



Changing the world  
of work for good

**CONGRESS 2022**

**GPC REPORT AND  
CONSOLIDATED  
FINAL AGENDA**

INCLUDING MOTIONS, COMPOSITES  
AND GENERAL COUNCIL STATEMENTS

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## SECTION 1

# GPC REPORT TO CONGRESS

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### Part 1 Agenda

All motions and amendments stand as in the Agenda unless indicated otherwise below. Where composite motions have been agreed and approved by the GPC by 7 September, they are shown in the list below and the text of the composite motion is given in Section 2 of this report.

Where movers of motions have agreed to accept published amendments by 7 September, this is also stated in the list below. The GPC will report to Congress all instances where published amendments are accepted by the movers of motions after 7 September.

The following is the position at 7 September in respect of motions, amendments, and composite motions. Motion numbers are those printed in the Agenda.

1. THE ECONOMY	
01 UNISON amend Unite amend PCS  02 POA  03 BFAWU	<b>Composite 01</b> <b>Higher pay to tackle the cost-of-living crisis</b>
04 GMB  05 POA	<b>Composite 02</b> <b>Economic recovery and manufacturing jobs</b>
06 NEU	Stands
07 BFAWU  08 BDA amend Unite	<b>Composite 03</b> <b>Food emergency</b>

09 Community amend Usdaw amend Prospect amend TSSA	<b>Composite 04</b> <b>Energy costs</b>
10 Equity amend UCU	Stands accepted
11 MU	Stands
12 RCP	Stands
13 BDA amend CSP amend RCM amend TSSA	<b>Composite 05</b> <b>Inequalities in health</b>
14 EIS amend SoR	Stands accepted
15 Aegis	Stands
16 UNISON amend FDA	Stands accepted
17 Unite amend GMB amend Community  18 Nautilus amend ASLEF	<b>Composite 06</b> <b>Defending jobs and a just transition</b>
19 AUE	Stands

## 2. RESPECT AND A VOICE AT WORK

20 Usdaw amend Aegis	Stands accepted
21 RMT amend UNISON amend FBU 22 Nautilus International	<b>Composite 07</b> <b>Strengthening collective bargaining and employment rights following the P&amp;O scandal</b>
23 UCU	Stands
24 RCM	Stands
25 FBU	Stands
26 NUJ 27 AUE	<b>Composite 08</b> <b>Campaigning for freelance and self- employed workers</b>
28 FDA	Stands
29 ASLEF	Stands
30 RCP	Stands
31 Unite amend RCP	<b>Composite 09</b> <b>Winning on equalities in the workplace</b>
32 Usdaw amend CWU 33 NASUWT amend UNISON 34 Napo	<b>Composite 10</b> <b>The future for anti-racism and racial justice</b>
35 TUC Black Workers Conference	Stands

36 CSP	Stands
37 TUC Disabled Workers Conference	Stands
38 UNISON amend NEU	Stands accepted
39 GMB	Stands
40 RCM amend CSP	Stands accepted
41 Community amend Unite amend SoR	<b>Composite 11</b> <b>The menopause</b>
42 TUC Women's Conference	Stands
43 TUC LGBT+ Conference	Stands
44 UCU amend Usdaw amend CWU amend EIS	<b>Composite 12</b> <b>Workers' mental health must not be the price of the cost-of-living crisis</b>
45 TUC Young Workers Conference	Stands
46 TSSA	Stands

### 3. GOOD SERVICES

47 EIS 48 FBU 49 NAHT 50 MU	<b>Composite 13</b> <b>Pay and the cost-of-living crisis</b>
51 CSP amend UNISON amend RCM amend RCP	<b>Composite 14</b> <b>Tackling the recruitment and retention crisis in healthcare</b>
52 SoR	Stands
53 SoR	Stands
54 NAHT amend UCU	Stands accepted
55 AEP	Stands
56 Prospect amend NASUWT amend FBU	<b>Composite 15</b> <b>HSE resourcing</b>
57 FDA amend PCS amend Prospect	<b>Composite 16</b> <b>91,000 civil service job cuts</b>
58 Prospect	Stands
59 ASLEF amend RMT 60 TSSA amend ASLEF	<b>Composite 17</b> <b>Invest in the rail industry</b>

