

GENERAL COUNCIL REPORT

CONGRESS 2025



Copyright © 2025 TUC

ISBN 978 1 914609 17 6

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

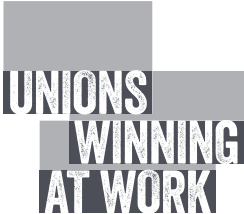
tuc.org.uk
020 7636 4030

Design by TUC
Cover photo by Skynesher/Getty Images

For more copies of this publication, please contact TUC Publications on 020 7467 1294 or email publications@tuc.org.uk. Bulk discounts may be offered. Parts or all of this report may be made available for dyslexic or visually impaired readers, on request and at no extra cost, in an agreed electronic format or in accessible formats such as Braille, audio tape or large print. For more information, please contact TUC Publications as above.

GENERAL COUNCIL REPORT

CONGRESS 2025



CONTENTS

TUC General Council members 2024-25	07
General secretary's introduction	08

SECTION 1 A GROWING AND DIVERSE TRADE UNION MOVEMENT

1.1 Organising strategy	12
1.2 TUC supporting unions in dispute: industrial action and the Solidarity Hub	12
1.3 Digital organising and Megaphone	14
1.4 Promoting trade unions: unionfinder and social media	15
1.5 TUC Education	15
1.6 Digital Lab	17
1.7 Anti-Racism Taskforce oversight and implementation	17
1.8 Make Work Pay: collective rights and defending the right to strike	18
1.9 Fair pay agreements and SSSNB	19
1.10 HeartUnions Week	20

SECTION 2 STRONGER RIGHTS AT WORK AND PROTECTION FROM DISCRIMINATION

2.1 Stronger employment rights	22
2.2 Health and safety	23
2.3 Tackling the far right	24
2.4 Anti-racism	25
2.5 Tackling sexual harassment	25
2.6 Working time and flexible working	26
2.7 Protecting equalities	26

SECTION 3 A FAIRER ECONOMY AND STRONG PUBLIC SERVICES

3.1 The economy	32
3.2 The labour market	33
3.3 Industrial strategy	34
3.4 Pay and the national minimum wage	35
3.5 Workers' capital, corporate governance and executive pay	35
3.6 Social security and sick pay	36
3.7 Pensions	37
3.8 Strong public services	37
3.9 National Health Service	38
3.10 Education	38
3.11 Social care	39
3.12 Local government and fire and rescue	40
3.13 Civil service and justice	40
3.14 Public procurement and insourcing	41
3.15 Transport	41
3.16 Arts and creative sector	43
3.17 Regions	43
3.18 TUC Cymru report	44

SECTION 4 MEETING THE CHALLENGES OF THE FUTURE

4.1 A pro-worker approach for AI and digital technology	46
4.2 TUC's role in the Covid-19 public inquiry	46
4.3 Skills	48
4.4 Just transition and net zero	49
4.5 Trade and the EU	49
4.6 TUC international engagement and solidarity work	50

4.7	TUC Aid and global solidarity	50
4.8	Middle East engagement and advocacy	50
4.9	Human rights and labour standards	52
4.10	Global trade union solidarity	52

SECTION 5
A STRONG AND SUSTAINABLE TUC

5.1	Developing the TUC	54
5.2	Sale of Congress House	54
5.3	Congress and Congress Awards	56
5.4	TUC Comms Awards	56
5.5	Women's Conference	56
5.6	LGBT+ Conference	58
5.7	Disabled Workers Conference	58
5.8	Black Workers Conference	58
5.9	Young Workers Conference	58
5.10	Trades Councils Conference	58
5.11	TUC finances	59
5.12	Administration and dilapidations funds	59
5.13	Development and external grants funds	59
5.14	Prospects and developments	59
5.15	TUC Finance Committee	60
5.16	TUC Library Collection	60

OBITUARIES	61
-------------------	-----------

APPENDICES		
1	Attendance	64
2	Committee membership	66
3	Accounts	72
4	Disputes between unions	93
5	TUC rules and standing orders	94
6	TUC General Council statement and guidance on sexual harassment	110

Index	113
Index of resolutions	117



Mark Dickinson

TUC Congress president 2025

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 2024–25

Alice Angliss MU	Sharon Graham Unite	Susan Matthews Unite	Gary Smith GMB
Andrea Bradley EIS	Charlie Gray GMB	Christina McAnea UNISON	Liz Snape MBE UNISON
Amanda Brown RCM	Andy Green Unite	Gloria Mills CBE UNISON	Claire Sullivan CSP
Joanne Cairns Usdaw	Martyn Gwyther Unite	Julia Mwaluke⁴ UNISON	Steve Turner⁵ Unite
Sarah Carpenter Unite	Fran Heathcote PCS	Ged Nichols Accord	Dave Ward CWU
Mike Clancy Prospect	Kate Hudson CWU	Libby Nolan UNISON	Simon Weller ASLEF
Mark Dickinson Nautilus International	Peter Hughes⁶ Unite	Steve North³ UNISON	Paul Whiteman NAHT
Rashida Din NASUWT	Colleen Johnson NEU	Dave Penman FDA	Sarah Woolley BFAWU
Angela Duerden Unite	Farzana Jumma GMB	Barbara Plant GMB	Matt Wrack¹ FBU
Maria Exall CWU	Daniel Kebede NEU	Naomi Pohl MU	Steve Wright² FBU
Sue Ferns OBE Prospect	Ian Lawrence Napo	Louise Regan NEU	Tony Wright UNISON
Paul Fleming Equity	Paddy Lillis Usdaw	Roy Rickhuss Community	Paul Nowak TUC general secretary
Martin Furlong RCP	Brian Linn Aegis	Patrick Roach NASUWT	<i>1 Left in January 2025</i>
Steve Gillan POA	Mick Lynch RMT	Dean Rogers SoR	<i>2 Joined in January 2025</i>
Jo Grady UCU	Annette Mansell-Green BDA	Maggie Ryan Unite	<i>3 Left in April 2025</i>
			<i>4 Left in June 2025</i>
			<i>5 Left in July 2025</i>
			<i>6 Joined in July 2025</i>

PAUL NOWAK

GENERAL SECRETARY



© Jess Hurd

Welcome to the 157th TUC Congress in Brighton.

I'm looking forward to a vibrant, lively debate as the TUC's 48 unions come together to decide our priorities for the year ahead. From the future of our public services to the challenges posed by artificial intelligence, we have a packed agenda.

And this year's Congress takes place amid huge global uncertainty. The far right poses a clear and present danger across the world, with President Trump unleashing chaos in America and far beyond. As well as attacking federal workers, trade unions and migrants, the new regime in Washington has introduced punitive tariffs and turned its back on European security.

“ The Employment Rights Bill represents the biggest upgrade to workers' and trade union rights in a generation. ”

All of this, coupled with a dire economic inheritance from the Conservatives, has made it harder for our government to deliver its manifesto commitments. The TUC welcomed the agreement the UK reached with the EU in May to build a closer trade relationship, tackling some of the damage caused by Brexit.

We continue to work with the government to deliver the change people voted for last July. With Reform UK emerging as the largest party in the local elections, our priority must be to deliver the better jobs, rising living standards and improved public services working people deserve. That's the best way to challenge the right's narrative about a country in decline.

Despite a tight spending review, positive change is happening. The government is investing in public services, with NHS waiting lists coming down and 6,500 new teachers being recruited. The TUC continues to work with our affiliates to secure a fair deal for public sector workers who are fundamental to delivering better services.

Meanwhile, the new industrial strategy will create good, skilled jobs in every region, helping us meet the profound challenges posed by technological change and the climate emergency. The National Wealth Fund will deliver new investment in innovation and research. And Great British Energy, publicly owned railways and support for British Steel all signal a welcome recalibration of our economy.

At the heart of the government's plan for change is the Make Work Pay agenda. The Employment Rights Bill represents the biggest upgrade to workers' and trade union rights in a generation. Unions have campaigned vigorously for the legislation to be delivered in full, urging ministers to resist the business lobby's orchestrated campaign to water down the reforms. Throughout, we have shown that stronger rights will deliver improvements in growth, productivity and industrial relations.

With insecurity a massive problem in our labour market, we have also urged the government to implement the new laws at the earliest opportunity. Stronger rights at work are overwhelmingly

▼ Paul Nowak meets Unite reps and officers, as well as the management team, at Ford's historic Dagenham plant in East London
© Unite



popular with the British people, including voters from across the political spectrum. Delivering better work isn't just good economics - it's also sound politics.

Inevitably, the government has not got everything right. The TUC opposed cuts to the winter fuel allowance and we had real concerns about plans to reform social security, making clear our opposition to cuts to disability benefits. Rather than hitting some of our poorest citizens with £5bn of cuts, we instead urged ministers to raise taxes on those at the top. Industrial-scale tax avoidance by the likes of Amazon only underlines the need for a fairer tax system.

“ We are the largest democratic mass movement in the country, and our five million-plus members work across a vast spectrum of occupations. But to remain the authentic voice of Britain at work, and to win for working people, we too must adapt to a world that is changing fast. ”

While government must take the lead in improving working people's lives, trade unions remain powerful agents of change in their own right. We are the largest democratic mass movement in the country, and our five million-plus members work across a vast spectrum of occupations. But to remain the authentic voice of Britain at work, and to win for working people, we too must adapt to a world that is changing fast.

The TUC's new organising strategy will help our affiliates recruit the next generation of trade union members and activists. I remain determined that we build a stronger, more inclusive movement, reflecting the diversity of today's workforce. That's why the TUC continues to develop schemes like our new Black activists' programme, helping us diversify our reps base - the lifeblood of our movement.

PAUL NOWAK

GENERAL SECRETARY

“ I saw first-hand the appalling situation facing the Palestinian people in the West Bank, suffering under an illegal occupation. I also heard harrowing accounts of the humanitarian catastrophe in Gaza, where thousands of people have been killed. ”

More than ever, we must bring people together. With the far right and populist right pitting worker against worker – scapegoating migrants for problems caused by a failed economic system – our movement must promote unity. Rooted in antiracism, the TUC’s new anti-far right strategy shows how unions can tackle the politics of hate and division. And because the far-right threat is global, we must work with our sister unions overseas to defend the interests of workers, whatever their background.

Internationalism will always be part of our DNA. As I write, devastating conflicts continue to rage in Ukraine, Sudan and Gaza. In April, I travelled to Israel and Palestine where I met Israeli peace campaigners and trade unionists, Palestinian politicians and human rights defenders, and workers in the West Bank. I also addressed the conference of our Palestinian sister union centre, the PGFTU, in Ramallah.

During my visit, I saw first-hand the appalling situation facing the Palestinian people in the West Bank, suffering under an illegal occupation. I also heard harrowing accounts of the humanitarian catastrophe in Gaza, where thousands of people have been killed in the latest Israeli onslaught. The IDF’s blockade of Gaza – cutting off supplies of food, aid and medicines – rightly attracted international revulsion.

Throughout, the TUC has reiterated our calls for a new, immediate and permanent ceasefire; for the release of all hostages and political prisoners; and for respect for international law, including an end to all licences for arms traded with Israel. We have also called on the UK government to immediately recognise the state of Palestine, so we can begin the road towards a two-state solution.

In the Middle East and across the world, there’s never been more need for our values of solidarity, equality and respect. Despite the huge challenges we face, I’m optimistic we can make progress – securing the better work, wages, rights and services working people are crying out for.

Let’s build our movement – and win the change we need.

Solidarity to all.





SECTION 1

A GROWING AND
DIVERSE TRADE UNION
MOVEMENT ▼

A GROWING AND DIVERSE TRADE UNION MOVEMENT

1.1 Organising strategy

The TUC is actively implementing a new organising strategy, developed through extensive consultation with affiliated unions and agreed by the TUC Executive Committee in May 2025. In line with resolution 72, this strategy is designed to support union organising and our affiliates' efforts to secure union growth and high-quality, unionised jobs across the UK economy. It reflects the collective priorities and insights gathered from unions following a series of focused roundtables and attendees at the collective bargaining summit, provides leadership and innovation, and facilitates the sharing of best practice to maximise impact.

The TUC's strategy is acutely focused on three critical areas: engaging young workers, enhancing digital capacity for organising and expanding union presence in the private sector.

The strategy is being delivered through six interconnected activity strands:

› **Supporting union recognition:** We're shaping policy through legislation like the Employment Rights Bill to extend union reach and secure recognition, especially for young workers in the private sector.

“ This strategy is designed to support union organising and our affiliates' efforts to secure union growth and high-quality, unionised jobs across the UK economy. ”

› **Fostering inter-union relationships:** The TUC facilitates joint initiatives, like the Our Work Matters campaign, to enhance collective organising capacity and share best practices on vital issues.

› **Boosting union capacity:** We're increasing TUC-led training and expanding diversity programmes, including Black Activist Programmes, to equip organisers with skills to engage young workers and utilise new rights.

› **Closing the digital skills gap:** The TUC is piloting innovative digital tools (eg data visualisation and peer-to-peer texting) and establishing a digital organisers' academy to boost digital organising capacity.

› **Growing union power through communication:** We're running impactful public campaigns and refining messaging to demonstrate union relevance and highlight new rights' benefits, encouraging new members.

› **Utilising data for organising:**

The TUC provides crucial research and analysis to help unions target potential new members and identify the full potential of new rights for growth.

This strategy, born from extensive collaboration with unions, ensures the TUC is providing practical and targeted support to our affiliates. We are working to ensure that unions are well-equipped to capitalise on new opportunities, particularly those arising from changes to employment legislation, and to navigate the complexities of modern workplaces, ultimately driving recruitment and strengthening the collective power of working people.

1.2 TUC supporting unions in dispute: industrial action and the Solidarity Hub

From healthcare assistants to lecturers and phlebotomists to refuse workers, since Congress 2024 we have supported multiple unions involved in high-profile industrial disputes in both the public and the

▼ Paul Nowak joins UCU members at their picket of the University of Bradford, over its £16m cuts programme
© Trades Union Congress



private sector, balloting millions of workers. Trade unions have achieved significant victories, securing improved pay and working conditions and winning on workplace matters including health and safety, pensions, recognition and more.

Since the project launched in January 2023, the TUC's National Dispute Database has recorded over 2,000 individual industrial disputes, involving 34 different unions. We use the data to analyse dispute patterns and relationships, identify where the TUC can add support, extract organising lessons and identify potential for coordinated action. We produce an internal quarterly

“ We have recorded more than 100 union wins since Congress 2024 across all sectors, demonstrating the effectiveness of targeted industrial action. ”

report on industrial action and unions wins, an internal monthly scorecard monitoring usage of resources and an external weekly report to over 350 campaigners and

communicators across the movement with the 'week ahead' guide to industrial action.

Through the Solidarity Hub website, we have directly managed 87 requests for support both locally and nationally in the last year, across 18 different unions taking industrial action.

We have recorded more than 100 union wins since Congress 2024 across all sectors, demonstrating the effectiveness of targeted industrial action and the value of trade union membership and solidarity.

A GROWING AND DIVERSE TRADE UNION MOVEMENT

The TUC Solidarity Hub project continues to grow and play a vital role in supporting unions winning for workers. Since its launch in 2023, we have supported 26 unions in some capacity and more than 450 individual national and regional union campaigns. This support includes digital campaign support through Megaphone, sharing best practice and training for reps, as well as bespoke support including balloting advice, picket line support, solidarity videos, social media messages, research and more.

Through our collection of Solidarity Stories, we have captured and published detailed case studies of 52 union wins, featuring 22 different unions. These in-depth case studies demonstrate the power of belonging to a trade union and the importance of organising at work. Wins on terms and conditions, health and safety, equality matters and much more have been captured and published to amplify the great work being done daily by unions, and also to promote good trade unionism.

We have now captured insight into more than 70 new union recognition wins since TUC Congress 2024. These have been secured in sectors across the economy including retail, hospitality, local government, manufacturing, aviation, engineering and more. Where unions are winning new recognition agreements, we are capturing those stories to unearth the organising journey

“ Nearly 1.14 million people have taken action through Megaphone in support of union campaigns, and the Megaphone solidarity email list has become a key organising resource. ”

and amplify the success stories, navigating through the process of achieving recognition and winning collective bargaining coverage, in the interest of learning lessons for the movement and sharing best practice.

Our TUC Growth Hub was launched with a new website designed to support unions to grow the movement. This will share and promote best practice on organising and winning recognition to ensure the movement can take full advantage of the new access and recognition rights being introduced through the Employment Rights Bill.

1.3 Digital organising and Megaphone

Building a strong and diverse union movement requires new techniques, tools and technology. In 2024 and 2025, the TUC expanded its support to help unions use digital tools to strengthen organising and amplify campaigns.

The TUC now provides hands-on digital organising assistance. In 2024/25, this included supporting GMB in its recognition bid at Amazon, facilitating peer-to-peer texting

training for worker leaders at the Coventry warehouse, and support for unions using Zoom calls and WhatsApp to drive member action and engagement.

The Megaphone platform enables unions to run online petitions and digital actions that apply pressure on employers, mobilise members and build public support.

Over the past year, more than 60 campaigns were launched on the platform by 18 different unions. Nearly 1.14 million people have taken action through Megaphone in support of union campaigns, and the Megaphone solidarity email list has become a key organising resource.

Supporters are regularly encouraged to join a union, recruit others, promote campaigns in their workplaces and communities, donate to strike funds, and take other actions that strengthen the wider movement.

The emerging TUC StrikeFunder project raised £19,000 over the past year to support union campaigns and picket lines.

Table 1: TUC Education centre training

Course	LESE	Midlands	NEY&H	North West	Scotland	South West	Totals
Diploma	32	50	25	28	50	25	210
Emp Law	69	47	0	48	28	13	205
H&S 1 and 2	130	75	40	113	80	49	487
Short	1,776	4314	131	3,010	639	780	10,650
Specialist	744	0	0	301	0	382	1,427
ULR	9	0	18	5	4	6	42
UR Stage 1	97	41	38	121	25	86	408
Total	2,857	4,527	252	3,626	826	1,341	13,429
Black Reps	172	524	11	223	9	61	1,000

1.4 Promoting trade unions: unionfinder and social media

Our social channels support and promote national campaigns, union disputes and trade unionism in general.

This year, our social media followers grew to a total of 700,000. We had significant growth in our TikTok and Instagram accounts, which now have 273,000 followers and 214,000 followers respectively.

We had a large number of viral posts including clips about Amazon workers’ efforts to unionise (10 million views), a video from Paul Nowak attacking Elon Musk (three million views), and vox pops telling voters the truth about Nigel Farage and Reform (three million views).

We also launched on new platforms including Threads, Bluesky and WhatsApp - as part of our ongoing effort to introduce trade unionism to bigger and more diverse groups of people.

The TUC’s unionfinder tool continues to play a key role in connecting workers with the support they need. Last year alone, the tool was used over 50,000 times, making it a powerful driver for growing and strengthening our movement.

1.5 TUC Education

TUC Education continued to play a vital role in empowering union reps, officers and members through high-quality training that strengthens unions’ ability to organise, campaign and represent workers.

Delivered via classroom settings in partnership with 13 further education (FE) college across England and Scotland, and increasingly online, the training is accredited by the National Open College Network (NOCN) and aligned with the TUC Passport to Progress.

Despite funding challenges in the FE sector, TUC Education expanded its digital provision in 2024, enabling broader access for union reps. The digital team supported unions including BALPA, SoR and Nautilus International with bespoke courses, while NASUWT, CWU and others adopted customised versions of the TUC’s digital credential programme.

