND A VOICE AT WORK

2.1 Introduction

This year has seen an intensification of attacks on working people and their unions, from government attacks to the right to strike to the shameful behaviour of employers using fire-and-rehire tactics. There have also been attempts to divide working people through so-called culture wars. The trade union movement has been strong in resisting these attacks, fighting back against fire-and-rehire, and calling for new, stronger rights for workers and their unions.

The TUC has taken forward significant work on equality, continuing the vital work of its Anti-Racism Task Force, which reports at Congress this year, and working to strengthen the rights of women, disabled and LGBT+ workers. And we have made sure to address new threats to workers' rights, including the use of artificial intelligence in the workplace.

2.2 Defending the right to strike

The past year has seen a concerted attack on union members and collective rights by both the government and some employers. The most blatant of these was the no-notice sacking of 800 workers by P&O Ferries.

“The past year has seen a concerted attack on union members and collective rights by both the government and some employers. The most blatant of these was the no-notice sacking of 800 workers by P&O Ferries.”

This amounted to the dismissal of unionised workers on decent collectively bargained wages and their replacement with agency workers on poverty pay. The DP World-owned operator ignored its legal obligations to consult with unions and notify the appropriate authorities.

Described as ‘fire-and-rehire on steroids’, it was the logical outcome of a system that gives workers little job security. This year there have been fewer high-profile attempts at fire-and-rehire, when workers are told to accept cuts to terms and conditions or reapply for their jobs on these worse terms. But the bully-boy tactic has not disappeared.

Meanwhile, despite professing opposition to fire-and-rehire, the government has failed to take robust action and even ensured that a private members' bill that would curtail its use didn't proceed through parliament.

In line with composite 7 and resolution 36, the General Council lobbied in support of this bill and has continued throughout the year to campaign for changes that will make it harder for bad bosses to dismiss workers in order to get their way.

Rather than use these scandals to boost worker protections, the government has attempted to further attack union rights, in particular the right to strike. The General Council led a union campaign against new powers for the certification officer and a levy on unions to fund her activities.

Meanwhile, measures were tabled in parliament to quadruple to £1m the maximum damages that an employer can seek against an ‘unlawful’ strike. The TUC has warned MPs that, when combined with onerous and complex laws on industrial action, this is a blatant attempt to scare workers from striking.

▼ Union members and politicians gather outside Parliament to protest against the sacking of 800 workers without consultation by P&O Ferries
© Imageplotter/Alamy Stock Photo



The TUC is also leading a campaign against statutory instruments tabled in parliament that will end the ban on employment businesses supplying agency workers to replace those taking industrial action. Such use of agency workers could undermine public safety and inflame disputes.

As noted in composite 11 and resolution 52, there is a huge risk that the Police, Crime, Sentencing and Courts Act 2022 and changes to the Human Rights Act could lead to more action against unions.

The TUC submitted a robust consultation response to government proposals to change the Human Rights Act. It will continue to work with civil society groups to oppose the government's dangerous changes.

2.3 The Anti-Racism Task Force

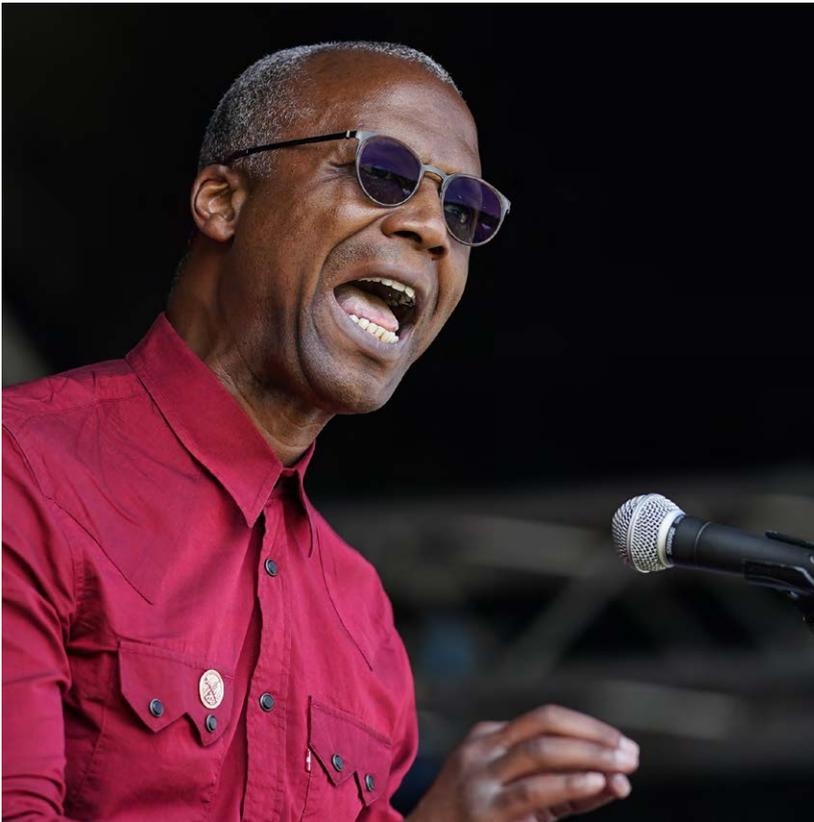
Since 2020, the Anti-Racism Task Force (ARTF) has set out to lead the trade union movement's renewed campaign against racism at work and in the labour market in line with resolution 45. The ARTF will mark the end of

this phase with a presentation of its work and findings at the 2022 TUC Congress.

The ARTF workstreams were organising, collective bargaining, public policy and unions as employers. Central to the work of the ARTF is the aim to further the work that the trade union movement does on anti-racism both for its staff and its members. Integral to this is affiliates' engagement with Black members and senior activists to enable unions to formulate action plans that result in substantive change.

RESPECT AND A VOICE AT WORK

▼ NASUWT General Secretary Patrick Roach is the chair of the TUC's Anti-Racism Task Force
© Ian Forsyth/Getty Images



Task Force workstreams

Collective bargaining: This workstream has delivered a set of roundtables that has resulted in recommendations for the trade union movement on a strategic approach to race litigation cases. We have also explored representation in the workplace, and methods for unions to collectivise the experiences of individual race cases, in order to organise and bargain. The TUC has also delivered collective bargaining and ethnicity monitoring videos, guides and webinars for trade union reps.

Organising: The TUC regions and nations held taster sessions listening to the experiences of Black reps and activists on their training needs. The TUC has launched a model Black Education and Leadership programme in the south-west of England. The workstream has launched a comprehensive report into TUC regional equality and Black structures. Additionally, the workstream held a series of public events on trade unions' role in organising, membership and recruitment of Black workers.

Public policy: The TUC launched a report on racism in the labour market, proposing recommendations for employers and government in improving the working conditions of Black workers. The workstream played an important part in the TUC's consultation on the terms of reference for the Covid Public Inquiry, centring on the experiences of Black workers during the pandemic. The workstream investigated building race-class solidarity through framing and messaging research conducted by the Centre for Labour and Social Studies (CLASS) thinktank. The taskforce has convened its first Anti-Racism Network, made up of civil society organisations working on policy and campaigns on race.

Unions as employers: The workstream conducted a trade union-wide recruitment, retention, training and progression survey and convened a network of HR staff from trade unions to build on sharing best practices and resources. We also commissioned a qualitative piece of research investigating the experiences of Black staff working for trade unions.

Legacy

As part of its work, the ARTF will publish a trade union anti-racism manifesto, which will present the trade union movement's shared commitments to racial justice, setting out measurable actions that trade unions are committed

“ The ARTF will publish a trade union anti-racism manifesto which will present the trade union movement's shared commitments to racial justice. ”

to delivering to progress racial justice for Black members, activists and employees in the trade union movement.

The plan will set out future commitments for the TUC to ensure a legacy for the work of the Task Force. An Implementation and Oversight Group will be established after Congress 2022. This group will be responsible for working with the Race Relations Committee and the General Council to oversee and monitor the implementation of recommendations from the Task Force.

2.4 Race equality

The TUC Race Relations Committee worked on various race equality issues, prioritising its efforts to improve the organisation and recruitment of Black workers and supporting the work of the ARTF with resolution 45 in tackling structural and systemic racism that black workers face. The Race Relations Committee and TUC continued the work

to highlight the problem of racism in the UK, including online abuse, in line with composite 8, by supporting the Stand Up to Racism march and rally commemorating the International Day for the Elimination of Racism on 19 March 2021.

In line with resolution 45, the TUC Race Relations Committee and the TUC have continued to campaign for the introduction of mandatory pay monitoring. The TUC, the Confederation of British Industry (CBI) and the Equality and Human Rights Commission wrote to the government, calling on it to introduce pay gap reporting. The TUC also gave evidence to a special Women and Equalities Committee, which subsequently called on government to introduce legislation.

The Race Relations Committee and the TUC have continued to campaign for a public inquiry into the unnecessary deaths of Black workers in the pandemic in line with composite 10. The Race Relations committee is working with the TUC on a project to educate union members about the intersection of race and health and safety. The project aims to encourage more Black workers to become health and safety reps and campaign for ethnic data to be collected in work-related injury reporting.

The TUC and the Race Relations Committee have continued campaigning against the hostile environment. The TUC and other race equality organisations continue to call for a public inquiry and campaign for a proper Windrush compensation scheme that delivers reparatory justice for those who suffered because of the hostile environment policy. The Race Relations Committee continues to support campaigns against deportations and is working with asylum organisations to oppose the government's policy on deportations to Rwanda.

2.5 Women

Having been at the sharp end and on the frontline during the pandemic, women now face further disadvantage as the cost-of-living crisis escalates. We risk turning back the clock on the progress women have long fought for. Low-paid and insecure work, women doing the majority of both paid and unpaid care work, women facing discrimination in the workplace through a lack of flexible working, a lack of gender-sensitive health and safety in the workplace, and pregnancy and maternity discrimination, compounded for BME women, disabled women, young women, older women and LGBT+ women, all continue to demonstrate that the fight for women's equality in the workplace is far from over.

RESPECT AND A VOICE AT WORK

“ Having won the duty to tackle and prevent sexual harassment in the workplace, the TUC will continue to work with stakeholders to ensure this legislation is as robust, resourced, and impactful as possible. ”

In line with composite 9, the TUC continues to call for mandatory gender pay gap action plans, and wants more work on tackling the gender pensions gap. Removing the £10,000 threshold and lower earnings limit as well as introducing gender pension gaps reporting would all contribute to progress on closing the gap. Flexible working is essential if we are to tackle gender inequality and we continue to campaign for a day one right to flexible working and an advertising duty.

The TUC called on the government to comply with the Public Sector Equality Duty and conduct Equality Impact Assessments in line with resolution 48. And we need a new deal for the childcare sector, both in terms of pay and conditions for workers as well as universal, free and flexible, high-quality childcare.

In line with resolutions 47 and 9 the TUC got the HSE to change its guidance about risk assessments for pregnant women and new mothers. But we know women continue to face discrimination in the workplace, including issues around the menopause, menstruation, fertility,

endometriosis, pregnancy loss and a lack of support when returning to work for breastfeeding mothers. We continue to work with affiliates to develop model policies, education and awareness of these issues and lobby government and institutions for updated guidance, best practice and, where needed, legislative change.

Having won the duty to tackle and prevent sexual harassment in the workplace, the TUC will continue to work with stakeholders to ensure this legislation is as robust, resourced, and impactful as possible. Within our own movement we will continue to support affiliates to tackle and prevent sexual harassment and the cultures that enable it in line with resolution 46. And we will continue to challenge the rollback of women's rights across the globe and tackle the increasing use of misogyny by the far right.

2.6 LGBT+ workers

LGBT+ workers are facing an increasingly hostile environment in the UK. The government and right-wing media are using LGBT+ workers' rights, and especially trans rights, as part of a deliberate culture war, with the goal of splitting working people.

Anti-trans groups seek to undermine progress on equality and inclusion in the workplace – progress that was hard won by trade unions. The current moral panic around trans rights echoes the panic around gay and lesbian identities in the 1980s, epitomised by Section 28 legislation.

A TUC-commissioned poll of HR managers exposed how many employers have failed to introduce policies to support LGBT staff. One in five (21 per cent) workplaces told the TUC they do not have any policies in place at all to support their LGBT+ staff at work. Only half (51 per cent) of managers surveyed told the TUC they have a policy prohibiting discrimination, bullying and harassment against LGBT+ workers in their workplace. Less than half (47 per cent) said they have a clear reporting route for workers to raise concerns about discrimination, bullying and harassment against LGBT+ workers – even though one in seven (15 per cent) managers had responded to bullying, harassment or discrimination against one or more LGBT+ workers.

▼ Disabled workers earn on average £3,500 less a year than their non-disabled peers - so effectively work for free for 52 days of the year
© Eyecrave Productions/Getty Images



The TUC is calling for government to consult with unions on a strategy to make sure workplaces are safe for all LGBT+ people. We are also calling for employers to ensure LGBT+ inclusion in the workplace through introducing inclusive policies and practices and in line with resolution 49 fighting the far and radical right.

2.7 Disabled workers

Disabled people were hit hard by Covid-19, and the pandemic also caused enormous mental distress. There are now two million people in the UK with long Covid and a TUC survey of those experiencing it showed over half had experienced discrimination or disadvantage as a result.

Disabled people are also facing a huge cost-of-living crisis, with two in five disabled workers pushed into financial hardship during the pandemic. Disabled workers were also twice as likely to have had to visit a food bank than non-disabled workers.

While disabled people often face higher household costs than average, they earn on average £3,500 less a year – so effectively work for free for 52 days of the year.

The TUC is calling for government to close the disability pay and employment gaps by 2024. Government should enact a statutory requirement for employers to report their disability pay gaps and employment rates with action plans and regular monitoring.

RESPECT AND A VOICE AT WORK

“ We are also calling on government to ensure fair access for disabled workers to request reasonable adjustments, without being discriminated against for doing so. ”

We are also calling on government to ensure fair access for disabled workers to request reasonable adjustments, without being discriminated against for doing so. Employers should face a substantial penalty for non-compliance.

Government should also ensure stronger rights for people with long Covid, reform Access to Work so that it is sufficiently funded and available to disabled jobseekers, and scrap Work Capability Assessments.

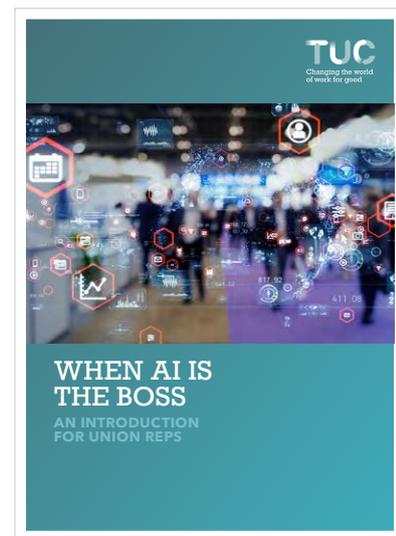
2.8 Dealing with artificial intelligence and technology at work

The TUC AI working group meets around every three months, works on TUC reports on AI and contributes to external projects. Members of the group include representatives from 15 affiliate unions, the ETUC, ITUC, ETUI, TUAC and Uni Europa.

In December 2021, the TUC published guidance for unions on AI, *When AI is the Boss*, and an accompanying reps-led webinar. We also commissioned Britain Thinks polling on surveillance and technology.

The TUC has been campaigning for greater transparency in the use of technology and more accountability for technology providers. This is necessary both to ensure workers are treated fairly in the workplace and, as set out in resolution 38, to stamp out the disinformation and fake news that undermine trust in journalism and increase hostility towards journalists.

The TUC contributed to advisory boards working on new guidance on AI at work, led by the OECD, CIPD, IFOW and the ICO. We responded to government consultations on data reform and the impact of AI on intellectual property rights. We also responded to the UN Special Rapporteur for disabled people's call for evidence on AI, and the DRCF's call for input on algorithms in June 2022.



