



TUC

CONGRESS 2016

GENERAL COUNCIL REPORT



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CONGRESS 2016

GENERAL COUNCIL REPORT

The 148th Annual Trades Union Congress
11–14 September 2016, Brighton

The TUC's mission is to be a high-profile organisation that campaigns successfully for trade union aims and values, assists trade unions to increase membership and effectiveness, cuts out wasteful rivalry and promotes trade union solidarity.

The front cover picture is of delegates to the TUC LGBT conference showing their solidarity with the LGBT community worldwide after the Orlando nightclub shooting.

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Liz Snape
TUC Congress President 2016

TUC GENERAL COUNCIL MEMBERS 2015-16

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GMB

Christine Blower
NUT

Mary Bousted
ATL

Joanna Brown
SCP

Tony Burke
Unite

Jane Carolan
UNISON

Gail Cartmail
Unite

Mick Cash
RMT

Mike Clancy
Prospect

Brian Cookson
NASUWT

Manuel Cortes
TSSA

Tony Dale
Usdaw

Neil Derrick
GMB (joined February 2016)

Mark Dickinson
Nautilus International

Maria Exall
CWU

Sue Ferns
Prospect

Larry Flanagan
EIS

Steve Gillan
POA

Janice Godrich
PCS

John Hannett
Usdaw

Dave Harvey
NUT

Sally Hunt
UCU

Karen Jennings
UNISON (left February 2016)

Chris Keates
NASUWT

Sir Paul Kenny
GMB (left February 2016)

Fern McCaffrey
GMB

Paul McCarthy
GMB (left February 2016)

Len McCluskey
Unite

Seàn McGovern
Unite

Roger McKenzie
UNISON (joined February 2016)

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UNISON

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Dave Penman
FDA

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NGSU

Dave Prentis
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Advance

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PCS

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CWU

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ASLEF

Fiona Wilson
Usdaw

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Matt Wrack
FBU

Frances O'Grady
TUC General Secretary

INTRODUCTION

FRANCES O'GRADY

GENERAL SECRETARY

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“The Act that emerged in May is still a draconian piece of legislation.”

This has been a tumultuous year. The vote to leave the European Union, and resignation of the prime minister, precipitated economic and political turmoil that looks set to continue. Union unity has never mattered more. We are determined that – this time – workers must not pay the price.

At a time of such turmoil, I am proud of the TUC and unions' work over the last 12 months. I am also grateful to the President and the General Council for their hard work and support.

We ran a hard-fought campaign against the Trade Union Bill, mobilising members and reps, and building a broad alliance of employers, regulators, international bodies and politicians from across the spectrum. The Conservative Party's government majority meant that we could not defeat the bill outright. But through determined and smart campaigning we damaged, delayed and diluted key parts of the legislation time and time again – on picketing rules, check-off, electronic balloting, political funds and facility time, to name just a few. The Act that emerged in May is still a draconian piece of legislation. But, thanks to trade union campaigning, it is a shadow of the original bill launched by the government. And it is not over yet. We will continue to win changes to the Act as it is implemented, and to provide practical, industrial and strategic support to our unions.

In the run-up to the referendum on Britain's membership of the EU, we successfully worked with sister union federations around Europe to get David Cameron's bid to weaken workers' rights as part of his 'renegotiation' taken off the table. Once the referendum campaign was under way, we fought to get a strong and distinctive trade union voice into a debate that was otherwise dominated by Tory infighting, business voices and poisonous rhetoric about immigration. We focused relentlessly on jobs, rights at work, investment, public services and a positive vision of EU reform. The vote did not go the way we wanted. But in the immediate aftermath, we set out plans to protect jobs and Apprenticeships, and set to work building bridges and tackling racism in fractured communities.

© NHS worker Melissa Jackson on the way
to Downing Street to deliver the TUC's petition.
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INTRODUCTION

FRANCES O'GRADY GENERAL SECRETARY

Frances with TUC ad vans in early June.

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"The status quo is not an option. We plan a major initiative to attract, recruit and genuinely involve young workers."

The referendum result makes our commitment to grow and change our movement ever more vital. Young workers now face a very different future from their parents and grandparents, and in the private sector far too many have never benefited from the protection trade unionism brings. The status quo is not an option. We plan a major initiative to attract, recruit and genuinely involve young workers in all their diversity.

At the time of writing, the political situation is changing by the day. By the time we meet at Congress in Brighton we will have a new prime minister and possibly an

early general election on the horizon. The future fabric of the UK is uncertain. The economy is fragile, with little certainty about next year, let alone the longer term.

What I am certain of is this: our movement must – and will – summon the imagination, courage and resolve to tackle the challenges we face head on, and in unity.

Frances

JOB\$, GROWTH AND A NEW ECONOMY



SECTION ONE

JOBs, GROWTH AND A NEW ECONOMY

1.1 INTRODUCTION

Over the year, the TUC has worked hard to make the case for strong and better-balanced growth as well as to develop policy solutions that will deliver better and fairer economic outcomes for people at work. We have engaged actively in public debate and policy discussion and have sought to make the case for change as well as setting out the extent of the government's economic failure. Our work on the EU referendum was a central priority, and following the referendum we must make sure that working people do not pay the price of the decision to leave.

"The legal opinion indicated that all EU employment law was at risk if Britain voted to leave."

SPECIAL FEATURE EUROPE

The 2015 Congress adopted a General Council statement on Europe which set out the TUC's opposition to the weakening of workers' rights as part of the prime minister's renegotiation of UK membership of the EU. The statement warned that this might lead to trade union opposition to retaining membership. It followed the leak of government correspondence suggesting that working time rights were a key target for the negotiations. The European Trade Union Confederation (ETUC) Congress in September adopted an emergency resolution backing the TUC position and urging other EU governments to reject any attack on workers' rights.

RENEGOTIATING UK MEMBERSHIP

The General Council pressed the case that the renegotiation should not affect workers' rights. In November the TUC submitted evidence to a House of Commons enquiry into the economic impact of EU membership, stressing the dangers of Brexit for jobs and investment, and in December the TUC General Secretary appeared before a House of Lords committee where she emphasised the need to protect jobs, investment and workers' rights.

The TUC worked closely with colleagues in the ETUC to lobby the European Commission, including the official in charge of the renegotiation, Jonathan Faull, whom the General Secretary met in November. ETUC affiliates lobbied their governments to reject UK government attempts to water down workers' rights, and by December it became clear that the government had failed to secure allies for such an approach.

In December, parliament debated extending the franchise to cover 16-year-olds, and confirmed the exclusion of EU citizens living in the UK from the referendum vote. The TUC lobbied MPs and peers to support votes at 16, and called for any EU citizen living and paying taxes in the UK to have a vote over the UK's future relationship with the EU. Both were rejected, although peers initially supported votes at 16.

In January, the TUC Executive Committee considered the likely impact of a vote to leave the EU. The discussion was based on a thorough, objective and evidence-based assessment of the potential impact.

WORKING PEOPLE MUST NOT PAY THE PRICE OF BREXIT



The Executive Committee and General Council agreed that the TUC should focus on the risks to jobs, wages and investment, and workers' rights. The General Council considered the economic impact, noting that half of UK foreign direct investment comes from the EU and that three to four million jobs depend on EU trade. Detailed analysis of employment and anti-discrimination law showed the wide-ranging impact that a vote to leave the EU could have on rights at work, particularly when faced with a government that had already made clear its interest in 'deregulation' in this area.

The decision also rested on concerns about the impact on the fabric of the UK including Scotland, Wales and in particular the peace process in Northern Ireland. It was agreed that we would counter the Right's attempt to make the referendum about migration, and emphasise TUC messaging about the importance of clamping down on undercutting by unscrupulous employers.

The TUC's position, based on our longstanding support for social Europe, recognised the shortcomings of the EU and put forward a positive vision for a reformed EU with good jobs and strong rights and unions at its heart.

The prime minister finally presented his renegotiation proposals to the European Council in February. Immediately before the meeting, the TUC General Secretary and ETUC General Secretary Luca Visentini met with the Commission President, Jean-Claude Juncker, to stress the trade union movement's opposition to any reduction in workers' rights.

The Executive Committee's consideration of the renegotiation deal in March was that, while it was not the TUC's agenda – especially on potential deregulation and migrants' benefits – the TUC objective of preventing any attack on workers' rights had been achieved. The prime minister announced that the referendum would be held on 23 June 2016.

THE REFERENDUM CAMPAIGN

In April, the TUC launched its referendum campaign by publishing an independent legal opinion from leading employment law barrister Michael Ford QC. The opinion indicated that all EU employment law was at risk if Britain voted to leave, and that there were good grounds to assume that a government dominated by leave supporters would attempt at least to whittle down such protections.

As the official campaign period approached, the Executive Committee agreed that – to meet electoral spending laws – the TUC should register to support remaining in the EU, but that the TUC would run a campaign independent of political parties and the official campaigns, stressing the trade union position on jobs, investment, workers' rights and defence of public services. Although most of the TUC's largest affiliates backed a remain vote, the TUC respected the views of unions preferring neutrality or supporting a leave vote.

SECTION ONE

JOBs, GROWTH AND A NEW ECONOMY

During the campaign, the TUC produced several two-page briefings about key issues such as working time and paid holidays, part-time and temporary workers' rights, the impact of Brexit on women, families, disabled workers and lesbian, gay, bi and trans (LGBT) and black and minority ethnic (BME) communities. Model speeches, an e-note and a special animation called *Don't Risk It* were supplemented by case studies of individual workers who would be affected by Brexit, blogs on TUC and external platforms, and op-eds and co-ordinated letters in national and regional newspapers. The TUC maintained a steady stream of social media interventions, and secured more media coverage than on any other campaign the TUC has run.

Key TUC interventions during the campaign included:

- a report on the likely impact of Brexit on workers' wages which identified a probable £38 a week reduction on top of the £40 a week drop in average real wages since the recession, with a particular focus on the impact of leaving the EU on British manufacturing

➤ a day of action on the NHS where Labour leader Jeremy Corbyn joined the general secretary and health union leaders to reveal that leaving the EU was likely to cost the government nearly a quarter of the annual NHS budget in lower tax revenues due to reduced economic activity.

Throughout the campaign, the TUC and unions had an increasingly high profile, culminating in the inclusion of the general secretary on the BBC three-person team advocating a remain vote in the biggest televised referendum debate. She also took part in the Channel 4 debate, a Mumsnet live chat and was a regular on television and radio as well as in print media.

ASSESSMENT AND NEXT STEPS

The referendum result gave a 52 per cent majority for leaving the UK, with control and migration as major motivating factors for those who voted to leave, and jobs and workers' rights key issues for remain voters. The TUC expressed disappointment at the result, but accepted the voice of the people. An opinion poll was conducted after the polls closed, to assess why people had voted as they did. The results informed the TUC's next steps, and were published in July, as well as being presented to the General Council.

Within hours of the outcome becoming clear, the general secretary and deputy general secretary issued a press statement and a *Touchstone* blog setting out the necessary response. TUC leaders were featured in print and broadcast media responding to the result. On the day after the referendum the TUC launched an e-campaign calling on MPs, especially Conservatives, to make a public commitment to preserve existing EU workers' rights.

Within a week, the TUC had published a national action plan to protect British industry, jobs and sterling, emphasising that workers should not be made to pay the price of leaving the EU. The TUC also led calls for EU citizens in the UK to be given permanent rights to remain, and issued separate reports on standing up to racism and managing migration better for Britain. A preliminary statement on alternatives to EU membership was issued by the end of July to lay the ground for TUC interventions in the exit negotiation process. Leaders of European trade union confederations were brought to London by the ETUC to be briefed on the result and adopt a statement of solidarity with UK unions, calling for urgent reform of the EU to restore the social model.

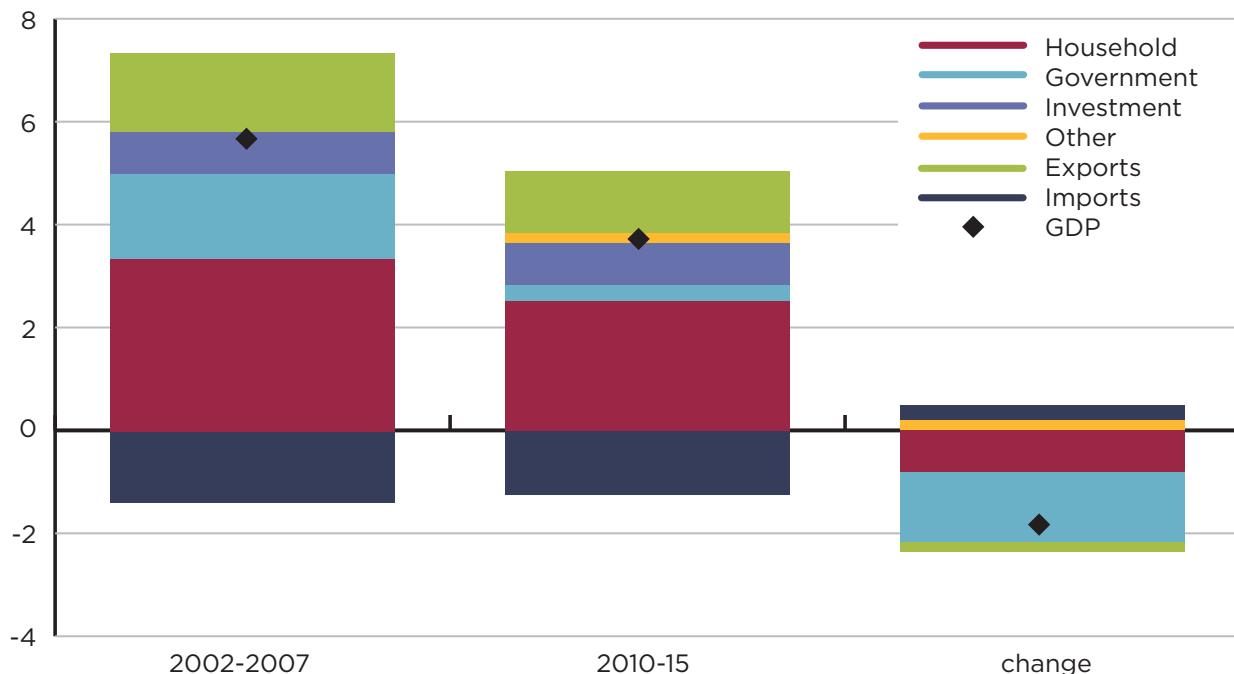


Chart 1: Annual average GDP growth and contributions, percentage points

1.2 ECONOMY AND THE LABOUR MARKET

The General Council has continued to make the case for an economy that works for working people, with sustainable and balanced growth and good jobs at its heart.

Throughout the year, the TUC has produced analysis showing that the government's current approach of reducing spending is holding back this growth (see Chart 1). The consequences for working people have been significant, in terms of the quality and security of work, reduced standards of living and cuts to public services and welfare support.

The TUC has also produced assessments showing that weak growth has still been unbalanced. Output growth is dominated by services, with manufacturing and construction below their pre-crisis peaks. Trade growth has remained subdued, and the current account is in record deficit. Weaker than anticipated investment may be partly affected by the serious corporate debt overhang. In spite of weak incomes, demand growth is therefore still over-reliant on households.

The preliminary *Britain in the Red* report (published September 2015) examined the impact of renewed growth in household indebtedness, and drew attention to the growing burden of debt for poorer households. Analysis of a survey commissioned by the Bank of England showed that 3.2m or one in eight households are thought to be over-indebted. Attention has also been drawn to regional imbalances, with (over 2010–13) London's GDP growing twice as fast as the rest of the UK, and (over 2010–14) its employment almost three times as fast.

SECTION ONE

JOBs, GROWTH AND A NEW ECONOMY

The TUC's Budget submissions and our post-referendum Action Plan have therefore made the case for an alternative approach to economic growth. Our 2016 Budget submission called for investment in infrastructure, an end to the public sector pay cap and a new industrial strategy in order to produce stronger and more balanced growth.

Our Action Plan, published the week after the EU referendum, set out the need for immediate help for industry, a modern industrial strategy, increased infrastructure spending, a balanced approach to the use of fiscal and monetary

policy, and protection for rights at work and pay, as well as recognising the vital role that trade unions have to play in the post referendum environment.

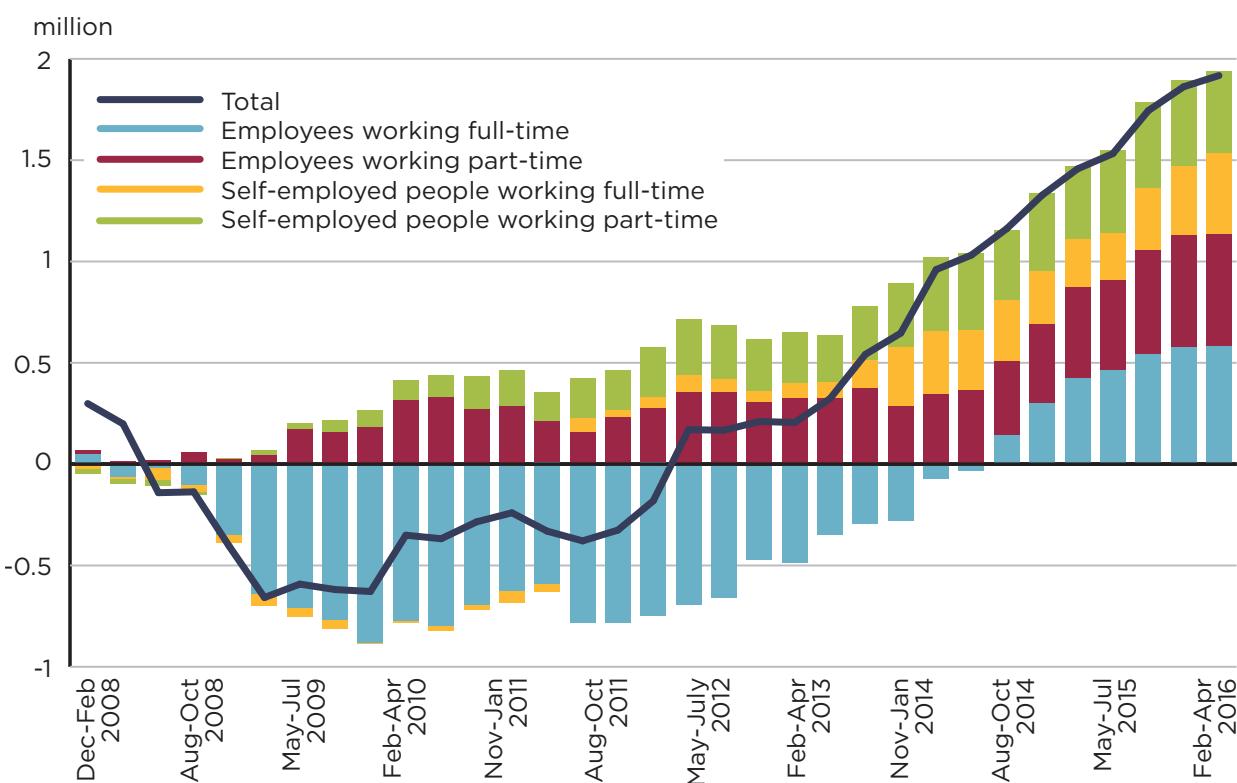
THE LABOUR MARKET

Throughout the year the TUC has produced high-quality analysis for press work and regularly blogged about how the labour market is performing.

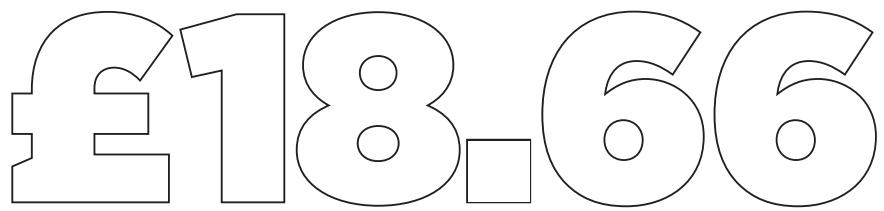
Posts on the Touchstone blog have repeatedly highlighted the unprecedented decline in real wages, and the fact that while employment

has been rising there is a growing concern about the scale of insecure work. ONS statistics continue to report an increasing number of people on zero-hours contracts; the latest data show that this has increased by 15 per cent over the year to reach 801,000. This represents 2.5 per cent of people in employment – 1 in 40 workers.

Until recently, the rise in self-employment seemed to be stabilising and employee growth had also been strong, in contrast to the earlier part of the labour market recovery. But over the last year self-employment has increased by five per cent



▲ Chart 2: Net employment growth since 2008



compared to a one per cent increase in employees. Around half the increase in self-employment has been in part-time self-employment.

Analysis in April for the Economic Update to the TUC Executive Committee showed a rise in involuntary part-time and involuntary temporary work. There had been a total increase of around 700,000 people in this form of work compared to pre-recession levels, and as a proportion of employment this had increased from 3.6 per cent to 5.6 per cent.

Currently 62 per cent of all jobs are full-time employee posts. This is down from 64 per cent before the crisis. This shortfall of about two percentage points corresponds to about 700,000 full-time employee jobs. (See Chart 2)

While some of these changes may reflect shifting preferences, for many working people these changes will not have been through choice, and amount to a severe deterioration in the quality and experience of work.

In recognising the growing problem of casualisation and insecure work, the TUC is in the process of updating earlier analysis on the numbers in and nature of insecure work.

The amount per hour that white graduates earn - £4.33 MORE than black graduates.

In October 2015 the TUC published *Tracking the Labour Market Recovery*, based on work commissioned from the Work Foundation. This sought to distinguish between factors that are temporary and cyclical and those which are long-term and structural. The report found that some changes, such as the growth in zero-hours contracts and the rise of self-employment in low-pay industries are likely to be structural, and will not be reversed without specific policy changes.

The TUC has also published quarterly reports considering the state of the economy. This includes in-depth analysis of the current labour market.

TUC analysis continued to highlight inequalities in the labour market. For the Young Workers' Conference in April, TUC analysis showed that young women with vocational qualifications earn 15 per cent less than men with comparable qualifications.

Analysis was also published on the employment gap for BME workers, which showed that the unemployment rate for white workers with degrees was 2.3 per cent, but for BME graduates this rose to 5.9 per cent. The analysis

also found that at every level of educational achievement, jobless rates are much higher for BME workers. Other analysis showed that on average a black worker with a degree will earn £14.33 an hour, compared to a white graduate who will earn £18.66 an hour – £4.33 more. Black workers with A-levels earned 14.3 per cent less on average than their white counterparts. Black people who leave school with GCSEs typically get paid 11.4 per cent less than their white peers.

In May, the TUC also highlighted that the government is years behind schedule in delivering its manifesto commitment to halve the employment gap between disabled and non-disabled people by 2020. TUC analysis forecast that by 2020 just over half (52 per cent) of disabled people will be in work: this is 11 per cent less than the government promised.

Analysis on the barriers that older workers face in participating in the labour market is also in progress and will be published in autumn 2016.

SECTION ONE

JOBs, GROWTH AND A NEW ECONOMY

PRODUCTIVITY

The TUC has continued to engage in the debate about low productivity, guided by Composite 1 from the 2015 Congress, which addressed the role of government in improving productivity and good work in tandem.

Ahead of the 2015 Comprehensive Spending Review, the TUC issued a five-point plan to address specifically these concerns: Building a Secure High-Productivity Economy.

Following this, the TUC has continued to argue that low productivity can be seen as a consequence of weak GDP growth and higher employment growth, and that low productivity mirrors the decline in the economy and the shift to low-wage, low-quality work.

That said, there are undoubtedly numerous longstanding structural weaknesses in the UK economy – most obviously a financial sector that is orientated towards speculative rather than productive activity and the absence of a considered approach to industry, investment, regions and skills. The TUC has argued that any strategy to resolve these defects must involve government spending in parallel to revive aggregate demand.

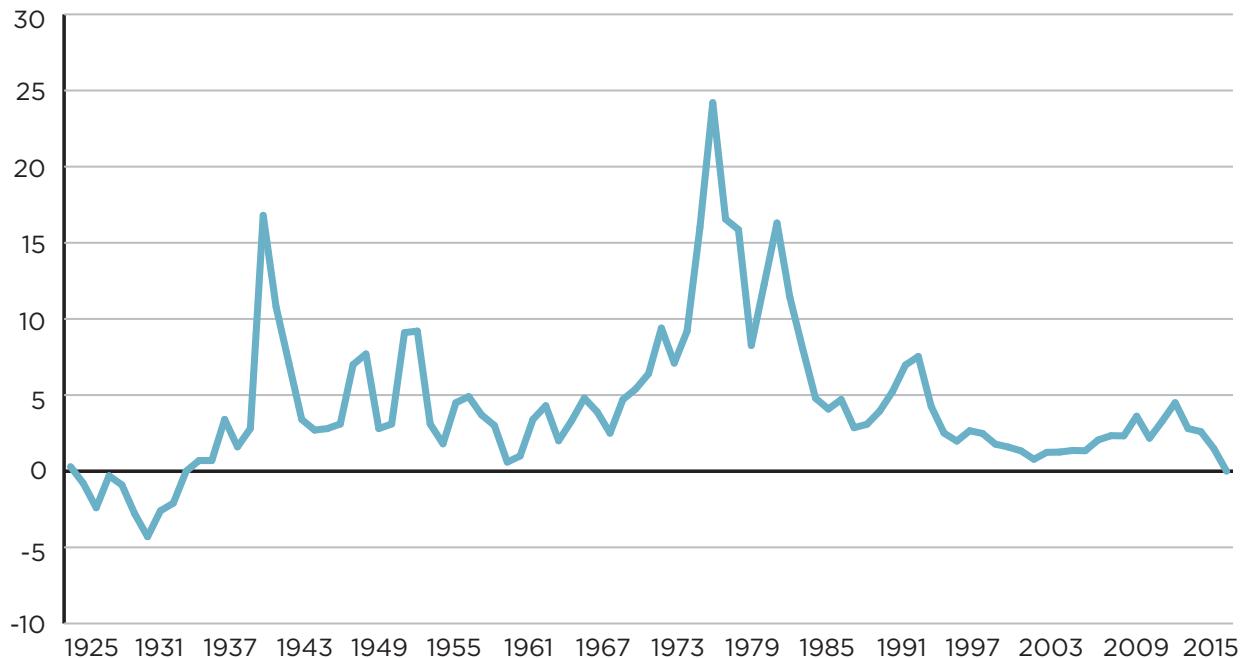
INFLATION AND THE PUBLIC FINANCES

The TUC has argued that the ongoing lack of demand in the economy is a threat in its own right. The most obvious signal of this deficiency is the persistent and near-unprecedented weakness in inflation. Chart 3 shows that CPI inflation in 2015 was the lowest since the end of the great depression in the 1930s.

