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SECTION ONE GPC REPORT TO CONGRESS

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Part 1 Agenda

All motions and amendments stand as in the Agenda unless indicated otherwise below. Where composite motions have been agreed and approved by the GPC by 9 September, they are shown in the list below and the text of the composite motion is given in Section Three of this report.

Composite motions agreed and approved by the GPC after 9 September will be reported to Congress by the GPC and copies circulated to delegates as quickly as possible.

Where movers of motions have agreed to accept published amendments by 9 September, this is also stated in the list below. The GPC will report to Congress all instances where published amendments are accepted by the movers of motions after 9 September.

The following is the position at 9 September in respect of motions, amendments and composite motions. Motion numbers are those printed in the Agenda.

1. JOBS, GROWTH AND A NEW ECONOMY	
01 Unite amend PCS	Composite 01 Productivity and investment - good work in a fairer and stronger economy
02 Prospect amend USDAW amend SoR	
03 Community amend FDA	Stands accepted
04 UNISON amend NASUWT	Composite 02 The housing crisis
05 USDAW	
06 UCATT	
07 Nautilus International amend RMT	Stands accepted
08 Community	Stands
09 NUM amend FBU amend ASLEF	Stands withdrawn accepted

10 Nautilus International amend RMT amend BALPA	Composite 03 Offshore oil and gas employment
11 BECTU amend FDA	Stands accepted
12 NUJ 13 BECTU 14 WGGB	Composite 04 The future of the BBC
15 Musicians' Union	Stands
16 Musicians' Union	Stands
17 NUJ amend NUJ	Stands accepted
18 GMB amend CWU	Stands accepted
19 USDAW amend Community	Stands accepted
20 PCS 21 Napo	Composite 05 Electoral reform
2. FAIR PAY AND A LIVING WAGE	
22 Unite	Stands
23 UNISON amend GMB	Composite 06 Campaigning for public services and against the pay cap
24 PCS amend FBU	
25 POA	
26 FDA	Stands
27 WGGB	Stands
28 TSSA amend CWU amend UCU amend UCATT	Composite 07 Pensions
29 SCP amend CSP	Composite 08 Retirement age
30 BALPA amend Community	Stands accepted

31 TUC Women's Conference	Stands
32 TUC LGBT Conference	Stands
3. GOOD SERVICES AND DECENT WELFARE	
33 UNISON amend PCS	Stands accepted
34 GMB amend UNISON	Stands accepted
35 CWU	Stands
36 RMT	Stands
37 TSSA amend ASLEF	Stands accepted
38 Prospect	Stands
39 Equity	Stands
40 Napo amend ATL	Composite 09 Child sexual exploitation - campaign to provide services
41 TUC Disabled Workers Conference	Stands
42 NUT 43 ATL	Composite 10 Protecting our education system
44 NASUWT amend NUT	Composite 11 Education and extremism
45 NUT 46 UCU amend UNISON amend ATL 47 EIS	Composite 12 Education funding crisis
48 ATL 49 EIS	Composite 13 Education and poverty

50 Aegis	Stands
51 CSP amend Unite	Stands accepted
52 RCM	Stands
53 SoR	Stands
54 SoR amend UCU	Stands accepted
55 AEP	Stands
56 HCSA	Stands
57 BDA	Stands
58 CSP amend RCM 59 AEP	Composite 14 Defending mental health services for all
60 HCSA	Stands
61 TUC Young Workers Conference	Stands
4. RESPECT AND A VOICE AT WORK	
62 Unite amend UNISON 63 CWU 64 RMT 65 FBU amend NUT 66 Accord 67 ASLEF amend RCM 68 FDA amend Unite 69 SCP 70 NUM	Office to seek agreement
71 BALPA	Stands
72 UCU amend UCATT amend TSSA	Composite 15 Casualisation

SECTION ONE

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73 UCATT amend NUJ	Composite 16 Blacklisting and undercover surveillance of trade unionists
74 FBU amend GMB	
75 NASUWT amend TSSA	Stands accepted
76 TUC Black Workers Conference	Stands
77 RCM amend USDAW amend Prospect amend CSP	Composite 17 Campaigning for pregnant workers
78 ASLEF amend Prospect	Stands accepted
79 POA amend NASUWT	Stands accepted
5. STRONG UNIONS	
80 Equity	Stands
81 BFAWU	Stands
82 PFA	Stands
6. TUC ORGANISATION	
83 TUC Trades Union Councils Conference	Stands

Part 2 Introductions and presentations

The GPC has approved the following speeches and presentations by members of the General Council, fraternal delegates and special guests:

Sunday afternoon

- ▶ President's address and vote of thanks
- ▶ Address by Jim Kennedy, Labour Party Fraternal Delegate
- ▶ Video presentation on Huber Ballesteros

Monday morning

- ▶ Address by the Speaker of the House of Commons, the Rt. Hon. John Bercow MP

Monday afternoon

- ▶ General Secretary's address including General Council Statement on the TUC Campaign Plan
- ▶ Trade Union Bill campaign photo opportunity

Tuesday morning

- ▶ Address by senior Labour Party speaker

Wednesday morning

- ▶ Address by Shami Chakrabarti, Director of Liberty

Presentations

- ▶ On Tuesday afternoon the TUC Congress Awards will be presented
- ▶ On Wednesday afternoon there will be a film presentation about the Trade Union Bill Campaign

Part 3 Ballots

The ballot for General Council Section C and the General Purposes Committee will take place on Tuesday. The candidates in sections A, B, D, E, F, G, H, I and J are elected unopposed.

Ballot papers for Section C, which will only be available to delegates from eligible unions (those with fewer than 30,000 members) and the election of members of the General Purposes Committee may be collected from 09:00 on Tuesday from the scrutineers by the TUC Information Stand. Ballot papers will only be provided in exchange for the official delegate form.

The ballot closes at noon on Tuesday.

Delegates are reminded that in casting their union's votes, the total number of votes allocated to your union should be written in against the name(s) of the candidate(s) you wish to support. The number of votes allocated to each union is printed on the ballot paper. The result of the ballot will be announced towards the end of the Tuesday afternoon session.

Part 4 Standing orders

Delegates are reminded of Rule 26 governing speaking times during Congress, which permits the following speaking times:

- movers of motions up to five minutes
- seconders of motions and all subsequent speakers up to three minutes.

A system of warning lights will be used with a green light showing at the beginning of a speaker's allowed time. This will change to amber one minute from the end of the allowed time and to red at the end of the allowed time. If the speaker continues when the red light is showing, a bell will ring.

