

CONGRESS 2023 GENERAL COUNCIL REPORT



TUC

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of work for good

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Trades Union Congress
Congress House
Great Russell Street
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tuc.org.uk
020 7636 4030

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CONGRESS 2023
GENERAL
COUNCIL
REPORT



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Maria Exall

TUC Congress President 2023

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

TUC mission statement

TUC GENERAL COUNCIL MEMBERS 2022–23

Dave Allan Unite	Jo Grady UCU	Libby Nolan UNISON	Simon Weller ASLEF
Mary Bousted NEU	Sharon Graham Unite	Dave Penman FDA	Paul Whiteman NAHT
Andrea Bradley EIS	Charlie Gray GMB	Barbara Plant GMB	Sarah Woolley BFAWU
Joanne Cairns Usdaw	Diana Holland Unite	Naomi Pohl MU	Matt Wrack FBU
Gail Cartmail Unite	Farzana Jumma GMB	Amerit Rait UNISON	Tony Wright UNISON
Mike Clancy Prospect	Ian Lawrence Napo	Roy Rickhuss Community	Paul Nowak TUC general secretary
Michelle Codrington-Rogers NASUWT	Paddy Lillis Usdaw	Patrick Roach NASUWT	
Kevin Courtney NEU	Brian Linn Aegis	Maggie Ryan Unite	
Mark Dickinson Nautilus International	Jane Loftus CWU	Mark Serwotka PCS	
Andrea Egan UNISON	Mick Lynch RMT	Gary Smith GMB	
Maria Exall CWU	Annette Mansell-Green BDA	Liz Snape MBE UNISON	
Janet Farrar UCU	Susan Matthews Unite	Jane Stewart Unite	
Sue Ferns Prospect	Christina McAnea UNISON	Claire Sullivan CSP	
Paul W Fleming Equity	Heather McKenzie NEU	Steve Turner Unite	
Martin Furlong RCP	Gloria Mills CBE UNISON	Suzanne Tyler RCM	
Steve Gillan POA	Ged Nichols Accord	Dave Ward CWU	

PAUL NOWAK

GENERAL SECRETARY

© Jess Hurd



It's a huge honour to be elected your general secretary, and to welcome Congress to my home city.

As the representative body for 48 unions and over five million members from every walk of working life, the TUC plays a unique role. We are Britain's largest democratic mass movement of, and for, working people. And our work has never been more important than it is now.

The cost-of-living crisis continues to hammer workers and their families. While fuel and energy bills have eased slightly, food costs, rents and mortgages are all rocketing far ahead of wages. But the pay emergency facing working people has been long in the making. Since the Conservatives came to power in 2010, UK wage growth has been the weakest in the G7 – with workers suffering the longest pay squeeze in over two centuries.

“ The cost-of-living crisis continues to hammer workers and their families. While fuel and energy bills have eased slightly, food costs, rents and mortgages are all rocketing far ahead of wages. ”

As working families struggle to make ends meet, it's a very different story for those at the top. CEO pay increased by 23 per cent last year. City bonuses, profits and dividends are shooting through the roof. And sales of Rolls-Royces, Porsches and superyachts have hit record levels. That's why unions won't tolerate lectures about the need for pay restraint. The terrible war in Ukraine, global food prices and corporate greed are driving inflation, not workers' wages.

As the pressure on working people has intensified, we've seen an upsurge in industrial action. Hundreds of thousands of workers in every sector of the economy have had no alternative. Over the last few months, I have been proud to stand on picket lines with posties, civil servants, paramedics, physios, teachers,

lecturers, railway staff and workers from across the private sector as they fight for fair pay.

The TUC stands shoulder to shoulder with every affiliate involved in the industrial action, with our Solidarity Hub helping union members vote yes and *win* industrial disputes. And that's the key, because strike action isn't an end in itself – it's action aimed at winning pay rises, defending jobs, and standing up for services, terms and conditions. We have seen unions in the private sector win significant pay rises. And in the public sector, where the government had previously insisted there would be no further negotiations and no new money, the perseverance of our unions has seen real progress across a range of sectors.

This spring, I was proud to share a platform with the inspirational leaders of the Amazon Labor Union, who led the first successful unionisation of one of the firm's US sites. Here in the UK, Amazon workers in Coventry have been engaged in historic strike action for a £15 hourly wage and union recognition. And there are signs that Amazon workers elsewhere – and indeed workers across the digital economy – are organising for change.

Paul Nowak at this year's Gala with the secretary of the Durham Miners' Association, Alan Mardghum
© Durham Miners' Association



“ Over the last few months, I have been proud to stand on picket lines with posties, civil servants, paramedics, physios, teachers, lecturers, railway staff and workers from across the private sector. ”

And it's precisely because unions are standing up for workers – and winning for workers – that the Conservative government is attacking our rights. New legislation setting out minimum service levels in education, transport, the NHS and elsewhere is a politically motivated attack on the right to strike, poisoning industrial relations and prolonging disputes. With more than one in five workers effectively

having their right to strike removed, the TUC is exploring how best to legally challenge the new legislation. And of course, if Labour wins the next election, we will work with the new administration to repeal these spiteful laws at the first opportunity.

Despite promising a huge upgrade in workers' rights after Brexit, the government threatened a wide range of

fundamental employment rights through its EU Retained Law Bill. Thanks to our efforts, and the efforts of politicians and campaigners, it was forced to backtrack on its promised bonfire of EU regulations. But we are not complacent; last year's appalling scandal at P&O, when 800 workers were unlawfully sacked, underlines the need for a stronger, not weaker, framework of rights.

With an election looming, the TUC is campaigning for a change of political direction – notably the election of a government on a worker- and union-friendly manifesto. We continue to demand a New Deal for working people, including a ban on zero-hours contracts, fire-and-rehire, and bogus self-employment. We're making the case for fair pay

PAUL NOWAK

GENERAL SECRETARY

“ I am determined that we hardwire equality into everything we do, leading the fight for racial justice, securing fairness for our disabled and LGBT+ members, and tackling the gender inequalities that bedevil modern Britain. ”

agreements to raise wages, conditions and standards across whole sectors of the economy. And we want stronger rights for unions to access the workplace, both physically and digitally, day-one employment rights and the repeal of stifling anti-union legislation.

In the long run, we want a new economy that rewards work rather than wealth. We must invest in good, green, and - crucially - unionised jobs to tackle the climate emergency. We must share the gains from new tech and AI fairly, giving workers a say about the transformations already underway. And we must introduce fair taxes the rich can't dodge, so we rebuild our shattered public services and deliver fair pay for all public sector workers.

As the Covid public inquiry got under way, the TUC exposed how years of austerity under David Cameron and George Osborne left our public services hugely unprepared for the pandemic. Unsafe staffing levels, a broken safety net and minimal workplace safety enforcement all led to painful and tragic consequences. The TUC continues to work closely with Covid-19 Bereaved Families for Justice to highlight the disastrous impact of austerity and hold the government to account.

When I became general secretary in the new year, I said my defining mission was to build a stronger, more diverse, more inclusive trade union movement. I am determined that we hardwire equality into everything we do, leading the fight for racial justice, securing fairness for our disabled and LGBT+ members, and tackling the gender inequalities that bedevil modern Britain. That

includes taking a zero tolerance approach to sexual harassment - especially within our own ranks. Every woman must feel safe, valued and welcome in her union.

Ultimately, trades unionism is about friendship and solidarity between working people. With the government seeking to divide working people with its dreadful migration policies and the far right on the march, let's remain true to our values of unity, equality and respect. And let's take pride in our internationalism: from Brazil to Colombia, we've shown that change is within our grasp.

Have a great Congress.

Solidarity to all.





SECTION 1

INDUSTRIAL ACTION AND PROTECTING OUR RIGHTS

INDUSTRIAL ACTION AND PROTECTING OUR RIGHTS

1.1 Introduction

The last year has witnessed a level and scale of industrial action not seen in the UK for decades, as workers right across the economy found the confidence to push back against derisory pay offers from employers in the private and public sectors. Unions worked extremely hard to overcome barriers and double-thresholds to secure lawful mandates for strike action.

The TUC held two movement-wide roundtables on coordinating industrial campaigns, respecting individual unions' democratic processes, and supported collaboration at a sectoral level, especially in health and education. This wave of industrial action motivated the establishment of our Solidarity Hub (see page 32), which provides support and guidance to unions taking industrial action, and collects data and intelligence on union campaigns.

There is much evidence that industrial action has led to improved outcomes in pay negotiations across the economy. Against a backdrop of rampant inflation and massive cost-of-living pressures facing working people, unions have secured double-digit pay rises in many parts of the private sector. We have also managed to persuade a recalcitrant government to move significantly on previously imposed pay awards.

“ The last year has witnessed a level and scale of industrial action not seen in the UK for decades, as workers right across the economy found the confidence to push back against derisory pay offers. ”

As we go to print, a number of long-running disputes remain unresolved and, in line with composite 18, the TUC continues to demonstrate its support for those workers taking action in higher education (HE) and rail. This has been a year in which solidarity has been the watchword for trade unionists everywhere.

1.2 Protecting the right to strike

In line with emergency resolution 4, throughout the year, the TUC has supported workers involved in industrial action.

During the course of the year, the government stepped up its efforts to use the law to clamp down on strike action. Ministers sought to give themselves the power to impose minimum service levels to operate during strike action. Their first target was the transport sector, with the introduction of the Transport Strikes Bill during the Liz Truss's brief period of government in autumn 2022. This was supplanted in January 2023 by the Strikes (Minimum Service Levels) Bill, which broadened the reach of the legislation to six

huge sectors: health, education, fire and rescue, transport, decommissioning of nuclear installations and management of radioactive waste and spent fuel, and border security. The government showed its intent by swiftly launching consultations to implement minimum service levels in the ambulance, fire and passenger rail sectors.

These proposals are a massive infringement on union rights - and more than one in five workers could be affected. This pernicious piece of legislation paves the way for ministers in Whitehall to set any minimum service level they like - including in devolved services. Work notices issued by employers will name workers who have to attend work - with the threat of being sacked if they don't comply. Unions will have to take 'reasonable steps' to get members to comply or they could face damages - and the whole strike could be deemed unlawful, removing legal protections from all involved.

▼ A young trade unionist takes part in the Protect the right to strike emergency protest in Parliament Square, London
© Jess Hurd



The TUC Executive Committee established a working group of senior union officers to guide and inform the TUC's work. Our focus was on seeking to defeat the Bill. But with a hefty Tory majority in the House of Commons, we also sought to delay and disrupt the legislation.

As called for in composite 7, the TUC has run a high-profile campaign to defend the fundamental trade union right to strike. As set out in composite 18, we ran a programme of town hall meetings and campaigning activity through the autumn of 2022, including a rally and lobby of parliament.

When the Strikes Bill was published, we launched a mobilisation campaign, getting trade union members to run events all over the UK on 1 February, Protect the Right to Strike Day, and handing in a petition with more than 280,000 signatures. We ran a high-profile media campaign, including a partnership with the *Daily Mirror*. We briefed journalists to combat the government's spin, and achieved more than 250 national print and broadcast mentions. Much of the coverage - including reporting in the centre-right press - reflected union framing of 'the right to strike' and other key messages.

We also produced social media content that reached millions of people, and ran adverts in print, online and on billboards. When the Strikes Bill came to the House of Lords, we ran an innovative campaign to get individual union members affected by the Bill to write physical letters to individual peers. This increased crossbench attendance and helped contribute to multiple government defeats on amendments in the Lords stages.

INDUSTRIAL ACTION AND PROTECTING OUR RIGHTS

When the Strikes Bill returned to the House of Commons after defeats in the Lords, we organised an emergency protest in Parliament Square, at which the Labour Party repeated its commitment to repeal the legislation. We coordinated key interventions with international parliamentarians, civil rights groups, women's rights groups, employment lawyers and others.

In parliament, the TUC worked closely with opposition parties, with notable success in the House of Lords. We also engaged closely with Conservative and crossbench peers. As a result, the government was defeated multiple times during the passage of the Bill, including on the key issues of unfair dismissal rights for workers and union rights not to force members to cross picket lines. However, the Bill received royal assent in July 2023 and is now the Strikes (Minimum Service Levels) Act 2023. Labour is committed to repealing this legislation on entering government and the TUC will be working closely with unions to oppose the law.

1.3 Agency worker regulations

A TUC-coordinated group of 11 unions made a successful legal challenge to regulations that allowed agencies to supply employers with workers to fill in for those on strike.

The High Court ruled in July that the then secretary of state for business, energy and industrial strategy, Kwasi Kwarteng, failed to consult unions, as required by the Employment Agencies Act 1973 - quashing the 2022 changes.

The TUC had warned the law could worsen industrial disputes, undermine the fundamental right to strike and endanger public safety.

ASLEF, BFAWU, FDA, GMB, NEU, NUJ, POA, PCS, RMT, Unite and Usdaw brought the case. This was combined with separate challenges from UNISON and NASUWT.

1.4 Retained EU Law (Revocation and Reform) Bill

The TUC has also been at the forefront of the fight against the Retained EU Law (Revocation and Reform) Bill.

This Bill gives ministers huge powers to ditch important employment and health and safety rights, as well as environmental and consumer protections.

Coordinated by the Executive Committee's anti-union measures working group, a key part of the strategy was to initiate external alliances to prevent the government attempting to divide and rule the Bill's opponents.

Our campaign alongside environmental, civil society, legal and business groups led to a front-page splash in the *Financial Times*. The alliance has continued to coordinate on lobbying and campaigning activity.

A joint intervention with the health and safety sector also secured an *FT* front page and substantial media coverage.

The TUC has worked closely with opposition politicians, particularly in the House of Lords. This included hosting a briefing in parliament, alongside the Employment Lawyers Association and the Chartered Institute of Personnel and Development (CIPD), supporting peers to find out about the Bill's impact. The TUC has also provided several written briefings to MPs and peers.

This sustained pressure resulted in a significant climbdown, with the government ditching central provisions that would have led to the automatic expiry of retained EU law at the end of the year.

However, workers' rights remain at risk as the Bill gives ministers huge powers to rush through changes with no opportunity for parliament to influence them.

The government suffered repeated defeats in the House of Lords as peers sought to limit these so-called Henry VIII powers. However, the Bill eventually achieved royal assent in June 2023.

▼ Unite members at Sheerness docks in Kent strike for a third time over a fire-and-rehire programme
© James Bell/Alamy Stock Photo

The government has already paved the way to use its new powers to weaken workers' rights by launching a consultation that would reduce record-keeping for working time, could lead to lower holiday pay for those who rely on statutory rights, and removes consultation rights for those in small businesses that are transferred to a new owner. The TUC has submitted a strong response to the consultation opposing these changes and will continue to fight against them.

The government has failed to meet its previous promise to 'protect and enhance' workers' rights, instead seeking to axe them.



1.5 New deal for workers

Repeated scandals have shown the pressing need for a new deal for working people with collective action at its heart. The TUC continues to demand coordinated action to deliver day-one employment rights, ban zero-hours contracts, fire-and-rehire and bogus self-employment, and strengthen union and collective bargaining rights.

As noted in composite 7, the shocking no-notice sacking by Zoom call of 786 seafarers employed by P&O Ferries in March 2022, and their replacement with below-minimum-wage agency crew, was yet another sign that UK employment law is not fit for purpose.

“ Repeated scandals have shown the pressing need for a new deal for working people with collective action at its heart. ”

To mark the one-year anniversary of the dismissals, the TUC made a major media push to highlight that ministers had broken their promises to stop such sackings ever happening again. Our report *P&O Ferries Mass Sackings - one year on* showed that they have abjectly failed to close the loopholes exploited by bosses at P&O.

In line with composite 7, our demands included stronger criminal and civil sanctions against employers that seek to circumvent due process, and the removal of the cap on protective

awards to prevent companies from being able to put a price on criminal conduct.

Fire-and-rehire remains a problem across the economy. It continues to be used by unscrupulous employers to reduce terms and conditions in a range of sectors, including education. In line with resolution 23, the TUC has pursued a political response aimed at building cross-parliamentary

INDUSTRIAL ACTION AND PROTECTING OUR RIGHTS

▼ The TUC is pushing for increased protections for freelance workers
© Brothers91/Getty Images



conditions are held back by repressive and outdated laws. The TUC has continued to lobby for and develop the proposals set out in the 2019 report *A Stronger Voice for Workers*.

The General Council has continued to press for the removal of barriers to trade union recognition and for an overhaul of laws that mean statutory ballots are postal-only.