61 Napo	Stands
<b>4. WINNING MORE FOR WORKERS</b>	
62 Unite 63 CWU amend NEU 64 PCS 65 RMT	<b>Composite 18</b> <b>Rebuilding industrial power, supporting collective action and fighting for a new deal for workers</b>
66 TUC Trades Council Conference	Stands
67 NEU 68 PCS	<b>Composite 19</b> <b>Oppose the government's unlawful immigration system</b>
69 NUJ	Stands
<b>5. ADMINISTRATION</b>	
70 NASUWT amend GMB amend Community	<b>Composite 20</b> <b>Sweetheart deals and unions working together</b>
71 CWU amend RMT 72 Equity	<b>Composite 21</b> <b>Trades Union Congress review</b>



## **Part 2 Introductions and presentations**

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

### **Tuesday morning**

- Video presentation on striking workers
- General secretary's address

### **Tuesday afternoon**

- President's address and vote of thanks
- Video presentation on the TUC Anti-Racism Task Force
- Address by Neville Lawrence
- General Council statement on the Anti-Racism Task Force
- General Council statement on international solidarity
- Video address by Gloria Ramirez, Minister of Labor, Colombia
- Address by TUC past president Ged Nichols

### **Wednesday morning**

- General Council statement on 'We Demand Better'
- Address by TUC past president Gail Cartmail

### **Wednesday afternoon**

- Address by General Secretary Designate

### **Thursday morning**

- Presentation of Congress Awards
- Address by Rt. Hon. Sir Keir Starmer MP, Leader of the Labour Party
- Address by Jo Stevens, Sororal Delegate from the Labour Party

## **Part 3 Ballots**

There will be a ballot for Section C of the General Council. The candidates in sections A, B, D, E, F, G, H, I and J are all elected unopposed.

## **Part 4 Standing orders**

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

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

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

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

Congress sessions will be:

- Tuesday - 9.30am to 12.45pm and 2.15pm to 5.30pm
- Wednesday – 9.30am to 12.45pm and 2.15pm to 5.30pm
- Thursday - 9.30am to 12.45pm and 2.15pm to (no later than) 4pm

## **Part 5 Membership of the General Purposes Committee**

Linda McCulloch (chair)

Dave McCrossen

Michelle Rodgers

Sharon Wilde

Tony Wilson

## SECTION 2

# CONGRESS TELLERS

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Steve Croke, CWU

Celia Dignan, NEU

Paulette Ennever, NASUWT

Angela O'Sullivan, ASLEF

Davena Rankin, UNISON

## SECTION 3

# MOTIONS AND COMPOSITE MOTIONS

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### **C01 Higher pay to tackle the cost-of-living crisis**

#### **Motions 1 and amendments, 2 and 3**

Congress believes poverty is a choice made by the rich and powerful. In the sixth richest country, 1.3 million people live in absolute poverty. They don't have to.

Congress believes that the cost-of-living crisis is a low pay crisis. The only way to end this is to give workers a pay rise.

Congress notes that more than a decade of government pay restraint and austerity has left workers vulnerable to this cost-of-living crisis. All workers in the public and private sector deserve a pay rise in order to survive in the cost-of-living crisis.

High inflation means urgent steps must be taken to improve pay and rebuild a fairer economy.

Congress recognises the work key workers have done over the last two years to keep the nation functioning through the pandemic.

But Congress also understands that there is a lack of knowledge and understanding about what those roles actually entail within the movement, never mind in the wider public.

Congress understands there is a job of work to complete to raise awareness of the true work key workers perform in order to build support from the wider public for a new deal for workers.