Delegates are asked to co-operate fully with the rules on speaking times and to give their names and the names of their unions before they begin their speeches.

Congress sessions will be:

- **Sunday:** 16:00 to 19:00
- **Monday:** 09:30 to 12:45 and 14:15 to 17:30
- **Tuesday:** 09:30 to 12:45 and 14:15 to 17:30
- **Wednesday:** 09:30 to the close of business

Under rule, Congress must conclude no later than 16:00 on Wednesday.

Part 5 Membership of the General Purposes Committee

Linda McCulloch (Chair)
Sharon Holder
Paddy Lillis
Steve Skelly
Chris Tansley

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SECTION TWO CONGRESS TELLERS AND SCRUTINEERS

SECTION TWO CONGRESS TELLERS AND SCRUTINEERS

Tellers

Ray Amos
ATL

Rachel Baxter
NUT

Paul Glover
UNISON

Alison Sherratt
ATL

Scrutineers

Valerie Cooke
Usdaw

Ronnie Cunningham
Nautilus International

Magnus Gorham
NAHT

Barbara Plant
GMB

Suki Sangha
Unite

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SECTION THREE COMPOSITE MOTIONS

SECTION THREE

COMPOSITE MOTIONS

C01 Productivity and investment – good work in a fairer and stronger economy

Motion 1 and amendment, and 2 and amendments

Congress is concerned at the absence of productivity growth in the UK since 2007. Output per hour is 15 per cent below where it would have been if the pre-2008 trend had continued.

Yet there have been productivity success stories in areas such as car and aerospace manufacturing, with strong levels of trade union organisation and involvement in decision-making at company and industrial level. The government's 'productivity plan' fails to recognise this and include working people and their representatives in addressing this issue. Trade unions have an important part to play in ensuring sustainable fairly distributed growth and productivity.

Although the number of people in work in the UK has increased over the past year, it is still the case that too much employment is insecure, poorly rewarded and low-skilled, thereby failing either to provide decent work or contribute to productivity growth.

Congress rejects the ideology that any job will do: insufficient priority is being given to the causes and consequences of the declining wage share for the health of the economy. Deregulation of product and labour markets, the changing industrial relations climate and increasing use of the law to undermine trade union operations and dilute union membership are all contributory factors.

Congress welcomes new research showing not only does this lead to rising inequality but that it depresses economic growth. By demonstrating the economic efficiency of collective voice, it rebuts the fallacy that economic growth can only be secured at unions' expense.

Forward-thinking employers understand that decent pay and conditions are an investment in their business, not a burden. They also recognise the value of independent trade union representation in giving their workers a genuine voice in the workplace. Union representation and collective bargaining are therefore key to a successful economy.

Government policy needs to recognise the critical role that investment in workers, their workplaces and the infrastructure they use has for improving productivity. Sustainable improvements in productivity growth will not be achieved by trying to squeeze 'more for less' out of workers, extending the 'flexible' labour market or making work more insecure. It requires well-paid, good quality, secure jobs.

Congress welcomes the TUC's highlighting of the devastating impact that austerity has had on productivity and the importance of increased demand and investment. Further austerity will only serve to damage productivity growth.

Congress calls on the General Council for a programme of action to promote the role that trade unions play in delivering productivity growth and sustainable, high-quality, productive growth in a campaign that includes:

- i an end to the austerity that is inhibiting productivity
- ii investment in infrastructure, equipment, services, skills and innovation
- iii government investment in national infrastructure
- iv increased public investment in R&D, recognising the vital contribution of UK scientific and engineering expertise to future industrial success
- v tackling the cost of living and climate crisis by developing a clean energy economy based on renewable energy, and creation of one million climate jobs
- vi promoting trade union mobilisation around the Paris COP21 climate talks including the national march for climate, justice, jobs on 29th November in London
- vii a national skills strategy based on genuine commitment to social partnership
- viii better work organisation with worker and trade union input
- ix constructive engagement with trade unions in the workplace
- x well-paid, decent, secure jobs
- xi an active industrial strategy.

Congress calls on the General Council to:

- a produce a report encompassing these themes, setting out a clear vision and plan to achieve it
- b arrange a meeting of all interested unions in a roundtable event to discuss the issues and findings of the report
- c build a broad coalition, including decent employers, to promote the economic case for strong, effective collective voice.

Mover: Unite

Secunder: Prospect

Supporters: Union of Shop, Distributive and Allied Workers; Public and Commercial Services Union; Society of Radiographers

C02 The housing crisis

Motion 4 and amendment, and 5 and 6

Congress is deeply concerned that the nation faces a desperate and growing housing crisis. Less than half the homes we need are being built. As a result the nation faces an accumulating shortfall of over 100,000 homes a year.

Congress notes that decades of under-investment in housing have led to 1.5 million fewer social and affordable homes for rent. This has pushed up rents and house prices and squeezed the incomes of citizens. Cuts in housing benefit, particularly for young people, and rising rents have left thousands at more risk of rent arrears, evictions and homelessness, causing financial hardship to those affected.

Shelter estimates there are more than 1.8 million households on waiting lists and that many families' lives are being blighted because of a severe shortage of high quality social housing.

Congress deplores the latest disastrous, ideologically driven 'right to buy' housing policy as just another means of undermining social housing. A consequence of the policy is that a third of properties sold end up with buy-to-let landlords, with private tenants paying higher rents

Congress notes that while devolved administrations in the UK are consigning right to buy to the dustbin of history, Tory-led England re-embraces it.

Congress is fully aware that housing associations will not be able to replace the homes being sold off under right to buy, with many associations saying they will not replace any at all.

Government policies such as the right to buy have shrunk the social housing stock; 17 per cent of families live in social housing today compared with 31 per cent when the policy was introduced in 1980.

Congress deplores the Conservative government's plans to extend the right to buy to housing association tenants in England, as this will further reduce the housing stock.

The right to buy scheme for housing association tenants is unfunded, unworkable and will reduce the social rented sector.

Congress condemns the UK government's housing and financial policies that have led to the development of 'buy to let' as the main source of private rented housing in the UK.

Many workers, young people and families alike, cannot afford to buy homes and there is a severe shortage of rented social housing. This has left many people with no option but to turn to the private rented sector and rents for private lets have soared as a result.

Congress recognises that providing good quality housing positively supports good health, social mobility and regenerates communities.

Congress further recognises that housing quality and policy has a massive impact on children's lives, affecting health, educational outcomes, emotional well-being and life chances.