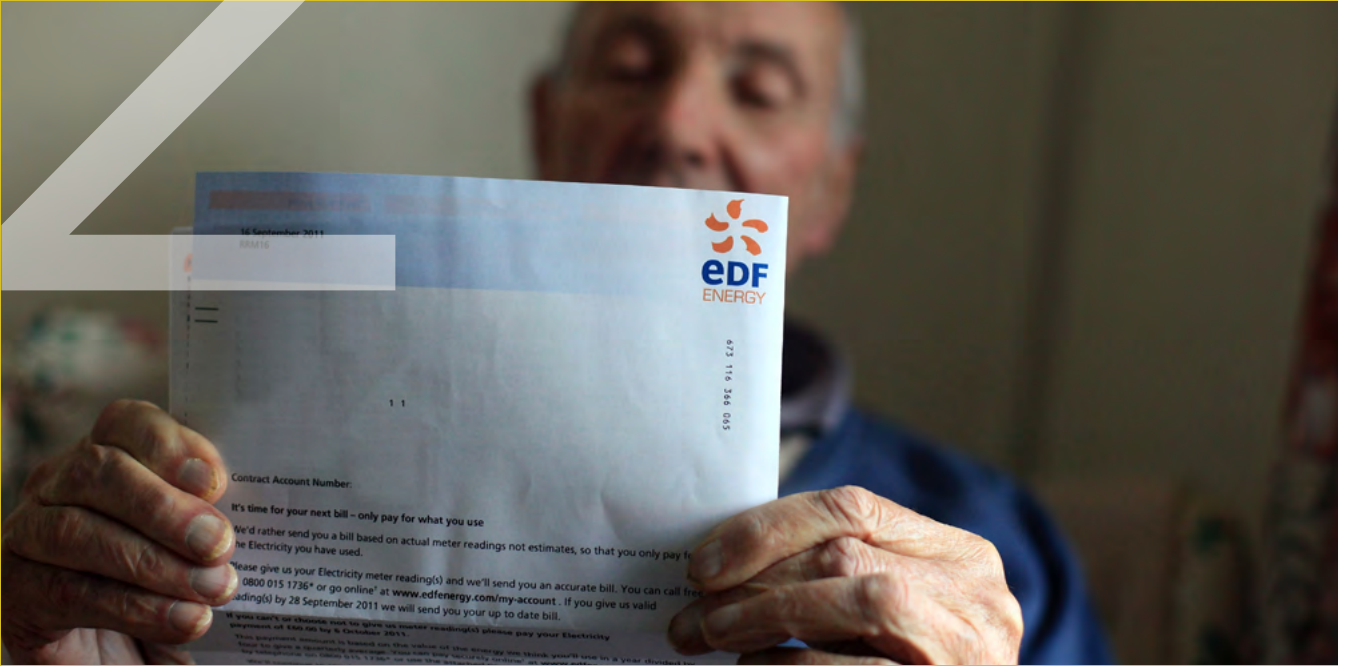
As set out in section 2, the TUC has also been working with unions to develop our approach to sectoral fair pay agreements.

support for legislative reform to ban fire-and-rehire. We continue to campaign for urgently required reforms to statutes to prevent opportunistic bosses cutting workers' wages.

Ministers tried to fob off workers with inadequate proposals for a code of practice to deal with this immoral practice, which the TUC shot down in the media and in its written response to the associated consultation.

Freelance workers often bear the brunt of turmoil in the labour market. In line with composite 8, the TUC is due to publish its *New Agenda for the Self-Employed* to push for increased protections for this vital group of workers.

As set out in composite 18, trade unions must lead the defence of working people in the UK. But working peoples' efforts to act collectively to improve their terms and



SECTION 2

THE ECONOMY AND COST-OF-LIVING CRISIS

THE ECONOMY AND COST-OF-LIVING CRISIS

2.1 Introduction

Over 2022, the worst pay crisis in modern history severely intensified. Lengthy and fragile supply chains could not cope as economic activity rebounded fast after lockdowns ended. The surge in prices of global commodities and energy further exacerbated inflationary pressures. The consequence was the most severe episode of price inflation for more than 40 years.

As a result, 2022 was the worst single year of the pay crisis that began in 2008, with real pay falling by 2.8 per cent. The government sought to take credit for some limited support to households, but also demanded workers accept that they must be poorer.

The government has sought to portray workers' pay as an inflationary threat and has refused to adequately protect public sector workers from rising prices, though workers have won some important gains through industrial action. But in line with composite resolutions 1 and 13, and the General Council statement *We Demand Better*, the TUC has set out that the real threat to people at work is the Conservative government's policies.

The problem with the economy is not that workers have too much, but that they have too little. Low or no pay rises in the face of steep price rises, exacerbated by the brutal hikes in interest payments

“As the pre-1979 experience shows, the present dire outcomes are not inevitable. The challenge is to reset the economy with the interests of labour at its heart.”

for those with mortgages and loans, means greatly reduced spending power. Likewise, smaller firms also face unprecedented hikes in their borrowing costs. As a result, we face greatly reduced economic activity and an economy flatlining at best and dangerously vulnerable to financial crisis and recession.

As TUC analysis has shown, (see Figure 1 opposite) the situation is consistent with an economic model that for more than 40 years has favoured wealth at the expense of work. Our research shows that since 1979 wealth has enjoyed substantial gains, at the expense of the performance of the wider economy. Broadly, gross domestic product (GDP) has halved relative to pre-1979 trends, but wealth has trebled.

As the pre-1979 experience shows, the present dire outcomes are not inevitable. The challenge is to reset the economy with the interests of labour at its heart. A starting point is the TUC's call for a national conversation about how we tax wealth, to ensure that the super wealthy pay a fairer share.

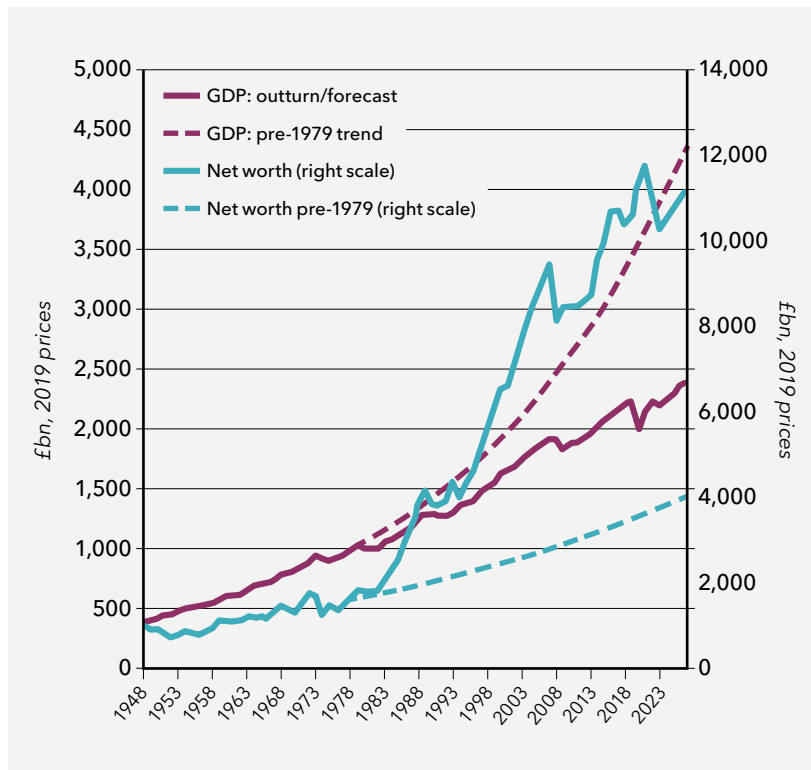
In July, the TUC Executive Committee met with the governor and chief economist of the Bank of England. It was an important opportunity to directly raise union and worker concerns about cost-of-living pressures, excess profits and the risk of recession.

2.2 Pay, the national minimum wage and fair pay agreements

Through our Britain Needs a Pay Rise campaign, the TUC has put wages at the heart of the debate about the cost-of-living crisis. In line with composite resolutions 1 and 13 and resolution 6, we have supported unions' industrial action to help secure better pay rises for workers across the economy, lobbied ministers to restore a decade of lost earnings in the public sector, and campaigned for a rise in the national minimum wage as soon as possible to £15 per hour.

We also launched the Our Work Matters: Justice for Outsourced Workers campaign. This joint union campaign connects low-paid outsourced workers in cleaning, security and facilities management roles across workplaces, unions and employers.

Figure 1: GDP and wealth - outcomes and projections (£bn)



Source: ONS, OBR, BoE and TUC calculations

Throughout the year we have made the case for a £15 minimum wage. We published analysis showing that a £15 minimum wage for care workers would boost the economy by £7.7bn. Our evidence to the Low Pay Commission called on the government to set out a plan to reach a £15 minimum wage. Following submissions by the TUC and affiliated unions, the government announced an increase in the national living wage (NLW) to £10.42 an hour from April 2023.

The TUC's National Minimum Wage Enforcement Group has met regularly, bringing together unions, advice agencies and relevant government departments and enforcement bodies. Kate Bell continued to represent the TUC on the Low Pay Commission.

The TUC continues to contribute to the work of the Living Wage Foundation, promoting the voluntary living wage as a minimum rate for the lowest-paid workers. The TUC pushed for increases to the living wage to be bought forward in 2022, and following this the new living wage rate was announced two months early.

Our work has also promoted sectoral bargaining as vital to reversing the decline in collective bargaining coverage, which has contributed to rising inequality and a loss of workforce power. Under 14 per cent of private sector workers are now covered by a collective agreement.

In November, the Executive Committee launched a programme of work looking at how fair pay agreements, delivered through sectoral bargaining, could work in practice. In February, the Executive Committee agreed to establish a union working group to undertake this work, to which all affiliates were invited to send a representative.

The union working group met four times and developed draft proposals covering issues including scope, the initiation of fair pay agreements, the bargaining group, and process and enforcement. A preliminary discussion of the draft proposals took place at the May Executive Committee, which agreed to hold further discussions with general secretaries.

THE ECONOMY AND COST-OF-LIVING CRISIS

▼ The TUC continues to call for a proper industrial strategy to facilitate our transition to net zero
© Christopher Furlong/Getty Images



2.3 Climate and just transition

Our work in this area has been guided by composites 2, 4, 6 and 17 and resolution 16.

Responding to the unprecedented spike in retail energy prices, and in line with composite 4, the TUC published proposals for reforming the energy retail system, with an expanded role for publicly owned companies to guarantee affordable energy to households. TUC commentary on energy company profiteering regularly gained high-profile media attention, contributing to the successful campaign

for government to impose a windfall tax on excess profits by energy companies and direct funds towards capping energy bills for households and business.

In line with composite 2, the TUC facilitated dialogue with affiliated unions, manufacturing employers and politicians on the importance of a manufacturing revival – including in defence – to securing good jobs in the UK. We commissioned analysis of the impact of spiking gas and energy prices on manufacturers, and lobbied government for action to protect manufacturing jobs. And we demanded a UK response to President Biden’s Inflation Reduction Act, an

exemplar industrial policy, lobbying for a much more active UK industrial policy. In February, an informal delegation went to the US to talk directly to US unions and policy makers about these developments.

The TUC continues to call for a proper industrial strategy to facilitate our transition to net zero through a balanced energy policy, protect and create jobs including in nuclear, improve job quality and inclusion, build the UK’s green manufacturing capacity and, in line with resolution 12, meet the needs of the economy and public services.

Through our new Worker-Led Transition project, the TUC has expanded the support available to affiliated unions and their workplace representatives, in line with resolution 16. We are also supporting reps in high-carbon industries, particularly steel and automotive, helping trade unionists advocate for, and win, plans to protect and onshore jobs while industries decarbonise.

New TUC resources enabled more union reps to navigate extreme temperatures in the workplace and consider how to future-proof workplace buildings, including the new TUC guide to building retrofit at work.

Wales TUC actively engaged with the Welsh government consultation for a just transition strategy. Yorkshire & the Humber TUC began a project to support reps in local authorities and construction trades in green bargaining, and has been active in supporting the Yorkshire & Humber Climate Commission. TUC Northern has also supported the North East Climate Coalition.

The Trade Union Sustainable Development Advisory Committee (TUSDAC) met bimonthly.

“ The report revealed that, since the financial crisis, dividends have risen three times faster than wages, arguing for reform to give workers a fair share of the wealth they create. ”

2.4 Workers' capital, corporate governance and executive pay

Just before Congress 2022, the TUC published *Companies for People: how to make companies work for workers*. The report revealed that, since the financial crisis, dividends have risen three times faster than wages, arguing for reform to give workers a fair share of the wealth they create and greater power in businesses. Recommendations included reform of directors' duties, including worker directors on company boards, replacing the word 'employee' with 'workforce' in the Companies Act, introducing joint and several liability, and boosting collective bargaining. The report achieved media coverage and was widely distributed.

In September, the TUC responded to a consultation on the Corporate Governance Code, arguing that the provisions on workforce voice and consultation should be strengthened.

Janet Williamson continues to represent the TUC on the Institute of Chartered Accountants in England and Wales' Corporate Governance Committee, contributing to two

podcasts on ethical business dilemmas, and on the Wates Coalition responsible for corporate governance principles for large private companies.

The TUC has continued to coordinate Trade Union Share Owners (TUSO), an initiative bringing together union funds to collaborate over voting and engagement with companies. We are also an active member of the ITUC's Committee for Workers' Capital.

2.5 Trade

The TUC used its position as vice chair of the UK-EU Domestic Advisory Group for the UK-EU Trade and Cooperation Agreement (TCA) and joint work with ETUC and EU sister centres to raise concerns that the Retained EU Law Bill and Strikes Bill contravened the government's commitments to maintain a level playing field on rights in the TCA.

The UK and EU Domestic Advisory Groups raised these concerns in a joint statement at the TCA Civil Society Forum with UK and EU Commission officials in October. As a result,

THE ECONOMY AND COST-OF-LIVING CRISIS

the EU Commission raised an official complaint with the UK government about the Retained EU Law Bill and has noted concerns about restrictions on the right to strike in the UK.

The TUC has advanced resolution 11 by raising with UK and EU governments the need for creative workers to be able to tour barrier-free across the EU.

The TUC held several meetings with shadow international trade secretary Nick Thomas Symonds MP, as well as other members of the shadow team, who raised TUC concerns in parliament.

The TUC campaigned against trade talks between the UK and Gulf States due to widespread labour rights abuses, as well as repression of women's and LGBT+ rights. The TUC highlighted these concerns in oral evidence to the International Trade Committee and report on Qatar, released ahead of the World Cup.

The TUC released a joint statement with Indian unions in October to call for trade talks between the UK and Indian governments to be suspended due to concerns about widespread abuses of workers' rights and civil liberties.

The TUC gave evidence to MPs on the committee for the Trade (Australia and New Zealand) Bill, raising concerns that the UK-Australia and the UK-New Zealand trade deals did not protect rights, public services

“ The TUC demanded a substantial increase to child benefit, the removal of the two-child limit on universal credit and legacy benefits, and the end of the benefit cap. ”

and social criteria being used in public procurement. The TUC also secured media coverage for our concerns regarding the UK's accession to CPTPP.

The TUC continued to call for UK-Israel trade talks to be halted due to concerns about abuses of Palestinian workers' rights and the ongoing illegal occupation. These concerns were highlighted in a roundtable the TUC held in February with MPs, the Palestinian rights group Al Haq and the former UN special rapporteur on human rights in the Palestinian Territory.

2.6 Social security and sick pay

The TUC has continued to highlight how the UK social security system does not provide an adequate safety net. Combined with the rocketing cost of basic foodstuffs and falling real wages, this has increased food poverty.

We have worked with affiliated unions on the campaign to provide free school meals for children, in line with resolution 6 and composites 3 and 13. The TUC assistant general secretary addressed a mini rally

organised by the NEU ahead of the delivery of a letter to the prime minister on the issue. The TUC has been engaging with unions on the Right to Food campaign, with our research revealing a significant increase in the number of children growing up in poverty in keyworker households.

Together with the Institute for Public Policy Research (IPPR) and the Child Poverty Action Group, the TUC published analysis showing how targeted help could lift more children out of poverty. We demanded a substantial increase to child benefit, the removal of the two-child limit on universal credit and legacy benefits, and the end of the benefit cap.

The TUC has also continued to campaign for decent sick pay for all, publishing several press stories on the subject.

2.7 Pensions

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

▼ Unions protest at the sacking of nearly 800 workers at P&O Ferries
© Ian Forsyth/Getty Images



We have lobbied for the age threshold for auto-enrolment to be lowered to 18 and the lower earnings limit to be phased out, in line with resolution 15. We also produced a paper arguing that this approach would reduce the gender pensions gap, in line with resolution 14.

The TUC has also continued to coordinate union engagement with the Treasury over changes to public service pension schemes. In line with resolution 14, we have also made the case against further increases to the state pension age in response to the independent state pension age review.

The TUC has engaged with government, select committees and regulators through consultation processes. We have used these to argue for better funding regulation for defined benefit (DB) schemes, and to promote a wide range of collective defined contribution (CDC) schemes.

The TUC Pensions Conference focused on several key issues, including responding to the cost-of-living crisis, improving diversity and inclusion in the pensions sector, and introducing a 'living pension' kitemark. We also held seminars to educate union reps and officials on CDC schemes, and pension trustees on the social impact of pension fund investing.

2.8 Transport

Achieving our legal obligations to deliver on net zero requires long-term, sustainable investment in transport services and infrastructure. It means: fully delivering HS2 and Northern Powerhouse Rail; regular, affordable bus services all over the country; and a significant settlement for Transport for London. Crucially, it requires re-establishing a publicly owned transport network to ensure revenue is reinvested in the system rather than being funnelled out in dividends to shareholders.

In line with composite 17, the TUC published *A Transport System Fit for the Climate Emergency*, which makes the case for proper investment in a publicly owned rail system. In April 2023, we launched the report with representatives from all four main transport unions, and Mayor of Greater Manchester Andy Burnham.

In March 2022, P&O Ferries dismissed nearly 800 workers and replaced them with lower-paid, less-experienced seafarers. P&O's chief executive later admitted to parliament that the company knew its actions were illegal. Despite promising to act, the government has failed to strengthen workers' rights and protections to prevent such a scandal happening again. In line with composite 7, the TUC worked with unions to lobby for improvements to the Seafarers' Wages Bill and for greater protections for workers.

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▼ The TUC has highlighted the impact that a lack of flexible working has on gender and disability pay gaps
© Ian Forsyth/Getty Images



We have continued to support striking workers in rail and across the transport sector. The TUC has coordinated industrial campaigns to build confidence and momentum, as unions mobilise members and win ballot thresholds. We have also organised mass demonstrations and lobbying events, coordinating opposition to the government's draconian and undemocratic Minimum Service Levels Bill.