We have continued to meet with the EHRC, the ICO, the CDEI, DCMS, BEIS and the DTI, influencing with our AI manifesto. This includes a proposal for a right to disconnect and we called for this in our campaigning work on the Employment Bill, progressing resolution 39.

The TUC has also contributed to internationally led work on AI, including taking part in the ETUC AI taskforce and the ETUC standardisation committee.



SECTION 3

GOOD SERVICES ▽

GOOD SERVICES

3.1 Introduction

Public sector workers have remained at the forefront of the response to the Covid-19 pandemic, tackling backlogs in health, education and justice, shifting to a 'new normal' where pandemic responses are embedded into the daily delivery of many of our public services while seeking to address climate change.

In line with resolutions 12, 13 and 24, the TUC campaigned for an end to the public sector pay freeze at the 2021 autumn budget. Throughout 2022, we continued to lobby ministers, including writing to the chancellor, making the case for public sector pay rises that keep pace with the cost of living and begin to restore a decade of real-terms pay cuts.

Guided by resolution 1, the TUC has fought to protect jobs, working conditions and pensions. In line with resolution 12, we made the case for sustainable investment in public services and a long-term workforce plan, produced in consultation with unions, to end excessive workloads and staff burnout. We investigated the new challenges and opportunities of increased digitisation, a greener public transport system and a revitalised trade union agenda on skills, as well as the role of procurement in levelling up and promoting insourcing.

“ The scale of the backlog facing our NHS is staggering. In April 2022, 6.2 million people were waiting to receive treatment. ”

3.2 NHS

In its third year, the catastrophic impact of the pandemic on those waiting for care and those working to deliver it is ever more evident. The scale of the backlog facing our NHS is staggering, placing increased pressure for effective regulation, as articulated in resolution 60 on regulatory reform. In April 2022, 6.2 million people were waiting to receive treatment.

The TUC is calling for sustainable long-term investment in health services to tackle this backlog. Additional funding raised by the new Health and Social Care Levy (an unfair increase in National Insurance) will go a small way towards this and, even then, only if funding is targeted effectively. That means addressing the staffing crisis that is undermining our health and social care system.

Vacancies in the NHS have reached the highest levels on record, with one in ten jobs currently vacant. The TUC has worked alongside affiliates in the sector to call for an immediate retention package, with a decent pay rise at its heart, to prevent further workforce losses and to address the low morale of underpaid and overworked staff.

TUC analysis found NHS workers are still earning thousands of pounds a year less, in real terms, than in 2010. We sent briefings to every MP in the country, mapping backlogs and staff shortages against the real-terms wage cuts of NHS workers in their constituency. In May 2022, the TUC warned government that if it continued to hold down NHS wages, it would suck demand out of the economy and stunt economic growth. The economy would experience a whopping £2.1bn loss of economic activity if NHS wages fail to keep pace with inflation.

3.3 Social care

The TUC has continued to influence the agenda on social care, ensuring improvements for the workforce are at the centre of any debate. In line with resolution 12, we published *A New Deal for Social Care: a new deal for the workforce* at Congress 2021. This landmark report proposed to transform care delivery through improvements in the pay and conditions of the workforce – including a new sectoral minimum wage raised through reforms to capital gains tax, the establishment of a new Social Care Forum and a long-term workforce strategy developed with unions. We developed

▼ The government's planned cuts to the civil service will be even deeper than those under former chancellor George Osborne
© Kathy deWitt/Alamy Stock Photo



evidence on public support for reforms, carrying out a poll of working adults that identified widespread support among the electorate for improving care workers' pay and conditions.

Ahead of the 2021 autumn budget and comprehensive spending review, we called on government to increase funding for social care. Throughout 2022, we worked closely with affiliates and key stakeholders to oppose government plans to introduce mandatory vaccination requirements in social care, produced written evidence for the House of Lords

Adult Social Care Committee's inquiry on the invisibility of care work and gave oral evidence to Labour's policy-making forum on fair pay agreements and a national care service.

3.4 Civil service and justice

Guided by resolution 62, the TUC used its oral and written submission to the House of Lords Public Services Committee inquiry Public Services Workforce for the Future to condemn the government's model of routinely briefing against and undermining both

the civil service and its senior leadership. Such high-profile attacks lead to a demoralised workforce and act as a deterrent to anyone considering a career in the civil service.

Low morale among civil servants has been compounded by a lack of a credible, robust and fair pay progression system, further undermining recruitment and retention efforts. Throughout the year, the TUC has pursued meetings with Cabinet Office ministers and officials, making the case for a civil servant pay structure and putting up a robust defence of jobs in the civil service. TUC analysis revealed government plans to cut 91,000 civil service jobs will be deeper than the deepest point of the previous programme of austerity cuts in the last decade. The cuts under then chancellor George Osborne set a record for the fewest civil service employees since the Second World War: if these cuts go ahead, they will break that record.

The justice sector saw some of the deepest cuts during the period of austerity. Despite promising to rectify this, the government has failed to commit the financial investment required to undo the decades of damage that has been done to legal aid or address the huge backlogs in the courts system.

GOOD SERVICES

“ Network Rail has committed to billions of pounds of cuts between 2019 and 2024. These cuts threaten a vicious spiral of declining service, driving reduced passenger numbers and further cuts. ”

In 2022, the probation service completed the process of unifying the publicly owned service (since 2015 called the National Probation Service) and dozens of community interest companies. While it is right that probation is brought back into public ownership, the service in its current guise is not fit for purpose. In line with resolution 63, the TUC and its affiliates in the sector continued to call for probation to be separated from HM Prison and Probation Service (HMPPS) and re-localised. Meanwhile, despite slight falls in the last year, the Children and Family Court Advice and Support Service (CAFCASS) continues to face unmanageable workloads to the detriment of staff and service users alike. The TUC and affiliates are calling for a fair funding settlement in line with resolution 64 and an end to the outsourcing and privatisation that have damaged our justice system.

3.5 Transport

Good-quality public transport is essential for passengers and communities and for creating a sustainable future. In line with resolution 3, the TUC and affiliated unions in the sector have commissioned a report on the benefits of investing in green public transport.

Transport workers were rightly hailed as heroes during the pandemic, but they have suffered sustained attacks on their jobs, terms and conditions to the detriment of safety and services for passengers as well as workers.

The Williams/Shapps plan for rail threatened cuts of £1.5bn over five years. At the end of 2021, the Department for Transport (DfT) announced plans to impose cuts of 10 per cent across the industry. Meanwhile, Network Rail has committed to billions of pounds of cuts between 2019 and 2024. These cuts threaten a vicious spiral of declining service, driving reduced passenger numbers and further cuts.

In response, rail workers delivered a resounding mandate for industrial action across train operating companies and Network Rail. The TUC has provided support with online campaigning and digital organising, as well as producing a report making the case for sustained investment in

rail. We commissioned a legal opinion by Michael Ford QC that makes clear government's responsibility for resolving disputes over pay, terms and conditions.

Bus services have long been neglected by central government despite the vital role they play connecting businesses, workers and communities. Across much of the country bus services have been deregulated, becoming unreliable and expensive as a result of private profiteering and the hollowing out of local government funding. In 2021, the government published *Bus Back Better*, which attempted to address these issues by requiring local transport authorities to produce Bus Service Improvement Plans and either enter enhanced partnerships or begin the process of franchising where relevant. Though it represented an improvement on the status quo it was not commensurate with the scale of the challenge. This year the TUC has supported campaigns for metro mayors to begin the process of franchising in Liverpool, West Yorkshire and South Yorkshire. We maintain that lifting the ban and allowing municipalised bus services is the best option for bus passengers, workers and the country.

▼ UCU members strike over pay and pensions at Queen Mary College, University of London
© Paul Mattsson/reportdigital.co.uk



The aviation industry is a vital component of our economy, providing essential transport links and high-skilled, unionised jobs to thousands of workers. The aviation industry is currently struggling to meet the upsurge in demand due to staffing and skills shortages. Unions persistently warned government about these risks and called for measures such as short-time working to preserve vital skills from haemorrhaging out of the industry, skills that will be expensive and difficult to replace. From air traffic control to security and baggage handling we are now seeing the impact of government's refusal to listen to unions.

3.6 Education and skills

Massive cuts in funding and the abolition of adult skills entitlements over the last decade have led to a sharp decline in lifelong learning and training. At the same time economic and social trends are requiring workers to upskill and retrain more than ever before. While responding to the impact of the pandemic remains an immediate priority, there are significant skills challenges arising out of the impacts of Brexit, automation/AI and the transition to a greener economy.

Over the last year, the TUC has engaged with industry and government stakeholders to promote a package of measures that could boost lifelong learning for adults. These should be implemented through a new national lifelong learning and skills strategy based on a vision of a high-skill economy, where workers are able to quickly gain both transferable and specialist skills to build their job prospects. A strategic approach could be delivered at pace by a National Skills Taskforce that would bring together employers, unions and other key stakeholders alongside government.

GOOD SERVICES

▼ The TUC has campaigned for an early and meaningful pay rise for the entire teaching profession
© Matthew Horwood/Getty Images



Establishing a wider range of skills entitlements for adults and introducing a new right to paid time off to train should be a priority. Over time these entitlements would be incorporated into lifelong learning accounts that would facilitate additional workplace learning, including encouraging co-investment by employers.

The government can use its position as an employer in the public sector to lead by example, focusing on equipping workers with the digital skills needed to deliver on the government's ambition for digital by default public services, providing training for those whose jobs are at

risk due to automation and as we transition to net zero, and increasing access to upskilling and retraining opportunities to help more public sector workers progress in their careers.

A national lifelong learning and skills strategy should contain an explicit boost to FE and skills funding over a multi-year period and this long-term funding picture should be updated regularly. This financial investment should be mirrored at all other stages of the education system, from the early years onwards.

Over the past year, the TUC has worked closely with affiliated unions on education policy and workforce issues, including supporting the campaign priorities in resolutions 11, 46 and 61. We have supported affiliates with campaigning and digital organising as they represent members in HE and FE involved in disputes over pay and casualisation. Since 2009, all college staff have suffered a real-term pay cut of 30 per cent.

Ahead of the autumn budget, the TUC highlighted the sharp decline in teachers' pay over the last decade and that critical and deep-rooted recruitment and retention problems have not been solved. We have campaigned for an early and meaningful pay rise for the entire teaching profession, not just that of new starters but of teaching assistants, experienced teachers and those working in the early years, to ensure that the education sector is well placed to attract high-quality graduates and retain experienced education staff. Tackling excessive workloads and the lack of flexible working should also be addressed, through a long-term workforce plan, produced in consultation with unions.



SECTION 4 WINNING MORE FOR WORKERS

WINNING MORE FOR WORKERS

▼ Over 1,800 GMB and Unite members across 11 Arriva North West depots voted overwhelmingly for all-out continuous strike action following a pitifully low pay offer from the employer
© Felicity Taylor/Unite North West

4.1 Introduction

The TUC has continued to work to ensure that working people and unions can win in the workplace, with a programme of support for trade union reps. This year we have expanded the work we do to support industrial action, forming a solidarity hub to centralise our resources to support workplace campaigns. We have stepped up our work to counter the influence of the radical and far right in workplaces and in politics. And we have continued to work internationally to build trade union solidarity, and to support workers in the countries where their rights are most under attack.



4.2 Industrial action

This year we saw more evidence of a higher propensity of workers to take industrial action in support of workplace campaigns. In some cases, unions have secured significant pay rises across the private sector, winning double-digit awards in privatised services, in transport (including aviation) and also in the manufacturing and engineering sector.

Unions have led successful industrial campaigns to push back against employer attempts to use 'fire-and-rehire' tactics to decimate terms and conditions of employment, including at Clark's, where the TUC in the south-west worked closely to

support Community's winning campaign. New Acas guidance published in November 2021 recognised this practice should not generally be used by employers.

With support from the TUC, a number of unions have delivered improved participation in industrial action ballots, including UCU taking action in a range of HE institutions. RMT smashed ballot thresholds in Network Rail and other train operating companies over pay, changes to job roles and job security, taking the first national industrial action for 30 years. ASLEF and TSSA have also successfully beaten ballot thresholds, joining the ongoing dispute.

CWU secured a massive 96 per cent vote for industrial action in BT and Open Reach, with a 76 per cent and 58 per cent turnout respectively. The TUC is in the process of sharing best practice to ensure all unions are able to maximise the chances of meeting ballot thresholds.

Through the development of the Solidarity Hub the TUC has responded to this growth in industrial campaigns. Our communications, including social media, have been deployed to amplify key campaigns across the economy and through the use of Megaphone, peer-to-peer texting and an early pilot of Strike Funder we have been able to provide important and effective practical support.

The TUC Education Service has developed a new micro-site to provide practical guidance to union reps leading industrial action and our research and policy work is flexing to align to industrial campaigns too.

On a sectoral level the TUC has brought unions together to collaborate on industrial campaigns. Teaching unions are consulting on joint messaging, joint campaigning work to maximise ballot participation and coordinating independent approaches to industrial action or action short of strike.

We are currently speaking to more unions about these experiences, with plans to continue developing this effective approach within and across TUC-affiliated unions.

Trade unions continue to be well represented on the Acas council, where key discussions around news guides on flexible and hybrid working and avoiding fire and rehire have been developed. Christina McAnea, Mike Clancy and Roy Rickhuss are all full members of the council. Since Paul Nowak's term of office came to an end Kevin Rowan has been representing the TUC in an observer capacity.

4.3 Winning more for workers

The TUC has continued to promote rights for reps in line with composite 15 via our stronger unions work,

“ Our content reached 14 million people, and received coverage in the *Metro* and *Huffington Post*. ”

republishing our guide to facility time and bringing cohorts or reps together in webinars and building reps' networks locally to share experience and develop campaigns.

In response to composite 16, the TUC held 15 town hall events across the country, with a combined attendance of over 1,000 people. National and local speakers focused on key industrial campaigns, supplemented by a media strategy with national coverage from the *Daily Mirror* and features in 15 regional media outlets. These local events provided a strong opportunity to showcase local industrial campaigns and to amplify national TUC support, which provided motivation to those campaigns, giving workers and reps a major boost.

These town hall events helped to mobilise for a national We Demand Better march and rally on 18 June, with tens of thousands of people marching to Parliament Square to demand better from the government. The demonstration was the first effective post-pandemic mass mobilisation of union members and it successfully delivered a high-profile moment of unity. Many unions' general secretaries spoke at a fast-paced rally, which also featured several frontline key worker speakers.

The feedback from union officers and members, national and regional TUC staff and other activists was that the rally was a well-organised, safe and positive event that helped promote union campaigns and boost the movement at an important political and industrial moment.

This is borne out by the extensive media coverage both in the build-up (including our partnership with the *Daily Mirror*) and on the day, with headline coverage on both BBC and ITV broadcast news. The demonstration also had traction on social media, with #DemandBetter trending on Twitter in the UK on the day of the march and rally. Our content reached 14 million people, and received coverage in the *Metro* and *Huffington Post*.

This coverage provided a national and regional platform for the TUC and trade unions to set out our demands and to explain more about the industrial action taking place in different sectors from a union perspective. Crucially, we were able to make members' voices and experiences central to this.

We are currently planning for the next steps in our campaign work, including further town hall rallies and a mass lobby of parliament in October ahead of the 2022 budget.

WINNING MORE FOR WORKERS

4.4 Tackling the far right

The TUC continues to build its work to counter the international far right with affiliates and with international unions. We participate in the monthly ETUC working group, set up with TUC involvement as part of the ETUC roadmap to counter the far right.

We have supported the delivery of ETUI workshops on tackling the far right for ETUC affiliates with a number of workshops. We attended a conference alongside sister centres from Germany, France, Italy, Hungary, Poland and Belgium and have built alliances with unions in Europe and Latin America, highlighting how unions are responding to the far right. We continue to develop work with affiliates to build strategies to respond to far-right ideas and narratives in the workplace and are commissioning research. We are developing educational materials on the international far right, in conjunction with Trademark Belfast, and will be piloting them later in the year as well as sharing the existing Winning Workplace Unity course.