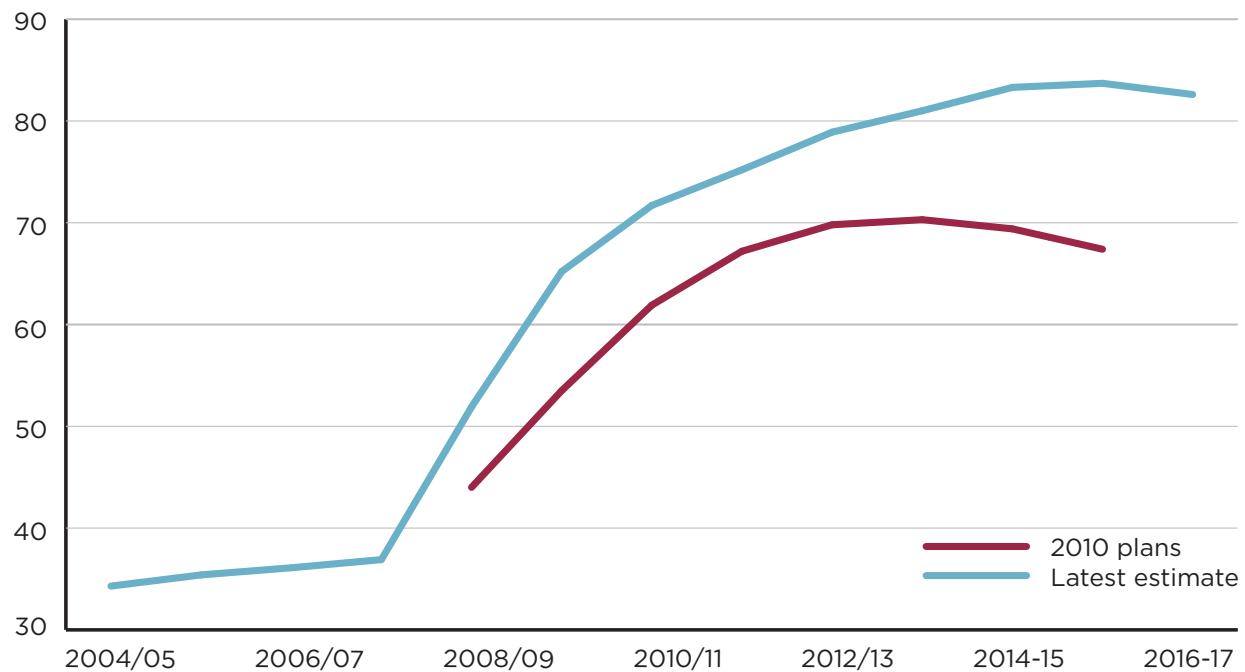
We have maintained that while policymakers continue to interpret low inflation as driven by flaws on the supply side of the economy rather than deficient demand, they hold back expansionary actions (in particular government spending). In doing so, they risk allowing disinflationary conditions to continue or intensify, and so exacerbate underlying fragilities and economic weakness.

“Low productivity mirrors the decline in the economy and the shift to low-wage, low-quality work.”

The TUC has kept a close watch on developments in the public finances, not least in statements ahead of the Treasury's two Budgets and Autumn Statement of 2015. The government's policies to reduce the public debt have had the reverse effect. As growth has fallen short of plans, government revenues have been lower and (in and out of work) benefit spending has been higher than expected. Chart 4 shows debt as a share of GDP rising to a peak in 2015–16, when originally it was meant to have been falling by 2013–14 (note that part of the gap between the two profiles reflects classification changes such as the Royal Mail pension fund). Given that the deficit in 2016–17 is forecast to be 3.5 times higher than planned in 2010, the only reason debt is falling is because of a fire sale of public sector assets.



④ Chart 3: CPI inflation, annual per cent change



④ Chart 4: Public sector debt as per cent GDP

SECTION ONE

JOBs, GROWTH AND A NEW ECONOMY

WORKING TIME

The General Council has continued to press for working people to have the hours and patterns of work that they want. One strand has been to campaign to reduce underemployment, which blights some three million employees.

Another aim has been to promote positive flexible working. The TUC has engaged in a number of campaigns to popularise related issues such as access to home-working, including Commute Smart Day in November and National Work from Home Day in May.

The TUC has also campaigned against excessive working time. This work included lobbying on the European Court of Justice judgments on both the composition of holiday pay and travel to work time for those with no permanent base. In addition, the twelfth annual TUC Work Your Proper Hours Day in February argued that overreliance on unpaid overtime should be reduced.

During the EU referendum campaign the TUC has strongly made the case for the Working Time Directive (WTD), focusing on the holiday rights that have benefited more than seven million UK workers. The TUC also argued that the WTD had led to one million fewer employees working more than 48 hours per week.

However, the more familiar theme of campaigning for the law to be stronger and better enforced has also continued. There is a strong concern that economic recovery has been underpinned by an increase in long-hours working.

“The TUC has continued to support HS2, Hinkley Point and airport expansion in the south-east.”

1.3 ENVIRONMENT, ENERGY AND INDUSTRIAL POLICY

TUC work on industrial, energy and environmental policy in the last Congress year has been guided by Composite 1, Resolution 7, Resolution 9, Composite 3, Resolution 11, Composite 4, Resolution 15, Resolution 16, Resolution 17, and Resolution 27.

This year has been dominated by the steel crisis. In line with Resolution 8, the TUC has worked with the steel unions to lobby the government to take urgent action in support of British steel. The TUC and steel unions have campaigned against market-economy status for China, whose overcapacity of steel, sold below cost, has driven down world prices. We have engaged with four round-table events organised by the Shadow Chancellor's office and we have used media and social media to further this campaign.

More positively, the TUC joined the wider UK, European and global trade union movement in Paris in December for the negotiations that led to the 2015 United Nations Climate Change Conference COP21 agreement. A total of 195 countries agreed to reduce their own carbon output “as soon as possible” and to do their best to keep global warming “to well below two degrees Celsius”. The TUC is aware that the outcome of the Paris negotiations was not perfect; specifically, we were disappointed that the final text did not include a commitment to a ‘just transition’ for the workforce (other than in the preamble), and to decent and quality jobs. But we also believed that the COP21 agreement would lead to significant progress in the fight against climate change.



The number of UK workers who have benefited from the Working Time Directive's holiday rights.

The TUC continues to be represented on the Department for Business, Innovation and Skills' (BIS, now BEIS) Manufacturing Advisory Group, which works with senior officials from that department to shape thinking around industrial issues. The TUC was also represented on the Energy Intensive Industries Task Group and the Coal Forum. In addition, we continued to support the work of the Engineering and Physical Sciences Research Council (EPSRC) Centre for Industrial Sustainability, serving on its High Level Group. Tim Page from the TUC office continued to serve on the advisory board of the All-Party Parliamentary Manufacturing Group.

The TUC has partnered a work stream by the think tank Bright Blue in an effort to influence Conservative Party and government thinking on climate change issues.

During this Congress year, the TUC has supported the campaign for carbon capture and storage (CCS) technology. Following the cancellation of the £1bn CCS competition in the 2015 Autumn Statement, the TUC has worked with employer organisations, including the Carbon Capture and Storage Association, in seeking other, creative ways to take CCS forward. The TUC has continued to support the development of large-scale infrastructure projects in the UK, including HS2, Hinkley Point and airport

expansion in the south-east. We continue to seek to use our influence to ensure that these projects offer highly skilled, well-paid jobs, offer high-quality Apprenticeships and use procurement rules to provide further opportunities in the supply chain. On all these issues, we stress the importance of taking infrastructure projects forward in a socially, economically and environmentally sustainable manner.

The TUC has published *Powering Ahead*, which considers the creation of a sustainable energy and industrial policy. Based on new research undertaken in Germany and Denmark, *Powering Ahead* calls for a roadmap to such a policy, where 'sustainable' is defined as balancing economic, social and environmental concerns. The report calls for a target of 50 per cent of the UK's energy coming from renewable sources by 2050. It argues that the government should conduct a study of the technologies that the UK would need to bring us up to 50 per cent of renewable energy and to consider what industries could be developed in the UK. Those new industrial sectors should be targeted on those communities that

lost their livelihoods with the demise of heavy industry. *Powering Ahead* also calls on the government to put together an international consortium to finance a CCS demonstration project.

This Congress year has seen ongoing discussions about the future work of the Trade Union Sustainable Development Advisory Committee (TUSDAC). TUSDAC aims to widen its reach to engage industrial unions, as well as those with a specific interest in climate change.

In June, Paul Nowak, the TUC deputy general secretary, Sue Ferns, chair of TUSDAC, and Tim Page from the TUC office met with the Climate Change Minister, Lord Bourne, to discuss the practical implementation of the COP21 agreement. At this meeting, the TUC also expressed its strong support for action to secure the future of CCS technology. Quarterly meetings are to be held between the TUC and Lord Bourne from now on.

SECTION ONE

JOBs, GROWTH AND A NEW ECONOMY

The TUC has continued to attend the Federation of Entertainment Unions' quarterly meetings, to which it gives an update of TUC activity. The TUC commissioned a new report, *Best of British: How the BBC powers the UK's creative industries*, which describes the economic contribution of the BBC ahead of charter renewal. *Best of British* argues that the BBC invests £1.2bn every year, working with more than 2,500 creative industry suppliers. The report also describes how, contrary to the arguments of detractors, the BBC takes creative risks, as demonstrated by the success of *Strictly Come Dancing* and *The Great British Bake Off*, the formats for which have been sold to 50 and 20 overseas broadcasters respectively. *Best of British* argues against scaling back the BBC, which would have a devastating effect on the UK's creative sector.

In November, TUC General Secretary Frances O'Grady met with the organisers of Free is Not an Option, the Writers' Guild of Great Britain campaign in support of writers being properly paid for their work. The TUC has also continued to support the NUJ's Local News Matters campaign, in support of regional newspapers.

The TUC Alliance for Science continues to raise issues of interest to science workers in government laboratories, in industry and among teachers and lecturers in schools, colleges and universities. In November, the TUC Alliance for Science met with the Science Minister, Jo Johnson, to discuss issues including science funding, women in science, technology, engineering and mathematics (STEM) and the government's overall vision for science policy.

1.4 HOUSING

The General Council's work on the housing crisis has been guided by Composite 2 from the 2015 Congress.

The TUC has continued to lobby on a range of housing issues, including the need to increase greatly the rate of housebuilding, revitalise the provision of social housing, deliver price stability and affordable mortgages for first-time buyers, better regulate private sector landlords and give more rights to tenants. Activity has also considered the particular housing needs and concerns of young people in general, and young LGBT people.

The TUC's 2016 Budget submission argued for more government spending on housing and for the borrowing caps on local authorities to be lifted so that they could invest in revitalising social housing.

Sadly, much of the thrust of government policy has been negative. In particular, the TUC opposed the provisions in the Housing and Planning Act 2016 that extended the Right to Buy to housing association tenants and the 'pay to stay' measures that made local authority tenures less secure. The government has continued to fail those who need social housing.

The TUC has also criticised the government's commitment to build more starter homes as being far too modest, given the scale of the challenge. Indeed, the latest figures for the UK show that while housebuilding has recovered to about 170,000 per year, this only amounts to about three quarters of the pre-recession total, and the number of 'starts' in the first quarter of 2016 was slightly lower than the equivalent figure for the past two years.

Unite campaign against Victorian work practices at Sports Direct, Shirebrook.
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1.5 WORKERS' CAPITAL

Trade Union Share Owners (TUSO), an initiative bringing together union funds for voting and engagement in line with trade union values, has stepped up its activity over the year.

Following a seminar for investors on precarious work hosted by TUSO in July 2015, which included a case study on Sports Direct, TUSO wrote to the 20 largest investors in Sports Direct calling on them to vote against the election of company chair Keith Hellawell at the company's AGM in September 2015. The letter cited concerns about

weak corporate governance and exploitative employment practices at Sports Direct, arguing that the company's business model posed an unacceptable risk to sustainable shareholder value.

Nearly a quarter (24 per cent) of independent shareholders voted against Keith Hellawell, a significant increase on the 2014 vote. TUSO's letter was well covered in the extensive media coverage of the AGM.

Building on this success, TUSO and Unite filed a shareholder resolution for the Sports Direct AGM in September 2016, with the support of the staff pension funds of the TUC, UNISON and the London Borough of Islington and Prospect's general fund. The resolution called on the board to commission an independent review of human capital management at the company. TUSO hosted a briefing for investors to discuss the issues raised by the resolution in July.

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In February, TUSO hosted a briefing for investors to discuss a resolution filed by UNISON, the Chicago Teachers Pension Fund and Trade Union Fund Managers. The resolution called on the company to review its future business plans and end its over-reliance on the education testing programme in the US, which has been affected by a recent change in the law and growing unpopularity, contributing to profit warnings and a declining share price.

The TUC participated in meetings of the Committee for Workers' Capital (CWC) hosted by the International Transport Federation in September 2015 and by the Dutch trades union confederation, the FNV, in June 2016. Janet Williamson, who represented the TUC and TUSO at the meetings, gave a presentation on TUSO shareholder engagement in Sports Direct at a plenary session on precarious work at the June 2016 meeting.

The TUC has also been a member of a CWC Taskforce on Sustainability Ratings, which has produced a working paper on key indicators to measure corporate performance on workers' human rights and labour standards. The TUC participated in a meeting in June 2016 with a number of sustainability ratings agencies to discuss the indicators produced by the Taskforce. Further work on the indicator and follow-up engagement with the ratings agencies is planned.

The TUC Staff Superannuation Society co-filed a shareholder resolution at Anglo American's April 2016 AGM as part of the Aiming for A investor coalition that aims to ensure that companies address climate change risks in their operational and reporting strategies. The resolution called for routine annual reporting from 2017 to include further information about operational emissions management; asset portfolio resilience to the International Energy Agency's scenarios; low-carbon energy research and development and investment strategies; relevant strategic key performance indicators and executive incentives; and public policy positions relating to climate change.

1.6 CORPORATE GOVERNANCE AND EXECUTIVE PAY

The General Council's work on corporate governance has reflected Resolution 3 on positive consultation and employee engagement. The TUC has continued to call for corporate governance reform to remove shareholder primacy and to promote the case for a workers' voice in corporate governance, including worker representation on company boards.

In April, the TUC responded to a government consultation on implementing the EU Non-financial Reporting Directive in the UK and met with BIS officials to discuss the issues raised. The TUC response urged the government to implement the Directive in a way that strengthened, rather than watered down, existing UK non-financial reporting requirements, and in particular argued against narrowing the scope of non-reporting requirements. The response also argued against removing the requirement for companies to report on their policies on the employment of disabled persons. The response argued that the current requirement to report on the number of men and women in senior management within the company should be maintained, in order to support the aim of achieving greater female representation on company boards and at senior levels.

To promote better access to company reports, the TUC recommended that company reports should be available to the public via company websites with a link available from the homepage as a matter of principle, and that a website should be established to provide a central access point for those who wish to access company reports.



The TUC's 12th *Fund Manager Voting Survey* was published in February, the first survey to take place since new regulations on executive pay came into force, giving shareholders a new binding vote on forward-looking remuneration policy. The survey found that the median rate of support among respondents for remuneration policy was just 27 per cent. This was significantly lower than the level of support for backward-looking remuneration reports, which attracted a median support rate of 40 per cent.

The survey found significant differentiation between investors on their approaches to remuneration, as in previous years. At one end of the spectrum, two respondents supported 80 per cent or more remuneration reports, while three respondents did not support any; and two respondents supported 80 per cent or more remuneration policies, while four did not support any.

In 2013, the EU agreed a new cap on bankers' bonuses of 100 per cent of fixed pay, which can rise to 200 per cent if approved by a vote of shareholders. The TUC survey found that 22 out of 29 respondents approved the maximum bonus of 200 per cent of fixed pay at all the banks in which they hold stock, making a median support rate of 100 per cent (and a mean support rate of 85 per cent).

The typical proportion of salary received by senior execs in lieu of pensions, compared to 6.1 per cent for a worker to their DB scheme.

In September, the TUC published its 13th *PensionsWatch*, which reported that in 2015 70 per cent of FTSE 100 directors received cash payments in lieu of contributions to their pension scheme. The typical cash amount received by senior executives in lieu of a pension contribution was £152,926 (or 29 per cent of their salary) and across FTSE 100 as a whole the sums going into cash payments totalled £34m. By contrast, the typical employer contribution for a worker in a defined contribution pension scheme is just 6.1 per cent.

The report raised concerns about executives getting far larger proportionate pension contributions than ordinary workers and becoming increasingly disconnected from the realities of the UK's pension system, which could weaken boardroom commitment to providing good-quality retirement provision.

1.7 TAX

The TUC continues to pursue a fairer, more progressive tax system. We have met regularly with the Tax Justice Network to support this aim.

The TUC has continued to back a 'Robin Hood' tax on financial transactions and has remained a member of the European and international campaigns which are also backed by the ETUC and ITUC. Talks between ten EU countries on a financial transaction tax have continued throughout the year, with various announcements of an agreement on the main features of the tax. There remain some details that will be defined in the course of the summer and a further announcement is expected in September.

In addition, the TUC has worked with global trade unions to press for progressive action by the Organization for Economic Cooperation and Development (OECD) to tackle aggressive tax avoidance, which was endorsed by the G20 in November 2015. The package is known as BEPS (Base Erosion and Profit Shifting) and contains 15 action points aimed at stopping the annual loss of what OECD estimates to be four to ten per cent of global corporate tax revenues.

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Bad family. A social media image used in the CETA campaign.

1.8 GLOBAL TRADE AND INTERNATIONAL DEVELOPMENT

GLOBAL TRADE

In line with Congress policy, the General Council continued to oppose the EU-Canada Comprehensive Economic and Trade Agreement (CETA) and the EU-USA Transatlantic Trade and Investment Partnership (TTIP).

We worked with the ETUC and the Canadian Labour Congress to develop campaigns against CETA, which contains similar threats to TTIP to public services, labour rights and standards.

CETA will come before the European Parliament for ratification shortly. In October the TUC ran an online petition calling on MEPs to oppose CETA and in May the General Secretary wrote to the UK Trade Minister, Lord Price, urging him to reject CETA and further actions are planned.



The TUC organised meetings between unions, the European Commission and BIS officials in January to highlight where TTIP negotiating texts contained inadequate protections for public services. In a meeting with the EU Trade Commissioner, Cecilia Malmström, in February, the general secretary called for the threats that TTIP poses to workers' rights and public services to be addressed and made clear our opposition to the proposed Investment Court System. The General Council's Europe spokesperson, Steve Turner, also raised these concerns at a roundtable event with Commissioner Malmström organised by the French employers' organisation, MEDEF, in Paris in April. In May, the

TUC submitted evidence to the EU's Sustainable Impact Assessment of TTIP, raising the negative impact the deal could have on labour standards, democratic decision-making, public services, jobs and wages.

After trade union lobbying, the Commission stated that TTIP would contain measures to enforce labour standards. At a meeting in April with the TTIP lead negotiator, Ignacio García-Bercero, the general secretary pressed for the Commission to work with unions to make these enforcement measures effective, and to address the weakness of labour rights enforcement in trade agreements such as between the EU and Korea.

The TUC also continued to campaign against the Trade in Services Agreement (TiSA) as an attempt by rich countries to bypass the World Trade Organization (WTO) and set trade rules that increase the power of multinational investors over governments and open public services up to further privatisation. The TUC developed plans for campaigning against TiSA with unions from Europe, Asia and the Americas at workshops in Geneva and in Berlin. After union lobbying, the European Parliament approved a resolution on TiSA in February which called for an exemption for public services and for enforceable labour standards.

In November, the general secretary wrote to the prime minister to request that he oppose China being granted Market Economy Status (MES) by the EU, which would make it easier for China to dump goods on the European market, a key cause of the crisis currently facing the steel industry. The general secretary also called for the UK government to stop blocking the removal of the 'lesser duty rule' which would allow higher tariffs to be levied against artificially cheap imports. In her meeting with Commissioner Malmström in February, the general secretary called for the EU not to grant China MES and for stronger trade defence measures to be developed.

The TUC pressed BIS officials attending the WTO ministerial meeting in Kenya in December to support multilateral trading rules that are inclusive and promote sustainable development. In line with the position of ITUC Africa, the TUC campaigned against the negative impact that Economic Partnership Agreements (EPA) would have on development and labour standards in African regions. In June the general secretary wrote to MEPs urging them to reject the EPA between the EU and the Southern African Development Community.

INTERNATIONAL DEVELOPMENT

The General Council's work on international development policy continued to be overseen by the International Development Group, chaired by General Council spokesperson Gail Cartmail. The group met in September, November, February and June, bringing together union international officers and friendly NGOs. It discussed matters such as trade, business and human rights and the Playfair campaign, which are covered elsewhere in this report, as well as the ITUC campaign for the inclusion in the 2030 Agenda on Sustainable Development of decent work, social protection and the reduction of inequalities between and within countries. These were among the stand-alone goals or targets integrated into the

"In May the General Secretary wrote to the UK Trade Minister, Lord Price, urging him to reject CETA and further actions are planned."

2030 Agenda adopted by the UN General Assembly in September 2015. The TUC supported the ITUC initiatives for the inclusion of the indicators developed by the International Labour Organization (ILO) to measure progress on decent work and social protection.

In October, the TUC brought to the notice of the Chancellor of the Exchequer the inadequacy of the draft provisions on labour rights in the Asian Infrastructure Investment Bank (AIIB) Environment and Social Framework, pointing out that the proposed AIIB policies were limited to the prohibition of child labour and forced labour, and that there was neither clear anti-discrimination provision nor a standard requirement concerning respect for freedom of association and right to collective bargaining in AIIB-funded projects. The TUC made a submission to the AIIB in response to the consultation and joined NGOs in lobbying the Department for International Development as well as the Treasury on the issue.

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1.9 LEARNING AND SKILLS

Over the past year, the General Council has continued to highlight the pressing need to safeguard investment in learning and skills in order to support economic recovery and widen access to learning and training. The skills policy agenda has been dominated by the government's announcement in the July 2015 Budget that an Apprenticeship levy would be introduced from April 2017 onwards to increase employer investment in workforce skills.

The TUC welcomed this, having argued for decades for the need for a stronger regulatory approach to address the low levels of investment in skills by UK employers. For example, the National Employer Skills Survey shows that a third of employers still admit to training none of their staff and a recent academic study has highlighted that employer investment in training has declined by around a half since the mid-1990s. While welcoming the levy and the aim to widen access to Apprenticeships, the TUC did caution that it would be important that quality was given as much focus as quantity and that investment in more Apprenticeships should not come at the expense of wider further education (FE) services.

The UK Commission for Employment and Skills (UKCES), which the government is winding up, advised the government on skills policy and the trade union members were Unite Assistant General Secretary Gail Cartmail, TUC General Secretary Frances O'Grady and STUC General Secretary Grahame Smith. The TUC and unionlearn are also represented on a range of other national skills bodies.

APPRENTICESHIPS AND YOUNG PEOPLE

In addition to the levy, the government announced two further measures to incentivise employers to provide more high-quality Apprenticeships and to help meet its target of three million Apprenticeship starts in the current parliament. In September it introduced new procurement regulations requiring contractors to demonstrate a clear commitment to Apprenticeships in all bids for government contracts worth more than £10m and of more than 12 months in duration. The TUC welcomed this, having lobbied government for many years for such a policy change.

The government is also stipulating through the Enterprise Act that public sector organisations with more than 250 employees will have to meet specific public sector Apprenticeship targets, with a minimum of 2.3 per cent of the workforce expected to be apprentices. The TUC responded to a government consultation on this policy reform and expressed concerns that the combined impact of the levy and the targets could, in some instances, actually hinder the growth of high-quality Apprenticeships in parts of the public sector.

The TUC supported the broad thrust of another government consultation on a provision in the Enterprise Act making it a criminal offence to misuse the term 'Apprenticeship'. The TUC also responded to a major government consultation on the design and implementation of the levy and submitted evidence to an inquiry on Apprenticeships undertaken by the Parliamentary Sub-Committee on Education and Skills.

To assist with the implementation of the levy and associated reforms designed to improve quality, the government has established a new national body, the Institute for Apprenticeships (IfA). The TUC has called on the government to ensure that the interests of apprentices and the wider workforce are given a voice on the IfA through union representation at board level.



The number of new Apprenticeships the government wants to create in the transport sector.

Kevin Rowan, Head of Organisation and Services at the TUC, was appointed to the Strategic Transport Apprenticeship Taskforce which has been established by government to support the creation of 30,000 Apprenticeships in the sector by 2020 and to increase the diversity of the workforce.

WORKFORCE SKILLS

The TUC has continued to make the case for an active role for government in promoting opportunities for all employees to develop their skills, including campaigning for adult skills' funding to be safeguarded and against any further extension of the FE student loan system. A range of stakeholders, including the TUC, welcomed the commitment in the Spending Review to grant a degree of protection for the adult FE and skills budget during the remainder of this parliament.

However, significant cuts were made to the part of this budget that funds skills bodies and as a direct result the government announced that it would cease funding for the UKCES by the end of 2016–17. The TUC continues to express concerns about the diminishing role of Sector Skills Councils due to the ending of core funding from government, especially their important role in facilitating strategic dialogue between employers and unions on key skills issues.

In 2015 the OECD published research evidencing the large numbers of employees in the UK with low attainment levels in literacy and numeracy skills and the important role that unionlearn and unions play in supporting employees to improve these particular skills. The government is currently reviewing English and maths functional skills qualifications and unionlearn has responded to various consultations, emphasising the need for these qualifications to be highly accessible to working people.

Other aspects of the work of the TUC and unionlearn on education and skills can be found in Sections Three and Four.

"The TUC supported the broad thrust of another government consultation on a provision in the Enterprise Act making it a criminal offence to misuse the term 'Apprenticeship'."

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1.10 PAY

Work in this area has been guided by Resolution 22, Pay and Collective Bargaining.

In 2015 Andy Haldane, the Bank of England's chief economist, spoke on "Labour's Share" at the TUC, with Frances O'Grady responding. He used TUC analysis to show that "Since the crisis, we have seen one of the largest and longest squeezes on wages since at least 1850".

This analysis is updated in Chart 5, confirming that workers in the UK have endured the longest and steepest decline in real earnings for a century and a half. It shows that after eight years, real earnings are still 6 per cent below the pre-crisis peak (in 2007) – and some way below any other comparable decline.

As Haldane also observed, in 2015 Britain "had a pay rise" for the first time since the crisis – with real average weekly earnings up 2.5 per cent. The increase was, however, as much due to exceptionally low inflation as it was to higher cash-wage growth. Average weekly earnings' growth increased to 2.5 per cent in 2015 from 1.3 per cent in 2014; as discussed in the economy section, CPI inflation fell to zero in 2015 from 1.5 per cent in 2014.

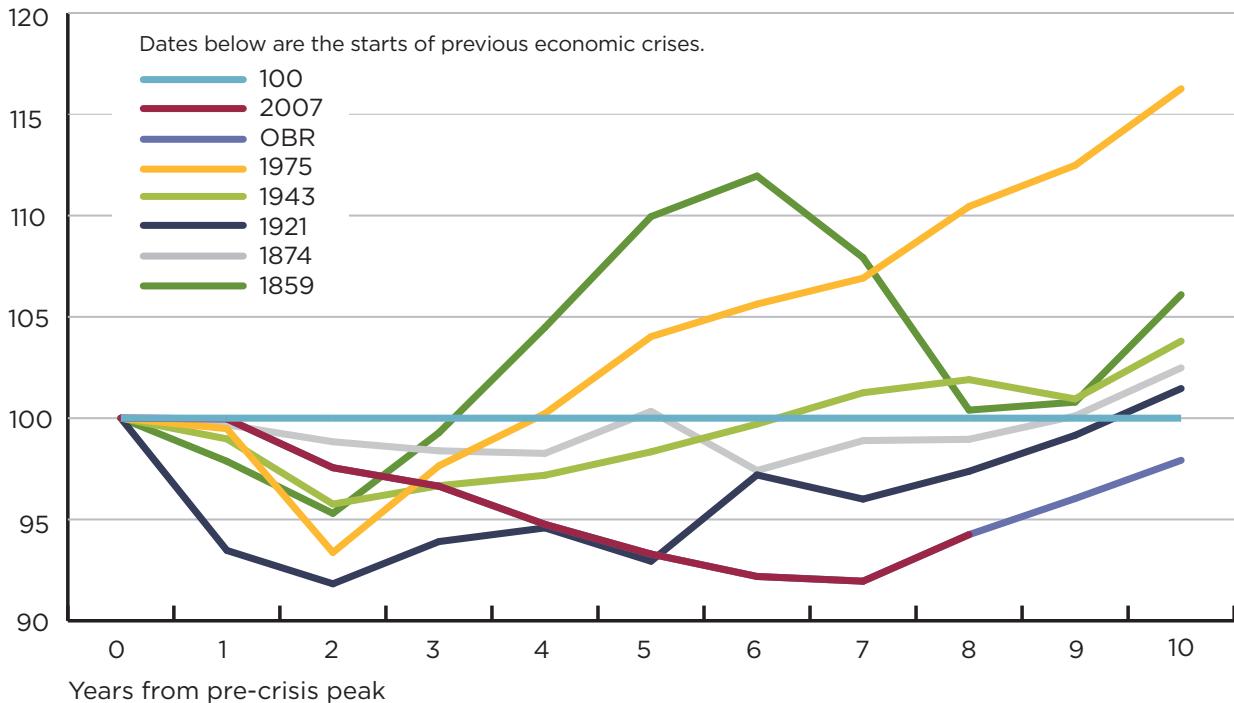
Since 2015 these gains have fallen back. Moreover, on the basis of Office for Budget Responsibility (OBR) forecasts for 2016 and 2017 as a whole, real earnings are not expected to return to their pre-crisis peak even after a decade. If this happens, it would be unprecedented in historic experience.