2.9 Working time and flexible working

The TUC has continued to campaign for flexible working to be the default way of working, calling for all workers to have a right to flexible working and to require employers to include possible flexible working options in job adverts, in line with resolution 40. As a result of union campaigning, a government-sponsored Private Members Bill to improve access to flexible working looks set to become law. We have supported the Bill as a small step in the right direction while calling for stronger rights.

The TUC has also made multiple interventions highlighting the need for an advertising duty and the impact that a lack of flexible working has for gender and disability pay gaps. We have run events for MPs, and included flexible working in our submission to the Labour Party's National Policy Forum. And in line with resolution 24, we have called for more generous entitlements following bereavement.

The TUC has made numerous media interventions on working time. We published analysis showing that UK workers put in £26bn of unpaid overtime last year. We have drawn attention to the challenges experienced by night workers. And we have continued to call for the creation of four more bank holidays.

2.10 Health and safety

The TUC has campaigned to ensure that the health, safety and welfare of workers is protected by strong union organisation and a growing network of health and safety reps with access to high-quality guidance and advice. We have delivered a series of introductory courses, targeting women and Black members who are underrepresented in the safety rep role. We have produced a range of resources to support workplace activists alongside webinars focused on inspections, working in extreme temperatures, the menopause and stress. And, in response to resolutions 16 and 29, TUC Education has produced a new reps' resource on working temperatures.

The Union Health and Safety Specialists network met throughout the year and discussed various issues of concern. In response to composite 12 and resolution 45, the TUC joined the call for

“ In the run-up to International Workers' Memorial Day in April, the TUC focused on the threat to health and safety legislation from the government's Retained EU Law (Revocation and Reform) Bill. ”

universal access to occupational health services, supporting the Society for Occupational Medicine's campaign, and launched a new training course on work-related stress.

In the run-up to International Workers' Memorial Day in April, the TUC focused on the threat to health and safety legislation from the government's Retained EU Law (Revocation and Reform) Bill.

We continued to call for the strengthening of regulatory bodies, and, in line with composite 15, for more funding for the cash-strapped Health and Safety Executive (HSE). This included a report ahead of the Covid-19 public inquiry detailing the consequences of austerity measures on the HSE's core functions. The TUC has also called for safety regulators to extend their remit and change policy where necessary, for example in favour of asbestos removal, or the investigation of work-related suicide. And in line with resolution 30, we have supported stronger legislation on appropriate equipment, clothing and footwear for workers.

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

2.11 Covid public inquiry

The independent public inquiry into Covid-19 began full hearings in June. Set up to examine the UK's response to the pandemic, the inquiry also seeks to learn lessons for the future. The pandemic had a profound impact on working people, with many thousands dying after contracting the virus in the course of their work. The government's failure to provide adequate PPE, ensure safe working environments and invest in public services undoubtedly made a bad situation worse.

THE ECONOMY AND COST-OF-LIVING CRISIS

▼ Family members of people who died from coronavirus gather outside the UK Covid-19 Inquiry Hearing Centre in west London
© SOPA Images Limited/Alamy Stock Photo



than in 2010 in social care, transport, housing, childcare, schools, higher education, police services, fire services, and environmental protection. At the same time, our social security safety net had been damaged by benefit freezes and reforms that reduced entitlement and narrowed eligibility. These social security cuts increased the poverty levels associated with greater risk of exposure, transmission and vulnerability to more serious health consequences.

The TUC applied for, and was granted, core participant status for module 1 into pandemic preparedness, module 2 into government decision making, modules 2a, b and c into devolved administration decision making, and module 3 into healthcare.

Despite the inquiry's refusal to grant any form of funding to the TUC for this work, we have made representations at all preliminary hearings. We have secured a focus on equalities across all the inquiry's modules, and ensured austerity is front and centre of module 1.

The TUC found those in insecure occupations were twice as likely to die of Covid-19 than those in more secure employment. We have also shown that having the lowest statutory sick pay in the OECD too often left workers facing the choice between following public health advice or feeding their families.

Our report *Austerity and the Pandemic* sets out how steep cuts to almost every part of the public sector fatally weakened the UK's capacity to respond to the pandemic. When the pandemic hit in 2020, spending per capita was still lower



SECTION 3

BUILDING A STRONGER, MORE DIVERSE MOVEMENT

BUILDING A STRONGER, MORE DIVERSE MOVEMENT

3.1 Introduction

There is no bigger or more important priority for the TUC than building a stronger, more diverse, more inclusive trade union movement. We are striving to put equality at the heart of everything we do, by taking forward the work of our groundbreaking Anti-Racism Task Force, in line with the General Council statement, and tackling sexual harassment at work. Meanwhile, TUC regions and Wales TUC are standing up for workers and their communities across England and Wales, and TUC Education continues to provide reps with high-quality training. As industrial action has spread across the economy, our Solidarity Hub is providing practical support to affiliates and their members. And we're improving the way we use digital tech across the full spectrum of our activities.

3.2 Black workers

This year's International Day for the Elimination of Racial Discrimination took place on Saturday 18 March. The TUC supported the demonstration and, in line with composite 19, its focus was on challenging the government's unlawful migration policy. As part of the mobilisation for the march and rally, we worked with organisations including Stand Up To Racism to organise a conference focusing on the anti-racist and anti-fascist struggle

“ The disproportionate deaths of Black workers during the Covid-19 pandemic have highlighted many areas where institutional racism impacts the health, safety and welfare of Black workers. ”

in Britain and internationally. Themes included securing equalities in the workplace, in line with composite 9, and securing racial justice, in line with composite 10.

The conference's opening plenary focused on the action plan and manifesto that our Anti-Racism Task Force has produced, with the closing plenary discussing staying united amid the cost-of-living crisis. The march and rally were well attended, with over 10,000 people taking part in the demonstration.

The disproportionate deaths of Black workers during the Covid-19 pandemic have highlighted many areas where institutional racism impacts the health, safety and welfare of Black workers. In response, the TUC educated union members about the intersection of racism and ethnicity and health, safety and wellbeing issues. We also worked to increase the number of Black health and safety reps. And we campaigned for policy change on ethnicity data collection in work-related injury reporting, and lobbied for ethnicity pay gap monitoring, in line with resolution 35.

The TUC has also campaigned against the government's policy to deport asylum seekers to Rwanda and against the Nationality and Borders Act. We organised a roundtable and 11 trade unions signed up to support the campaign, and trade unions were well represented at a demonstration on 5 September to support Care for Calais and the PCS court challenge.

In November, the TUC sponsored a vigil to remember the 32 men, women and children who died in the English Channel a year earlier. Along with our affiliates, we have also been active in campaigning against the Illegal Migration Bill, with Paul Nowak writing to home secretary Suella Braverman in March opposing the Bill and asking the government to reconsider.

As we move into the delivery phase of the Anti-Racism Task Force, the implementation and oversight group has been meeting to discuss ways to support unions in actioning the manifesto commitments. This work has been supported by an independent evaluation of the work undertaken so far, as well as ongoing work

▼ Workers support trans rights at the May Day celebrations in Manchester
© Gary Roberts/Alamy Stock Photo



to look at the experiences of Black workers within the union movement. It's crucial that unions continue to prioritise this work and make progress against the commitments.

3.3 LGBT+ workers

The TUC LGBT+ Committee worked on a range of issues, focusing on fighting back against the far right, and protecting LGBT+ rights in the Equality Act. The TUC has continued to highlight the shocking rise in transphobia in the UK and the hostile climate created by the government and media for all LGBT+ people. Taking forward resolution 43 on supporting trans and non-binary workers, in April the TUC launched the

Trade Unions for Trans Rights Network. It is a space for trade unions to organise together for trans rights at work and in wider society. The network will work closely with LGBT+ charities and community organisations to create and share resources and research, and coordinate campaigns.

We wrote a letter to the government and the EHRC calling on them not to make amendments to the Equality Act on the current definition of sex, following on from advice requested by the government.

We continue to call for progressive reform of the Gender Recognition Act, based on self-identification. We published a statement on the Westminster government's

intervention in the Scottish government's gender recognition reforms, working closely with the Scottish TUC. We have also continued to call for a complete ban on LGBT+ conversion therapy, with no loopholes for 'consent' and no part of our community left out of the ban.

We delivered two new leadership programmes for LGBT+ and disabled workers, bringing together two cohorts of trade union activists. Delegates explored their own approach to leadership, gained a deeper understanding of the trade union movement, and developed a network of supportive leaders across the movement.

BUILDING A STRONGER, MORE DIVERSE MOVEMENT

“ The TUC has become a signatory to the Disability Employment Charter, using it as a tool to lobby government to deliver for disabled workers. ”

3.4 Disabled workers

The Disabled Workers Committee has continued to highlight the shocking treatment of disabled people under this government. Taking forward resolution 37, we have become a signatory to the Disability Employment Charter, using it as a tool to lobby government to deliver for disabled workers. We have contributed to government consultations on the implementation of the national disability strategy, and on the plan for jobs and employment support. We have also worked closely with disabled people's organisations in the wake of the new Health and Disability White Paper, which the government published in March 2023, and have taken up a seat on the government's stakeholder engagement board for the white paper.

The TUC marked disability pay gap day by publishing new analysis showing that disabled workers earn 17.2 per cent less than non-disabled workers, with disabled women facing a gap of over £7,000 per year. We also published analysis showing that three in four disabled workers earn less than £15 an hour. We wrote a letter to the minister for women and equalities to call for urgent action, including statutory disability pay gap reporting.

Taking forward resolution 36, we have called for the use of reasonable adjustment disability passports in the NHS and other public bodies. The passports are a useful and practical tool that create change for disabled workers. We have highlighted their importance in our reports, in our speeches at conferences and events, and through blogs and podcasts.

We have continued campaigning to improve access to flexible working for everyone to reduce stigma and to improve accessibility in the design of working arrangements.

We have also continued to raise concerns about the lack of support that people living with long Covid are receiving. We released a report in March 2023 with the Long Covid Support Employment Group, based on a survey of just over 3,000 people with long Covid. The research found shockingly high levels of poor treatment by employers.

3.5 Women

In line with resolution 42, the TUC continues to combat sexual harassment in the workplace and campaigns to change the law, laying the foundations for the culture change that

is needed to end sexual harassment and the cultures that allow it to thrive.

The TUC recognises that if we are to challenge sexual harassment in our members' workplaces, we must ensure that we lead by example in our own trade union workplaces and spaces. In line with resolution 42, the TUC has trained 12 trainers and piloted a new training course for trade unions focussed on recognising and understanding sexual harassment and the practical steps needed to drive culture change across our movement. We continue to work with affiliates to promote our sexual harassment resources for trade unions and have begun work on establishing safe reporting routes for the movement.

Following the Kennedy report into the culture at TSSA, the TUC has offered practical advice and support to the interim management team at TSSA and facilitated access to training. The TUC ran a roundtable with the women's committee and MeTU to discuss the barriers to change in our movement and how we can overcome them. The General Council agreed a transparent process for handling potential complaints about the conduct of the general secretary.

▼ We continue to raise health and safety issues and are working to update all guidance relating to pregnancy and maternity
© Sam Edwards/Getty Images



In line with composite 11, we partnered with Henpicked to run a workshop on menopause in the workplace at our Reps Connect event, to raise awareness and provide practical tools.

Working with the Department for Business, Energy and Industrial Strategy (BEIS), we continue to raise health and safety issues and are working to update all guidance relating to pregnancy and maternity,

including health and safety and parental leave rights. Partnering with Maternity Action, we developed a toolkit on pregnancy and maternity rights and safety in the workplace, taking forward resolution 42.

We continued to support calls to make access to telemedical abortion care permanent. In July, we signed a joint public letter to the Director of Public Prosecutions (DPP), condemning the cases being brought against

two women for ending their own pregnancies and calling on the DPP to issue guidance to the Crown Prosecution Service (CPS) to stop the prosecution of women who end their own pregnancies with immediate effect. We continue to support calls for protections for buffer zones around abortion clinics and more funding for abortion services, in line with resolution 38.

We continue to be part of the Equal Pay Alliance with the Equality Trust, and in November, in line with resolution 39, we launched an equal pay toolkit. We continue to discuss collective priorities and how we can campaign for equal pay, as well as creating a space for other stakeholders to hear from affiliates about the bargaining that unions do every day for their members on pay and conditions.

We continue to highlight the need for flexible working for women and joined Pregnant then Screwed's March of the Mummies in October 2022. This saw 15,000 parents take to the streets across the UK to campaign for day one rights to flexible working, better parental leave and pay, and investment in childcare and early years, helping advance resolution 40.

BUILDING A STRONGER, MORE DIVERSE MOVEMENT

▼ The TUC's union finder tool is a shop window for joining a union, helping workers to find the right union for them

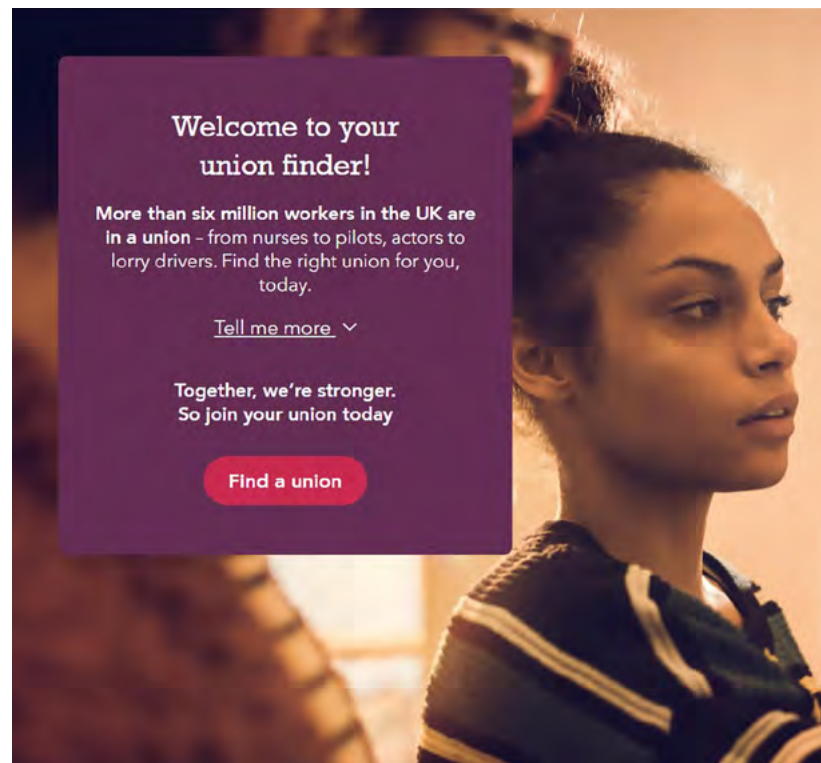
3.6 Solidarity Hub

The Solidarity Hub project was launched in December 2022 and assists unions by providing a suite of support to add value to their campaigns and disputes. A key component of the project is the Dispute Intelligence Database, as detailed below.

Our website hosts a range of resources. The most popular feature is our range of online learning mini-modules and pocket guides aimed at reps. These include resources on preparing for action, effective communications, mental health guidance, acting loud and legal, a pocket book on organising and more. These have already proved very popular, with 46 per cent of all unique visitors to the site in 2023 interacting with one of these resources.

Our Solidarity Stories page is now live, capturing first-hand testimony of unions winning for workers and the methods and tactics used to reach a successful resolution. We are using our extensive media reach to promote these stories and hope that they serve as good, shareable practice to benefit and inspire the wider movement.

Our Dispute Intelligence Database seeks to record and track union campaigns and disputes in extensive detail. Outcomes to date include demonstrating support through all communications from the TUC for unions in dispute,



attending picket lines where possible with senior TUC staff, working with our regions to ensure maximum support locally, and providing research to affiliates and more.

The next steps of the project are to continue tracking all disputes, providing the movement with analysis and trends in industrial action and analysis of union wins. We will organise a roundtable discussion of senior union officials to reflect on all recent action and draw out best practice and lessons learned to assess how we can best support unions at all levels and further develop our growing suite of resources to add value to our unions in dispute.

3.7 Digital campaigning and organising

Building a stronger union movement means using the best tech, tools and techniques at our disposal to recruit members, get them active and help win disputes and campaigns.

The TUC's Megaphone platform enables unions to run online petitions and digital actions to build pressure on employers, recruit new members, engage existing members and build public support. In 2023, the TUC expanded the team supporting union disputes and campaigns, meaning we were able to offer more expert advice on digital tactics.

The platform has now hosted 306 petitions and 522 events, originating from 24 different unions. More than 100 petitions were started by unions in 2022-23. More than 880,000 people have now taken action in support of a union campaign, and there are 470,000 supporters on the Megaphone solidarity email list - a vital resource for the movement. Megaphone supporters are regularly asked to join a union, to recruit others to the union, to promote campaigns in their workplaces and community, to donate to strike funds and to take other actions that strengthen the movement.

In 2022-23, the TUC continued to support affiliates in adopting distributed messaging services to encourage turnout during strike ballots. This has involved setting up tools for affiliates, planning messaging scripts and training activists to have SMS conversations with members at speed and at scale. This has contributed to a significant increase in the number of ballots meeting the thresholds for industrial action.

The TUC's Union finder tool is a shop window for joining a union, helping workers to find the right union for them. In 2023, Union finder experienced a 15 per cent increase in user engagement compared to 2022. This year, we have improved the tool by introducing ways to follow up with users to increase the likelihood they join the union or unions they

“ In 2022-23, the TUC's reach on social media grew by 65 per cent. Our core social media accounts have a total of 473,000 followers, up from 287,000 a year ago. ”

were recommended. We have also started to collaborate with individual unions to track conversion rates of users referred to their joining pages.

The TUC primarily uses its social media channels to introduce new audiences to trade unions and trade unionism. We share breaking news about unions and work, we seek to build support for key union campaigns, and we promote trade unionism in general.