Congress deplores that over 1.6 million children in Britain live in overcrowded, temporary or run-down accommodation.

A recent survey of over 2,000 Usdaw members identified housing as one of the biggest single costs contributing to the cost of living crisis.

The unfair bedroom tax is plunging many households into rent arrears and making it difficult for people to find accommodation.

SECTION THREE

COMPOSITE MOTIONS

We need alternative housing policies. Congress calls on the General Council to campaign for:

- i a housing policy fit for the 21st century
- ii the building of over one million new homes over five years
- iii more social housing available at a living rent
- iv a public sector-led house building programme, to deliver the homes people need, create jobs, lower housing and welfare costs and allow reinvestment in UK infrastructure
- v an end to the right to buy across the whole of the UK in line with Scotland
- vi rent controls in the private rented sector to ensure that rents charged by private landlords are reasonable
- vii better regulation of the private rented sector to drive up standards, including housing quality
- viii the option of extending tenancies to three years to provide greater security of tenure for private tenants, with a ceiling on excessive rent rises
- ix more support for first-time buyers, including abolishing stamp duty for first-time buyers
- x a highlighting of the effects of welfare reforms on vulnerable people and young workers
- xi social housing provision for key workers.

Congress agrees that the TUC will work alongside housing campaigning organisations, housing charities, local councils and housing associations for policies to deal with the housing crisis.

Mover: UNISON

Seconder: Union of Shop, Distributive and Allied Workers

Supporters: Union of Construction, Allied Trades and Technicians; NASUWT

C03 Offshore oil and gas employment

Motion 10 and amendments

Congress notes with extreme concern the devastating impact on UK employment of the decline in the oil price and the reduction in exploration, production and activity in the UK offshore oil and gas industry.

Congress notes that oil and gas companies have made hundreds of redundancies over the past year – many of them in highly skilled sectors such as offshore supply vessels, emergency response and rescue vessels, sub-sea exploration and construction.

Congress further notes that the North Sea is now a ‘mature’ region but is disturbed by evidence that many more jobs will be lost in the UK offshore sector without measures to incentivise investment in new developments and to ensure the UK Continental Shelf (UKCS) remains a global centre for oil and gas production.

In particular, Congress calls for concerted campaigns to resist commercial pressures that could erode safety standards and reduce employment and training levels, and to support unions resisting changes to working hours, rest, and leave entitlement and the provision of emergency support services.

Congress also urges the TUC to press the UK government to adopt measures to protect UK skills and experience in the offshore sector, including the growing decommissioning sector to ensure that the UKCS is not exposed to unfair competition and that UK offshore policies match those in force in countries such as Norway.

Congress recalls the regulator’s 2014 report into the undue influence in helicopter operational matters by oil and gas majors who offered contracts that produced wafer thin margins. Congress is therefore staggered that 18 months on nothing has been done and majors ruthlessly exploit the market at the expense of safety.

Congress condemns the UK government's rejection of the Transport Select Committee's recommendation for an independent public inquiry into commercial pressures on offshore helicopter operations in the North Sea and Congress calls for a public inquiry into all aspects offshore safety.

Mover: Nautilus International
Secunder: National Union of Rail, Maritime and Transport Workers
Supporter: British Air Line Pilots Association

C04 The future of the BBC

Motions 12, 13 and 14

Congress believes that the BBC is the cornerstone of the UK's public service broadcasting system, delivering high quality content on TV, radio, and online. As a not-for-profit organisation, the BBC informs, educates, and entertains our citizens, while setting standards for commercial broadcasters to follow.

The licence fee of £145.50 represents real value for money compared to the BBC's subscription and pay-per-view competitors, and is less than the cost of a daily newspaper.

Congress is therefore concerned at the freeze in the licence fee for the last five years, and the impact this has had on the BBC's ability to continue offering the range and quality of content that the public deserve.

Since 2010 this freeze has cut the BBC's income by 14 per cent in real terms, and another 14 per cent has been diverted into funding of the World Service, BBC Monitoring, rollout of faster broadband services, Welsh broadcaster S4C, and new local commercial TV stations. According to the BBC's own estimate, the savings it has had to make total £1bn per year, nearly 30 per cent of its income.

Over this period thousands of jobs have been lost, budgets for all activities have been cut, and there has been widespread outsourcing of programme-making and services, always resulting in lower pay, worse conditions, and less security for workers.

Congress is alarmed at the government's destructive approach to the future of the BBC, which proposes to strangle our much-admired public service broadcaster to the detriment of viewers and listeners, creators and other workers, and the UK; but to the advantage of non-dom tycoons and global media corporations.

Congress condemns the secret deal struck by the BBC with the Treasury that transfers the funding of licence fees for the over-75s to the corporation. Turning the BBC into an annex of the Department of Work and Pensions will also imperil the editorial integrity and independence of the corporation. The deal - struck without public scrutiny and engagement, and without the agreement of licence fee holders - will have a catastrophic impact on the BBC's budget and will lead to further major job losses and cuts that will inevitably compromise the ability of journalists and programme-makers to produce quality content.

The licence fee settlement announced in July 2015 was negotiated in secret, without a shred of public consultation or debate, and is inadequate to secure the future of the BBC.

Congress is concerned that the government's Green Paper proposes a diminished BBC and privatisation of parts of the service.

The Green Paper issued by the government is a thinly disguised plan to reduce the BBC to something akin to American public service broadcasting (which gets much of its best drama and documentaries from ... the BBC!)

Congress condemns the alliance of the BBC's political and commercial enemies who are seizing the process of charter renewal as an opportunity to emasculate the BBC, with its online news operations and its breadth of popular programming particularly high in the line of fire. The Reithian values of informing, educating and entertaining are in real danger of being abandoned by those who fail to value a public service broadcaster that is respected and loved around the world as much as it is at home.

The panel appointed by the Culture Secretary to advise on Charter renewal consists largely of enemies and critics of the BBC, and includes representatives of vested interests that will benefit from a much-reduced BBC.

SECTION THREE

COMPOSITE MOTIONS

Congress calls for an end to privatisation at the BBC, and asks the General Council to campaign for a BBC funding formula that increases its income by at least the RPI each year

Congress further calls on the TUC to use the charter renewal process to campaign vigorously to defend the integrity, the breadth and the future of the BBC.

Congress calls on the General Council to use all its efforts to campaign on behalf of the union movement and in collaboration with other organisations to save the BBC as we know it for future generations.