“ The TUC condemned the illegal invasion of Ukraine, outlining support for peace talks and urged governments to reach a negotiated solution through diplomacy to bring about peace. ”

4.5 Global solidarity

The TUC affiliates 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, March and June and held its midterm conference in October. TUC members are Frances O'Grady (Steering Committee), General Council spokesperson on Europe Steve Turner, and Mary Boustead. The Pan-European Regional Council executive committee met in October, April and June: Frances O'Grady and Steve Turner are the TUC members. The TUC Executive decided this year to reduce its affiliation fees to the ETUC, while remaining a strong relationship, in the context of the UK's changed relationship with Europe.

The TUC attended the ITUC Executive Bureau (EB) meeting in May, and the ITUC General Council in November/December, March and May. ITUC General Council titular members are Frances O'Grady and Kevin Courtney. TUC Senior International Officer

Mariela Kohon is Frances's first alternate and Gloria Mills second alternate. The ICTU's David Joyce is Kevin's first alternate and Gail Cartmail second alternate. ITUC EB titular member is Frances O'Grady, with Mariela Kohon as her first alternate and Kevin Courtney second alternate. TUC General Secretary Frances O'Grady represents the TUC on TUAC.

The TUC has nominated Luca Visentini as candidate for the ITUC General Secretary election, which will take place at the ITUC World Congress, 17-22 November 2022 in Melbourne, Australia.

The TUC has shown solidarity with workers in Poland, Belarus and Myanmar. In November the TUC expressed its solidarity with the Cuban CTC, condemning the illegal blockade.

The TUC condemned the illegal invasion of Ukraine, outlining support for peace talks and urged governments to reach a negotiated solution through diplomacy to bring about peace, democracy, security and human and trade union rights for all in Europe, Ukraine and Russia. The TUC organised an event in solidarity with the people of Ukraine and demanded

▼ The TUC in solidarity with the people of Ukraine on the steps of Congress House in London
© Jess Hurd



changes to the immigration and asylum system, and to tackle the racism that Black and minority ethnic people at the Ukrainian border have faced. We are working with the ITUC to build on unions' track record of delivering peace.

The TUC has organised several international events, including one for HeartUnions week with speakers from India, Chile, Spain and the US, and a session for the TUC Women's Conference with speakers from Poland, Spain, India and Colombia.

Colombia

In support of composite 17 the TUC jointly hosted a reception in March with Justice for Colombia (JFC) to commemorate the Colombian peace agreement. It was attended by the leader of the Labour Party, several shadow cabinet members, TUC General Council members and other leading trade unionists. We participated in several events on Colombia and have continued to advocate for the suspension of the UK-Andean trade deal. We took part in a JFC delegation in June alongside trade unionists and parliamentarians from Britain, Ireland and Spain.

The progressive candidate Gustavo Petro won the presidential election.

Brazil

The TUC continues to campaign in solidarity with workers in Brazil and launched a report in November outlining the challenges posed by far-right President Jair Bolsonaro. We have participated in several events and in May hosted the CUT Brazil, organising meetings in parliament, highlighting the need to support the democratic process in October's presidential election.

WINNING MORE FOR WORKERS

▼ In 2022, the ILO adopted occupational health and safety as one of the fundamental principles and rights at work to become a recognised human right
©Joerg Boethling/Alamy Stock Photo

Palestine

In line with resolution 72 and the General Council's explanation, the TUC wrote to the UK government to ask it to demand that the Israeli government upholds international law and Palestinian rights, including the right to self-determination. It called on the UK government to publicly oppose the designation of six Palestinian human rights and civil society organisations as terrorist groups by Israeli authorities. The TUC expressed support for the decision by the International Criminal Court that with regards to the situation in Palestine it will investigate crimes that are alleged to have been committed since 13 June 2014. We commissioned research to support delivering policy to put pressure on companies complicit in the illegal occupation, settlement building and the arms trade, to cease such activities. The TUC has made a submission to the Department for International Trade on the proposed UK-Israel free trade agreement.

Turkey

The TUC has expressed solidarity with trade unionists facing persecution, detention and trials and has carried out advocacy to call for an end to the repression. We have expressed support for a peace process and the release of Ocalan and called on the Turkish government to stop military operations in northern Iraq and north-east Syria.



4.6 ILO

An historic session of the conference of the ILO in June adopted occupational health and safety as one of the fundamental principles and rights at work to become a recognised human right. This binds the government to Convention 155 on Occupational Safety and Health, yet to ratify.

The TUC representative on the ILO's governing body led the workers' group in the first stage of a new Recommendation on Apprenticeships. There will be further consultations before the process is concluded at the next ILC.

At the Committee on the Application of Standards, there was condemnation of Belarus and Myanmar, and China was asked to accept an ILO mission to investigate the treatment of the Uyghurs in Xinjiang.

In March, the government ratified Convention 190 on Violence and Harassment in the World of Work after pressure from the TUC and the NIC-ICTU. The convention will apply to UK law from 7 March 2023.

“ A voluntary charter for employers to sign committing to safeguarding terminally ill workers now protects over one and a half million workers across the UK. ”

4.7 G7

The L7 met in Berlin to discuss the G7 agenda. Stephen Russell represented the TUC. The L7's statement this year noted the importance of digital democracy, reiterated the need for global social protection and supply chain laws, and the pursuit of peace.

4.8 TUC Aid

TUC Aid projects are supporting delivery of the TUC's strategy. Trustees met in November, March and July. Current projects focus on: building the capacity of East African trade unions to advocate for trade deals that deliver decent work; and supporting Guatemalan banana workers' union SITRABI to establish new unions. We have recently completed projects building women's empowerment and tackling gender-based violence in Iraq, and supporting trade union action to tackle gender-based violence in Brazil, Latin America and the Caribbean. Advocacy related to the TUC Aid-funded report into violations of human and labour rights in Eswatini continues.

4.9 Regions and Wales

London, East and South East

With the increase in industrial action and return to in-person picket lines we have been stepping up our work to help publicise actions and to attend picket lines and campaign actions across the region.

We used the mobilisation meetings for 18 June to reach out to reps across the region and are starting to build up work on supporting campaigns to organise outsourced workers. There have been some significant steps forward including the insourcing of 1,500 workers at Barts Hospital NHS Trust, but there are many more campaigns that are ongoing, including the 2,000+ cleaners on London underground whom TfL has failed to bring back in house and wider work on support for rail cleaners, workers on NHS outsourced contracts and others.

We have run a series of webinars for reps and officers in the region including sessions for young workers and women reps and will be looking at a mix of online and in-person events in the year ahead.

Alongside our existing regional networks we have set up our new regional health and safety advisory committee and re-established our East of England sub-regional network.

Midlands

The TUC Midlands region has led an innovative organising initiative giving unions access to the supply chains of fast fashion brands following too many instances of worker exploitation in the Leicester garment industry. Over the past year, agreements have been reached with a number of fashion brands, which gives unions the right to enter factories to engage with workers and to ensure a safe working environment. In addition, jointly funded outreach workers, with a job description focused on union membership and recruitment, are employed within the community to organise garment sector workers.

We continue to spearhead the Dying to Work campaign, seeking greater employment protection for terminally ill workers following a case highlighted and brought by the GMB. A voluntary charter for employers to sign committing to safeguarding terminally ill workers now protects over one and a half million workers across the UK.

WINNING MORE FOR WORKERS

Northern

TUC Northern's industrial agenda is to win increased worker representation by achieving trade union recognition zones; establish a new campaign to achieve worker representation in the Tees Valley, in particular, with the Freeport; and investigate how initiatives such as Good Work Pledges can improve pay and conditions for working people.

Under the banner of Britain Needs a Pay Rise we have been demanding better and will hold more localised and sector- or workplace-specific rallies in support of unions achieving increased worker representation and winning new collective bargaining agreements and pay rises.

Our equalities committee is working with Northumbria University to create a new equalities leadership programme, bringing all our self-organised groups together while protecting safe spaces. The leadership programme is to explore the opportunities of intersectionality and how to continue to bargain for meaningful EDI policies in the workplace.

Our new partnership with the North of Tyne Combined Authority on skills is up and running. Over the next two years we will be providing access to learning initiatives across sectors both within and outside the combined authority. With a goal of reaching over 40 employers during the partnership, the team

“ We've continued to work with Metro Mayors Andy Burnham and Steve Rotheram to develop and grow their employment charters. ”

of four who will be leading this work are going to be identifying new ways to develop learning agreements with employers under the new education funding arrangements.

Our regional Asbestos Campaign and Support Group is expanding our work programme and affiliated unions with a view to increasing our participation and leadership in the national asbestos forum and leveraging schemes such as retrofit to lobby for safe removal of asbestos.

North West

We've continued to work with Metro Mayors Andy Burnham and Steve Rotheram to develop and grow their employment charters. We've worked on developing good standards and are now looking at how we can link these standards to procurement and commissioning to give them real teeth.

We've been working with our affiliates and counterparts in Yorkshire, Humber and Northern to ensure there is a trade union voice in discussions that affect the north. At our recent annual conference, Lisa Nandy MP spoke about how levelling up wasn't working

for many in the north and in discussions with Metro Mayors from across northern England we've discussed good jobs, green jobs and rebuilding from the pandemic.

As affiliates have been busy taking industrial action to win for members, we've been playing an active role in supporting disputes including on fire and rehire on Greater Manchester buses, supporting RMT picket lines in their recent dispute and highlighting the impact of outsourcing on OCS workers in Blackpool.

South West

The Tolpuddle Martyrs Festival returned to a very sunny Dorset after two years online. Great music, lots of political discussions and entertainment for all the family created a lovely atmosphere. Great speeches from the main stage reinforced the determination of unions to fight for their members and the need for unity. It is a hugely popular event of which the movement can be proud.

▼ Speakers on the platform at TUC Yorkshire and the Humber's annual regional conference in 2022
© Neil Holmes Photography Limited



Yorkshire and the Humber

This year, the TUC's Yorkshire and the Humber region has been extremely successful in developing its relationships with the mayoral authorities in South and West Yorkshire. This has led to the reintroduction of dedicated skills development posts committed to rebuilding union learning in the region and increasing the number of union learning representatives. We have agreed finance to have two workers on this project and have been involved with fair work charters in both areas.

Our climate change project worker has just received new funding to be able to continue the work supporting the Yorkshire climate commission and encouraging the training of green reps in workplaces and committing employers to a net zero pledge and to commence bargaining with unions in workplaces.

Our summer patrols are continuing in conjunction with LO Norway, building links with our campaigns in Sheffield, Rotherham, and Leeds to demand pay rises and to organise young workers to

demand better. And we are about to deliver a Black workers development course starting in the autumn.

We are currently piloting a Black talent programme to build the network of black reps in the region. Feedback is very positive and we will be sharing this across the TUC to help in our efforts across the movement.

WINNING MORE FOR WORKERS

Wales TUC

A new three-year agreement for the Wales Union Learning Fund was reached in spring 2022, securing training, advice and guidance for thousands of workers across Wales. Hundreds of reps and activists are being trained through our trade union education programme, with additional courses now being offered on green skills and negotiating a just transition.

Social partnership working between unions, Welsh Government and employer organisations continues to strengthen. The Social Partnership and Public Procurement Bill was introduced in June. It will give workers a say over public bodies strategic planning in relation to areas like economic well-being, as well as delivering fairer outcomes from procurement spend. The legislation will also result in a more consistent approach to delivering 'fair work' being taken across the devolved public sector.

In practice, social partnership is resulting in better relationships between government and transport unions, unions advising on implementing the Real Living Wage in social care and a shared vision for the retail sector being published. It also continued to underpin

the emergency response to the coronavirus pandemic, including keeping the covid workplace risk assessment regulations until the end of May because of union pressure.

Unions have also worked with Welsh Government to produce the national race, disability and LGBTQ+ action plans, alongside sector-specific work such as developing a mandatory part of the new national curriculum on Black, Asian and Minority Ethnic histories.

Campaigning work across a range of areas has generated significant media coverage, influenced policymakers and changed workplaces in relation to issues like harmful gambling, the menopause, mental health and autism.

Last autumn, Wales TUC launched its Future of Devolution and Work Commission, led by Professor Jean Jenkins. It is tasked with considering the impact that the current devolution arrangements are having on efforts to properly address issues like insecure work, non-compliance with labour rights and the changing nature of work. Its interim report was published this summer, and its final report will be published later this year.



© University of Cardiff

“ Last autumn, Wales TUC launched its Future of Devolution and Work Commission, led by Professor Jean Jenkins. ”



SECTION 5

ADMINISTRATION AND DEVELOPING THE TUC

ADMINISTRATION AND DEVELOPING THE TUC

5.1 Introduction

We've continued to develop the TUC as we returned to office working. But we've delivered differently and against a backdrop of continued uncertainty. And we've used new campaigning and communications techniques to reach more people with our message and provide a stronger voice for workers.

5.2 Our people, learning and development

We can only fulfil our important mission if our people are happy and able to deliver. The pandemic tested us all and we continue to support staff as we adapt to new ways of working.

We worked closely with staff and reps to review flexible working at the TUC and co-designed a piloted return to the office. We also reviewed options for more flexible working in office-based jobs.

We progressed our inclusion project by carrying out a listening exercise with our Black and minority ethnic (BME) staff and reflecting on changes required to make our organisation truly inclusive. Early changes include providing a development course for BME staff and their line managers while we consider further action so all staff, including BME staff, feel included, recognised and valued and are experiencing recruitment, promotion and development opportunities at the TUC.

All of this work is aligned with the Anti-Racism Task Force to share good practice and learn from others. We agreed a new sexual harassment policy and are adopting best practice as outlined in the TUC sexual harassment toolkit. A staff survey will help shape new work to make improvements to staff learning and development.

We continue to look carefully at vacancies as they arise, reshaping or moving posts to best meet the demands on the TUC but have thankfully avoided redundancies this year.

We have had some turnover among senior regional staff. We welcomed Liz Blackshaw as new regional secretary of Northern Region and James McKenna as the TUC's regional secretary in the North West.

We wish all our leavers well for the future.

5.3 IT strategy and information services

The IT team focused on bedding in a new IT services supplier at significant saving, and has been spending time making sure our systems, including those supporting hybrid meetings, were fit for the return to offices. We strengthened our internal communications, building on past developments. And we progressed actions to improve our information security.

“ The information line supported nearly 4,600 public enquiries in 2021, of which 61 per cent were from people who wanted to know how to join a trade union. ”

The information line supported nearly 4,600 public enquiries in 2021, of which 61 per cent were from people who wanted to know how to join a trade union.

5.4 Congress House - managing our estates

We seek to make the best possible use of Congress House and were pleased to fill one of the few remaining empty areas this year, following a number of departures related to the pandemic. We have progressed a programme of works to update systems and made some significant repairs.

5.5 Congress Centre - a valued venue

Over the years, the TUC and our affiliates have enjoyed the wide range of meetings, conferences and events facilities hosted by Congress Centre. We were very happy to reopen our doors when lockdown ended, and work has been building up steadily, welcoming old faces and new. A consultant-

led review of Congress Centre looked at prevailing market conditions and benchmarked us with good practice competitors and gave us pointers to improve our position. We remain positive about the future.

5.6 Congress awards

Congress Award for Youth

Lewis Akers
Nationwide Group Staff Union

Health and Safety Rep Award

Jamie McGovern
Communication Workers Union

Organising Award

Bella Fashola
National Union of Rail, Maritime and Transport Workers

Women's Gold Badge

Carol Sewell
UNISON

Union Learning Rep Award

Kathryn Williams
Unite

5.7 Innovative campaigning and communications

We have secured consistent and high-profile media coverage for the movement over the last year. Our media team has helped amplify union campaigns and victories - including P&O, the rail strikes and Deliveroo.