Over the past year, we have switched our focus to prioritise engagement over information about the TUC, and have deliberately sought to create more viral content. In 2022-23, the TUC's reach on social media grew by 65 per cent. Our core social media accounts have a total of 473,000 followers, up from 287,000 a year ago. From September 2022 to June 2023, our social channels got 187 million impressions, our videos received 112 million views, and we had more than 9 million likes, shares or comments on our content. We now have the biggest labour movement social channels in the world.

One example illustrates the value of this work. In January 2023, we released our biggest-ever social media post, a tweet that broke the news of the government's plans to attack the right to strike through new legislation. This post was seen 6.8 million times - meaning that millions of people in the UK found out from the TUC that the government was threatening to fire key workers who go on strike.



▲ This TUC video about debunking inflation claims gained more than 700,000 views

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Table 1: Number of reps trained by course and region

Course title	South West	North West	Yorks & Humber	Northern	LESE	Midlands	Scotland	Totals
UR Stage 1	8	426	35	0	98	302	100	969
Emp Law	51	73	0	0	47	210	21	402
H&S 1 and 2	47	265	12	15	105	321	90	855
ULR	0	8	0	0	29	0	36	73
Specialist	46	317	0	0	113	0	145	621
Short	632	977	234	16	4,533	1461	431	8,284
Diploma	19	94	5	26	108	27	64	343
TOTAL	803	2,160	286	57	5,033	2,321	887	11,547

The TUC's TikTok video channel is now its biggest account, with 181,000 followers. Some of our videos have had more than a million views, including those campaigning for a £15 minimum wage (1.3 million views) and our opposition to a rise in the retirement age (1.2 million views). In line with emergency resolution 1, we continued to call for a fair resolution to the Royal Mail dispute, and our video supporting the CWU's industrial action had 1.8 million views.

The TUC's Digital Lab programme supports unions with digital change, helping unions understand what best practice looks like and how to make the most of digital.

In 2023, a particular focus has been around a new generation of union membership

databases. As set out in composite 20, the TUC has sought to encourage unions to work in collaboration to tackle shared challenges. As a result of shifts in the market for union software and the need to improve systems to meet industrial action thresholds, many unions started researching major change to their databases in 2022. The TUC has delivered events, training sessions and reports, and co-ordinated unions to share experiences. The aim is to help affiliates' database projects succeed faster and with reduced risk and costs.

The Digital Lab has also worked with a group of affiliates on a collective research project on members' needs for digital content related to the cost-of-living crisis. With Nautilus International, the Digital Lab supported the development

of a new digital approach to onboarding young members, aimed at increasing retention.

3.8 TUC Education

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

In 2022/23, TUC Education had partnership agreements with 17 FE colleges in England and Scotland that ensure delivery of National Open College Network (NOCN) accredited training via the TUC’s core course programme and union courses that are mapped to the TUC Passport to Progress accreditation framework.

The TUC is conducting a strategic review of all trade union education provision in the UK to ensure that the movement has the capacity to organise, campaign and represent members effectively. The recommendations from the review will be made to the TUC Executive in early 2024.

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

3.9 Online training and support for union reps

During 2022, TUC Education trained over 2,500 reps via its online learning platform. This figure does not include courses delivered by trade union studies centres in Wales and Scotland and by colleges that used non-TUC-hosted learning platforms.

Our most popular courses were Union Reps and Health and Safety Stage 1. In total, 1,138 new reps were trained online in 2022, which represents a significant increase on the previous year’s figures.

Table 2: Number of reps attending courses by union

Union	10-day	Short/ specialist	Diploma
Accord	2	0	0
Advance	0	0	0
AEP	0	0	0
ASLEF	65	9	9
BALPA	0	10	2
BDA	0	19	0
BFAWU	11	0	0
Community	0	116	1
CSP	139	127	0
CWU	14	493	6
EIS	10	177	15
Equity	0	0	0
FBU	8	160	8
FDA	0	0	0
GMB	1,131	1,387	36
HCSA	2	2	0
MU	0	0	1
NAHT	0	0	1
Napo	2	0	2
NARS	0	0	0
NASUWT	3	1	0
NEU	2	11	9
NUJ	0	0	1
PCS	75	938	23
PFA	0	0	0
POA	19	3	5
Prospect	1	3	5

BUILDING A STRONGER, MORE DIVERSE MOVEMENT

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

Union	10-day	Short/ specialist	Diploma
RCM	2	2	6
RCP	0	0	0
RMT	35	15	6
SOR	17	0	0
TSSA	3	2	0
UCU	6	296	5
UNISON	87	1,740	61
Unite	683	1,800	31
URTU	0	78	0
Usdaw	174	1,033	0
Not known	93	243	65
Totals	2,584	8,665	298

Table 3: Online core courses

Course title	Number of reps
Union Reps 1	671
Certificate in Employment Law	139
Health and Safety 1	372
Next Steps for Safety Reps	46
Union Learning Reps	95
Diploma in Employment Law	103
Diploma in Occupational Health and Safety	24
Short courses	11
Own union courses	1,042
TOTAL	2,503

Plans are underway to create a fresh and comprehensive programme of UNIONREPS Advanced courses. These courses aim to offer reps an enhanced and specialised training experience, focusing on key workplace issues. The intention is to provide reps with more extensive and in-depth knowledge and skills, equipping them with the necessary tools to effectively address members' concerns.

3.10 Digital training support for affiliates

During 2022, the digital learning team collaborated with several TUC affiliates helping them to transform their training programmes. Over the year we have worked with Unite's South West region to develop online versions of its core training courses. We worked with UNISON nationally on organising and union learning reps' training, and have developed online versions of a range of courses for UCU that have been used by more than

“ TUC Education worked closely with affiliates to develop new blended and flexible training options that catered to the changing needs of their reps. ”

750 reps. TUC Education also worked with ASLEF, BALPA, the Society of Radiographers, NASUWT and Nautilus International on various projects aimed at introducing innovative training approaches. The digital team developed online resources that complemented affiliate training programmes, enhancing accessibility and facilitating flexible learning. TUC Education worked closely with affiliates to develop new blended and flexible training options that catered to the changing needs of their reps. Affiliates have used the TUC's existing digital platforms to successfully implement initiatives such as digital credentialing and pathways to guide participants through their learning journey.

3.11 Unionreps Connect 2022

In October, TUC Education organised a face-to-face training event, Unionreps Connect 2022. It offered training workshops and collaborative spaces for both new and experienced workplace representatives. The attendees listened to engaging presentations and participated in learning sessions on important workplace issues.

The event offered support and guidance on everyday challenges, focusing on key topics such as employment law, health and safety, organising, union learning and equality.

Table 4: eLearning

Course title	Total learners
Apprenticeships - know your rights	30
Cancer in the workplace	45
Changing lives through learning	34
Climate change	67
Coronavirus - how to organise	177
Coronavirus and domestic abuse	1520
Difficult conversations	74
Ethical trade	10
Facility time	79
Flexible work	95
Harmful gambling	377
Health and safety and organising	160
Language support	27
Long Covid	1440
Menopause support in the workplace	165
Organising	215
Pocket guide to organising	1012
Read now	16
Reasonable adjustment passports	294
Redundancy (4 modules)	280
Return to safe workplaces	240
Risk assessments for home workers	233
Sexual harassment	41
Social model of disability	41
Supporting learners	53
Supporting non-binary workers	52
Tackling the far right	243

BUILDING A STRONGER, MORE DIVERSE MOVEMENT

Table 4: eLearning (cont'd)

Course title	Total learners
Talking about anti-semitism	193
Talking about the union	65
The real living wage	18
Trade Union Act	70
Union learning advantage	37
Universal credit	26
Write now!	43
TOTAL	7,472



▲ Unionreps Connect 2022 offered face-to-face training, support and guidance on everyday challenges
© Mark Thomas

The programme featured presentations from employment rights specialists, interactive workshops with TUC policy experts and discussions with inspirational union reps.

The event also provided the 276 reps attending with the opportunity to network and make new connections.

Unionreps Connect 2022 proved to be extremely popular, with over 94 per cent of reps attending stating that the day helped them gain new knowledge or skills. TUC Education plans to make Unionreps Connect an annual training event.

3.12 TUC Education webinars 2022/23

This year, TUC Education delivered 17 new webinars. The total number of registrations reached 13,375, with an average registration rate of 787 participants per event. The Employment Law Update webinar, supported by Thompsons Solicitors, proved to be the most popular, attracting a record high of 1,638 registrations.

The second most popular webinar focused on disability discrimination. A follow-up survey of the TUC's webinar audience revealed high demand for further webinars that offer guidance and support on disability issues.

Table 5: Webinars

2022				
Title	Date	Registrations	YouTube views	Total
Covid: airborne protections	17/2/2022	633	3,136	3,769
Protecting workers' mental health	18/5/2022	1,054	274	1,328
Staying safe at work	6/6/2022	612	231	843
Protecting workers from extreme temperatures	30/6/2022	686	578	1,264
Tackling racism and inequality at work	14/7/2022	770	540	1,310
Protecting pregnant workers and new mums at work	20/7/2022	644	197	841
Sickness absence: workers' rights	21/9/2022	925	903	1,828
Right to work checks: how to support migrant members	12/10/2022	271	100	371
Supporting workers with long Covid	27/10/2022	850	268	1,118
Inflation and our demands for a pay rise	3/11/2022	415	216	631
Disability discrimination and reasonable adjustments	15/12/2022	1,222	533	1,755

BUILDING A STRONGER, MORE DIVERSE MOVEMENT

Table 5: Webinars (cont'd)

2023				
Title	Date	Registrations	YouTube views	Total
Preventing burnout and increase wellbeing	18/1/2023	1,066	411	1,477
Taking action to win - are you ready?	15/2/2023	327	109	436
Creating menopause friendly spaces at work	16/3/2023	920	264	1,184
Supporting domestic abuse survivors at work	19/4/2023	334	0	334
Inspecting your workplace 101	11/5/2023	1,008	321	1,329
Employment law update	24/5/2023	1,638	450	2,088
TOTAL		13,375	8,531	21,906

Webinar participants expressed high levels of satisfaction with both the content and the delivery of the sessions, resulting in an average approval rating of 4.59 out of 5.

3.13 TUC Education interactive guides

TUC Education continued to expand its range of short, interactive learning modules. Over the course of 2022, the guides were accessed by over 15,000 reps and we launched a number of new guides.

Table 6: Interactive guides

Name	Launch date	Number of learners
Ethnicity monitoring	22/9	126
Pregnancy and maternity (update)	22/6	60
Solidarity Hub	22/11	381
Too hot, too cold	22/7	6,057
TOTAL		6,624

3.14 Organising Academy

The TUC Organising Academy offers organising training to union officers, organisers and other staff involved in supporting union organising campaigns. The Academy is run in partnership with The Manchester College. In the academic year 2022/23, the Organising Academy trained 36 union officers, 25 from NEU and 11 from HCSA.

3.15 Leading Change Programme

The TUC's Leading Change ran another programme in 2022, with the latest programme commencing in July 2023.

3.16 TUC review of services

Following the election of Paul Nowak as general secretary – and reflecting composite resolution 21 which was remitted – Kevin Rowan carried out a review of services and support to unions, meeting with 16 general secretaries, the chairs of the TUC's statutory equality committees, the TUCJCC, the LESE executive committee and regional officers in Yorkshire and the Humber.

The findings from the review were agreed at an executive awayday in February 2023, and recommendations fell into two categories.

First, support for renewing organising included: a focus on diversifying our reps' base; renewing a trade union education strategy; introducing a 'solidarity hub'; coordinating unions sectorally; and developing 'leading change' programmes for underrepresented groups.

Second, convening the movement recommended changes to the structure of the General Council meetings: a clearer line of sight to the work of regional and Wales TUCs; systemic reviews of the TUC's performance against key priorities; practical support for unions to be more efficient and effective around procurement; and the introduction of a finance committee to give unions a greater strategic oversight of the financial challenges faced by the TUC.

While there was no appetite or consensus to change the way that the TUC leadership is elected, or to introduce a fixed term of office for the general secretary, it is was agreed to introduce a biennial process for reviewing the performance of the general secretary.

3.17 Regions and Wales

North West

Right across the North West, the TUC has been supporting affiliates in ongoing industrial action, from balloting through to celebrating success. We were able to bring reps and officers together to share best practice

“ Right across the North West, the TUC has been supporting affiliates in ongoing industrial action, from balloting through to celebrating success. ”

on organising and winning ballots, and provide practical support on picket lines.

Many of our unions have achieved success, including OCS workers winning parity with NHS colleagues, the insourcing of hundreds of NHS staff in Liverpool, dock workers and Jacob's factory staff winning pay rises, and HGS call centre staff fighting for and winning a living wage. These successes have given momentum to our unions, which continue to campaign hard for working people.

We hosted Lord David Blunkett and members of Labour's Commission on Skills at Wirral Met to talk about the future of skills and learning at work, part of our wider ongoing work to rebuild union learning in the region and increase the number of learning reps. As part of this, we are successfully delivering a numeracy project in the Liverpool City Region with affiliates, enabling us to increase our staffing in the region to support unions.

BUILDING A STRONGER, MORE DIVERSE MOVEMENT

As devolution has progressed, we have continued work with metro mayors to ensure strong union representation. We have pushed our agenda on good work in employment charters, with Paul Nowak delivering the annual good employment lecture in Manchester.

South West

After a generation's worth of service by Nigel Costley, the TUC appointed Ines Lage as regional secretary to lead our work across the South West region.

In the past year, TUC South West has successfully organised the first TUC Black Talent Programme pilot. This saw new Black activists develop leadership and organising skills, and form the hub of a network to help grow and diversify trade union membership and activism in the region.

We also coordinated eight Right to Strike rallies, aligning hundreds of picket lines to bring over 10,000 trade unionists standing strong against the Strikes Bill.

Appalling weather conditions meant that well organised plans for this year's Tolpuddle Festival fell by the wayside as, due to safety concerns, the event was cancelled at the last minute. High praise remains for the team of staff and volunteers that ensured everyone was kept safe and we look forward to the festival returning next year.

“ The region has been successful in securing additional staff to lead on key campaigns in skills and on tackling climate change aligned to the TUC's just transition policies. ”

Yorkshire & the Humber

As the region's workers feel the full force of the cost-of-living crisis, we saw a growing number of young activists once again taking to the streets and visiting workplaces on their summer patrol. They were joined as usual by comrades from LO Norway as part of an internationalist effort to recruit increasing numbers of young workers into trade unions.

The region has been successful in securing additional staff to lead on key campaigns in skills and on tackling climate change aligned to the TUC's just transition policies. The TUC has been instrumental in establishing a Climate Commission in the region, including union representation. Colleagues in the region are working well with unions to build and develop green rep networks.

Following the retirement of Bill Adams, who served the TUC for over 20 years, the TUC began a process of restructuring the regional boundaries of both the Yorkshire and the Humber and Northern regions.

Midlands

The TUC has continued to work with affiliated unions to develop a groundbreaking union organising model in Leicester's garment industry. Workplace Access Agreements, which guarantee union access to Leicester's garment manufacturing factories, are now in place. Our campaign is now looking to embed these agreements and the benefits they bring for union organising across fashion brands' global supply chains.

The Dying to Work Charter appeared in a Private Members' Bill in parliament brought by Alex Cunningham, another landmark step after many years of union campaigning to provide greater legal protection for terminally ill workers.

We have also been taking steps to support the diversification of our lay rep base. We have established an enthusiastic Black Activist Network and are currently exploring developing a network of women officers to help guide our campaigning and organising work.

The general secretary showed support for the first strike in Amazon, visiting workers in Coventry alongside the Midlands regional secretary.

▼ Reclaim the Night! marchers protest at rape and all forms of male violence against women
© Hollie Adams/Getty Images



Northern

In what has been a year of considerable industrial activity, the TUC has supported industrial action campaigns across the public and private sectors in the north-east and Cumbria.

Working with unions locally, we will be launching our Black Activists' Development Programme in September with networking, leadership and organising skills opportunities. Our focus on bringing reps together saw us hold a reps' summit in May, where we shared and developed organising opportunities around the North of Tyne Combined Authority's Good Work Pledge.

We continue to lead and support campaigns for women in the region, with this year's Reclaim the Night! event to protest against violence against women being one of the best attended in recent years.

With support from the North of Tyne Combined Authority, we have been able to rebuild our support for union learning reps and workplace learning. We are hoping to expand this work in the months ahead.

London, East & South East

There have been many industrial disputes located in London, the south-east and the east of England. We continue to build support for unions taking action, publicising information about

disputes, attending picket lines and events, and delivering messages of solidarity.

We have relaunched our regional young members' network and LGBT+ solidarity network, and will be starting our Black Activists' Programme just after Congress. We have reviewed and amended our regional structures to increase union participation, ensuring we receive information and requests for support and can then share these across unions and trades councils. We now have reps representing 94 per cent of union membership on our regional council.

BUILDING A STRONGER, MORE DIVERSE MOVEMENT

Wales TUC

Last year, we launched our Black Activists' Development Programme. The first cohort of trade unionists – who are all women activists – are reaching the mid-point of the programme, and we are working with them to determine how best we can support their ambitions, whether within their union, in politics or in wider civil society.

We have also continued to develop resources for reps and officers to make workplaces safer and more inclusive. We launched a toolkit on how to deal with workplace sexual harassment with Welsh Women's Aid earlier this year, as well as an action plan on steps to achieve LGBT+ inclusive workplaces. We have also launched a pilot of a unions into schools initiative and are looking forward to welcoming a delegation of Norwegian trade unionists this summer to support young trade unionists to adopt their 'street patrol' organising model.