Mover: National Union of Journalists
Seconders: Broadcasting, Entertainment, Cinematograph and Theatre Union
Supporter: Writers' Guild of Great Britain

Congress believes in making all votes count in all parts of the country and believes that proportional representation has the potential to open up politics, inspire people to vote, and provide the space for alternatives to austerity to be heard.

Congress instructs the General Council to commission independent research which would consider the options for change.

The General Council are to report back by the 2016 Congress with recommendations which would form part of a wider campaign for change. Congress calls on the General Council to launch a broad-based campaign for a fair electoral system that expresses the range of political opinion in the UK. The campaign should actively engage trade union members.

Mover: Public and Commercial Services Union
Seconders: Napo

C05 Electoral reform

Motions 20 and 21

Congress notes that a Conservative majority government was elected with the support of just 24 per cent of the electorate. The outcome of the 2015 election in terms of the share of parliamentary seats, in comparison to the votes received by the participating parties, indicates that the British electoral system is no longer fit for purpose.

We are one of the few countries in the world that uses such an unproportional electoral system. Westminster is not just out of touch with the rest of the world but also with the proportional electoral systems used in the Scottish Parliament, Welsh Assembly, European elections and for the London Assembly.

First-past-the post (FPTP) has passed its sell-by date. We no longer have two party politics in which those two parties secure 90 per cent of the votes on an 80 per cent turnout. Now, they struggle to get two-thirds of the vote on a 66 per cent turnout.

Under FPTP, parties take their core vote for granted and chase swing voters in marginals, narrowing the political debate. Congress notes that this stultifies election campaigns and degrades our democracy, alienating voters who feel poorly represented.

C06 Campaigning for public services and against the pay cap

Motion 23 and amendment, 24 and amendment, and 25

Congress notes that the Conservative government's Summer Budget has continued its divisive austerity policies: cutting taxes for business and the wealthy, while cutting welfare payments for the poor and disabled.

By the end of the parliament public spending will be cut by £120bn to levels last seen in the 1960s. Vital public services will be cut or undermined, with hundreds of thousands of jobs lost.

The July Budget exposed the Tory hypocrisy as the "party of working people." Rhetoric around the living wage cannot disguise real cuts in living standards as well as continuing cuts, asset sales and privatisation.

The Budget singled out:

- i public sector workers, by piling a four-year one per cent pay cap onto the five years of pay restraint already endured
- ii the poor, by taking a £12bn axe to social security, including Tax Credits

- iii and the young by excluding them from the 'national living wage'.

Congress condemns the Budget, where once again public sector workers will endure a pay cap for four years of one per cent, after five years of real terms pay cuts. With public sector workers already an average of £2,000 a year worse off than in 2010, the pay cap, along with changes to tax credits, will mean that many public sector workers are now facing huge cuts to their income.

Congress recognises that public sector pay has been falling since 2010 and that hard-pressed workers in the public sector are under attack on their pay and terms and conditions.

Congress condemns these policies of locking out workers from economic growth. These acts of gross injustice lay the seeds for a crisis in staffing and morale that will further rupture society and public services.

This divisive budget and despicable government threaten the very fabric of our welfare state and the livelihoods of our members. We must respond to austerity as a united movement and fight to defeat austerity and for pay increases as a united public sector.

Congress accepts that affiliated unions need to unite in a coalition of resistance and campaign vigorously to hold the government to account on behalf of working people and take action together where possible to ensure the pay cap is challenged.

Congress calls on the General Council to:

- a make the case for an alternative economic strategy and the reversal of local government cuts
- b expose the hypocrisy of the MPs' pay rise
- c launch a major public sector-wide campaign to break the public sector pay cap, including a strategy for joint, sustained, coordinated industrial action when necessary
- d ensure the new 'national living wage' is properly funded across public services and available to all, regardless of age, whilst also campaigning for a real living wage
- e campaign to protect in-work benefits all the time that pay levels make them necessary
- f campaign to highlight the bleak opportunities for young workers, low wages, casual contracts, student debt, loss of youth services and lack of housing opportunities
- g defend public service pensions against renewed attacks from the Tory right – in doing so we should include/involve the widest range of public service workers and their interests
- h work with all anti-cuts campaigns to mobilise for the national demonstration at the Conservative Party conference and to organise a national demonstration against austerity early in 2016
- i convene a conference by the spring of 2016 of trade unions, youth and pensioners organisations and other national and local campaign groups to draw up a strategy to defeat the attacks of the Tory government by all means available, including industrial action.

Mover: UNISON
Seconder: Public and Commercial Services Union
Supporters: POA; GMB; Fire Brigades Union

C07 Pensions

Motion 28 and amendments

Congress notes that the government plans to replace the basic state pension and state second pension with the single-tier pension from 2016 will see a single payment estimated at £148.40 a week, a level that does nothing to address the official poverty line of £175 per week, below which one in six older people already live.

Congress notes that for years, governments have relied on many workers having an occupational pension based on their final salary as an alternative to providing a higher state pension. However, over the last decade we have seen final salary pensions being replaced by more insecure market-based alternatives.

Congress opposes the enforced closure of final salary schemes as an ideologically motivated attack on workers' conditions and on their and their families' future welfare. This is a politically inspired cost cutting exercise, forcing retired workers into increasing reliance on inadequate state pension, health and welfare benefits.

SECTION THREE

COMPOSITE MOTIONS

The government's welcome campaign of auto-enrolment has led to an additional five million workers and nearly forty-eight thousand firms contributing to retirement provision but mostly this has taken place through market-based defined contribution money purchase schemes. Congress remains concerned about the adequacy of many of these schemes and questions how many of the new pension savers will remain when the expected increase to contribution rates begins in a few years' time. There are further problems with auto-enrolment for workers employed via nefarious forms of employment such as umbrella companies. These workers are required to pay both employers' and employee pension contributions; this is a huge disincentive to making pension contributions. Consequently, significant numbers of future pensioners will be reliant on the state pension to form the largest source of their income.

Congress therefore calls on the General Council to campaign with groups like the National Pensioners Convention to lobby the government to ensure all existing and future pensioners receive a state pension set above the official poverty level and annually increased to the higher of average wage increases, CPI, RPI or 2.5 per cent.

Congress further calls on the General Council to campaign for universal access to a decent occupational pension for all workers that ensures an acceptable standard of living and dignity in retirement.