“ In February, we launched our TikTok platform, which has quickly gained almost 60,000 followers. Our TikTok video content has received over 13 million views, bringing our message to a new audience. ”

Social media

The TUC's social media accounts have seen massive growth in the last year. Our Twitter, Facebook and Instagram have all seen increases in reach, engagement and followers, with our Twitter page achieving over 48 million impressions, and over 20,000 more followers.

In February, we launched our TikTok platform, which has quickly gained almost 60,000 followers. Our TikTok video content has received over 13 million views, bringing our message to a new audience.

Megaphone campaigns

The TUC digital campaigns platform Megaphone has now collected more than 1,000,000 signatures, been used by 24 unions and hosted 398 campaigns and has an email list of 311,367 active supporters. We continue to develop the functionality of the platform to best support union campaigning and organising, to complement traditional approaches.

In addition to online petitions, our Write to a Decision Maker feature, which allows supporters to email management directly, has been heavily utilised recently as a way of adding pressure in disputes.

Our events and map tool has also been useful, supporting activists to lead or attend station leafletting events at 130 different railway stations in the weeks leading up to the We Demand Better demonstration.

TUC Digital Lab

The TUC's Digital Lab project continues to grow in reach, networking leaders and practitioners across TUC affiliate unions to explore areas of best practice in digital change for unions.

Following a programme of research on responses to the post-pandemic environment for unions, the Digital Lab published its *Adapting to the New Normal for Trade Unions* report just before Congress 2021. The challenges identified in the report have provided scope for events and pilot work with affiliate unions over 2021/22. This has included

ADMINISTRATION AND DEVELOPING THE TUC

research into good practice in inclusivity for online union branch events with Equity, and research with Accord into the potential for tech tools to support reps.

A new series of briefing and discussion events for union leaders has been developed and, in support of the Organising Pledge, a new digital organising bootcamp series supported a cohort of organisers from across TUC affiliates to explore new techniques in using online to drive offline organising.

Continuing to support affiliates on benchmarking around digital capacity, the Digital Lab published reports on best practice in using mobile to support unions, and in improving unions' use of web search optimisation to get our messages to a wider audience.

The Digital Lab collaboration with development cooperative Join Together launched its new joining service for unions (jointogether.online), working initially with BFAWU, WGGB and CWU. The new service is a flexible framework for building best practice online joining processes for unions, ensuring potential members are not lost unnecessarily. The project also aims to improve new member onboarding, and member retention.

“ This year we celebrated the 44th awards, Seventeen unions took part in the competition with a total of 49 entries – showcasing a variety of high-quality communications from across the union movement. ”

TUC Trades Union Communications Awards

This year we celebrated the 44th awards. Seventeen unions took part in the competition with a total of 49 entries – showcasing a variety of high-quality communications from across the union movement.

The judges were: Chris McLaughlin, *Tribune* editor-at-large; Ellie Gellard, strategic director at 38 Degrees; and the TUC's own Anneliese Midgley.

The awards ceremony will take place on 1 September.

Details of the winners are embargoed until 2 September

5.8 Conferences and equalities

Black Workers Conference

The theme for the Conference was Organising for Equality. The Conference featured a panel debate on Immigration, Asylum and the Hostile Environment. Delegates took part in workshops that were facilitated by the TUC Anti-Racism Task Force and discussed a new manifesto for Black workers. Two Future of Organising online events were held. The first was organised with Gal Dem and discussed Fighting Back: the Future of Anti-racism. The second was organised with the Ella Baker School of Organising on Getting Your Workplace Strike Ready.

LGBT+ Conference

The theme of the LGBT+ Conference 2022 was Proud To Be Union. Delegates discussed 50 years of Pride, closing the LGBT+ pay gap, and ending homophobia, biphobia and transphobia at work. The conference heard from leading activists including Dr Lady Phyll Opoku-Gyimah, founder of UK Black Pride, Andrew Lumsden, veteran of the Gay Liberation Front, and Nadia Whittome MP.

Women's Conference

The theme of TUC Women's Conference 2022 was Justice, Safety, Equality. Women across our movement debated more than 40 resolutions covering trade unions leading to end gender-based abuse, women's health and safety in the workplace, bargaining for women's rights and representation, and standing in solidarity with our international sisters. Conference ran three panel sessions, hearing from trade union leaders and activists on bargaining priorities for the trade union movement, Black women at work and in trade unions, and our international panel of women mobilising in the state, street, and workplace.

Disabled Workers Conference

At the Disabled Workers Conference 2022 delegates called for a reform of social security, access to work and the economy, to ensure a decent standard of living for all disabled workers. Conference noted that disabled people were hit hard by the pandemic; 6 in 10 Covid-19 deaths were disabled people. Vicky Foxcroft, shadow minister for disabled people, addressed the conference.

Young Workers Conference

The Young Workers Conference returned to being an in-person event this year, with around 100 attendees enjoying powerful debates on a range of important issues including pay, the cost of living, mental

health and the impact Covid-19 has had on the lives of young people. Frances O'Grady, Taiwo Owatemi MP and Naomi Pohl were among the many speakers at conference, talking about how young trade unionists can respond to challenges facing workers and the movement.

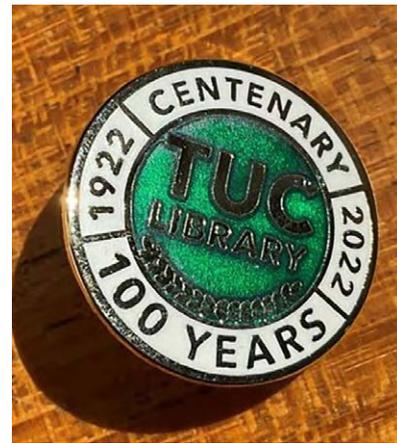
Trades Councils Conference

Around 60 delegates met for an in-person conference in Leicester. Key debates included the ongoing campaign to end fire-and-rehire, with great contributions from Trevor Stephens, Community convenor at Clarks in Somerset, and Barry Gardiner MP. The conference debated workplace organising, hearing about the excellent Leicester garment workers' initiative led by TUC Midlands.

5.9 TUC Library

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

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



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

TUC Library can be found on social media at:

blogs.londonmet.ac.uk/tuc-library

facebook.com/tuclibrary

pinterest.co.uk/tuc_library

twitter.com/TUC_Library

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

London Metropolitan University
The Wash Houses
Old Castle Street
London E1 7NT
tuclib@londonmet.ac.uk
020 7320 3516

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Table 1: Number of reps trained by course and region

Course title	South West	North West	Yorks & Humber	Northern	LESE*	Midlands	Scotland	Totals
UR Stage 1	11	129	11	0	37	695	235	1,118
Emp Law	26	64	0	0	45	52	42	229
H&S 1 and 2	39	133	0	10	145	236	152	715
ULR	0	15	0	0	15	0	25	55
Specialist	58	140	0	0	9	0	139	346
Short	539	1,277	61	17	1,658	1,032	135	4,719
Diploma	26	80	22	8	107	32	42	317

5.10 TUC Education

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

In 2021, TUC Education had partnership agreements with 18 FE colleges in England and Scotland, which ensure delivery of NOCN-accredited training via the TUC's core course programme and union courses that are mapped to the TUC Passport to Progress accreditation framework.

Table 2: Number of reps attending courses by union

Union	10-day	Short/specialist	Diploma
Accord	1	-	1
Advance	-	1	-
AEP	-	-	-
ASLEF	52	14	6
BALPA	-	-	-
BDA	17	17	-
BFAWU	1	1	-
Community	-	10	-
CSP	28	161	-
CWU	16	103	6
EIS	12	170	13
Equity	-	1	-
FBU	9	60	5
FDA	3	1	-
GMB	992	897	35

Table 2: Number of reps attending courses by union (cont'd)

Union	10-day	Short/ specialist	Diploma
HCSA	2	1	-
MU	1	1	-
NAHT	1	1	-
Napo	2	1	1
NARS	1	-	-
NASUWT	1	5	2
NEU	9	19	27
NUJ	-	1	-
PCS	58	1,107	17
PFA	-	-	1
POA	19	9	5
Prospect	13	15	2
RCM	2	4	2
RCP	2	1	1
RMT	26	20	7
SoR	7	9	-
TSSA	9	2	-
UCU	21	485	7
UNISON	161	1,587	82
Unite	158	232	29
URTU	-	34	-
Usdaw	8	386	13

Details of the full TUC Education offer to unions and reps can be found at tuc.org.uk/training

Online training and support for union reps

Between January and December 2021, TUC Education trained 912 union reps via its learning platforms. This comprised 65 separate cohorts that included reps from various affiliates. This figure does not include courses delivered by trade union studies centres in Wales and Scotland and by colleges that used non-TUC hosted platforms, were delivered face to face, or the short course programme.

Our most popular courses were Union Reps Stage 1 and Certificate in Employment Law. The impact of coronavirus throughout 2021 continued to have a significant effect on the numbers of reps accessing tutor-facilitated accredited training programmes. Overall, course numbers were marginally up on the previous year. The union learning programme has seen a significant fall in numbers following the end of the Union Learning Fund.

The number of college providers remained stable but low. The anticipated return to fully face-to-face learning did not materialise as expected, with many colleges choosing to continue to deliver the 10-day course programme using video technology. Although some colleges reported

“ Between January and December 2021, TUC Education trained 912 union reps via its learning platforms. ”

ADMINISTRATION AND DEVELOPING THE TUC

Table 3: TUC Education's core course programme (Jan to Dec 2021)

Course title	Total number of courses	Total number of reps per course
Certificate in Employment Law	11	165
Diploma in Employment Law	8	132
Diploma in Equalities	1	11
Diploma in Occupational Health and Safety	4	36
Equality Reps	1	23
Health and Safety 1	12	149
Next Steps	9	126
Union Learning Reps	3	48
Union Reps 1	16	222
TOTAL	65	912

healthy learner numbers, many smaller trade union studies units struggled to recruit reps and ran courses with small class sizes. It appears that reps are still finding it difficult to access union training due to barriers such as geography, caring responsibilities, and time commitments. Coupled with the pandemic restrictions, increased flexibility is necessary.

During 2022, we plan to revise and relaunch our online flexible course programme. A decision had been made to temporarily restrict access to this content to support the college programme.

The reintroduction of the online training programme in 2022 will provide reps with increased flexibility and accessibility. Plans are underway to develop a complementary online programme that will provide reps with regionally based networking and peer support opportunities. It is intended that these plans will benefit from the same advantages recorded in our expanding webinar and e-learning programme.

Webinars

During 2021, TUC Education ran a total of 13 webinars. There were 12,566 registrations with an average registration rate per event of 967, an increase of 65 per cent on 2020 figures.

“ During 2021, TUC Education ran a total of 13 webinars. There were 12,566 registrations with an average registration rate per event of 967, an increase of 65 per cent on 2020 figures. ”

As in 2020, the highest-performing webinars this year focused on core employment rights and health and safety issues. The GDPR essentials webinar proved to be the best attended, as the still relatively new legislation posed issues for many reps. The other big hitters were familiar territory for many reps: unfair dismissal, disciplinary and grievance, and mental health. Covid-related topics still proved popular, although the expectation is that this will drop during 2022.

Representatives from a wide range of unions continue to attend our webinars, with evidence that reps from smaller unions are more likely to take advantage of the flexibility and convenience of the training offered.

Table 4: Number of registrations for each webinar (Jan 2021 to Jun 2022)

Webinar title	Date	Attendees
AI in the Workplace	07/12/2021	452
Ending Sexual Harassment	12/05/2021	593
Flexible Working - know your rights	20/01/2022	1,112
GDPR Essentials for Union Reps	18/02/2021	1,515
Handling Disciplinary and Grievance Procedures	30/11/2021	1,345
Managing Ventilation as a Covid Safety Measure	27/01/2021	1,123
Preventing Sexual Harassment at Work	13/12/2021	425
Protecting and Promoting Mental Health During the Pandemic	02/02/2021	1,217
Protecting Mental Health in the Workplace	26/10/2021	1,067
Protecting Workers From Extreme Temperatures in the Workplace	30/06/2022	683
Protecting Workers' Mental Health	18/05/2022	1,054
Q&A: unfair dismissal	20/01/2021	1,351
Safe Return to Workplaces	21/04/2021	676
Staying Safe at Work	06/06/2022	610
Stop Fire and Rehire	04/03/2021	844
The Lifting of Final Covid 19 Restrictions: what impact for workplaces and unions?	28/07/2021	1,105
The Role of the Union Rep in the Conciliation Process	04/11/2021	853
	TOTAL	16,025

Webinar participants that provided feedback expressed their satisfaction with the content and the delivery, which received an average 4.69 out of 5 approval rating. Over 70 per cent gave the webinars a 5-star rating and 95 per cent either 'strongly agreed' or 'agreed' that attending the webinar would make them a better rep.

Following feedback, a series of minor improvements was introduced to the format and registration process for each webinar. The tweaks have helped to enhance the overall learning experience and helped increase the number of new viewers.

The webinars are now viewed as being a key part of TUC Education's training offer. TUC webinars have a regular following but are also introduced to new reps as part of their initial training. The webinars have helped develop a greater sense of community among their attendees. TUC Education plans to exploit this by developing opportunities for regular viewers to attend training days in person. These will allow reps to network, learn, and extend the idea of a community of practice.

ADMINISTRATION AND DEVELOPING THE TUC

Table 5: Interactive guides

Title	Views
Harmful Gambling	142
Climate Change-Proof your Workplace	206
Negotiating for Workplace Reps Playlist	280
Organising	576
Pocket Guide to Organising and Campaigning	1,618
Redundancy Guidance	2,327
Religion or Belief	128

Interactive guides

TUC Education has expanded its range of short, interactive learning modules. Over the course of 2021, the e-guides were viewed by over 10,000 reps. Seven new interactive guides were developed during 2021 (see table, above left).

The learning modules created at the height of the pandemic in 2020 continued to prove popular (see table, above centre).

Over 4,500 reps accessed other pre-existing e-learning content via the TUC Education learning platform. Popular modules included the suite of modules on health and safety and organising with 404, and talking about the union with 275.

Table 6: Learning modules

Title	Views
Coronavirus: return to safe workplaces	3,185
Covid-19: domestic violence	640
How to Organise Through the Coronavirus Crisis	276
Risk Assessments for Home Workers	704

Organising training for reps

In February 2021, TUC Education introduced new self-paced, asynchronous, and self-directed learning modules on union organising for union reps. The aim of the new modules was to give union reps a greater understanding of union organising and its benefits for workers and unions.

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

- › increase the number of workers joining their workplace union
- › encourage members to play an active role in their union and get involved in campaigns
- › design successful campaigns that will improve the working lives of their colleagues.

Each of the new organising modules is short, interactive, accessible and user-friendly. Each module functions as a discrete piece of content as well as forming part of a self-directed online series. Content was piloted with a small group of volunteers from the TUC's Young Workers Forum. The content was well received and following some minor amendments was rolled out to a wider audience during the early part of the year.

To date, 576 reps have accessed the learning content. Feedback from both participants and union education officers has been extremely positive.

Digital training support for affiliates

TUC Education has provided bespoke support to individual affiliates in developing their own online training. Over the year we have worked with Unite's South West region to develop online versions of its core training courses. We worked with UNISON nationally on organising and union learning reps training, and have developed online versions of a range of courses for UCU that trained over 750 reps.

Organising Academy

The TUC Organising Academy offers organising training to union officers, organisers and other staff involved in supporting union organising campaigns. The Academy is

▼ TUC Education has provided bespoke support to individual affiliates in developing their own online training
© Hero Images/Getty Images



“ We worked with UNISON nationally on organising and union learning reps training, and have developed online versions of a range of courses for UCU that trained over 750 reps. ”

run in partnership with The Manchester College. In the academic year 2021/22 the Organising Academy trained 36 union officers, 25 from NEU and 11 from HCSA.