Separate figures on earnings by income decile produced for the Better Off In paper during the EU referendum campaign show that this decline is shared across the income distribution. While earnings declines are a little lower at the lower end of the income distribution, the impact of inflation is a little higher on that lower end. Real earnings fell to -8.1 per cent at the top (90th per centile), -7.9 per cent at the bottom (10th) and -7.4 per cent in the middle of the earnings distribution over 2008–2013.

"Real earnings are not expected to return to their pre-crisis peak even after a decade."

However, within the workforce there are other imbalances, notably between the public and private sectors (though direct comparisons should be treated with care). Through to 2012, pay growth in the public sector was a little above the private sector – as the expansionary policies of the Labour government took time to unwind. Over the last three years, pay growth in the public sector has fallen greatly (see Chart 6), as effects from the pay freeze and now pay cap have dominated. In 2015, while private-sector pay growth picked up to nearly three per cent, public-sector pay growth was only one per cent.

Facilitating wider discussion of these and many other issues, the TUC held its annual Pay Bargaining Forum at Congress House in February, in conjunction with Incomes Data Research.



Ⓐ Chart 5: Percentage variations in real earnings after previous economic crises (indices, pre-crisis peak=100)



Ⓐ Chart 6: Annual percentage growth in pay

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LOW PAY, THE NATIONAL MINIMUM WAGE AND THE LIVING WAGE

The General Council is concerned that low pay continues to blight the lives of too many working people and their families. It is also putting the next generation at risk, since 60 per cent of children living in poverty are in households where at least one adult works.

According to PAYE data, 209,000 employees are paid less than the relevant national minimum wage (NMW) rate, while six million earn less than the living wage voluntary standard of £9.40 for London and £8.20 for the rest of the UK.

The problem is compounded by fairly weak pay growth across the economy, the public-sector pay cap and the government's cuts to benefits and tax credits. Thus the situation is still an acute one, despite some notable trade union successes in raising wages and in pushing low pay onto the public agenda as an issue.

The TUC has worked to develop further the NMW, both in its media campaigns and by submitting written evidence to the Low Pay Commission (LPC) in September 2015 and presenting oral evidence in November. A number of trade unions also organised regional visits so that the LPC could hear the views of their members.

Table 1: Low Pay Commissioners 2015-16

Chair of the LPC	David Norgrove (Former Pensions Regulator)
Trade union commissioners	Kay Carberry, John Hannett, Brian Strutton
Business commissioners	Neil Carberry, Peter Donaldson, Clare Chapman
Pay expert commissioners	Prof. Sarah Brown, Prof. Richard Dickens

The NMW rates increased in October 2015 and it has already been announced that they will rise again in October 2016 – see table below.

It came as a surprise to the TUC and business leaders alike when the Chancellor of the Exchequer announced an additional minimum wage rate for those aged 25 and above in his Autumn Statement.

The General Council has long campaigned for a significant increase in the NMW, so the government's target of 60 per cent of median earnings by 2020 (currently estimated at about £9.00 per hour) warranted some welcome, even though the rates still fall short of our medium-term NMW target and the exclusion of younger workers risks leaving them behind. If the 2020 target is reached, then the number of workers covered by the NMW is predicted to double, reaching three million.

The new NMW rate for older workers, which the government has called the 'National Living Wage', was introduced in April 2017, starting at £7.20 per hour. However, the response from some employers was very negative indeed, leading to the TUC having to defend the increases, while strongly condemning those employers who unwarrantedly tried to avoid paying more by clawing back terms and conditions.

The government subsequently announced that all the NMW rates will increase together from April 2017 onwards. The TUC therefore made a further submission to the LPC in July.

The TUC has also continued to press for stronger enforcement. The NMW Enforcement Group, which brings together unions, advice agencies and the lead civil servants from BIS, the LPC and HM Revenue and Customs (HMRC), has met regularly to actively seek improvements.

Table 2: National minimum wage rates 2015-16

Age bands	October 2015	April 2016	October 2016
25 and above	£6.70	£7.20	£7.20
21-24	£6.70	£6.70	£6.95
18-20	£5.30	£5.30	£5.55
16-17*	£3.87	£3.87	£4.00
Some apprentices**	£3.30	£3.30	£3.40

*Over statutory school leaving age. **Apprentices under the age of 19 and older apprentices in first year of their course. Other apprentices are entitled to the appropriate age-based rate.

Although much still needs to be done, especially as the coverage of the NMW looks set to increase, some real progress has been made on securing the trade union agenda on enforcement. The government has been persuaded to increase the budget for advertising the NMW, hire more HMRC compliance officers, improve the regulatory guidance, increase the civil penalties for employers caught underpaying and name more of those who have been caught.

The General Council was concerned that the government's choice of name for the new NMW rate might damage support for the voluntary living wage standard. Increasing support for the living wage remains a key goal for the TUC and many unions representing low-paid workers support this campaign and incorporate it in their pay claims.

In fact, the Living Wage Foundation reports that the number of accredited living wage employers has continued to increase, doubling during the year to reach 2,600.

The TUC took part in the Living Wage Week campaign in November and has undertaken media work to build support for the living wage.

In addition, the TUC General Secretary has contributed to a project coordinated by the Resolution Foundation that aims to strengthen the methodology and governance of the living wage. The TUC is also represented on the Living Wage Foundation and the Board of Trust for London's Retail and Hospitality Living Wage Project.

1.11 PENSIONS

Over the year, the General Council's work on pensions has been guided by the principles confirmed in Composite 7, which set out the support of Congress for the vital place of occupational pensions, the welcome introduction of automatic enrolment, and the need for an improved state pension.

The TUC has continued to lead efforts to urge the government to improve on the initial success of automatic enrolment into workplace pensions by increasing coverage and contribution levels. In line with Resolution 31 on the gender pensions gap, the TUC has spearheaded efforts to highlight the unfairness of the current system for many women workers, especially those in multiple part-time jobs, whose earnings are lower than the trigger level for being automatically enrolled.

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• The TUC also supported work by the Pensions Policy Institute identifying underpensioned groups.
© Sigrid Olsson, Taxi/Getty



The focus of the TUC's Pensions Conference in February, 'Freedom Pass: Where now for workplace pensions?', was on the impact of so-called 'pensions freedom' and the development of automatic enrolment. The event, targeted at trustees and others interested in a trade union view on pensions, attracted a sizeable and influential set of speakers and delegates, including the Pensions Minister, Baroness Altmann, and former Shadow Work and Pensions Secretary Owen Smith.

The TUC gave written and oral evidence to a Work and Pensions Committee inquiry in February and March highlighting the failure of automatic enrolment to capture many women workers. We called for abolition of the earnings

threshold to bring low earners into the pension system; a long-term routemap towards adequate minimum pension contributions; and exploration of the potential for policies such as auto-escalation.

The TUC also supported work by the Pensions Policy Institute identifying underpensioned groups who were not enrolled in pension schemes or were amassing inadequate savings. The research, published in March with a launch event at Congress House, highlighted the particular problems faced by many BME groups and women.

"We called for abolition of the earnings threshold to bring low earners into the pension system."

In June the TUC published a major report entitled *Unfinished Business: building a fresh consensus on workplace pensions*. This set out the winners and losers for automatic enrolment. It called for the government to use the 2017 review of automatic enrolment to set out a long-term routemap for workplace pensions, including bringing more low earners into the system and ensuring that enough money is being saved to ensure workers have a good chance of a decent income in retirement.

In oral and written evidence to the Treasury the TUC warned that proposals for the abolition of upfront tax relief risked undermining pension saving. We made the case for flat-rate tax relief to redistribute support for saving towards low and middle earners while continuing to incentivise higher earners to stay in workplace schemes.

"In line with Composite 8, the TUC continued to oppose increases in retirement age and campaigned to highlight the challenges faced by older workers."

In the Budget, the government announced that Lifetime ISAs (LISAs), with taxpayer-funded bonuses, for saving from home purchase or retirement would be introduced in 2017. The TUC warned that this must not be a Trojan horse for future stealth cuts to pensions' tax relief. In a written submission to a Work and Pensions committee inquiry in April, the TUC cautioned that such a product might encourage some younger workers who are keen to own their own home to opt out of workplace pensions, thus leaving them without valuable employer pension contributions. It would also leave savers with a complicated set of decisions about the right savings vehicle, whether pension, LISA or other savings products, based on predictions about future tax status. This confusion could prompt many to abandon saving altogether.

In line with Resolution 30, the TUC wrote to the Secretary of State for Work and Pensions in April regarding the government's failure to implement provisions in the 2014 Pensions Act for relaxing the Pension Protection Fund (PPF) compensation cap for long-serving workers. The TUC's written submission to the Work and Pensions Select Committee's inquiry into British Home Stores and defined benefit pensions highlighted our support for the institution of the PPF while making the case for its remit to evolve to include as an objective the improvement of PPF-covered pensions.

In June, the TUC's submission to a Department for Work and Pensions consultation on proposed changes to the British Steel Pension Scheme supported the view of the National Trade Union Steel Coordinating Committee that there is a strong argument that government should back the trustees' proposal to enable them to reduce indexation to keep the scheme out of the PPF in the absence of an alternative. We stated that this should be subject to conditions including that such an initiative should only be instigated by the scheme trustees, not the sponsors, and should only come after the trustees have collected the maximum possible under employer debt provisions.

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Part of the cover of the TUC's report *Unfinished Business: building a fresh consensus on workplace pensions*.



In line with Composite 8, the TUC continued to oppose increases in retirement age and campaigned to highlight the challenges faced by older workers. In February, a TUC submission to a Work and Pensions Committee inquiry into intergenerational unfairness argued that the starting point for the Committee's enquiry should be to consider whether inequalities in the distribution of wealth between generations are as significant as those within age cohorts. The TUC has highlighted the great inequalities in the UK in both

life expectancy and healthy life expectancy. A submission to the government-initiated review of state pension age in summer 2016 highlighted the continued barriers faced by many older workers. Increasing state pension age could force many older people onto working age benefits. The TUC has also called for assistance for those women born in the 1950s who are experiencing hardship due to the acceleration of state pension equalisation.

In its efforts to defend public service pensions from further attack, the TUC has held regular meetings with the Treasury alongside representatives of affiliate unions. This has allowed the TUC to put major issues on the agenda, such as the operation of the link between normal pension and state pension age (SPA). The TUC insists that unions should be included from the outset in the process for the review of the SPA and for the process for reviewing the link between normal pension age (NPA) and SPA on a scheme-by-scheme basis. The meetings have also allowed the TUC to press for clarity on the timetable for directions and valuations and clarity on the process for engaging with unions. The cut in the discount rate, announced in the 2016 Budget, put further pressure on departmental budgets by raising employer contributions into public sector schemes.

**RESPECT
AND A
VOICE AT
WORK**



 **UNIONS**

SECTION TWO RESPECT AND A VOICE AT WORK

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2.1 INTRODUCTION

The General Council has continued to campaign for respect and a voice at work through our activity on trade union and employment rights, equality, health and safety and the international pursuit of decent jobs. The campaign against the Trade Union Bill was a central focus of the year, and efforts now turn to influencing the implementation of the Act and supporting unions to respond.



SPECIAL FEATURE TRADE UNION ACT

When Congress met in 2015, it was less than two months since the government had published its Trade Union Bill, perhaps the most significant attack on trade union rights for a generation. The bill finally received Royal Assent on 4 May 2016, becoming the Trade Union Act, and the implementation of the changes will be under way for years to come, with further opportunities to campaign for change. The Act is a draconian and unwelcome piece of legislation, but trade union campaigning and lobbying managed to secure significant concessions and delays in

many important areas. This section sets out the details of the Act, the TUC's campaign and key activity since the passage of the Act.

The Trade Union Bill published in July 2015 sought to:

- introduce statutory thresholds for strike ballots, complex balloting and notice rules and restrictions on pickets
- require public sector employers to report on facility time and create a new power for ministers to impose a statutory cap on facility time

- limit unions' political voice, through new 'opt-in' rules and reporting requirements for unions with political funds
- bolster the role of the Certification Officer (CO), creating wide-ranging new investigatory and enforcement powers, including the ability to investigate unions even though no member had complained and to impose financial penalties
- charge unions for the costs of regulation through a levy for the CO's running costs.

The government also announced plans to introduce regulations lifting the ban on the supply of agency workers during strikes.

In August 2015, the government also announced plans to ban the use of check-off arrangements for payment of union subscriptions via payroll in the public sector – without prior consultation with employers or unions.

The government's own Regulatory Policy Committee criticised the lack of adequate evidence justifying the proposals, concluding that the initial impact assessments accompanying the Bill proposals were "not fit for purpose".

In line with Composite 18 and Resolution 64 adopted at Congress 2015, the General Council launched a high-profile, multi-faceted campaign designed to defeat the government's proposals and, if that was not possible, to damage, dilute and delay them wherever possible. The campaign used the headline "protect the right to strike", a message that had been tested and proved influential with the public.

From the outset, the campaign brought together a broad coalition of stakeholders including MPs and peers from across the political spectrum, public sector employers, employers' organisations, civil liberty groups, and leading lawyers who openly criticised the Bill. The Chartered Institute for Personnel and Development labelled the measures "outdated", while Liberty, Amnesty International and the British Institute of Human Rights said the proposals represented "a major attack on civil liberties in the UK".

At the same time, briefings and materials were produced for union reps and activists to campaign in their workplaces and communities.

Human rights agencies, including the Equality and Human Rights Commission and the ILO's Committee of Experts, also expressed serious concerns that the Bill would contravene fundamental rights of UK workers. Work with these bodies was informed by Resolution 75.

Throughout the parliamentary process, the Scottish and Welsh governments also firmly opposed the Bill, with the Welsh Assembly announcing that it planned to introduce legislation disapplying key parts of the Bill in Wales.

In the House of Lords, a special cross-party select committee was established to scrutinise the government's proposals for political funds and their impact on party political funding. The committee concluded that the plans should be substantially revised, including limiting opt-in provisions to new members, removing proposals for opt-in to be renewed every five years and simplifying reporting requirements on political expenditure.

Together the verdicts of these groups formed a formidable opposition to the Bill.

SECTION TWO RESPECT AND A VOICE AT WORK

⌚ TUC President Liz Snape calls for workers' rights – Manchester, October 2015.
© TUC



Throughout the passage of the Bill the TUC provided detailed, tailored briefings to MPs and peers, responded to consultations and met with ministers, civil servants, opposition spokespeople and representatives of other political parties and crossbenchers to press our case.

A major public campaign supported the parliamentary work on the Bill. The campaign used broadcast, press and social media and events to broadcast our arguments to the widest possible audience, targeting different messages to different audiences.

The TUC-led demonstration at the October 2015 Conservative Party conference in Manchester was an early opportunity to make the voices of tens of thousands of supporters heard against the Bill.

Two further focal points for the campaign were the mass lobby of Parliament in November 2015, and heartunions week in February 2016. The mass lobby was perhaps the biggest single lobbying effort ever undertaken by the TUC, 800 trade union members lobbying MPs to make the case against the Bill, with many more joining the rally. The lobby focused on backbench Conservative MPs who, given the government's slim majority, held the key to defeating crucial aspects of the bill. On the day of the lobby the TUC launched a high-profile national poster campaign featuring union members explaining why they had taken strike action, including a midwife, firefighter and cinema worker, and held a rally in Westminster Central Hall. We collected data about the outcome of lobbying meetings to support further activity including targeted emails and further meetings with wavering MPs.

From 8 to 14 February 2016, heartunions week provided a focal point for activity to raise awareness of the positive role of trade unions and the threat posed by the Bill. During the week, events took place across the UK's nations and regions and a series of stories were placed in the national and local press. The week of action promoted the benefits of union recognition in raising health and safety standards, improving equality and increasing access to training. They continued to press for improvements to the statutory recognition scheme in line with Resolution 71.

Ultimately, the government's parliamentary majority meant that they were able to pass the Trade Union Act in May 2016. But, thanks to the General Council's lobbying and campaigning, the Act that passed in May was substantially different from the Bill put forward by the government in July 2015.

🕒 Lobbying against the Bill.
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🕒 Comedian and labour activist Eddie Izzard hosts The Big Workplace Meeting with Frances as part of heartunions week.
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In the House of Commons, the government backtracked from proposals to regulate unions' use of social media during industrial action and to introduce criminal offences in regulating pickets.

Following a number of major defeats in the House of Lords, the government abandoned proposals to ban check-off, providing that unions cover administration costs. It also agreed to weaken significantly and delay proposals to cap facility time in the public sector and to allow public authorities to justify higher levels of facility time. In another climb-down, ministers also finally accepted the proposals from the select committee on political fund rules. The government also conceded safeguards on the independence of the Certification Officer.

The General Council also secured concessions on the government's industrial action proposals, including the removal of thousands of union members in the private service sector from the 40 per cent threshold. Following substantial pressure, the government also agreed to commission an independent review into the use of electronic voting in strike ballots. The TUC will continue to be at the forefront of campaigns to influence government on the issue.

In order to support unions to respond to the changes, a series of briefings and education materials including an eNote are being published, as well as regional briefing events and coordination of union thinking on legal and industrial strategies in the face of the Act.

Unions managed to secure significant delays before many of the new rules will come into force. Nevertheless, the Act contains damaging and unnecessary restrictions on the ability of trade unions to represent their members effectively in the workplace. With further regulations and consultations still to come, there are numerous opportunities to influence the timing and nature of the Act's implementation. The General Council will continue to do all it can to protect the right to organise collectively in defence of jobs and livelihoods.

SECTION TWO RESPECT AND A VOICE AT WORK

2.2 EMPLOYMENT RIGHTS

CASUALISATION

The continuing rise of casualisation in the labour market, as highlighted in Section 1 of this report, has increased insecurity in the workplace. In line with Composite 15, the General Council has continued to expose the human costs of casualisation, including zero hours contracts (ZHCs), agency working and false self-employment.

In December 2015, the General Council responded to a consultation on employment agencies, opposing the government's plans to dilute protections for already vulnerable agency workers.

The TUC prepared briefings for parliamentary debates on regulations banning exclusivity clauses in ZHCs. The General Council expressed serious concerns that the government had failed to tackle the abuses experienced by ZHC workers, including low pay, financial insecurity and lack of basic employment rights.

The General Council also joined the ETUC in campaigning for improved rights for posted workers.

TACKLING LABOUR MARKET EXPLOITATION

In October 2015, the TUC responded to government proposals on tackling labour market exploitation, which included a new Director of Labour Market Enforcement to set strategic priorities for the enforcement agencies, and expanding the remit of the Gangmasters Licensing Authority (GLA). The TUC welcomed the prospect of greater coordination across the enforcement agencies but raised serious concerns about funding for enforcement work and the future of GLA licensing. We called for licensing to be extended to more sectors and for a duty on the new Director to engage with unions and other stakeholders.

In 2015, the government removed the right for stakeholders, including the TUC, Unite and the British Retail Consortium to nominate members to the GLA. The General Council remains concerned that the newly convened Board does not include individuals with experience of worker representation. Representatives from the TUC, Unite, the GMB and UCATT have attended the GLA Workers Liaison Group and called for the creation of a single advisory committee, comprising representatives from all key stakeholders.

BLACKLISTING

The General Council has continued to offer support and advice to affiliates in the campaign against blacklisting and for justice for the victims in accordance with Composite 16. The TUC communicated with the Pitchford Inquiry into Police Surveillance to ensure that it considered the police role in blacklisting and gave evidence on the importance of this. The TUC also unsuccessfully sought Core Participant status in the review. We continued to lobby for a full and open inquiry into blacklisting and for robust legislation to ensure protection from victimisation for trade unionists and activists.

EMPLOYMENT TRIBUNALS

During the year the TUC continued to use every opportunity to campaign for the abolition of employment tribunal fees. In November 2015, the TUC gave evidence to the Justice Select Committee, highlighting the dramatic fall in cases and the impact on access to justice since fees were introduced. In response to the committee's report in June 2016, the TUC called on the government to publish its long-delayed review of fees.

 The TUC continued to campaign for the abolition of court fees in employment tribunal cases.

© Mark Harvey

In March 2016, the TUC and CBI submitted a joint letter to the Briggs Review opposing proposals to integrate employment tribunals in England and Wales into the civil courts system. The letter emphasised the importance of maintaining an informal forum for the resolution of employment disputes overseen by specialist employment judges.

Hannah Reed continues to represent the TUC on the Employment Tribunal National User Group.

ACAS

The General Council continued to work closely with Acas. In March 2016, Mike Clancy from Prospect was appointed to the Acas Council where he joins Paul Nowak, TUC, and Sally Hunt, UCU. Mary Bousted and John Hannett left the council after serving two full terms.

2.3 EQUALITIES

WOMEN WORKERS

The General Council and the TUC Women's Committee have continued to highlight issues of gender equality in the workplace.

PREGNANCY DISCRIMINATION

In March 2016, the Equality and Human Rights Commission (EHRC) published a report which found that 77 per cent of women experience negative and potentially discriminatory treatment relating to pregnancy or maternity at work.

The report highlighted the barrier presented by tribunal fees but did not go so far as to call for the abolition of fees. Other recommendations included improved access to information and guidance for

women and employers and highlighted the role of unions in providing access to clear information. In response, unionlearn produced an online learning tool to ensure that reps and members understand rights relating to pregnancy and maternity.

Following the publication of the EHRC's report and recommendations, the Women and Equalities Select Committee launched an inquiry into pregnancy discrimination. The TUC gave oral evidence. In line with Composite 17, the TUC has worked closely with the EHRC as well as members of the Alliance Against Pregnancy Discrimination to promote the findings of the report and to campaign for better maternity rights and better access to the NHS, particularly for vulnerable women such as migrants and younger mothers.



SECTION TWO

RESPECT AND A VOICE AT WORK

WOMEN, CARING AND WORK/LIFE BALANCE

Issues relating to how women balance work and caring for children and other dependents have remained high on the agenda. New research commissioned by the TUC from the Institute for Public Policy Research (IPPR) highlighted the ongoing motherhood pay penalty. The research also suggested that the penalty was worse if mothers dropped out of paid employment or dropped down into lower-skilled, part-time work for a period after having children. It called for better access to good-quality part-time and flexible jobs, better childcare provision, and better paid leave for fathers so that childcare responsibilities are more equally shared. In furtherance of Resolution 39, the TUC has continued to highlight the particular pressures facing parents in more precarious forms of work, such as women working freelance in the creative industries, in relation to childcare, work/life balance, and entitlement to tax credits and free childcare.

GENDER PAY GAP

The 2015 Annual Survey of Hours and Earnings (ASHE) data shows that the gender pay gap for median earnings of full-time employees decreased to 9.4 per cent, from 9.6 per cent in 2014, and the gap for full-time and part-time employees combined remained unchanged at 19.2 per cent.

In its response to the government consultation on the new proposed gender pay gap reporting procedures, the TUC argued that, for the reporting process to have an impact, it must use a standard measure of the pay gap, and allow for narrative to explain gaps including a measure of the part-time pay penalty, gaps in bonuses, gaps between and within grades, and gaps by ethnicity and disability. In March 2016, the TUC submitted a response to a consultation on the draft gender pay gap reporting regulations. They were intended to come into force in October 2016 but the government has not yet responded to the consultation.

“The TUC called once again for the one per cent cap on public sector pay rises to be lifted.”

In November 2015, the Women and Equalities Select Committee launched an inquiry into the gender pay gap, particularly in relation to women over 40. In its evidence, drawing on the 2014 Age Immaterial report, the TUC noted that while progress has been made in closing the full-time gender pay gap, the part-time pay gap remains alarmingly wide. The TUC called on the government to address the wide range of issues behind women's low pay throughout the course of their working lives. Furthermore, given the high proportion of women over the age of 50 working in the public sector, the TUC used this opportunity to call once again for the one per cent cap on public sector pay rises to be lifted.

In January 2016, the TUC gave oral evidence to the Women and Equalities Select Committee on the gender pay gap.



VIOLENCE AGAINST WOMEN

In January 2016, the TUC commissioned polling on the question of sexual harassment in the workplace. The polling forms part of a suite of work on sexual harassment being carried out in collaboration with the Everyday Sexism project. The polling found that half of women had experienced some form of sexual harassment and that younger women were more likely to experience sexual harassment. The project includes a leaflet on rights and legal protections, media and social media work, a report and online materials.

The TUC has been instrumental in pushing for the ILO to develop a new standard on gender-based violence. The convention will be discussed at the 2018 International Labour Conference and a panel of experts will be set up in late 2016 to take the proposals forward.

The TUC has taken an active role in a new network on domestic violence at work set up by Canadian and Australian academics and trade unionists, building on the TUC's 2014 survey on the impact of domestic violence on women's working lives.

The TUC is also participating in an ETUC project to map union bargaining and campaigning activity relating to violence against women and to raise awareness of the issue. The inaugural meeting took place in February 2016 and a European trade union conference is being planned for the UN Day for the Elimination of Violence Against Women in November 2016.

ABORTION RIGHTS

The TUC continues to campaign for a woman's right to choose and has maintained a close working relationship with Abortion Rights as well as developing new relationships such as joining the Irish trade union campaign to repeal the 8th Amendment.

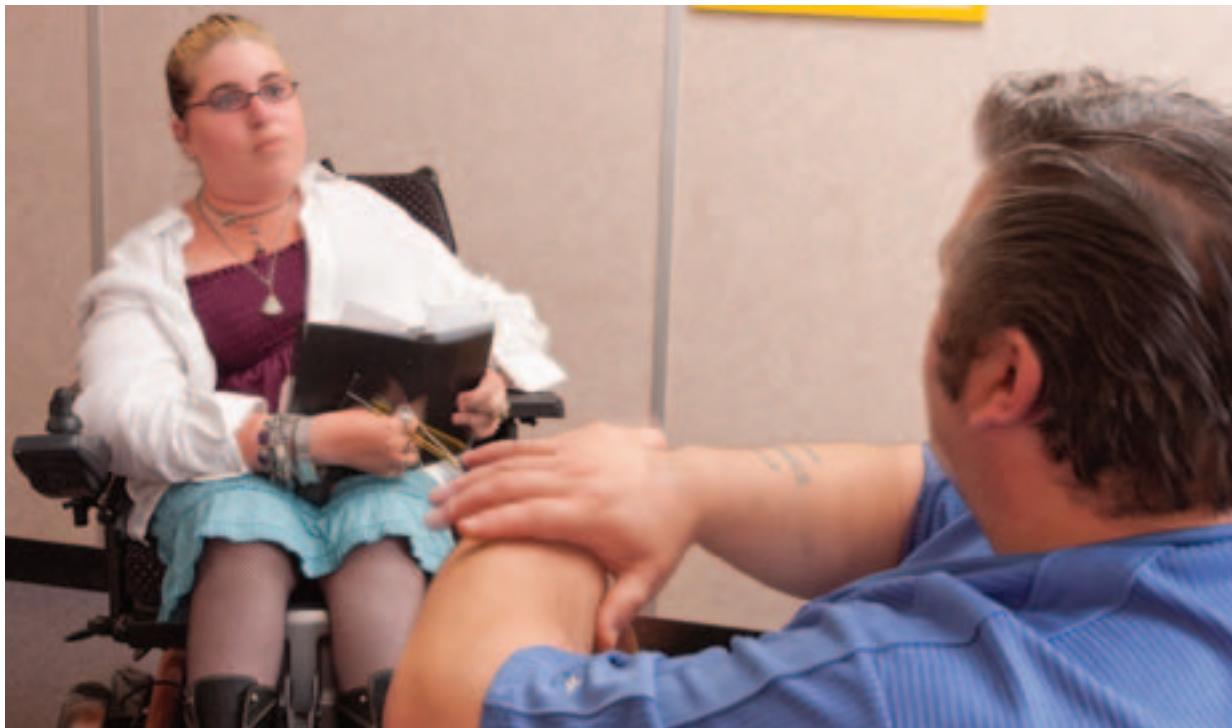
In October 2015, the TUC worked with Amnesty International and women activists in Ireland to organise an exhibition on the history of Irish women's journeys to Liverpool in order to access abortion services. The exhibition took place in Liverpool during the Liverpool Irish festival.