Mover: Transport Salaried Staffs Association
Seconder: Communication Workers Union
Supporters: University and College Union;
Union of Construction, Allied Trades and Technicians

C08 Retirement age

Motion 29 and amendment

Over the past 10 years we have seen the state retirement age for both men and women increase to a maximum of 68 years old with options for workers to work beyond this age if they want to. The new NHS Pension Scheme, which is effective from 1 April 2015, linked members' normal retirement age to the state retirement age. This has also been

future-proofed in that, if state retirement age is increased by government, then the normal retirement age for members of the NHS Pension Schemes will automatically rise accordingly.

Congress notes that the SCP has seen an increasing number of members suffering from repetitive strain injuries, work-related upper limb disorders and muscular skeletal disorders, including serious back, arm and shoulder conditions. Many of these conditions result in our members not being able to continue to practice safely and ultimately leads to loss of employment. In addition, where older healthcare workers do remain in work there are challenges for those in physically, emotional and mentally demanding posts. Congress believes the only effective way to tackle these challenges is by employers working in partnership with trade unions at local and national level.

Congress calls on the General Council to lead a campaign to highlight the detrimental effects on workers who, due to increasing pension age, may no longer be able to work due to age-related health conditions.

Congress further calls on the General Council to lead a campaign to challenge the creeping increases in retirement age. Congress believes these policies, which have been pursued by successive governments, puts working people, especially older workers, at an increased risk of being forced to leave work before being eligible to receive a state or workplace pension, which in turn puts them at risk of extreme hardship and poverty in retirement.

Mover: Society of Chiropractors and Podiatrists
Seconder: Chartered Society of Physiotherapy

C09 Child sexual exploitation - campaign to provide services

Motion 40 and amendment

Congress notes the alarming rise in incidents of crime involving child sexual exploitation (CSE). Too many of our young people are becoming victims of this abhorrent crime and need support and education to help to keep them safe. Furthermore, victims need support to report these crimes and give evidence to aid prosecutions.

Congress notes the government's commitment to help tackle this crime and make provision for victim services and support around giving evidence. Nevertheless, more needs to be done and the provision of services must be consistent and not dependent on postcodes or access to funding.

Congress supports the magnificent work undertaken by Sarah Champion MP and endorses the call for the launch of a national campaign. Congress commends the SaferSchools website of resources, developed by ATL. The General Council are instructed to make representations to the government to address the following:

- i a national campaign to raise awareness of CSE to develop a culture where adults will recognise the signs and symptoms
- ii compulsory sex and relationships education, with highly trained teachers in schools around healthy relationships and the right to say no
- iii funding for the development of a national task force with a multi-agency approach
- iv specialist training for identified professionals in criminal justice agencies, victim services and education
- v an adequately resourced, victim-focused approach to minimise incidents of crime and support for survivors and their families.

Mover: Napo

Seconded: Association of Teachers and Lecturers

C10 Protecting our education system

Motions 42 and 43

Congress deplores the ideology behind the Conservative government's Education and Adoption Bill, which will force 'coasting' schools to become part of academy chains and which takes away the democratic rights of parents and governors to have a voice in how their schools are run, and by whom. Congress notes that the government's definition of 'coasting' will further stigmatise schools with deprived pupil intakes.

Congress notes the CBI's critique of the "impoverished" education provided by some English schools, focused on a narrow, academic curriculum, with Ofsted's inspection regime leading to "perverse outcomes instead of better ones" where "all too often it is only the data that matters." Congress further notes the CBI and Labour's call for a "radical overhaul" of upper secondary education to break down the false divide between academic and vocational education. Congress supports the CBI's view that "we should stop using exams as a tool to influence education rather than accredit it."

Congress congratulates the ATL for developing its alternative 'vision for inspection' in order to build consensus that an inspection system that works with, rather than against, educational professionals will raise standards of education for all pupils.

Congress notes:

- i Schools in England and Wales face an out-of control accountability system that has narrowed education and created the highest levels of exam-related stress in Europe for our children.
- ii The CBI Director-General has spoken out about schools becoming "exam factories" unable to provide young people with critical thinking and twenty-first century skills.
- iii Our children and young people deserve a broad, balanced and age-appropriate curriculum that enables them to demonstrate their skills and talents.

Congress further notes:

- a Since 2010, more than 4,000 English schools have become academies and almost 400 free schools have opened. Many schools were forced to become academies with an imposed sponsor; many free schools have opened in areas with no place need, undermining local schools.
- b Academies and free schools are unaccountable to local communities, can employ unqualified teachers and undermine pay, conditions and union rights.
- c Many concerns have been raised about financial oversight in these schools.

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COMPOSITE MOTIONS

- d The Education and Adoption Bill extends and accelerates the forced academy programme; creates a new category of 'coasting' schools; ends consultation rights; and removes the rights and responsibilities of governors and councils whilst extending the powers of the secretary of state.

Congress resolves to campaign for:

- 1 TUC affiliates to work together against forced academisation and worsened terms and conditions in academies and free schools
- 2 an end to the accountability system that undermines teachers' ability to give children the education they deserve
- 3 democratically accountable schools employing qualified teachers, with nationally agreed pay and conditions
- 4 opposition to the privatisation of education.

Congress calls on the TUC to continue to work closely with its education affiliates in order to challenge the government on the lack of transparency and misuse of public money which has accompanied academisation, the dangers to educational standards because of the teacher recruitment and retention crisis and to support a review of the 14-18 curriculum.

Mover: National Union of Teachers

Secunder: Association of Teachers and Lecturers

C11 Education and extremism

Motion 44 and amendment

Congress asserts that educational equity and inclusion are critical to securing sustainable economic and social development and in the fight against bigotry, hatred and extremism around the world.

Congress pays tribute to all teachers and educators who courageously endeavour to educate the world's children in many of the most hostile and dangerous places in the world.

Congress deplores the violent attacks, witnessed in a number of countries, by those who have deliberately targeted, killed, injured and kidnapped students and teachers, particularly women and girls, in pursuit of extremist ideologies.

Congress further deplores the anti-immigrant rhetoric, and the xenophobic and Islamophobic language that characterises much political and media discourse about Britain's ethnic and religious minorities.

Congress deeply regrets that some British young people are being targeted by extremists, including far-right extremists and jihadists. Congress recognises the danger that implementation of Prevent could destroy relationships between teachers and learners, close down space for open discussion in a safe and secure environment and smother the legitimate expression of political opinion.

Congress further regrets actions by the government that put at risk international commitments to educational inclusion and ending poverty, creating the conditions where social and economic exclusion, bigotry, intolerance and hatred flourish.