Thanks to continued investment by the Welsh Government, the Wales Union Learning Fund (WULF) is delivering training for thousands of workers in Wales every year, and we also support hundreds of

“ Thanks to continued investment by the Welsh Government, the Wales Union Learning Fund (WULF) is delivering training for thousands of workers in Wales every year. ”

reps through our Trade Union Education offer. Both have been adapted to support the aims of a just transition, including a negotiating course for reps and officers and a collaboration with Umeå University, Sweden, to run a residential course in Cardiff on 'workers as agents of a green and just transformation'.

While Wales has also seen its fair share of industrial action in the devolved public sector, trade unions have continued working with the Welsh government and employers as part of our social partnership arrangements. Through the Workforce Partnership Council, we have been developing a four-day working week pilot in the devolved public sector and the Social Care Fair Work Forum has been devising a plan for sectoral collective bargaining for the outsourced workforce.

In May, the Social Partnership and Public Procurement Act received royal assent. This new law requires the Welsh government to set up a Social Partnership Council and gives recognised unions a say over the strategic priorities of devolved public bodies. It also puts the two-tier code on a statutory footing and introduced social clauses in large public construction projects. Trade union officials were seconded to the Welsh government to develop the legislation, encapsulating the Welsh government's view that strong industrial relations are an integral part of public services.

The general secretary, and Wales TUC general secretary, met the first minister Mark Drakeford in March. They also visited Airbus in Broughton in July, along with shadow employment rights minister Justin Madders MP and Unite officers and reps.



SECTION 4

WINNING A BETTER FUTURE FOR WORKING PEOPLE ▽

WINNING A BETTER FUTURE FOR WORKING PEOPLE

▼ NHS ambulance workers, physiotherapists, junior doctors, nurses and other health professionals participate in the biggest wave of strike action in a decade
© Dan Kitwood/Getty Images



4.1 Introduction

The TUC and its affiliates continue to campaign for a better, more hopeful future for all workers. After over a decade of austerity, unions are at the forefront of calls to rebuild our shattered public services, not least an NHS still struggling to recover from the pandemic. We're calling for more funding for workforce skills, so we deliver genuine training and development opportunities for all. And we're seeking to address the impact of AI and rapid technological change on working people.

But our work goes far beyond the UK. Trade unions are proudly internationalist, and we are working with sister movements worldwide to fight for decent work, rights and services for working people across the globe. We are also prominent in the fight against the global far right, resisting those who seek to pit worker against worker.

4.2 A strong public sector

A strong and resilient public sector is the backbone of a robust economy, built on well-funded and well-staffed public services. However, we are continuing to witness the devastating ramifications of

13 years of savage public spending cuts and pay restraint. Waiting times and backlogs in health and justice have reached record highs; schools, hospitals and council services are crumbling; and the attainment gap in schools and the skills gap in workplaces has widened significantly.

The TUC continues to call for proper funding for all our public services, including our fire and rescue service, in line with resolution 25. And we continue to oppose privatisation and government attacks on public service broadcasting, in line with resolution 58.

“ Living standards for public sector workers have plummeted, as yet another year of real-terms pay cuts left key workers brutally exposed to the cost-of-living crisis. ”

Living standards for public sector workers have plummeted, as yet another year of real-terms pay cuts left key workers brutally exposed to the cost-of-living crisis. TUC analysis showed that the average public sector worker was earning £200 a month less in real terms in spring 2023 than in 2010.

Ministerial decisions to hold down public sector pay have made keyworkers tens of thousands of pounds poorer and fuelled the recruitment and retention crisis blighting our public services. In line with emergency resolution 3, we highlighted that a toxic mix of pay cuts, unsustainable workloads and low morale are driving many public sector workers out of their professions and forcing others to take industrial action to defend their pay and working conditions.

In line with composites 5, 12 and 14, the TUC has supported unions' industrial activity, convening unions within and across sectors, while our Britain Needs a Pay Rise campaign has highlighted the urgent need for a significant pay rise for the public sector workforce. Our budget submissions, mass lobbying event, demos

and regular MP briefings have put pay at the heart of the debate about the public sector's acute recruitment and retention crisis and the cost-of-living emergency.

4.3 NHS

As vacancies in the NHS reached record levels, ambulance workers, physiotherapists, junior doctors, nurses and other health professionals participated in the biggest wave of strike action in a decade, as they and their unions fought for fair pay. In support of unions' industrial activity, the TUC lobbied government to open and engage in meaningful pay negotiations, coordinated action and produced new analysis showing the impact of pay cuts on the NHS workforce.

Our analysis reveals hundreds of thousands of NHS workers have lost over a year's worth of pay following 12 years of government-imposed pay cuts. Between 2010 and 2022, maternity and care assistants suffered a cumulative real-terms pay loss of £30,000 – the equivalent of 14 months' worth of salary. Nurses and physiotherapists suffered a cumulative real-terms pay loss

of £37,000 – the equivalent of 13 months' worth of salary. And midwives suffered a cumulative real-terms pay loss of £48,000 – the equivalent of 14 months' worth of salary.

After several months of high-profile industrial activity, amassing huge levels of public support, NHS unions negotiated an improved pay and conditions offer from government. Meanwhile, ministers launched an attack on striking workers, introducing the Strikes (Minimum Service Levels) Bill. Through our union working group, the TUC coordinated responses to the consultation on the Bill in the ambulance service and elsewhere (see section 1.2).

The TUC continues to pressure ministers, including the secretary of state for health and social care and the chancellor, to deliver much-needed, long-term, sustainable funding for the NHS, in line with resolution 52. The NHS workforce plan, called for by all health unions, was published in June. Implementation will need to focus on fair pay, retention and recruitment right across all disciplines if it is to gain the support of NHS trade unions.

WINNING A BETTER FUTURE FOR WORKING PEOPLE

▼ The TUC helped to identify labour abuses and promote decent employment for migrant social care workers
© SolStock/Getty Images

4.4 Education

After years of deep funding cuts and spiralling costs, schools, colleges and universities have been pushed to the brink. Children are losing out because there aren't enough teachers, our dilapidated and unsafe buildings and school estates require urgent attention, and education staff are leaving the sector in droves due to a combination of low pay and excessive workloads.

As education unions balloted members in autumn 2022 over derisory pay offers and changes to pensions and working conditions, the TUC convened meetings to coordinate industrial activity. We also produced new analysis revealing the extent and impact of real-terms pay cuts for teachers, with a further study showing that one million children with keyworker parents are living in poverty, including one in nine children with teaching staff as parents. We also published a survey showing one third of the education workforce has taken steps to leave the profession, or are actively considering doing so, citing pay as the main factor.

In line with resolution 54, as education workers continued to take industrial action to defend their pay and conditions, the TUC raised the profile of the education workforce. We warned the government that pay cuts were fuelling acute staffing shortages, affecting the high-quality learning schools provide. In line with resolution 55, we drew attention to



the impact on children with special educational needs. The threat of action by the NEU, NASUWT and NAHT and non-TUC affiliate ASCL, saw the government accept in full the recommendation of the STRB for a funded pay rise of 6.5 per cent for teachers in England. This followed unions securing improved offers in Wales and Scotland.

4.5 Social care and childcare

The care sector and its workforce are a vital part of our economic and social infrastructure. Social care workers are disproportionately female and from Black and migrant backgrounds, while childcare workers are

disproportionately young women from working-class backgrounds. All remain undervalued, underpaid and exploited. The longstanding recruitment and retention crisis stemming from persistently poor pay and conditions in both sectors has left the care system – and care workers – at breaking point.

In social care, we have campaigned hard for the implementation of our New Deal for the Social Care Workforce, with decent pay and conditions, sectoral bargaining, a proper social care workforce strategy, and much more investment. Our analysis shows that a new £15 social care minimum wage would support the low-paid care workforce and provide a £7.7bn boost to England's economy.

“ Social care workers are disproportionately female and from Black and migrant backgrounds, while childcare workers are disproportionately young women from working-class backgrounds. ”

The TUC has highlighted the poor treatment of overseas recruits in the social care system, in line with resolution 53. We worked with an alliance of affiliates, regulators and independent expert bodies to identify labour abuses and promote decent employment for migrant social care workers.

Following the government’s rollback on funding promised for the social care workforce, the TUC and affiliates secured an urgent meeting with the minister for social care to discuss the workforce crisis.

We worked with affiliates to develop written evidence for Department of Health and Social Care consultations on a care workforce pathway and on care data. We also engaged with shadow ministers on improving working conditions, discussing a fair pay agreement in social care.

The TUC has worked with affiliates and other stakeholders to highlight the importance of high-quality childcare, early-years education and the childcare workforce. In autumn 2022, we published our trade union vision for childcare and early-years education built on three universal principles:

- › flexible, high-quality childcare that is available to all from the point at which paid maternity or parental leave ends
- › a new deal for the childcare workforce, starting with a new sectoral minimum wage and clear pay and progression pathways
- › a new social partnership forum in childcare, bringing together unions, government and employers as a first step towards a fair pay agreement.

4.6 Civil service and justice

Thirteen years of austerity have had hugely damaging impacts on our civil service and justice system. Though the Conservatives have undone the destructive and dangerous ‘transforming rehabilitation’ reforms and paused plans to scrap tens of thousands of civil service jobs, there remains significant work to be done to protect and repair both services.

The TUC maintained and galvanised strong opposition to the government’s ill-advised and ill-thought-through plans to cut civil service jobs, informed by composite 16. We have condemned Conservative ministers’ ongoing attacks on the independence and integrity of our civil service and judicial system, in line with resolutions 28 and 61.

In June 2023, we published our *Digitisation in the Public Sector* report. This highlighted the threats and additional burdens placed on civil servants and those working in the justice system through the imposition of unsuitable and poorly designed digital technology.

4.7 Skills

The current skills system is fragmented, underfunded and failing workers. More than a decade of cuts to funding and the abolition of adult skills entitlements have led to a sharp decline in lifelong learning and training. Successive spending cuts have damaged the pay of the skills workforce, fuelling a recruitment and retention crisis.

As part of our work furthering the priorities identified in resolution 20, we have worked closely with affiliated unions on education and skills policy to campaign for greater investment in skills to support economic growth and help more workers achieve their full potential.

WINNING A BETTER FUTURE FOR WORKING PEOPLE

▼ The TUC has been working with industry and government stakeholders to boost lifelong learning for adults
© Klaus Vedfelt/Getty Images



We commissioned new analysis from the Learning and Work Institute that found the number of adults participating in further education and skills training has halved since the Conservatives first took office. The analysis also revealed that learners from deprived areas have seen the biggest drop in participation over recent years, falling more than three times faster than those from more affluent areas.

We have engaged with industry and government stakeholders to promote a package of measures that could boost lifelong learning for adults. In our response to government proposals for implementing a reformed FE funding and

accountability system, we called for a new funding settlement for the sector, with future budgets fully offsetting the cuts of the previous decade and enabling employers to deliver real-terms pay rises for the workforce.

Alongside a financial boost, the TUC has called for a new package of learning and skills entitlements that includes a new right to paid time off to train, backed up by personal lifelong learning accounts, a reversal of the cuts to the Union Learning Fund and the creation of a new National Skills Task Force that would bring together employers, unions, key stakeholders and government.

The devolution of the adult skills budget to several mayoral combined authorities (MCAs) and the Greater London Authority has resulted in some benefits, including the establishment of joint skills projects across the country. The TUC now has skills projects in the north-east, West Midlands, Yorkshire & the Humber, and Liverpool City Region. However, devolution and the implementation of regional skills programmes remains patchy.

“ In April, we held an AI@Work conference. Panel speakers included Chi Onwurah MP, David Davis MP, Andrew Pakes from Prospect, Robin Allen KC, TechUK, the EHRC and Cambridge University. ”

4.8 AI at work and rights

The TUC has continued to convene its AI Working Group, welcoming external speakers (including the Office for AI and the EHRC), publishing reports, and responding to consultations.

Consultation responses included those on the Information Commissioner Office’s draft employment practices code, the Digital Regulation Cooperation Forum workplan, and the Data Protection and Digital Information Bill (‘the Bill’). We published *People Powered Technology: collective agreements and digital management systems*, as well as a programme of e-learning on algorithmic management.

Our work on the Bill included attending Labour meetings, issuing a briefing to MPs and Lords, and giving oral evidence to the Public Bill Committee. We were invited to give evidence to two Labour National Policy Forum commissions. We also continued to contribute to the AI work of international sister union confederations.

In April, we held an AI@Work conference. Panel speakers included Chi Onwurah MP, David Davis MP, Andrew Pakes from Prospect, Robin Allen KC, TechUK, the EHRC and Cambridge University, as well as representatives from NASUWT and Equity. There was a focus on Equity’s campaigning work, in line with resolution 10 on AI and performers’ rights.

Mick Whitley MP convened a Westminster Hall debate on AI and work, and presented a Ten Minute Rule Bill speech, based on the TUC’s AI manifesto.

In June, we collaborated with Connected By Data to hold an event bringing workers (including Equity, GMB and CWU members) to parliament to speak to MPs about their experience of AI.

4.9 International

The TUC affiliates to the European Trade Union Confederation (ETUC), the International Trade Union Confederation (ITUC) and the OECD’s Trade Union Advisory Committee (TUAC). Through our international affiliations, we seek to deliver tangible gains for working people worldwide,

in line with the General Council statement on A World to Win. And, in line with resolution 69, we continue to highlight and oppose attacks on journalists and other workers.

The ETUC executive met in December and March, with its steering committee meeting in December, January, February and April ahead of the ETUC Congress in May in Berlin. The TUC’s full members are Christina McAnea, Steve Turner and Kate Bell (steering committee). Our deputy members are Steve Gillan, Gloria Mills CBE, Mariela Kohon and Rosa Crawford. The pan-European regional council executive committee met in March; Paul Nowak and Steve Turner are the TUC’s representatives.

ITUC executive bureau meetings were held in October and May, and the ITUC General Council met in November, December, January, March, and June. ITUC General Council titular members are Paul Nowak and Kevin Courtney. TUC senior international officer Mariela Kohon is Paul’s first alternate and Gloria Mills CBE the second alternate. ICTU’s David Joyce is Kevin’s first alternate and Gail Cartmail the second alternate. Our ITUC executive bureau titular member is Paul Nowak, with Mariela Kohon his first alternate and Kevin Courtney second alternate. Paul Nowak also represents the TUC on TUAC.

WINNING A BETTER FUTURE FOR WORKING PEOPLE

▼ **Lula da Silva is elected president of Brazil for a second time in October 2022**
© Mauro Horita/Getty Images



The ITUC held its Congress in November 2022 in Melbourne. Following the dismissal by the ITUC General Council of general secretary Luca Visentini in March 2023, Luc Triangle was appointed as acting general secretary. The ITUC will hold an extraordinary Congress to elect a new general secretary.

Palestine

The TUC hosted a delegation to the UK, which met with affiliates, parliamentarians, representatives from the FCDO, and civil society organisations – and set out evidence of the crime of apartheid under international law. We called on the government to halt negotiations on the UK-Israel

free trade agreement, as we have done with other countries systematically violating human rights, including the Gulf States and India. In respect of emergency resolution 3, the UK government abandoned plans to relocate its embassy in Israel soon after Congress.

Colombia

The TUC continued to support the work of Justice for Colombia, and representatives participated in events and hosted meetings to promote trade union rights and peace with social justice.

Brazil

Following the election of President Lula da Silva, the TUC joined protests against the attempts of supporters of former far-right President Bolsonaro to subvert the result. We are working with sister centre CUT on continued solidarity as Lula works to achieve progress.

Qatar

The TUC issued a report detailing persistent labour abuses of migrant workers in Qatar ahead of the World Cup, and participated in an international trade union delegation that discovered worsening conditions. The TUC led on a motion at the ETUC Congress demanding swift action from Qatar.

Cuba

The TUC supported an ETUC resolution condemning the US for including Cuba on its list of terrorist-supporting countries, and highlighted the illegal US blockade.

Turkey

Following the earthquake, donations from the TUC and its affiliates were sent to rescue efforts organised by sister centres KESK and DISK in Turkey. We participated in trial observation missions for trade unionists subject to judicial harassment, including the trial of Selma Atabey, Gönül Erden and six other leaders of the healthcare union SES.

Ukraine

In February, the FPU leadership addressed the General Council, and in March the FPU and KVPU addressed the TUC Women's Conference as part of an international panel.

The TUC launched a fundraising appeal and sent donations raised to the FPU Solidarity Fund. These will help with providing humanitarian aid to workers in conflict zones, restoring trade union buildings, helping displaced members, and rebuilding union membership in reconstruction-linked sectors.

The TUC continues to promote the cause of peace and to advocate negotiated solutions to conflict through diplomacy.

4.10 ILO

The UK was the subject of a case at the Committee on the Application of Standards (CAS) for breaches of convention 87. Workers from Colombia, Italy, Spain, the US and Zimbabwe spoke in defence of workers' rights in the UK. The CAS told the UK government to ensure current and future legislation is in line with the Convention, including limiting the new powers of the certification officer, and urged better consultation with unions before changes to industrial relations legislation.

“ We concluded TUC Aid projects to build the capacity of East African trade unions to advocate for trade deals that deliver decent work, and to support Guatemalan banana unions to train workers and unionise. ”

4.11 G7

In response to one of L7's key demands, G7 members emphasised that “securing the labour rights of freedom of association and the right to collective bargaining is the foundation of decent work and plays an important role in promoting wage growth”.

4.12 Progressive change

The TUC strengthened relationships with sister trade unions in countries where progressive change is taking place and achieved through unions and governments working together. We led a delegation to Spain of trade unionists and shadow cabinet members to meet unions, government and political representatives to learn about labour reforms. We also organised a delegation of trade unionists to meet unions and government officials in Washington to learn about the Inflation Reduction Act. Other meetings have been organised for affiliates with trade unionists from other countries where workers' rights are progressing.