In October 2015 it was announced that law on abortion in Scotland would be devolved. While it is unclear what this will mean for abortion law in practice, the TUC, the STUC and Abortion Rights remain vigilant and will respond immediately to any threat to women's right to choose in Scotland.

The TUC is supporting Amnesty International's My Body, My Rights campaign for women's reproductive rights. The campaign has in particular focused on women's access to abortion in Northern Ireland and in Latin America.

SECTION TWO RESPECT AND A VOICE AT WORK

⌚ A probation officer interviews a male offender. The TUC responded to a Work and Pensions Select Committee inquiry into government aspirations to halve the disability employment gap.
© Mark Harvey



RACE EQUALITY

Throughout the year the TUC Race Relations Committee has worked on a range of race equality issues, prioritising efforts to improve the organisation and recruitment of black workers. The Race Relations Committee and TUC continued work to highlight the problems of racism in the UK by supporting and helping to co-ordinate the third annual Stand up to Racism demonstration in London commemorating the International Day for the Elimination of Racial Discrimination. The demo took place on Saturday 19 March 2016 and was well attended.

The Race Relations Committee has been working with affiliates to highlight the potential impact of the Immigration Act 2016 and the introduction of health charges for migrants on workers in the public sector, on public health and on the people facing the charges.

In pursuance of Composite 11 the TUC has brought together affiliates to explore and formulate effective guidance for trade union members on the government's Prevent strategy, along with negotiating guidance for reps to equip them to protect members in the workplace.

The TUC has also highlighted the problems that black workers have in accessing the labour market. A report published at the TUC Black Workers' Conference, *Black, Qualified and Unemployed*, revealed that levels of unemployment are higher for black workers, regardless of qualification levels. Further TUC analysis found pay gaps for black workers compared to white workers with various levels of qualifications, with the widest gap found between black and white workers with degrees.

In pursuance of Resolution 76 on stop and search, the TUC Race Relations Committee met with Stopwatch, a coalition of organisations that carries out research and policy, youth work, community engagement and legal work about the issues relating to stop and search. The meeting explored how trade unions could engage with the issue. The Race Relations Committee undertook to assist Stopwatch by promoting a survey of parents among members and by supporting education unions to work with Stopwatch on schools' teaching materials.

In the immediate aftermath of the referendum to leave the EU, there was a significant increase in incidents of racist and xenophobic hate crime. The TUC issued guidance for reps and for employers jointly with the EHRC and employers' organisations, a policy report with recommendations for government, and a joint statement with the CBI. Regional and Wales TUCs have worked with antiracism campaigns, unions and employers to expose and resist racism and show solidarity with affected communities.

DISABLED WORKERS

Resolution 41 established the framework for the activity of the TUC Disabled Workers Committee against the impact of government cuts on disabled people.

The Committee developed and championed a comprehensive "Manifesto for Disability Equality", setting out priorities for change, based on the social model of disability. The manifesto was promoted via speaking engagements and articles and shared with all TUC affiliates.

The Shadow Minister for Disabled People, Debbie Abrahams, attended the 2016 Disabled Worker's Conference as part of the Labour Party's Disability Equality Roadshow, to gather delegate views on the barriers disabled people face and the policy interventions required.

The TUC responded to a Work and Pensions Select Committee inquiry into government aspirations to halve the disability employment gap. In its response the TUC noted that cuts to benefits had made it harder for disabled people to look for work and to find and maintain good-quality jobs. The submission was coupled with an updated analysis of employment statistics confirming the failure to make progress in employment levels.

The TUC also gave evidence to a House of Lords inquiry into the impact of the Equality Act on disabled people.

The TUC published updated guidance for unions on a number of areas including invisible impairments and sickness absence for disabled people.

LESBIAN, GAY, BISEXUAL AND TRANS WORKERS

Throughout the year, the LGBT Committee led TUC campaigns on a range of LGBT issues and had a high profile at Pride events. Frances O'Grady spoke on the main stage at Pride London in June, highlighting the importance of unions campaigning for LGBT rights. The TUC was a sponsor for UK Black Pride. Pride was particularly poignant this year in light of the mass killing of LGBT people in Orlando. LGBT Conference marked the event and expressed solidarity with those affected.

The TUC developed a tool for trade unions bargaining for LGBT rights at work, which covered monitoring, recruitment and other workplace policy areas.

The TUC Alliance Against Homophobia and Transphobia in Sport launched an updated toolkit aimed at unions. The Alliance also responded to a Department for Culture, Media & Sport inquiry looking into homophobia and transphobia in sport. It highlighted that homophobia and transphobia is still prevalent and is a deterrent for LGBT and wider groups to participate in sport.

The TUC responded to the Women and Equalities Select Committee inquiry into trans equality.

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In line with Resolution 32, the campaign for survivor pensions continued with representations made to government and the opposition and briefings circulated to unions.

A paper examined LGBT people young people's experience of housing and the disproportionate impact of homelessness.

The TUC supported the launch at the 2016 TUC LGBT Conference of a digital resource celebrating LGBT history and activists, aimed primarily at education unions.

2.4 WORKERS' VOICE

The General Council has continued to make the case for strengthening workers' voice at work, drawing on Resolution 3 on positive consultation and employee engagement adopted by Congress 2015.

Evidence on how unions boost workplace productivity was included in briefings on the Trade Union Bill and in TUC responses to government consultations on the Bill, and the contribution that unions make to productivity was also recognised in heartunions week.

The TUC supported events organised by the New Economics Foundation and supported by the Friedrich-Ebert-Stiftung to promote research on the economic impact of trade unions carried out by Ozlem Onaran of the University of Greenwich. The research found that as the UK is a wage-led economy, reducing the share of national income going to wages is a drag on growth. It further argued that the relative decline in union density and collective bargaining had driven the falling wage share, and concluded that restoring union density and collective bargaining coverage to the levels of the 1980s would, by boosting the wage share, add £27.2 billion to GDP. The research was discussed at a roundtable in Brussels in March and at a breakfast event in parliament in June.

The TUC has been a member of an ETUC reflection group on workers' participation and participated in an expert workshop on workers' involvement in February. Coming out of this, the ETUC Executive Committee adopted a position paper, *Orientation for a new EU Framework on Information, Consultation and board-level Representation Rights*, at its April and June meetings. Building on a 2014 Resolution, the position paper set out further proposals for a new directive introducing a framework for information, consultation and board-level representation for all European company forms. The proposals included strengthening

the existing minimum standards for the creation and functioning of works councils and recommended that the transnational information and consultation process must be properly conducted and completed before a final decision could be taken by management. The paper also argued for a requirement for workers' board representation at all European company forms to apply regardless of whether the company had a unity or a two-tier board. Proposals on directors' duties; protection for workers' board representatives; confidentiality and the right of workers' board representatives to communicate with other union colleagues; the number or proportion of workers' board representatives; and the need for gender balance were included. The paper argued that the nomination and selection procedures for workers' board representatives must cover the entire European workforce and that workers' board representatives' mandate is to defend the long-term interests of the company as a whole, including the interests of the workforce.

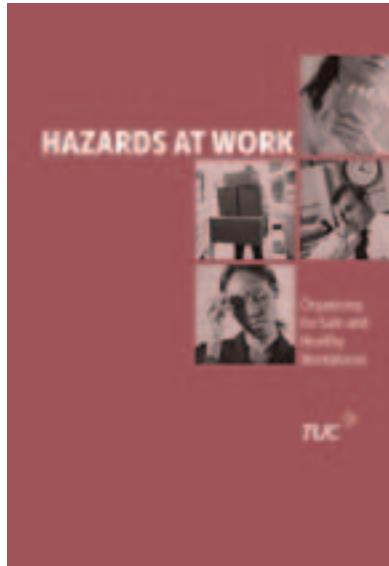
The European Works Council Recast Directive, which came into effect in June 2011, is up for review. Although the directive delivered some real gains, such as the right to training for EWC members, it nevertheless remains deficient. The ETUC is hosting a number of events to identify where the problems remain and to agree what amendments are needed among affiliates.

2.5 HEALTH AND SAFETY

Health and safety has been a major priority for the General Council during the year and it has campaigned to ensure that workers are protected through strong unions and a network of health and safety representatives, and that affiliates and activists receive information on health and safety in the most accessible and useful format. The TUC has also prioritised the development of workplace organisation on health and safety.

The TUC continued to produce weekly health and safety e-bulletin, *Risks*, throughout the year. There were also a number of new resources and guides produced during the year for use by activists.

During the passage of the Trade Union Bill through Parliament, the TUC produced a range of campaign and briefing materials on the implications for health and safety representatives and worked with external groups, such as the all-party group on occupational safety and health, to provide strong arguments against the proposals in respect of facility time for union health and safety representatives.



A core priority for the TUC was supporting the organising agenda of recruitment and workplace representation via health and safety. A new resource was produced and made available to affiliates including via regional events and the UnionReps app.

The TUC convened meetings with health and safety specialists from each of the affiliated unions on six occasions throughout the year. These were a forum to discuss developments within occupational health and safety. Speakers included the Confederal Secretary of the ETUC, the Deputy Chief Executive of the Health and Safety Executive, and Public Health England.

A new edition of the comprehensive handbook for health and safety representatives, *Hazards at Work*, was published in May 2016.

The General Council campaigned on a wide range of health and safety issues during the year. It produced a range of resources for affiliates and health and safety representatives to support these campaigns as well as using traditional and social media. It also was involved in supporting events such as Workers' Memorial Day, European Health and Safety Week, and the annual Hazards conference. Campaign activity included:

VIOLENCE

In accordance with Resolution 79 from the 2015 Congress, the TUC conducted a survey on people's experience of violence at work. A report on the issue was published. In addition, a guide and separate guidance on the reporting of violence were produced and promoted in *Hazards* magazine.

SECTION TWO RESPECT AND A VOICE AT WORK

WELL-BEING

The TUC worked with Public Health England on a number of initiatives, including supporting work on issues such as obesity, smoking, dementia and alcohol. In January 2016 a new resource was published and promoted. TUC representatives also spoke at a number of conferences on the well-being agenda. The TUC was involved in promoting the roll-out of the Fit for Work service and produced a guide and eNote to support workplace representatives in dealing with issues arising.

ASBESTOS

Following General Council approval of a TUC campaign for new legislation requiring the removal of all asbestos from workplaces and public buildings in the UK by 2035, the TUC worked with the All-Party Group on Occupational Health and Safety on a report on asbestos eradication, published in October 2015. The issue was also raised with the ETUC, which endorsed a proposal to seek a Europe-wide programme of asbestos eradication. In May 2016, the TUC published a negotiating guide for workplace representatives on how to negotiate the removal of asbestos.

STRESS

In October 2015 the European Health and Safety Week had a focus on workplace stress. The TUC published a guide on stress as part of the Week, and undertook media work to promote the issue. It met with the HSE with a view to seeking greater emphasis on the management of stress and supported a number of workplace pilot schemes in various sectors.

BULLYING

A survey of workers on bullying was conducted and the results published in November 2015. This led to a number of positive stories in the media. The TUC also published guidance on tackling bullying and harassment at work.

FLOODING

Following severe flooding in parts of the UK in December 2015 and January 2016, the TUC was requested by a number of affiliates to produce urgent advice on dealing with the issue in relation to the workplace. This was published and distributed widely to union activists in the affected areas.

“The TUC was involved in promoting the roll-out of the Fit for Work service.”

HEALTH AND SAFETY EXECUTIVE

The TUC continued to support the work of the Health and Safety Executive, but at the same time to campaign against cuts in the funding of the organisation and the reduction in enforcement and regulatory activity. The TUC was represented on the Board of the HSE by General Council member Sir Paul Kenny and, until her retirement in October 2015, Sarah Veale of the TUC. Kevin Rowan, TUC, was appointed as a board member from October 2016.

Trainees learn how to remove asbestos safely. In May, the TUC published a guide for reps on how to negotiate the removal of asbestos.

© Jim West/Alamy

INDUSTRIAL INJURIES ADVISORY COUNCIL (IIAC)

The TUC is represented on the IIAC by Karen Mitchell (RMT), Doug Russell (Usdaw), Hugh Robertson and Richard Exell (both TUC office). There were a number of reviews conducted by the Council during the year including on diesel exhaust, COPD and ionising radiation. In the 2015 Autumn Statement the Chancellor announced a review of Industrial Injuries Benefits. The four TUC nominees sought to work with the Council on ensuring that the review did not lead to cuts in benefits, or disadvantage workers in any way.

EXTERNAL BODIES

The TUC nominees sat on a range of other external bodies including the Council for Work and Health, the Faculty of Occupational Medicine, the Health and Work Advisory Board of Public Health England, the Advisory Board of the European Commission and the Board of the European Agency on Health and Safety based in Bilbao. It also continued to work closely with the Hazards Movement and other organisations in the field of occupational health and safety.



2.6 MIGRATION

The TUC continued to use social media, educational resources and events to promote progressive messages on migration that emphasise the importance of employment rights and investment in public services. These messages were developed from work with communities in Corby, Manchester and Southampton in the Migration Messaging project. The TUC profiled this work at a roundtable with Shadow Immigration Minister Keir Starmer MP in February 2016 and to unions from across Europe at the ETUC mobility, migration and inclusion committee in May.

The TUC submitted evidence to the Migration Advisory Committee (MAC) review into the skilled non-EU visa route. A meeting on the review was held in April with Sir David Metcalf, Chair of the MAC, where unions welcomed the fact nurses would remain on the Shortage Occupation List but raised concerns that the salary thresholds for non-EU workers was being raised to £30,000, which was higher than the wages of many public sector workers and was likely to increase staffing shortages, particularly in health and education.

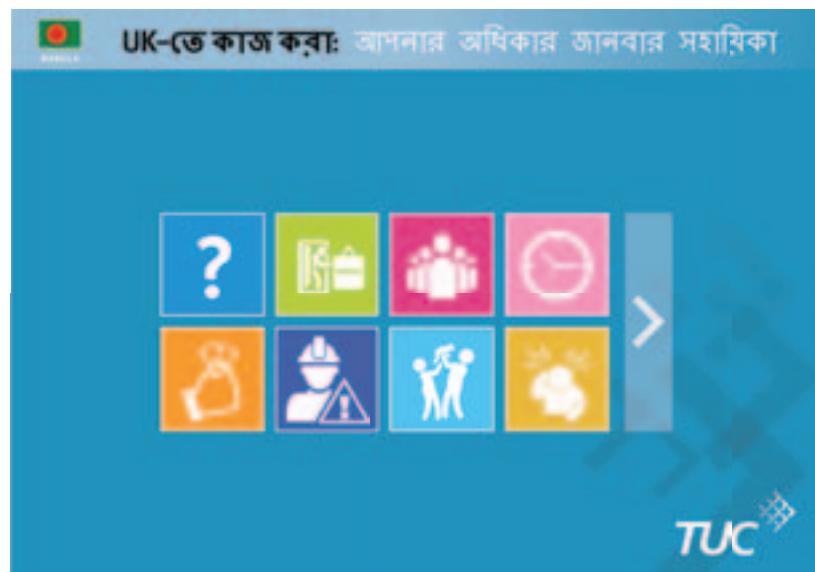
SECTION TWO RESPECT AND A VOICE AT WORK

The TUC, including the Race Relations Committee, worked with unions and NGOs to lobby against the Immigration Bill, in particular the provisions to criminalise undocumented workers and more closely link enforcement of employment regulations with immigration controls. The Bill passed into law in May 2016; however, the TUC continues to work with campaign allies to oppose its provisions.

With the support of the Ethical Trading Initiative and UNISON, the TUC extended the *Working in the UK* guide to employment rights into eight more languages: Arabic, Bangla, Gujarati, Hindi, Mandarin, Tagalog and Urdu.

The guides were promoted to union, embassy and community networks and are being used by organisers to encourage migrant workers to join unions and combat exploitation.

▼ Digital interactive guides to workers' rights in the UK are now available in 20 languages from the TUC website.



In line with the 2015 General Council statement on refugees, the TUC lobbied for the government to take an adequate number of refugees from the EU and Middle East. The TUC supported the Refugees Welcome demonstration in London in September. The TUC is a member of the refugee taskforce chaired by Yvette Cooper MP, where we have called for asylum seekers to have the right to work rather than being forced into exploitation as undocumented workers. In the aftermath of the EU referendum result the TUC called for certainty for EU migrants in the UK, and published an updated policy paper on migration issues.

"The TUC worked with unions and NGOs to lobby against the Immigration Bill."

2.7 DECENT WORK

Following Resolution 82 from the 2015 Congress on the reform of football's FIFA, the TUC continued – through the Playfair Qatar campaign – to raise awareness of the issue of the abuse of migrant workers preparing Qatar to host the 2022 World Cup. The campaign, in partnership with the Football Supporters' Federation, is preparing a day of action at football matches across the country in mid-October. A short film to promote the campaign will be released in August.

The campaign looks to support the major international union work run by the ITUC and BWI (the global building workers' union federation), who are cooperating closely on the campaign and have themselves adopted the 'Play Fair' slogan. Continued pressure on FIFA has led to some progress in adopting core labour standards as a precursor to future bids, but not yet to action on behalf of workers' rights in Qatar.

A high-level tripartite mission was sent to Qatar by the ILO and, following the visit, the country's government was told it had one year to take serious steps to end forced labour or face further action. However, at this year's International Labour Conference Qatar was again brought before the Committee on the Application of Standards (CAS), and strongly criticised for the treatment of domestic workers and for failing to prevent the sexual harassment of women.

Among other countries being examined by the CAS, on which the UK was represented by the NUT's Amanda Brown, were Guatemala, Ireland, Swaziland, Zimbabwe and Bangladesh, with the last asked to ensure that its Export Processing Zones allow Freedom of Association.

The UK was also brought to the CAS for the first time since the GCHQ case, with a string of highly critical attacks on the Trade Union Act by the ILO workers' group, including from the Zimbabwe Congress of Trade Unions. Although the ILO employers' group continues to refuse to accept that Convention 87 covers the right to strike, deep concern was expressed by the tripartite CAS over the proposed powers of the certification officer and on the legitimacy of restrictions on political funding. The UK government must respond to these concerns by November.

In the other committees, the ILO began the task of preparing a revised convention on Decent Work in the Transition from War to Peace and also reviewed the 2006 Social Justice Declaration. The TUC continues to be represented on the ILO governing body by Sam Gurney, and Stephen Russell acted as the UK worker delegate to the International Labour Conference.

The TUC continues to work with affiliates and bodies like Justice for Domestic Workers and the Ethical Trading Initiative (ETI) on modern slavery and the position of domestic workers. The government was persuaded by joint pressure from the CBI and TUC to ratify the ILO Protocol on Forced Labour, but despite a sustained campaign it has not yet reintroduced the Overseas Domestic Workers Visa. Following a commitment to parliament, James Ewins QC was asked to look into this issue and make recommendations, which the government committed itself to but reneged upon, although the right to change employers was reintroduced.

SUPPLY CHAINS

The 2016 ILO conference also dealt with Decent Work in Global Supply Chains. Although employers initially refused to admit to the existence of gaps in global governance, opposing potential standard-setting, after tense negotiations with the workers' group they eventually accepted that the ILO should be allowed to look at all appropriate mechanisms – including new standards if necessary – in order to address the 'failures at all levels' harming workers in supply chains. The process now moves on to a discussion at the next ILO governing body in November, where an expert group is to be formed to take forward the agreed action plan.

SECTION TWO

RESPECT AND A VOICE AT WORK

The TUC was heavily involved in a strategic reshaping of the ETI, the UK-based tripartite alliance of companies, trade unions and NGOs that promotes respect for workers' rights around the globe, on which Owen Tudor represents the TUC along with ITUC, IndustriALL and IUF representatives. As a result, the ETI has devoted resources to renew the focus on ensuring that freedom of association and collective bargaining are respected throughout members' supply chains. TUC Aid has also partnered with ETI to support IndustriALL's work with the textiles and garment sector in Tamil Nadu.

The TUC played an active role in the consultation to refresh the UK's National Action Plan on Business and Human Rights. After a long delay, the new plan was finally published in May. Although it failed to include much of what the consultation responses suggested, the plan maintains the government's commitment to the UN Guiding Principles on Business and Human Rights and the expectation that businesses apply them, and continues to name trade unions as international partners in the defence of human rights.

2.8 ELECTORAL REFORM

Composite 5 highlighted the disproportionate result in the 2015 General Election, where the Conservative Party gained a parliamentary majority despite being supported by only 24 per cent of the electorate, and called for a renewed trade union focus on electoral reform.

A revised and updated edition of the 2010 Touchstone Extra report, *Getting it in proportion? Trade unions and electoral reform* brings updated and new research together to help inform and engage trade unionists about the debate on electoral reform. A blog event, aimed at stimulating debate across the movement and featuring contributions from people on all sides of the debate on electoral reform, is planned to coincide with the publication of the report in summer 2016.

"The TUC played an active role in the consultation to refresh the UK's National Action Plan on Business and Human Rights."

GOOD SERVICES AND DECENT WELFARE

3



SECTION THREE

GOOD SERVICES AND DECENT WELFARE

3.1 INTRODUCTION

The General Council's work on public services has been guided by Composites 6 and 9–14, Resolutions, 26, 33–7, 52–7 and 60, and Emergency Resolutions 2 and 3 agreed at the 2015 Congress.

The last 12 months have been another difficult year for public services as government cuts continue to bite, with a considerable escalation of the funding crisis in health and social care in particular. The government remains committed to outsourcing and privatisation despite significant concerns emerging around the new probation and offender management services and further high-profile failures in the health service.

As well as ongoing pay restraint, the government has also pressed ahead with further attacks on public service workers' terms and conditions, with cuts to exit payments and proposals to curb sick pay across the public sector.

SPECIAL FEATURE

DEVOLOUTION

The General Council's work on devolution has been guided by Resolution 33 agreed at 2015 Congress and is in line with the campaign plan objective of 'making devolution work for people'. The Cities and Local Government Act received royal assent this year, including powers to impose directly elected mayors and for combined authorities to take over a wider range of public services.

Ten devolution deals have been agreed so far; however, there have been local tensions around some proposals, including in the north-east, West Yorkshire and East Anglia. Aside from Greater Manchester, most of the deals to date have looked similar, with primarily an economic development focus around infrastructure funding, local transport, planning powers, skills, business and employment support.

Greater Manchester continues to set the pace in English decentralisation and here we have seen further moves to decentralise public services, with devolved budgets now in parts of the criminal justice service as well as control over the £6bn health and social care budget.

The National Audit Office has reported that the devolution process remains opaque, with no clear statement on what the government is trying to achieve or any indication of its scale or pace. It is also noted that there was significant variation in the funding provided per head between areas and the amount of funding pales in comparison to previous forms of regional funding, such as Regional Development Authorities.

Trade union engagement with the combined authorities has been varied. The Greater Manchester combined authority has established a Workforce Engagement Board (WEB) in partnership with the North West TUC (NWTUC) as well as a forum to look specifically into health and social care. Discussions at the WEB have proved positive and as a result UCU has been invited to participate in the FE Area Based Review in Greater Manchester, and an attempt by Transport for Greater Manchester to change terms and conditions for staff at Arriva buses has been reversed.

NWTUC has also agreed to support the People's Plan in Manchester, an initiative led by an independent group of academics, think tanks and community organisations with the aim of drawing up a progressive agenda for devolution. Due to be published in February 2017, it will be used to inform the campaign around the mayoral elections.

While other similar protocols have yet to be agreed, there have been positive discussions with leaders in Liverpool and Sheffield City Regions and the West Midlands Combined Authority. In the north-east the path is more problematic. Unions, including UNISON, the GMB and Unite, joined forces with Labour MPs in the region calling on council leaders to reject the devolution deal. Northern TUC will look to develop trade union engagement as appropriate.

The TUC has staged national events bringing council leaders and civil society groups together to develop relationships and agree key principles around devolution and will look to host further events this year, including through the Public Services Forum.

At national level, the TUC held an event in York in December bringing council leaders and civil society groups together to establish relationships and agree some key principles for going forward; there will be further events this year, including a fringe event at the Labour Party conference.

The TUC is also working through unionlearn to establish a framework that can be used with combined authorities looking at the skills needs in the region, demonstrating the unionlearn offer and seeing what funding might be drawn down to support union-led learning and skills initiatives in workplaces in those regions.

3.2 PUBLIC SERVICES: HEALTH AND SOCIAL CARE, LOCAL GOVERNMENT, PRIVATISATION AND OUTSOURCING, CRIMINAL JUSTICE AND EDUCATION

Announcements made in the March 2016 Budget indicate a significant tightening of public finances toward the end of this parliament, with 2019–20 looking particularly problematic as departments outside the ‘protected’ areas of health, education, defence and international aid are asked to find a further £3.5bn of savings in that year. This adds to a back-door cut to budgets arising from changes to the discount rate which will add a further £2bn in contributions to public sector pension schemes that will also take effect in 2019–20, as well as increased National Insurance contributions of more than £2.5bn resulting from the ending of the two-tier pension scheme.

This financial cliff-edge is particularly concerning given the current state of finances across key parts of the public sector, as a result of an unprecedented and prolonged squeeze on funding. Even in so-called protected areas, finances are becoming critical.

The government came under fire for the regressive distributional impact resulting from changes to tax and benefits announced in the Budget. The TUC published research by Landman Economics which showed how public spending cuts were adding to this impact, mapping spending cuts against public service use, demonstrating that most low- and middle-income families will see a fall of about 4.5 per cent in their living standards as a result of public spending cuts, in contrast to those with the highest incomes seeing a fall of less than 1 per cent.

HEALTH AND SOCIAL CARE

NHS providers ended the financial year about £3bn in the red, with average deficits in hospitals of about £15m. This means that much of the new funding promised to the NHS will be diverted to helping it pay its debts with less going into the transformation fund set up to promote integration and new models of care. NHS efficiency targets look increasingly remote and performance metrics, from A&E waiting times to cancer care, are deteriorating. Despite the rhetoric, the government’s additional funding for the NHS announced in the 2015 spending review amounts to just a 1 per cent increase per year over the course of this parliament and, outside the NHS, other health budgets have been subject to big cuts, including in public health delivered by local authorities.

SECTION THREE GOOD SERVICES AND DECENT WELFARE

▼ Cuts to health budgets prompted the TUC, allied with other health campaigners, to produce a set of sharable graphics for social media.

The squeeze on health spending comes at a time when the government is attempting to implement its version of a "seven-day health service". In the absence of additional funding or staffing resources, this is leading to pressure on the terms and conditions of NHS staff who are being expected to do more for less, most notably to date with junior doctors, leading to the high-profile dispute which received the backing of the TUC and health unions, and which may yet also lead to pressures on non-medical staff as a result of changes to Agenda for Change that are currently under negotiation.

Meanwhile, additional funding for social care, through the ability of councils to add a 2 per cent care levy to council tax bills, is estimated to raise an extra £2bn a year by 2020, less than half the estimated funding gap. What is more, those councils with a high council tax yield are often those with lower levels of need, exacerbating inequalities between funding for social care in different areas of the country.

In line with Composite 6 and Resolutions 34, 51 and 54, the TUC ran a campaign in partnership with health campaign groups and unions to raise awareness of the impact of austerity on health and social care, with a high-profile social media campaign in the run-up to the spending review.



This work is being developed further through a partnership with the NHS Support Federation that will see new campaign resources on health funding launched in the run-up to the 2016 Autumn Statement or any emergency budget that might be announced in response to the EU referendum result.