Congress calls on the TUC to:

- i support the work of affiliates in tackling prejudice-related bullying and extremism
- ii demonstrate active solidarity with trade unions and civil society organisations at home and abroad in the fight against extremism
- iii highlight the impact of the UK government's Prevent Agenda and action to counter extremism
- iv support affiliates in promoting open discussion and exploration of views within an anti-racist, anti-islamophobic approach
- v monitor the impact of far-right extremism in schools, colleges and in the wider society
- vi plan and co-ordinate a campaign of activity with affiliates to challenge all forms of extremism in education.

Mover: NASUWT

Secunder: National Union of Teachers

C12 Education funding crisis

Motions 45, 46 and amendments, and 47

Congress believes that post-16 education is a crucial part of a dynamic economy and a fair society. Congress believes that increased investment in post-16 education is essential and brings benefits not just to individual students but also to employers, the UK economy and society as a whole. Congress calls on the Conservative government to take action to protect our nation's future by abandoning its plans to cut education funding. Congress deplores austerity policies affecting this sector including massive cuts in funding for adult education; increases in debt for students wishing to attend university and attacks on the pay, conditions and professional status of the staff who work in further and higher education. Congress has been concerned by the cuts to FE budgets over the last five years and calls on both Scottish and UK governments to review the impact that cuts to FE funding has had on the provision of courses and student places and on student retention and attainment.

The government's planned freeze in per-pupil funding for schools in England will mean cuts in provision to meet extra costs.

In further and adult education, Congress notes increasing privatisation of the sector and UK government cuts to the adult education budget of 24 per cent for the current year. These cuts are seen in a context of significant pressures on college funding resulting in a loss of around one million adult learners since 2010 and the closure of provision for vulnerable adults and young people. Reduced funding also puts at risk the expansion of good quality Apprenticeships and the skilled workforce necessary for economic growth. For colleges, whose adult and post-16 funding has already been slashed, the government threatens further cuts in actual funding. Congress is concerned that the cuts in post-16 education are having a disproportionate impact on disadvantaged groups and poorer students and learners. Congress is also concerned over reports that support for students with disabilities and additional support needs has been significantly reduced. Such a reduction in support increases disadvantage and undermines equality of opportunity.

In Scotland, Wales and N Ireland cuts in education funding are also expected that will be traceable ultimately back to decisions on block grants to be taken at Westminster.

In higher education, Congress notes the UK Government's proposals to cut £450m from the higher and further education budgets in the current year. Due to the protection of the schools budget, funding for universities and science is under a particular threat. This cut amounts to a third of either the remaining teaching grant to universities or of research funding.

Congress agrees to campaign for education funding to be protected at least in real terms and then restored to pre-austerity level.

Congress instructs the TUC to:

- i work with trade unions and parents' and governors' organisations to establish a broad-based campaign on education funding
- ii work to encourage and support activities such as regional public rallies and ultimately a national demonstration for proper funding for education.

Congress resolves to place lifelong learning at the centre of the TUC's social and economic platform.

Congress supports the joint union, employer and student #loveFE initiative in campaigning for continued support of the sector.

Congress re-affirms its support for public funding for post-16 education.

Congress calls on the General Council to campaign for:

- a an immediate reversal of adult education cuts
- b long-term funding commitments to allow coordinated planning of resources and ensure fair pay and manageable workload in an increasingly fragmented sector
- c reversing privatisation
- d free and publicly funded education for all

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- e an investigation into the impact of cuts on disadvantaged groups and poorer students and learners, working with EHRC and other relevant organisations
- f increased funding for further education and for specific and additional resources to be dedicated to ensure adequate provision for students with disabilities and additional support needs.

Mover: National Union of Teachers

Seconders: University and College Union

Supporters: Educational Institute of Scotland;

UNISON; Association of Teachers and Lecturers

C13 Education and poverty

Motions 48 and 49

Congress notes that the UN Convention on the Rights of the Child states: “The best interests of the child must be a top priority in all decisions and actions that affect children.” Congress also notes that the Convention states: “Every child has the right to a standard of living that is good enough to meet their physical and social needs and support their development.”

According to the Child Poverty Action Group, 3.5 million children are living in poverty in the UK, and two-thirds of those live in families where at least one member works. Poor children are four times as likely to become poor adults as other children.

The Joseph Rowntree Foundation (JRF) note that three-fifths of those who moved from unemployment into work in the previous year were paid below the minimum wage, and many are in part-time and insecure employment.

Congress notes with dismay the effect of social and economic deprivation on the educational achievement and attainment of young people across the United Kingdom. Despite some initiatives and programmes developed by governments, little progress has been achieved in terms of counteracting the educational barriers which are directly associated with the poverty which blights the lives of far too many of our young people and which is being deepened by the UK government’s austerity programme.

Evidence shows that children in lower-income families have worse cognitive development and worse school outcomes, and that this is, in part, because they are poor. The JRF suggest that increasing household incomes could substantially reduce differences in schooling outcomes. The Social Mobility commission highlighted the risk of rising child poverty and falling school budgets and the impact of those on the improvements needed to close the attainment gap.

Congress calls on the TUC to highlight the impact of poverty on children and young people, in particular on their cognitive development, school outcomes and future employment prospects. Congress further calls on TUC to lobby for the living wage.

Congress believes that equitable access to educational opportunity is a right for all young people in our society regardless of socio-economic status and calls on all governments to ensure that:

- i increased targeted expenditure is provided to address specific issues of poverty
- ii detailed research is carried out on the social contexts of schools in order to develop clear and coherent anti-poverty strategies at school and local authority level
- iii teachers are provided with a clear understanding of the nature and impact of poverty as part of Initial Teacher Education and continuing professional development, alongside teaching strategies designed to minimise the barriers faced by students.

Congress further calls on the General Council to campaign publicly for additional resources, planning and coordination to be made available to tackle the educational inequalities that continue to be directly linked to poverty, in order that all of our young people can benefit from the opportunities provided by education services.

Mover: Association of Teachers and Lecturers

Seconders: Educational Institute of Scotland

C14 Defending mental health services for all

Motion 58 and amendment, and 59

Congress notes with concern the continued erosion of mental health services in the NHS. Some of the most vulnerable people in the country are being denied the essential care they need and instead are held in police stations or presenting at A&E centres due to the lack of acute mental health beds. Some have taken their own lives in desperation after seeking, but being denied, help. Pregnant women and new mothers in almost half of the UK do not have access to specialist mental health services, potentially leaving them and their babies at risk.

A total of 2,011 beds have been closed since April 2011, including 468 beds in 2014, while demand for services continues to increase, exacerbated by the stresses caused by the government's austerity measures.