A GROWING AND DIVERSE TRADE UNION MOVEMENT

Table 2: TUC Education webinars

Webinar	Date	Reps attending
AI transformation at work	20/06/2024	758
Campaigning for a four-day week	06/05/2024	994
Green reps and sustainability	04/03/2025	554
Health and safety in a changing climate	07/03/2024	881
Menstrual health at work	15/01/2025	1,056
Mental health is a workplace issue	10/10/2024	1,232
Negotiating for reasonable adjustments	27/11/2024	1,815
New duty on preventing sexual harassment	14/11/2024	1,491
Pay legislation	12/04/2024	990
Prioritising good air quality at work	19/09/2024	473
Strategies for member recruitment	13/02/2025	925
Workplace injuries	09/05/2024	910
Workplace toilet facilities	03/12/2025	693
Total		12,772

A key innovation was the introduction of 'practitioner' digital credentials for workplace activities, such as building safety inspections - offering formal recognition and insight into reps' contributions. Similar initiatives are planned for 2025.

Participation in online training rose by six per cent in 2024, with 2,066 reps involved - up from 1,427 in 2023. Core courses saw strong growth: Union Reps 1 (272), Health and Safety 1 (202), and the Certificate in Employment Law (229). Union learning rep training tripled, and the Diploma in Employment Law rose from 89 to 128 participants.

Webinars also proved popular, attracting 12,772 reps over the year. Topics such as negotiating reasonable adjustments for disabled workers (1,800 attendees) and preventing sexual harassment (1,500) highlighted the demand for accessible, expert-led learning.

The third annual Union Reps Connect conference drew a record 500 participants, reflecting strong interest in in-person learning and peer networking. Backed by the TUC Educational Trust, the event received overwhelmingly positive feedback. Plans for 2025 include regional networking and training days to prepare reps for new rights under the Employment Rights Bill.

The TUC Educational Trust has continued to support the work of educating and training workers, union members and activists. During 2024/25 the Trust continued support for the TUC Diversifying the Reps base project (including regional Black reps' development programmes), the third Union Reps Connect conference, the launch of the new Union Reps website and regional educational events for reps about the dangers presented by the rise of the far right and right-wing populism.

▼ Having played a significant role in chairing our Anti-Racism Taskforce, Patrick Roach retired as NASUWT general secretary in April this year
© Jess Hurd

1.6 Digital Lab

The TUC's Digital Lab programme has worked to connect leaders and digital practitioners across the TUC's affiliated unions, exploring areas of best practice in digital change for the movement.

In 2024/5, the programme produced events, training and reports, and coordinated with unions to share positive experiences more widely. The aim is to help TUC affiliates' digital change projects to succeed - more quickly and with reduced risk or cost.

Major themes over the year have included: improving the effectiveness of unions' digital channels for recruitment and retention; supporting unions to resist cyber-attacks, especially those originating from phishing; making practical use of generative artificial intelligence (AI), in line with union values; and supporting unions in transitioning to a newer generation of membership systems.

Particular work in this area has focused on building data skills inside unions. A training programme and dedicated resources have supported union officers to create and share data insights with staff and reps, via dashboards and interactive visualisation.



1.7 Anti-Racism Taskforce oversight and implementation

The Implementation and Oversight Group has been highlighting ongoing initiatives to strengthen the representation of Black trade unionists. These efforts are rooted in the objectives of the TUC Anti-Racism Taskforce, established in 2020 in response to events such as the murder of George Floyd and the Covid-19 pandemic, both of which underscored systemic racial inequalities.

Following the announcement of the retirement of NASUWT general secretary Patrick Roach, who has played a significant role in chairing our Anti-Racism Taskforce, the Implementation and Oversight Group is moving into a new phase, with plans to engage more broadly with the General Council and ensure coordinated delivery.

The TUC launched the Anti-Racism Tracker at Congress in 2024 and has continued to support affiliates in delivering the commitments outlined in the Anti-Racism Taskforce Manifesto. The data dashboard concentrates on three key areas: representation, membership and union practices.

A GROWING AND DIVERSE TRADE UNION MOVEMENT

▼ Paul Nowak and union representatives meet at the Cabinet Office to discuss the government's Employment Rights Bill
© Mark Thomas/Alamy Live News



The TUC emphasises that, while setting targets and monitoring statistics are crucial, they must be balanced with reflective work to critically examine union structures. This initiative represents a pivotal moment for BME union members, as unions develop and implement measurable strategies to effectively confront racism.

“ Throughout the year, the TUC has engaged intensively with politicians and officials to influence the Employment Rights Bill in line with union priorities. ”

1.8 Make Work Pay: collective rights and defending the right to strike

After last year's campaign to defend the right to strike, the TUC advocated for the Strikes (Minimum Service Levels (MSLs)) Act 2023's full repeal in the Employment Rights Bill in line with composite 1. The TUC warmly welcomed the introduction of the Employment Rights Bill to parliament on

21 October, within 100 days of the election of the new Labour government. The bill sets out measures that, when implemented, will boost workers' rights to collective bargaining and make it easier for unions to recruit and organise members.

The bill introduces rights for unions to access workplaces; measures to simplify the processes for statutory recognition and industrial action; and processes to strengthen collective consultation rights. It also abolishes the MSL legislation and almost all of the Trade Union Act 2016.

In August 2024, the government directed all public sector employers to disregard the MSL Act. This was a key moment in the TUC's campaign, ensuring no worker faced this harmful legislation before its repeal.

In line with resolution 3, the TUC also pressed the justice minister to reach an agreement with the POA following the European Court of Human Rights granting of hearing of its case on the right to strike, though unfortunately no agreement has been reached to date.

Throughout the year, the TUC has engaged intensively with politicians and officials to influence the Employment Rights Bill in line with union priorities, which have been informed by regular discussions at the Executive Committee and General Council and the Union Legal Officers Network, to which all unions were invited to send a representative.

The government held a series of stakeholder roundtables on the bill during the autumn. The TUC organised pre-meetings for union attendees to coordinate unions' views and input. Alongside the bill's second reading, the government published a consultation on creating a modern framework for industrial relations. The TUC convened unions in advance of a union-roundtable with Justin Madders, parliamentary under-secretary of state at the Department for Business and Trade, to discuss union views on the proposals. The TUC's written response argued for the inclusion of digital access and stronger enforcement of access rights; reform of the statutory recognition process to prevent union-busting employer tactics gaming the system; and simplifying the process for industrial action.

Throughout the bill's parliamentary progress, the TUC has circulated briefings to MPs and peers setting out TUC support for the bill and highlighting priorities for further consideration. Government amendments in the House of Commons included strengthening the enforcement of access rights and including digital access; strengthening the rules on unfair practices and freezing the bargaining unit once an application for recognition has been accepted; and introducing a formal process for agreeing access

during a recognition process. In addition, the government announced that it would introduce model or off-the-shelf access agreements to facilitate fast-track access agreements.

Further details on how access rights will work in practice will be set out in secondary regulation, following further consultation.

1.9 Fair pay agreements and SSSNB

Following years of campaigning by unions and the TUC, the Employment Rights Bill sets out legislation to establish a fair pay agreement (FPA) in adult social care, through the establishment of an Adult Social Care Negotiating Body, as well as the creation of a School Support Staff Negotiating Body. This paves the way for negotiated sectoral minimum standards for adult social care and school support staff.

The TUC has briefed parliamentarians and worked with officials and politicians to promote union priorities as the legislation has passed through parliament.

In line with resolution 48, the TUC has coordinated unions to support and shape the development of the FPA. With unions, the TUC has participated in the DHSC FPA Working Group and Task and Finish Groups covering the negotiating

A GROWING AND DIVERSE TRADE UNION MOVEMENT

▼ This year's HeartUnions campaign leveraged Megaphone to host 125 events nationwide
© Jess Hurd



Beyond in-person outreach, TUC Education hosted a webinar on recruitment strategies, attended by 650 reps. Social media efforts during the week were highly successful, generating 1.6 million impressions and 1 million video views for content promoting trade unionism. Each day of HeartUnions week, the TUC highlighted a new 'solidarity story' on its webpage, showcasing union reps' workplace victories. The campaign also secured national media coverage, and visits to the HeartUnions web pages saw a 14 per cent increase compared to 2024.

body, scope, dispute resolution and enforcement. A key priority has been to maximise the role of the FPA negotiating body by ensuring a broad scope in terms of remit and workforce coverage.

The TUC continues to call for the extension of FPAs to additional sectors.

1.10 HeartUnions Week

The TUC significantly expanded its HeartUnions campaign this year, leveraging its Megaphone digital platform to host 125 events nationwide, a substantial increase from 60 in 2024. These events facilitated 10,000-12,000 in-person conversations about union membership, more than doubling last year's 4,000. Notably, one in five event organisers were new to running a union recruitment stall.



SECTION 2

STRONGER RIGHTS AT
WORK AND PROTECTION
FROM DISCRIMINATION ▾

STRONGER RIGHTS AT WORK AND PROTECTION FROM DISCRIMINATION

2.1 Stronger employment rights

Following long-running TUC and union campaigning, the new government is committed to an ambitious set of employment rights reforms under its Plan to Make Work Pay. Ministers met their promise to table an Employment Rights Bill within 100 days of taking office.

This contains vital reforms to stop abusive zero-hours contracts, improve statutory sick pay and give protection from unfair dismissal from day one in the job. The bill also, in line with resolution 7, allows for the creation of a mandatory seafarers' charter, to protect the working conditions of seafarers aboard ships operating regular services from UK ports and provides powers to maintain compliance with international law.

Workers will benefit from new protections against dismissal for pregnant women, mothers on maternity leave and mothers who return to work. The existing day one right to request flexible working will be strengthened. And employers will need to take 'all reasonable steps' to prevent sexual harassment of their employees, with an additional obligation on them to not permit harassment of their employees by third parties.

“Workers will benefit from new protections against dismissal for pregnant women, mothers on maternity leave and mothers who return to work.”

Guided by input from the Executive Committee, General Council and an expanded Union Legal Officers Network, the TUC has provided briefings for MPs and peers throughout the legislative process. The TUC general secretary also gave oral evidence to the House of Commons bill committee.

The TUC has also engaged throughout with civil servants to ensure that General Council priorities are reflected in the bill.

A large conference was held at Congress House in December on making the case for fair work. Chief secretary to the Treasury Darren Jones used his speech to note the centrality of employment rights reforms to the government's economic agenda.

The TUC responded to the government consultation on statutory sick pay, lobbying for the highest possible rate for low-paid workers. We also successfully pushed for agency workers to be included within the scope of measures on guaranteed-hours contracts.

The TUC has sought to defend the bill from attempts by employers to water down the proposals. We have also set out key areas where parliamentarians should give further consideration.

Among the issues we have highlighted is the issue of upfront fees charged to performers by casting directories, in line with resolution 4.

In line with resolution 7, the TUC has sought to defend measures in the bill aimed at ending fire-and-rehire - under pressure from the business lobby. Also, in line with resolution 7, the TUC has continued to press the government to follow its pledge to use secondary legislation to permit the use of electronic and workplace balloting in statutory ballots.

And in response to resolution 5, we have continued to press Home Office and Defra ministers on reforms to the regulation and enforcement of migrant workers' rights.

▼ The TUC's invigorated campaign for the removal of asbestos included a one-day seminar for safety reps and a week of action inspecting building safety
© Pixelone Stocker/Getty Images



2.2 Health and safety

The TUC campaigned to ensure that the health, safety and welfare of workers are protected by strong unions and a growing network of health and safety representatives with access to high-quality resources. We produced webinars focused on building safety, working in hot weather, toilets, and stress; and held seminars and conferences and weeks of action for reps across Britain.

In response to composite 14, the TUC hosted a roundtable of unions to establish shared objectives in establishing violence at work as a safety concern and published new guidance for reps on preventative control measures for the risk of racist violence.

The TUC invigorated its campaign for the removal of asbestos and a national risk register: through meetings with ministers, a parliamentary inquiry into the legacy of Cape (the UK's largest asbestos manufacturer), a one-day seminar for safety reps and a week of action inspecting building safety, we continue

to make this a priority in campaigning and organising. This work involved working closely with health and education unions, in response to resolutions 55 and 69.

In response to resolution 19, the TUC worked with the Heat Strike campaign to mobilise for a week of temperature safety inspections in July 2025, as well as co-hosting a webinar and seminar. In response to resolution 54, this year we addressed issues related to workplace wellbeing, stress and burnout through webinars and workshops for reps.

STRONGER RIGHTS AT WORK AND PROTECTION FROM DISCRIMINATION

▼ The TUC has worked closely with affiliates tackling the far right in workplaces and communities
© Peter Marshall/Alamy Stock Photo

And through our relationship with the Health and Safety Executive (HSE), the TUC continued to push for change, including the introduction of a maximum working temperature, and for work-related suicide and sexual harassment in the workplace to be reportable, as outlined in resolutions 43 and 44.

2.3 Tackling the far right

Our work on tackling the far and populist right has continued to grow and develop, with a focus on supporting affiliates to effectively counter far-right activity in workplaces and communities.

In line with composite 10, the General Council adopted a comprehensive strategy that focuses on political education, our industrial response, targeted research, international solidarity and our political interventions in the run up to local, devolved and the next general election.

Following a resolution from TUC Women's Conference and in partnership with the IPPR and Hope not Hate, the TUC has commissioned research looking at the far right, misogyny and young men, the insight from which will shape our resources and educational content for affiliates.



The TUC has worked closely with affiliates across the country and curated and delivered a programme of regional briefings outlining its strategy and priorities. These sessions have also included practical workshops and supported conversations on how best to counter false narratives and division.

We're continuing to work with affiliates to gather information from workplaces and are continuing our work to highlight union wins and successes as part of our industrial and organising response to the far right.

Working across our equality committees, the TUC has also focused on building an intersectional response to the rise of the far and populist right, with strong representation at all our statutory conferences. In line with resolution 39, we continued to organise against hate speech towards the LGBT+ community, facilitating the Trade Unions for Trans and Non-binary Right Alliance, including meetings in Brighton and Cardiff.

“ Banning zero-hour contracts, introducing day one rights and tackling the scourge of insecure work will improve working conditions for Black workers across the country. ”

2.4 Anti-racism

The TUC Racial Justice and Equality Conference brought together trade unionists, academics, journalists and campaigners to discuss racial justice, workplace inequality, and the rise of the far right. Discussions focused on the strength and solidarity within the movement and provided an opportunity to network, debate and identify opportunities to collaborate on our shared priorities.

As the Employment Rights Bill makes its way through parliament, our focus has been on underlining the positive impact the provisions will have on Black workers. Banning zero-hour contracts, introducing day one rights and tackling the scourge of insecure work will improve working conditions for Black workers across the country.

With the government launching a consultation on ethnicity and disability pay gap reporting, trade unions have an urgent role in demonstrating why robust action on racial pay gaps is essential. The TUC organised a roundtable with trade union equality officers on sector-specific challenges on pay gap data and union engagement.

2.5 Tackling sexual harassment

Following the passing at Congress 2024 of the General Council statement on tackling sexual harassment and building preventative cultures in the movement, along with emergency resolution 2 and resolutions 38 and 43, the TUC has continued to support affiliates to progress this work and embed the commitments in the statement into its own structures.

We have continued to provide advice and consultation to affiliates seeking to undertake actions to address issues within their own organisations, advising on good practice and connecting affiliates with organisations that can also support them, as well as helping affiliates to access the TUC’s ‘Tackling and preventing sexual harassment’ training developed specifically for trade unions.

We launched our confidential reporting line delivered by the Survivors Trust for TUC staff and anyone attending TUC events, with a view to encouraging affiliates to use the templates and experience we have gained to engage the Survivors Trust and commission their own reporting lines if they do not

have one already. We ran two sessions at the Trade Union Operations Conference, one with the Survivors Trust to inform affiliates about the types of confidential reporting services they offer and a joint session with the TUC and the Equality and Human Rights Commission (EHRC) to promote practical actions to support unions to fulfil their obligations under the Worker Protection Act.

We launched our groundbreaking report on Black women’s experiences of sexual harassment and have supported promoting the findings and recommendations through parliamentary events and workshops for affiliates.

Following the enactment of the Worker Protection Act in October 2024, the TUC continues to promote awareness of the act and the practical actions that employers should take to build preventative cultures. This includes attending union and stakeholder events to promote the risk-based approach we advocate for and to promote the TUC ‘Tackling and preventing sexual harassment’ toolkit, which is available on our dedicated webpage. And our TUC Education team delivered a reps’ webinar with the EHRC on the Worker Protection Act and what it means for workplaces.

The Employment Rights Bill contains several measures that will strengthen protections against sexual harassment, including introducing ‘all’ reasonable steps, granting the

STRONGER RIGHTS AT WORK AND PROTECTION FROM DISCRIMINATION

minster the power to set out all reasonable steps, strengthened protections for whistleblowers and reintroducing protections from third party-harassment. We continue to engage directly with government and affiliates on these elements of the bill as well as respond to formal consultations, informed by resolution 57. We have engaged in media work to promote the necessity of third-party protections and the popularity of them in the face of attacks from Reform and the Conservatives as a 'ban on banter'.

2.6 Working time and flexible working

In line with resolution 10, the TUC has used its influencing and campaigning on the Employment Rights Bill, such as MP briefings and government engagement, to continue to call for stronger rights to flexible working, including an advertising duty.

Following attacks on flexible working in the media, the TUC released a joint statement calling for an end to the witch-hunt against flexible working and supporting the government's ambition to make flexible working the default from day one for all workers.

“ We marked the TUC Equal Pay Day on 17 February 2025 this year – highlighting that the average woman effectively works for free for the first seven weeks of the year. ”

The TUC submitted oral and written evidence to the House of Lords Home-based Working Committee. We used the submission to defend access to well-designed home and hybrid working, the need for stronger rights and the need for all workers to have access to flexible working, not just those who can work from home.

2.7 Protecting equalities

Women

We responded to the Women and Equalities Select Committee call for evidence on paternity and parental leave, giving oral evidence to the committee ahead of the promised government review of the parental leave system, as referenced in resolution 41 'Closing the gender pay gap'.

The government launched a call for evidence on equal pay, pay transparency, dual discrimination, reasonable steps to tackle sexual harassment, the Public Sector Equality Duty (PSED) and commencing the socioeconomic duty. The TUC has engaged directly with government and its affiliates to

inform its response to the call for evidence. This work will support calls in resolutions 40 and 41 to support rights to equal pay, closing the gender pay gap and making the PSED more effective.

We marked the TUC Equal Pay Day on 17 February 2025 this year – highlighting that the average woman effectively works for free for the first seven weeks of the year. We continue to call for the Employment Rights Bill to be implemented in full, which will include mandatory pay gap action plans, as well as banning exploitative zero-hours contracts, a right to sick pay from day one, strengthened dismissal protections for pregnant women and new mothers, better flexible working access and a fair pay agreement in social care, all of which will disproportionately benefit women.

We continue to be a steering group member of the Early Education and Childcare Coalition and have participated in ministerial meetings and events to lobby for investment and reform of the childcare system and support for the

▼ Ethnicity pay gap reporting is not just about numbers - it is a crucial step in addressing long-standing inequalities and holding employers accountable
© Mixetto/Getty Images



workforce. We worked with Carers UK to launch a toolkit on negotiating for carers in the workplace. We continue to support calls for paid carers' leave.

Working with the Northern TUC Women's Committee and the Miscarriage Association, we developed a toolkit for supporting workers who have experienced pregnancy loss and we continue to campaign for paid time off, as referenced in resolution 23.