4.13 TUC Aid

We concluded TUC Aid projects to build the capacity of East African trade unions to advocate for trade deals that deliver decent work, and to support Guatemalan banana unions to train workers and unionise. The TUC is working to develop projects with ITUC-Africa and TUCOSWA in Eswatini.

4.14 Regulating global value chains

Policy was developed and agreed to call for regulating global value chains through new UK mandatory human and labour rights and environmental due diligence legislation. The TUC is working with allies to promote the legislation, which would make organisations legally liable for harm caused in their value chains.

4.15 Tackling the far right

With its affiliates and international unions, the TUC continues to build its work to counter the international far right. An updated ETUC roadmap developed with our input was agreed at the ETUC Congress in May.

WINNING A BETTER FUTURE FOR WORKING PEOPLE

“ The TUC is part of the REDES network with union centres from Chile, Argentina, Brazil, Spain and Italy to build a union response to the far right. ”

We have supported the delivery of ETUI workshops on tackling the far right for ETUC affiliates, with several workshops held in Belgium and Spain, helping to build a European network of trainers. We have organised meetings for affiliates, with international guests from countries including Brazil, Spain, Poland and others to exchange strategies.

The TUC is part of the REDES network with union centres from Chile, Argentina, Brazil, Spain and Italy to build a union response to the far right, and we participated at an event in Italy in October to share experiences. We also supported the launch of an international trade union anti-fascist network in Italy in March.

We have developed a political education course on the international far right, in conjunction with Trademark Belfast, and have held pilots and training trainers' sessions. We will continue to roll out the course and share materials with affiliates and sister centres. We have also supported a project to use social listening to help build a union response to far right narratives in workplaces.

5



SECTION 5

WORKING TOGETHER AS THE TUC

WORKING TOGETHER AS THE TUC

5.1 Introduction

After a period of upheaval following the pandemic, the TUC has continued to develop its support functions knowing that their effective and efficient operation is needed now more than ever.

5.2 Our people, learning and development

Our people are the bedrock of all we deliver at the TUC. Our 2022 staff survey showed even higher staff engagement than our previous good results. Our staff are proud to work for us and find their work meaningful. Our new way of working is embedded: this balances a good degree of flexibility and working from home for most staff, while maintaining time for in-person collaboration.

We reviewed our inclusion project, including a talent and development course for Black and minority ethnic (BME) staff and their line managers. We are considering next steps to address barriers so that all staff, including BME staff, feel included and valued, and are seeing the same promotion and development opportunities. All this work is aligned with the Anti-Racism Task Force. We introduced affinity groups to the TUC, with six groups up and running. We are undertaking further work to tackle sexual harassment, as outlined in the TUC sexual harassment toolkit.

“The region has been successful in securing additional staff to lead on key campaigns in skills and on tackling climate change aligned to the TUC’s just transition policies.”

The TUC is reinvigorating staff learning and development with the election of additional union learning reps, and the formation of a joint learning and development group. We are also exploring new ways of encouraging learning and development, including offering individual learning accounts.

Following a difficult budgetary round, we are looking very carefully at vacancies and have taken some tough decisions to end or reshape posts to best meet operational demands, while avoiding redundancies.

We welcomed back Nicola Smith as head of our Rights, International, Social and Economic Department (RISE), filling the vacancy left when Kate Bell was elected by the Executive Committee as assistant general secretary. We also saw the retirement of Bill Adams, regional secretary of TUC Yorkshire & the Humber, and other longstanding staff including Rob Sanders, senior publications officer, and Wilf Sullivan, race policy officer. We wish all our leavers well.

5.3 IT strategy and information services

The TUC has made more improvements to its information security and upgraded some of its hardware. We have transferred more data to our CRM system and strengthened our email marketing. We have procured a new finance system that will stand us in good stead for the future.

Our information line supported nearly 5,800 public enquiries in 2022, a 26 per cent jump. Of these, 76 per cent were from people who wanted to know how to join a trade union, encouraged by increased union activity and media presence.

5.4 Congress House - managing our estates

Despite difficult conditions in the lettings market, the TUC seeks to make the best possible use of Congress House. We continue to seek more tenants for vacant space in the building and were pleased to welcome a further affiliate tenant. We

▼ Labour leader Sir Keir Starmer delivers his speech to Congress in Brighton in 2022
© Jess Hurd



have concluded most of a programme of works to update systems and are consulting on how to make better use of a smaller working space for TUC staff.

5.5 Congress Centre - a valued venue

Over the years, the TUC and its affiliates have enjoyed the wide range of meetings, conferences and events facilities hosted by Congress Centre. Demand has been building steadily, welcoming old faces and new, with new hybrid facilities proving popular. We remain positive about the future.

5.6 Congress 2022

The TUC held its first in-person Congress for three years in Brighton last October. Delayed due to the death of the Queen and rearranged at short notice, we delivered a successful event at which the economy, the pay crisis and industrial action were prominent themes. Labour leader Sir Keir Starmer addressed Congress and we delivered a full programme of fringes, events and speakers.

We were proud to present our Congress awards in Brighton. Lewis Akers from the NGSU won the Congress Award for Youth; Jamie McGovern from the CWU won the Health and Safety Rep Award; Bella Fashola from RMT

won the Organising Award; Carol Sewell from UNISON received the Women's Gold Badge; and Kathryn Williams from Unite won the Union Learning Rep Award.

5.7 Women's Conference

The theme was 'women demand better'. Delegates debated tackling all forms of violence against women and girls, the cost-of-living crisis, women's health in the workplace, and global solidarity. There were fringes and workshops covering tackling and preventing sexual harassment, defending

WORKING TOGETHER AS THE TUC

maternity rights, embedding the work of the Anti-Racism Task Force, solidarity with women in Ukraine, and the barriers young women face in the labour market.

5.8 LGBT+ Conference

The theme of our conference was 'allyship, unity and solidarity'. Delegates discussed challenging far-right narratives, international LGBT+ rights, the cost-of-living crisis, healthcare and community services, trans and non-binary equality, banning conversion therapy and workplace equality. There were panels on LGBT+ poverty and the cost-of-living crisis, and solidarity in the face of the far right.

5.9 Disabled Workers Conference

The theme of the conference was 'disabled people demand better'. Delegates debated motions on paying the price of the cost-of-living crisis, employment rights, protest, reasonable adjustments, accessible public services and accessibility. There were panel discussions on the rights of disabled people, the cost-of-living crisis, and industrial injury including long Covid.

“ The conference brought together 100 young trade unionists for important debates on how we tackle the cost-of-living crisis, how we diversify our movement, and what young workers want from unions. ”

5.10 Black Workers Conference

The theme of conference was 'organising for racial justice'. Delegates discussed tackling institutional racism, building an anti-racist trade union movement, the cost-of-living crisis, race pay disparity, international solidarity and challenging the hostile environment. Workshops and fringes also covered how to win a £15 minimum wage industrially and politically, Black workers' experiences of flexible working, and building a trade union response to the far right.

5.11 Young Workers Conference

The conference brought together 100 young trade unionists for important debates on how we tackle the cost-of-living crisis, how we diversify our movement, and what young workers want from unions. Speakers including Paul Nowak and Maria Exall joined delegates in discussing how we recruit, organise and energise the next generation of trade unionists.

5.12 Trades Councils Conference

General Council lead Steve Gillan chaired an excellent Trades Councils Conference in Congress House in June. Sixty-five delegates enjoyed debates on a range of contemporary issues and heard addresses from fraternal delegate Mike Arnott from the Scottish trades councils movement and from Garfield Hylton of GMB on the pioneering organising campaign to secure pay rises and union recognition at Amazon in Coventry. In line with resolution 66, through its regional work the TUC continues to support local organising initiatives and the pioneering work of trades councils.

5.13 Trade Union Comms Awards

Last year, 21 unions entered the competition with a total of 65 entries, showcasing a variety of high-quality communications from across our movement.

The judges were Sarah Owen MP; Niall Sookoo; Julian Scola, TUAC; Hannah Davenport, Left Foot Forward; Emil Charlaff; and Saiqa Khushnood, Usdaw.

The winners were:

- › NUJ - Best union journal
- › Equity - Best recruitment and organising communication
- › NEU - Best communication for reps and activists
- › NEU - Best campaign communication(s)
- › RMT - Best media story
- › RMT - Best use of social media

5.14 TUC finances

The annual statement of accounts and balance sheet as at 31 December 2022 is set out in Appendix 3. It shows a total deficit across all funds of £9.645m, including asset revaluations and FRS102 pension accounting adjustments. The pandemic meant big variances to our income and expenditure from budget in another difficult year for financial management. The operating deficit on ordinary activities of £664,000 comprises deficits of £150,000, £282,000, £197,000 and £40,000 and a surplus of £5,000 on the administration, development, unionlearn, Congress House dilapidations and external grants funds respectively.

5.15 Development fund

In 2022, 10 per cent of the affiliation fee was allocated to the development fund, alongside some external funding, and was used to promote new work (including on Covid-related campaigning) and General Council initiatives in the following priority areas:

- › Britain needs a pay rise
- › decent work for all
- › a just and resilient future
- › advancing anti-racism
- › building an inclusive TUC
- › the Coronavirus public inquiry.

The development fund showed an operating deficit of £282,000 due to a significant increase in in-person rallies and events following the pandemic, and expenditure on the Covid-19 public inquiry, funded from development fund reserves.

5.16 Statement of accounts

The administration fund (covering day-to-day office running expenses and staff costs) produced a deficit on ordinary activities of £150,000. Ordinary income was slightly higher than budgeted, with an increase in conferencing and property rental income being partially offset by a decrease in affiliation fees driven by lower

member numbers. Ordinary expenditure was considerably higher than budgeted due to a return to in-person meetings and events following the pandemic, the rescheduled Congress, one-off staff costs, and higher utility costs. The unionlearn fund produced a deficit of £197,000 and all funds due to the funder have now been repaid. The development fund is shown above, while during the year £40,000 of expenditure was incurred on the dilapidations fund. The external grant fund, representing non-unionlearn-funded project activity, produced a surplus of £5,000.

During 2022, our calculated FRS102 pension scheme position moved from a £21,262,000 surplus to £23,571,000. This positive movement of £2,309,000, together with the operating deficit of £664,000, the gain of £2,200,000 on sale of investments and deferred tax and revaluation loss of £13,490,000, has reduced the funds of the TUC from £93,909,000 to £84,264,000.

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▼ Four interviewees from the TUC's
Black trade unionists oral history project



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

The TUC Library has started a Black trade unionists oral history project, with the TUC's former race equality officer Wilf Sullivan and students from London Metropolitan University conducting interviews with Black reps and officers past and present. These interviews will be added to the Britain at Work website in the near future.

TUC Library can be found on social media at:

facebook.com/tuclibrary

pinterest.co.uk/tuc_library

twitter.com/TUC_Library

5.17 Prospects and developments

A budget for the 2023 administration fund has been agreed by the General Council. This showed a projected deficit of £1,310,098, which has subsequently been reduced to £510,098, with efforts being made to reduce this further. The General Council approved an affiliation fee freeze for 2023.

TUC has retained its Fair Tax accreditation.

5.18 TUC Library

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

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

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

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

OBITUARIES



Eileen Carroll, who died in April, started working for the TUC in 1979 as a typist. Two years later, she became departmental secretary in the International Department, where she worked until 1999.



Peter Coldrick, who died in March, was the TUC's representative in Brussels from 2003 until his retirement in 2009, and an influential figure in the relationship between the TUC and Europe throughout his working life. He originally joined the TUC in the early 1970s, before moving to the International Confederation of Free Trade Unions (ICFTU) in 1973 and joining the ETUC in 1976. A passionate European, he was also the TUC member of the European Economic and Social Committee, a consultative body of the EU.



Mike Grindley, who died on new year's day, was a member of one of PCS's predecessor unions. He was an unassuming and passionate spokesperson for 14 GCHQ officials sacked for refusing to accept the sudden ban on trade union membership announced by Margaret Thatcher in 1984. Mike was instrumental in the long and ultimately successful campaign to restore trade union rights at GCHQ, and one of his proudest moments was marching back through the gates of GCHQ when Labour lifted the ban in 1997.

OBITUARIES



Alan Jinkinson, who died in November, was general secretary of UNISON and served on the TUC's General Council from 1990 to 1995. After becoming a trainee accountant in the City and working for a short spell as a teacher, he joined Nalgo's education department in 1960, rising to deputy general secretary in 1981. In 1990 he became the union's general secretary and was influential in facilitating Nalgo's merger in 1993 with Nupe and Cohse to form UNISON. A skilled negotiator who always sought the best outcomes for his members, he was general secretary of the new union until his retirement in 1996. He continued to serve as the employee representative on the Employment Tribunal, and also served on Lewisham Council.



David Lambert, who died in May, was president of the National Union of Knitwear, Footwear and Apparel Trades (KFAT), serving on the TUC's General Council from 1984 to 1993. After leaving school, he worked in the garment industry and joined the National Union of Hosiery and Knitwear Workers. He started working for the union full time in 1964, and was elected its general secretary in 1975. In 1982 he became the union's general president and led it into merger, creating KFAT. He continued as the new union's general president until 1994, and served as president of the International Textile, Garment and Leather Workers' Federation from 1992 to 1996. He also served on the Employment Appeal Tribunal before retiring in 2004.



Janet Pickering, who died in March, worked for the TUC's South West region, where she was warden of the Tolpuddle shop, museum and cottages from 1999 until her retirement in 2013.



Stuart Slater, who died in January, worked for the TUC for over two decades. He started at Congress House in 1969 as an assistant, becoming assistant secretary of the Organisation and Industrial Relations Department in 1979. Among his many responsibilities, Stuart organised the TUC's annual Congress and other conferences, and liaised with trades councils. He retired in 1992, just after Congress.



APPENDICES

ATTENDANCE

2022-23

General Council

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

<u>Member</u>	<u>Attendance</u>	<u>Member</u>	<u>Attendance</u>	<u>Member</u>	<u>Attendance</u>
Dave Allan	4	Diana Holland	3	Amerit Rait	1
Mary Bousted	1	Farzana Jumma	4	Roy Rickhuss	1
Andrea Bradley	2	Ian Lawrence	2	Patrick Roach	4
Joanne Cairns	2	Paddy Lillis	1	Maggie Ryan	1
Gail Cartmail	3	Brian Linn	4	Mark Serwotka	3
Mike Clancy	5	Jane Loftus	2	Gary Smith	1
Michelle Codrington-Rogers	4	Mick Lynch	1	Liz Snape MBE	4
Kevin Courtney	4	Annette Mansell-Green	4	Jane Stewart	0
Mark Dickinson	3	Susan Matthews	1	Claire Sullivan	3
Andrea Egan	4	Christina McAnea	1	Steve Turner	2
Maria Exall	5	Heather McKenzie	3	Suzanne Tyler	4
Janet Farrar	3	Gloria Mills CBE	4	Dave Ward	2
Sue Ferns	4	Ged Nichols	4	Simon Weller	3
Paul W Fleming	2	Libby Nolan	0	Paul Whiteman	3
Martin Furlong	4	Paul Nowak	4	Sarah Woolley	4
Steve Gillan	3	Frances O'Grady*	1	Matt Wrack	5
Jo Grady	2	Dave Penman	4	Tony Wright	2
Sharon Graham	0	Barbara Plant	2		
Charlie Gray	2	Naomi Pohl	1		

*Retired in December 2022

Executive Committee

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

<u>Member</u>	<u>Attendance</u>	<u>Member</u>	<u>Attendance</u>	<u>Member</u>	<u>Attendance</u>
Mary Bousted	4	Sharon Graham	0	Mark Serwotka	2
Joanne Cairns	5	Paddy Lillis	3	Gary Smith	1
Gail Cartmail	3	Christina McAnea	1	Liz Snape MBE	3
Mike Clancy	4	Gloria Mills CBE	5	Claire Sullivan	6
Kevin Courtney	4	Ged Nichols	4	Steve Turner	4
Mark Dickinson	5	Paul Nowak	4	Dave Ward	0
Maria Exall (chair)	6	Frances O'Grady*	2	Simon Weller	4
Sue Ferns	6	Barbara Plant	4	Matt Wrack	2
Steve Gillan	4	Patrick Roach	5	*Retired in December 2022	

At the time of writing, the General Council has held four meetings during the Congress year. At the first meeting, held jointly with the outgoing General Council of the 2022 Congress, Maria Exall was elected as chair and she will preside at the 2023 Congress.