LOCAL GOVERNMENT

Local government continues to bear the brunt of spending cuts and a profound reform of local government financing was announced in the 2016 Budget, with proposals to replace central government grants with retention of 100 per cent of business rates. While the ability for local authorities to have greater control over their locally raised revenue was welcome, there are serious concerns as to how this will be implemented in a way that does not intensify regional inequalities and provides funding to those councils with high need and low business rate revenue. The TUC commissioned research from the IPPR to look at what mechanisms might be put in place to promote fair funding and this will be used to inform our engagement with the government's consultation on the reforms due to be held in the summer of 2016.

PRIVATISATION AND OUTSOURCING

Privatisation and outsourcing of public services continues apace, with the *Financial Times* reporting that the money spent on outsourced public services doubled during the years of the Coalition. And analysis from the Health Foundation showed a 5 per cent increase in NHS funding of private providers in the year 2014–15. The government announced plans to press ahead with previously abandoned plans to privatise the Land Registry.

In line with Composites 6 and 14 and Resolutions 25, 33, 36 and 37, the TUC continued to campaign against public service outsourcing, particularly calling for more concerted action by the UK government and other EU member states to exclude public services from TTIP. In May, the TUC hosted a conference with the campaign group We Own It, bringing trade unions and campaigners together to foster ideas for more coordinated action in promoting models of public ownership.

CRIMINAL JUSTICE

The TUC has also worked with unions in the criminal justice sector, through the Speak Up for Justice campaign, to raise awareness of the impact of outsourcing on probation services, drawing on unions' survey and National Audit Office findings to highlight the lack of accountability, poor practice and workforce problems encountered in the new contracted-out offender management services. The campaign has also highlighted the impact of legal aid cuts on access to services and the escalating problems in the prison service resulting from cuts and overstretched workforces, with prison officers being increasingly subject to violence.

EDUCATION

Over the past year the TUC has worked closely with affiliated unions on policy and workforce issues relating to education in line with Composites 10–13. The TUC has continued to facilitate bi-monthly meetings of the education unions to coincide with the meetings of the Public Services Liaison Group in order to support coordination with wider public services campaigning and the TUC Campaign Plan. These meetings have focused on developing strategic support for the main campaigning issues highlighted in Congress composite motions, including opposition to further expansion of academies and free schools and continuing attacks on the terms and conditions of all workers in the education sector. The TUC has also supported campaigning on other key themes in these motions, including the education funding crisis, the effect of poverty on educational achievement, and the prevention of extremism.

SECTION THREE GOOD SERVICES AND DECENT WELFARE

In line with Composite 10, the TUC and affiliated education unions continued to campaign against forced academisation and the provisions in the Education and Adoption Act designed to intensify this policy measure. The Education White Paper – *Educational Excellence Everywhere* – marked another escalation of this policy approach through new measures that would require all state schools in England to become academies by 2022 and strip local authorities of their longstanding role in education. As well as objecting strongly to this, the TUC highlighted that the government was failing to address the real challenges facing schools, including a recruitment and retention crisis fuelled by low morale, increasing workload demands, poor pay prospects, cuts to school budgets and unnecessary and poorly implemented changes to assessment and the curriculum.

Following widespread opposition to the 'universal academisation' policy, including from several Conservative-led local authorities, the government announced a major policy U-turn in early May. This involved abandoning plans to bring about a blanket conversion and replacing this with a new twin-track policy approach involving: a renewed focus on enforced academisation for all schools in local authorities failing to meet minimum performance thresholds; and making or

enabling all schools to become academies in areas where it is clear that a local authority can no longer viably support a small number of remaining maintained schools. However, independent analyses suggest that this modified policy approach will still result in the vast majority of maintained state schools having to become academies in the coming years.

In line with Composite 12, the TUC and the education unions have campaigned against funding cuts affecting schools and the FE and HE sectors over the past year. For example, a Save Adult Education campaign was coordinated by UCU with the support of the other FE unions and the TUC to lobby government about the detrimental economic and social impacts of any further cuts to college funding. While a degree of protection for the adult FE and skills budget during the remainder of this parliament was announced in the Spending Review, the legacy of major cuts since 2010 has resulted in a greatly contracted college sector. In addition, further rationalisation is expected in the near future, with a number of college closures and mergers likely to be triggered by the ongoing Local Area Reviews. Following a meeting between the education unions and government officials earlier this year, it was agreed that unions would be awarded two seats on a national advisory group for stakeholders with an interest in the review process.

While the TUC has welcomed the increased numbers progressing into higher education in recent years, it has continued to express concerns about the development of higher education policy. The TUC response to the HE Green Paper was critical of a number of new policy proposals and a key theme of the submission was that excellent teaching, social mobility and student choice was only achievable if the workforce could be guaranteed decent working conditions and job security. However, the casualisation of the HE workforce has grown apace in recent years as a result of the increasing use of temporary-contracts working, zero-hour contracts and other unfair employment practices. The TUC response also expressed concerns that the policy intent in the green paper was predicated on driving student debt up further by allowing for future increases to tuition fees. There were also separate government announcements on this front, including the abolition of means-tested maintenance grants and the extension of student loans to postgraduate and PhD students. The TUC response to the green paper also expressed concerns about the growing marketisation of HE through the expansion of for-profit providers and the rapid decline in part-time students, especially mature students and women.

Other aspects of the work of the TUC and unionlearn on education and skills can be found in Sections One and Four.

 A university professor teaches a creative writing class.
The HE sector is being casualised at an alarming rate.
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PUBLIC SERVICE WORKFORCE

As announced in the summer budget of 2015, the Treasury intends to impose a 1 per cent cap on the public sector pay bill to the end of this parliament. With public sector employers also asked to apply pay flexibility to address recruitment and retention pressures and to meet the significant uprating of the NMW, unions have pointed out that the one per cent cap may well lead to a significant squeeze on pay awards for a large number of public sector workers in the middle.

In line with Composite 6, the TUC has been working with unions through the Public Services Liaison Group to develop and implement a public sector pay campaign that adds value to the industrial and collective bargaining objectives of affiliate unions across all parts of the public sector.

Activity will include a public-facing campaign, using public sector workers as case studies, looking at the impact of pay restraint on their lives, their workplaces and the services they provide. The TUC will work with appropriate unions to make the case for reform of Pay Review Bodies (PRB) with a view to achieving more diverse and representative membership – with an employee and trade union voice – broadening the scope of PRB remits and promoting their independence and autonomy. And the TUC will develop an evidence base of the impact of public sector pay policy on public sector workers and the wider economy, and will present that evidence in a timely and usable format that adds value to the work of public sector unions and their members.



In line with Resolution 26, the TUC has worked to oppose changes to public sector exit payments, staging a series of meetings with Treasury officials and the Chief Secretary to the Treasury with public service unions. It is expected that the Treasury proposals for a public sector-wide framework for exit payments will be published in the summer 2016.

Further proposals are also expected regarding changes to sick pay as a result of a Treasury review on managing sickness absence in the public sector. As raised in Resolution 57, the TUC will be working with unions to advocate more effective and productive ways of managing sickness absence through the promotion of healthy workplaces and the well-being of the workforce.

SECTION THREE

GOOD SERVICES AND DECENT WELFARE

PUBLIC SERVICES LIAISON GROUP

The TUC's work on public services is overseen by the Public Services Liaison Group (PSLG). The group consists of representatives from the affiliated public service unions and is chaired by Dave Prentis, General Secretary of UNISON and the General Council lead on public services.

The primary focus of the PSLG over the last 12 months has been on fair pay for public service workers, opposing attacks on exit payments and sick pay and coordinating work between public service unions on the TU Bill, particularly around the issues of facility time, check-off and ballot thresholds in the public sector.

PUBLIC SERVICES FORUM

The Public Services Forum (PSF) brings together public service unions, employers and government, and is chaired by Cabinet Office minister Matt Hancock. The PSF has met twice in the last 12 months, covering discussions on public service Apprenticeships, devolution and health and well-being. The TUC is working with the Cabinet Office to set up further talks around the impact of devolution and the promotion of workforce voice in the new governance arrangements for devolved areas. In addition, the TUC is also working through the PSF to establish a working group to bring employers and unions together to look at how public sector organisations can meet the challenging targets for public sector Apprenticeship starts set by the government, while ensuring high-quality apprenticeships, exploring scope for new Apprenticeship frameworks and safeguarding against job substitution and down-banding.

3.3 WELFARE AND POVERTY

The benefit cuts and regressive reforms of the 2010–15 Parliament have been taken further by the new government. The summer 2015 Budget announced the reduction in the benefit cap from £26,000 to £20,000 (£23,000 in London), the ending of 18–21-year-olds' entitlement to Housing Benefit and cutting Employment and Support Allowance for people in the Work-Related Activity Group for new claimants to the same level as JobSeekers Allowance, which will cost disabled people who receive this benefit £29 a week. The Chancellor plans to realise two-thirds of the planned £18.9bn spending reduction from changes to tax credits and benefits. Of this, £4bn a year will be saved by freezing benefit and tax credit rates until the next election and another £5.8 billion from cuts to tax credits and Universal Credit. These include massive reductions in tax credit income thresholds and the Universal Credit work allowance, abolition of the family element and raising the taper rate – the rate at which benefits are withdrawn as earnings rise – from 41 to 48 per cent. In October the TUC published research showing that low-paid workers would lose more from these cuts than they would gain from the national living wage and tax cuts.

Table 3: Average change in annual income in 2020 as a result of the UC cuts, the income tax changes and the ‘national living wage’, by work status and income quintile (GDP, 2015/16 prices, after housing costs)

	Overall	Not working	Working
1st (poorest)	-690	-430	-1020
2nd	-440	-160	-720
3rd	-90	-60	-110
4th	40	-10	60
5th (richest)	100	60	110
Total	-220	-170	-240

The Spending Review in November revealed that the cuts to tax credits would not go ahead – but the cuts to Universal Credit, due eventually to replace the tax credits, will still take place. The TUC published further research, showing that 31.8 million people in 10.8 million households would still see their incomes fall. Regional inequalities would also be exacerbated, as the cuts would have a harsher impact the lower a region’s average household income. “Even taking into account the effect of the government’s planned increases in the income tax personal allowance and the new ‘national living wage’, the TUC reported, these changes would substantially reduce the incomes of families at the bottom end of the income distribution and would have an even worse impact on working families than out of work families:

In July the government announced that it was to “strengthen” the Child Poverty Act by repealing the duty to report on progress towards cutting child poverty as measured by their families’ incomes. The TUC, which is an active member of the End Child Poverty (ECP) coalition, supported an ECP-led campaign to persuade Iain Duncan Smith, the Secretary of State for Work and Pensions, to reverse this decision and in January the relevant sections of the Welfare Reform and Work Bill were defeated in the House of Lords. In February the government announced that it would retain a legally binding commitment to continue to measure and publish the number of children living in families on low incomes.

In the past year the TUC has continued to be represented on the Social Security Advisory Committee by Nicola Smith. In November, the committee published an important report on the reform of bereavement benefits, recommending a more integrated service for bereaved people and emphasising the need for giving claimants more certainty about the amounts they are entitled to in Funeral Payments.

SECTION THREE GOOD SERVICES AND DECENT WELFARE

3.4 TRANSPORT

The TUC has continued to press the issues affecting passengers and unions in the transport sector, and this work included a meeting with the Secretary of State for Transport in July.

RAIL

The TUC and rail unions' Action for Rail campaign has contributed to keeping rail public ownership at the top of the political agenda. Campaigning for a national, integrated railway under public ownership remained the campaign's focus in furtherance of Resolution 36.

In accordance with Resolution 37, Action for Rail prioritised work to stop the possible break up and privatisation of Network Rail under the Shaw Review. The TUC commissioned research in support of keeping Network Rail in the public sector, and submitted a supplementary paper on governance reform, workforce issues and improving skills and diversity. The review did not recommend privatising Network Rail, but did recommend unions having an increased role in shaping the strategic vision and planning for the railways; and drawing on union expertise to improve skills and diversity. The TUC and rail unions continue to seek to influence reforms to Network Rail and are vigilant about any plans to introduce privatisation of infrastructure management.

Several days of action were organised and focused on fares, public ownership and cuts to staffing. In January, collaboration with other rail campaigners resulted in the biggest ever day of action, with actions organised at more than 200 stations leading to Action for Rail trending on Twitter.

We continued to campaign for safe, properly staffed railways – with cuts to staffing, ticket office closures, extension of driver-only operations and removal of guards being campaign priorities. In March 2016 Action for Rail organised a rally in Manchester to "Protect northern rail services and northern jobs", and during 2016 supporters took action to oppose the extension of driver-only operations and removal of guards from some Govia Thameslink Railway / Southern Trains services.

Action for Rail also continued to campaign to build opposition to the Fourth Railway Package in Europe, working with MEPs, the trade union movement in Europe and legal experts.

BUSES

The TUC and unions representing workers in the bus industry have been collaborating to influence the government's Bus Services Bill. In particular, efforts have focused on protecting workers' pay, terms, conditions and pension arrangements when bus services are re-regulated.

In accordance with Resolution 36 we have made the case to the government and opposition that bus services should be properly funded, and that all local authorities should have the powers to set up municipal bus operations, as this is the best way to provide affordable, accessible and regular bus services.

AVIATION

During the last year, the TUC has continued to support the campaign for airport expansion in the South East. Our work has been guided by Resolution 38, "Safety in UK Airspace".

TUC Deputy General Secretary Paul Nowak has regularly engaged with Let Britain Fly, one of the major campaigners for a third runway at Heathrow. In December 2015 the TUC co-signed a letter, along with Unite, the British Chambers of Commerce, London First and the Federation of Small Businesses, putting forward the case for a third runway. In June, TUC General Secretary Frances O'Grady, addressed a Let Britain Fly event on the case for a third runway at Heathrow.

TUC support for a third runway follows the report of the Airports Commission of June 2015, which recommended increased airport capacity at Heathrow. The TUC gave oral and written evidence to this commission.

4

STRONG UNIONS



SECTION FOUR

STRONG UNIONS

4.1 INTRODUCTION

Resolutions 80–82 agreed at Congress 2015 have helped to ensure that trade unions have been remarkably resilient in holding up membership levels despite ongoing pressures from public spending cuts, continuing economic dislocation in the private sector, increasing casualisation and precarious labour market conditions, and persistent pressures on trade union facility time across the economy. This section also covers the General Council's work in relation to Resolutions 61 and 78 regarding young workers and Resolution 83.

High levels of job losses in the public sector and persistent casualisation and precariousness across the economy have increased the challenge in maintaining and building trade union organisation. Nonetheless trade unions have maintained density levels in the public sector and have secured a further slight growth in private sector membership in the past year.

The further slight fall in collective bargaining coverage in the public sector reflects the extension of fragmentation across all sectors of the economy.

4.2 TRADE UNION MEMBERSHIP

The Department for Business Innovation and Skills published the latest trade union membership statistics in June. Between 2014 and 2015 the total number of trade union members increased by 36,000 to approximately 6.5 million. Union density fell slightly to 24.7 per cent. In workplaces with 50 or more employees density was 32.7 per cent.

Trade union membership in the private sector increased for the fifth consecutive year and stands at 2.7 million. Despite the increase in membership, union density among private sector employees fell to 13.9 per cent. Union membership in the public sector increased by 29,000 to 3.8 million. Density in the public sector also showed a slight increase and stood at 54.8 per cent.

Collective bargaining coverage across the economy increased slightly, to 27.9 per cent (in larger workplaces it was 38.7 per cent). Bargaining coverage in the private sector also increased to 16.1 per cent. Bargaining coverage in the public sector was 60.7 per cent.

The union wage premium in the private sector was 7 per cent and across the economy was significantly higher for women and younger workers. For women it was almost 25 per cent, for workers aged 16–24 it was 42 per cent and those aged 25–34 it was 12.8 per cent.

More than half all trade union members (55 per cent) were women and the vast majority of union members are aged 35 and over. Density among 16-to 24-year-olds was 9 per cent, among employees aged 35–49 it was 27.3 per cent and among those aged 50 and over 32.6 per cent. Less than 5 per cent of union members are aged 24 and under, while almost 40 per cent are aged 56 and over.

Union members were more likely to work in the public sector, be educated to degree level and work in professional occupations than employees overall.

Equity was one of the unions to present discussions on organising atypical workers at the Young Workers Conference.
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4.3 SUPPORTING STRONGER UNIONS

The TUC continues to provide support to unions on organising and recruitment strategy and capacity building.

The Organising Academy is run in partnership with Ruskin College, Oxford, and provides accredited training to union officers and staff. Courses include the 20-day Diploma in Organising, the 16-day Certificate in Advanced Organising and the 3-day Supporting Organising Course. Over the last year the Organising Academy delivered bespoke organising training for the NASUWT, PCS and NUT.

In addition, the TUC has the capacity to provide individual support to unions on organising and recruitment strategies. Support includes seminars and short courses on organising strategy and capacity building sessions with union executives, using the Strategic Choice Assessment Tool, which allows unions to map current organisational capacity and leverage.

Over the last 18 months we have provided support to unions including AEP, Prospect, EIS, NUT and the WGGB. Equity and BECTU presented discussions on organising atypical workers at the Young Workers Conference.



LEADING CHANGE PROGRAMME

The TUC ran a successful Leading Change programme in 2015–16 with 23 participants representing 16 unions. Recruitment for the 2016–17 programme, which will once again be run in partnership with Birkbeck College and the Harvard University Labor & Worklife Program, is under way.

“The union wage premium in the private sector was seven per cent and across the economy was significantly higher for women and younger workers.”

SECTION FOUR STRONG UNIONS

SPECIAL FEATURE YOUNG WORKERS

The Campaign Plan endorsed by Congress 2015 committed the TUC to "launch a major public facing campaign ... designed to appeal to young workers". With union membership and organisation under continuing pressure, there is a clear value in developing a collective approach to building membership organisation among young workers.

For many young workers employment is poorly paid, precarious and insecure. The vast majority of young workers are employed in the private sector, particularly hospitality and retail, as well as in smaller workplaces.

Part-time employment, often combined with study, and zero-hours contracts are likely to be a feature of young people's working lives. Perhaps because young workers' employment is precarious, they are paid less than older workers and this pay gap increased dramatically between 2009 and 2014. The introduction of a higher minimum wage for over 25s is likely to widen the pay gap between young and older workers.

In addition, in recent years we have seen the impact of the increasing 'labour-on-demand', 'Uberisation' of work which sees

hundreds of thousands of workers (many of whom are younger workers) making a living through some form of freelancing, contracting, temping or outsourcing. Technological innovation has made it easier for companies to outsource work, meaning that many companies directly employ very few staff and accept little or no responsibility for the workers delivering goods or services in their name.

Yet, despite all these issues and despite obvious concerns about insecurity and exploitation, many young people consider that they have a 'satisfactory' experience of work.¹

- Sixty-three per cent enjoy working for their organisation.
- Fifty-five per cent feel they are a valued member of their team (19 per cent not).
- Fifty-six per cent feel that their line manager supports their development and progression (48 per cent of all employees).

When asked about the factors that are most important when considering whether to apply for a job,² young workers put the following most often in their top three:

- salary: 66 per cent
- work/life balance: 52 per cent

- location: 42 per cent
- a clear path of career progression or promotion opportunities: 40 per cent
- training: 27 per cent
- reputation or prestige of the organisation: 24 per cent
- values or ethical stance of the organisation: 20 per cent
- benefits (such as holiday allowance): 18 per cent.

Getting on at work is clearly valued as well, with more than seven in ten feeling that it is important to them to progress in their career.

YOUNG PEOPLE AND UNIONS

Around 293,000 young people are members of a trade union, and this membership is relatively equally split between the public and private sector – despite the fact that more than seven times as many young people work in the private sector. That barely one in twelve young workers is a member of a union is a long-term problem for the trade union movement, with analysis of the Labour Force survey showing that workers tend to join unions early in their working career or not at all.



Young workers in unionised professions and industries do join unions. This is as true of young teachers and midwives as it is of young apprentices working in car-plants. But the general experience of working life for most young people in the private sector is going to work in a non-unionised environment; working alongside colleagues who are not members of a union; and, in all likelihood, having no direct experience of union membership or the difference a union can make in a workplace. Any new TUC initiative needs to speak directly to the interests of this group of young workers.

A FRAMEWORK FOR A NEW TUC INITIATIVE

To help address these major challenges, the 'reaching out to young workers' initiative seeks to raise the profile and appeal of trade unionism among young people and make sure that trade unionism works for young people.

i) Raise the profile and appeal of trade unionism among young people, by:

- running issue-based campaigns about work topics that matter to young workers, to position the TUC and trade union movement as closer to young workers' concerns

- providing information and signposting to young workers about issues at work, to develop a relationship and appeal to young workers
- changing how the TUC communicates to profile the voices, issues and stories of young workers and ensure that the TUC's own digital capability is fit for purpose.
- ii) Make sure trade unionism works for young people, by working with unions to:
 - develop and test a set of new models of collective organisation that are attractive for young workers in non-unionised environments and scale up those which show promise
 - identify and build organising capacity among young workers, including a development and support offer for them through the unionreps site and through offline training
 - enhance the involvement of young people in the TUC, building the capacity of young activists and showcasing and supporting the work that unions are doing to recruit young members to promote learning across unions
 - help the union movement understand and respond to the needs of young workers better, especially through digital communications.

A President's Group has been established to oversee this work, which runs alongside existing union work to organise and represent young workers across the public and private sector, and this may include profiling union campaigns and helping coordinate and support organising efforts at a sectoral level.

¹ https://d25d2506sf94s.cloudfront.net/cumulus_uploads/document/exbo9obr4i/YG-Archive-151110-BITC.pdf

² www.comres.co.uk/wp-content/uploads/2015/10/Whitbread_CBI_data-tables.pdf

SECTION FOUR

STRONG UNIONS

4.4 TUC EDUCATION

TUC Education has an unrivalled reach into Britain's workplaces to provide high-quality education and training for workplace representatives. It has been widely recognised by successive governments that it is in the interests of the economy, employers, workers and their unions that union representatives are properly trained to carry out their increasingly complex and sophisticated role.

Unions representing major public and private sector employers from across the economy send reps for training, which taken together represents a huge segment of the UK economy. In 2015, for example, reps from 2,804 private sector employers were trained by TUC Education. Almost all unions participate in the programme, which is recognised for integrity, quality and innovation.

In 2015 there was a further dip in numbers to 30,368, down 4,363 on the 2014 figure. This remains a considerable programme of training, especially as paid release is under great pressure in both the public and private sectors. In the last ten years almost 500,000 reps have been trained through TUC Education on 40,000 courses, including 35,411 union learning representatives.

The General Council wishes to record its appreciation of the significant contribution made by its tutors, whose professionalism and commitment continues to be at the heart of the programme's success.

FUNDING THE PROGRAMME

TUC Education is charged with providing a programme for all union reps with the remit of building and supporting workplace organisation. Since 2001, fees have been remitted direct to colleges, providing for a cost-effective formula which enables course fees to be met without the administrative burden of a grant. This has been a real success, ensuring that thousands of workplace reps could access quality training close to their workplaces without additional costs to unions or employers apart from the costs of paid release. During the period 2001–15 when fee remission was applied, over 677,000 union reps completed TUC courses, an outstanding contribution to UK employment relations and to building stronger unions.

TUC Education is now facing a funding crisis, brought about by a combination of factors. Despite the success of the programme, the Coalition government took the decision to remove fee remission arrangements in 2016, leaving the provision without support. The funding crisis in FE is also a major concern, with six years of cumulative cuts that saw the adult skills budget fall by 40 per cent. Further cuts to adult FE and skills are anticipated, cuts which could destroy the fabric of FE upon which the current model of TUC Education delivery depends. Area reviews and college mergers further compound uncertainties in the sector, and continued pressure on paid release and union activities make for major challenges to maintaining and delivery a core education service to affiliates.



The number of reps trained by TUC Education in the last 10 years.

In light of the severity of the impact and the potential consequences for employment relationships, as well as for important union agenda such as equalities, union learning, health and safety and employment rights, the TUC General Council was charged with developing alternative models. The Executive established a short-life working group to consider the funding, form and shape that the TUC Education officer should take over the next five years and beyond, taking account of differing skills, sectors, access to technology and learning styles.

Maintaining a network of TUC Education centres across the UK will remain a priority, but in light of the precarious funding environment, it is also critical that alternative modes of delivery, including online and blended approaches, be maximised in order to reach out to the next generation of union reps.

The TUC Executive Working Group recommendations, set out below, were approved:

- That, as an emergency stopgap measure, TUC Education approaches the Trustees of the TUC Education Trust to spend £1.4m from Trust funds, as part of this strategy, with the aim of maintaining a network of college centres from August 2016 to July 2017.
 - That TUC Education, during this transitional year, works with affiliates, tutors and partners to build a new online offer.
 - Work takes place to maximise other sources of funding support, including unionlearn funding and its capacity to offer some support for the training of union learning reps and other reps.
- "Maintaining a network of TUC Education centres across the UK will remain a priority."**
- Devolution of powers and resources to English cities could provide further opportunities for TUC Education and unionlearn and will build on talks with regional leaders on how trade union education can be supported regionally.
 - The delivery of good industrial relations has long been supported as a three-way partnership and ensuring that workplace representatives are trained and supported is a key part of this. The TUC will continue to refresh the arguments for state support for trade union education across all political parties and to press the case with government.

A business plan for TUC Education is in development.