Alongside our continuing work on tackling sexual harassment and promoting the practical use of the Worker Protection Act, we continued to push for change, including that sexual harassment in the workplace be reportable to the HSE, as outlined in resolution 43, and we have supported the End not Defend campaign. We participated in a session hosted by the All-Party Parliamentary Group (APPG) on Domestic Violence and Abuse, discussing why it is a workplace issue and what employers can do to support victims/survivors, and we have participated in a range of webinars and events including for the White Ribbon campaign.

Black workers

The TUC has continued to engage with the government on numerous consultations and roundtables, including on extended equal pay rights and the enactment of dual discrimination provisions in the Equality Act 2010.

At Congress 2024, the TUC Race Relations Committee hosted a fringe event on the ethnicity pay gap, which currently sits at 14.4 per cent. The event included speakers from the Ethnicity Pay Gap Campaign and the Runnymede Trust as well as from GMB and UNISON.

STRONGER RIGHTS AT WORK AND PROTECTION FROM DISCRIMINATION

A major focus was on how unions can use this data to demand structural changes in workplaces. Ethnicity pay gap reporting is not just about numbers – it is a crucial step in addressing long-standing inequalities and holding employers accountable.

The TUC has responded comprehensively to the government consultation on ethnicity and disability pay gap reporting, in line with resolution 42, underlining calls for pay gap reporting to be extended to all employers with more than 50 staff.

Additional fringe events were held at TUC Congress 2024 focusing on securing a New Deal for Black workers, and on the launch of the TUC Anti-racism Tracker, which allows affiliates to monitor their progress against the manifesto commitments that arose from the Anti-Racism Taskforce.

In December, the TUC published groundbreaking research into Black women's experience of sexual harassment in the workplace. The report *And Then it Clicked...* included a foreword from the chair of the Advisory Group, who steered the work.

The research has been spotlighted at various events, including a discussion at the TUC Women's Conference where Dawn Butler MP shared a video statement of solidarity and support that emphasised the importance of the work.

The Executive Committee Tackling and Preventing Sexual Harassment Working Group agreed to embed the findings of the report and a network of ambassadors and champions is being created to support affiliates in adopting the recommendations in the report.

Disabled workers

Resolution 34 called for the social model of disability to be at the heart of PIP claims to ensure disabled people's independence and dignity and for the government and the DWP to establish a new fairer system for PIP.

“ The TUC also released new polling finding that nearly four in ten (39 per cent) of disabled workers have experienced bullying, discrimination and harassment at work. ”

The TUC did not believe the government's proposals to reform the disability and health-related benefits system, as set out in the Pathways to Work green paper, were in line with this policy. To address this, the TUC made a written submission to the Works and Pensions

inquiry on the green paper, sent a briefing to MPs and has highlighted its concerns in its formal green paper response and in media comments

The TUC held Disability Pay Gap Day on 7 November 2024, highlighting that the disability pay gap was £2.35 per hour (17.2 per cent), which is wider than the previous year. It made a response to the government consultation entitled 'Equality (Race and Disability) Bill: mandatory ethnicity and disability pay gap reporting' where it supported the bill and highlighted where it could go further.

The TUC launched new research looking at disabled workers' access to reasonable adjustments. It found that over half (55 per cent) of disabled workers who had made a request had had implemented only some or none of their needed reasonable adjustments. It highlighted that disabled workers, once having made a request, were waiting too long for their adjustments to be put in place, with our research finding eight in ten (82 per cent) disabled workers who had made a request were still waiting between four months and over a year to have their agreed adjustments put in place.

▼ Trade unions organise for trans and non-binary rights at work and in wider society
© Alishia Abodunde/Getty Images



The TUC also released new polling finding that nearly four in ten (39 per cent) of disabled workers have experienced bullying, discrimination and harassment at work.

This research and polling were used in discussions with the government and in the TUC response to the Charlie Mayfield review into employer and government action on encouraging disabled workers and those in ill-health into work.

“ The TUC marked Trans Awareness Week by promoting its guidance and materials on supporting trans and non-binary workers. ”

LGBT+ workers

In response to resolution 39, the TUC has integrated addressing anti-LGBT+ narratives into its anti-far-right strategy and into its trade union political education and organised two Trade Unions for Trans and Non-Binary Rights Alliance meetings where these issues were the focus.

The TUC marked Trans Awareness Week by promoting its guidance and materials on supporting trans and non-binary workers. For Transgender Day of Remembrance, we remembered those around the world who have been murdered as a result of transphobia.

STRONGER RIGHTS AT WORK AND PROTECTION FROM DISCRIMINATION

Following the Supreme Court's ruling on the definition of sex in the Equalities Act and the EHRC guidance, the TUC's general secretary Paul Nowak wrote to Bridget Phillipson, minister for women and equalities, outlining concerns and requesting a meeting to discuss the issues further.

The TUC held a meeting of equality officers where affiliated unions discussed the real-life impact the judgement and guidance were having on trans and non-binary members. Unions highlighted the dangers the judgement and guidance posed to trans and non-binary people as well as gender-non-conforming cis women. The chairs of the LGBT+ Committee and Women's Committee also met to discuss a set of principles to guide the TUC's response to the judgement through the coming period.

The TUC and trans and non-binary members of the TUC's LGBT+ Committee have continued to organise and hold meetings of the Trade Unions for Trans and Non-Binary Rights Alliance. The first meeting was held 23 November 2024 in Brighton to coincide with Trans Awareness Week and the Trans Day of Remembrance. It focused on combating far-right narratives, trans and non-binary access to health care and trans and non-binary workers' experiences.

The second was held on 10 May 2025 to coincide with the International Day against Homophobia, Biphobia, Intersexphobia and Transphobia (IDAHOBIT) and focused on: DEI - the cold front blowing in from the US; sex, gender and data; and pushing back against the far right. Among the keynote speakers was Dame Nia Griffith DBE, Labour MP for Llanelli, parliamentary under-secretary of state (minister for equalities) and parliamentary under-secretary of state in the Wales Office. Each meeting was well attended with 70 delegates taking part in the conference.



SECTION 3

**A FAIRER ECONOMY
AND STRONG PUBLIC
SERVICES** ▾

A FAIRER ECONOMY AND STRONG PUBLIC SERVICES

3.1 The economy

The government inherited an economy that had been failed by a decade and a half of Conservative policies. Growth was the worst for at least a century, and workers had endured the longest pay crisis for two centuries. Public services had been stretched to breaking point as a result of austerity policies, which had the aim of repairing the public finances but instead led to the public debt ratio continuing to rise. On top of this came the steepest rise in inflation for 40 years.

Composite 4 set out that the relationship between growth and public spending works in both directions. The TUC has continued to make a strong case for investment and, as the resolution sets out, has continued to call for a “significant real-terms increase in public spending and investment, both as an immediate necessity and as part of a longer-term economic strategy for sustainable growth”. At the autumn budget the newly elected Labour government took important steps in this direction.

At the Spending Review 2025, the government reported that real departmental spending growth would average 2.3 per cent (day-to-day and capital) over the parliament, greatly larger than any other parliament since the global financial crisis (excepting the coronavirus pandemic). Specifically on capital spending, public sector

“The TUC has called for a national conversation on tax, urging the government to consider a fairer and more progressive tax system, including taxes on wealth.”

net investment as a share of GDP is set to rise to 2.6 per cent a year from 2.0 per cent under the Conservatives. The package included increased subsidies to help meet the goals of composite 9, including “making safe, affordable, well built, environmentally friendly housing available to all workers”.

These increases are financed in part by higher borrowing and also by increasing some taxes on wealth and raising employer National Insurance contributions. The International Monetary Fund (IMF) observed: “The authorities’ fiscal plans strike a good balance between supporting growth and safeguarding fiscal sustainability.”

There are still significant pressures on the economy. The Bank of England has held interest rates high. This has meant ongoing pressures on people and businesses, and a prolonged slump in household spending. There have been more promising signs at the start of 2025, with stronger first-quarter GDP driven in part by

stronger retail sales. However, US tariffs have had significant downward impacts on trade, despite the government’s success in negotiating a rapid trade deal.

The TUC has consistently argued, including at meetings of the Executive Committee with the governor of the Bank of England, that rate cuts need to come faster. We have warned that the dangers of a wage price spiral are exaggerated. Our analysis has shown in general that those countries with strong consumer demand have enjoyed stronger GDP growth, with no penalty in terms of higher inflation.

We have also urged the government to hold firm on spending increases, even in the face of higher interest rates and weaker growth than anticipated. This should involve a further shift of the burden of taxation from work to wealth. In line with composite 4 and resolution 11, the TUC has called for a national conversation on tax, urging the government to consider a fairer and more progressive tax system, including taxes on wealth. We have set out the case for the equalisation of capital gains tax with income tax. And our own polling shows strong

▼ According to the Labour Force Survey, youth unemployment reached 12.7 per cent
© Oli Scarff/Getty Images



public support for taxing those with the broadest shoulders more. We have also raised concerns about the Office for Budget Responsibility's approach to modelling: having wrongly judged that Osborne's austerity would crowd in private spending, it now judges that chancellor Rachel Reeves's increased spending will crowd out private spending. As composite 4 recognised, there is a strong case to address these "unnecessarily restrictive and arbitrary fiscal rules". The TUC response to the government's spending review consultation urged review of these processes.

3.2 The labour market

According to the Labour Force Survey (LFS), over the past six months the employment rate is up to 75.1 per cent from 74.9 per cent, but the unemployment rate is also up to 4.6 per cent from 4.3 per cent. The difference is made up by falling economic inactivity. However, inactivity because of sickness at 2.8 million is still at near record-high levels, down only marginally (65,000) on the autumn 2023 peak. A particular concern is the high level of youth unemployment, which is at half a million or 12.7 per cent.

Given concerns about the accuracy of these headline measures due to ongoing issues with the LFS, many commentators are focusing on payroll information. These suggest the labour market is fragile and show employee numbers – particularly for the private sector – falling since the middle of 2024. Total employee posts are down 270,000 over the year to May 2025. This is echoed by vacancy figures, which are now at 736,000 having fallen for 35 months. Total vacancies are now 83,000 (10.1 per cent) below their pre-Covid-19 (December 2019–February 2020) level.

A FAIRER ECONOMY AND STRONG PUBLIC SERVICES

▼ The TUC supported and amplified the steel unions' successful campaign for government intervention to protect jobs at the Scunthorpe steelworks
© Ryan Jenkinson/Getty Images

In response, the TUC has continued to make the case for less restrictive monetary policies along with ongoing government investment.

3.3 Industrial strategy

Our work in this area is guided by composites 5 and 18 along with resolutions 21 and 23.

Assistant general secretary Kate Bell has been appointed to the Industrial Strategy Advisory Council and in this role has informed the formation of the government's industrial strategy with a focus on good jobs. The TUC held roundtables with the minister for industry and with the chair and vice-chair of the Industrial Strategy Advisory Council and affiliates to press this point.

More widely, the TUC has advocated for a strong industrial strategy that focuses on good job creation. This includes requiring companies that receive government support or contracts to create or support good jobs. We have also pushed for ambitious infrastructure investment from the government, successfully influencing projects such as electricity grid upgrades and the Sizewell C nuclear power station.



Through our Futureproofing Industry project, we have campaigned to lower industrial electricity prices to help secure the future of manufacturing jobs. We have also developed proposals to ensure that no oil or gas sector worker is left behind as the industry contracts, working closely with offshore workers' unions and engaging the government on these proposals.

We launched the We Need A Plan campaign, which calls for a robust industrial strategy to ensure the long-term success of manufacturing industries and to protect workers as industries evolve. We have also advocated

for worker representation on all government-convened councils that develop industrial policies. This effort has led to successful trade union appointments to the Net Zero Council, the Net Zero Taskforce, and the Offshore Wind Industry Council's skills taskforce.

In addition, the TUC has pushed for improved economic regulation that promotes workforce resilience, social justice, and increased long-term infrastructure investment. It has helped build connections between civil servants drafting industrial policies and the

“ We submitted evidence to the Low Pay Commission calling for the minimum wage to be raised to 75 per cent of median earnings so that it delivers a £15 per hour minimum – for all workers regardless of age. ”

relevant unions. We have also supported and amplified the steel unions’ successful campaign for government intervention to protect jobs at the Scunthorpe steelworks.

Finally, we have advocated for alignment with the EU on carbon tax mechanisms and welcomed the government’s commitment to align the Emissions Trading Schemes.

3.4 Pay and the national minimum wage

The TUC has campaigned to get wages rising across the economy. We have made regular media interventions that have highlighted the pay crisis and its impact on living standards.

We submitted evidence to the Low Pay Commission calling for the minimum wage to be raised to 75 per cent of median earnings so that it delivers a £15 per hour minimum – for all workers regardless of age. We led a delegation of unions to give oral evidence to the Low Pay Commission. Following submissions by the TUC and affiliates, the government

announced an increase in the national living wage (NLW) to £12.21 per hour from April 2025. It also increased youth rates to £10 for 18- to 20-year-olds and £7.55 for under-18s.

The TUC Minimum Wage Enforcement Group has continued to meet, bringing together unions, advice agencies and relevant government departments and enforcement bodies.

We continue to contribute to the work of the Living Wage Foundation, promoting the voluntary living wage as a minimum rate for the lowest-paid workers.

3.5 Workers’ capital, corporate governance and executive pay

In November, the TUC participated in a ministerial roundtable on the (Draft) Audit and Corporate Governance Reform Bill. We welcomed the proposed bill but argued that wider reform was needed to equip the country and the economy for the challenges of the future. In line with resolutions 22 and 40, we

proposed the inclusion of elected worker directors on company boards; reform of directors’ duties to remove the prioritisation of shareholder interests; and replacing ‘employee’ with ‘worker’ or ‘workforce’ throughout the Companies Act.

In February, the TUC responded to a Financial Reporting Council consultation on the Stewardship Code. We argued that how investors exercise their corporate governance rights has a significant impact on other company stakeholders, the environment and the wider public interest; and that the Stewardship Code’s core role is to boost transparency and investor accountability for these impacts.

In July, a Private Members’ Bill calling for reform of directors’ duties had its second reading. The TUC circulated a briefing to MPs setting out its proposals and making the case for reform.

The TUC has continued to coordinate Trade Union Share Owners (TUSO), an initiative bringing together union funds to collaborate over voting and engagement with companies.

A FAIRER ECONOMY AND STRONG PUBLIC SERVICES

3.6 Social security and sick pay

The TUC's work in this area was informed by resolutions 33, 34 and 47.

We continued to work with affiliated unions on tackling food poverty and campaigning for universal free school meals for children. We welcomed the government's announcement that free school meals would be extended to all children in families claiming Universal Credit.

We made a submission to the government's child poverty strategy, which acknowledged the role of social security in addressing this issue. We recognised that increasing employment levels, better job security and rising pay will increase household income, and that in-work benefits also play an essential role in improving living standards.

A union delegation met with the minister for employment to discuss child poverty. Issues with the design of Universal Credit (including around the five-week wait, assessment periods, and taper rates and work allowances) were raised. There was a separate conversation on these issues with Universal Credit with the minister for social security and disability.

▼ The TUC welcomed the government's announcement that free school meals would be extended to all children in families claiming Universal Credit
© Isabel Infantes/WPA Pool/Getty Images



Our campaign for decent sick pay was sustained, and we responded to the government's consultation on Making Work Pay: strengthening statutory sick pay.

We highlighted the impact of the proposed cuts in disability and incapacity benefits announced in the green paper Pathways to Work: reforming benefits and support to get Britain working. We also responded to the Work and Pensions Select Committee consultation on the green paper, assessing the impact of and setting out our opposition to government reforms and proposed cuts on

disabled workers and also on younger workers, particularly those with neurodiversity challenges and others that are at greater risk of being out of employment, education or training. Employment minister Alison McGovern met with representatives of the TUC's Disabled Workers Committee and Young Workers Committee to look at how the government can tailor employment support more effectively - the beginning of a regular dialogue that the minister has agreed to.

3.7 Pensions

The TUC has continued to be the leading advocate for the interests of working people in the pension system.

We have engaged with the government to influence its two-phase pensions review. We coordinated union responses to the first phase, which focused on investments, through the Trade Union Pension Specialists network. We submitted responses to calls for evidence and consultations on consolidation of defined contribution schemes, the future of defined benefit funds, and local government pension scheme (LGPS) pooling. We also took part in ministerial roundtables on the scope of the review and organised union roundtables with ministers and officials at His Majesty's Treasury (HMT) and Ministry of Housing, Communities and Local Government (MHCLG) to push for member representation on LGPS pools.

We campaigned for the government to carry out the second phase of the review, which will focus on adequacy, writing to the pensions minister in December to support this.

In April we held our pensions conference, with keynote speeches from the pensions minister and the chief executive of the Pensions Regulator.

“The success of government plans for economic growth hinges on repairing and rebuilding public services.”

In line with resolution 33, the TUC lobbied for the reversal of the decision to means test winter fuel payments (WFPs), raising this with the pensions minister and calling for a Work and Pensions Committee investigation, which we then submitted written evidence to. In June, the government raised the eligibility criteria to receive WFP from being in receipt of Pension Credit, to having an individual income of £35,000, meaning three-quarters of pensioners will now receive the benefit.

3.8 Strong public services

The success of government plans for economic growth hinges on repairing and rebuilding public services. Unions representing members in the public sector have worked with government to address shared challenges. Following composite 11, we have campaigned for:

- › fully funded fair pay rises for public sector workers
- › delivery of the Make Work Pay's insourcing and procurement commitments

- › stabilised funding for public services, including local government and post-16 education
- › reconvening of the Public Services Forum or a similar mechanism to ensure meaningful engagement with trades unions in all public sector reform discussions.

While the government's additional funding for pay decisions for 2024/25 and 2025/26 is welcome, we continue to advocate for proper trade union engagement on pay and wider terms and conditions to address the recruitment and retention crisis, long working hours and unsustainable workloads. Engagement is crucial for joint problem solving on cross-cutting issues, including the introduction of AI in public services.

A FAIRER ECONOMY AND STRONG PUBLIC SERVICES

▼ Recruitment and retention challenges create unfair working conditions for the existing NHS workforce
© Oli Scarff/Getty Images



3.9 National Health Service

In line with composite 12, the TUC has echoed health unions' calls for inflation-proof pay rises for NHS staff as a first step to addressing real-terms pay decline, recognising the immense damage caused by more than a decade of pay restraint.

In our evidence to the 2024 autumn budget and 2025 comprehensive spending review, we highlighted the 100,000+ vacancies in the NHS. We stressed that recruitment

and retention challenges create unfair working conditions for the existing workforce, exacerbating stress and burnout while also holding back delivery of the government's vision for the NHS.

We have engaged with unions and government on insourcing in the NHS, including practical support for unions campaigning to bring services back in-house. We have stressed that wholly owned subsidiaries in the NHS – known as SubCos – present very similar risks to outsourcing and should not be equated with bringing services back in-house.

As directed by resolution 45, we have worked with unions to consider how to more effectively represent neurodivergent members in the NHS through up-to-date training and resources, including a workshop at UnionReps Connect 2024. Our work in this area is also informed by resolution 56.

3.10 Education

The TUC has supported education unions' ambitions to work with government to determine fairer outcomes for the education workforce and learners. The creation of social partnership working with the

“ The TUC has supported education unions’ ambitions to work with government to determine fairer outcomes for the education workforce and learners. ”

establishment of the Improving Education Together agreement has been a key milestone, bringing together unions, employer representatives and government with the explicit objective to “co-create the design and implementation of education policy”.