COMMITTEE MEMBERSHIP

2022-23

General Council lead responsibilities

Lead spokesperson

Paul Nowak
(general secretary)

Senior representative

Maria Exall
(president)

Specific areas of responsibility

Anti-Racism Task Force

Patrick Roach

Digital

Mary Bousted
Kevin Courtney

Disabled workers

Dave Allan

Employment rights

Paddy Lillis

Environment and sustainable development

Sue Ferns

Europe

Steve Turner

Health and safety

Liz Snape MBE

International development

Gail Cartmail

International relations

Kevin Courtney

Learning and skills

Mary Bousted

Lesbian, gay, bisexual and transgender+ rights

Maria Exall

Public services

Christina McAnea

Race equality

Gloria Mills CBE

Trades union councils

Steve Gillan

Women

Annette Mansell-Green

Young workers

Charlie Gray

Disabled Workers Committee

General Council

Dave Allan (co-chair)
Unite

Farzana Jumma
GMB

Sarah Woolley
BFAWU

Elected at annual conference

Julian Allam
Unite

Rachael Bellis
Equity

Jonathan Bellshaw
CWU

Amy Bishop
Prospect

Nigel Braithwaite
MU

Val Cooke
Usdaw

Ann Galpin (co-chair)
NUJ

Colleen Johnson
NEU

Austin Harney
PCS

Dawn Lovatt
GMB

Steve McGurk
Community

Angela Montgomery
Unite

Chris Mort
Unite

Pat Roache
Unite

Joe Smith
GMB

Sian Stockham
UNISON

Christine Williet
RMT

Lesbian, Gay, Bisexual and Trans+ Committee

General Council

Dave Allan
Unite

Brian Linn
Aegis

Maria Exall
CWU

**Michelle
Codrington-Rogers**
NASUWT

Simon Weller
ASLEF

Elected at annual conference

Darran Brown
ASLEF

Patrick Carberry
FBU

Taranjit Chana
GMB

Sue Dunne
RMT

Susanna Fisher
WGGB

Sally Gates
RCP

Julia Georgiou
NHBCSA

Kacey De Groot
NEU

Nathan Greenwell
Unite

Phil Jones
Unite

N Khan
NASUWT

Manish Maisuria
UNISON

Claire Mullaly
Prospect

David Murphy
UCU

Sarah Pitt
CWU

Denise Rayner
Unite

Neil Smale
Usdaw

Jeff Sutton
GMB

Pensioners Committee

Unions

Derrick Baker MBE
GMB

David Chinn
BALPA

Ron Douglas
RMT

Brian Gibson
PCS

Irene Graham
Unite

Norman Jemison
UCU

Rosie Macgregor
UNISON

Ian Millington
NASUWT

Mike Moriarty
Prospect

Geoff Page
Usdaw

Roy Rix
Unite

Pat Roche
UCU

**TUC/National
Pensioners
Convention**

Nicola Smith (*chair*)

Jack Jones (*secretary*)

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

Yvonne Washbourne
TUC Midlands
Pensioners (*observer*)

Marion Wilson
National Pensioners
Convention (*observer*)

COMMITTEE MEMBERSHIP

2022-23

Race Relations Committee

General Council

Gloria Mills CBE
(*chair*) UNISON

Dave Allan
Unite

**Michelle
Codrington-Rogers**
NASUWT

Farzana Jumma
GMB

Susan Matthews
Unite

Dr Patrick Roach
NASUWT

Elected at annual conference

Olanrewaju Apantaku
RMT

Mark Bastiani
CWU

Gargi Bhattacharyya
UCU

Elizabeth Cameron
UNISON

Taranjit Chana
GMB

Pat Davis
Unite

Ruth Duncan
NASUWT

Denise Henry
NEU

Christopher Knight
Community

James Minto
UNISON

Abdi Mohamed
GMB

Ali Moosa
CWU

Melecia Mullings
RMT

Harish Patel
Unite

Faisal Qureshi
Prospect

San Senik
ASLEF

**Louisa
St Bartholomew-
Brown Morgan**
Equity

Andrea Welter
NASUWT

Hector Wesley
PCS

Maureen Williams
Usdaw

Trades Union Councils Joint Consultative Committee

General Council

Steve Gillan (*chair*)
POA

Dave Allan
Unite

Jo Grady
UCU

Simon Weller
ASLEF

Regions and Wales

Kevin Allsop
North West

Dave Chapple
South West

Andrew Coburn
East of England

Simon Dixon
Northern
(until 17 June)

Pamela Fitzpatrick
South East
(from 17 June)

Mick Houghton
South East
(until 17 June)

Nick Kelleher
West Midlands

Martin Levy
Northern
(from 17 June)

Martin Mayer
Yorkshire & the
Humber

Katrine Williams
Wales

Cecile Wright
East Midlands

TUC Aid Trustees

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

Kate Bell
TUC

Jo Grady
UCU

David Sachon
TUFM

Stephen Russell
(secretary)

Sue Ferns
Prospect

Gloria Mills CBE
UNISON

TUC Educational Trustees

Sue Ferns *(chair)*
Prospect

Mary Bousted
NEU

Ged Nichols
Accord

Liz Snape MBE
UNISON

Carl Roper *(secretary)*
TUC

Gail Cartmail
Unite

Paul Nowak
TUC

Kate Bell
TUC

Gloria Mills CBE
UNISON

Mark Serwotka
PCS

TUC Trustees

Mary Bousted
NEU

Gail Cartmail
Unite

Steve Gillan
POA

COMMITTEE MEMBERSHIP

2022-23

Women's Committee

General Council

Mary Bousted NEU	Jane Loftus CWU	Suzanne Tyler RCM	Jackie Marshall POA
Joanne Cairns Usdaw	Annette Mansell-Green BDA	Sarah Woolley BFAWU	Margaret McKee UNISON
Gail Cartmail Unite	Susan Matthews Unite	Elected at annual conference	Sujata Patel Usdaw
Michelle Codrington-Rogers NASUWT	Christina McAnea UNISON	Ajaz Aslam NASUWT	Davena Rankin UNISON
Andrea Egan UNISON	Heather McKenzie NEU	Davina Brown GMB	Deborah Reay ASLEF
Maria Exall (<i>president</i>) CWU	Gloria Mills CBE UNISON	Sharon Calvert NASUWT	Jean Rogers Equity
Janet Farrar UCU	Libby Nolan UNISON	Mairead Canavan NEU	Jean Sharrocks CWU
Sue Ferns Prospect	Barbara Plant GMB	Sian Caulfield CSP	Alison Spencer-Spragg Unite
Jo Grady UCU	Naomi Pohl MU	Bridget Corcoran PCS	Kat Lord Watson NASUWT
Sharon Graham Unite	Maggie Ryan Unite	Pat Davis Unite	Hailey Willington MU
Diana Holland Unite	Liz Snape MBE UNISON	Joanna de Groot UCU	
Farzana Jumma GMB	Jane Stewart Unite	Sophie Flood RMT	
	Claire Sullivan CSP	Jackie Green PCS	

Young Workers Forum

Quincy Raymond
(chair) CWU

James Braithwaite²
RMT

Ayla Huseyinoglu¹
GMB

Samantha Nicholson-Hickling¹
(vice chair) NEU

Ruben Brett²
UNISON

Thom Kirkwood
NEU

Thom Kirkwood²
(vice chair) UNISON

James Burton-Sweeten¹
Prospect

Pablo John²
GMB

Jay McKenna¹
(secretary)

Timothy Clamp²
NEU

Jess Mcguire²
UNISON

Alice Arkwright²
(secretary)

Leuan Davies¹
CWU

David Moulder¹
NEU

General Council

Luca di Mambro-Moor¹
UNISON

Simon Percelay²
FDA

Charlie Gray
GMB

Jenny Scowcroft²
Prospect

Elected at annual conference

Joe Dharampal-Hornby¹
GMB

Issy Waite²
GMB

Eluned Anderson
Community

Faye Funnell²
RCP

Frederick Waters²
FDA

Wade Bestwick²
Unite

Martyn Gray¹
Nautilus International

Lewis Wheatley¹
Usdaw

Lilly Boulby¹
UNISON

Rhys Harmer¹
RMT

Jack Whiston²
Community

Standing Orders Committee

Charlie Gray
GMB

Samantha Nicholson-Hickling¹
NEU

Quincy Raymond
CWU

¹Until April 2023

²From April 2023

ACCOUNTS

Statement of the General Council's responsibilities

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

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

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

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

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

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

Opinion

We have audited the financial statements of Trades Union Congress for the year ended 31 December 2022 which comprise the Statement of Comprehensive Income, Balance Sheet, Statement of Changes in Equity, Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- › give a true and fair view of the state of Trades Union Congress's affairs as at 31 December 2022 and of its transactions for the year then ended
- › have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- › have been prepared in accordance with the requirements of the Trade Union and Labour Relations Act 1992.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

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

Responsibilities of officers

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

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

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

ACCOUNTS

Auditor's responsibilities for the audit of the financial statements

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

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

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

This description forms part of our auditor's report.

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

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

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

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

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

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

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

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

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

Use of our report

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

Crowe UK LLP
Statutory Auditor
London
31 May 2023

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Trades Union Congress Statement of comprehensive income for the year ended 31 December 2022

	Note	Admin fund £'000	Dev'tment fund £'000	Unionlearn £'000	Ext grant fund £'000	Dilap'tions fund £'000	Total £'000
Income							
Affiliation fees		14,202	1,400	-	-	-	15,602
Property rental and service charges		3,008	-	-	-	-	3,008
Investment income		199	-	-	-	-	199
Sales and publications		168	-	-	1	-	169
Donations and grants received		227	15	-	2,045	-	2,287
Total income		17,804	1,415	-	2,046	-	21,265
Expenditure							
Staff costs	2	11,622	284	-	1,231	-	13,137
Property charges	3	1,724	92	-	110	40	1,966
Office expenses	4	1,616	33	-	58	-	1,707
Projects and campaigns	5	280	1,189	-	214	-	1,683
International affiliation fees	6	1,809	-	-	-	-	1,809
Travel and meetings		232	74	-	56	-	362
Congress		693	-	-	-	-	693
Trade Union education		4	-	-	250	-	254
Grants and donations	7	6	11	-	130	-	147
Depreciation	9	249	-	-	-	-	249
Taxation	8	134	-	-	-	-	134
VAT recovered		(212)	-	-	-	-	(212)
Transfer between funds		(203)	14	197	(8)	-	-
Total expenditure		17,954	1,697	197	2,041	40	21,929
Net (deficit)/surplus on ordinary activities		(150)	(282)	(197)	5	(40)	(664)
Other finance adjustments -							
pension schemes	15	(1,109)	-	-	-	-	(1,109)
Gains on disposal of investments	10	19	-	-	-	-	19
Changes in fair value of investments	10	(1,474)	-	-	-	-	(1,474)
Change in fair value of							
investment property	9	(5,488)	-	-	-	-	(5,488)
Deferred tax on changes in fair value	8	1,622	-	-	-	-	1,622
Operating (deficit)/surplus		(6,580)	(282)	(197)	5	(40)	(7,094)
Other comprehensive income/(expenditure)							
Change in fair value of freehold property	9	(8,002)	-	-	-	-	(8,002)
Pension scheme actuarial gain	15	3,418	-	-	-	-	3,418
Deferred tax on other comprehensive income	8	2,033	-	-	-	-	2,033
Other comp'sive (expenditure) for the year		(2,551)	-	-	-	-	(2,551)
Total comprehensive (expenditure)/income for the year		(9,131)	(282)	(197)	5	(40)	(9,645)
Funds brought forward 1 Jan 2022		85,172	7,808	197	-	732	93,909
Funds carried forward 31 Dec 2022		76,041	7,526	-	5	692	84,264

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

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

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Trades Union Congress Balance sheet as at 31 December 2022

	Note	2022 £'000	2021 £'000
Assets			
Tangible fixed assets	9	52,521	65,483
Investments	10	11,162	12,384
		63,683	77,867
Current assets			
Short-term loans		9	7
Debtors and prepayments	11	2,630	2,241
Cash at bank and in hand		1,888	3,376
		4,527	5,624
Less: current liabilities			
Creditors and accrued expenses	12	2,194	1,884
Net current assets		2,333	3,740
Net assets less current liabilities			
Less: provision for liabilities and charges	13	688	671
Deferred tax	8	4,635	8,289
Net assets before pension asset		60,693	72,647
Pension asset	15	23,571	21,262
		84,264	93,909
Financed by			
Administration fund less revaluation reserve		47,032	48,161
Revaluation reserve		29,009	37,011
Total administration fund		76,041	85,172
Designated fund:			
Development fund		7,526	7,808
Unionlearn fund		-	197
Dilapidations reserves		692	732
External grant fund		5	-
Net assets		84,264	93,909

Approved by the General Council on 19 May 2023
- TUC President Maria Exall

Trades Union Congress Statement of changes in equity for the year ended 31 December 2022

	Admin fund £'000	Reval'n fund £'000	Dev'ment fund £'000	Unionlearn £'000	Ext grant fund £'000	Dilap'tions fund £'000	Total £'000
At 1 January 2021	31,505	34,208	7,759	559	-	874	74,905
Operating surplus/(deficit) for the year	134	-	49	(362)	-	(142)	(321)
Gains on foreign exchange	-	-	-	-	-	-	-
Defined benefit pension scheme - Actuarial gain	18,180	-	-	-	-	-	18,180
Change in fair value of freehold property	-	2,803	-	-	-	-	2,803
Deferred tax on other comprehensive income	(1,658)	-	-	-	-	-	(1,658)
At 31 December 2021	48,161	37,011	7,808	197	-	732	93,909
Operating surplus/(deficit) for the year	(6,580)	-	(282)	(197)	5	(40)	(7,094)
Gains on foreign exchange	-	-	-	-	-	-	-
Defined benefit pension scheme - Actuarial gain	3,418	-	-	-	-	-	3,418
Transfer from assets under construction	-	-	-	-	-	-	-
Change in fair value of freehold property	-	(8,002)	-	-	-	-	(8,002)
Deferred tax on other comprehensive expenditure	2,033	-	-	-	-	-	2,033
At 31 December 2022	47,032	29,009	7,526	-	5	692	84,264

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Trades Union Congress Statement of cash flows for the year ended 31 December 2022

	Note	2022 £'000	2021 £'000
Cash flows from operating activities:			
Cash used in operating activities	a	(513)	(1,296)
Corporation tax paid on operating activities		(161)	(244)
Net cash used in operating activities		(674)	(1,540)
Cash flows from investing activities:			
Investment income		199	172
Purchase of investments		(3,781)	(3,758)
Purchase of property, plant and equipment		(796)	(364)
Proceeds from sale of investments		3,554	3,890
Proceeds from sale of property, plant and equipment		11	-
Net cash used in investing activities		(813)	(60)
Change in cash and cash equivalents		(1,487)	(1,600)
Cash and cash equivalents at the beginning of the year		3,375	4,975
Cash and cash equivalents at the end of the year		1,888	3,375
Note 'a' reconciliation of net (expenditure) to net cashflow from operating activities			
Net (deficit)/surplus on operating activities		(664)	11
Adjustments for:			
Depreciation charges		249	183
Corporation tax		134	165
Investment income		(199)	(172)
Change in short term loans		(2)	(5)
Change in debtors		(389)	853
Change in creditors (excluding corporation tax)		341	(1,385)
Change in provisions		17	(946)
		(513)	(1,296)

1 Accounting policies

a. Basis of accounts

The accounts have been prepared under the historical cost basis of accounting and in accordance with applicable Accounting Standards, including Financial Reporting Standard 102 (FRS 102), 'the Financial Reporting Standard in the UK and Republic of Ireland'. These financial statements are presented in pounds sterling (GBP), as this is the currency in which the majority of the TUC's transactions are denominated. They comprise the financial statements of the TUC for the year ended 31 December 2022 and are presented to the nearest pound.

b. Going concern

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

The Covid-19 pandemic impacted on the organisation's finances and income generation has not yet recovered to pre-pandemic levels but the TUC remains confident in our ability to remain sustainable in the coming 12 months by carefully controlling costs in an inflationary environment.

Our reserves position is strong, and we are scenario planning to better understand the longer-term impact on our income from a reduction in union membership and the solutions we might put in place.

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

c. Affiliation fee income

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

d. Property rental and service charges

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

e. Investment income

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

f. Donations and fees income

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

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

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Trades Union Congress Notes to the accounts for the year ended 31 December 2022

g. Tangible fixed assets and depreciation

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

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

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

Motor vehicles: 25% per annum on cost

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

h. Freehold property

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

i. Investment property

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

j. Operating leases

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

k. Investments

Investments held as fixed assets are stated at market value.

l. Pension

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

The assets of the scheme are held separately from those of the Trades Union Congress in a separate trustee administered fund. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and a discounted rate equivalent to the current rate of return on high quality corporate bonds of equivalent currency and term to the scheme liabilities.

m. Critical accounting assumptions and adjustments

The preparation of financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the accounting policies selected for use by the union. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the consolidated financial statements are disclosed below. Use of available information and application of judgement are inherent in the formation of estimates. Actual outcomes in the future could differ from such estimates.

In preparing these financial statements, the following estimates and judgements have been made:

Investments

Quoted investments are disclosed at mid-market values at the Statement of Financial Position date. Unquoted investments are disclosed at their original cost or, where available, at their estimated current value as estimated by an independent third party.

Defined benefit pension scheme

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

Valuation of property

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

Provisions for liabilities

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

ACCOUNTS

Trades Union Congress Notes to the accounts for the year ended 31 December 2022

2 Staff costs	2022	2021
	£'000	£'000
Salaries and national insurance	10,391	9,583
Pension contributions	2,170	2,038
Welfare and training	296	212
Banked leave	70	89
Restructuring costs	127	168
Advertising and recruitment	83	47
	13,137	12,137

3 Property charges	2022	2021
	£'000	£'000
Rent and rates	265	794
Heating and lighting	463	292
Cleaning	98	64
Insurance	107	103
Building repairs and renewals	350	314
External functions	643	149
Expenditure from dilapidations fund	40	142
	1,966	1,858

4 Office expenses	2022	2021
	£'000	£'000
Communications	73	80
Stationery and printed materials	52	41
Renewals and repairs to office equipment	856	870
Audit fees	53	46
Bank charges	7	3
Legal costs	46	31
Finance	170	27
Consultancy fees	450	403
Provision for doubtful debts	-	(13)
	1,707	1,488

5 Project and campaign expenses

	2022 £'000	2021 £'000
Printing and publicity	91	121
Media and supporters work	201	124
Projects and campaigns	71	64
Conferences	31	59
Training and development	44	13
Facilitators	-	2
Consultancy fees	1,245	1,507
	1,683	1,890

6 International affiliation fees

	2022 £'000	2021 £'000
ITUC	945	950
ETUC	795	841
TUAC	69	79
	1,809	1,870

7 Grants and donations

	2022 £'000	2021 £'000
Tolpuddle Martyrs Memorial Trust	-	300
TUC Educational Trust	-	350
Sundry	147	14
Union Learning Fund	-	3,392
Grants to organisations overseas	-	-
	147	4,056

8 Taxation

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

	2022 £'000	2021 £'000
Over provision in prior years	(4)	-
Provision for the year	138	165
	134	165

Deferred tax liability

1 January 2022	8,289	5,316
Increase in deferred tax on changes in fair value of investment property and investments	(1,622)	1,315
Decrease in deferred tax on other comprehensive income	(2,033)	1,658
31 December 2022	4,635	8,289

ACCOUNTS

Trades Union Congress Notes to the accounts for the year ended 31 December 2022

Reconciliation of tax charge

As a membership organisation, profits and losses arising from the TUC's membership activities are outside the scope of corporation tax. Profits and losses arising from non-membership activities and income from its investments is subject to corporation tax.