Congress rejects the narrative from government and the Bank of England governor that pay rises for workers are the drivers for inflationary pressures. Congress recognises that the British economy is not working for workers and their families. Britain is suffering from an epidemic of unfettered profiteering. It's not hard-pressed workers who are driving inflation, it is whole swathes of corporate Britain who have lined their pockets.

Further, Congress recognises the economic and financial neoliberal orthodoxy of the last four decades, coupled with the freedom of movement of capital, have had a detrimental effect on Britain. It has deprived the country of investment, eroded manufacturing, welfare and public services, reduced productivity growth to zero, and increased national debt to over £2tn.

Congress calls on the General Council to co-ordinate action between unions and prioritise educational and campaigning work on:

- i. pay increases at least in line with inflation
- ii. governments to take seriously their responsibilities to fund public services properly and deliver a fair wage to those who provide them
- iii. a £15 per hour minimum wage for all workers

- iv. no zero-hour contracts
- v. a right to food
- vi. an awareness campaign detailing the real work of key workers working with affiliates to highlight union members and the roles they perform to build public understanding and therefore support for a new deal for workers.
- vii. action on all those issues which impact on cost of living, such as:
  - job security and proper sick pay
  - a new welfare system to protect dignity and provide adequate income
  - genuinely affordable, good quality childcare
  - employers, not workers, to bear the costs of working, eg, hospital car-parking fees and mileage rates.
- viii. a new national economic policy to include:
  - the rebuilding of a strong manufacturing sector using the government’s leverage over public procurement and public investment
  - the strengthening of an accountable public sector including taking back into public ownership transport, utilities and all other public services that have been contracted out
  - establishing a national investment bank and public banks
  - exchange and interest rates appropriate to the country’s needs
  - financing should be obtained by taxing the enormous profits of corporations and the rich thus reducing inflationary pressures.

Workers are increasingly angry and willing to fight over low pay, as shown at the 18 June protest and the many successful ballots and strikes over pay.

Congress calls on the General Council to establish, convene and provide resources for a special working group of willing unions which would organise coordinated action over pay and terms and conditions where possible with all TUC unions, including further demonstrations, national and regional rallies, and coordinated industrial action where possible.

**Mover: UNISON**

**Secunder: POA**

**Supporters: Bakers, Food and Allied Workers’ Union; Unite; Public and Commercial Services Union**

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## **C02 Economic recovery and manufacturing jobs**

### **Motions 4 and 5**

Congress recognises that the state must again become the key economic driver in recovery.

Congress believes that rebuilding a modern, high-tech, manufacturing sector as the fundamental wealth creating aspect of the economy should be a priority.

This will restore and redistribute wealth to ensure a more equal society for all workers.

Congress believes that the power of the finance sector must be curtailed and the ability of corporations and speculators to avoid taxes, transfer wealth to tax havens must be stopped.

We must build up self-reliant production, with extensive government and local government procurement from British-based and -owned producers.

Congress condemns the:

- i. run-down of UK defence manufacturing and loss of more than 80,000 shipbuilding and repair jobs since the early 1980s
- ii. expansion of outsourcing and casualisation in the Ministry of Defence and private contractors
- iii. government's international competition policies, including for the £1.6bn fleet solid support contract.

Congress recognises that:

- a. defence manufacturing is essential to many communities, from Barrow-in-Furness to Derby, and defence spending supports many parts of the wider economy
- b. up to 36p in each pound spent on defence manufacturing is returned through taxation – helping fund public services
- c. the 1990s submarine order gap, which led to catastrophic losses in jobs and skills, must never be repeated
- d. there is welcome potential for manufacturing orders under the Aukus agreement.

Congress further recognises that defence manufacturing cuts have hindered the UK's ability to aid the Ukrainian people under brutal assault from Putin's regime. Congress believes that the world is becoming less safe and the policy carried in 2017 in favour of diversifying away from defence manufacturing is no longer fit for purpose.

Congress notes the chronic lack of investment industry and that the UK's skills development as a percentage of outputs is the lowest of all 34 listed OECD nations.