Alongside education unions and in line with composite 8, we have campaigned for the extension of free school meal (FSM) provision for primary and secondary school children and young people. We welcomed the government’s expansion of free school meals to families in receipt of Universal Credit as a step towards addressing food poverty. Kate Bell, TUC assistant general secretary, is a member of the Department for Education’s Opportunities Mission Reference Group.

Funding for post-16 education has also been an area of focus. The TUC has repeatedly made the case to government that investment in post-16 education needs to be targeted to address the workforce crises in further education (FE) and higher education (HE) institutions, in accordance with resolution 64.

We have emphasised that the government’s ambitions for growth and public services will not be delivered without a well-funded and stable post-16 education sector – and that fundamental barriers to training the workforce of the future, such as pay disparities faced by FE lecturers when compared to other teaching professions and industry roles, must be addressed.

In line with composites 14 and 15, we are working with education unions to understand how we can best support their efforts to improve the health, safety and wellbeing of the workforce and resist attacks on the teachers’ pension scheme. This includes activity undertaken through the Public Services Liaison Group.

3.11 Social care

In line with resolution 48, the TUC has worked with affiliates and government to develop a social care fair pay agreement (FPA).

The TUC has also called for sufficient social care spending to enable the FPA to deliver much-needed improvements in care sector workers’ pay and working conditions. This position was set out in our submissions to the Health and Social Care Select Committee’s inquiry on Adult Social Care Reform: the cost of inaction and the 2025 Spending Review.

We have also built understanding among government and other stakeholders around how an ambitious FPA can pave the way towards a comprehensive pay and conditions framework within a national care service. Alongside this, the TUC has made a strong case for a national social care workforce strategy.

The TUC has worked with affiliates to spotlight the exploitation faced by social care workers. We continue to convene a working group on international recruitment in social care with the DHSC. We have raised with the Home Office concerns about the exploitation of international recruits and worked with the Gangmasters and Labour Abuse Authority (GLAA) around the extension of labour provider licencing to the social care sector.

A FAIRER ECONOMY AND STRONG PUBLIC SERVICES

The TUC and its affiliates have secured care provider signup to the Dying to Work Charter and submitted joint evidence as core participants in the UK Covid-19 Inquiry module 6 on the care sector. TUC regions have built knowledge of the challenges faced by social care workers and priority policy measures needed, including through a TUC Midlands Carers' Week webinar.

Following our participation in the 2024 International Labour Conference discussion on decent work in the care economy, we were invited to join the International Labour Organization (ILO) working group on care economy statistics. We have also provided expert input into several academic studies.

3.12 Local government and fire and rescue

It has been a year of both continuity and change for local government.

There has been ongoing uncertainty for local government finances. Central government has made welcome interventions to ward off immediate threats of bankruptcy but has not tackled longer-term reform.

We have continued to advocate for a fair funding settlement for local government and the fire service that provides the capacity for local authorities

to meet their responsibilities and that also addresses the unequal funding distribution across the country. Our work in this area has been informed by resolution 59.

More so than any other area, local government has borne the brunt of public funding cuts under previous governments. It has been left with expectations of delivering more with much less resource. Our submissions to the current government on spending decisions have highlighted increased local government funding as a priority.

Change is on the horizon with the government's devolution and local government reforms. We have undertaken a wide-ranging consultation with affiliates across England to review our position on devolution and to inform our response to the upcoming legislation on local government reform. In addition, we have commissioned independent research to build the social and economic case for preventative spending at a local level.

3.13 Civil service and justice

Our work in this area has been informed by resolutions 46, 58, 61 and 70. The TUC has emphasised to government the importance of inclusive reform of the prison education service.

Recent announcements that strengthen the link between a prisoner's sentence and their engagement with prison education services make this more important than ever.

The government views implementation of AI and digital reform in the civil service as central to its mission of improving public sector productivity and anticipates £45bn in annual savings as a result. In response, we have established a cross-public-sector working group on this issue to support efforts to ensure worker voice in any changes in the civil service.

The TUC gave evidence to the Science, Innovation and Technology Select Committee to support its investigation of the use of new digital technologies across the public sector. We highlighted the importance of unions being brought in at the earliest possible stage of any digitisation project.

As affiliates have identified, the government's plans on devolution provide an opportunity to push to re-establish greater local control over the probation system. We will continue to support affiliates in making this case, in addition to the further asks set out in resolution 60.

In accordance with resolution 8, we will also work with affiliates that represent staff in quangos to lift all restrictions on informational picketing.

▼ Patient transport is one of many NHS services that have been outsourced, which we are working to ensure are brought back into public ownership
 © Grant Squibb/Getty Images

3.14 Public procurement and insourcing

The TUC has worked to ensure that public ownership and in-house delivery becomes the default setting for public services. We have worked with affiliates to build the evidence base for insourcing and developed detailed policy proposals for how public services that are currently outsourced can be brought back in-house at the earliest opportunity, and with collectively agreed public sector terms and conditions.

We have amplified trade union experiences of insourcing to support delivery of the government’s commitment to deliver the biggest wave of insourcing of public services in a generation. This has included convening a roundtable bringing together trade unions and government officials to discuss trade union perspectives and learning.

We advocated for the spending review to harness insourcing to drive public sector productivity gains, end the extraction of profit from the public purse and guarantee decent working conditions for workers delivering essential public services.

We made a strong case for procurement reform to end the race to the bottom in outsourced services and developed proposals for a robust and comprehensive



two-tier workforce code. We continue to convene affiliates in the procurement and outsourcing working group, which has provided a forum for engagement with government policy as well as wider learning and information sharing.

As part of the Our Work Matters campaign, we have supported affiliate organising and outsourced workers’ industrial action, held several webinars and run digital campaigning training for full-time officers.

We also supported the global union movement, including by presenting at a Public Services International workshop for trade unions on insourcing and re-municipalisation.

3.15 Transport

In line with composite 7 and emergency resolution 4, the TUC has consistently made the case for a progressive and accessible transport system and there has been a series of positive moves from the government on rail nationalisation and bus franchising and major investment in local transport.

A FAIRER ECONOMY AND STRONG PUBLIC SERVICES

▼ The TUC has pushed for greater freedom to establish new municipal bus services like the Bee Network in Manchester
© Christopher Furlong/Getty Images



We have made the case through multiple research briefings for MPs and stakeholders and direct engagement with officials for greater rail investment as a route to driving economic growth.

We have convened a working group on the government's bus legislation, seeking to address concerns about workers' terms and conditions and lack of data on workplace violence. We also pushed for greater freedom for local and regional authorities to establish new municipal bus services.

We have established new regular discussion and information-sharing forums with transport officials to better support policy making and government decisions.

We have directly lobbied ministers in support of expansion of aviation capacity, along with seeking assurances that this will be done in line with the government's environmental commitments.

We were proud to support workers in the hard-fought Royal Fleet Auxiliary dispute, in line with emergency resolution 1, which delivered significant wins on pay and conditions when it concluded in January this year.

As set out in resolution 30, we have worked with affiliates to push the government on its support for seafarers. The Employment Rights Bill paves the way for a mandatory seafarers' charter and new powers will see more frequent rest periods, more robust welfare and training requirements for operators, safer working patterns and greater protections for wages beyond UK waters.

We continue to support and coordinate the framework agreement between HS2 Ltd and unions in the sector. As part of the project's current 'reset' initiative, we have agreed to jointly update and revise the framework agreement with a view to improving conditions for workers.

3.16 Arts and creative sector

The arts and creative sector is vital to the economy. Creative workers are key contributors to the UK's success but they face economic vulnerability as noted in composite 6. They also face threats to freedom of expression, as noted in resolution 24. The TUC supports the industrial interests and artistic freedom of creative workers, including through membership of the Industrial Strategy Advisory Council. We also support specific campaigns in the sector such as the NUJ's News Recovery Plan, as outlined in resolution 27 and campaigning efforts to improve conditions for freelancers in line with composite 2.

Workers in the broadcasting, arts and entertainment sectors are seeing their intellectual property rights infringed by artificial intelligence (AI) models. We have convened a regular working group of creative and education unions to coordinate a joint trade union response. We launched a manifesto on AI that outlines recommendations to address the impact of AI

“ The TUC supports the industrial interests and artistic freedom of creative workers, including through membership of the Industrial Strategy Advisory Council. ”

on creative work and workers. We also responded to the government's consultation on AI and copyright, setting out our view that existing copyright laws should be enforced and strengthened.

Working with Labour peers and the PFA in line with resolution 32, we have been able to win key concessions in the Football Governance Bill to ensure that players were listed in the legislation as key stakeholders to be consulted.

3.17 Regions

The TUC North East, Yorkshire & Humber region, in its inaugural year, immediately engaged in supporting workers and their unions in disputes, particularly within higher education and the steel industry. A key activity has been organising briefings for activists and fostering a collective response to the rise of the populist far right.

The TUC Midlands region undertook significant campaign activity to improve public services and workers' rights. Through extensive joint union campaigning and lobbying, the region successfully saw the West Midlands Combined

Authority (WMCA) introduce a publicly controlled bus network, a longstanding demand. It also secured a fair pay and conditions agreement for creative workers. In the East Midlands, the East Midlands Combined Authority (EMCA) now has a union seat on its board, and progress is being made towards signing the Dying to Work Charter.

The TUC London, East & South East region continued to champion key TUC priorities, including activity supporting the Our Work Matters insourcing campaign. The region also successfully ran its six-day Black Activists Programme for the second time and rolled out national seminars focused on combating the far right and populist movements.

The TUC South West region focused on strengthening parliamentary engagement with unions and supporting organising activity aimed at young workers. A key activity was a parliamentary event bringing together regional secretaries from affiliated unions with MPs. The region also held its annual summer patrol activity, specifically designed to support recruitment of young workers.

A FAIRER ECONOMY AND STRONG PUBLIC SERVICES

The TUC North West region provided crucial support to unions engaged in industrial action, offering practical and targeted assistance during high-profile disputes at Livv Housing and the Royal Liverpool University Hospital. A significant focus for the region has been building a robust response to far-right violence following incidents in Southport and Liverpool in 2024. This involved hosting meetings and delivering training to support union representatives in addressing these challenges.

3.18 TUC Cymru report

Over the past year, TUC Cymru has advanced on all fronts – from education and equality to AI and caring responsibilities – proving that when workers unite and fight, real change happens.

Wales Union Learning Fund

The Wales Union Learning Fund (WULF) marked 25 years of helping thousands boost their skills and confidence. Despite severe funding cuts in 2024, we didn't back down. We adapted, delivered, and impressed – securing full funding for 2025/26.

Activist development

Our activist programmes are thriving. Black, young, and women activists are stepping up, learning the ropes, and even running for Senedd seats. Some have taken their voices global, attending conferences on AI and fighting extremism.

“Over the past year, TUC Cymru has advanced on all fronts – from education and equality to AI and caring responsibilities.”

AI

TUC Cymru is championing ethical AI in Wales through tripartite social partnership. Backed by new guidance and a worker-focused toolkit, this approach puts fairness, transparency, and people at the heart of public sector innovation. We're exploring devolved legislation to ensure AI protects and enhances jobs, focusing on reskilling rather than replacement.

Equality

We've launched a bold campaign against sexual harassment, with powerful videos, a new reps' training course, and a clear message: it's never acceptable at work.

We're championing disabled workers, with new training and a toolkit already influencing policy. We're also supporting carers – those juggling work and unpaid care – by developing resources to push for better rights and recognition.

Welsh language rights are firmly on our agenda. A new charter is helping workers use Welsh at work, supporting the goal of a bilingual Wales by 2050.

As the Welsh government delivers the Anti-Racism Action Plan, trade unions are ensuring workplaces provide fair, quality work for Black workers. We've published a 10-point action plan to help reps tackle racism at work.

We're strategically organising, rebuilding unity and promoting solidarity across workplaces – ready to fight populist, divisive hatred in all Welsh workplaces.

Unions and the World of Work

The Unions and the World of Work project ensures the next generation knows its rights. With lessons in schools and colleges, young people are learning what unions do and why they matter.

Our message is clear: we're not just reacting to change – we're leading it.

4+



SECTION 4

MEETING THE CHALLENGES OF THE FUTURE ▾

MEETING THE CHALLENGES OF THE FUTURE

4.1 A pro-worker approach for AI and digital technology

The TUC is developing new workstreams that build the union movement's capacity to effect change, industrially and politically, on a range of artificial intelligence (AI)-related challenges.

Responding to the threats noted in composite 16, in March 2025 the TUC working group of creative unions published *A TUC Manifesto: artificial intelligence for creative workers*. The manifesto was produced with the assistance of a legal expert. The TUC lobbied government to address concerns in the high-profile debate about copyright and AI.

With an increasing drive for AI and digitalisation in the public sector, we have established a working group to foster collaboration between public sector unions. As part of this wider effort, a pilot project is underway to build the capacity of education unions to negotiate and campaign on AI. This will feed into efforts on policy development, organising and training across TUC affiliates.

“ With an increasing drive for AI and digitalisation in the public sector, we have established a working group to foster collaboration between public sector unions. ”

In Wales, the TUC and TUC Cymru led the development of new guidance on workers' rights and algorithmic management that was subsequently officially adopted by the Welsh government. This is a significant step forward for policy that recognises the need for worker voice to ensure AI technologies are used fairly and effectively.

TUC Cymru also commissioned research on the impacts of AI on equalities. The new research has led to campaigning on the issue, including meetings with parliamentarians. The findings are feeding into a new training programme for reps in Wales.

Working with TUC Education and researchers at Queen Mary University, the TUC secured funding from the UK's AI Security Institute to improve how workers can identify AI-related risks and harms in the workplace.

Building on our work on algorithmic management and the model AI and Employment Bill, we have lobbied government and policy-makers as well as supporting unions to understand and take action on AI at work.

Under the banner of a 'Pro-worker AI and innovation strategy', the TUC is developing a policy programme for technology that serves workers and builds a fair economy for all. This includes managing AI-related labour market disruption, skills policy (especially for young and other vulnerable workers, as noted in resolution 76), using the power of the public purse to ensure private AI providers of public services respect workers' rights, empowering workers to collectivise data, and establishing the TUC as an authoritative voice on the future of technologies and the wider economy.

4.2 TUC's role in the Covid-19 public inquiry

This year, the TUC has continued its engagement with the Covid-19 public inquiry, submitting witness statements and evidence across modules examining the pandemic's impact on NHS, social care and education workers. We also contributed to modules on the Test and Trace system and financial support for individuals, businesses, and sectors.

▼ The TUC's Nathan Oswin, joined by the BMA and Covid-19 Families for Justice, speaks to the media at the Covid Memorial Wall in London
© Jonathan Brady/PA Images/Alamy Stock Photo



More than 10 witnesses from the TUC and affiliated unions have given evidence, advocating for:

- › a stronger social security system, including statutory sick pay for all workers at a liveable rate
- › a standing furlough scheme to support workers and sectors during crises

- › social partnership approaches to workplace pandemic management, uniting unions and employers
- › an integrated social care system built on secure employment, collective agreements and partnership.

More than 7,000 workers have shared their pandemic experiences with the TUC, helping us centre their voices in our advocacy.

Following the release of the Module 1 report on pandemic preparedness, we've engaged with the government through the cabinet office's resilience review. We continue to stress the vital role of trade unions in future crisis planning and pandemic response efforts.

MEETING THE CHALLENGES OF THE FUTURE

▼ The TUC continues to promote the vital role of unions and union learning reps in helping workers access training and upskilling opportunities
© SolStock Images/Getty Images

4.3 Skills

Over the past year, the TUC has worked closely with its affiliated unions to advance skills policy and workforce development. This included supporting the campaign priorities set out in resolutions 62 and 64 advocating for renewed investment in skills and public services. We continue to promote the vital role of trade unions and union learning reps in helping workers access training and upskilling opportunities.

We have actively engaged with the Department for Education and the newly established Skills England to ensure that the voices and experiences of working people are central to the development of skills policy.

We submitted oral and written evidence to multiple consultations and calls for evidence, highlighting:

- › the essential support unions provide to millions of workers across all sectors
- › the lack of employer investment in training and development
- › the damaging impact of past government disinvestment in skills
- › ongoing concerns about the quality and accessibility of employer-led training and apprenticeships.



The TUC showcased how unions are addressing these challenges through collective bargaining and the promotion of lifelong learning, supported by both UK and international evidence. As part of our continued commitment to skills development, the TUC submission to the treasury for the autumn budget 2024 and the spring statement 2025 has called for the reinstatement of the Union Learning Fund, to break down barriers to opportunity for the most marginalised workers and support businesses to grow. Additionally, the TUC called for a fundamental overhaul of the apprenticeship levy.

TUC staff and General Council members continue to play an active role in shaping skills' policy. Steve Turner served as a member of the Manufacturing Skills Taskforce, as assistant general secretary of Unite. Sian Elliott, TUC director of organising, is co-chair of this taskforce, serves on the Higher Education Advisory Group, and is a board member of Skills England. Kate Bell, TUC assistant general secretary, is a member of the Industrial Strategy Advisory Council and participates in its People and Skills Working Group.

4.4 Just transition and net zero

The TUC work in this area is guided by composite 18 and resolution 19 and is also relevant to composite 5 and resolution 21.

In line with composite 18, we have taken several key actions. We have maintained pressure on the government to establish Great British Energy, aiming to deliver good jobs and accelerate the build-out of clean power. Through our Futureproofing Industry project, we have supported officers and workplace reps in sectors such as ceramics, glass and automotive to scrutinise employers' climate plans. We launched a new toolkit for workplace reps focused on climate action and a just transition and published proposals outlining how the government's Warm Homes Plan can create good jobs, reduce household energy bills and help meet climate targets.

Additionally, we have helped foster solidarity between unions and wider civil society in support of just transition efforts, particularly in the automotive sector. We have also advocated for worker representation on all relevant government committees, supported preparations for a trade union year of climate action and begun publishing a series of case studies highlighting successful workplace industrial transformations.

“ We have maintained pressure on the government to establish Great British Energy, aiming to deliver good jobs and accelerate the build-out of clean power. ”

In line with resolution 19, we have advocated for the government to introduce a heat furlough and establish a maximum workplace temperature. We have promoted the Heat Strike campaign, including the Week of Action, and provided spokesperson training for union reps on the risks from extreme heat in the workplace.

The TUC's Trade Union Sustainable Development Advisory Committee (TUSDAC) has met bimonthly, including an extended strategy workshop, alongside regular meetings of the TUC's energy unions.

4.5 Trade and the EU

In line with resolution 20, the TUC advocated for trade union objectives in the government's 'reset' talks with the EU. The TUC, represented by Mike Clancy, general secretary, Prospect was elected chair of the Domestic Advisory Group for the UK-EU Trade and Cooperation Agreement in November. The TUC has used its role in the group to influence government, meeting a number of times with Cabinet Office minister for EU relations

Nick Thomas-Symonds and senior cabinet office officials and agreeing positions with the employer and civil society groups that are also members of the group.

The TUC general secretary and the European Trade Union Confederation (ETUC) general secretary met minister Thomas-Symonds in May just ahead of the UK-EU summit to present the TUC and EU trade unions shared priorities for a closer UK-EU relationship. The TUC welcomed the outcomes of UK-EU summit in May as an important first step to closer UK-EU relations as it achieved a number of union goals, including reducing barriers to trade, linking UK and EU emissions trading schemes to prevent UK goods being hit by EU carbon border taxes and taking steps towards greater UK-EU mobility with the Youth Experience Scheme. The TUC raised with government the need for the UK to align with EU standards on employment rights in future negotiations with the EU.