Leading Change Programme

The TUC’s Leading Change Programme returned in 2021 and the programme ran with 18 participants representing CWU, FDA, GMB, HCSA, NASUWT, Nautilus International, NEU, PCS and UCU.

5.11 Work supported by the TUC Educational Trust

In February 2022, TUC Education received a grant from the TUC Educational Trust to support the development of educational opportunities, training and support for union members, reps and workers.

Specific outcomes will include new online health and safety materials and others that support the work of the TUC’s Anti-Racism Task Force.

5.12 TUC finances

The annual statement of accounts and balance sheet as at 31 December 2021 is set out in Appendix 3. It shows a total surplus across all funds of £19.004m, including asset revaluations and FRS102 pension accounting adjustments. The pandemic meant big variances to our income and expenditure from budget in another difficult year for financial management. The operating surplus on ordinary activities of £11,000 comprises surpluses of £466,000 and £49,000 and deficits of £362,000 and £142,000 on the administration and development, unionlearn and Congress House dilapidations funds respectively.

ADMINISTRATION AND DEVELOPING THE TUC

5.13 Development fund

In 2021, 10 per cent of the affiliation fee was allocated to the development fund, alongside some external funding, and was used to promote new work (including on Covid-related campaigning) and General Council initiatives to meet the following strategic goals:

- › use exceptional campaigning, policy development and influencing to improve the lives of people at work
- › lead and support the trade union movement to organise and represent working people now and in the future
- › increase public understanding of how unions work
- › ensure the TUC's operations provide good governance and sustainable commercial activities.

The development fund, representing all non-unionlearn externally funded projects together with projects funded by the affiliation fee, showed an operating surplus of £49,000.

5.14 Statement of accounts

The administration fund (covering day-to-day office running expenses and staff costs) produced a surplus on ordinary activities of £466,000. We lost income from our Congress Centre and Congress House letting activity, but gained income because of claims from the job retention scheme and again made savings on expenditure from online meetings (including Congress) and other savings. The unionlearn fund produced a deficit of £362,000 and all funds due to the funder have now been repaid. The development fund is shown above, while during the year £142,000 of expenditure was incurred on the dilapidations fund.

During 2021 our calculated FRS102 pension scheme position moved from a £4,913,000 surplus to £21,262,000. This positive movement of £16,349,000 together with the operating surplus of £11,000, the gain of £458,000 on the sale of investments, deferred tax and revaluation gain of £2,186,000 has increased the funds of the TUC from £74,905,000 to £93,909,000.

5.15 Prospects and developments

A budget for the 2022 administration fund has been agreed by the General Council. This showed a projected surplus of £238,630 but, as this represents only 1.37 per cent of projected expenditure, considerable effort will be required to deliver it.

The General Council approved a three pence (1.0 per cent) increase in the affiliation fee to £3.04 pence for 2022. In July the General Council agreed that the TUC would effectively freeze affiliation fees for 2022/23 in advance of any review of TUC services and support to unions by an incoming general secretary.

The TUC has retained its Fair Tax accreditation.

OBITUARIES



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John Ball, who died in December, was a regional policy officer for SERTUC - formerly the TUC's southern and eastern region - and a very committed trade unionist. A former GMB officer, he was responsible for a number of innovative projects during his eight years at the TUC, including apprentice pooling work with boat builders on the south coast and Isle of Wight.

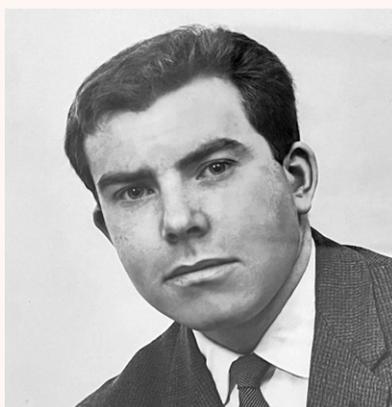
Jack Dromey, who died in January, was one of the leading trade unionists of his generation, a formidable campaigner and latterly a Labour MP. He was an officer for the Transport and General Workers' Union (TGWU) for 25 years, spending a further seven years as the union's deputy general secretary. Earlier, as secretary of Brent Trades Council, he represented the Grunwick workforce - mostly Asian women - during their two-year strike for union recognition. His commitment to trades unionism and working people continued after he was elected Labour MP for Birmingham Erdington in May 2010, when he held a number of posts on the party's frontbench.

Marie Patterson CBE, who died in November, was a member of the General Council from 1963 to 1984 and served as TUC President in 1975 and 1977, when she filled the post following the death of Danny McGarvey. After becoming active in the Transport and General Workers' Union (TGWU), she became the union's women's officer in 1963 and was elected on to the executive of the Confederation of Shipbuilding and Engineering Unions (CSEU) in 1966. She also served on a number of public bodies including the Press Council, Equal Opportunities Commission and Central Arbitration Committee, as well as the board of Remploy. Marie was appointed a CBE in 1978.

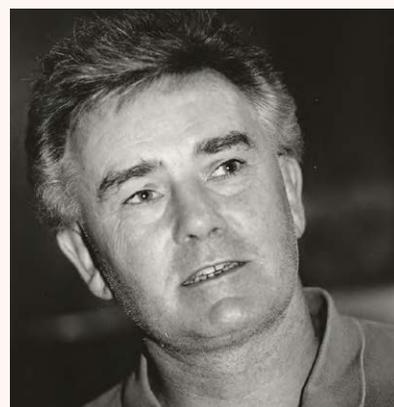
OBITUARIES



Alan Robson, who died in December, was general secretary of the Confederation of Shipbuilding and Engineering Unions (CSEU) from 1993 until his retirement in 2005. He began his career as a marine engineer with Swan Hunter on Tyneside, becoming a shop steward with the Amalgamated Engineering and Electrical Union (AEEU), then convenor and latterly assistant general secretary. In his CSEU job he represented over a million workers in engineering, shipbuilding, aerospace, railway and manufacturing industries.



John Rodgers, who died in December, worked for the TUC's international department from 1978 to 1996. During this time, he assisted agricultural workers in sub-Saharan Africa, helped organise labour movement opposition to apartheid, took part in trade union visits to the former Soviet Union and Poland, and worked closely with the ETUC in Brussels. A hardworking and well-respected staff member, he was part of a UK government delegation to Japan, involving the TUC and CBI, which secured investment from Toyota in a new manufacturing plant in Derbyshire. A committed trade unionist who organised support for striking miners, he also served as a Labour councillor.



Ray Williams, who died in July, served as president and branch secretary of the National Graphical Association (NGA) and President of the Graphical, Paper and Media Union (GPMU). He was best known for his role in the Stockport Messenger dispute in 1983, when six NGA members picketed against owner Eddy Shah's anti-union practices. Ray also supported unemployed workers and striking miners in the 1980s, and latterly worked on an EU project to reduce fatality rates in paper mills, delivering health and safety improvements in 12 countries.



APPENDICES

ATTENDANCE

2021-22

General Council

Six full meetings were held during the Congress year.

Member	Attendance	Member	Attendance	Member	Attendance
Dave Allan	5	Farzana Jumma	4	Jon Skewes ¹	5
Mary Bousted	2	Ian Lawrence	6	Gary Smith	3
Joanne Cairns	5	Paddy Lillis	1	Liz Snape MBE	3
Gail Cartmail	4	Brian Linn	4	Jane Stewart	2
Mike Clancy	2	Jane Loftus	2	Claire Sullivan	5
Michelle Codrington-Rogers	5	Mick Lynch	3	Horace Trubridge ²	1
Manuel Cortes	1	Annette Mansell-Green	6	Steve Turner	2
Kevin Courtney	5	Susan Matthews	1	Suzanne Tyler ³	2
Ruth Cross	5	Christina McAnea	5	Dave Ward	5
Mark Dickinson	4	Heather McKenzie	3	Simon Weller	4
Andrea Egan	5	Gloria Mills CBE	6	Paul Whiteman	3
Maria Exall	5	Ged Nichols	5	Tony Woodhouse	3
Sue Ferns (chair)	5	Frances O'Grady	6	Sarah Woolley	4
Larry Flanagan	5	Kath Owen	2	Matt Wrack	3
Paul W Fleming	4	Dave Penman	5	Tony Wright	4
Martin Furlong	6	Barbara Plant	4		
Steve Gillan	2	Naomi Pohl ³	1		
Jo Grady	4	Roy Rickhuss	5		
Sharon Graham	0	Patrick Roach	6		
Charlie Gray	3	Maggie Ryan	0		
Paul Holmes	0	Mark Serwotka	4		

¹Until April 2022

²Until June 2022

³From June 2022

Executive Committee

Seven full meetings were held during the Congress year.

<u>Member</u>	<u>Attendance</u>	<u>Member</u>	<u>Attendance</u>	<u>Member</u>	<u>Attendance</u>
Mary Bousted	4	Sharon Graham	1	Gary Smith	2
Joanne Cairns	5	Paddy Lillis	3	Liz Snape MBE	2
Gail Cartmail	3	Christina McAnea	4	Claire Sullivan	4
Mike Clancy	5	Gloria Mills CBE	2	Steve Turner	5
Kevin Courtney	6	Ged Nichols	4	Dave Ward	6
Mark Dickinson	2	Frances O'Grady	7	Simon Weller	6
Maria Exall	7	Barbara Plant	3	Matt Wrack	1
Sue Ferns (chair)	7	Patrick Roach	6		
Steve Gillan	1	Mark Serwotka	6		

At the time of writing, the General Council has held six meetings during the Congress year. At the first meeting, held jointly with the outgoing General Council of the 2021 Congress, Sue Ferns was elected as chair and she will preside at the 2022 Congress.

It was agreed that the Executive Committee should consist of existing members with the exception of Sheila Beacroft, Tony Burke, Tony Dale, Neil Derrick and Michelle Stanistreet, who were leaving the General Council, and with the addition of Joanne Cairns, Barbara Plant and Gary Smith.

Jon Skewes retired from the General Council in April 2022 and was replaced by Suzanne Tyler. Horace Trubridge retired from the General Council in June and was replaced by Naomi Pohl.

During the course of the year, key themes in the General Council's work have included delivering a pay rise for workers that addresses the cost-of-living and pay crisis, promoting employment and trade union rights, delivering a fairer, more sustainable economy, and anti-racism. The series of town hall rallies took our new deal campaign to towns and cities throughout the country, culminating in the We Demand Better march and rally in June.

COMMITTEE MEMBERSHIP

2021-22

General Council lead responsibilities

Lead spokesperson

Frances O'Grady
(*general secretary*)

Senior representative

Sue Ferns
(*president*)

Specific areas of responsibility

Anti-Racism Task Force

Patrick Roach

Digital

Mary Bousted
Kevin Courtney

Disabled workers

Dave Allan

Employment rights

Paddy Lillis

Environment and sustainable development

Sue Ferns

Europe

Steve Turner

Health and safety

Liz Snape MBE

International development

Gail Cartmail

International relations

Kevin Courtney

Learning and skills

Mary Bousted

Lesbian, gay, bisexual and transgender+ rights

Maria Exall

Public services

Christina McAnea

Race equality

Gloria Mills CBE

Trades union councils

Steve Gillan

Women

Annette Mansell-Green

Young workers

Charlie Gray

Anti-Racism Task Force

Patrick Roach (*chair*)
NASUWT

Neville Lawrence
(*patron*)

Rehana Azam
GMB

Halima Begum
Runnymede Trust

Mary Bousted
NEU

Mike Clancy
Prospect

Michelle Codrington-Rogers
TUC Race Relations Committee

Ian Lawrence
Napo

Paddy Lillis
Usdaw

Gloria Mills CBE
TUC Race Relations Committee

Frances O'Grady
TUC

Mark Serwotka
PCS

Steve Turner
Unite

Dave Ward
CWU

Debbie Weekes-Bernard
London Assembly

Yvette Williams
Justice4Grenfell

Workstreams membership

Collective bargaining

Steve Turner (*chair*)
Unite

Christine Danniell
TUC Race Relations Committee

Mike Clancy
Prospect

Michelle Codrington-Rogers TUC Race Relations Committee

Zita Holbourne
TUC Race Relations Committee

Gloria Mills CBE
TUC Race Relations Committee

Yvette Williams
Justice4Grenfell

Organising

Dave Ward (*chair*)
CWU

Taranjit Chana
TUC Race Relations
Committee

Ruth Cross
Usdaw

Glen Hart
TUC Race Relations
Committee

Paddy Lillis
Usdaw

Shavana Taj
Wales TUC

Cecile Wright
University of
Nottingham

Public policy

Rehana Azam (*chair*)
GMB

Ali Moosa
TUC Race Relations
Committee

**Debbie Weekes-
Bernard**
London Assembly

Ian Lawrence
Napo

Mark Bastiani
TUC Race Relations
Committee

Unions as employers

Mary Bousted (*chair*)
NEU

Natalie Arnett
TUC Race Relations
Committee

Karen Chouhan
NEU

**Michelle Codrington-
Rogers** TUC Race
Relations Committee

Jenny Dixon
TUC

Maureen Loxley
TUC Race Relations
Committee

Mark Serwotka
PCS

Carol Sewell
TUC Race Relations
Committee

Disabled Workers Committee

General Council

Dave Allan (*co-chair*)
Unite

Farzana Jumma
GMB

Sarah Woolley
BFAWU

Elected at annual conference

Julian Allam
Unite

Mark Bastiani
CWU

Amy Bishop
Prospect

Janine Booth
RMT

Lynda Carter
Usdaw

Chloë Clarke
Equity

Ann Galpin (*co-chair*)
NUJ

Austin Harney
PCS

Colleen Johnson
NEU

Ben Lunn
MU

Steven McGurk
Community

Lara Morris
NASUWT

Themesa Neckles
UCU

Izzy Pochin¹
GMB

Joe Smith
GMB

Sian Stockham
UNISON

¹Until November 2021

COMMITTEE MEMBERSHIP

2021-22

Lesbian, Gay, Bisexual and Trans+ Committee

Eileen Best
UNISON

Taranjit Chana
GMB

Phil Jones
Unite

Denise Rayner
Unite

Darran Brown
ASLEF

Martin Chivers
UCU

Megan Marsh
Community

Neil Smale
Usdaw

Jennifer Black
UNISON

Paula Defriez
GMB

Claire Mullaly
Prospect

Tom Sutherland
Unite

Tigger Blaize
Equity

Sue Dunne
RMT

Julia Neal
NEU

Peter Taylor²
NASUWT

**Alexander Bryant-
Evans** GMB

Julia Georgiou
NHBCSA

Sarah Pitt
CWU

**Saorsa-Amatheia
Tweedale** PCS

Patrick Carberry
FBU

Susan Greenwall
ASLEF

Izzy Pochin¹
GMB

¹Until November 2021
²Until December 2021

Pensioners Committee

Unions

Derrick Baker
GMB

Brian Gibson
PCS

Irene Graham
Unite

Norman Jemison
UCU

Rosie MacGregor
UNISON

Ian Millington
NASUWT

Mike Moriarty
Prospect

Geoff Page
Usdaw

Tom Payne
BALPA

Mike Pike
Unite

TUC

Kate Bell (*chair*)

Jack Jones (*secretary*)

Bob Pinkerton
TUC Northern
Pensions Advisory
Group (*observer*)

Ron Douglas
TUC London East and
South East Retired
Members' Committee
(*observer*)

Janet Royston
TUC South West
Retired Members'
Committee (*observer*)

Yvonne Washbourne
TUC Midlands Retired
Members' Committee
(*observer*)