This has severely weakened the British economy, reducing our ability to fund public services, utilities and advanced technology and led to inflationary pressure taking money from our vital services.

Congress calls on the General Council to:

1. convene a major national initiative involving sympathetic manufacturers, unions, professional bodies and industrial area administrations to establish a national commission for manufacturing to oversee a revival in all sectors and plan a rejuvenation of production and skills development
2. produce a campaigning document in consultation with all affiliates on the importance of manufacturing revival for us all and seeking the support of all candidates in national and local elections for our position and publicising their responses
3. support affiliates' campaigns for immediate increases in defence spending in the UK including GMB's Making It campaign, for defence contracts to be placed in the UK where possible and shipbuilding orders to be placed with UK yards
4. demand a 30-year pipeline of defence work across sectors, including delivery in full of the Astute and Dreadnought programmes that are essential to jobs at BAE Systems in Barrow and Rolls-Royce in Derby.

**Mover: GMB**  
**Seconder: POA**

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## **06 Action on the cost-of-living crisis**

Most workers in Britain are facing real terms pay cuts that add to the cost-of-living crisis, fuelling rises in child poverty, homelessness, food and fuel poverty.

Congress notes that:

- i. 3.9 million children were living in poverty in the UK in 2020–21. This is some 27 per cent of children, or eight in a classroom of 30.
- ii. Half of all children in lone parent families were in poverty as we entered the pandemic.
- iii. Almost half of children from Black and minority ethnic groups are in poverty
- iv. Educational outcomes for children living in poverty remain consistently lower, and this gap has widened through the pandemic.

Government-imposed limits on pay offers of five per cent or less, while inflation is rising well above 10 per cent constitute real-terms pay cuts. Rising energy and fuel costs at a time when the profits of energy companies are at their highest ever level, are the most significant contributor to rising inflation and impact on production and transport costs of all consumer goods.

Congress resolves to:

- a. campaign for the government to fund free school meals for every child in primary school
- b. campaign for urgent measures to eradicate child poverty through higher incomes and proper living standards
- c. coordinate a campaign of industrial action across the public and private sector to win pay rises and improve standards of living.

Congress calls for solidarity actions with workers who have to strike to defend pay, pensions, jobs and standards for themselves and the wider public, including joining picket lines to publicly show support for workers in dispute.

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### **National Education Union**

## **C03 Food emergency**

### **Motions 7 and 8 and amendment**

Congress is concerned that with inflation standing at the highest it has been in 40 years and with food prices, alongside energy costs, at record levels, millions of people (including millions of children) are unable to meet their basic needs.

Congress calls on the General Council, the wider trade union movement, all political parties, religious leaders, academics, researchers, campaigners, and all the people of this country to demand that governments act now to declare a national food emergency and address the food crisis facing so many people.

Congress asserts that there is an urgent need to organise a national food emergency summit to determine how to resource and deliver a plan to ensure every citizen in the UK can access good quality, affordable, and nutritious food.

Congress last year welcomed the publication of the government-commissioned report into the national food system by Henry Dimbleby, which the prime minister promised would form the basis of a white paper providing a real opportunity to position Britain as a leader in food, health and the environment.

The government food strategy was finally published on 13 June 2022. Congress condemns the government strategy for not going far enough to address the links between food and health and for largely ignoring the recommendations made by its own lead advisor.

Congress asserts that this is not a strategy but rather a statement of intent based on a narrow-minded ideology of voluntarism and individual responsibility.

Congress is dismayed that the strategy fails to commit to recommendations including:

- i. measures to enable the import of food with high animal welfare and environmental standards
- ii. a 30 per cent reduction in meat and dairy consumption
- iii. the introduction of a sugar and salt tax
- iv. adequate public health measures
- v. tackling rising food prices
- vi. significant expansion of free school meals
- vii. taking a stand on climate change.

Congress calls on the General Council to work with the BDA and others to press government to introduce legislation implementing the recommendations of the Dimbleby report.

Congress calls on the General Council to insist that any UK food strategy is subject to a worker-led just transition to ensure a future of good, unionised jobs including for the 175,000 workers in the meat and dairy industries.