MEETING THE CHALLENGES OF THE FUTURE

We described the UK trade agreement with the US as taking the country “back from the brink” that the Trump administration’s tariffs would have particularly on the steel and automotive industries. We stated that we would stand up to protect workers’ data, public service and workers’ rights in any UK-US agreement.

4.6 TUC international engagement and solidarity work

Paul Nowak, Liz Snape MBE, Mariela Kohon, Rosa Crawford and Stephen Russell represented the TUC at the International Trade Union Confederation (ITUC) General Council, which most recently met in June 2025. The council has adopted policies on peace and common security and agreed to deepen strategic engagement with the International Labour Organization (ILO).

Kate Bell, Steve Turner (Unite) and Rosa Crawford represented the TUC on the ETUC Executive Committee. The TUC also participated in the ETUC midterm conference in Belgrade, where parliamentary under secretary of state Justin Madders discussed the UK’s Employment Rights Bill and its alignment with progressive labour reforms in Spain and Austria.

“ Ahead of the UN Conference on the two-state solution in June, we released a video featuring General Council members calling for immediate UK recognition of the State of Palestine. ”

In March, the TUC met with trade minister Douglas Alexander to raise concerns about UK trade negotiations with countries violating workers’ rights and international law, including the Gulf States and Israel.

4.7 TUC Aid and global solidarity

TUC Aid continued its support for trade unions in Cameroon, working with ITUC Africa to strengthen unions’ influence on the implementation of the African Continental Free Trade Agreement. It also funded a project with the Palestinian General Federation of Trade Unions and the General Union of Agriculture and Food Industries, supported by the Arab Trade Union Confederation, to protect women workers’ rights in agriculture.

In September, TUC Aid began supporting a project with the Trade Union Congress of Swaziland (TUCOSWA) in Eswatini to strengthen democratic structures in the

trade union movement. The charity’s trustees have decided to close TUC Aid by the end of 2025 to focus on new forms of solidarity with our sister unions around the world.

4.8 Middle East engagement and advocacy

In line with composite 17 and emergency resolution 3, the TUC engaged regularly with UK officials and met with the minister for the Middle East in January and June. It organised a roundtable for affiliates and a parliamentary briefing in June. We welcomed the UK government’s decision to suspend trade talks with Israel, a move it had long advocated due to Israel’s ongoing violations of international law and Palestinian human rights.

Ahead of the UN Conference on the two-state solution in June, we released a video featuring General Council members calling for immediate UK recognition of the State of Palestine. We also issued a joint statement with unions from France and Canada.

▼ Palestinian ambassador Husam Zomlot at the TUC Young Workers Conference in March
© Jess Hurd



In April, general secretary Paul Nowak and assistant director for strategy and delivery Mariela Kohon visited Israel and Palestine. They met Palestinian workers involved in TUC Aid projects who described exploitative conditions in illegal settlements. Meetings were also held with the UK's deputy ambassador to Israel, Palestinian authority ministers, the Histadrut and human rights NGOs including Al-Haq and B'Tselem. The delegation visited Palestinian communities under threat from settler violence, and the general secretary addressed the Palestinian General Federation of Trade Unions' Congress, reaffirming TUC solidarity.

We continued to advocate for:

- › an immediate and permanent ceasefire and the release of all hostages and political prisoners
- › immediate recognition of the State of Palestine
- › revocation of the UK-Israel 2030 roadmap
- › suspension of the UK-Israel Trade and Partnership Agreement
- › an end to all licences for arms traded with Israel, meeting international law

- › a ban on UK trade in illegal settlement goods
- › decent work and public services in Gaza's reconstruction
- › sanctions on individuals inciting genocide against Palestinians.

In March, the TUC General Council issued a statement condemning violence in Gaza and produced a solidarity video for the UN's International Day of Solidarity with the Palestinian People in November. The TUC supported workplace days of action for Palestine in

MEETING THE CHALLENGES OF THE FUTURE

“ The TUC supported an ITUC Africa-led ILO article 26 complaint against Saudi Arabia for severe exploitation of African migrant workers and the ban on independent unions. ”

November, February and May, and led efforts to secure a resolution on ETUC trade policy regarding Israel.

Palestinian Ambassador Husam Zomlot addressed the TUC Congress and also spoke at the Young Workers and Black Workers Conferences.

4.9 Human rights and labour standards

The TUC met with FCDO and DBT officials to advocate for new UK legislation mandating human, labour and environmental due diligence in global supply chains. It also collaborated with G7 sister centres to develop L7 positions for lobbying G7 ministers during Italy's presidency. Eliza Ampomah represented the TUC at the L7 summit in Cagliari.

At the ILO Conference, the TUC delegation played a key role in securing agreement for a future convention on decent work in the platform economy. The ILO also adopted new standards on biohazards and informal workers' rights. In the Committee on the Application of Standards, the TUC supported unions

in Belarus, Georgia, Ghana, Hungary, Malaysia, Moldova and Zambia. The ILO voted to impose sanctions on Myanmar's military regime and accepted Palestine as a non-member observer state.

The TUC supported an ITUC Africa-led ILO article 26 complaint against Saudi Arabia for severe exploitation of African migrant workers and the ban on independent unions.

4.10 Global trade union solidarity

Following the persecution of textile unions in Turkey, the TUC wrote to the Turkish embassy in protest. It also raised with the DBT concerns about trade union repression in the Philippines, urged the FCDO to support unions in Sudan, and backed efforts by Hong Kong trade unionists to organise workers in the UK.



SECTION 5

A STRONG AND SUSTAINABLE TUC

A STRONG AND SUSTAINABLE TUC

5.1 Developing the TUC

We continued to implement our 2024-26 strategy, working under our five agreed aims of:

- › a growing union movement that reflects the diversity of today's working class and has the power to intervene effectively for workers
- › workplaces where every worker has strong rights and is protected from discrimination
- › a fairer economy that delivers secure jobs and rising wages and supports strong public services
- › an economy where workers can shape and are prepared for the challenges of the future
- › a strong TUC that is sustainable, effective and a great place to work.

To aid with the delivery of our strategy, we conducted a short review of our senior management team, adding new roles to ensure our effectiveness and a limited organisational reorganisation to reflect the new roles and focus. The full team now consists of:

- › Paul Nowak, general secretary
- › Kate Bell, assistant general secretary

“To aid with the delivery of our strategy, we conducted a short review of our senior management team, adding new roles to ensure our effectiveness.”

- › Kudsia Batool, director of equality
- › Helen Bilton, director of operations
- › Matt Dykes, assistant director of external relations
- › Sian Elliott, director of organising
- › Mariela Kohon, assistant director of strategy and delivery
- › Alex Rossiter, director of communications
- › Nicola Smith, director of policy
- › Shavanah Taj, general secretary, TUC Cymru.

Other significant internal milestones have included reviewing our performance management system and our disciplinary and grievance policy and continuing our work to build an inclusive TUC. We completed a new round of our Black Talent and Leadership programme, began implementing the findings of an LGBT+ listening exercise,

and commenced a disabled workers' listening exercise with staff. We also transitioned to a new finance system, providing greater security and efficiency for the organisation.

5.2 Sale of Congress House

As reported in the 2024 General Council report, following notice that major work would be required to meet incoming environmental standards, the General Council took the difficult decision to sell Congress House and seek a new modern home for the trade union movement.

We appointed Newmark (formerly Gerard Eve) to assist with the project management of the sale, following a competitive tender process, and established an internal project group to guide the process of the sale, including legal preparation, financial management and the extensive task of clearing the basement and other storage spaces. Significant documents have been transferred to the TUC's archives at Warwick, and one strand of the project focuses on preserving the history of Congress House.

▼ As part of an exhaustive commercial sale process, Congress House was viewed 100 times and the TUC received 10 bids from prospective buyers
© Trades Union Congress



The pension scheme agreed to transfer the charge held on Congress House to a new TUC building, with a deed of agreement signed between the TUC and the scheme to cover the period between the release of the charge and the establishment of a new one.

On June 28, the TUC agreed to prepare heads of agreement for a sale of Congress House.

This followed an exhaustive commercial sale process, supported by external agents, which saw over 100 viewings of the building and an initial 10 bids narrowed down to three bids.

The decision to proceed with the sale as set out above, was taken by the general secretary, on the advice of the TUC's agents, and with the agreement of the TUC Trustees. This process was agreed by the Finance Committee in December 2024, and the Executive Committee in January.

At the time of writing the TUC had entered a period of exclusivity with the potential purchaser during which legal and technical due diligence was being undertaken.

Managing the sale of Congress House has also meant managing the difficult decision to close Congress Centre on 4 July, and the loss of valued staff members. We agreed an enhanced redundancy package with our staff unions and opened a voluntary redundancy scheme in May 2025. We would like to put on record the TUC's thanks to these and all staff leaving the organisation for their dedicated service.

A STRONG AND SUSTAINABLE TUC

5.3 Congress and Congress Awards

We held a successful 2024 Congress in Brighton. Following the election of the first Labour government for 14 years, delegates at our annual showcase event debated a wide range of issues including winning a new deal at work, building a fairer economy and building a stronger, more diverse trade union movement. The prime minister addressed Congress and we delivered a full programme of fringe and other events and speakers.

We were proud to present our Congress Awards in Brighton. The Health & Safety Award winner was Martina Vrajitoy from GMB and the Organising Award went to Syed Hedi Naqvi from Usdaw. The winner of the Young Members' Award was Helena Fletcher from UNISON. The winner of the ULR award was Darren Hincks from Unite. The Women's Gold Badge recipient was Sharon Foster from UNISON.

5.4 TUC Comms Awards

The 47th Trade Union Comms Awards took place last October. Judges included Sam Jeffers, managing director of The Shop, Luke Menzies, director of comms at the International Transport Workers Federation and Rob Sanders, TUC.

▼ The winners of the 47th Trade Union Comms Awards
© Jess Hurd



The categories and winners were:

- › Best union journal | CSP
- › Best recruitment and organising communication | RCM
- › Best campaign communications | RMT
- › Best media story | NEU
- › Best use of social media | RMT
- › Best communication from a smaller union | Nautilus International
- › Lifetime achievement award – Rob Sanders.

5.5 Women's Conference

The theme of TUC Women's Conference 2025 was Resist, Persist, Deliver. Over 300 women from across the movement debated key issues including violence against women and girls, representation and leadership, and health and safety.

We hosted panels discussing the rise of misogyny and the far right and Black women's experiences of sexual harassment. We hosted a series of workshops including supporting women's leadership in the movement and becoming a health and safety rep.

This year's Black Workers Conference debated resolutions on topics including the rise of the far right, immigration and maternal health
© Jess Hurd



A STRONG AND SUSTAINABLE TUC

“ More than 200 people attended the Disabled Workers Conference, held in the Bournemouth International Centre, debating a range of issues including access to reasonable adjustments and social security reform. ”

5.6 LGBT+ Conference

The theme for the LGBT+ Workers Conference was Defeating the Narratives of Division. More than 250 people attended Conference in Congress House, with delegates debating key issues including international LGBT+ rights, the far right and hate speech/crime, LGBT+ health, trans rights and non-binary rights and issues raised as a result of the Supreme Court ruling that sex means biological sex in the Equality Act 2010 and accompanying EHRC guidance, and education.

We hosted two panel discussions, one on combating the far right and the other on racism within the rainbow.

5.7 Disabled Workers Conference

The theme of our Disabled Workers Conference was United We Resist. More than 200 people attended the conference, held in the Bournemouth International

Centre, debating a range of issues including access to reasonable adjustments, disability leave, social security reform, disability pay gaps, accessibility, and access to work.

We hosted a panel discussion on changes to social security, with a range of keynote speakers including minister of state for social security and disability Stephen Timms.

5.8 Black Workers Conference

The theme of our Black Workers Conference was Educate. Agitate. Organise. Conference heard an address from Husam Said Zomlot, the Palestinian ambassador, and debated resolutions on topics including the rise of the far right, immigration and maternal health. Workshops included a session on communicating and campaigning effectively, as well as a dedicated workshop discussing how affiliates can create safe spaces for Black women to organise on workplace issues.

5.9 Young Workers Conference

More than 150 delegates from across the movement came together to debate key issues including organising young workers, affordable housing and tackling the far right. Workshops and fringes covered topics such as having one-to-one conversations, rights of workplace reps, apprenticeships, chairing skills and promoting trans and non-binary rights. The Palestinian ambassador, Husam Said Zomlot, also addressed Conference.

5.10 Trades Councils Conference

Held in Congress House at the end of May, delegates debated resolutions covering opposing the rise of the far right, employment rights, artificial intelligence, public services and the right to protest. The conference was addressed by the TUC general secretary, Fraser McGuire (chair of the TUC Young Workers Forum) and Mike Masters, a representative of the striking Birmingham bin workers.

5.11 TUC finances

The annual statement of accounts and balance sheet as at 31 December 2024 is set out in Appendix 3. It shows a total deficit and reduction in assets of £1.5m, reducing total funds from £73.3m to £71.8m. This was made up of tangible fixed assets and investments of £43.1m and pension assets of £26.0m, with net current assets of £3.6m being offset by long-term tax and employee liabilities of £0.9m. The deficit was driven by changes in the value of assets and liabilities, including continuing difficulty in the London commercial property market that led to a significant fall in property values, offset by an improvement in the pension scheme position. The operating deficit on ordinary activities of £451,000 also contributed to the deficit. It was made up of deficits of £508,000 on the administration fund and £283,000 on the Congress House dilapidations fund, partially offset by surpluses of £312,000 and £28,000 on the development and external grants funds respectively.

5.12 Administration and dilapidations funds

The administration fund (covering day-to-day office running expenses and staff costs) deficit on ordinary activities of £508,000 was due to ordinary income of £19.5m falling below ordinary expenditure of almost £20.0m. Ordinary income of £19.5m

was £725,000 above budgeted income primarily because membership numbers increased above the 2023 figure, and exceeded our estimated number for 2024. Ordinary expenditure of £20.0m was almost £820,000 higher than budget, primarily due to the accelerated write-down of asset values relating to equipment that will no longer be used after the forthcoming office move.

The dilapidations fund was used for Congress House building repairs and showed a deficit of £283,000, reflecting £449,000 spent and £166,000 transfer in from the administration fund. There was a zero balance in the fund at the year-end, reflecting the plans to move from Congress House in 2025/6.

5.13 Development and external grants funds

In 2024, 10 per cent of the affiliation fee was allocated to the development fund, plus additional contributions from affiliates and grants for projects, and was used to promote new work and General Council initiatives across the TUC's strategic aims, including ensuring workers' voices are represented at the Covid-19 public inquiry.

The development fund showed an operating surplus of £312,000, made up of just under £1.729m of income offset by £1.417m of expenditure. £1.430m of affiliation fees were set aside to fund this work, with

additional income of just under £299,000 received from external sources as contributions to the cost of the Covid-19 Inquiry legal fees, and sponsorship for other work. The operating surplus of £312,000 was caused by underspends across most projects following changes to plans after the general election, and particularly lower than expected fees for the Covid-19 Inquiry.

The external grants fund is made up of grants and payments from external funders such as devolved and local governments for specific programmes of work. The £28,000 surplus was made up of just over £2.856m of income mostly offset by expenditure of £2.828m, with the difference due to the timing of income and expenditure flows.

5.14 Prospects and developments

A budget for the 2025 administration fund has been agreed by the General Council. This showed a projected deficit of £716,420, which includes £457,500 of expenditure associated with the office move and cessation of conference activities. The General Council approved an affiliation fee increase of five per cent for 2025.

The TUC has retained its Fair Tax accreditation.

A STRONG AND SUSTAINABLE TUC

▼ **Volunteers from the Black Trade Union Oral History Project**
© Trades Union Congress

5.15 TUC Finance Committee

The Finance Committee met five times in 2024–25. Significant issues of discussion included agreeing the outline processes for the sale of Congress House, and that the general secretary would consult with at least two of the TUC's trustees before accepting a bid. The committee also agreed principles for the use of the assets arising from the sale.

The committee also discussed the arrangement with the Scottish Trades Union Congress (STUC). In 2016, the TUC agreed an arrangement for a transfer of resource from the TUC to the STUC of £200,000 per annum. This agreement was phased in, coming into effect in full in 2018. The committee agreed that the STUC discount applied would increase to £257,898 for 2025 and 2026, with a formal review to take place in 2026.

In addition to agreeing the TUC's accounts and hearing from the auditors, the committee also discussed the general secretary's pay, following a two-year freeze agreed after his appointment. This was delegated to a sub-committee consisting of the president and TUC trustees.



5.16 TUC Library collection

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

Six exhibitions are currently available to loan: The Life of Mary Macarthur; The History of Young Workers; 150 years of the TUC; The 1984/85 Miners' Strike; The Russian Revolution; and American and British Labour Relations.

The TUC Library is also collaborating with the Coalition of Black Trade Unionists (UK) on a Black Trade Union Oral History project and is seeking volunteers to interview and be interviewed. To get involved, please visit: <https://tuclibrary.blogs.londonmet.ac.uk>

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

Jeff Howarth, TUC librarian, retired after over a decade's service managing the TUC Library (based at London Metropolitan University). We are very grateful to him for his dedication to preserving our history.

Enquiries, visits and inductions are very welcome and can be organised through the TUC Librarian at:
London Metropolitan University
Holloway Road Learning Centre
236-250 Holloway Road
London N7 6PP
tuclib@londonmet.ac.uk

OBITUARIES



Maureen Louisa Barwick, who died in September 2024, worked for the trade union movement after leaving school in 1950 until her retirement in 1993. She started as an officer junior at the TGWU and in 1970 joined the TUC's Newcastle office, working for the next 23 years as a secretary to three regional education officers.



Keith Brookman, who died in February, was general secretary of the ISTC, a predecessor union of Community, from 1993 to 1999. A principled and determined champion of the steel industry, and of working people, he served on

the TUC General Council from 1992 to 1998. He started his career at Ebbw Vale steelworks, becoming divisional organiser for the ISTC in 1973 and then the union's assistant general secretary in 1985. A lifelong trade unionist, he also served on the TUC Educational Advisory Committee for Wales and on the Trade Union Fund Managers Charitable Trust. He became a Labour peer in 1998 and was active in the all-party parliamentary group on steel.



Jane McKay was an active member of the TGWU who served on the TUC General Council in 2002-03. During her long trade union career, she played a major role in the STUC, serving on its General Council and women's committee. She was also secretary of Glasgow Trades Council, and active in a number of campaigns, including Chile Solidarity.

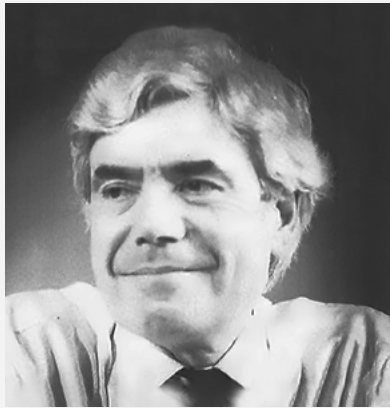


Dougie Rooney, who died in April, was TUC President in 2009-10 and served on the TUC General Council from 1998 to 2010. A national officer for Unite and its predecessor unions Amicus and AEEU, with responsibility for energy and utilities, he was deeply committed to trade unionism and working people. He started his working life as an apprentice at Ferranti, becoming an AEU branch officer at 18 and subsequently a shop steward and divisional organiser with the union. He was also active in the Labour Party, chairing Scottish Labour's standing orders committee. A proud internationalist, he attended the ITUC conference in Canada and COSATU conference in South Africa during his time as TUC president.