Race Relations Committee

Jennifer Aggrey-Finn
RMT

Pat Davis
Unite

Christopher Knight
Community

Faisal Qureshi
Prospect

Okoro Akinyemi
NASUWT

Dalbir Dhillon
RMT

Maureen Loxley
Usdaw

Amarjite Singh
CWU

Mark Bastianni
CWU

Floyd Doyle
ASLEF

Amit Malde
FBU

Andrea Welter
NASUWT

Gargi Bhattacharyya
UCU

Denise Henry
NEU

James Minto
UNISON

Elizabeth Cameron
UNISON

Zita Holbourne
PCS

Brahama Mohanty
GMB

Taranjit Chana
GMB

Dawn Hope
Equity

Harish Patel
Unite

Trades Union Councils Joint Consultative Committee

General Council

Steve Gillan (*chair*)

Dave Allan
Unite

Jo Grady
UCU

Dave Ward
CWU

Simon Weller
ASLEF

Regions and Wales

Dave Chapple
South West

Andrew Coburn
East of England

Mick Houghton
South East

Nick Kelleher
West Midlands

Martin Mayer
Yorkshire and
the Humber

Katrine Williams
Wales

Dave Wilson
North West

Cecile Wright
East Midlands

COMMITTEE MEMBERSHIP

2021-22

TUC Aid Trustees

**Michelle Codrington-
Rogers** (*chair*)
NASUWT

Gail Cartmail
Unite

Jo Grady
UCU

David Sachon
TUFM

Mariela Kohon
(*secretary*)
TUC

Ruth Cross
Usdaw

Gloria Mills CBE
UNISON

Sue Ferns
Prospect

Frances O'Grady
TUC

TUC Educational Trustees

Sue Ferns (*chair*)
Prospect

Mary Bousted
NEU

Ged Nichols
Accord

Liz Snape MBE
UNISON

Carl Roper (*secretary*)
TUC

Gail Cartmail
Unite

Paul Nowak
TUC

Sheila Bearcroft
GMB

Gloria Mills CBE
UNISON

Mark Serwotka
PCS

TUC Trustees

Mary Bousted
NEU

Gail Cartmail
Unite

Claire Sullivan
CSP

Women's Committee

General Council

Mary Bousted NEU	Annette Mansell-Green BDA	Sharon Calvert NASUWT	Margaret McKee UNISON
Joanne Cairns Usdaw	Susan Matthews Unite	Bridget Corcoran PCS	Heather McKenzie NEU
Gail Cartmail Unite	Gloria Mills CBE UNISON	Pat Davis Unite	Hailey Maxwell GMB
Michelle Codrington-Rogers NASUWT	Kat Owens UNISON	Ruth Duncan NASUWT	Sujata Pater Usdaw
Ruth Cross Usdaw	Barbara Plant GMB	Angela Eagan UNISON	Davena Rankin UNISON
Maria Exall CWU	Maggie Ryan Unite	Joanna de Groot UCU	Deborah Reay ASLEF
Sue Ferns Prospect	Liz Snape MBE UNISON	Katie Harwood RCP	Jean Rogers Equity
Sharon Graham Unite	Claire Sullivan PCS	Zita Holbourne AUE/PCS	Jean Sharrocks CWU
Jo Grady UCU	Sarah Woolley BFAWU	Diana Holland Unite	Jane Stewart Unite
Farzana Jumma GMB	Elected at annual conference	Sarah James GMB	Jacque Thomas Community
Christine McAnea UNISON	Hayley Bouchard RMT	Jane Jones Usdaw	
	Gwylan Brinkworth GMB	Jane Loftus Community	

COMMITTEE MEMBERSHIP

2021-22

Young Workers Forum

Alex Graham¹ (*chair*)
Unite

Quincy Raymond²
(*chair*) CWU

**Kendal Bromley-
Bewes**¹ (*vice chair*)
UNISON

**Samantha Nicholson-
Hickling**² (*vice chair*)
NEU

Jay McKenna
(*secretary*)

General Council

Charlie Gray
GMB

Elected at annual conference

Ruby Ablett¹
Equity

Eluned Anderson²
Community

Jasmin Beckett¹
Prospect

**James Burton-
Sweeten**²
Prospect

Lilly Boulby²
UNISON

Elliott Carter¹
UNISON

Leuan Davies²
CWU

**Joe Dharampal-
Hornby**²
GMB

Amy Dooley¹
MU

Ayla Huseyinoglu²
GMB

Deborah Jones¹
GMB

Jawad Khan¹
GMB

Thom Kirkwood²
NEU

Martyn Gray
Nautilus International

Rhys Harmer²
RMT

Sanjay Lago¹
Equity

James Lynch¹
RMT

Connor McCann¹
CWU

David Moulder²
NEU

Jess McGuire¹
UNISON

**Luca di Mambro-
Moor**²
UNISON

Asif Mohammad¹
Unite

Sam Murray¹
MU

Stefan Reeves¹
Usdaw

Hannah Rogers¹
Community

Sakina Sheikh¹
Unite

Samantha Thompson¹
Usdaw

George Walker¹
GMB

Lewis Wheatley²
Usdaw

Standing Orders Committee

Alex Graham
Unite

Charlie Gray
GMB

¹Until March 2022

²From March 2022



RD

TAX
WEALTH
NOT
WORKERS

WE DEMAND
BETTER
18.06.22
ENOUGH IS ENOUGH

SQUEEZE
BACK

ENOUGH IS ENOUGH
WE DEMAND BETTER

All refuse
No t depe
Stop flight

HE
EC
ASS

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 2021 which comprise the Statement of Comprehensive Income, Balance Sheet, Statement of Changes in Equity, Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- › give a true and fair view of the state of Trades Union Congress's affairs as at 31 December 2021 and of its transactions for the year then ended
- › have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- › have been prepared in accordance with the requirements of the Trade Union and Labour Relations Act 1992.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

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

Responsibilities of officers

As explained more fully in the statement of officers' responsibility set out on page 74, the officers are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the officers determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

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

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Auditor's responsibilities for the audit of the financial statements

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

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

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

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

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

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

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

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

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

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

Use of our report

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

Crowe UK LLP
Statutory Auditor
London
11 August 2022

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Trades Union Congress Statement of comprehensive income for the year ended 31 December 2021

	Note	Admin fund £'000	Development fund £'000	Unionlearn £'000	Dilapidations fund £'000	Total £'000
Income						
Affiliation fees		13,724	1,390	749	-	15,863
Property rental and service charges		2,187	-	-	-	2,187
Investment income		172	-	-	-	172
Sales and publications		106	1	-	-	107
Donations and grants received		51	1,530	3,838	-	5,419
Furlough income		322	-	-	-	322
Total income		16,562	2,921	4,587	-	24,070
Expenditure						
Staff costs	2	9,814	1,301	1,022	-	12,137
Property charges	3	1,634	37	45	142	1,858
Office expenses	4	1,438	43	7	-	1,488
Projects and campaigns	5	252	1,183	455	-	1,890
International affiliation fees	6	1,870	-	-	-	1,870
Travel and meetings		41	18	5	-	64
Congress		153	-	-	-	153
Trade Union education		26	285	23	-	334
Grants and donations	7	659	5	3,392	-	4,056
Depreciation	9	183	-	-	-	183
Taxation	8	165	-	-	-	165
VAT recovered		(139)	-	-	-	(139)
Transfer between funds		-	-	-	-	-
Total expenditure		16,096	2,872	4,949	142	24,059
Net surplus/(deficit) on ordinary activities		466	49	(362)	(142)	11
Other finance adjustments - pension schemes	15	(1,831)	-	-	-	(1,831)
Gains on disposal of investments	10	458	-	-	-	458
Changes in fair value of investments	10	509	-	-	-	509
Change in fair value of investment property	9	1,847	-	-	-	1,847
Deferred tax on changes in fair value	8	(1,315)	-	-	-	(1,315)
Operating surplus/(deficit)		134	49	(362)	(142)	(321)
Other comprehensive income						
Change in fair value of freehold property	9	2,803	-	-	-	2,803
Pension scheme actuarial gain	15	18,180	-	-	-	18,180
Deferred tax on other comprehensive income	8	(1,658)	-	-	-	(1,658)
Other comp'sive income for the year		19,325	-	-	-	19,325
Total comprehensive income/(expenditure) for the year		19,459	49	(362)	(142)	19,004
Funds brought forward 1 Jan 2021		65,713	7,759	559	874	74,905
Funds carried forward 31 Dec 2021		85,172	7,808	197	732	93,909

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

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

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Trades Union Congress Balance sheet as at 31 December 2021

	Note	2021 £'000	2020 £'000
Assets			
Tangible fixed assets	9	65,483	60,652
Investments	10	12,384	11,550
		77,867	72,202
Current assets			
Short-term loans		7	2
Debtors and prepayments	11	2,241	3,093
Cash at bank and in hand		3,376	4,975
		5,624	8,070
Less: current liabilities			
Creditors and accrued expenses	12	1,884	3,348
Net current assets		3,740	4,722
Net assets less current liabilities			
Less: provision for liabilities and charges	13	671	1,616
Deferred tax	8	8,289	5,316
Net assets before pension asset		72,647	69,992
Pension asset	15	21,262	4,913
		93,909	74,905
Financed by			
Administration fund less revaluation reserve		48,161	31,505
Revaluation reserve		37,011	34,208
Total administration fund		85,172	65,713
Designated fund:			
Development fund		7,808	7,759
Unionlearn fund		197	559
Dilapidations reserves		732	874
Net assets		93,909	74,905

Approved by the General Council on 22 June 2022
- TUC President Sue Ferns

Trades Union Congress Statement of changes in equity for the year ended 31 December 2021

	Admin fund £'000	Rev'ation reserve £'000	Dev'ment fund £'000	Unionlearn £'000	Dilapidations fund £'000	Total £'000
At 1 January 2020	38,393	38,157	7,597	131	674	84,952
Operating surplus/(deficit) for the year	(3,342)	-	162	428	200	(2,552)
Gains on foreign exchange	-	-	-	-	-	-
Defined benefit pension scheme - Actuarial loss	(3,894)	-	-	-	-	(3,894)
Transfer from assets under construction	-	-	-	-	-	-
Change in fair value of freehold property	-	(3,949)	-	-	-	(3,949)
Deferred tax on other comprehensive expenditure	348	-	-	-	-	348
At 31 December 2020	31,505	34,208	7,759	559	874	74,905
Operating surplus for the year	134	-	49	(362)	(142)	(321)
Gains on foreign exchange	-	-	-	-	-	-
Defined benefit pension scheme - Actuarial gain	18,180	-	-	-	-	18,180
Transfer from assets under construction	-	-	-	-	-	-
Change in fair value of freehold property	-	2,803	-	-	-	2,803
Deferred tax on other comprehensive income	(1,658)	-	-	-	-	(1,658)
At 31 December 2021	48,161	37,011	7,808	197	732	93,909

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Trades Union Congress Statement of cash flows for the year ended 31 December 2021

	Note	2021 £'000	2020 £'000
Cash flows from operating activities:			
Cash used in operating activities	a	(1,296)	1,078
Corporation tax paid on operating activities		(244)	(204)
Net cash used in operating activities		(1,540)	874
Cash flows from investing activities:			
Investment income		172	183
Purchase of investments		(3,758)	(5,924)
Purchase of property, plant and equipment		(364)	(129)
Proceeds from sale of investments		3,890	5,203
Proceeds from sale of property, plant and equipment		-	-
Net cash generated by/(used in) investing activities		(60)	(667)
Change in cash and cash equivalents		(1,600)	207
Cash and cash equivalents at the beginning of the year		4,975	4,768
Cash and cash equivalents at the end of the year		3,375	4,975
Note 'a' reconciliation of net income/(expenditure) to net cashflow from operating activities			
Net surplus/(deficit) on operating activities		11	947
Adjustments for:			
Depreciation charges		183	173
Corporation tax		165	244
Investment income		(172)	(183)
Change in short-term loans		(5)	55
Change in debtors		853	(975)
Change in creditors (excluding corporation tax)		(1,385)	(94)
Change in provisions		(946)	911
		(1,296)	1,078

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 2021 and are presented to the nearest pound.

b. Going concern

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

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

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

c. Affiliation fee income

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

d. Property rental and service charges

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

e. Investment income

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

f. Donations and fees income

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

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

ACCOUNTS

Trades Union Congress Notes to the accounts for the year ended 31 December 2021

g. Tangible fixed assets and depreciation

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

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

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

Motor vehicles: 25% per annum on cost

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

h. Freehold property

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

i. Investment property

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

j. Operating leases

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

k. Investments

Investments held as fixed assets are stated at market value.

l. Pension

The Trades Union Congress Superannuation Society Limited pension scheme is a defined benefit scheme. The amounts charged to Statement of Comprehensive Income are the current service costs. Actuarial gains and losses are recognised immediately in the Statement of Comprehensive Income.

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

Valuation of property

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

Provisions for liabilities

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

ACCOUNTS

Trades Union Congress Notes to the accounts for the year ended 31 December 2021

2 Staff costs	2021	2020
	£'000	£'000
Salaries and national insurance	9,583	10,484
Pension contributions	2,038	2,201
Welfare and training	212	253
Banked leave	89	43
Restructuring costs	168	1,222
Advertising and recruitment	47	55
	12,137	14,258

3 Property charges	2021	2020
	£'000	£'000
Rent and rates	794	732
Heating and lighting	292	231
Cleaning	64	109
Insurance	103	107
Building repairs and renewals	314	306
External functions	149	222
Expenditure from dilapidations fund	142	-
	1,858	1,707

4 Office expenses	2021	2020
	£'000	£'000
Communications	80	82
Stationery and printed materials	41	43
Renewals and repairs to office equipment	870	850
Audit fees	46	44
Bank charges	3	6
Legal costs	31	125
Finance	27	78
Consultancy fees	403	213
Provision for doubtful debts	(13)	33
	1,488	1,474

5 Project and campaign expenses	2021	2020
	£'000	£'000
Printing and publicity	121	152
Media and supporters' work	124	319
Projects and campaigns	64	27
Conferences	59	52
Training and development	13	13
Facilitators	2	-
Consultancy fees	1,507	1,396
	1,890	1,959

6 International affiliation fees	2021	2020
	£'000	£'000
ITUC	950	994
ETUC	841	859
TUAC	79	76
	1,870	1,929

7 Grants and donations	2021	2020
	£'000	£'000
Tolpuddle Martyrs Memorial Trust	300	95
TUC Educational Trust	350	-
Sundry	14	69
Union Learning Fund	3,392	9,253
Grants to organisations overseas	-	-
	4,056	9,417

8 Taxation

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

	2021	2020
	£'000	£'000
Over provision in prior years	-	(9)
Provision for the year	165	253
	165	244

Deferred tax liability

1 January 2021	5,316	5,785
Increase/(decrease) in deferred tax on changes in fair value of investment property and investments	1,315	(121)
Increase/(decrease) in deferred tax on other comprehensive income	1,658	(348)
31 December 2021	8,289	5,316

ACCOUNTS

Trades Union Congress Notes to the accounts for the year ended 31 December 2021

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.