SECTION FOUR STRONG UNIONS

TUC Education Service Statistics 2015

Table 1: Union workplace representatives: Courses 2015

Region	Union officials		Safety representatives		Specialist courses	Short courses	Totals
	Stage 1	Stage 2	Stage 1	Stage 2			
South & East	10	10	21	11	24	790	866
South West	6	4	5	5	3	69	92
West Midlands	7	4	8	4	15	219	257
East Midlands	1	2	1	1	5	40	50
Yorks & the Humber	9	9	7	4	29	310	368
North West	43	23	29	18	11	325	449
Northern	9	1	7	4	5	107	133
Wales	18	1	4	2	4	156	185
Scotland	4	4	10	8	5	187	218
Northern Ireland	11	3	10	5	46	10	85
Totals	118	61	102	62	147	2,213	2,703

Table 2: Union workplace representatives: Students 2015

Region	Union officials		Safety representatives		Specialist courses	Short courses	Totals
	Stage 1	Stage 2	Stage 1	Stage 2			
South & East	119	72	190	109	193	8,510	9,193
South West	66	35	42	43	28	854	1,068
West Midlands	90	46	99	38	140	2,801	3,214
East Midlands	5	20	17	8	46	461	557
Yorks & the Humber	86	88	80	38	296	3,341	3,929
North West	533	242	316	196	109	4,094	5,490
Northern	118	6	65	35	59	1,272	1,555
Wales	209	5	24	11	30	1,957	2,236
Scotland	29	36	101	75	55	1,829	2,125
Northern Ireland	147	34	109	71	543	97	1,001
Totals	1,402	584	1,043	624	1,499	25,216	30,368
% women	31.4	36.6	26.0	20.4	49.1	36.1	35.9

Table 3: Short course students by generic course title 2015

Generic title	Students
Industrial Relations/Collective Bargaining	7,412
Health & Safety	5,778
Induction	4,557
Equality	1,887
Information Communication Technology	1,058
Skills/Languages	948
Organising and Recruitment	847
Other*	1,482
Total	23,969

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

Table 4: TUC day release and short courses provision 1997-2015

Year	Union Officials		Health & Safety		Follow-on/ Specialist		Short Courses		Evening Classes		Totals	
	Courses	Students	Courses	Students	Courses	Students	Courses	Students	Courses	Students	Courses	Students
1997	330	3,703	456	5,740	182	1,916	1,023	11,377	263	3,115	2,254	25,851
1998	340	3,980	485	5,788	170	1,697	1,121	13,442	332	4,187	2,448	29,094
1999	345	4,102	443	5,375	194	2,029	1,287	14,801	336	4,205	2,605	30,512
2000	348	3,977	463	5,692	132	1,589	1,182	15,079	373	4,469	2,498	30,806
2001	307	3,560	430	5,264	118	1,379	1,570	19,157	282	3,111	2,707	32,471
2002	328	3,460	397	4,925	390	4,107	1,902	21,427	53	680	3,070	34,599
2003	288	3,161	404	4,502	562	5,252	2,135	23,873	85	1,058	3,474	37,846
2004	309	3,413	398	4,715	558	6,057	2,367	27,176	112	1,180	3,744	42,541
2005	279	2,917	353	4,021	487	4,800	2,954	33,561	82	1,203	4,155	46,502
2006	262	2,784	339	3,778	316	3,032	2,854	38,585	79	933	3,850	49,112
2007	268	2,667	355	3,781	359	3,730	3,097	41,085	130	1,367	4,209	52,630
2008	213	2,251	284	3,105	302	4,537	3,359	46,466	147	1,298	4,305	57,657
2009	202	2,155	294	3,120	314	3,105	4,018	48,483	155	1,458	4,983	58,321
2010	210	2,194	252	2,710	246	2,904	3,510	47,888	168	1,467	4,386	57,163
2011	188	1,969	240	2,522	213	2,148	2,847	39,758	134	1,550	3,622	47,947
2012	182	1,986	236	2,468	275	2,716	3,166	43,375	159	1,653	4,018	52,198
2013	212	2,241	211	2,216	219	2,336	2,592	35,589	144	1,374	3,378	43,756
2014	239	2,604	209	2,090	180	1,941	2,214	26,609	147	1,487	29,89	34,731
2015	179	1,986	164	1,667	147	1,499	2,085	23,969	128	1,247	2,703	30,368

SECTION FOUR STRONG UNIONS

**Table 5: Percentage take-up of places
on TUC 10-day and short courses 2015**

(Unions with 0.5 per cent and upwards of total affiliated membership)

Total affiliated membership	5,766,187
Total number of students attending TUC day-release courses	5,152
Total number of students attending TUC short courses	25,216

Union	% of total TUC membership	% take-up of TUC course places	Short courses
		10-day courses	
Unite	22.76	17.41	26.38
UNISON	21.40	13.96	16.85
GMB	10.92	13.57	9.95
USDAW	7.54	2.39	14.50
NUT	5.76	0.02	0.25
NASUWT	5.08	0.02	3.41
PCS	4.01	5.60	4.64
CWU	3.42	1.36	7.16
ATL	2.22	0.10	0.02
Prospect	2.00	0.83	0.45
UCU	1.87	0.85	2.57
RMT	1.43	3.32	3.55
UCATT	1.06	0.97	0.70
EIS	0.93	0.14	0.50
CSP	0.69	0.29	0.74
Equity	0.68	0.19	0.02
FBU	0.66	1.30	1.77
Community	0.55	1.24	0.84
MU	0.53	0.23	0.05
POA	0.52	0.76	0.38
RCM	0.52	0.00	0.01
NAHT	0.51	0.01	0.00

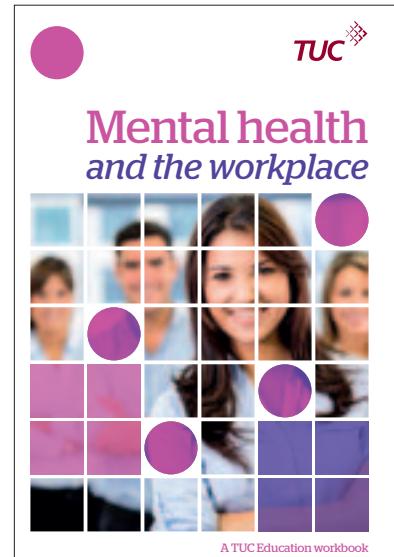
TUC EDUCATION ONLINE

Key to implementing the TUC Education strategy during 2016–17 is the unionlearn Transforming Open Online Learn project, funded with the support of the UFI Charitable Trust, which is developing innovative approaches to learning delivery. The key objective is to provide representatives with an accessible and flexible online learning programme that supports them in performing their role effectively. The design and development of an open, online web-hosted version of core training programmes for union representatives will be available for wholly online self-paced study, for tutor-led blended courses and to enhance the delivery of traditional classroom programmes. Maximising the online offer in this way will mean that TUC Education can deliver to potentially tens of thousands of union representatives who will be able to access courses via computers, tablets or mobile phones, getting to workforces we do not currently reach and to the next generation of union reps.

The Union Reps Stage 1 course will be piloted in autumn 2016 and will be supported through a national campaign to drive up usage of the new materials; TUC Education staff will be trained in developing the courses to ensure sustainability of the offer, and support for FE tutors is included within the project and will result in their greater use of e-learning. Courses will be accessed through the enhanced TUC Education learner management system website and virtual learning environment. The website also hosts eNotes, web-based updates, on issues such as mentoring, pregnancy and maternity discrimination, migration, supporting apprentices, domestic violence and Universal Credit www.tuceducation.org.uk

UNION PROFESSIONAL DEVELOPMENT PROGRAMME

This year, the Union Professional Development Programme, through TUC Education, trained 667 union officials, combining more flexible learning options with traditional classroom-based events. Programmes include Employment Law, Project Management, Using Social Media and Mental Health at Work.



The twelfth annual Women Officers' Summer School is designed to help develop the next generation of women trade union leaders and has established itself as a unique opportunity. Fourteen women from across the trade union movement attended in 2016.

INTERNATIONAL AND EUROPEAN PARTNERSHIPS

TUC Education continues to be involved in transnational work reflecting TUC priorities. Tutors teach extensively on courses organised through the European Trade Union Institute (ETUI). The TUC is represented on the ETUI Education Committee by Liz Rees.

SECTION FOUR STRONG UNIONS

TUC Education has a longstanding relationship with the United Nations staff associations and delivered training to the UNAIDS Executive Committee during 2016. The TUC Education European Information project publishes a quarterly journal, *The European Review*.

TUC EDUCATIONAL TRUST

The TUC Educational Trust supports trade union education through:

- ▶ Bursaries for students at Ruskin College, Coleg Harlech, Newbattle Abbey and Northern College
- ▶ Supporting the Clive Jenkins European Study Bursaries
- ▶ Supporting programmes at Keele University
- ▶ Women Officers' Summer School Bursaries (with the support of the Mary Macarthur Trust).

UNIONLEARN

Over the past year, union learning has continued to add value to union membership and individual unions have successfully delivered on this agenda with the support of the Union Learning Fund (ULF) and unionlearn. There have been some major challenges, with further cuts to government funding for ULF and unionlearn. In spite of this, nearly 220,000

learners were supported via the union route in the year to March 2016. In line with Resolution 50, the TUC has made representations to the government about funding levels and the limitations of a one-year funding programme.

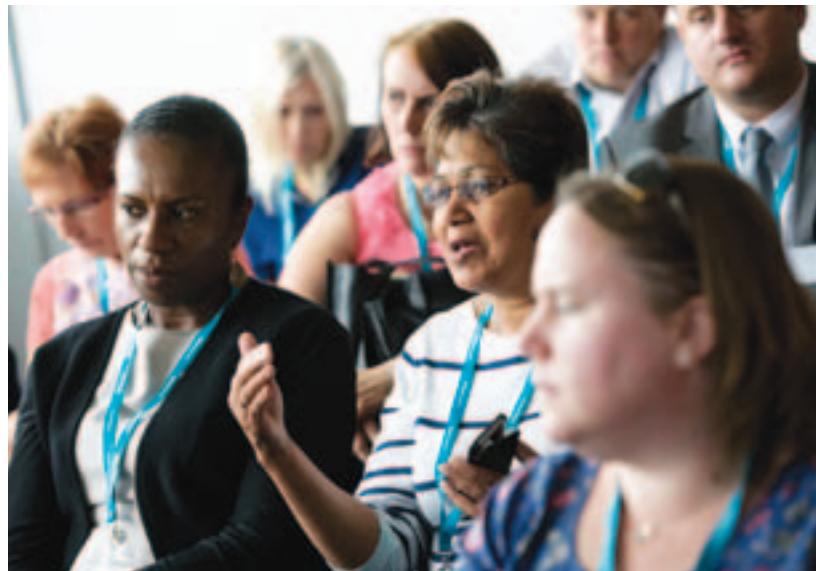
UNION LEARNING FUND

In the year to March 2016, unionlearn supported a total of 218,000 learners via the union route. ULF projects account for 83 per cent of this total and once again exceeded expectations by supporting more than 180,000 learners, which was nearly 25 per cent more than the targets set in their operational plans. The learning and training delivered by ULF projects is diverse, including 23,000 English and maths learners; 32,000 ICT learners; 30,000 people undertaking continuing professional development courses; and 42,000 people engaged in informal adult community learning. The number of union learning reps trained through TUC Education was 3,100 in 2015–16.

Unionlearn is responsible for managing the ULF projects, including the annual assessment and award of bids, regular project monitoring, and a range of direct support activities for unions. Over the past year, 33 ULF projects received funding of £12m. Unionlearn also supports union learning through a range of other initiatives, including:

- ▶ support for unions provided through the work undertaken by unionlearn staff based in TUC regional offices
- ▶ a project to help unions engage in, and promote, high-quality Apprenticeships, Traineeships and work experience
- ▶ the union learning Climbing Frame, a free website developed for ULRs to help support learners, with 6,700 registered users
- ▶ the Mid-Life Career Review project, which is supporting ULRs to help individuals review their life and career plans
- ▶ a Technician Pathways project, funded by the Gatsby Foundation, which is supporting progression for the technician workforce
- ▶ a project to support ULRs to develop pathways to higher learning for union learners
- ▶ support and briefing for union representatives on a range of skills bodies
- ▶ the unionlearn Quality Award for colleges and providers
- ▶ two major skills research projects funded by the European Commission – one on Apprenticeships and one looking at the role of union reps in the chemical and manufacturing sectors.

 **Delegates at unionlearn's conference 2016.**
© Jess Hurd/reportdigital.co.uk



Unionlearn periodically commissions independent evaluations of the ULF and unionlearn and one of the largest evaluations to date has been undertaken over the last 12 months by Leeds and Exeter universities. The key findings highlight the wide-ranging benefits of this agenda, including that employees regularly engaging in union learning are more likely to receive a pay rise or promotion. Union learning also provides a direct boost to union membership, evidenced by the finding that 43 per cent of non-union members that undertook union learning through ULF subsequently joined a union. The evaluation also pins down wider economic returns from ULF, including that for every £1 of ULF money:

- Learners get £6.70 in higher wages and/or better job prospects.
- Employers get £3.90 in increased skills and/or productivity.
- The return to the Exchequer from increased tax is £13.14.

Other aspects of the work of the TUC and unionlearn on education and skills can be found in Sections One and Three. Unionlearn produces a separate annual report on its activities that is available at www.unionlearn.org.uk.

4.5 TRADES COUNCILS AND THE TUCJCC

The Trades Union Councils Joint Consultative Committee (TUCJCC) welcomed Congress's decision (Resolution 83) to enable a trades council delegate to move the motion from their Conference from 2016. The TUCJCC met five times during the year and produced a short film showing trades councils' campaigns against austerity and supporting Action for Rail. The film, shown at a Congress fringe event, was circulated to trades union councils and posted on the Unions in the Community website.

TUCJCC ensured a high turnout from trades councils and community activists at the TUC national demonstration against the Trade Union Bill in Manchester on 4 October. TUCJCC also made reserved funds available to assist with transport costs to both the demonstration and the mass rally and lobby of Parliament on 2 November. Trades councils were also encouraged to organise local campaigning and events and to lobby local MPs.

The TUCJCC welcomed the TUC's heartunions initiative and worked in the regions to get trades councils involved in the two main focuses of the campaign week, workplace meetings and public/community events.

SECTION FOUR STRONG UNIONS

The TUCJCC considered trades council representation at TUC regional level. The 2016 trades union council conference in Sheffield discussed a TUCJCC document and the matter will be ongoing for the committee, which also looked at working closer with the National Consultative Committee of Unemployed Workers Centres (NCCUWC).

The TUCJCC and regional lay reps have supported and promoted a Welfare Charter agreed at an Unemployed Workers Centres conference.

TUC UNEMPLOYED WORKERS CENTRES

TUC Unemployed Workers Centres continued their activities under severe financial difficulties. This year saw the closure of the Mansfield centre but a new centre was opened at Tredegar on 8 March supported by Merthyr Tydfil trades council. Centres continue to secure funding from the Big Lottery and similar bodies co-funded through the European Social Fund and are able to expand their services.

The NCCUWC has been promoting a Welfare Charter during the year. The NCCUWC also ensures that it has a stall at trade union annual conferences, asking unions to encourage branches to support UWCs as well as the charter.

The NCCUWC has supported union campaigns against the employment practices of Sports Direct and the use of agencies.

The NCCUWC supported the Benefits Sanction Day of Action on 9 March by PCS and Unite outside more than 100 job centres across the country. A number of activities were held across the country including at Shirebrook Sports Direct, Leicester, south-east London and 20 events across the North West with leafleting etc. The demonstration in Tredegar was filmed and reported by BBC Wales. An event in Sunderland yielded a number of good case studies.

The NCCUWC has encouraged emerging unemployed workers groups to ensure that there is trade council or trade union link with the groups. The NCCUWC makes grants available to TUC UWCs from the National Appeal for Unemployed Workers Centres.

4.6 GLOBAL UNION ORGANISATIONS

ITUC: Frances O'Grady and General Council international spokesperson Sally Hunt continue to represent the TUC on the General Council of the ITUC and Frances O'Grady is on the Executive Bureau. Both bodies met in Sao Paulo, Brazil, in October, addressing human and trade union rights and global economy issues, and a virtual executive bureau was held in April, mostly concentrating on financial issues. The TUC continued to play a major part in the ITUC's work, covered elsewhere in the report.

ETUC: The ETUC held its 13th Congress in Paris in October, electing a new secretariat, with Luca Visentini as general secretary and Esther Lynch as confederal secretary – both promoted by the TUC. TUC representatives on the ETUC Executive Committee are Frances O'Grady, Steve Turner, Sally Hunt and Dave Prentis. Frances O'Grady is also a member of the ETUC Steering Committee. The Pan-European Regional Council executive committee met in March, with Steve Turner, Sally Hunt and Frances O'Grady the TUC representatives. In November, Gloria Mills became President of the ETUC Women's Committee. The TUC European Network brings together union officers responsible for European issues and, extended to other relevant union officers, met five times (in October, January, March, May and July) focusing on the EU referendum, trade negotiations

and the proposed European Pillar for Social Rights. The TUC is also represented on the EU Economic and Social Committee by Nick Crook, Brian Curtis, Diane Kelly, Martin Mayer, Judy McKnight (convenor), Amarjite Singh, Agnes Tolmie and Kathleen Walker-Shaw.

TUAC: Owen Tudor and Sean Bamford respectively attended the two plenary and administrative meetings of the Trade Union Advisory Committee (TUAC) of the OECD. Staff attended other committees, including the Economic Policy Committee and the Investment Committee which deals with the OECD Guidelines for Multinational Enterprises. In June the General Secretary spoke at the OECD Forum "Productivity and Inclusive Growth". TUAC has argued that Colombia should not join the OECD until the Colombian government protects trade unionists and others, and we have protested repeatedly at the Korean government's refusal to implement its obligations to respect trade union freedom.

CTUG: The TUC remains an active member of the Commonwealth Trade Union Group (CTUG). Christine Blower, Sally Hunt and Bandula Kothalawala attended the Commonwealth People's Forum in Malta in November as part of the CTUG delegation ahead of the Commonwealth Heads of Government Meeting. TUC delegates called for social protection floors in the Commonwealth (along with a global fund

for their introduction in the least developed countries). They also supported the protection of LGBT rights and emphasised the special role teachers had to play in raising awareness. Stephen Russell and Owen Tudor took part in the CTUG annual meeting in Geneva in June.

4.7 GLOBAL SOLIDARITY

TUC delegations visited Japan and Palestine. In December, Gail Cartmail, Liz Snape, Paul Nowak and Rosa Crawford visited Tokyo for a TUC-RENGO bilateral meeting covering the gender wage gap, organising vulnerable workers, threats to the right to strike, worker education and labour standards in supply chains. A joint ETUC-RENGO statement on the EU-Japan trade agreement was discussed and the delegation visited workplaces to see union action against gender discrimination. Following a resolution from the 2012 Congress, a delegation to Palestine and Israel in February with Christine Blower, Sally Hunt, Paul Nowak, Hugh Lanning (Chair of the Palestinian Solidarity Campaign) and Sean Bamford replaced an attempt to visit Gaza. After meeting the Palestine General Federation of Trade Unions, Histadrut and Kav LaOved, a TUC report was published in July, and the TUC has taken up many of the issues raised with the government, and a visit by the Lajee Community Centre children's group has been arranged also for July.

In accordance with Emergency Resolution 1 on Colombia, the TUC continued to support Justice for Colombia and sought union backing for the organisation's vital work on defending the trade union movement there and supporting the peace process. The TUC joined Amnesty International in demanding the dismantling of paramilitary groups in October, and protested against continued killings of trade unionists in April.

The TUC called on MPs to find a better way to address the Syria conflict ahead of the vote on military action in December, and sent messages of solidarity to French, Belgian and American unions after the terrorist attacks in Paris in November, in Brussels in March, and in Orlando in June. The TUC protested against murderous attacks on trade unionists in Guatemala, Libya, Somalia, Turkey (including the bombing of a trade union peace demonstration in December and the death of a May Day protester) and against attacks on trade union demonstrations in Indonesia over minimum wages, transport workers in Korea and Paraguay, and public sector workers in Swaziland.

SECTION FOUR STRONG UNIONS

Andy Hall, a British-born worker and migrant rights activist, has suffered at the hands of the Thai authorities and is being supported by the TUC.
© Narong Sangnak/EPA



Embassies were contacted about restrictions on human rights on Human Rights Day in December, as well as in China over arrests of labour rights activists, the Dominican Republic (where babies were stripped of citizenship), Iran and Turkey for attacks on teachers, and Morocco over Saharawi activists in prison. The TUC called for UK support for ILO action on union rights in Fiji and Qatar, and urged action to improve the rights of garment workers in global supply chains in Bangladesh (especially on the third anniversary of the Rana Plaza disaster), Burma and Cambodia, where new labour laws were considered to be outside ILO norms. Protests to the Thai authorities over the continued judicial harassment

of Andy Hall, a British-born worker and migrant rights activist, were made in October, January and May.

The TUC showed solidarity with unions in Brazil over the legislative coup against President Dilma Rousseff and the attempts to roll back social and economic progress, working with Brazilian socialists in London. The General Secretary signed a global union letter of solidarity in April, and the TUC condemned the new government as illegitimate in May, after ITUC President Joao Felicio briefed union officers and Sally Hunt handed in a letter of protest to the Brazilian embassy. The TUC condemned attempts to roll back the

revolution in Venezuela, and in November the TUC welcomed the victory of the Miami 5 in obtaining visas to visit Britain: they addressed the Tolpuddle Rally in July.

The TUC welcomed the Nobel Peace Prize awarded in October to a consortium of Tunisian civil society led by the UGTT union confederation, as well as victories for Volkswagen workers in Chattanooga in the USA in December and the Airbus 8 strikers in Spain in February. We helped to promote crowd-funding for a film on the contribution made to the overthrow of apartheid in South Africa by the London Recruits. Bahraini teacher union leader Mahdi was released in April, and Iranian union leader Jafar Azaimzadeh in July after campaigns in which the TUC had taken a leading role along with Amnesty International. Underground union activity in Qatar was supported, and the TUC sent solidarity to Greek unions striking against pension reforms in November. The action of the new Canadian government to reverse anti-union laws was also welcomed.

4.8 TUC AID

TUC Aid is the TUC's charitable arm for international development and development cooperation. Trustees are Gail Cartmail (Chair), Owen Tudor (Secretary), Sheila Bearcroft, Sue Ferns, Sally Hunt, Frances O'Grady, Chris Tansley and Fiona Wilson. The Trustees met in December, April and July. Projects under way or initiated during the year include:

- a three-year grant to help implement an employment support programme for disabled workers in Ethiopia in collaboration with the Confederation of Ethiopian Trade Unions (CETU) building on the successes of similar initiatives in east Africa run by Disability Aid Abroad. It will also provide specialised training in disability rights for CETU officials to improve employment prospects of disabled people
- follow-up training for women workers in the National Garment Workers' Federation (NGWF) in Bangladesh on negotiating skills and trade union rights and a programme on just transition with the Bangladesh Occupational Health, Safety and Environment foundation
- the restoration of the Beit Lahia plant nursery, damaged by the Israeli bombings in Gaza
- the engagement of a trade union coordinator to implement an Ethical Trading Initiative programme aimed at improving the working conditions of women in the textile sector in Tamil Nadu, south India
- in Vietnam, a survey on workers' ability to have access to mechanisms to engage management on health and safety issues in wooden furniture factories around Ho Chi Minh City
- a visit by Noé Ramirez, general secretary of the Guatemalan banana workers' union SITRABI, in November to brief affiliates on the trade union situation in Guatemala and the impact of training in negotiating skills funded by TUC Aid, especially the signing of new collective bargaining agreements
- in Nicaragua, a project Promoting Women's Leadership and Participation in Unions implemented through the Confederation of Self-Employed Workers.

4.9 WALES AND THE REGIONS

Campaigning activity in Wales and the regions has supported and developed national TUC priorities, as well as pursuing specific regional initiatives where relevant.

The Dying to Work campaign which began with the GMB has continued to gain traction, with employers supporting voluntary arrangements to protect workers with terminal illness. The campaign is urging companies – large and small – to adopt the Dying to Work voluntary charter. Due to the bargaining of the GMB the energy giant EOn became the first company in the UK to sign up to the charter, with AB Produce following suit, while RMT's bargaining has resulted in the Isle of Man Steam Packet also signing.

To assist union representatives in taking the campaign into every workplace, a negotiators' guide has also been produced.

In March, *Guardian* columnist and writer Polly Toynbee delivered the second Mary Macarthur Lecture in the Black Country. This lecture was initiated to provide space for debate on issues facing women in the world of work and wider society.

SECTION FOUR STRONG UNIONS

There are many workers who are Polish or Portuguese working in the east of England within the remit of the Southern & Eastern Region (SER). Most work in agriculture, food processing, transport, the health sector or care work. SERTUC is working with sister confederations CGTP of Portugal and OPZZ of Poland on an 18-month organising project, funded by the European Commission.

The project focuses on both the trade union organisation of these workers and their integration into the local communities. Working with relevant trade unions, SERTUC has organised a series of workshops across the east of England, with a focus on ensuring basic rights are achieved, moving forward to increasing trade union density and effective collective bargaining.

In the course of the last year, South West TUC has published *West Country Workers* about the Trade Union Bill, featuring contributions from Baroness Jan Royall, Plymouth City Council leader Tudor Evans, the Bishop of Bristol, legal analysis from Thompsons' Solicitors, Amnesty International, Liberty, the British Institute of Human Rights, students and, of course, workers themselves. It is available to download at www.tuc.org.uk/aforceforgood.

The harsh realities of life for exploited migrants was highlighted by Kate Garbers, Chief Executive of Unseen, when she spoke to the South West TUC regional council. Her organisation has led the campaign against 'modern slavery' in the region and has won praise for its innovative work in Bristol in providing safe havens for those fleeing traffickers.

The South West TUC works with the South West Migration Partnership in helping welcome refugees, especially those fleeing the Syrian war. The number of families coming to the region will be very small but they will have faced the horror of their homes being destroyed, people around them killed and injured and the mental trauma of conflict. Union reps are keen to offer a welcome and solidarity when they seek work.

The Women's Committee of the South West TUC has had another busy year and continues to enjoy strong support. It organised a well-attended conference to consider issues around women into STEM. Delegates heard how union learning helps support apprenticeships and initiatives to persuade girls in schools to recognise the potential of careers in these sectors.

Wales TUC has had a major influence on the economic and political arena through the Better Jobs, Closer to Home campaign.

Yorkshire and Humber TUC have been leading the industrial campaign for Carbon Capture and Storage programmes in the region, lobbying locally, nationally and at the European level.

The Better Health and Work programme in the Northern Region has this year reached more than 300 workplaces, nearly 200,000 employees, and continues to demonstrate the added value of trade unions in tackling major issues and challenges at work.

The North West TUC has been instrumental in ensuring the trade union voice is heard by securing the first devolution protocol in England with the Greater Manchester Combined Authority agreement.

All TUC regions and Wales TUC have continued to support TUC and union campaigns, including the Fast Food Campaign along with the Young Workers Forum and played a key role in heartunions week.

5

TUC
ADMINISTRATION



SECTION FIVE

TUC ADMINISTRATION

SPECIAL FEATURE

DEVELOPING

THE TUC

Over the last year the TUC has been continuing to look at our own organisation to ensure that we can meet all the external challenges we face, while maintaining our finances on a secure footing and ensuring that the TUC remains a great place to work so that we can attract and retain the staff needed to deliver on the objectives set by Congress.

ORGANISATIONAL REVIEW UPDATE

In 2016 we commissioned Rob Clarke – former head of organisation, policy and reward at the London 2012 Olympic Games – to conduct a short assessment of developments since his 2013 organisational review.

Following extensive discussions and research, Rob's headline findings were that the TUC had made significant progress since the 2013 review, while retaining and building on the many strengths of the TUC.

Following the review the TUC's management team agreed a number of key steps to help the organisation meet the issues highlighted in the assessment.

PERSONNEL, STAFFING, LEARNING AND DEVELOPMENT

Overall the TUC has seen a substantial decrease in staff numbers over the last year, due in large part to the significant reduction in funding for unionlearn. We have been working to adjust our mix of staff and have increased the number of policy and campaign support officers – staff who are in the front line of external-facing work.

Our new performance management system for staff is now into its second year of operation and we have been working to ensure that resulting learning and development requests are taken forward. In particular the last year has seen a high take-up of training on social media and other campaigning skills.

Also following recommendations in Rob Clarke's initial report, we have developed an internal development programme for TUC staff with a series of taught modules linked to an external development opportunity. Ten staff took part this year and we will be running the programme again in 2017.

During 2016 we are moving to a new HR and payroll system which will improve our backroom operations.

CONGRESS HOUSE

Second only to our staff, Congress House is the TUC's biggest asset and we have a duty to the wider movement to make the best possible use of this resource. We have undertaken a major space planning exercise designed to look at how we can make the best use of this space, both to provide effective working areas for the TUC and to generate increased income from tenants. As a result of this exercise the TUC is moving to a smaller, but better fitted out, footprint within the building. There has been an extensive programme of consultation with staff and we are working to three basic principles for the project:

- a modern, fit-for-purpose office
- inspiring pride in the TUC
- enabling better communication.

We are continuing to work on designs for redeveloping the Bainbridge House side of the building in order to generate increased rental income and work will begin in 2017.

CONGRESS CENTRE

Congress Centre continues to be a valued venue for events for the TUC and affiliates, and a source of income as we welcome external organisations to its events, conference and meeting facilities. Last year was challenging, as the venue experienced difficulties attracting custom due to the building works associated with the new roof, and market conditions were tough. This year, the signs are looking better: Congress Centre has exceeded its targets for the first half of 2016. We have delivered a wide variety of events and we continue to receive great feedback. Going forward, we are commissioning an external review to assess better the future conference and events market and what more we can do to market effectively and maximise value from the Congress Centre facilities.

IT STRATEGY

Building on innovations such as video-conferencing to reduce travel time and costs, work is under way on the development of a TUC-wide IT strategy with a renewed focus on the opportunities provided by the use of digital and other tech to deliver on our main objectives.

INFORMATION SERVICES

Our information services section has been at the heart of a series of initiatives to improve TUC organisation including improving our support for enquirers wanting to join a union; data protection training for all staff; professionally archiving records from the 1990s, which have now been sent to the Modern Records Centre at the University of Warwick; internal staff communications have been revamped; and a major project is ongoing to improve our contact databases.

5.1 AFFILIATIONS AND MERGERS

NACODS disaffiliated from the TUC in June 2015, following transition from an independent trade union to an industry association.