OBITUARIES



Alan Shearn, who died in October, worked in the TUC's South West region promoting our work on learning and skills. As a senior union support officer from 1999 to 2014, he campaigned for high-quality apprenticeships and delivered better learning opportunities to workers across the South West. In 2013, he was seconded to Usdaw as a project worker.



David Williams, who died in March, was general secretary of Cohse, a UNISON predecessor union and served on the TUC General Council from 1983 to 1986. He became Cohse's regional secretary for Yorkshire in 1955, subsequently being appointed national officer in 1962 and assistant general secretary in 1974, before serving as general secretary from 1983 to 1987. A staunch defender of the NHS and its workforce, he also served as an adviser to the World Health Organisation. A passionate member and supporter of the Labour Party, he served on its national executive committee from 1981 to 1983.



George Wright, who died in June, was instrumental in the establishment of Wales TUC and served as its first general secretary from 1974 to 1984. He was a TGWU official at the British Leyland plant in Longbridge, before becoming the union's regional secretary for Wales in 1972. In this capacity, he helped make the constitutional case for a Wales TUC as an autonomous part of the TUC. Despite opposition, his campaign was successful, culminating in his election as general secretary. He became a key figure in the broader movement for Welsh devolution, with Wales TUC demonstrating how power could be devolved successfully. George Wright himself said: "I am a firm believer that the creation of Wales TUC was the first act of devolution in Wales". He also played a key role in the establishment of the Welsh Development Agency, attracting Ford to invest in a new plant in Bridgend.



APPENDICES

ATTENDANCE

2024-25

General Council

To date, seven full meetings have been held during the Congress year.

Member	Attendance	Member	Attendance	Member	Attendance
Alice Angliss	4	Kate Hudson	2	Roy Rickhuss	1
Andrea Bradley	2	Colleen Johnson	5	Patrick Roach	7
Amanda Brown	5	Farzana Jumma	6	Dean Rogers	6
Joanne Cairns	6	Daniel Kebede	6	Maggie Ryan	4
Sarah Carpenter	3	Ian Lawrence	4	Gary Smith	1
Mike Clancy	7	Paddy Lillis	1	Liz Snape MBE	4
Mark Dickinson	6	Brian Linn	4	Claire Sullivan	6
Rashida Din	4	Mick Lynch	6	Steve Turner ⁵	4
Angela Duerden	4	Annette Mansell-Green	4	Dave Ward	4
Maria Exall	6	Susan Matthews	0	Simon Weller	4
Sue Ferns OBE	6	Christina McAnea	2	Paul Whiteman	6
Paul Fleming	2	Gloria Mills CBE	3	Sarah Woolley	3
Martin Furlong	4	Julia Mwaluke ⁴	0	Matt Wrack ¹	2
Steve Gillan	2	Ged Nichols	5	Steve Wright ²	2
Jo Grady	6	Libby Nolan	0	Tony Wright	0
Sharon Graham	0	Steve North ³	2	Paul Nowak	7
Charlie Gray	4	Dave Penman	5		
Andy Green	1	Barbara Plant	4		
Martyn Gwyther	3	Naomi Pohl	3		
Fran Heathcote	3	Louise Regan	5		

¹ Left in January 2025

² Joined in January 2025

³ Left in April 2025

⁴ Left in June 2025

⁵ Left in July 2025

Executive Committee

To date, seven full meetings have been held during the Congress year.

<u>Member</u>	<u>Attendance</u>	<u>Member</u>	<u>Attendance</u>	<u>Member</u>	<u>Attendance</u>
Joanne Cairns	5	Fran Heathcote	5	Patrick Roach	6
Sarah Carpenter	4	Daniel Kebede	2	Gary Smith	1
Mike Clancy	5	Paddy Lillis	2	Liz Snape MBE	4
Mark Dickinson	6	Mick Lynch	6	Claire Sullivan	6
Maria Exall	7	Christina McAnea	2	Steve Turner ¹	4
Sue Ferns OBE	6	Gloria Mills CBE	4	Dave Ward	3
Steve Gillan	3	Ged Nichols	5	Simon Weller	6
Jo Grady	5	Dave Penman	4	Paul Nowak	7
Sharon Graham	1	Barbara Plant	3	<i>1 Left in July 2025</i>	

At the time of writing, the General Council has held seven meetings during the Congress year. At the first meeting, held jointly with the outgoing General Council of the 2024 Congress, Mark Dickinson was elected as chair, and he will preside at the 2025 Congress. General secretary members of the General Council also participated in two awaydays together with members of the Executive Committee.

It was agreed that the Executive Committee should consist of existing members for the year 2024-2025.

COMMITTEE MEMBERSHIP

2024-25

General Council lead responsibilities

Lead spokesperson

Paul Nowak
(general secretary)

Senior representative

Mark Dickinson
(president)

Specific areas of responsibility

Anti-Racism Taskforce

Dr Patrick Roach CBE

Digital

Mike Clancy

Disabled workers

Martyn Gwyther

Employment rights

Paddy Lillis

Environment and sustainable development

Sue Ferns

Europe

Steve Turner

Health and safety

Clare Sullivan

International

Liz Snape MBE

Learning and skills

Joanne Cairns

Lesbian, gay, bisexual and transgender+ rights

Maria Exall

Public services

Christina McAnea

Race equality

Farzana Jumma

Trades union councils

Steve Gillan

Women

Annette Mansell-Green

Young workers

Charlie Gray

Finance Committee

Mark Dickinson (chair)

Nautilus International

Sarah Carpenter

Unite

Mike Clancy

Prospect

Mark Dickinson

Nautilus

Maria Exall/

Dave Ward

CWU

Steve Gillan

POA

Paddy Lillis

Usdaw

Ged Nichols

Accord

Dave Penman

FDA

Dr Patrick Roach CBE

NASUWT

Gary Smith

GMB

Liz Snape MBE/

Christina McAnea

UNISON

Claire Sullivan

CSP

Disabled Workers Committee

General Council

Martyn Gwyther
(chair)
Unite

Kudsia Batool
(secretary)
TUC

Farzana Jumma
GMB

Sarah Woolley
BFAWU

Elected at annual conference

Julian Allam
Unite

Jonathan Bellshaw
CWU

Amy Bishop
Prospect

Nigel Braithwaite
MU

Val Cooke
Usdaw

Kathryn Downs
NASUWT

Ann Galpin
NUJ

Paul Greany
RMT

Austin Harney
PCS

Colleen Johnson
NEU

Dawn Lovatt
GMB

Steve McGurk
Community

Chris Mort
Unite

Patricia Roche
UCU

Sian Stockham
UNISON

Irene Trench
Unite

Sarah Warren
Equity

Coopted

Chloe Francois
Oatway
FDA

Lesbian, Gay, Bisexual and Trans+ Committee

General Council

Maria Exall *(chair)*
CWU

Kudsia Batool
(secretary)
TUC

Brian Linn
Aegis

Elected at annual conference

Darran Brown
ASLEF

Taranjit Chara
GMB

Michelle Codrington-Rogers
NASUWT

Holly Cooper
UCU

Bradley Corrigan
CWU

Kacey De Groot
NEU

Julia Georgiou
NHBCSA

Dettie Gould
UNISON

Nathan Graham
Unite

Asa Haycock
NASUWT

David Hope
GMB

Yemisi Ilesanmi
PCS

Dean Ismay
GMB

Phil Jones
Unite

Jay Lovell-Watson
RMT

Manish Maisuria
UNISON

Claire Mullaly
Prospect

David Murphy
UCU

Sally Oates
RCP

Sarah Pitt
CWU

Denise Rayner
Unite

Becks Tebbet
NASUWT

Sukey Venables-Fisher
WGGB

Debbie Wilson
Usdaw

COMMITTEE MEMBERSHIP

2024-25

Pensioners Committee

TUC/National Pensioners Convention

Nicola Smith (*chair*)
TUC

Jack Jones (*secretary*)
TUC

Jennifer Foxon
(*observer*)
Midlands TUC
Pensioners

Winston Murray
(*observer*)
London, East & South
East TUC

Rosie Pickard
(*observer*)
Yorkshire & the
Humber TUC

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

Unions

Derrick Baker MBE
GMB

David Chinn
BALPA

Ron Douglas
RMT

Brian Gibson
PCS

Irene Graham
Unite

Norman Jemison
UCU

Rosie Macgregor
UNISON

Ian Millington
NASUWT FRMA

Mike Moriarty
Prospect

Geoff Page
Usdaw

Roy Rix
Unite

Pat Roche
UCU

Race Relations Committee

General Council

Farzana Jumma
(*chair*)
GMB

Kudsia Batool
(*secretary*)
TUC

Michelle Codrington-Rogers
NASUWT

Daniel Kebede
NEU

Susan Matthews
Unite

Gloria Mills CBE
UNISON

Dr Patrick Roach CBE
NASUWT

Dean Rogers
SoR

Elected at annual conference

Anwar Ali
RCP

Olanrewaju Apantaku
RMT

Mark Anthony Bastiani
CWU

Taranjit Chana
GMB

Patricia Davis
Unite

Ruth Duncan
NASUWT

Janet Hankin
Usdaw

Denise Henry
NEU

Christopher Knight
Community

Shivanti Lowton
UCU

James Minto
UNISON

Abdi Mohamed
GMB

Ali Moosa
CWU

Melecia Mullings
RMT

Sandra Okwara
UNISON

Harish Patel
Unite

Faisal Qureshi
Prospect

Nitin Rajyaguru
UCU

Mohammed Safiq
PCS

San Senik
ASLEF

Trades Union Councils Joint Consultative Committee

General Council

Steve Gillan (*chair*)
POA

Jo Grady
UCU

Simon Weller
ASLEF

Regions and Wales

Jane Aitchison
Yorkshire &
the Humber

Kevin Allsop
North West

Dave Chapple
South West

Andrew Coburn
East of England

Mick Houghton
South East

Nick Kelleher
West Midlands

Martin Levy
Northern

Martin Mayer
Yorkshire &
the Humber

Katrine Williams
Wales

Cecile Wright
East Midlands

TUC Aid trustees

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

Stephen Russell
(*secretary*)
TUC

Kate Bell
TUC

Sue Ferns OBE
Prospect

Jo Grady
UCU

Gloria Mills CBE
UNISON

TUC educational trustees

Ged Nichols
(*chair*)
Accord

Carl Roper (*secretary*)
TUC

Kate Bell
TUC

Sue Ferns OBE
Prospect

Martin Furlong
RCP

Gloria Mills CBE
UNISON

Liz Snape MBE
UNISON

Sarah Woolley
BFAWU

TUC trustees

Steve Gillan
POA

Dave Penman
FDA

Barbara Plant
GMB

COMMITTEE MEMBERSHIP

2024-25

Women's Committee

General Council

Annette Mansell-Green (<i>chair</i>) BDA	Jo Grady UCU	Niamh Sweeney NEU	Lorraine Monk AUE
Susan Matthews (<i>vice chair</i>) Unite	Sharon Graham Unite	Sarah Woolley BFAWU	Lebo Phakoe Usdaw
Kudsia Batool (<i>secretary</i>) TUC	Fran Heathcote PCS	Elected at annual conference	Davena Rankin UNISON
Andrea Bradley EIS	Kate Hudson CWU	Ajaz Aslam NASUWT	Jessica Robinson RMT
Joanne Cairns Usdaw	Colleen Johnson NEU	Mairead Canavan NEU	Jean Rogers Equity
Sarah Carpenter Unite	Farzana Jumma GMB	Sian Caulfield PCS	Diana Scott-Brown RCP
Michelle Codrington-Rogers NASUWT	Christina McAnea UNISON	Bridget Corcoran PCS	Jean Sharrocks CWU
Rashida Din NASUWT	Gloria Mills CBE UNISON	Patricia Davis Unite	Deborah White NASUWT
Angela Duerden Unite	Barbara Plant GMB	Joanna de Groot UCU	Hailey Willington MU
Maria Exall CWU	Naomi Pohl MU	Jacqueline Green PCS	
Sue Ferns OBE Prospect	Louise Regan NEU	Jane Jones Usdaw	
	Maggie Ryan Unite	Jackie Marshall POA	
	Liz Snape MBE UNISON	Margaret McKee UNISON	

Young Workers Forum

Ben Spencer (*chair*)
 CWU

Charlie Gough
 Usdaw

Thomme Kirkwood
 (*vice chair*)
 NEU

Sjaam Heemskerk
 UNISON

Kudsia Batool
 (*secretary*)
 TUC

Zaine Mansuralli
 Community

Kierin Offlands
 RMT

General Council

Charlie Gray
 GMB

Gareth Owen
 NASUWT

Tom Plater
 MU

Elected at annual conference

Rose Baker
 PCS

Mais Robinson
 Equity

Wade Bestwick
 Unite

Jenny Scowcroft
 Prospect/BECTU

Honey Butterworth
 FDA

Samuel Smith
 GMB

Kira Chan
 NASUWT

Issy Waite
 GMB

Faye Funnell
 RCP

Jack Whiston
 Community

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 2024 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 2024 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 72, the officers are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the officers determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

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

ACCOUNTS

Auditor's responsibilities for the audit of the financial statements

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

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

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

This description forms part of our auditor's report.

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

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

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

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the union's

ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the union for fraud. The laws and regulations we considered in this context for the UK operations were health and safety legislation, employment legislation and taxation legislation.

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

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

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly

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

Use of our report

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

Crowe UK LLP
Statutory Auditor
London
19 June 2025

ACCOUNTS

Trades Union Congress Statement of comprehensive income for the year ended 31 December 2024

	Note	Admin fund £'000	Dev'tment fund £'000	Ext grant fund £'000	Dilap'tions fund £'000	Reloc'n fund £'000	Total £'000
Income							
Affiliation fees		15,264	1,430	-	-	-	16,694
Property rental and service charges		3,467	-	-	-	-	3,467
Investment income		353	-	-	-	-	353
Sales and publications		157	4	-	-	-	161
Donations and grants received		229	295	2,856	-	-	3,380
Total income		19,470	1,729	2,856	-	-	24,055
Expenditure							
Staff costs	2	11,712	246	1,733	-	-	13,691
Property charges	3	2,679	86	305	449	16	3,535
Office expenses	4	1,282	9	153	-	-	1,444
Projects and campaigns	5	247	1,033	281	-	-	1,561
International affiliation fees	6	1,891	-	-	-	-	1,891
Travel and meetings		219	32	97	-	-	348
Congress		370	-	-	-	-	370
Trade union education		9	-	259	-	-	268
Grants and donations	7	7	11	-	-	-	18
Depreciation	9	1,100	-	-	-	-	1,100
Taxation	8	401	-	-	-	-	401
VAT recovered		(121)	-	-	-	-	(121)
Transfers between funds		182	-	-	(166)	(16)	-
Total expenditure		19,978	1,417	2,828	283	-	24,506
Net surplus/(deficit) on ordinary activities		(508)	312	28	(283)	-	(451)
Other finance adjustments -							
pension schemes	15	(181)	-	-	-	-	(181)
Gains on disposal of investments	10	165	-	-	-	-	165
Change in fair value of investments	10	177	-	-	-	-	177
Change in fair value of							
investment property	9	(3,654)	-	-	-	-	(3,654)
(Loss) on disposal of assets		(4)	-	-	(139)	-	(143)
Deferred tax on change in fair value	8	804	-	-	-	-	804
Operating (deficit)/surplus		(3,201)	312	28	(422)	-	(3,283)
Deferred tax on other comprehensive (expenditure)/income							
(Loss) on foreign exchange		(4)	-	-	-	-	(4)
Change in fair value of freehold property	9	(5,496)	-	-	-	-	(5,496)
Pension scheme actuarial gain	15	6,065	-	-	-	-	6,065
Deferred tax on other							
comprehensive income	8	1,263	-	-	-	-	1,263
Other comp'sive expenditure for the year		1,828	-	-	-	-	1,828
Total comprehensive (expenditure)/income for the year		(1,373)	312	28	(422)	-	(1,455)
Funds brought forward 1 Jan 2024		65,181	7,620	41	422	-	73,264
Funds carried forward 31 Dec 2024		63,808	7,932	69	-	-	71,809

Trades Union Congress Statement of comprehensive income for the year ended 31 December 2023

	Note	Admin fund £'000	Dev'ment fund £'000	Ext grant fund £'000	Dilap'tions fund £'000	Total £'000
Income						
Affiliation fees		14,219	1,350	-	-	15,569
Property rental and service charges		3,411	-	-	-	3,411
Investment income		296	-	-	-	296
Sales and publications		120	2	2	-	124
Donations and grants received		190	125	2,337	-	2,652
Total income		18,236	1,477	2,339	-	22,052
Expenditure						
Staff costs	2	11,462	267	1,487	-	13,216
Property charges	3	2,640	45	170	270	3,125
Office expenses	4	1,552	246	92	-	1,890
Projects and campaigns	5	283	779	233	-	1,295
International affiliation fees	6	1,917	-	-	-	1,917
Travel and meetings		255	36	49	-	340
Congress		361	-	-	-	361
Trade union education		(9)	-	268	-	259
Grants and donations	7	7	10	4	-	21
Depreciation		348	-	-	-	348
Taxation	8	222	-	-	-	222
VAT recovered		(174)	-	-	-	(174)
Total expenditure		18,864	1,383	2,303	270	22,820
Net (deficit)/surplus on ordinary activities		(628)	94	36	(270)	(768)
Other finance adjustments - pension schemes	15	(598)	-	-	-	(598)
(Losses) on disposal of investments	10	(57)	-	-	-	(57)
(Losses) on disposal of fixed assets		(19)	-	-	-	(19)
Change in fair value of investments	10	407	-	-	-	407
Change in fair value of investment property		(3,837)	-	-	-	(3,837)
Deferred tax on change in fair value	8	873	-	-	-	873
Operating (deficit)/surplus		(3,859)	94	36	(270)	(3,999)
Other comprehensive (expenditure)/income						
Change in fair value of freehold property		(5,593)	-	-	-	(5,593)
Pension scheme actuarial loss	15	(2,813)	-	-	-	(2,813)
Deferred tax on other comprehensive (expenditure)/income	8	1,405	-	-	-	1,405
Other comp'sive expenditure for the year		(7,001)	-	-	-	(7,001)
Total comprehensive (expenditure)/income for the year		(10,860)	94	36	(270)	(11,000)
Funds brought forward 1 Jan 2023		76,041	7,526	5	692	84,264
Funds carried forward 31 Dec 2023		65,181	7,620	41	422	73,264

ACCOUNTS

Trades Union Congress Balance sheet as at 31 December 2024

	Note	2024 £'000	2023 £'000
Assets			
Tangible fixed assets	9	33,488	43,727
Investments	10	9,603	9,372
		43,091	53,099
Current assets			
Short-term loans		11	12
Debtors and prepayments	11	2,574	2,415
Cash at bank and in hand		3,812	3,303
		6,397	5,730
Less: current liabilities			
Creditors and accrued expenses	12	2,777	2,705
Net current assets		3,620	3,025
Net assets less current liabilities			
Less: provision for liabilities and charges	13	656	663
Deferred tax	8	290	2,357
Net assets before pension asset		45,765	53,104
Pension asset	15	26,044	20,160
		71,809	73,264
Financed by			
Administration fund less revaluation reserve		45,888	41,765
Revaluation reserve		17,920	23,416
Total administration fund		63,808	65,181
Development fund		7,932	7,620
Dilapidations fund		-	422
External grants fund		69	41
Relocation fund		-	-
Net assets		71,809	73,264