	2022 Total £'000	Tax at 19% £'000	2021 Total £'000	Tax at 19% £'000
Income	21,267	-	24,071	-
Foreign exchange gain	-	-	-	-
Gain on disposal of investments	19	-	458	-
Changes in fair value of investments	(1,474)	-	509	-
Profit/(loss) on sale of fixed assets	-	-	-	-
(Loss)/gains from changes in fair value of investment property	(5,488)	-	1,847	-
(Loss)/gains from changes in fair value of freehold property	(8,002)	-	2,803	-
Pension scheme actuarial gains	3,148	-	-	-
Other finance adjustments – pension schemes	(1,109)	-	(1,831)	-
Total income and gains	8,631	-	27,857	-
Non-member activities and investment income chargeable to corporation tax				
Income from property	1,161	219	1,147	218
Income from investments	(410)	(78)	43	7
Chargeable (losses)/gains	94	18	449	85
Allowable expenditure:	-	-	-	-
Investment manager fees	(109)	(21)	(109)	(21)
Gift Aid	-	-	(653)	(124)
Total chargeable to corporation tax	736	138	877	165
(Deficit) from TUC membership activities outside the scope of corporation tax	(2,762)	-	(249)	-
Unrealised (losses)/gains on investments not subject to corporation tax	(6,555)	-	531	-
Unrealised (losses)/gains on revalued property not subject to corporation tax	(8,002)	-	2,803	-
Actuarial gain/(loss) not subject to corporation tax	3,418	-	18,180	-
Total comprehensive (deficit)/surplus before corporation tax	(13,165)	-	22,142	-
Reconciliation of tax charge				
Current tax	(134)	-	(165)	-
Deferred tax	3,654	-	(2,973)	-
Total comprehensive (expense)/income	(9,645)	-	19,004	-

9 Fixed assets

	Investment property	Land and buildings	Furniture, fittings and equipment	Motor vehicles	Total
Cost or valuation	£'000	£'000	£'000	£'000	£'000
1 January 2022	26,339	38,401	2,012	24	66,776
Additions	-	-	801	-	801
Disposals	-	-	(202)	(24)	(226)
Transfer	-	-	-	-	-
Revaluations	(5,488)	(8,002)	-	-	(13,490)
31 December 2022	20,851	30,399	2,611	-	53,861
Depreciation					
1 January 2022	-	-	(1,269)	(24)	(1,293)
Disposal	-	-	178	24	202
Charge for year	-	-	(249)	-	(249)
31 December 2022	-	-	(1,340)	-	(1,340)
Net book value					
31 December 2022	20,851	30,399	1,271	-	52,521
31 December 2021	26,339	38,401	743	-	65,483

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

A valuation of Congress House was undertaken at 31 December 2022 by Farebrother. The basis of the valuation was market value as defined by the RICS Valuation - Professional Global Standards 2022. The investment property element has been valued subject to the current lease terms in place and the freehold property element has been valued assuming full vacant possession.

10 Investments

	Market value brought forward at 01.01.2022	Purchases	Sales	Change in market value	Market value carried forward at 31.12.2022
	£'000	£'000	£'000	£'000	£'000
Quoted					
UK Quoted	5,506	1,315	(1,399)	(745)	4,677
International Quoted	6,872	2,472	(2,155)	(710)	6,479
	12,378	3,787	(3,554)	(1,455)	11,156
UK unquoted					
Unity Trust shares	1	-	-	-	1
Union Energy Limited	-	-	-	-	-
MSI Brussels	5	-	-	-	5
	6	-	-	-	6
	12,384	3,787	(3,554)	(1,455)	11,162

The change in market value seen above is made up of £19k (2021: £458k) of gains on disposal of investments, -£1,474k (2021: £509k) of change in fair value of investments and £nil (2021: £nil) of gains on foreign exchange.

ACCOUNTS

Trades Union Congress Notes to the accounts for the year ended 31 December 2022

11 Debtors and prepayments	2022	2021
	£'000	£'000
Trade debtors	927	511
Other debtors	581	695
Prepayments and accrued income	1,122	1,035
	2,630	2,241

12 Creditors and accrued expenses	2022	2021
	£'000	£'000
Trade creditors	307	347
Taxation and social security	515	539
Other creditors	12	6
Accruals and deferred income	1,360	992
	2,194	1,884

13 Provision for liabilities and charges

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

14 Commitments and contracted income - operating leases

At 31 December 2022, the TUC had total printing and office equipment leasing commitments of £256,666 due within one year (2021: £339,856), £8,856 between two and five years (2021: £265,522) and after five years is £0 (2021: £0).

At 31 December 2022, the TUC had contracted income from property rentals of £1,188,632 due within one year (2021: £1,094,046), £3,288,492 between two and five years (2021: £2,914,584) and after five years £257,385 (2021: £800,449).

15 Pension costs

The Trades Union Congress operates one defined benefit scheme in the UK which offers both pensions in retirement and death benefits to members. Pension benefits are related to the members' final salary at retirement and their length of service. Employer contributions to the scheme for the year beginning 1 January 2022 are expected to be £1.8m. The most recent formal actuarial valuation of the scheme was as at 31 August 2022.

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

	At 31.12.2022	At 31.12.2021
Rate of increase in salaries	3.95%	4.05%
Rate of increase in pensions in payment		
- RPI, capped at 2.5% per annum	2.30%	2.40%
- RPI, capped at 5.0% per annum	3.20%	3.30%
- RPI, 3% per annum minimum and 5.0% per annum maximum	3.50%	3.60%
Discount rate	4.80%	1.80%
RPI Inflation assumption	3.20%	3.30%
CPI Inflation assumption	2.60%	2.90%
Revaluation in deferment*	2.60%	2.90%

Assumed life expectancies on retirement at age 65 are:

Retiring today		
Males	87.50	87.40
Females	89.60	89.50
Retiring in 20 years' time		
Males	88.80	88.80
Females	91.10	91.00

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

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

The amounts recognised in the balance sheet are as follows:

	2022 £'000	2021 £'000
Present value of scheme liabilities	(90,367)	(148,508)
Fair value of scheme assets	113,938	169,770
Pension asset	23,571	21,262

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

Liabilities at beginning of year	(148,508)	(158,541)
Current service cost	(3,314)	(3,673)
Interest cost	(2,646)	(1,883)
Contributions by scheme participants	(514)	(496)
Actuarial (gain)/loss	61,053	12,275
Benefits paid	3,562	3,810
Liabilities at end of year	(90,367)	(148,508)

ACCOUNTS

Trades Union Congress Notes to the accounts for the year ended 31 December 2022

Reconciliation of opening and closing balances of the fair value of scheme assets	2022 £'000	2021 £'000
Fair value of scheme assets at beginning of year	169,770	163,454
Interest income on scheme assets	3,045	1,952
Return on assets, excluding interest income	(57,635)	5,905
Scheme administrative costs	(383)	(328)
Contributions by employers	2,189	2,101
Contributions by plan participants	514	496
Benefits paid	(3,562)	(3,810)
Fair value of scheme assets at end of year	113,938	169,770

The assets in the scheme were:

	Value at 31.12.2022 £'000	Value at 31.12.2021 £'000
Equities	11,190	19,621
Bonds	53,144	11,306
Equity linked bonds	6,978	71,057
Cash	7,252	6,057
Other	35,374	61,729
Fair value of plan assets	113,938	169,770

Amount recognised in other comprehensive income		
Cash	(61,053)	(12,275)
Return on assets, excluding interest income	57,635	(5,905)
Actuarial (gain)	(3,418)	(18,180)

Amounts recognised in profit and loss		
Service cost including current and past service costs and settlements	3,314	3,673
Administrative cost	383	328
Net interest on the net defined benefit liability	(399)	(69)
	3,298	3,932
Employer's contributions	(2,189)	(2,101)
Net pension cost	1,109	1,831

16 Capital commitments

The TUC had contracted commitments at 31 December 2022 for future capital projects totalling £242k (2021: £634k)

17 Related parties

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

	2022 £'000	2021 £'000
TUC Educational Trust		
Owed to TUC:		
Opening balance	500,000	624,070
Payments to TUC	(300,000)	(124,070)
Net costs paid through TUC	56,999	-
Closing balance	256,999	500,000
Tolpuddle Martyrs Memorial Trust		
Owed to TUC:		
Opening balance	124,535	100,436
Payments to TUC	(124,535)	(100,436)
Net costs paid through TUC	271,015	124,535
Closing balance	271,015	124,535
TUC Aid		
Owed to TUC:		
Opening balance	43,506	3,366
Payments to TUC	(43,454)	(3,319)
Net costs paid through TUC	25,313	43,454
Adjustment	-	5
Closing balance	25,365	43,506

DISPUTES BETWEEN UNIONS

In October 2022, UNISON, GMB and Unite (the NJC unions) raised a complaint concerning NEU and school support staff. The basis of the NJC unions' complaint was that NEU had breached Principle 2 of the Principles and Procedures, by undertaking actions that deliberately and knowingly could lead to a significant increase in support staff members joining NEU, namely an industrial action ballot where they and not NEU were the recognised unions for collective bargaining. The NEU had also contacted local government employers in Wales regarding the terms and conditions of support staff, although they had no recognition and bargaining rights, which are the preserve of NJC unions.

A second complaint was that NEU had breached Principle 3, by undertaking actions that undermined the position of NJC unions in negotiating with the Local Government Association (LGA) over terms and conditions for support staff workers.

A disputes panel was held in March 2023 and the complaints of the NJC unions were upheld. NEU were required to pay compensation to NJC unions and to agree no further actions that would undermine the collective bargaining and negotiating role of the NJC unions. As part of the award, NJC unions were required to consult with the NEU regarding the views of their support staff membership.



TUC RULES AND STANDING ORDERS

PART 1 CONSTITUTION

Rule 1

Name, office and membership

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

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

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

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

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

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

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

Rule 2 Objects

- a. The objects of the Congress shall be:

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

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

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

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

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

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

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

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

Rule 3 Affiliation fees

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

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

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

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

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

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

Rule 4 Composition of General Council

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

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

TUC RULES AND STANDING ORDERS

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

- e. The list of members in Section A or Section B and of nominations to the places in Sections C, D, E, F, G, H, I and J shall be published in the preliminary agenda containing the motions which are to be discussed at the annual Congress. However, if a candidate

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

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

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

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

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

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

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

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

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

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

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

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

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

Rule 8 **Duties of the General Council**

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

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

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

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

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

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

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

i. The General Council shall have power whenever they deem necessary to convene a special Congress or Conference to deal with any contingency that may arise, and to arrange the agenda and procedure whereby the business of such meetings shall be conducted.

j. In the event of a legal point arising which, in the opinion of the General Council (after consultation with Counsel) should be tested in the House of Lords in the general interests of trade unionism, the Council shall be empowered to take the necessary action.

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

Rule 9 **Appointment of committees**

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

Rule 10 **Wales TUC**

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

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

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

Rule 11 **General Secretary**

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

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

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

Rule 12 **Industrial disputes**

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

- b. The general policy of the General Council shall be that unless requested to do so by the affiliated organisation or organisations concerned, neither the General Council nor the General Secretary shall intervene so long as there is a prospect of whatever difference may exist on the matters in question being amicably settled by means of the machinery of negotiations existing in the trades affected.
- c. If, however, a situation has arisen, or is likely to arise, in which other bodies of workpeople affiliated to Congress might be involved in a stoppage of work or their wages, hours and conditions of employment imperilled, the General Council or the General Secretary may investigate the matter by calling representatives of the organisation or organisations concerned into consultation, and may use their influence or her or his influence (as the case may be) to effect a just settlement of the difference. In this connection the General Council or the General Secretary, having given an opportunity to each organisation concerned to present its views on the matter and having ascertained the facts relating to the difference, may tender their or her or his considered opinion and advice thereon to the organisation or organisations concerned. Should the organisation or organisations refuse such assistance or advice, the General Secretary shall duly report thereon to the General Council and/or the General Council shall duly report thereon to Congress or deal with the organisation under Clauses (b), (c), (d) and (h) of Rule 13.
- d. Whenever the General Council intervene in relation to a matter within the provision of clause (c) of this Rule, and the organisation or organisations concerned accept the assistance and advice of the General Council, and where despite the efforts of the General Council, the policy of the employers enforces a stoppage of work by strike or lock-out, the General Council shall forthwith take steps to organise on behalf of the organisation or organisations concerned all such moral and material support as the circumstances of the dispute may appear to justify.
- 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.

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.

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

Rule 14 **Conduct of affiliated organisations**

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

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

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

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

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

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

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

- g. The General Council may investigate any violation of the provisions of Clauses (e) and (f), and if after such investigation they decide that any organisation has acted deliberately in such violation they may deal with the organisation by investigation, suspension and report under the terms of Clauses (b), (c) and (d) of this Rule.
- h. Any affiliated organisation dealt with under this Rule shall have the right to appeal to the next annual Congress and may appoint delegates in accordance with Rules 17 and 18 to represent the organisation upon the appeal and at the annual Congress if the appeal is allowed. Congress shall upon such appeal have final authority to deal with the matter by way of re-admission, further suspension or exclusion from membership of the Congress.

TUC RULES AND STANDING ORDERS

Rule 15 Trustees, auditors and accounts

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

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

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

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

Rule 16 Amendment of Rules and Standing Orders

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

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

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

PART 2 ARRANGEMENTS FOR ANNUAL CONGRESS

Rule 17 Preliminary arrangements

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

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

Rule 18 **Representation at annual Congress**

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

Rule 19 **Delegates' qualifications**

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

Rule 20 **Congress President**

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

Rule 21 **General Purposes Committee**

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

TUC RULES AND STANDING ORDERS

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

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

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

Rule 25 **Delegations**

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

Rule 26 **Date of annual Congress**

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

Rule 27 **Standing Orders**

- a. **HOURS OF MEETING:** Delegates shall assemble at 4pm prompt on the first day of each annual Congress and at 9.30am on each succeeding day. On Sunday Congress shall adjourn at 7pm and each day thereafter (Monday to Wednesday) Congress shall adjourn at 12.45pm and reassemble at 2.15pm and adjourn for the day at 5.30pm on Monday and Tuesday and shall conclude no later than 4pm on Wednesday.
- b. **AGENDA:** A complete agenda of the motions and amendments submitted under Rule 24 shall be sent, not later than 19 days before the opening of each Congress, to the affiliated organisations which have paid up to the last preceding quarter the fees due under Rule 3.
- c. **GENERAL COUNCIL'S REPORT:** After the opening of each annual Congress, the General Council shall present their report for the past year, which shall be circulated for discussion. The items of the report shall be discussed seriatim and not as a whole: each speaker to be limited to three minutes. Such report shall be given precedence over all other

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

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

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

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



CONGRESS
2022

#TUC2022

TUC GENERAL COUNCIL STATEMENT AND GUIDANCE ON SEXUAL HARASSMENT

Statement on sexual harassment

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

11. Sexual harassment and other forms of violence against women can have negative impacts on the self-esteem and mental health of the person experiencing it. It can also have a damaging effect on the working life of the person experiencing it, causing them to avoid the perpetrator at work, causing them to leave their job, or, in cases of victimisation, leading to their demotion or dismissal. In a trade union context, sexual harassment may lead to women avoiding union meetings, avoiding putting themselves forward for election to union positions, or even leaving the union altogether.
12. Many trade union members will have experienced some form of sexual harassment in their working lives. Recent research by the Equalities and Human Rights Commission found that where victims of sexual harassment had reported the problem to a trade union representative, they had a more positive outcome. Yet we also know from TUC research that too few women report sexual harassment to anyone at all, including their union representative. Trade unions have a role to play not only in reacting to allegations of sexual harassment but also in actively promoting the importance of reporting sexual harassment to the relevant trade union representative, and fostering an environment where women feel safe and confident in doing so.
13. The TUC General Council affirms its commitment to eliminating sexual harassment and all forms of violence against women. Furthermore, the TUC General Council calls on affiliated unions to:
- ensure that all unions have effective policies on sexual harassment in place and communicated to all staff and reps, as both employers and as democratic membership organisations
 - ensure all unions have fair and effective procedures in place to deal with complaints, which recognise the value of including an independent expert presence
 - implement sexual harassment policies in union branches or other relevant structures
 - place sexual harassment and all forms of violence against women at the top of union bargaining, campaigning and organising agendas
 - work with relevant civil society organisations such as the End Violence Against Women Coalition
 - circulate this statement to members and make members aware of our commitment to ending sexual harassment at union education courses, conferences and other events.

Guidance on procedures relating to harassment and discrimination

1. The TUC rules are explicit and robust in stating its commitment to promoting equality and eliminating all forms of harassment, prejudice and discrimination.
2. Rule 1b states: "It shall be a requirement of affiliation that an organisation has a clear commitment to promote equality for all and to eliminate all forms

TUC GENERAL COUNCIL STATEMENT AND GUIDANCE ON SEXUAL HARASSMENT

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

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