Given that the extent of food insecurity is the result of an earnings and income crisis (not simply a cost-of-living crisis), Congress demands, in declaring a national food emergency, that the UK government and the devolved administrations deliver:

- a. a rise in the national minimum wage to at least £15 an hour to guarantee workers a real living wage
- b. an immediate and substantial increase to universal credit: restoring the £20 uplift, uprating benefits to keep pace with rising prices and bills, and removing the five-week wait
- c. universal free school meals for every child throughout the year
- d. a ban on zero-hour contracts to guarantee workers predictable incomes they can live on.

**Mover: Bakers, Food and Allied Workers' Union**

**Seconder: British Dietetic Association**

**Supporter: Unite**

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## C04 Energy costs

### Motion 9 and amendments

Congress notes the energy price cap could rise to £3,244 in October 2022 for a typical household, putting people on low and medium incomes at risk of choosing between heating and eating over the winter, and increasing forced instalments of pre-payment meters. Usdaw's research showed that nearly twice as many people on pre-payment meters struggle to pay energy bills.

Congress notes that the government's support package is based on lower predicted increases which could leave the support insufficient to cover rising costs. Energy market reform requires a long-term sustainable strategy that will contribute both to UK energy security and to achieving net zero.

Congress further notes that steelmakers, manufacturers, and other energy-intensive users are struggling with uncompetitive energy costs. UK steelmakers currently pay almost 60 per cent more for electricity than European counterparts. This threatens the viability of the government target of a 95 per cent reduction in emissions from steelmaking by 2050, as net-zero steel production is significantly more energy intensive.

Congress notes that high and unstable energy costs undermine the opportunity to support our foundational industries, secure UK fuel supplies, build supply chain capacity, and create new green jobs.

Congress believes net zero technologies also have a role to play in making energy costs in the UK affordable for businesses and households.

Congress calls on the TUC to:

- i. campaign for immediate action on energy prices to support UK industry and help struggling households with rising bills, including a social tariff, tackling the unfair charges many low-income households face as a result of pre-payment meters, and supporting customers who fall into energy debt.
- ii. lobby the government to ensure that energy price and industrial policy incentivises rather than undermines decarbonisation, as well as supports those on low and middle incomes.
- iii. campaign for the return of the gas and electricity industries to social and public ownership, with new models that take account of the interests of workers, consumers, local communities and the environment.

**Mover: Community**

**Seconder: Union of Shop, Distributive and Allied Workers**

**Supporters: Prospect; Transport Salaried Staffs' Association**

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## 10 AI and performers' rights

Congress welcomes the benefits of artificial intelligence (AI) in augmenting technological and social development – if it is used ethically and responsibly. It acknowledges the TUC's *Work and the AI Revolution* reports that stress the need for essential practical and legislative safeguards to protect employees and workers, in particular their intellectual property rights.

Congress notes that a central feature of Equity's Stop AI Stealing the Show campaign is the reform of the Copyright, Designs and Patent Act 1998 to protect workers from having their

image, voice or likeness used without their permission as a feature of AI-made performance synthetisation. This established process creates a synthetic reproduction of image and/or voice, often without the consent of the artist.

Congress agrees that alongside the vital role of collective bargaining, it is time for the UK government to strengthen the rights of performers by modernising copyright law. This must be a key dimension of the government's national AI strategy.

Congress endorses Equity's campaign and will support lobbying and campaigning efforts to achieve:

- i. reform of the Copyright, Designs and Patent Act 1998 to protect against non-consensual synthetisation and to introduce image rights
- ii. implementation of the Beijing Treaty to enable granting of moral rights that would allow performers to combat the misappropriation of their images, likenesses and performances
- iii. implementation of provisions within the EU copyright directive that enable creatives to achieve fair returns for the use of creative content in new media services.

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## **Equity**

### **AMENDMENT**

› After paragraph 2, add: "Congress notes that attacks on performers' rights extends to post-16 education, where employers have stored and re-used recorded materials without the permission of the creator."