Approved by the General Council on 28 May 2025
- TUC president Mark Dickinson

Trades Union Congress Statement of changes in equity for the year ended 31 December 2024

	Note	Admin fund £'000	Dev'tment fund £'000	Ext grant fund £'000	Dilap'tions fund £'000	Reloc'n fund £'000	Total £'000	
At 1 January 2023		47,032	29,009	7,526	5	692	-	84,264
Operating (deficit)/surplus for the year	(3,859)	-	94	36	(270)	-	-	(3,999)
Defined benefit pension scheme - actuarial (loss)	(2,813)	-	-	-	-	-	-	(2,813)
Change in fair value of freehold property	-	(5,593)	-	-	-	-	-	(5,593)
Deferred tax on other comprehensive income	1,405	-	-	-	-	-	-	1,405
At 31 December 2023		41,765	23,416	7,620	41	422	-	73,264
Operating (deficit)/surplus for the year	(3,201)	-	312	28	(422)	-	-	(3,283)
(Loss) on foreign exchange	(4)	-	-	-	-	-	-	(4)
Defined benefit pension scheme - actuarial gain	6,065	-	-	-	-	-	-	6,065
Change in fair value of freehold property	-	(5,496)	-	-	-	-	-	(5,496)
Deferred tax on other comprehensive (expenditure)/income	1,263	-	-	-	-	-	-	1,263
At 31 December 2024		45,888	17,920	7,932	69	-	-	71,809

ACCOUNTS

Trades Union Congress Statement of cash flows for the year ended 31 December 2024

	Note	2024 £'000	2023 £'000
Cash flows from operating activities:			
Cash used in operating activities	a	489	117
Corporation tax paid on operating activities		(289)	(134)
Net cash provided by/(used) in operating activities		200	(17)
Cash flows from investing activities:			
Investment income		353	296
Purchase of investments		(3,153)	(2,923)
Purchase of property, plant and equipment		(154)	(1,003)
Proceeds from sale of investments		3,264	5,062
Proceeds from sale of property, plant and equipment		-	-
Net cash provided by investing activities		310	1,432
Change in cash and cash equivalents		510	1,415
Cash and cash equivalents at the beginning of the year		3,302	1,888
Cash and cash equivalents at the end of the year		3,812	3,303
Note 'a' reconciliation of net (expenditure) to net cashflow from operating activities			
Net (deficit) on operating activities		(451)	(768)
Adjustments for:			
Depreciation charges		1,100	348
Corporation tax		401	222
Investment income		(353)	(296)
Change in short-term loans		1	(3)
Change in debtors		(158)	215
Change in creditors (excluding corporation tax)		(44)	423
Change in provisions		(7)	(24)
		489	117

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 2024 and are presented to the nearest pound.

b. Going concern

The General Council has 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 General Council has, at the time of approving the financial statements, a reasonable expectation that the TUC has adequate resources to continue in operational existence for the foreseeable future. Thus, they continue to adopt the going concern basis of accounting in preparing the financial statements.

c. Affiliation fee income

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

d. Property rental and service charges

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

e. Investment income

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

f. Donations and fees income

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

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 2024

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.

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.

Contingent liabilities

Where at the balance sheet date a possible obligation to expend significant resources exists and this is dependent on uncertain future events, the amount of such a liability is disclosed in the accounts. Note 18 discloses such a liability in respect of redundancy costs.

Defined benefit pension scheme

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

Valuation of property

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

ACCOUNTS

Trades Union Congress Notes to the accounts for the year ended 31 December 2024

2 Staff costs	2024 £'000	2023 £'000
Salaries and national insurance	11,103	10,857
Pension contributions	1,501	1,803
Welfare and training	486	382
Termination costs	513	82
Additional banked leave liability	22	38
Advertising and recruitment	66	54
	13,691	13,216

Average staff numbers	2024 Number	2023 Number
Total staff employed	189	187

Key management personnel	2024 £'000	2023 £'000
Key management personnel are made up of the general secretary, assistant general secretary and senior management team. Compensation consists of salary and benefits including employer pension contributions.		
Key management personnel compensation	1,038	835
	1,038	835

3 Property charges	2024 £'000	2023 £'000
Rent and rates	1,144	844
Heating and lighting	522	651
Cleaning	128	136
Insurance	138	126
Building repairs and renewals	375	372
External functions	763	726
Expenditure from dilapidations fund	465	270
	3,535	3,125

4 Office expenses

	2024 £'000	2023 £'000
Communications	68	73
Stationery and printed materials	43	46
Renewals and repairs to office equipment	624	885
Audit fees	60	56
Bank charges	8	7
Legal costs	84	270
Finance	142	137
Consultancy fees	415	415
Provision for doubtful debts	-	1
	1,444	1,890

5 Project and campaign expenses

	2024 £'000	2023 £'000
Printing and publicity	73	121
Media and supporters' work	119	260
Projects and campaigns	66	79
Conferences	117	91
Training and development	32	31
Consultancy fees	1,154	713
	1,561	1,295

6 International affiliation fees

	2024 £'000	2023 £'000
ITUC	1,003	964
ETUC	788	875
TUAC	100	78
	1,891	1,917

7 Grants and donations

	2024 £'000	2023 £'000
Sundry	18	21
	18	21

ACCOUNTS

Trades Union Congress Notes to the accounts for the year ended 31 December 2024

8 Taxation

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

	2024 £'000	2023 £'000
Under/(over) provision in prior years	62	(2)
Provision for the year	339	224
	401	222
Deferred tax liability		
1 January 2024	2,357	4,635
Decrease in deferred tax on changes in fair value of investment property and investments	(804)	(873)
Decrease in deferred tax on other comprehensive income/(expenditure)	(1,263)	(1,405)
31 December 2024	290	2,357

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 are subject to corporation tax.

	2024 Total £'000	Tax at 25% £'000	2023 Total £'000	Tax at 23.52% £'000
Income	24,055	-	22,052	-
Foreign exchange (loss)	(4)	-	-	-
Gain/(loss) on disposal of investments	165	-	(57)	-
Changes in fair value of investments	177	-	407	-
Profit/(loss) on sale of fixed assets	(143)	-	-	-
(Loss) from changes in fair value of investment property	(3,654)	-	(3,837)	-
(Loss) from changes in fair value of freehold property	(5,496)	-	(5,593)	-
Pension scheme actuarial gain/(loss)	6,065	-	(2,813)	-
Other finance adjustments - pension schemes	(181)	-	(598)	-
Total income and gains	20,984	-	9,561	-

Non-member activities and investment income chargeable to corporation tax

Income from property	1,090	273	847	199
Income from investments	106	26	181	43
Chargeable gains	252	63	27	6
Allowable expenditure:				
Investment manager fees	(84)	(21)	(95)	(22)
Gift Aid	-	-	(1)	-
Income tax	-	(2)	-	(2)
Total chargeable to corporation tax	1,364	339	959	224

	2024 Total £'000	Tax at 25% £'000	2023 Total £'000	Tax at 23.52% £'000
(Deficit) from TUC membership activities outside the scope of corporation tax	(1,577)	-	(2,179)	-
Unrealised (losses) on investments not subject to corporation tax	(3,477)	-	(3,430)	-
Unrealised (losses) on revalued property not subject to corporation tax	(5,496)	-	(5,593)	-
Actuarial gain/(loss) not subject to corporation tax	6,065	-	(2,813)	-
Total comprehensive (deficit) before corporation tax	(3,121)	339	(13,056)	224
Reconciliation of tax charge				
Current tax	(401)	-	(222)	-
Deferred tax	2,067	-	2,278	-
Total comprehensive (expense)	(1,455)	339	(11,000)	224

9 Fixed assets	Investment property	Land and buildings	Leasehold improvements	Furniture, fittings and equipment	Motor vehicles	Total
Cost or valuation	£'000	£'000	£'000	£'000	£'000	£'000
1 January 2024	17,014	24,806	139	3,305	49	45,313
Additions	-	-	-	154	-	154
Disposals	-	-	(139)	(33)	-	(172)
Transfer	-	-	-	-	-	-
Revaluations	(3,654)	(5,496)	-	-	-	(9,150)
31 December 2024	13,360	19,310	-	3,426	49	36,145
Depreciation						
1 January 2024	-	-	-	(1,574)	(12)	(1,586)
Disposal	-	-	-	29	-	29
Charge for year	-	-	-	(1,088)	(12)	(1,100)
31 December 2024	-	-	-	(2,633)	(24)	(2,657)
Net book value						
31 December 2024	13,360	19,310	-	793	25	33,488
31 December 2023	17,014	24,806	139	1,731	37	43,727

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 2024 by Farebrother. The basis of the valuation was market value as defined by the RICS Valuation - Professional Global Standards 2022. The investment property element has been valued subject to the current lease terms in place and the freehold property element has been valued assuming full vacant possession.

ACCOUNTS

Trades Union Congress Notes to the accounts for the year ended 31 December 2024

10 Investments	Market value brought forward at 01.01.2024 £'000	Purchases £'000	Sales £'000	Change in market value £'000	Market value carried forward at 31.12.2024 £'000
Quoted					
UK quoted	4,519	1,406	(1,584)	(17)	4,324
International quoted	4,847	1,747	(1,680)	359	5,273
	9,366	3,153	(3,264)	342	9,597
UK unquoted					
Unity Trust shares	1	-	-	-	1
Union Energy Limited	-	-	-	-	-
MSI Brussels	5	-	-	-	5
	6	-	-	-	6
	9,372	3,153	(3,264)	342	9,603

The change in market value seen above is made up of £165k of gains on disposal of investments (2023: £57k loss) and £177k, of change in fair value of investments (2023: 407k) and £nil of gains on foreign exchange (2023: £nil).

Historical cost	2024 £'000	2023 £'000
Unquoted	6	6
Quoted	9,420	8,490
	9,426	8,496

11 Debtors and prepayments	2024 £'000	2023 £'000
Trade debtors	654	778
Other debtors	983	794
Prepayments and accrued income	937	843
	2,574	2,415

12 Creditors and accrued expenses	2024 £'000	2023 £'000
Trade creditors	405	736
Taxation and social security	1,055	734
Other creditors	403	204
Accruals and deferred income	914	1,031
	2,777	2,705

13 Provision for liabilities and charges

	2024	2023
	£'000	£'000
A provision has been made to reflect payments expected to arise from redundancy, banked leave and accrued holiday pay.		
1 January 2024	663	688
Utilised in year	(30)	(62)
Additional provision charged to staff costs	23	37
31 December 2024	656	663

14 Commitments and contracted income - operating leases

	2024	2023
	£'000	£'000
Operating leases are payable for office equipment and office space and receivable for property rentals.		Restated
Payable during the year	211	444
Future minimum lease payments due:		
Within one year	153	159
Between two and five years	340	420
After five years	85	115
	578	694
Receivable during the year	1,087	1,113
Future minimum lease payments receivable:		
Within one year	783	904
Between two and five years	795	1,285
After five years	-	105
	1,578	2,294

The amounts receivable are a reflection of the current lease agreements, but as a consequence of the decision to sell Congress House, the amounts receivable more than one year from the balance sheet date are more uncertain as lease renegotiations may need to be entered into.

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 2025 are expected to be £1.6m. The most recent formal actuarial valuation of the scheme was as at 31 August 2022.

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

ACCOUNTS

Trades Union Congress Notes to the accounts for the year ended 31 December 2024

15 Pension costs (cont'd)

	At 31.12.2024	At 31.12.2023
Rate of increase in salaries	4.20%	4.20%
Rate of increase in pensions in payment		
- RPI, capped at 2.5% per annum	2.20%	2.20%
- RPI, capped at 5.0% per annum	3.10%	3.20%
- RPI, 3% per annum minimum and 5.0% per annum maximum	3.60%	3.65%
Discount rate	5.50%	4.80%
RPI Inflation assumption	3.20%	3.10%
Revaluation in deferment*	3.00%	2.60%
Assumed life expectancies on retirement at age 65 are:		
Retiring today		
Males	87.30	87.40
Females	89.50	89.50
Retiring in 20 years' time		
Males	89.20	89.30
Females	91.00	91.00

*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:

	2024 £'000	2023 £'000
Present value of scheme liabilities	(86,864)	(97,775)
Fair value of scheme assets	112,908	117,935
Pension asset	26,044	20,160

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

Liabilities at beginning of year	(97,775)	(90,367)
Current service cost	(1,508)	(1,356)
Interest cost	(4,343)	(4,295)
Contributions by scheme participants	(560)	(545)
Actuarial loss/(gain)	14,230	(5,235)
(Loss) on plan introductions and changes	(582)	-
Benefits paid	3,674	4,023
Liabilities at end of year	(86,864)	(97,775)

Reconciliation of opening and closing balances of the fair value of scheme assets	2024	2023
	£'000	£'000
Fair value of scheme assets at beginning of year	117,935	113,938
Interest income on scheme assets	5,259	5,417
Return on assets, excluding interest income	(8,165)	737
Scheme administrative costs	(547)	(522)
Contributions by employers	1,540	1,843
Contributions by plan participants	560	545
Benefits paid	(3,674)	(4,023)
Fair value of scheme assets at end of year	112,908	117,935

The assets in the scheme were:	Value at	Value at
	31.12.2024	31.12.2023
	£'000	£'000
Equities	11,464	11,034
Bonds	10,183	7,835
Equity linked bonds	52,015	54,971
Cash	2,080	7,058
Other	37,166	37,037
Fair value of plan assets	112,908	117,935

Amount recognised in other comprehensive income		
Actuarial (gain)/loss	(14,230)	3,550
Return on assets, excluding interest income	8,165	(737)
Charge/(credit) to other comprehensive income	(6,065)	2,813

Amounts recognised in profit and loss		
Service cost including current and past service costs and settlements	1,508	1,356
Administrative cost	547	522
Net interest expense	582	1,685
Net interest on the net defined benefit liability	(916)	(1,122)
	1,721	2,441

Employer contributions	(1,540)	(1,843)
Net pension cost	181	598

ACCOUNTS

Trades Union Congress Notes to the accounts for the year ended 31 December 2024

16 Capital commitments

The TUC had contracted commitments at 31 December 2024 for future capital projects totalling nil (2023: £217k).

17 Related parties

During the year the TUC had transactions with the following charities that are under its control through the appointment of trustees. The outstanding balances are included within other debtors.

	2024	2023
	£	£
TUC Educational Trust		
Owed to TUC:		
Opening balance	483,792	256,999
Payments to TUC	-	-
Net costs paid through TUC	196,496	226,793
Closing balance	680,288	483,792
Tolpuddle Martyrs Memorial Trust		
Owed to TUC:		
Opening balance	254,571	271,015
Payments to TUC	(254,571)	(271,015)
Net costs paid through TUC	217,659	254,571
Closing balance	217,659	254,571
TUC Aid		
Owed to TUC:		
Opening balance	23,272	23,703
Payments to TUC	-	-
Net costs paid through TUC	28,881	(431)
Closing balance	52,153	23,272

18 Contingent liability

Redundancy costs associated with the decision to close the conferencing operation in 2025 are estimated to be £1.2m. At 31 December 2024, the redundancy compensation package had not been agreed between Management and the staff bargaining group. Direct communication with the employees most directly impacted was made in Q1 2025.

DISPUTES BETWEEN UNIONS

Report of Disputes Committee

On 11 February 2025, a TUC Disputes Committee composed of members of the General Council met to address a complaint from GMB against PCS, concerning organising and recognition for security guards on a G4S Secure Solutions Contract.

GMB's complaint asserted that PCS breached Principle 3 (Organisation and recognition) by engaging in organising activities and Principle 4 (Inter-union dispute and industrial action) by issuing an industrial action notice for workers where GMB has held sole recognition since 2006.

PCS acknowledged GMB's sole recognition agreement but stated it had sought recognition for these workers since the roles were outsourced. PCS made a counter-complaint alleging that GMB breached Principle 1 (Cooperation and the prevention of disputes) by not establishing joint working relations with PCS. PCS further alleged GMB breached Principle

2 (Membership) by recruiting recent members of PCS without prior agreement, and Principle 3 (Organisation and recognition) by commencing organising activities where PCS was already active without consultation.

After reviewing all written evidence and oral testimonies, the Dispute Committee upheld GMB's complaints regarding breaches of Principle 3 and 4 were upheld. Additionally, the Dispute Committee found PCS breached Principle 2 (Membership). PCS counter-complaints were not upheld.

In light of the failure to resolve these issues informally, the Dispute Committee determined a binding award under TUC Rule 13 (h) was necessary. PCS was required to pay compensation to GMB and to agree no further actions that would undermine the collective bargaining and negotiating role of the GMB.

TUC RULES AND STANDING ORDERS

PART 1 CONSTITUTION

Rule 1

Name, office and membership

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

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

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

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

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

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

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

Rule 2

Objects

- a. The objects of the Congress shall be:

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

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

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

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

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

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

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

Rule 3 Affiliation fees

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

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

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

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

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

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

Rule 4 Composition of General Council

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

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

TUC RULES AND STANDING ORDERS

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.
- b. No person shall be eligible for membership of the General Council who has privately assisted, during the year preceding the annual Congress, in the production of anything made by non-union labour, or by such firms as may be declared unfair by the interested trade society, or who has continued to assist privately in the production of anything made by non-union labour, or by such firms as may be declared unfair by the interested trade society, after such matters have been pointed out to her or him.
- b. Each affiliated organisation allocated to Section C or Section E or Section F in accordance with Rule 4(b) shall be entitled to nominate one of its delegates for election, as appropriate, to Section C, Section E and Section F of the General Council. Subject to Rule 4(f), each affiliated organisation shall be entitled to nominate one of its delegates for election to Section G, H, I and J of the General Council.
- c. Each affiliated union with 200,000 or fewer members shall have the right to nominate one of its women members for election to Section D of the General Council.

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

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

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

- a. At least eight weeks prior to the date fixed for the commencement of each annual Congress, each affiliated organisation allocated to Section A or Section B in accordance with rule 4(b) shall notify the General Secretary of the Congress of the name(s) of its chosen member(s) on the General Council for the coming year. If a member so nominated shall resign or die before the annual Congress the General Council shall accept a replacement nomination from that organisation.
- d. Nominations for the General Council under (b) or (c) above shall be sent to the General Secretary of the Congress on the appropriate form, which must be signed by the President (or the Chairman) and Secretary of the organisation making the nomination, and must be received by the General Secretary of the Congress at least eight weeks prior to the Monday of the annual Congress.
- e. The list of members in Section A or Section B and of nominations to the places in Sections C, D, E, F, G, H, I and J shall be published in the preliminary agenda containing the motions which are to be discussed at the annual Congress. However, if a candidate for Section C, D,

TUC RULES AND STANDING ORDERS

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.
- 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.

TUC RULES AND STANDING ORDERS

- I. 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.
- 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

TUC RULES AND STANDING ORDERS

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.
- b. Each nominee for the General Purposes Committee must be nominated by her or his own organisation. Nominations shall be submitted on the

TUC RULES AND STANDING ORDERS

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 business provided that where a motion on the agenda bears directly

TUC RULES AND STANDING ORDERS

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.
- h. **SPECIAL MEETINGS:** In the case of special Congresses or conferences the above Standing Orders shall be adhered to wherever applicable as closely as possible.

Rule 28 Suspension of Rules and Standing Orders

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

A

NEW DEAL

FOR

WORKING PEOPLE

CONGRESS 2024



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, within 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 or 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 them to avoid the perpetrator at work, causing them to leave their job, or, in cases of victimisation, leading to their 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 not only in 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 its 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

TUC GENERAL COUNCIL STATEMENT AND GUIDANCE ON SEXUAL HARASSMENT

- of 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 they designate, 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.