	2021 Total £'000	Tax at 19% £'000	2020 Total £'000	Tax at 19% £'000
Income	24,071	-	32,438	-
Foreign exchange gain	-	-	-	-
Gain on disposal of investments	458	-	246	-
Changes in fair value of investments	509	-	224	-
Profit/(loss) on sale of fixed assets	-	-	-	-
Gains from changes in fair value of investment property	1,847	-	(2,601)	-
Gains from changes in fair value of freehold property	2,803	-	(3,949)	-
Other finance adjustments – pension schemes	(1,831)	-	(1,490)	-
Total income and gains	27,857	-	24,868	-
Non-member activities and investment income chargeable to corporation tax				
Income from property	1,147	218	1,222	232
Income from investments	43	7	137	25
Chargeable (losses)/gains	449	85	178	34
Allowable expenditure:				
Investment manager fees	(109)	(21)	(98)	(19)
Gift aid	(653)	(124)	(98)	(19)
Total chargeable to corporation tax	877	165	1,341	253
Surplus/(deficit) from TUC membership activities outside the scope of corporation tax	(249)	-	(3,987)	-
Unrealised gains/(losses) on investments not subject to corporation tax	531	-	217	-
Unrealised gains on revalued property not subject to corporation tax	2,803	-	(3,949)	-
Actuarial gain/(loss) not subject to corporation tax	18,180	-	(3,894)	-
Total comprehensive surplus/(deficit) before corporation tax	22,142	-	(10,272)	-
Reconciliation of tax charge				
Current tax	(165)	-	(244)	-
Deferred tax	(2,973)	-	469	-
Total comprehensive income/(expenditure)	19,004	-	(10,047)	-

9 Fixed assets

	Investment property	Land and buildings	Furniture, fittings and equipment	Motor vehicles	Total
Cost or valuation	£'000	£'000	£'000	£'000	£'000
1 January 2021	23,865	36,225	1,752	24	61,866
Additions	-	-	364	-	364
Disposals	-	-	(104)	-	(104)
Transfer	627	(627)	-	-	-
Revaluations	1,847	2,803	-	-	4,650
31 December 2021	26,339	38,401	2,012	24	66,776
Depreciation					
1 January 2021	-	-	(1,190)	(24)	(1,214)
Disposal	-	-	104	-	104
Charge for year	-	-	(183)	-	(183)
31 December 2021	-	-	(1,269)	(24)	(1,293)
Net book value					
31 December 2021	26,339	38,401	743	-	65,483
31 December 2020	23,865	36,225	562	-	60,652

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

A valuation of Congress House was undertaken at 31 December 2021 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 01.01.2021 £'000	Purchases £'000	Sales £'000	Change in market value £'000	Market value carried forward at 31.12.2021 £'000
Quoted					
UK quoted	5,794	1,304	(2,084)	492	5,506
International quoted	5,750	2,453	(1,806)	475	6,872
	11,544	3,757	(3,890)	967	12,378
UK unquoted					
Unity Trust shares	1	-	-	-	1
Union Energy Limited	-	-	-	-	-
MSI Brussels	5	-	-	-	5
	6	-	-	-	6
	11,550	3,757	(3,890)	967	12,384

The change in market value seen above is made up of £458k (2020: £246k) of gains on disposal of investments, £509k (2020: £224k) of change in fair value of investments and £nil (2020: £nil) of gains on foreign exchange.

ACCOUNTS

Trades Union Congress Notes to the accounts for the year ended 31 December 2021

11 Debtors and prepayments	2021	2020
	£'000	£'000
Trade debtors	511	363
Other debtors	695	745
Prepayments and accrued income	1,035	1,985
	2,241	3,093

12 Creditors and accrued expenses	2021	2020
	£'000	£'000
Trade creditors	347	1,122
Taxation and social security	539	708
Other creditors	6	3
Accruals and deferred income	992	1,515
	1,884	3,348

13 Provision for liabilities and charges

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

14 Commitments and contracted income - operating leases

At 31 December 2021, the TUC had total printing and office equipment leasing commitments of £339,856 due within one year (2020: £339,856), £265,522 between two and five years (2020: £603,610) and after five years is £0 (2020: £1,771).

At 31 December 2021, the TUC had contracted income from property rentals of £1,094,046 due within one year (2020: £1,034,014), £2,914,584 between two and five years (2020: £3,095,324) and after five years £800,449 (2020: £1,408,341).

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 2022 are expected to be £2.25m. The most recent formal actuarial valuation of the Scheme was as at 31 August 2019.

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

	At 31.12.2021	At 31.12.2020
Rate of increase in salaries	4.05%	3.65%
Rate of increase in pensions in payment		
- RPI, capped at 2.5% per annum	2.40%	2.30%
- RPI, capped at 5.0% per annum	3.30%	2.90%
- RPI, 3% per annum minimum and 5.0% per annum maximum	3.60%	3.40%
Discount rate	1.80%	1.20%
RPI Inflation assumption	3.30%	2.90%
CPI Inflation assumption	2.90%	2.40%
Revaluation in deferment*	2.90%	2.40%

Assumed life expectancies on retirement at age 65 are:

Retiring today		
Males	87.4	87.4
Females	89.5	89.5
Retiring in 20 years' time		
Males	88.8	88.8
Females	91.0	90.7

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

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

The amounts recognised in the balance sheet are as follows:

	2021 £'000	2020 £'000
Present value of scheme liabilities	(148,508)	(158,541)
Fair value of scheme assets	169,770	163,454
Pension asset	21,262	4,913

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

Liabilities at beginning of year	158,541	141,773
Current service cost	3,673	3,531
Interest cost	1,883	2,950
Contributions by scheme participants	496	530
Actuarial (gain)/loss	(12,275)	12,969
Benefits paid	(3,810)	(3,212)
Liabilities at end of year	148,508	158,541

ACCOUNTS

Trades Union Congress Notes to the accounts for the year ended 31 December 2021

Reconciliation of opening and closing balances of the fair value of scheme assets	2021 £'000	2020 £'000
Fair value of scheme assets at beginning of year	163,454	152,070
Interest income on scheme assets	1,952	3,184
Return on assets, excluding interest income	5,905	9,075
Scheme administrative costs	(328)	(421)
Contributions by employers	2,101	2,228
Contributions by plan participants	496	530
Benefits paid	(3,810)	(3,212)
Fair value of scheme assets at end of year	169,770	163,454

The assets in the scheme were:

	Value at 31.12.2021 £'000	Value at 31.12.2020 £'000
Equities	19,621	16,869
Bonds	11,306	76,460
Equity linked bonds	71,057	12,029
Cash	6,057	667
Other	61,729	57,429
Fair value of plan assets	169,770	163,454

Amount recognised in other comprehensive income

Cash	(12,275)	12,969
Return on assets, excluding interest income	(5,905)	(9,075)
Actuarial (gain)/loss	(18,180)	3,894

Amounts recognised in profit and loss

Service cost including current and past service costs and settlements	3,673	3,531
Administrative cost	328	421
Net interest on the net defined benefit liability	(69)	(234)
	3,932	3,718

Employer's contributions	(2,101)	(2,228)
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Net pension cost	1,831	1,490
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16 Capital commitments

The TUC had contracted commitments at 31 December 2021 for future capital projects totalling £634k (2020: £0).

17 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.

	2021 £'000	2020 £'000
TUC Educational Trust		
Owed to TUC:		
Opening balance	624,070	623,992
Payments to TUC	(124,070)	-
Net costs paid through TUC	-	78
Closing balance	500,000	624,070
Tolpuddle Martyrs Memorial Trust		
Owed to TUC:		
Opening balance	100,436	187,886
Payments to TUC	(100,436)	(187,886)
Net costs paid through TUC	124,535	100,436
Closing balance	124,535	100,436
TUC Aid		
Owed to TUC:		
Opening balance	3,366	43,120
Payments to TUC	(3,319)	(45,473)
Net costs paid through TUC	43,454	5,719
Adjustment	5	-
Closing balance	43,506	3,366

TUC RULES AND STANDING ORDERS

PART 1 CONSTITUTION

Rule 1

Name, office and membership

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

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

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

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

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

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

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

Rule 2 Objects

- a. The objects of the Congress shall be:

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

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

Generally to improve the economic or social conditions of workers in all parts of the world and

to render them assistance whether or not such workers are employed or have ceased to be employed.

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

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

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

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

Rule 3 Affiliation fees

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

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

- a. Each organisation shall by 31 May in each year, inform the General Secretary of Congress of the number of its members as at 1 January of that year.
- b. Each affiliated organisation shall by 30 September in any year, inform the General Secretary of the contribution rate payable by the largest category of members as at 1 January of the year following.
- c. The average of all unions' contribution rates is the sum of each union's contribution rate in accordance with sub-paragraph (b) multiplied by each union's affiliated membership and divided

by the total affiliated membership in the year in which the contribution rate is notified to the General Secretary.

- d. The General Council shall, by 31 October in each year, confirm, increase, or reduce, the percentage figure in accordance with the TUC work programme and priorities as decided by Congress in that year.

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

Rule 4 Composition of General Council

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

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

TUC RULES AND STANDING ORDERS

women members of any organisation in Section A is 100,000 or more that organisation shall nominate at least one woman.

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

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

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

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

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

entitled to nominate one of its members to be the Section F member of the General Council.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

- c. Each affiliated union with 200,000 or fewer members shall have the right to nominate one of its women members for election to Section D of the General Council.

- 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

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for Section C, D, E, F, G, H, I and J dies before the election takes place the General Council shall have the powers to authorise the acceptance of a fresh nomination notwithstanding anything in these Rules and Standing Orders. Ballot papers containing the names of all candidates nominated for Section C of the General Council shall be supplied to the delegations of all organisations allocated to Section C on the day of the election. Ballot papers containing the names of all the candidates nominated for Section D of the General Council shall be supplied to the delegations of all organisations allocated to Section D on the day of the election.

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

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

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

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

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

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

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

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

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

g. The ballot papers shall be issued by the scrutineers, and after being filled up shall then be immediately

placed in the box without inspection by the delegates other than those of the organisation voting.

- h. Any delegates found guilty of violating this Rule shall at once be reported to Congress, named by the President and expelled. Such delegate or delegates shall not be eligible to attend Congress again for three years.
- i. A notification of the penalties likely to be involved in the infringement of this Rule shall be included in the instructions printed on each ballot paper.

Rule 8 **Duties of the General Council**

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

d. They shall promote common action by the trade union movement on general questions, such as wages and hours of labour, and any matter of general concern that may arise between trade unions and trade unions, or between employers and trade unions, or between the trade union movement and the government, and shall have power to assist any union which is attacked on any vital question of trade union principle.

e. They shall assist trade unions in the work of organisation, and shall carry on propaganda with a view to strengthening the trade union movement, and for the attainment of any or all of the above objects.

f. They shall also enter into relations with the trade union and labour movements in other countries with a view to securing united action.

g. They shall have authority to invest and administer the funds of the Congress and to make grants to any organisation or person, whether in Great Britain, or abroad, for such purposes as it seems desirable, but in so doing they shall have regard to the directions, if any, from time to time given by Congress. They shall also have authority to raise funds

for any special purpose and to invest and administer such funds and to make grants therefrom.

- h. For the purpose of carrying out the objects of the Congress, of conducting its affairs and in relation to the matters specifically referred to in this Rule the General Council shall have power to utilise the funds and property of the Congress, to enter into any transaction and by any one or more of their members or appointed officers to execute in the name and on behalf of the Congress any deeds or documents that may be necessary.

i. The General Council shall have power whenever they deem necessary to convene a special Congress or Conference to deal with any contingency that may arise, 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.

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

Rule 9 **Appointment of committees**

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

Rule 10 **Wales TUC**

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

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

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

Rule 11 **General Secretary**

- a. The General Secretary shall be elected by Congress, and shall be ex officio a member of the Congress and the General Council. She or he shall remain in office so long as her or his work and conduct give satisfaction to the General Council and to the representatives attending Congress, and shall retire from the service of the Congress upon reaching the age of 65.
- b. The annual Congress preceding the date of retirement of the General Secretary shall elect a General Secretary Designate who shall become General Secretary on the retirement of her or his predecessor. Should a vacancy otherwise occur between the annual meetings of the Congress, the General Council shall have power to fill such a vacancy temporarily.
- c. The General Council shall determine the salary and conditions of service of the General Secretary, and shall

provide her or him with all necessary assistance, office accommodation, and facilities for conducting the business of the Congress and the General Council.

- d. Any duty or function imposed by these Rules upon the General Secretary may be discharged (with her or his consent) by such persons as she or he considers appropriate provided always that the General Secretary shall remain responsible to the General Council for the discharge of that duty or function.

Rule 12 **Industrial disputes**

- a. It shall be an obligation upon the affiliated organisations to keep the General Secretary of the Congress informed with regard to matters arising between them and their employers and/or between one organisation and another, including unauthorised and unconstitutional stoppages of work, in particular where such matters may involve, directly or indirectly, large bodies of workers. The General Council or the General Secretary shall (if either should consider it necessary) disseminate the information as soon as possible to all organisations which are affiliated to the Congress and which may be either directly or indirectly affected.

- b. The general policy of the General Council shall be that unless requested to do so by the affiliated organisation or organisations concerned, neither the General Council nor the General Secretary shall intervene so long as there is a prospect of whatever difference may exist on the matters in question being amicably settled by means of the machinery of negotiations existing in the trades affected.
- c. If, however, a situation has arisen, or is likely to arise, in which other bodies of workpeople affiliated to Congress might be involved in a stoppage of work or their wages, hours and conditions of employment imperilled, the General Council or the General Secretary may investigate the matter by calling representatives of the organisation or organisations concerned into consultation, and may use their influence or her or his influence (as the case may be) to effect a just settlement of the difference. In this connection the General Council or the General Secretary, having given an opportunity to each organisation concerned to present its views on the matter and having ascertained the facts relating to the difference, may tender their or her or his considered opinion and advice thereon to the organisation or organisations concerned. Should the organisation or

organisations refuse such assistance or advice, the General Secretary shall duly report thereon to the General Council and/or the General Council shall duly report thereon to Congress or deal with the organisation under Clauses (b), (c), (d) and (h) of Rule 13.

- d. Whenever the General Council intervene in relation to a matter within the provision of clause (c) of this Rule, and the organisation or organisations concerned accept the assistance and advice of the General Council, and where despite the efforts of the General Council, the policy of the employers enforces a stoppage of work by strike or lock-out, the General Council shall forthwith take steps to organise on behalf of the organisation or organisations concerned all such moral and material support as the circumstances of the dispute may appear to justify.

Rule 13 **Disputes between affiliated organisations**

- a. Where disputes arise or threaten to arise between affiliated organisations, the General Council or the General Secretary of the Congress shall use their or her or his influence (as the case may be) to promote a settlement.

- b. It shall be an obligation on the affiliated organisation or organisations concerned to notify the General Secretary when an official stoppage of work is contemplated in any dispute between affiliated organisations, whether relating to trade union recognition, trade union membership, demarcation of work, or any other difficulty. No affiliated organisation shall authorise such a stoppage of work until the dispute has been dealt with under the provisions of Clauses (e) to (h) of this Rule.
- c. Where a dispute between unions has led to an unauthorised stoppage of work, it shall be an obligation of the affiliated organisation or organisations concerned to take immediate and energetic steps to obtain a resumption of work.
- 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.

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- e. Either upon notification from an affiliated organisation as required by Clause (b) or Clause (d) of this Rule, or upon the application of an affiliated organisation, or whenever she or he considers it to be necessary, the General Secretary may investigate cases of dispute or disagreement between affiliated organisations and may decide on the most appropriate method of resolving the issue. Where she or he considers it appropriate, the General Secretary may refer any such case to a Disputes Committee of the Congress for resolution in accordance with the Regulations governing procedure in regard to disputes between affiliated organisations (as amended by the General Council and adopted by the Congress from time to time). In the event of such a reference, the General Secretary may summon affiliated organisations to appear as parties before a Disputes Committee and shall require such organisations to submit to that Committee any information, which she or he or the Committee considers to be essential to enable the Committee to adjudicate upon the case.
- f. If an affiliated organisation refuses or fails to respond to a summons by the General Secretary to appear before a Disputes Committee, the General

Secretary shall investigate the circumstances of such a refusal or failure by calling representatives of the organisation into consultation and inviting the organisation to give reasons for its conduct. If, after such investigation, the General Secretary does not withdraw her or his summons and the organisation persists in its refusal or failure to appear before the Disputes Committee the General Secretary shall report the matter to the General Council who may deal with the organisation under Clause (h) of this Rule as if it were a case of failure by that organisation to comply with an award of a Disputes Committee.

- g. If an organisation which is a party to a dispute fails or refuses to submit its case to a Disputes Committee as provided by this Rule, the Disputes Committee may proceed to make an award in the absence of that organisation and in any event it shall not be permissible for that organisation to raise the dispute at any annual Congress.
- h. Affiliated organisations summoned by the General Secretary to appear as parties before a Disputes Committee shall be bound by any award of the Disputes Committee and shall comply forthwith with such award. Should any such

organisation refuse or fail forthwith to carry into effect such an award (in whole or in part) the General Council having received the award may report on the matter as they think fit to all affiliated organisations, and/or may either:

- i. deal with the organisation under clauses (b), (c), (d) and (h) of Rule 13, or
- ii. report the matter to the next annual Congress to be dealt with as that Congress may decide.