5.2 CONGRESS AWARDS

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

Congress Award for Youth:
Jake O'Malley (GMB)

Health and Safety Representative Award:
Helen Edwards (Prospect)

Learning Representative Award: Paul McGovern (Unite)

Organising Representative Award: Darren Barber (UNISON)

Women's Gold Badge:
Margaret McKee (UNISON)

SECTION FIVE

TUC ADMINISTRATION

5.3 CONGRESS

The 2015 Congress was held in Brighton. The Congress carried 42 Resolutions, 18 Composites and 3 Emergency Resolutions. It also agreed statements on the Campaign Plan, the EU referendum and refugees. No motions were lost. An index is included in this report showing where, within the report, the action taken on each of the resolutions is reported.

During the year, the Executive Working Group on Congress continued to play a consultative role to advise on arrangements for Congress.

In February 2016, Tim Roache succeeded Paul Kenny as GMB general secretary and Neil Derrick replaced Paul McCarthy as GMB representatives on the General Council. Roger McKenzie replaced Karen Jennings as a UNISON representative on the General Council.

During the course of the year, the General Council's work has centred around campaigns on the Trade Union Bill and EU referendum.

The General Council lead responsibilities for the Congress year 2015–16 have been as follows:

Overall responsibility as lead spokesperson for the TUC
The General Secretary,
Frances O'Grady

Senior representative throughout the Congress year
The President, Liz Snape

Specific areas of responsibility
Disabled workers:
Seán McGovern

Environment and sustainable development: Sue Ferns

Europe: Steve Turner

Health and safety: Liz Snape

International development:
Gail Cartmail

International relations:
Sally Hunt

Learning and skills:
Mary Bousted

Lesbian, gay, bisexual and transgender rights: Maria Exall

Migration: Mohammad Taj

Public services: Dave Prentis

Race equality: Gloria Mills

Trade union councils:
Matt Wrack

Women: Sue Ferns

Youth: Fern McCaffrey

5.4 GENERAL COUNCIL

At the time of writing, the General Council has held seven meetings during the Congress year. At the first meeting, held jointly with the outgoing General Council of the 2015 Congress, Liz Snape was elected as chair and she will preside at the 2016 Congress. It was agreed that the Executive Committee should be composed of the existing members, with the exception of Leslie Manasseh and Steve Murphy, and with Mike Clancy, Dave Ward and Simon Weller joining the Committee.

5.5 SENIOR STAFF AND INTERNAL STRUCTURE

Assistant General Secretary Kay Carberry retired in February 2016. Following Kay's retirement, the Executive Committee agreed not to recruit a replacement. The other Assistant General Secretary, Paul Nowak, was designated Deputy General Secretary in order better to support and be able formally to deputise for the general secretary. Kate Bell was appointed Head of Economic and Social Affairs to cover Nicola Smith's parental leave.

● Delegates at the Black Workers Conference.
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5.6 WOMEN'S CONFERENCE 2016

Chaired by Mary Bousted, the theme of the 2016 TUC Women's Conference was Inspiring Women, Transforming Working Lives. The motions were grouped thematically in accordance with the five strands of the TUC Campaign Plan.

TUC General Secretary Frances O'Grady opened the conference, which was also addressed by TUC President Liz Snape and Kate Green MP, Shadow Women and Equalities Minister. There was a panel discussion on women, motherhood and work/life balance, featuring presentations from Sam Smethers of the Fawcett Society, Jo Swinson from Maternity Action and Claire McNeil from the IPPR. A briefing on the risk that leaving the EU would pose to women's rights was produced for the conference as well as a new TUC report on the motherhood pay penalty. Composite 1, Women Organising Against the Trade Union Bill, was chosen to go to TUC Congress.



5.7 BLACK WORKERS CONFERENCE 2016

The 23rd TUC Black Workers' Conference was held on 15–17 April 2016 at Congress House with the theme of Bargaining for Race Equality. The Conference, chaired by Betty Joseph, was attended by 221 delegates from 28 affiliated unions. TUC President Liz Snape addressed the conference, as did General Secretary Frances O'Grady. Other speakers were Donna Mckoy from the Sarah Reed Campaign, Marai Larasi, the Executive Director of Imkaan, and Brian Kwoba, and Rachel Victoria from the Rhodes Must Fall Campaign. The conference featured a panel debate on Black Workers and Europe and also commemorated the 40th anniversary of the Grunwick dispute. Delegates took part in workshops that were facilitated by trade union tutors and discussed various aspects of race equality and collective bargaining.

5.8 DISABLED WORKERS CONFERENCE 2016

The Disabled Workers Conference took place on 19–20 May, attended by 290 delegates from 32 unions. It was chaired by Janine Booth, Seán McGovern, Mandy Hudson and Tony Sneddon. Conference was addressed by General Secretary Frances O'Grady and Shadow Chancellor John McDonnell MP. The Shadow Minister for Disabled People, Debbie Abrahams MP, convened a Labour Party Disability Equality Roadshow at the conference, which was well received. The conference elected the TUC Disabled Worker's Committee and selected the motion "Work Capability Assessments and Links to Suicide" as the motion to go to Congress. The motion called for a fairer and humane process to replace the work capability assessment.

SECTION FIVE **TUC ADMINISTRATION**



5.9 LGBT CONFERENCE 2016

The LGBT Conference took place on 23–24 June, attended by 263 delegates from 29 unions. It was chaired by Dettie Gould, Maria Exall, Ryan Prout, Julia Neal with Pat Carberry as reserve. Conference was addressed by General Secretary Frances O'Grady, writer and activist Owen Jones and Jessica Crighton from Rainbow Noir. There was an informal session on trans equality in the workplace. The conference took place at the time of the EU referendum, and held an emergency debate on the impact of the vote to leave on LGBT communities and equality.

5.10 TRADES UNION COUNCILS CONFERENCE 2016

The Trades Union Councils Conference was held on 4–5 June in Sheffield, with 81 delegates and 3 observers. Carolyn Jones, Director of the Institute of Employment Rights, was a keynote speaker. The other keynote speaker was Barbara Jackson from the Orgreave Truth and Justice Campaign. Conference also heard from Bob Jeffrey, President Sheffield Trades Union Council, and TUC Regional Secretary Bill Adams. The conference was chaired by Matt Wrack and passed a resolution for Congress on the *Welfare Charter*.

5.11 YOUNG WORKERS CONFERENCE 2016

The Young Workers Conference was held on 9–10 April 2016. The conference chose Young Workers Pay and Living Standards and Skills, Learning and Access to Culture, as the Young Workers' Forum priority campaigns for 2016–17 and a resolution on "Fair Pay for Young Workers" as its motion for Congress 2016. Dean Wilson of Usdaw was re-elected as Vice Chair of the Young Workers Forum. The TUC Youth Campaign Award, which recognises campaign activity by young workers, was awarded to Charlotte Upton of Unite for her work during the Save Our Steel campaign. The conference was addressed by TUC General Secretary Frances O'Grady and John Healey MP.

▼ Young members defending jobs at the well-attended conference in April.
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5.12 TUC TRADE UNION COMMUNICATIONS AWARDS

This year, the categories have been recast after consulting with affiliates' communications teams. The focus is placed on the audiences as much as the mode of delivery. There was no overall sponsor for the awards but Thompsons Solicitors and College Hill Press both sponsored elements. Nineteen unions entered the competition, with a total of 55 high-quality entries from across the union movement. The judges were Tom Bage, Communications Director, UK, Change.org; Debbie Cavaldoro, Head of Strategic Campaigning, Nautilus International; Vic Langer, Deputy Campaigns Director at

Save the Children; Jo Stevens MP for Cardiff Central; and Zoe Williams, journalist.

At the awards ceremony on 7 July, hosted by the TUC General Secretary, union communications professionals were able to view the competition entries and network with colleagues and General Council members. A publication was produced reporting on the awards, which will be available for delegates at Congress.

SECTION FIVE TUC ADMINISTRATION

✓ The TUC Communication Awards competition was a great success, with digital communications faring well for the first time across the categories.
© Andrew Wiard



The results were as follows:

Best membership communication – print journal

Winner: RCM Midwives
Highly Commended: FDA
Public Service Magazine

Commended: *Equity*
Equity and Musicians' Union *The Musician*

Best membership communication – digital

Winner: UNISON – Votr2015

Highly Commended:
BALPA – 2Way App

Best communication for reps and activists

Winner: Unite – "A tale of two cities"

Commended: UNISON - "Organising space"

Best recruitment/new member communication

Winner: NASUWT – "Starting out"

Commended: FDA – Emma Knox: "How the FDA was there for me", and Musicians' Union – "Behind every musician"

Best campaign communications

Winner: Unite – "Pizza Express, stop pinching staff tips"

Highly Commended: Equity – "Love it or lose it #BackTheBBC", and UNISON – "Tax credit cuts: a penalty on work"

Best designed communication

Winner: Unite – Poster for same-sex marriage referendum in Ireland

Commended: CWU – CWUandPROUD anti-TU Bill projection on Parliament, and Usdaw – 125-year anniversary display.

5.13 TUC FINANCES

The TUC's accounts for 2015 (see Appendix 3) show a total surplus across all funds of £20.597 million, mainly as a result of asset revaluations and FRS102 adjustments. The operating surplus on ordinary activities of £684,000 comprises £114,000 being set aside for the Congress House Dilapidations Fund and surpluses of £508,000 and £62,000 on the Administration and Development Funds respectively.

DEVELOPMENT FUND

In 2015, 10 per cent of the affiliation fee was allocated to the Development Fund and was used to promote new work and General Council initiatives. This was used to support a variety of projects with main initiatives including:

- ▶ Trade Union Bill campaign
- ▶ Conservative Party Conference demonstration
- ▶ Migration messaging project
- ▶ Public services campaigns
- ▶ Supporting the Campaign Plan.

NB. Work around the EU referendum campaign was funded from the 2016 accounts.

STATEMENT OF ACCOUNTS

The annual Statement of Accounts and Balance Sheet as at 31 December 2015 is set out in Appendix 3. The Administration Fund (covering the day-to-day office running expenses and staff costs) showed an operating surplus of £508,000. The Development Fund, representing all non-unionlearn externally funded projects together with projects funded by the affiliation fee, showed an operating surplus of £62,000, while unionlearn funds broke even. The Dilapidations Fund showed that £183,000 was spent on the upkeep of Congress House during the year and £297,000 was charged to the Administration Fund.

During 2015 our calculated FRS102 Pension Scheme position moved from a £10,988,000 surplus to £18,379,000. This positive movement of £7,391,000 together with the Dilapidation Fund surplus of £114,000, the surplus on the Development Fund of £62,000, the surplus for the year on the Administration Fund of £508,000, the gain of £57,000 on sale of investments, net revaluation gain of £12,561,000 and loss on foreign exchange of £96,000, has increased the funds of the TUC from £65,847,000 to £86,444,000.

PROSPECTS AND DEVELOPMENTS

A budget for the Administration Fund 2016 has been agreed by the General Council. This showed a projected deficit of £35,837. The General Council approved a 2 pence (0.73%) increase in the affiliation fee to £2.74 pence for 2015. Looking further ahead, with an uncertain financial environment and some additional areas of pressure, the TUC is seeking to control costs and increase alternative income, in particular through the refurbishment of Congress House to increase tenancy income.

The rolling programme of internal audit work, conducted by the accountants BDO, continued in 2015 with further value for money audits and operational and internal financial audits being undertaken. During 2015 an internal financial audit reviewed the financial and operational controls within the TUC Pension Scheme and a value for money audit was undertaken in respect of the use of information technology across the TUC. During the next twelve months the programme of work will continue and it is envisaged that key financial controls associated with cash management will be reviewed and that we will carry out a value for money audit on Congress.

SECTION FIVE

TUC ADMINISTRATION

SETTLEMENT WITH THE STUC

In 2016 discussions between the TUC and the STUC came to a conclusion on the balance of collective resources between the two bodies, underpinned by principles agreed by the General Council in 2015. The resulting agreement was that the TUC would phase in a transfer £200,000 to the STUC and would reduce our fees to affiliates and our development fund spend by an equivalent sum. The first transfer of £50,000 will take place during 2016. There will be a review after five years, which will not be prejudged in any direction, but will take into account changes to the affiliation fee as well as changes to membership numbers and other factors including pressure on resource from devolution across the UK. The General Council principles will continue to apply.

5.14 TUC LIBRARY COLLECTIONS

Located at London Metropolitan University, the Collections attract a wide range of students and researchers, interested in both the history and current activities of trade unions. We also house a number of other important historical collections including the Archives of the Workers' Educational Association and the Labour Research Department. The library staff work closely with the Working Lives Research Institute and other University departments. Presentations, open days and visits are organised for unions and other interested groups.

Exhibitions: 2015–16 saw the touring of TUC Library exhibition *Solidarity and the Miners' Strike 84/85* around the UK following a launch at London Metropolitan University and Congress House. An exhibition on the relationship between US and British labour is planned for later in 2016.

The websites *The Union Makes Us Strong*, *The Workers' War*, *Winning Equal Pay* and *Britain at Work* include image archives and oral history and are all accessed from www.unionhistory.info. They continue to be very popular with researchers and educators.

TUC Library can be found on social media. (Facebook: www.facebook.com/tuclibrary, our blog <http://blogs.londonmet.ac.uk/tuc-library/>, Twitter @TUC_Library and Pinterest pinterest.com/tuc_library/).



OBITUARIES

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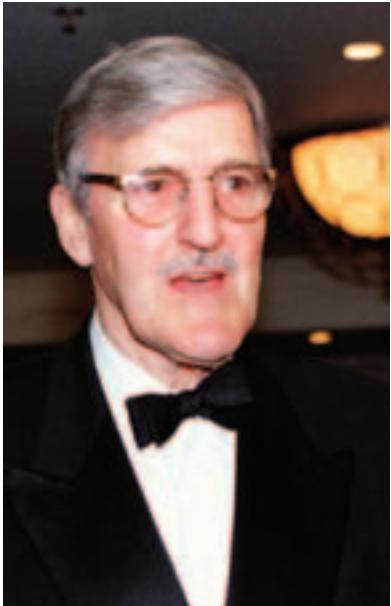
Alison Balchin, who died in May aged 47, was the TUC's employment rights officer from 2003 to 2014. During this time she contributed to the TUC's work across a range of employment and equality-related areas, including rights for agency workers. She began her career as a graduate management trainee at the London Borough of Croydon, subsequently working for a number of organisations including Leicester City Council Policy Unit; Leicester University Centre for Labour Market Research; the London Unemployment Unit; West Midlands and London Low Pay Units; the Department for Social Security; the British Medical Association; and ATL.



Ken Cameron, who died in May aged 74, was the general secretary of the Fire Brigades Union (FBU) from 1980 to 2000 and served on the General Council from 1981–83 and 1991–99. He faced a Conservative government determined to attack firefighters' wages, pensions and right to strike, challenges he successfully fought off. After a Labour government was elected in 1997, he requested an independent investigation into equality in the fire service, which found institutional racism and sexism. In response, he created new FBU sections for black, women and LGBT members. Ken was also a strong supporter of the miners during their dispute. A staunch internationalist, he campaigned for the rights of Palestinians, in defence of Cuba, and against apartheid in South Africa, receiving a letter of thanks from Nelson Mandela on his retirement.



Roy Evans, who died last December aged 84, was the general secretary of the Iron and Steel Trades Confederation (ISTC) – now part of Community – from 1985 to 1993, also serving on the General Council from 1985 to 1993. After leaving school at 16, he worked in the steel industry, became active in the ISTC, and rose through the union's ranks. He became assistant general secretary in 1973 and was involved in the 13-week national steel strike in 1980, which resulted in workers winning a 16 per cent pay increase under the leadership of Bill Sirs. Pragmatic and principled, he was an accomplished negotiator during a tumultuous period in industrial relations. He served on the Labour Party's national executive committee from 1981 to 1984 and was a close ally of Labour leader Neil Kinnock.



Jimmy Hill, who died last December aged 87, was chair of the Professional Footballers' Association (PFA) and a leading figure within English football for more than three decades. As chair of the PFA, he led the successful campaign to scrap the maximum wage for professional footballers – which stood at £20 per week in 1961 – and established a player's right to freedom of movement at the end of their contract. He played 297 games for Fulham and was later manager and chairman at Coventry City, subsequently becoming a television pundit and regular on *Match of the Day*.



John Lyons, who died in May aged 90, was general secretary of the Electrical Power Engineers' Association (EPEA) and its successor union the Engineers' and Managers' Association (EMA) – now part of Prospect – throughout much of the 1970s and '80s. He served on the General Council from 1983 to 1990, championing the interests of engineering workers. He was appointed to serve as one of 24 UK members of the European Community Economic and Social Committee in 1990.



Lesley McCullum, who died in May aged 67, was a Unite activist and member of the TUC's disabled workers' committee. A passionate campaigner for the rights of disabled people, she fought vigorously to raise awareness of mental health and workplace stress, and was active in the campaign against the bedroom tax. She was a trade unionist for more than four decades, a senior shop steward at Ninewells Hospital in Dundee for 19 years, and Unite branch chair for NHS Tayside. A member of the STUC General Council, she received the STUC's workplace equality award in 2015 in recognition of her work on mental health.



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The death of Roy Evans (see page 84) is a reminder of troubled times for the British steel industry. In 1980 Roy helped workers win a 16 per cent pay rise after a three-month long national strike (see picture above). In 2016 Tata Steel, having taken over Corus in 2007, announced the sale of its UK business operations, with a deal still to be finalised in the aftermath of the Brexit vote. The picture on the right shows Frances with Port Talbot workers in London in May, protesting about potential job losses and the threat to their pensions.



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APPENDICES



APPENDIX ONE

ATTENDANCES

GENERAL COUNCIL ATTENDANCE 2015-16

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

Member	Attendance	
Sheila Bearcroft	4	Maggie Ryan 1
Christine Blower	5	Brian Rye 5
Mary Bousted	5	Malcolm Sage 3
Joanna Brown	6	Eddie Saville 6
Tony Burke	6	Mark Serwotka 4
Jane Carolan	4	Jon Skewes 7
Gail Cartmail	5	Eleanor Smith 4
Mick Cash	2	John Smith 5
Mike Clancy	6	Liz Snape 6
Brian Cookson	5	Jane Stewart 1
Manuel Cortes	6	Claire Sullivan 7
Tony Dale	5	Niamh Sweeney 6
Neil Derrick ¹	4	Mohammad Taj 5
Mark Dickinson	6	Chris Tansley 6
Maria Exall	6	Steve Turner 2
Sue Ferns	6	Dave Ward 3
Larry Flanagan	4	Simon Weller 5
Steve Gillan	4	Fiona Wilson 5
Janice Godrich	1	Tony Woodhouse 6
John Hannett	4	Matt Wrack 6
Dave Harvey	5	
Sally Hunt	5	
Karen Jennings ²	1	¹ Joined February 2016
Chris Keates	2	² Left December 2016
Paul Kenny ³	1	³ Left December 2016
Fern McCaffrey	3	⁴ Left December 2016
Paul McCarthy ⁴	1	⁵ Joined February 2016
Len McCluskey	2	⁶ Equity was represented by other
Sean McGovern	5	representatives on 6 occasions
Roger McKenzie ⁵	4	⁷ Joined February 2016
Gloria Mills	5	
Micky Nicholas	5	
Ged Nichols	5	
Christine Payne	0 ⁶	NOTE: It is not possible to list all the reasons
Dave Penman	6	for absence but it should be noted that
Tim Poil	5	the main reasons given are other TUC
Dave Prentis	2	commitments, union business and sickness.
Roy Rickhuss	3	
Tim Roache ⁷	4	
Linda Rolph	4	

EXECUTIVE COMMITTEE ATTENDANCE 2015-16

At the time of going to press, the Executive Committee had held 10 meetings during the Congress year.

Member	Attendance
Sheila Bearcroft	5
Christine Blower	6
Mary Bousted	7
Joanna Brown	8
Tony Burke	5
Jane Carolan	7
Gail Cartmail	7
Mike Clancy	7
John Hannett	2
Sally Hunt	8
Chris Keates	0
Paul Kenny ¹	1
Len McCluskey	1
Gloria Mills	8
Ged Nichols	4
Dave Prentis	3
Tim Roache ²	2
Mark Serwotka	4
John Smith	4
Liz Snape	9
Mohammad Taj	4
Steve Turner	8
Dave Ward	7
Simon Weller	7
Fiona Wilson	6
Matt Wrack	7

¹ Left February 2016

² Joined March 2016

NOTE: It is not possible to list all the reasons for absence but it should be noted that the main reasons given are other TUC commitments, union business and sickness.

APPENDIX TWO

COMMITTEE MEMBERSHIP

DISABLED WORKERS COMMITTEE

GENERAL COUNCIL

Manuel Cortes
Paul McCarthy¹
Seán McGovern (Chair)
Ged Nichols
Malcolm Sage

ELECTED AT THE DISABLED WORKERS CONFERENCE

BECTU
Jane Perry

Community
Robert Mooney

Communication Workers Union
Tony Sneddon

FDA
David Chrimes²

GMB
Carl Lewthwaite

NASUWT
Lara Morris

NUJ
Ann Galpin

National Union of Rail, Maritime and Transport Workers
Janine Booth

NUT
Mandy Hudson

PCS
Mark Leopard

Prospect
Amy Bishop³
John Swaney²

UNISON
Kim Silver²
Sian Stockham³

Unite
Julian Allam
David Allan
Marsha de Cordova³
Manjeet Sandhu²

UCU
Patricia Roche

Usdaw
Lynda Carter

Secretary
Alice Hood

¹ Until December 2015

² Until May 2016

³ From May 2016

LESBIAN, GAY, BISEXUAL AND TRANS COMMITTEE

GENERAL COUNCIL

Maria Exall (Chair)
Ged Nichols
Tim Poil
Simon Weller

ELECTED AT THE LESBIAN, GAY, BISEXUAL AND TRANS CONFERENCE

ASLEF
Darran Brown
James Sutherland¹

ATL
Julia Neal
BECTU
Rob Lugg¹

Communication Workers Union
Laurie Smith
Community
Richard Angell

FDA
Roland Zollner²

Fire Brigades' Union
Pat Carberry

GMB
Carl Banks
David Braniff-Herbert²
Phyllis Opoku-Gyimah²

NASUWT
Lee Williscroft-Ferris
Deborah Hamilton¹

NUT
Annette Pryce

POA
Helen Ffrench²
Prospect
Graham Nash

RMT
CJ Bruce²
Sue Dunne

UNISON
Dettie Gould
Asha Wolfe-Robinson

Unite
Phil Jones
Nigel Marley
Ann Morgan²
Michelle Winstanley²

University and College Union
Ryan Prout²
Stephen Desmond¹

Usdaw
Neil Smale

Secretary
Alice Hood

¹ From June 2016

² Until June 2016

RACE RELATIONS COMMITTEE

GENERAL COUNCIL

Tony Dale
Mark Dickinson
Fern McCaffrey
Gloria Mills CBE (Chair)
Micky Nicholas
Tim Poil
Eleanor Smith
John Smith
Mohammad Taj
Roger McKenzie¹

ELECTED AT THE BLACK WORKERS CONFERENCE

ASLEF
Floyd Doyle

BECTU
Faisal A Qureshi

Community
Carol Hodgson

CWU
Sajid Shaikh²
Amarjite Singh

GMB
Farzana Jumma
Dotun Alade Odumosu

NASUWT
Michelle Codrington-Rogers

NUT
Betty Joseph

PCS
Zita Holbourne
Adam Kahli²

Prospect
Freddie Brown

RMT
Millie Apedo-Amah²
Jennifer Kissi-Debrah

APPENDIX TWO

COMMITTEE MEMBERSHIP

UCU
Gargi Bhattacharyya
Dawn Livingston²

UNISON
Eleanor Smith³
Carol Sewell

Unite
Harish Patel
Susan Matthews

Usdaw
Maureen Loxley

Secretary
Alice Hood

¹ From February 2016

² From April 2016

³ Until April 2016

ELECTED AT THE WOMEN'S CONFERENCE

ASLEF
Deborah Reay²

Community
Tracy Barlow

CWU
Linda Roy

Equity
Jean Rogers³

FBU
Sam Rye

GMB
Dayna Edwin²
Evelyn Martin MBE
Lorraine Parker Delaz Ajete

Musicians' Union
Kathy Dyson

NASUWT
Kathy Duggan
Ruth Duncan³

NUT
Heather McKenzie

PCS
Cheryl Gedling

POA
Karen White³

RCM
Natalie Linder

RMT
Mary Jane Herbison

UCU
Vicky Knight (Chair)

UNISON
Eleanor Smith
Lucia McKeever

THE WOMEN'S COMMITTEE

GENERAL COUNCIL

Sheila Bearcroft MBE
Christine Blower
Mary Bousted
Joanna Brown
Jane Carolan
Gail Cartmail
Maria Exall
Sue Ferns
Janice Godrich
Sally Hunt
Karen Jennings¹
Chris Keates
Fern McCaffrey
Gloria Mills CBE
Christine Payne
Linda Rolph
Maggie Ryan
Eleanor Smith
Liz Snape MBE
Jane Stewart
Claire Sullivan
Niamh Sweeney
Fiona Wilson

Unite
Diana Holland
Susan Matthews
Samantha Webster-Moore³

Usdaw
Ruth Cross²
Jackie McNeil³
Sujata Patel

Secretary
Alice Hood

¹ Until February 2016
² From March 2016
³ Until March 2016

NUT
Marion Wilson

PCS
Peter Wood
Prospect
Mike Moriarty

RMT
Ron Douglas

UCU
Norman Jemison

UNISON
Rosie Macgregor

Unite
Mike Pike
Bob Pinkerton

Usdaw
Geoff Page
Midlands TUC Pensioners (Observer)
Yvonne Washbourne

NTUC – Pensions Advisory Group (observer)
George Bell

TGWU Retired Members Association
William Jupp

SERTUC Pensioners Committee (observer)
David Morgan

SW TUC Pensioners Network (Observer)
Janet Royston

Secretary
Tim Sharp

PENSIONERS COMMITTEE

Kate Bell, TUC (Chair)

AFFILIATED UNIONS

ASLEF
Tony West

BALPA
Trevor Phillips
Julian Soddy

Community
Peter Lightfoot

CWU
Rodney Downing

GMB
Derrick Baker MBE JP
J Rogers

NAPO
Margaret Pearce

NASUWT
Ian Millington
Paul Smith

NUJ
Monica Foot

APPENDIX TWO

COMMITTEE MEMBERSHIP

YOUNG WORKERS FORUM

GENERAL COUNCIL

Fern McCaffrey (Chair)

BECTU

Emily Collin
Sam Smith

Community

Max Bell

CWU

Ben Abrams
Becca Hufton

Equity

Nicola Hawkins
Ben Luke

GMB

Kiri Quinn
Jawad Kharn

Nautilus International

Martyn Gray
Louis Ramsden

NUJ

Alex McDonald

NUT

Jordan Davies
Kyle Marsh
Sazia Shah

PCS

Sarah Spencer
Laura Bee

Prospect

Adam Rourke
Elinor Harrison

UCU

Harry Pitts

UNISON

Greta Holmes
Denis Patel

Unite

Aisling Gallagher
Anna Lavery

Usdaw

Daniel Forrest
Tom Hemmings
Dean Wilson (vice Chair)

Secretary

Kevin Rowan

TRADES UNION COUNCILS JOINT CONSULTATIVE COMMITTEE 2015-2016

GENERAL COUNCIL

Matt Wrack (Chair)
Steve Gillan
Dave Harvey
Dave Ward
Steve Turner
Matt Wrack

ELECTED BY THE ANNUAL TRADES UNION COUNCILS CONFERENCE

Dave Chapple
Moz Greenshields
Dorothy Heath
Mick Houghton
Teresa MacKay¹
Martin Mayer
Alec McFadden
Hazel Perry²
Kathy Taylor
Katrine Williams

Secretary

Tom Mellish

¹ Until June 2016

² From June 2016

UNIONLEARN BOARD

ATL

Mary Bousted (Chair)

CWU

Maria Exall

GMB

Sheila Bearcroft MBE
Neil Derrick

NASUWT

Brian Cookson

NUT

Dave Harvey

PCS

Mark Serwotka

Prospect

Sue Ferns

RCM

Jon Skewes

UNISON

Roger McKenzie

Unite

Gail Cartmail
Maggie Ryan

Usdaw

Tony Dale
Young member
Fern McCaffrey

Department for Business, Innovation and Skills

Sam Rooney

Skills Funding Agency

Kirsty Evans
Ann Grant

TUC President

Liz Snape MBE

TUC General Secretary

Frances O'Grady

Director

Liz Rees

TUC EDUCATIONAL TRUSTEES

Sheila Bearcroft MBE

Gloria Mills CBE

Dave Prentis

Liz Snape

Mohammad Taj

Frances O'Grady

Liz Rees (Secretary)

Basil Skeete (Treasurer)

TUC TRUSTEES

Gail Cartmail

Chris Keates

Dave Prentis

APPENDIX THREE

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

We have audited the financial statements of the Trades Union Congress (TUC) for the year ended 31 December 2015 which comprise the Statement of Comprehensive Income, the Balance Sheet, the Statement of Cash Flows and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 (FRS 102) 'the Financial Reporting Standard in the UK and Republic of Ireland'.