INDEX

A

access to work
disabled workers 58

actors
agency fees 22

administration fund 59

adult social care 19-20

agency workers
guaranteed hours
contracts 22

agricultural workers
women workers 50

AI 8, 17, 44, 46, 58
arts and creative sector 43
civil service 40
public services 37
TUC Education 16

AI and Employment Bill 46

air quality in workplaces 16

All-Party Parliamentary
Group on Domestic
Violence and Abuse 27

Amazon 9
union recognition 14, 15

And Then it Clicked...,
TUC publication 28

anti-racism 10, 17, 25
Anti-Racism Action
Plan, TUC Cymru 44
Anti-Racism Taskforce
17-18, 28
Anti-Racism Tracker 17, 28

apprenticeships 48, 58

Arab Trade Union
Confederation 50

arts and creative sector 22, 43
*TUC Manifesto: artificial
intelligence for creative
workers, A*, TUC
publication 46

asbestos 23

auditor's report 72-5

Austria
labour reforms 50

automotive industry 49, 50

autumn budget 32, 38, 48

aviation sector 14, 42

B

ballots
advice 13, 14
electronic 22

'ban on banter' 26

Bank of England
interest rates 32

Barwick, Maureen Louisa 61

Belarus 52

benefits
PIP 28
Universal Credit 36, 39
winter fuel payment 9, 37

Birmingham bin workers 58

Black Activist programme
9, 12, 43

Black Talent and Leadership,
TUC programme 54

Black Trade Union Oral
Hlstory project 60

Black workers 17, 25, 27-8
trade union membership 18
trade union reps 16
TUC Cymru 44
women 58
experiences of sexual
harassment 25, 56

Black Workers
Conference 52, 58

Bluesky, TUC platform 15

Brexit 8

broadcasting sector see
arts and creative sector

Brookman, Keith 61

building safety inspections 16
TUC webinar 23

bullying and harassment
disabled workers 29
see also sexual harassment

bus sector 42
franchising 41
Midlands region 43

C

Cameroon 50

carbon tax mechanisms
alignment with EU 35

care sector see *social
care sector*

Carers UK 27

ceramics industry 49

Certificate in Employment
Law course 16

child poverty 36

childcare 26-7

civil service 40

Coalition of Black Trade
Unionists (UK) 60

collective bargaining 14, 18, 48

collective rights 18-19

Comms Awards 56

Companies Act 35

comprehensive
spending review 38

Congress 2024 56

Congress Awards 56

Congress Centre closure 55

Congress House 54-5, 59, 60

Conservative party
'ban on banter' 26
government 32, 33

copyright
AI 43, 46

coronavirus pandemic
see Covid-19

corporate governance 35

Covid-19 32, 33
effect on labour market 33
public inquiry 46-7, 59
racial inequality 17
social care sector 40
creative sector see arts
and creative sector

cyber attacks 17

D

development fund 59

devolution
local government 40, 59

digital
access
trade unions 19
campaigning 13, 14, 41
credentials
practitioner 16
programme 15
organising 9, 12, 14
reform
civil service 40
skills gap 12
technologies 46
public sector 40

Digital Lab 17

dilapidations fund 59

Diploma in Employment Law 16

Disability Pay Gap Day 28

disabled workers 28-9
benefits 9, 36
pay gap 25, 58
reasonable adjustments
16, 58
TUC Cymru 44
TUC listening exercise 54

Disabled Workers
Committee 36, 67

Disabled Workers
Conference 58

disputes 42, 43, 58
trade union 12-13

diversity
trade union membership
9, 15, 18, 54, 56

Domestic Advisory Group
for the UK-EU Trade and
Cooperation Agreement 49

dual discrimination 26, 27

Dying to Work Charter 40, 43

E

Early Education and
Childcare coalition 26-7

education sector see arts
and creative sector
AI and digital
technology 43, 46
building safety 23
disputes 43
further and higher 15, 48
impact of Covid-19 46
post-16 funding 37
in prisons 40
School Support Staff
Negotiating Body 19-20

electricity industry
digital
grid upgrades 34
emergency services 40

Emissions Trading Schemes 35
employment 54
informal workers 52
insecure working 8-9, 25
legislation 12
recruitment and retention 37
rights 22, 58
UK-EU alignment 49
security 54
young workers 33

Employment Rights Bill 8,
16, 18, 19-20, 22, 50
flexible working 26
pay gaps 26
seafarers' charter 22, 42
sexual harassment 25
union recognition 12, 14

End not Defend campaign 27

energy sector 34
Great British Energy 8, 49

engineering sector 14

environmental issues 52
aviation sector 42

INDEX

carbon tax mechanisms 35
climate emergency 8
net zero transition 49
Equal Pay Day 26
equalities
AI and digital technology
impacts 46
far right 24
protection 26-30
TUC Cymru 44
Equality Act 2010 27
definition of sex 30, 58
Equality and Human Rights
Commission 25
Equality (Race and Disability)
Bill: mandatory ethnicity and
disability pay gap reporting 28
Eswatini 50
ethnicity pay gap 25, 28
Ethnicity Pay Gap
Campaign 27
EU see European Union
Europe
security 8
European Court of
Human Rights 19
European Human Rights
Commission (EHRC)
definition of sex 30, 58
European Trade Union
Confederation (ETUC) 49
Israel 51-2
European Union
carbon tax mechanisms 35
trade with 8, 49
Youth Experience Scheme 49
Executive Committee 65
executive pay 35
external grants fund 59

F

fair pay agreements 19-20
fair work 22
families
food poverty 36
free school meals 39
far right 10, 16, 25, 56, 58
combatting 24, 43, 44
international threat from 8
LGBT+ workers 29-30
Finance Committee 60, 64
fire-and-rehire 22
fire service 40
flexible working 26, 27
new mothers 22
food poverty 36, 39

Football Governance Bill 43
free school meals 39
freedom of expression
arts and creative sector 43
freelance workers
arts and creative sector 43
furlough schemes 47
Futureproofing Industry
project 34, 49

G

G7 52
Gangmasters and Labour
Abuse Authority (GLAA) 39
Gaza see Palestine
gender pay gap 26
General Council 64, 66
general election 18, 59
Georgia 52
Ghana 52
glass industry 49
global financial crisis 32
global solidarity 10, 41, 50, 52
global supply chains 52
Great British Energy 8, 49
green reps 16
Growth Hub 14
Gulf States
workers' rights 50

H

harassment see bullying
and harassment
hate speech 24, 58
health care
LGBT+ access to 30
health care sector 8, 36, 38
building safety 23
impact of Covid-19 46
health and safety 13, 23
building inspections 16
education sector 39
TUC Education 16
union solidarity 13, 14
women workers 56
Health and Safety 1 course 16
Health and Safety
Executive (HSE) 24
sexual harassment
reporting 27
health and safety reps 16, 23

HeartUnions Week,
TUC campaign 20
Heat Strike campaign 23, 49
Higher Education
Advisory Group 48
home-working 26
Hong Kong 52
Hope not Hate 24
hospitality sector 14
housing provision 32, 58
human rights 52
Hungary 52
hybrid working 26

I

Implementation and
Oversight Group
Black trade unionists 17
Improving Education
Together agreement 39
incapacity benefits 36
industrial action 13-14, 19
North West region 44
outsourced workers 41
right to 18-19
industrial disputes 12-13
industrial relations 19
industrial strategy 8, 34-5
Industrial Strategy Advisory
Council 34, 43, 48
inequality 17, 25
inflation 32
informal workers 52
insecure working 8-9, 25
insourcing
health care sector 38
public procurement 41
interest rates 32
International Day against
Homophobia, Biphobia,
Intersexphobia and
Transphobia (IDAHOBIT) 30
International Labour
Organization (ILO) 50, 52
international law violations 50
International Monetary Fund 32
international recruitment
social care sector 39
international solidarity
combatting the far right 24
International Trade Union
Confederation (ITUC) 50, 52
Israel 10, 50, 51-2
ITUC Africa 50

J

job creation 34
job security 54
justice
social 34
justice system 40

L

Labour Force Survey 33
Labour government
20, 28, 36, 56
autumn budget 32, 38, 48
see also Employment Rights Bill
labour market 33-4
leave
disability 58
maternity 22
parental 26
legislation
employment 12
Lesbian, Gay, Bisexual and
Trans+ Committee 30, 67
LGBT+
community 24
Conference 58
listening exercise 54
workers 29-30
lifelong learning 48
Living Wage Foundation 35
local government 14, 40
devolution 59
funding 37
London, East and South
East Region 43
Low Pay Commission 35
low-paid workers 35
sick pay 22

M

McKay, Jane 61
Making Work Pay:
strengthening statutory
sick pay 36
Malaysia 52
manufacturing industry 14
worker protection 34
Manufacturing Skills
Taskforce 48
marginalised workers

learning and skills 48
maternity leave 22
media
 attacks on flexible working 26
 sexual harassment 25
Megaphone 13, 14
 HeartUnions Week 20
mental health 16
Middle East 50-2
Midlands region 43
 Carers' Week webinar 40
migrant workers 10
 rights 22
Minimum Wage
 Enforcement Group 35
Miscarriage Association 27
misogyny 24, 56
Moldova 52
Musk, Elon 15
Myanmar 52

N

National Dispute Database 13
National Health
 Service see NHS
National Insurance
 contributions 32
national minimum wage 35
National Open College
 Network (NOCN) 15
National Wealth Fund 8
net zero 34
 just transition 49
Net Zero Council 34
Net Zero Taskforce 34
neurodiversity 36
 health care sector 38
New Deal for Black workers 28
News Recovery Plan,
 NUJ campaign 43
NHS 8, 38
 impact of Covid-19 46
North East, Yorkshire and
 Humber region 43
North West region 44

O

Office for Budget
 Responsibility 33
Offshore Wind Industry
 Council 34

offshore workers 34
organising strategy 9, 12
Our Work Matters
 campaign 12, 41, 43
outsourced workers 41

P

Palestine 10, 50, 51
parental leave 26
Passport to Progress 15
paternity leave 26
Pathways to Work: reforming
 benefits and support to get
 Britain working 28, 36
pay 35, 54
 Black workers 27
 creative workers 43
 crisis 32, 35
 education sector 39
 executive 35
 fair 19-20
 gap
 disabled workers 25, 58
 ethnicity 25, 27, 28
 gender 26
 health care sector 38
 legislation 16
 low 22, 35
 public sector workers 37
 seafarers 42
 sick 22, 26, 36, 47
 social care sector 26, 39
 union solidarity 13
Pensioners Committee 68
pensions 37
 education sector 39
 TUC scheme 55, 59
petitions
 Megaphone 14
Philippines, The 52
picketing
 informational 40
 support 13, 14
PIP 28
Plan to Make Work Pay,
 government agenda
 8, 18-19, 22, 37
pregnant women and
 new mothers 22
 dismissal protections 26
prison service
 education 40
private sector
 industrial disputes 12-13
 organising strategy 12

young workers 12
probation system 40
public procurement 41
public sector 8, 32, 37
 AI and digital technology
 40, 44, 46
 industrial disputes 12-13
Public Sector Equality
 Duty (PSED) 26
public services 8, 32, 37, 54, 58
 insourcing 41
 learning and skills 48
 Midlands region 43
 post-16 education 39
 trade deals 50
Public Services Forum 37
Public Services International
 workshop 41
Public Services Liaison
 Group 39

R

Race Relations
 Committee 27, 68
Racial Justice and Equality
 Conference 25
racism 58
 TUC Cymru 44
 violence at work 23
 rail sector 41-2
 HS2 43
reasonable adjustments
 16, 28, 58
recruitment
 international
 social care sector 39
Reform UK 8, 15
 'ban on banter' 26
regional briefings 24
rescue services see
 emergency services
retail sector 14
rights at work see
 workers' rights
Rooney, Douglas 61
Royal Fleet Auxiliary dispute 42
Runnymede Trust 27

S

Saudi Arabia
 worker exploitation 52

school meals
 free 39
School Support Staff
 Negotiating Body 19-20
Scottish Trades Union
 Congress 60
seafarers charter 22, 42
sexual harassment 24, 25-6, 56
shareholder interests 35
Shearn, Alan 62
sick pay 22, 26, 36, 47
sickness
 effect on employment rate 33
Sizewell C nuclear
 power station 34
Skills England 48
skills see training and skills
social care sector 39-40
social justice 34
social media 14
Solidarity Hub 13
trade union promotion 15
social model of disability 28
social security 36, 47
 reform 9, 58
Solidarity Hub 12-13
Solidarity Stories 14, 20
South West region 43
Spain
 labour reforms 50
Spending Review 2025 32
spring statement 48
steel industry 8, 50
 disputes 43
 job protection 35
Stewardship Code
 Financial Reporting
 Council consultation 35
stress at work 23, 38
StrikeFunder project 14
strikes
 right to 18
Strikes (Minimum Service
 Levels) Act 2023
 repeal of 18, 19
Sudan 10, 52
suicide
 work-related 24
Supreme Court
 definition of sex 30, 58
Survivors Trust 25

INDEX

T

Tackling and Preventing Sexual Harassment, TUC toolkit 25
Tackling and Preventing Sexual Harassment Working Group 28
taxation 9, 32
temperature at work 23-4, 49
terms and conditions
transport sector 42
 union solidarity 14
Test and Trace
 Covid-19 46
Threads, TUC platform 15
toilet facilities 16, 23
trade deals 50
 EU 8, 49
 United States 32
Trade Union Act 2016 19
Trade Union and Labour Relations (Consolidation) Act 1992 72
Trade Union Operations Conference 25
Trade Union Pension Specialist network 37
trade union reps 15
 digital credentials 16
 green 16
 health and safety 16, 23, 56
 HeartUnions Week 20
 net zero transition 49
 rights 58
training 13, 14, 16
 AI and digital technology training 46
 sexual harassment course 44
 union learning reps
 learning and skills 48
Trade Union Share Owners (TUSO) 35
Trade Union Sustainable Development Advisory Committee (TUSDAC) 49
trade unions
 access to workplaces 19
 activist development 44
 collaboration 12
 digital access 19
 disputes 12-13
 engagement on pay, terms and conditions 37
 global solidarity 52
 membership
 diversity 9, 15, 18, 54, 56
 recruitment and retention 9, 12, 14, 17, 20
 recognition 12, 13, 14, 15, 19

training
 sexual harassment 25
TUC Education 16
 young workers 43
Trade Unions for Trans and Non-binary Rights Alliance 24, 29, 30
Trades Council Conference 58
Trades Union Councils Joint Consultative Committee 69
training and skills
 digital skills gap 12
 trade union 15
 workforce development 48
Trans Awareness Week 29, 30
Transgender Day of Remembrance 29, 30
transport sector 41-3
 aviation 14
 HS2 43
TUC
 archives 54
 development 54
 disabled workers
 listening exercise 54
 finances 59
 Growth Hub 14
 LGBT+ listening exercise 54
 Library 60
 membership 59
 National Dispute Database 13
 Passport to Progress 15
 platforms 15
TUC Aid 50, 51
 trustees 69
TUC Cymru 44
 AI and digital technology 46
TUC Education 15-16
 AI and digital technology 46
 HeartUnions Week 20
 webinars 16, 25
TUC Educational Trust 16
 trustees 69
TUC Manifesto: artificial intelligence for creative workers, A, TUC publication 46
TUC trustees 69

U

UK economy 8, 10, 22, 32-3, 38, 48, 56
Ukraine 10
UN International Day of Solidarity with the Palestinian People 51-2
unfair dismissal 22

unfair practices 19
Union Learning Fund 48
Union Legal Officers Network 19, 22
Union Reps 1 course 16
Union Reps Connect 16, 38
unionfinder, TUC toolkit 15
Unions and the World of Work 44
United States 8
 LGBT+ protection 30
UK trade with 32, 50
Universal Credit 36, 39

W

Wales Union Learning Fund 44
Warm Homes Plan 49
We Need A Plan campaign 34
welfare benefits see benefits
wellbeing 23
Whatsapp, TUC platform 15
whistleblower protections 26
White Ribbon campaign 27
Williams, David 62
Winning Equal Pay, TUC Library website 60
winter fuel payment 9, 37
women workers 50
 Black 58
 experiences of sexual harassment 28
 maternity leave 22
 menstrual health 16
 miscarriage 27
 pregnant women and new mothers 22
 dismissal protections 26
 protecting equalities 26-7
 sexual harassment 25
 violence against 56
Women's Committee 30, 70
Women's Conference 24, 28, 56
work-related suicide 24
worker protection
 manufacturing industry 34
Worker Protection Act
 sexual harassment 25, 27
worker representation
 net zero transition 49
worker voice
 civil service 40
workers' capital 35
workers' rights 8-9, 18-19, 25, 50, 54
AI and digital technology 46
collective 18

employment 22, 58
UK-EU alignment 49
informal workers 52
industrial action 18-19
Midlands region 43
migrant workers 22
to protest 58
trade deals 50
working conditions
 public services 41
 seafarers 42
social care sector 39
temperature 23-4, 49
union solidarity 13
working hours 16, 26, 37
agency workers 22
flexible working 22, 26, 27
zero-hours contracts 22, 25, 26
working temperature
 webinar 23
workloads 37
workplace
 air quality 16
 inequality 25
injuries 16
temperature 23-4, 49
violence 23, 42
workplace reps see
 trade union reps
workplace temperature 49
Wright, George 62

Y

young workers 43
 AI and digital technology 46
 benefit cuts 36
 engagement 12
 national minimum wage 35
 social security and sick pay 36
 unemployment level 33
Young Workers Conference 52, 58
Young Workers Forum 58, 71
Youth Experience Scheme 49

Z

Zambia 52
zero-hours contracts 22, 25, 26

INDEX OF RESOLUTIONS

Resolutions, including composite and emergency resolutions, carried at the 2024 Congress, and where they are referred to in this General Council report.

Resolutions

Resolution 3	19, 22
Resolution 4	22
Resolution 5	22
Resolution 7	22
Resolution 8	40
Resolution 10	26
Resolution 11	32
Resolution 19	23, 49
Resolution 20	49
Resolution 21	34, 49
Resolution 22	35
Resolution 23	27, 34
Resolution 24	43
Resolution 27	43
Resolution 30	42
Resolution 32	43
Resolution 33	36, 37
Resolution 34	28, 36
Resolution 38	25
Resolution 39	24, 29
Resolution 40	26, 35
Resolution 41	26
Resolution 42	28

Resolution 43	24, 25, 27
Resolution 44	24
Resolution 45	38
Resolution 46	40
Resolution 47	36
Resolution 48	19-20, 39
Resolution 54	23
Resolution 55	23
Resolution 56	38
Resolution 57	26
Resolution 58	40
Resolution 59	40
Resolution 60	40
Resolution 61	40
Resolution 62	48
Resolution 64	39, 48
Resolution 69	23
Resolution 70	40
Resolution 72	12
Resolution 76	46

Composites

Composite 1	18
Composite 2	43
Composite 4	32, 33
Composite 5	34, 49
Composite 6	43
Composite 7	41
Composite 8	39
Composite 9	32
Composite 10	24
Composite 11	37
Composite 12	38
Composite 14	23, 39
Composite 15	39
Composite 16	46
Composite 17	50
Composite 18	34, 49

Emergency resolutions

Emergency resolution 1	42
Emergency resolution 2	25
Emergency resolution 3	50
Emergency resolution 4	41



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

tuc.org.uk

August 2025
ISBN 978 1 914609 17 6
£10