NHS staff who work in mental health, providing essential care in aiding recovery, are finding their posts are at risk as trusts find ways to cut costs. It is estimated that one in four of us will be affected by poor mental health at some point, often needing the support of these very services that are being removed at such an alarming rate.

Congress notes a survey of head teachers (HTs) in July 2015 found that two-thirds reported the mental health of their pupils and students, and the difficulty in accessing the right support for them, as their biggest concern.

Previous studies indicated that HTs believed that the input of their local educational psychologists (EPs) was invaluable in helping them determine and access the appropriate level of support for their children and young people (CYP).

In a survey of its members by the Association of Educational Psychologists in June 2015, 85 per cent reported a marked increase in their workload during the previous six months. The Children and Families Act 2014 was widely welcomed as it gives greater rights to under-25-year-olds who have special educational needs. Its implementation requires significantly increased time from a range of professionals within local authorities, particularly EPs, at a time of increasingly dwindling public resources, leaving EPs unable to give sufficient time to schools to improve the mental health of their CYP.

The government acknowledges the concerns re mental health issues and the shortage of EPs, (demonstrated by the huge number of unfilled vacancies) and has both increased the number of EPs being trained from September 2015 and instigated a review of the training of psychologists to work with CYP in the future.

Although the home secretary recently pledged to invest £15m in new health-based places of safety in England for those experiencing a mental health crisis, this money will have to come from existing budgets and will only be available for 2016/17. Proper investment is needed to prevent people getting to a state of crisis.

Congress calls on the TUC and affiliates to campaign to:

- i highlight the cuts impacting on mental health services and ensure that they get sufficient funding to provide the services that are so desperately needed
- ii ensure that sufficient funding will be available to the Department for Education to train more EPs to meet the needs of all CYP who need them, especially those with mental health difficulties.

Mover: Chartered Society of Physiotherapy
Secunder: Association of Educational Psychologists
Supporter: Royal College of Midwives

C15 Casualisation

Motion 72 and amendments

Congress believes that the scale of insecure working is damaging to our economy, society and to individuals forced to take casual work due to lack of permanent opportunities.

Casualised workers are paid significantly less, have no job security and limited career development opportunities. Those on zero-hours contracts are unable to enforce limited employment rights because by doing so they are fearful their hours can be legally reduced to 'zero' with the consequent loss of earnings, even though a third of those on such contracts would like more hours. Casualisation raises serious challenges to trade union organisation and development throughout our economy. Workers are often denied the right to paid facilities time where a recognition agreement exists.

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There are negative outcomes from insecure working to be found in every sector. This is not just an issue that affects education but the economy overall.

Congress notes the endemic nature of casualisation in further and higher education. In common with the reshaping of the labour market, the post-16 workforce is being fundamentally reorganised around the use of casual contracts. Freedom of information requests have shown that at least 12 per cent of all academic staff working in higher education are employed in this type of contract and at least 35 further education colleges employ over 40 per cent of their academic staff casually.

This is not an issue that only affects staff. It also impacts negatively on students, diminishing the value of teaching by, for example, failing to include preparation time as part of the contract, and limiting student access to professional support and advice outside the classroom.

Congress further notes that casualisation is also endemic in the construction industry. Casualisation most regularly occurs through false self-employment, employment agencies and umbrella companies. Problems caused by construction casualisation are numerous affecting: pay, employment rights, training and Apprenticeships, safety, pensions and productivity.

Congress calls on the General Council to produce research on the scale of insecure employment in all sectors and to organise a unified Westminster parliamentary lobby against casualisation including zero-hours contracts during 2015/16.

Mover: University and College Union

Seconder: Union of Construction,

Allied Trades and Technicians

Supporter: Transport Salaried Staffs Association

C16 Blacklisting and undercover surveillance of trade unionists

Motion 73 and amendment and 74 and amendment

Congress notes that in March 2015 it was revealed that Mark Jenner, a police officer serving in the Special Demonstration Squad (SDS), had infiltrated construction union UCATT and spied on its members.

Congress further notes that former police officer Peter Francis, acting as a whistleblower, has admitted that during his time in the SDS he spied on trade unionists in the construction industry and activists in the NUT, CWU, FBU and the National Union of Students.

Congress is aware that information on the files of workers blacklisted by the Consulting Association could only have been provided by the police or the security services.

Congress applauds the tremendous work done by unions and the Blacklist Support Group in campaigning against the blacklisting of workers for trade union activity.

Congress is alarmed that attempts to find out further information on the involvement of police officers in infiltrating unions, activist organisations, environmental and anti-racist campaigns, including the Stephen Lawrence campaign, have been blocked by the Metropolitan Police on grounds of security.

Congress believes that trade unionists who were spied on by the police have an absolute right to know why they were targeted in this manner.

Congress notes the Home Secretary's announcement on 12 March 2015 of the Pitchford Inquiry into the operation of undercover police bodies.

Congress further notes the blacklisting meeting at Westminster on 12 March 2015, which heard the statement from a former undercover police officer disclosing that he spied on members of the FBU, UNISON, CWU, NUT and NUS.

Congress notes the significant evidence contained in a number of published books and media articles of police monitoring of, and interference in, the trade union movement during industrial disputes, union-backed anti-racist and environmental campaigns, as well as routine trade union activity.

Conference demands that these issues are fully addressed by the Pitchford Inquiry and that relevant information is sought by the inquiry without threat (e.g. of prosecution) to those agreeing to provide evidence.

Congress believes that a trade union body such as the TUC, as well as the Blacklist Support Group, should be given 'core participant' status in the Pitchford Inquiry.

Congress resolves to campaign for the democratic rights of trade unionists and against secret state interference in the labour movement. This will substantially further the interests of trade union members and elected representatives to engage in their legitimate trade union activities.

Congress further resolves to support the NUJ campaign against surveillance of journalists and calls for further legislative changes including an independent judicial process; automatic mandatory prior notification and mechanisms to challenge and appeal in cases where the authorities, including the police, are attempting to access journalists' communications, materials and sources.

Congress calls on the General Council to:

- i campaign for a full independent public inquiry into blacklisting in order for these and other matters relating to how the lives of workers were ruined are fully revealed
- ii ensure that the inquiry being led by Lord Justice Pitchford into undercover policing and the SDS fully investigates the links between the police and blacklisting
- iii provide support and assistance to all unions whose members were subjected to secret police infiltration and surveillance.

Congress further calls on the European Parliament to ensure both the EU Data Protection Regulation and the EU Health and Safety Strategy 2014-2020 explicitly ban blacklisting of workers for their trade union and health and safety activities.