This report is made solely to the TUC's members, as a body, in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the 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 TUC and its members as a body, for our audit work, for this report, or for the opinions we have formed.

RESPECTIVE RESPONSIBILITIES OF THE GENERAL COUNCIL AND AUDITOR

As explained more fully in the Statement of the General Council's Responsibilities, the General Council is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

SCOPE OF THE AUDIT OF THE FINANCIAL STATEMENTS

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the union's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the General Council; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Annual Report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

OPINION ON FINANCIAL STATEMENTS

In our opinion the financial statements:

- ▶ give a true and fair view of the state of the TUC's affairs as at 31 December 2015 and of its surplus for the year then ended
- ▶ have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- ▶ have been prepared in accordance with the requirements of the Trade Union and Labour Relations (Consolidation) Act 1992.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

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

- ▶ adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- ▶ The union has not maintained a satisfactory system of control over its transactions in accordance with the requirements of section 28 of the Trade Union and Labour Relations (Consolidation) Act 1992; or
- ▶ the financial statements are not in agreement with the accounting records and returns; or
- ▶ certain disclosures within the form AR21 of Officers' remuneration specified by law are not made; or
- ▶ we have not received all the information and explanations we require for our audit.

MOORE STEPHENS LLP

Chartered Accountants and Statutory Auditor
London

Date: 29 June 2016

APPENDIX THREE

ACCOUNTS

Trades Union Congress
Statement of comprehensive income
for the year ended 31 December 2015

	Note	Total £'000	Admin £'000	Development fund £'000	Unionlearn £'000	Dilapidations fund £'000
Income						
Affiliation fees		15,643	13,144	1,570	929	-
Property rental and service charges		3,045	3,045	-	-	-
Investment income		491	491	-	-	-
Sales and publications		148	141	7	-	-
Donations and fees received		16,091	120	1,619	14,352	-
Total income		35,418	16,941	3,196	15,281	-
Expenditure						
Staff costs	2	13,726	9,728	1,083	2,915	-
Property charges	3	2,384	1,766	269	166	183
Office expenses	4	2,028	1,942	53	33	-
Projects and campaigns	5	1,759	95	1,237	427	-
International affiliation fees	6	1,733	1,733	-	-	-
Travel and meetings		632	251	170	211	-
Congress		208	208	-	-	-
Trade Union Education		219	6	205	8	-
Grants and donations	7	11,748	110	117	11,521	-
Depreciation	9	343	343	-	-	-
Taxation	8	198	198	-	-	-
VAT recovered		(244)	(244)	-	-	-
Transfer between funds		-	297	-	-	(297)
Total expenditure		34,734	16,433	3,134	15,281	(114)
Net income on ordinary activities		684	508	62	-	114
Other finance expense-						
pension schemes	15	472	472	-	-	-
Gains on disposal of investments	10	57	57	-	-	-
Changes in fair value of investments	10	85	85	-	-	-
Gain from changes in fair value						
of investment property	9	5,437	5,437	-	-	-
Deferred tax on changes in fair value		(898)	(898)	-	-	-
Operating surplus		5,837	5,661	62	-	114
Other comprehensive income						
Losses on foreign exchange	10	(96)	(96)	-	-	-
Pension scheme actuarial gain	15	6,919	6,919	-	-	-
Gains from changes in fair value						
of freehold property	9	9,466	9,466	-	-	-
Deferred tax on other						
comprehensive income		(1,529)	(1,529)	-	-	-
Other comprehensive income for the year		14,760	14,760	-	-	-
Total comprehensive income for the year		20,597	20,421	62	-	114
Funds brought forward 1 January 2015		65,847	58,346	7,081	-	420
Funds carried forward 31 December 2015		86,444	78,767	7,143	-	534

Trades Union Congress
Statement of comprehensive income
for the year ended 31 December 2014

	Note	Total £'000	Admin £'000	Development fund £'000	Unionlearn £'000	Dilapidations fund £'000
Income						
Affiliation fees		15,463	13,063	1,520	880	-
Property rental and service charges		3,229	3,229	-	-	-
Investment income		420	420	-	-	-
Sales and publications		162	150	12	-	-
Donations and fees received		18,968	106	2,033	16,829	-
Total income		38,242	16,968	3,565	17,709	-
Expenditure						
Staff costs	2	15,307	10,084	1,400	3,823	-
Property charges	3	3,169	1,888	289	618	374
Office expenses	4	2,131	1,886	91	154	-
Projects and campaigns	5	1,938	118	1,149	671	-
International affiliation fees	6	1,886	1,886	-	-	-
Travel and meetings		620	227	148	245	-
Congress		247	247	-	-	-
Trade Union education		399	2	255	142	-
Grants and donations	7	12,278	152	70	12,056	-
Depreciation		222	222	-	-	-
Taxation	8	267	267	-	-	-
VAT recovered		(186)	(186)	-	-	-
Transfer between funds		-	516	-	-	(516)
Total expenditure		38,278	17,309	3,402	17,709	(142)
Net (expenditure)/income on ordinary activities		(36)	(341)	163	-	142
Other finance expense -						
pension schemes	15	368	368	-	-	-
Gains on disposal of investments	10	241	241	-	-	-
Changes in fair value of investments	10	313	313	-	-	-
Exceptional item - refund of overpaid rates		364	364	-	-	-
Gain from changes in fair value of investment property		1,612	1,612	-	-	-
Deferred tax on changes in fair value		(235)	(235)	-	-	-
Operating surplus		2,627	2,322	163	-	142
Other comprehensive income						
Losses on foreign exchange	10	(73)	(73)	-	-	-
Pension scheme actuarial gain	15	8,438	8,438	-	-	-
Gains from changes in fair value of freehold property		2,805	2,805	-	-	-
Deferred tax on other comprehensive income		(274)	(274)	-	-	-
Other comprehensive income for the year		10,896	10,896	-	-	-
Total comprehensive income for the year		13,523	13,218	163	-	142
Funds brought forward 1 January 2015		52,324	45,128	6,918	-	278
Funds carried forward 31 December 2015		65,847	58,346	7,081	-	420

APPENDIX THREE ACCOUNTS

Trades Union Congress Balance sheet as at 31 December 2015

	Note	2015 £'000	2014 £'000
Assets			
Tangible fixed assets	9	56,367	40,150
Investments	10	13,030	12,863
Current assets			
Short-term loans		104	99
Debtors and prepayments	11	2,793	1,548
Cash at bank and in hand		8,521	11,444
		11,418	13,091
Less: current liabilities			
Creditors and accrued expenses	12	11,048	9,481
Net current assets		370	3,610
Net assets less current liabilities			
Less: Provision for liabilities and charges	13	69,767	56,623
Net assets before pension liability		68,065	54,859
Pension asset (liability)	15	18,379	10,988
		86,444	65,847
Financed by			
Funds employed		53,990	42,095
Revaluation reserve		31,920	23,332
Designated fund:			
Dilapidations reserve		534	420
Net assets		86,444	65,847

Approved by the General Council on 29 June 2016
– President

Trades Union Congress
Statement of changes in equity
for the year ended 31 December 2015

	Administration	Development fund	Unionlearn	Dilapidations fund	Total
	£'000	£'000	£'000	£'000	£'000
At 1 January 2014	45,128	6,918	-	278	52,324
Operating surplus for the year	2,322	163	-	142	2,627
Losses on foreign exchange	(73)	-	-	-	(73)
Defined benefit pension scheme					
- Actuarial gain	8,438	-	-	-	8,438
Gains from changes in revaluation of freehold property	2,805	-	-	-	2,805
Deferred tax on other comprehensive income	(274)	-	-	-	(274)
At 31 December 2014	58,346	7,081	-	420	65,847
Operating surplus for the year	5,661	62	-	114	5,837
Losses on foreign exchange	(96)	-	-	-	(96)
Defined benefit pension scheme					
- Actuarial gain	6,919	-	-	-	6,919
Gains from changes in revaluation of freehold property	9,466	-	-	-	9,466
Deferred tax on other comprehensive income	(1,529)	-	-	-	(1,529)
At 31 December 2015	78,767	7,143	-	534	86,444

APPENDIX THREE ACCOUNTS

Trades Union Congress Statement of cash flows for the year ended 31 December 2015

	Note	2015 £'000	2014 £'000
Cash flows from operating activities:			
Net cash (used in) / provided by operating activities	a	(1,636)	976
Cash flows from investing activities:			
Dividends, interest and rents from investments		491	420
Purchase of investments		(4,615)	(7,893)
Purchase of property, plant and equipment		(1,657)	(158)
Proceeds from sale of investments		4,494	7,782
Net cash (used in) / provided by investing activities		(1,287)	151
Change in cash and cash equivalents		(2,923)	1,127
Cash and cash equivalents at the beginning of the year		11,444	10,317
Cash and cash equivalents at the end of the year		8,521	11,444
Note (a)			
Reconciliation of net income / (expenditure) to net cashflow from operating activities			
Net income / (expenditure) on operating activities		684	(36)
Adjustments for:			
Depreciation charges		343	222
Dividends, interest and rents from investments		(491)	(420)
(Increase) / decrease in debtors		(1,250)	377
(Decrease) / increase in creditors		(860)	833
Decrease in provisions		(62)	-
		(1,636)	976

Trades Union Congress

Notes to the accounts for the year ended 31 December 2015

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'.

b 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.

c 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.

d Investment income

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

e 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.

f 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.

Freehold property	2-10 per cent per annum on cost
Furniture and Fittings	10 per cent per annum on cost as applicable
Equipment	20-50 per cent per annum on cost as applicable
Motor Vehicles	25 per cent per annum on cost

g Operating leases

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

h Investments

Investments held as fixed assets are stated at market value.

i Pension

The Trades Union Congress Superannuation Society Limited pension scheme is a defined benefit scheme. The amounts charged to Statement of Comprehensive Income are the current service costs. Actuarial gains and losses are recognised immediately in the Statement of Comprehensive Income. The assets of the scheme are held separately from those of the Trades Unions Congress in a separate trustee administered fund. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and a discounted rate equivalent to the current rate of return on high quality corporate bonds of equivalent currency and term to the scheme liabilities

2 Staff costs

	2015 £'000	2014 £'000
Salaries and national insurance	10,990	11,648
Pension contributions	2,174	2,219
Welfare and training	441	512
Restructuring costs	63	859
Advertising and recruitment	58	69
	13,726	15,307

APPENDIX THREE ACCOUNTS

	2015 £'000	2014 £'000
3 Property charges	2,384	3,169
Rent and rates	544	1,059
Heating and lighting	335	181
Cleaning	129	154
Insurance	88	78
Building repairs and renewals	359	349
External functions	746	974
Expenditure from dilapidations fund	183	374
4 Office expenses	2,028	2,131
Communications	235	282
Stationery and printed materials	219	304
Renewals and repairs to office equipment	895	946
Audit fees	48	43
Bank charges	13	12
Legal costs	154	92
Finance	147	193
Consultancy fees	276	175
Provision for doubtful debts	41	84
5 Project and campaign expenses	1,759	1,938
Printing and publicity	177	296
Media and supporters work	207	-
Projects and campaigns	259	581
Conferences	42	48
Training and development	30	24
Consultancy fees	1,044	989
6 International affiliation fees	1,733	1,886
ICFTU	926	1,011
ETUC	732	792
TUAC	75	83

7 Grants and donations	2015 £'000	2014 £'000
Tolpuddle Martyrs Memorial Trust	90	75
TUC Educational Trust	10	60
Sundry	122	59
Union Learning Fund	11,521	12,056
Grants to organisations overseas	5	28
	11,748	12,278

8 Taxation

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

	2015 £'000	2014 £'000
(Over)/under provision in prior years	-	(32)
Provision for the year	198	299
	198	267

9 Fixed assets

	Investment property	Land and buildings	Furniture and fittings	Equipment	Motor vehicles	Total
Cost or valuation	£'000	£'000	£'000	£'000	£'000	£'000
1 January 2015	14,505	28,248	289	1,243	45	44,330
Additions	-	1,433	41	183	-	1,657
Revaluations	5,437	9,466	-	-	-	14,903
31 December 2015	19,942	39,147	330	1,426	45	60,890
Depreciation						
1 January 2015	-	2,974	216	945	45	4,180
Charge for year	-	155	17	171	-	343
31 December 2015	-	3,129	233	1,116	45	4,523
Net Book value						
31 December 2015	19,942	36,018	97	310	-	56,367
31 December 2014	14,505	25,274	73	298	-	40,150

The property was valued by Farebrother on 31 December 2015 at £54.66m. A charge was registered against the property on 28 March 2006 for £9m in favour of the TUC Superannuation Society Limited.

APPENDIX THREE ACCOUNTS

10 Investments

	Market value brought forward at 01.01.2015	Purchases	Sales	Change in market value	Market value carried forward at 31.12.2015
	£	£	£	£	£
quoted					
UK quoted	8,868,554	1,313,602	(1,684,302)	164,192	8,662,046
International Quoted	3,979,505	3,301,880	(2,810,369)	(118,169)	4,352,847
	12,848,059	4,615,482	(4,494,671)	46,023	13,014,893
UK Unquoted					
Unity Trust shares	800	-	-	-	800
Union Energy Limited	8,750	-	-	-	8,750
Wortley Hall	10	-	-	-	10
Investment in MSI Brussels	5,651	-	-	-	5,651
	15,211	-	-	-	15,211
	12,863,270	4,615,482	(4,494,671)	46,023	13,030,104

The change in market value seen above is made up of £57k (2014: £241k) of gains on disposal of investments, £85k (2014: £313k) of change in fair value of investments and £96k (2014: £73k) of losses on foreign exchange.

11 Debtors and prepayments	2015 £'000	2014 £'000
Trade debtors	942	494
Other debtors	311	330
Prepayments and accrued income	1,540	724
	2,793	1,548

12 Creditors and accrued expenses	2015 £'000	2014 £'000
Trade creditors	916	1,201
Taxation and social security	6,097	3,840
Other creditors	284	285
Accruals and deferred income	3,751	4,155
	11,048	9,481

13 Provision for liabilities and charges

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

14 Commitments – operating leases

At 31 December 2015 the TUC had total printing and office equipment leasing commitments of £160,813 due within one year (2014: £135,221), £457,216 between two and five years (2014: £125,409) and after five years £nil (2014: £392).

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 2016 are expected to be £2,200,000.

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

	At 31.12.2015	At 31.12.2014
Rate of increase in salaries	3.9%	3.8%
Rate of increase in pensions in payment		
- RPI, capped at 2.5% per annum	2.4%	2.4%
- RPI, capped at 5.0% per annum	3.4%	3.3%
- RPI, 3% per annum minimum and 5.0% per annum maximum	3.6%	3.6%
Discount rate	3.8%	3.5%
RPI Inflation assumption	3.4%	3.3%
CPI Inflation assumption	2.4%	2.3%
Revaluation in deferment*	2.4%	2.3%

Assumed life expectancies on retirement at age 65 are:

Retiring today		
Males	88.4	88.7
Females	90.3	90.5
Retiring in 20 years' time		
Males	90.8	91.1
Females	92.7	92.9

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

APPENDIX THREE ACCOUNTS

The assets in the scheme and the expected rate of return were:

	Long-term rate of return expected at 31.12.2015 £'000	Value at 31.12.2015	Long-term rate of return expected at 31.12.2014 £'000	Value at 31.12.2014
Equities		27,730		26,510
Bonds		57,932		53,852
Cash		784		758
Other		28,818		27,777
Fair value of plan assets		115,264		108,897
The actual return on assets over the period was		6,080		20,602

The amounts recognised in the balance sheet are as follows:

Fair value of scheme assets	115,264	108,897
Present value of scheme liabilities	(96,885)	(97,909)
Pension asset/(liability)	18,379	10,988

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

	2015 £'000	2014 £'000
Liabilities at beginning of year	97,909	86,075
Current service cost	1,888	2,005
Interest cost	3,399	3,608
Contributions by scheme participants	521	531
Actuarial (gain) loss	(4,631)	8,606
Benefits paid	(2,201)	(2,916)
Liabilities at end of year	96,885	97,909

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

	2015 £'000	2014 £'000
Fair value of scheme assets at beginning of year	108,897	88,257
Expected return on scheme assets	3,816	4,828
Actuarial gain (loss)	2,020	15,930
Contributions by employers	2,211	2,268
Contributions by plan participants	521	530
Benefits paid	(2,201)	(2,916)
Fair value of scheme assets at end of year	115,264	108,897

Amount recognised in other comprehensive income

Actuarial gains/ (losses) on the liabilities	(4,631)	8,604
Return on assets, excluding interest income	(2,288)	(17,042)
	(6,919)	(8,438)

Amounts recognised in profit and loss

Service cost including current and past service costs and settlements	1,888	1,657
Administrative cost	268	382
Net interest on the net defined benefit liability	(417)	(139)
	1,739	1,900
Employers contributions	(2,211)	(2,268)
	472	368

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16 Related parties

During the year the TUC had transactions with the following charities which are under its control through the appointment of trustees:

	2015 £'000	2014 £'000
TUC Educational Trust		
Owed to TUC		
Opening balance	70,850	58,543
Payments to TUC	(70,850)	(58,543)
Scholarship	-	8,509
Net costs paid through TUC	25,630	62,341
Closing balance	25,630	70,850
Tolpuddle Martyrs Memorial Trust		
Owed to TUC		
Opening balance	121,293	125,306
Payments to TUC	(121,293)	(125,306)
Net costs paid through TUC	236,850	121,293
Closing balance	236,850	121,293
TUC Aid		
Owed to TUC		
Opening balance	119,844	34,520
Payments to TUC	(119,844)	-
Net costs paid through TUC	34,073	85,324
Closing balance	34,073	119,844

17 Transition to FRS 102

These financial statements for the year ended 31 December 2015 are the union's first accounts that comply with the Financial Reporting Standard 102 (FRS 102) 'the Financial Reporting Standard in the UK and Republic of Ireland'. The union's date of transition to FRS 102 is 1 January 2014. The union's last accounts prepared in accordance with previous UK GAAP were for the year ended 31 December 2014.

The transition to FRS 102 has resulted in a number of changes in the union's accounting policies compared to those used when applying previous UK GAAP.

The following explanatory notes to the accounts describe the differences between the funds and income and expenditure presented under the previous UK GAAP and the newly presented amounts under FRS 102 for the reporting period ended at 31 December 2014 (comparative information), as well as the funds presented in the opening statement of balance sheet (at 1 January 2014). It also describes the changes in accounting policies made on first-time adoption of FRS 102.

In the table below, funds determined in accordance with the FRS 102 is reconciled to funds determined in accordance with previous UK GAAP at both 1 January 2014 (the date of transition to FRS 102) and 31 December 2015.

EXPLANATION OF CHANGES TO PREVIOUS REPORTED SURPLUS AND FUNDS:

- a) Previously, under UK GAAP, Congress House / Bainbridge House was not recognised in the balance sheet as it had a £nil cost as the original value was met from a fund raised specifically for that purpose. FRS 102 requires that property, plant and equipment be recognised when the recognition criteria is met. As a significant element of Congress House is let by the TUC, an element of the property has also been classified as investment property. The revaluation method has been adopted by the union and the above represents the gains in fair value since the transition date.
- b) FRS 102 requires that deferred tax be recognised on revaluations of investment property. This was not required under previous UK GAAP unless there was a binding agreement to sell the revalued asset and the gains or losses expected to arise on the sale had been recognised. This change has been retrospectively applied, leading to the recognition of additional deferred tax liabilities at the date of transition and to increase the deferred tax charge for the year ended 31 December 2014.
- c) FRS 102 requires that investments in non-puttable ordinary shares be measured at fair value with changes in fair value recognised in income and expenditure and that deferred tax be recognised in respect of gains and losses recognised. Under previous UK GAAP, the union's accounting policy for fixed asset investments was to measure them at cost less impairment. The effect of the change has been to increase equity for measurement gains since acquisition, net of related deferred tax and to increase the surplus for the year ended 31 December 2014 for gains, net of deferred tax, that arose in the period.
- d) FRS 102 requires that deferred tax be recognised on revaluations of investments. Under FRS 102, deferred tax is recognised on a timing differences plus approach whereas previous UK GAAP required a timing difference approach. Consequently, deferred tax has been recognised on the uplift in the investments to market value.

APPENDIX THREE ACCOUNTS

e) FRS 102 requires the recognition in income or expenditure of a net interest cost (or income) on defined benefit pension schemes. This is calculated by multiplying the net pension liability (or asset) by the market yields on high quality corporate bonds. The effect of this, when compared to previous UK GAAP, has been to reduce reported surpluses for the year ended 31 December 2014 because previous UK GAAP led to the recognition of finance income calculated by reference to the expected returns on the pension plan's specific assets, be they equities, properties or bonds. The change has had no effect on the reported equity as the measurement of the net defined benefit pension scheme liability (or asset) has not changed. Instead, the decrease in reported surplus is mirrored by an increase in actuarial gains which are presented within other comprehensive income.

f) FRS 102 requires that the Union accrues for all untaken leave at the date of the statement of financial position. The impact is to increase staff costs by £613,000 for the year ended 31 December 2014.

	Note	Funds as at	Surplus for	Funds as at
		1 January 2014	the year ended	31 December 2014
		£'000	£'000	£'000
As previously stated under former UK GAAP		19,388	9,915	29,303
Revaluation of freehold property	a	22,447	2,805	25,252
Revaluation of investment property	a	12,893	1,612	14,505
Deferred tax recognised on revaluations of investment property	b	(946)	(157)	(1,103)
Deferred tax recognised on revaluations of freehold property	b	(1,646)	(274)	(1,920)
Revaluation to fair value of fixed asset investments	c	203	313	516
Deferred tax on investment revaluations	d	(15)	(78)	(93)
Inclusion in Income and Expenditure of interest on defined benefit scheme assets rather than expected return on scheme assets	e	-	(114)	(114)
Inclusion of actual returns on scheme assets in Other Comprehensive Income	e	-	114	114
Adjustment to holiday pay provision	f	-	(613)	(613)
As stated in accordance with FRS 102		52,324	13,523	65,847

APPENDIX FOUR DISPUTES BETWEEN UNIONS

As provided for in Rule 12, the TUC has a role to play in helping to resolve and prevent disputes that may arise between affiliated unions. In the overwhelming majority of cases, such issues are resolved informally. In the last period, the General Secretary has convened one formal Disputes Committee to resolve issues that could not be resolved informally.

This year new Disputes Principles and Procedures (DPP) were agreed after Executive Working Group recommendations following a consultation with unions. Key amendments include unions promoting awareness of and compliance with the DPP; requiring unions to take action to prevent disputes arising; and for unions always to act in a respectful way to sister organisations.

PCS AND UNISON – UNION ORGANISATION IN THE CIVIL SERVICE

A TUC Disputes Committee composed of General Council members Mary Bousted (chair, member of the General Council and general secretary of ATL), Simon Weller (member of the General Council and national organiser for ASLEF) and Fiona Wilson (member of the General Council and head of research and economics at Usdaw); with Paul Nowak (TUC deputy general secretary) acting as secretary and Carl Roper (TUC national organiser) also present, met on 19 August to consider a complaint made by PCS against UNISON regarding union organisation in the Civil Service.

PCS were represented by Nick McCarthy and Paul O'Connor; Unison were represented by Liz Snape, Cliff Williams and John Louden.

In outline PCS complained that:

- UNISON had breached Principles 1 and 3, by seeking to and agreeing a national recognition agreement with the Civil Service without the agreement of the recognised Civil Service unions.
- UNISON had breached Principles 1 and 3, by seeking recognition with the Department for Work and Pensions without the agreement of the recognised unions.

UNISON's response was that it had not sought recognition from any Civil Service employer, but had instead sought recognition from the Cabinet Office in order to be able to represent UNISON members who had transferred into the Civil Service.

The Committee found that UNISON had a legitimate aspiration to represent its existing members in the Civil Service, but that this should be balanced alongside the interests of PCS; that UNISON should retain its recognition agreement with the Cabinet Office; that UNISON should not seek recognition with DWP; and that UNISON should not undertake any organising or recruitment activity beyond the groups of staff they already represent in the Civil Services as broadly defined.

The full terms of the Committee's Award were reported to the General Council at its meeting on 16 December 2015.

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TUC RULES AND STANDING ORDERS

(as at July 2016)

PART 1 CONSTITUTION

RULE 1

Name, office and membership

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

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

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

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

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

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

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

RULE 2

Objects

- (a) The objects of the Congress shall be:

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

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

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

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

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

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

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

RULE 3

Affiliation fees

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

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

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

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

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

RULE 4

Composition of General Council

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

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

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

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(as at July 2016)

organisation shall be entitled to nominate one of its members to be the Section E member of the General Council.

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

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

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

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

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

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

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

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

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

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

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

RULE 5

Qualifications for General Council

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

- (c) Each affiliated union with 200,000 or fewer members shall have the right to nominate one of its women members for election to Section D of the General Council.
- (d) Nominations for the General Council under (b) or (c) above shall be sent to the General Secretary of the Congress on the appropriate form, which must be signed by the President (or the Chairman) and Secretary of the organisation making the nomination, and must be received by the General Secretary of the Congress at least eight weeks prior to the Monday of the annual Congress.
- (e) The list of members in Section A or Section B and of nominations to the places in Sections C, D, E, F, G, H, I and J shall be published in the preliminary agenda containing the motions which are to be discussed at the annual Congress. However, if a candidate for Section C, D, E, F, G, H, I and J dies before the election takes place the General Council shall have the powers to authorise the acceptance of a fresh nomination notwithstanding anything in these Rules and Standing Orders.

RULE 6

Nomination of General Council

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

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

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.

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

RULE 9

Appointment of committees

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

RULE 10

Wales TUC

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

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

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

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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.

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.

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
- (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 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.

APPENDIX FIVE TUC RULES AND STANDING ORDERS

(as at July 2016)

- (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.
- (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.

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.
- (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.
- 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 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

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 23) put forward motions for the amendment of the Rules and Standing Orders for the consideration of such annual Congress.

APPENDIX FIVE

TUC RULES AND STANDING ORDERS

(as at July 2016)

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 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:
- to co-operate with the movers of motions and amendments in order that composite motions may be obtained wherever possible
 - to have printed and circulated to the delegates copies of the composite motions they have approved
 - 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
 - to report to the General Council any violation of the Rules or Standing Orders that may be brought to their notice, together with any recommendation agreed upon.

RULE 22

Tellers and ballot scrutineers

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

RULE 23

Voting

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

RULE 24

Motions for Congress

- (a) Motions for the Congress must be submitted on the appropriate forms and be signed by the President (or Chair) and Secretary of the organisation submitting such motions and must be received by the General Secretary of Congress not later than eight weeks before the Monday of the annual Congress.
- (b) Such motions shall be printed and sent to each affiliated organisation not less than six weeks before the annual Congress. The order in which these subjects are to be discussed shall be decided by the General Council in consultation with the General Purposes Committee of Congress.

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(as at July 2016)

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

RULE 28

Suspension of Rules and Standing Orders

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

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