Rule 14 **Conduct of affiliated organisations**

- a. If at any time there appears to the General Council to be justification for an investigation into the conduct of any affiliated organisation on the ground that the activities of such organisation may be detrimental to the interests of the trade union movement or contrary to the declared principles or declared policy of the Congress, the General Council shall summon such organisation to appear by duly appointed representatives before them or before such Committee as the General Council consider appropriate in order that such activities may

be investigated. In the event of the organisation failing to attend, the investigation shall proceed in its absence.

- b. If after an investigation under:
 - i. clause (a) of this Rule; or
 - ii. an investigation under clause (c) of Rule 11; or
 - iii. an investigation and report to the General Council by the General Secretary of the Congress under clause (f) of Rule 12; or
 - iv. an investigation by a Disputes Committee under clauses (e) and (g) of Rule 12 and a refusal or failure to comply with its award under clause (h) of Rule 12;

it appears to the General Council that the activities of the organisation may be detrimental to the interests of the trade union movement or contrary to the declared principles or declared policy of Congress, the General Council shall notify the organisation of that fact, specifying the grounds on which that charge is made and inviting the organisation to present its views to the General Council. If, after considering those views, the General Council decide that the said activities are detrimental to the interests of the trade union movement or contrary to the declared

principles or declared policy of Congress, the General Council shall direct the organisation to discontinue such activities forthwith and undertake not to engage therein in the future.

- c. Should the organisation disobey such direction, or fail to give such undertaking, the General Council are hereby empowered in their discretion to order that the organisation be forthwith suspended from membership of the Congress until the next annual Congress.
- d. The General Council shall submit a report upon the matter to the next annual Congress.
- e. No affiliated organisation shall circularise, either in writing or by general oral communication, other affiliated organisations upon any matter concerning the business of the Congress, without first securing the General Council's authorisation for such circularisation.
- f. Should any such unauthorised circularisation take place concerning a motion for the agenda of the annual Congress or any special Congress or conferences, and the General Council after investigation decide that those responsible for such motion connived at, or were

party to, or concerned with such circularisation, the motion shall not be included in the agenda.

- g. The General Council may investigate any violation of the provisions of Clauses (e) and (f), and if after such investigation they decide that any organisation has acted deliberately in such violation they may deal with the organisation by investigation, suspension and report under the terms of Clauses (b), (c) and (d) of this Rule.
- 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.

TUC RULES AND STANDING ORDERS

Rule 15 Trustees, auditors and accounts

a. TRUSTEES: Two or more trustees shall be appointed by the General Council in whose names the funds and property of the Congress shall be vested. Such Trustees shall hold office until their respective successors have been duly appointed by the General Council and shall have accepted office. The Trustees shall deal with the funds and property held by them in accordance with the directions of the General Council and shall invest any funds available for investment in accordance with such directions. The bank accounts of the Congress shall be in the names of the Trustees, but the General Council may by resolution authorise the Trustees to direct the bankers to honour the signature or signatures of any person or persons named in the resolution, in which case the trustees shall give such direction and shall be relieved from all liability in respect of payments made in the manner authorised by the resolution while it is in force.

b. AUDITORS: The accounts of the Congress shall be audited annually by a chartered or incorporated accountant to be appointed

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

c. ACCOUNTS FOR THE YEAR: In order that affiliated organisations may have an opportunity of perusing the financial statements prior to each annual Congress, the financial year shall close on 31 December. The audit shall then take place and printed Balance Sheets, duly certified by the Auditors, shall be sent with the complete agenda to the secretary of each organisation not less than 14 days before each annual Congress.

Rule 16 Amendment of Rules and Standing Orders

a. The General Council may between each annual Congress make any amendment to the Rules and Standing Orders that they deem necessary subject to any such amendment being confirmed by the next annual Congress, providing that any such amendment shall in any event be

binding upon all affiliated organisations and their members until overruled by Congress.

b. Affiliated organisations may (subject to the provisions of Rule 24) put forward motions for the amendment of the Rules and Standing Orders for the consideration of such annual Congress.

PART 2 ARRANGEMENTS FOR ANNUAL CONGRESS

Rule 17 Preliminary arrangements

a. The General Council shall select the place for the annual Congress and shall have the powers to invite representatives of public bodies and other institutions to attend the sittings thereof.

b. The General Council shall meet during the week prior to the date of each annual Congress for the purpose of completing the arrangements there for.

Rule 18 **Representation at annual Congress**

- a. Affiliated organisations shall be entitled to be represented at the annual Congress by one delegate for every 5,000 members or fraction thereof, (save for unions with fewer than 5,000 members who shall be entitled to two delegates) provided always that they have paid the fees prescribed in Rule 3.
- b. Not later than seven weeks prior to the Monday of the annual Congress the names and addresses of the delegates shall be sent to the General Secretary of the Congress on the appropriate form which must be signed by the President (or Chairman) and Secretary of the organisation such delegates will represent.
- c. A credential card shall not be issued to any affiliated organisation which has failed to comply with the foregoing conditions.
- d. In addition, the annual Trades Councils Conference may elect a further delegate, who must be a member of a registered Trades Council, to attend Congress and move the motion submitted to Congress by the Trades Councils Conference.

Rule 19 **Delegates' qualifications**

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

Rule 20 **Congress President**

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

Rule 21 **General Purposes Committee**

- a. A General Purposes Committee of five members for the ensuing annual Congress shall be nominated and elected by ballot. If any member elected is not a delegate to the ensuing annual Congress, or a vacancy arises from any other cause, the highest unsuccessful candidate shall be called upon to fill the vacancy.

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- b. Each nominee for the General Purposes Committee must be nominated by her or his own organisation. Nominations shall be submitted on the appropriate form which must be signed by the President (or Chair) and Secretary of the organisation and shall reach the General Secretary of the Congress at least eight weeks prior to the Monday of the annual Congress.
- c. The members of the General Purposes Committee shall appoint from their body a chair and secretary. The duties of the General Purposes Committee shall be:
- i. to co-operate with the movers of motions and amendments in order that composite motions may be obtained wherever possible
 - ii. to have circulated to the delegates copies of the composite motions they have approved
 - iii. to submit to the President of Congress a programme of all motions and amendments approved by them as being in accordance with the Rules and Standing Orders, together with all suggestions for the proper conduct of the business of the annual Congress
 - iv. to report to the General Council any violation of the Rules or Standing Orders that may be brought to their notice, together with any recommendation agreed upon.
- Rule 22**
Tellers and ballot scrutineers
- The General Council shall nominate, for the approval of the Congress, four or more Tellers and up to seven ballot scrutineers.
- Rule 23**
Voting
- The method of voting at Congress shall be at the discretion of the President, by electronic vote. Each affiliated trade union will have a weighted vote, related to its affiliated membership to the TUC.
- Rule 24**
Motions for Congress
- a. Motions for the Congress must be submitted on the appropriate forms and be signed by the President (or Chair) and Secretary of the organisation submitting such motions and must be received by the General Secretary of Congress not later than eight weeks before the Monday of the annual Congress.
 - b. Such motions shall be sent to each affiliated organisation not less than six weeks before the annual Congress. The order in which these subjects are to be discussed shall be decided by the General Council in consultation with the General Purposes Committee of Congress.
 - c. An affiliated organisation shall be allowed not more than two motions, apart from organisations with more than one million members who will be allowed one additional motion for each additional 500,000 members or part thereof. In addition each of the equality conferences, the Young Workers Conference and Trades Union Councils' Conference will be allowed to choose one motion carried by that conference for submission to Congress. In order that important labour questions may not be omitted from the discussion of the annual Congress, the General Council are empowered to place not more than three motions on the annual Congress agenda.
 - d. All amendments to the motions submitted by affiliated organisations must be received by the General Secretary of Congress not later than four weeks before the Monday of the annual Congress. An affiliated organisation shall be allowed not more than

two amendments apart from organisations with more than one million members who will be allowed one additional amendment for each additional 500,000 members or part thereof. These must be submitted on the appropriate forms and be signed by the President (or Chair) and Secretary of the organisation concerned.

- e. Notwithstanding the provisions of this Rule, the General Council or any affiliated organisation shall, subject to the approval of the General Purposes Committee, be permitted to submit an emergency motion for the consideration of the delegates to Congress. No such permission shall, however, be granted unless agreed to by at least two-thirds of the votes cast by the delegates to the particular annual or special Congress.
- f. Motions shall not exceed 250 words in length. Amendments shall not exceed 50 words in length. These provisions shall apply to original motions and emergency motions but not to composite motions nor to motions selected to go forward to the Congress Agenda by the equality conferences, Young Workers Conference and Trades Union Councils Conference.

Rule 25 **Delegations**

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

Rule 26 **Date of annual Congress**

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

Rule 27 **Standing Orders**

- a. **HOURS OF MEETING:** Delegates shall assemble at 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 24 shall be sent, not later than 19 days before the opening of each Congress, to the affiliated organisations which have paid up to the last preceding quarter the fees due under Rule 3.
- c. **GENERAL COUNCIL'S REPORT:** After the opening of each annual Congress, the General Council shall present their report for the past year, which shall be circulated for discussion. The items of the report shall be discussed seriatim and not as a whole: each speaker to be limited to three minutes. Such report shall be given precedence over all other

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business provided that where a motion on the agenda bears directly upon any part of the report, such motion may at the discretion of the President be taken in conjunction with such part of the report.

- d. **LIMITATION OF SPEECHES:** The mover of the motion shall be allowed five minutes, the seconder three, and any or each succeeding speaker three minutes. A delegate shall not speak more than once on a question, except the mover of the original proposition, who shall have the right to reply.
- e. **ORDER OF SPEAKERS:** The President shall determine the order of speakers. If the President calls a delegate to order, or for any other purpose connected with the proceedings, the delegate speaking shall cease their contribution and no other delegate shall speak until the President has authorised the discussion to proceed.
- f. **PRESIDENT'S RULING:** Should any delegate cause disturbance at any session of annual or special Congress, and refuse to obey the President when called to

order, she or he shall be named by the President, and shall be expelled from the conference for the remainder of the session, and shall not be allowed to take part in the Congress proceedings without the consent of Congress delegates.

- g. **CLOSURE:** The Previous Question, Next Business, or the Closure may be moved and seconded only by those delegates who have not previously spoken during the debate, and there shall be no speeches on such motions. Should the closure be carried, the mover of the original motion shall have the right to reply in accordance with Rule 27, clause (d). Should the President consider that there is no practical difference of opinion among the delegates, she or he shall have power to stop the discussion and submit the proposition to the vote of the Congress delegates.

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

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



TUC GENERAL COUNCIL STATEMENT AND GUIDANCE ON SEXUAL HARASSMENT

Statement on sexual harassment

1. The TUC General Council is committed to promoting equality for all and to eliminating all forms of harassment, prejudice and unfair discrimination, within our own structures, our own employment practices and through bargaining with employers.
2. Following union research highlighting the scale of the problem of sexual harassment and media interest in cases of sexual harassment across a range of sectors, from entertainment to politics, the General Council reaffirms its commitment to eliminating all forms of sexual harassment and violence against women.
3. TUC research has highlighted the scale of sexual harassment in workplaces across the country, across all sectors, and all industries. Over half of all women have experienced some form of sexual harassment in their working lives.
4. The Equality Act 2010 defines sexual harassment as unwanted conduct of a sexual nature which has the purpose or effect of violating someone's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.
5. Sexual harassment can take many forms. It could take the form of indecent or suggestive remarks, questions, jokes, or suggestions about someone's sex life, the display of pornography in the workplace, the circulation of pornography (by email, for example), unwelcome and inappropriate touching, hugging or kissing, requests or demands for sexual favours, or any unwelcome behaviour of a sexual nature that creates an intimidating, hostile or humiliating working environment.
6. The TUC recognises that both men and women can experience sexual harassment but all evidence points to sexual harassment being overwhelmingly directed at women and overwhelmingly perpetrated by men.
7. We recognise that both victims and perpetrators come from all walks of life and that sexual harassment may be combined with other forms of prejudice and discrimination, for example based on age, race, class, sexuality, gender identity or disability.
8. TUC research on sexual harassment has highlighted that sexual harassment is not only perpetrated by employers or colleagues, it is often perpetrated by a third party such as a customer, a patient, or another member of the public.
9. TUC research found that casualisation and lack of job security were linked to sexual harassment and presented barriers to reporting and challenging harassment. TUC research also found that sexual harassment was more prevalent in male-dominated sectors.
10. We recognise that sexual harassment is a form of violence against women and it both reflects and reinforces existing power dynamics in society.

11. Sexual harassment and other forms of violence against women can have negative impacts on the self-esteem and mental health of the person experiencing it. It can also have a damaging effect on the working life of the person experiencing it, causing her to avoid the perpetrator at work, causing her to leave her job, or, in cases of victimisation, leading to her demotion or dismissal. In a trade union context, sexual harassment may lead to women avoiding union meetings, avoiding putting themselves forward for election to union positions, or even leaving the union altogether.

12. Many trade union members will have experienced some form of sexual harassment in their working lives. Recent research by the Equalities and Human Rights Commission found that where victims of sexual harassment had reported the problem to a trade union representative, they had a more positive outcome. Yet we also know from TUC research that too few women report sexual harassment to anyone at all, including their union representative. Trade unions have a role to play in not

only reacting to allegations of sexual harassment but also in actively promoting the importance of reporting sexual harassment to the relevant trade union representative, and fostering an environment where women feel safe and confident in doing so.

13. The TUC General Council affirms its commitment to eliminating sexual harassment and all forms of violence against women. Furthermore, the TUC General Council calls on affiliated unions to:

- ensure that all unions have effective policies on sexual harassment in place and communicated to all staff and reps, as both employers and as democratic membership organisations
- ensure all unions have fair and effective procedures in place to deal with complaints, which recognise the value of including an independent expert presence
- implement sexual harassment policies in union branches or other relevant structures

- place sexual harassment and all forms of violence against women at the top of union bargaining, campaigning and organising agendas
- work with relevant civil society organisations such as the End Violence Against Women Coalition
- circulate this statement to members and make members aware of our commitment to ending sexual harassment at union education courses, conferences and other events.

Guidance on procedures relating to harassment and discrimination

1. The TUC rules are explicit and robust in stating our commitment to promoting equality and eliminating all forms of harassment, prejudice and discrimination.
2. Rule 1b states: "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

TUC GENERAL COUNCIL STATEMENT AND GUIDANCE ON SEXUAL HARASSMENT

harassment, prejudice and unfair discrimination, both within its own structures and through all its activities, including its own employment practices.”

3. Rule 2a states that the objects of Congress are: “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.”
4. Where a matter relating to discrimination or harassment within an affiliated union is brought to the attention of the general secretary of the TUC, the TUC general secretary may wish to conduct an initial investigation in respect of any contravention of TUC rules.
5. Following consultation with the TUC president, the TUC general secretary, or whom s/he designates, is empowered to convene a panel to investigate whether or not the union has complied with the TUC’s rules in relation to equality and discrimination.
6. As is the case in the TUC disputes procedure, such a panel will be drawn from the General Council and may include a legally qualified person or another independent third party with relevant expertise. In the case of an allegation relating to sexual harassment, for instance, the general secretary may wish to appoint an independent expert from an equalities or women’s rights organisation.
7. Depending on the outcome of the investigation, the panel may wish to make recommendations to the union that may be enforced in the form of an award, in line with the existing disputes procedures.
8. Should any information regarding individual complaints be submitted to the committee they will be treated in confidence, in line with best practice.
9. Should the panel make an award, the General Council will receive a report in line with point 7.

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