**Mover: Union of Construction,
Allied Trades and Technicians**

Seconder: Fire Brigades Union

Supporters: GMB; National Union of Journalists

C17 Campaigning for pregnant workers

Motion 77 and amendments

Congress is appalled that the rate of discrimination against pregnant women at work has increased dramatically. Research published in July commissioned by BIS and EHRC highlights the extent of discrimination against pregnant women and new mothers including bullying and harassment, employers refusing to make adjustments to ensure safe work conditions, and being side lined in their return to work. The EHRC report shows that 10% of women are discouraged by employers from attending antenatal appointments – which has potentially devastating effects on the health of the woman and her baby – and around 54,000 new mothers are forced out of their jobs in Britain each year. Women who miss antenatal appointments miss out on essential screening tests and valuable advice around smoking and nutrition. Evidence shows that missing antenatal appointments can increase the risk of smaller babies, premature babies, miscarriages and still birth. This is particularly important for women with complex health needs.

Women returning from maternity leave also face discrimination, for example by employers adopting hostile and negative approaches to requests for amended hours and arrangements. The impact of Employment Tribunal fees means women are increasingly less able to challenge discriminatory practices.

Congress recognises the value of working women and that campaigning against pregnancy discrimination will show that treating pregnant women fairly has a positive impact for employers and helps retain talented women in the workforce. Campaigning against pregnancy discrimination is a real opportunity to organise and engage with younger workers and shows that the trade union movement is relevant in the modern workforce.

Congress calls on the General Council to:

- i campaign for the rights of pregnant women, in particular time off to access NHS antenatal care and for a positive return to work after maternity leave

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- ii support the EHRC “Works for Me” campaign to find workable solutions to tackle discriminatory employers effectively
- iii remain vigilant against any attempt to erode existing maternity and parental rights
- iv support affiliates to press for improvements to maternity and parental rights with government and employers.

Mover: Royal College of Midwives

Seconder: Chartered Society of Physiotherapy

**Supporters: Union of Shop, Distributive
and Allied Workers; Prospect**

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SECTION FOUR
GENERAL COUNCIL
STATEMENT

SECTION FOUR

GENERAL COUNCIL STATEMENT

General Council statement on the Campaign Plan 2015

Congress welcomes and supports the Campaign Plan agreed by the General Council in July and published at Congress, which will guide the TUC's policy and campaigning work over the coming one to two years.

Our movement, our families and communities face a challenging time under a hostile government.

The economy is finally recovering, but that recovery is leaving too many behind. Rather than investing in good jobs, services and infrastructure, the government is determined to press ahead with deep, ideological cuts that could leave our vital public services unrecognisable and our welfare safety net shredded.

Working people have seen the longest living standards squeeze since the Victorian era, and the toxic combination of low wages, insecure jobs and welfare cuts has seen food banks booming and child poverty on the rise. But the government prioritises tax cuts for the richest households and benefit cuts for low income working families rather than measures to make those on low and middle incomes better off and deliver sustainable pay rises for all.

Far from tackling exploitation at work, the government stokes prejudice against migrants and threatens to weaken workers' rights in their EU negotiations. And rather than recognising the positive role of unions in the modern economy, they have launched a vindictive attack on our members' democratic right to strike - the biggest attack on trade union rights in a generation.

Congress calls on all unions to unite behind the five central priorities set out in the Campaign Plan, and commit ourselves to work together to deliver its aims.

Our campaigning helped shape the terrain on which the general election was fought, and we know that our values and policies have broad appeal. We will continue to demonstrate the strength of modern, confident trade unionism as a central part of Britain's civic culture and delivering fairness at work. Our challenge as a movement is to maintain our influence and continue to make that positive case, at the same time as fighting to protect the rights of working people and resist the damaging policies the government seeks to pursue.

The Trade Union Bill is designed to severely undermine union members' right to strike. As our most urgent task, Congress commits to a united, vibrant and strong campaign to protect that right.

Bringing in agency workers to break strikes will put these - often vulnerable - workers in an unenviable position, will damage industrial relations, and above all aims to drastically undermine union leverage. Fining unions if they fail to give notice of a facebook page or blog post about a strike, or penalising unions if a picket supervisor fails to wear an armband, are draconian policies that have no place in our democracy. Instead of allowing unions to use electronic and workplace balloting to boost participation, the government proposes arbitrary thresholds. And by removing members' ability to pay their union subs through their pay packet, they seek to further undermine the vital role of unions in the modern workplace.

Congress resolves to build the widest possible campaign against the Bill, working across all political parties in the Commons and Lords, challenging outdated stereotypes about unions and strikes, and supporting union efforts to build and defend workplace organisation. We will mobilise members for the 4 October national demonstration in Manchester and the 2 November lobby of parliament and rally, to demonstrate the breadth and scale of opposition to the Bill.

Britain's economy is back in recovery, but that recovery is slow and fragile. The government plans to continue deep cuts to public spending and welfare. Congress resolves to make the case for a fair, balanced recovery that is fairly shared, to expose the danger of cuts to the social security safety net, and to campaign for properly funded public services, infrastructure and housing.

Congress also resolves to campaign for Britain to be part of a people's Europe that is fit and fair for the twenty-first century. We will work with our allies and sister unions in the EU to resist any attempts by David Cameron to water down workers' rights as part of his EU renegotiation. And we will make the case at home to protect important rights on maternity and equality and improve working life for those in insecure and casual work.

This period will also see further moves to devolve and decentralise power to the nations, regions and cities of the UK. Congress acknowledges that there may be some opportunities for unions and their members in this agenda, through local arrangements to maximise worker and union involvement in policy making and service improvement. But there are also risks. Congress is concerned about the impact of fragmenting national bargaining, employment rights, minimum wage legislation or other key protections, with the danger of a race to the bottom.

Congress recognises that while we face many challenges as a movement, we must also redouble our efforts to reach a new generation of union members. We will develop a major campaign to reach out to young people to find out what they want from work and from unions, make it easier to join and participate, and demonstrate the values and strength of modern trade unionism.

Everyone has a right not to be discriminated against on the grounds of their race, gender, sexuality, disability or age. Throughout our campaign on these priority areas, and in our ongoing work on other key strands of activity, we will reflect and promote a diverse approach to securing improvements at work and in wider society.

Underpinned by our commitment to equality, our agenda-setting policy work, and above all our commitment to building stronger unions, Congress commits to a united campaign, guided by this plan.



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