› In paragraph 3, after "performers", add "and educators"

› After paragraph 3, add: "Congress notes that storing and reusing content without the permission of the creator could undermine the effectiveness of industrial action."

› In paragraph 4, sub-paragraph i., after "synthetisation," add ", the use of recordings without permission,"

***University and College Union***

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## **11 Touring in the EU**

Since the lifting of Covid restrictions, 2022 has seen a much needed but tentative restart to touring in the EU. Unfortunately, this has highlighted the major bureaucratic, logistical and financial obstacles to successful touring for musicians and other performers.

These issues are particularly acute for smaller and medium sized artists who do not have the finances and staff support to overcome the numerous administrative obstacles now in their path.

Congress calls on the General Council to support the Musicians' Union's call to government to:

- i. provide a transitional support package to help musicians with the additional costs of touring
- ii. work with the music industry to create an information hub to provide a reliable 'one stop shop' resource for the creative industries.
- iii. agree a creative industries passport for people, equipment and services to allow EU-wide touring
- iv. find a permanent exemption for all specialist hauliers and those with own account vehicles to tour the EU and UK.

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## **Musicians' Union**

## **12 Industrial strategy for UK to provide appropriate fit for purpose PPE**

Congress notes that when the Covid-19 pandemic first struck and more became known about its transmission that a shortage of personal protective equipment (PPE) quickly followed.

This shortage was driven by a lack of preparedness for a pandemic and a massive and sudden worldwide demand for PPE.

In its policy paper, personal protective equipment (PPE) strategy: stabilise and build resilience, the government reported that before the pandemic less than one per cent of the PPE used in the UK was manufactured here.

Prior to the pandemic PPE had been sourced mainly from China. While a massive operation was undertaken to secure PPE supplies, the UK was often fighting against other countries to move supplies halfway round the world with all the negative effects that that has on the environment and sustainability.

In its report, the government proudly reports that by the end of the pandemic 70 per cent of PPE was being produced in the UK.

This should have been the case before the pandemic and steps should now be taken to ensure that workers are never expected to put their lives at risk by working without PPE because it isn't available when we in the UK have the resources and expertise to meet the demand.

Congress calls on the General Council to pressure the UK government to ensure that a proper strategy is in place for the future production of fit for purpose PPE not to be reliant on overseas production that can go wrong when it is most needed and is not environmentally friendly.

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### **Royal College of Podiatry**

## **C05 Inequalities in health**

### **Motion 13 and amendments**

Congress notes that before Covid-19, the gap in health life expectancy between the richest and poorest areas was around 19 years. For women in the most deprived areas of England, life expectancy fell between 2010 and 2019. The Health Foundation has estimated that working age adults in England's poorest areas were almost four times more likely to die from Covid-19 than those in the wealthiest areas.

Congress believes that a cross-government strategy is needed because health inequality is not simply a matter for the Department of Health and Social Care or the National Health Service. If we are to prevent ill health in the first place, we need to take action on issues such as poor housing, food quality, communities and place, employment, racism and discrimination, transport and air pollution.

Congress understands that the link between poverty and ill health is well evidenced and that in order to improve health, in-work poverty must be tackled as a priority.

The Health Disparities white paper, which promised such a strategy, was due to be published in 2021 but we are still waiting.

Congress calls on the General Council to campaign for:

- i. a cross-government strategy to reduce health inequality
- ii. access to rehabilitation services, which is a significant barrier for people who could most benefit from rehabilitation. Gaps in rehabilitation provision are particularly evident outside of acute hospital settings. Expanding access to quality rehabilitation in community settings at home, in community hospitals and in care homes has a key role to play
- iii. the commencement of the socio-economic duty, section 1 of the Equalities Act 2010
- iv. a child health in all policies approach
- v. above-inflation pay rises across the public services
- vi. the restoration of the real terms value of the public health grant to local authorities, which was cut by 25 per cent since 2015/16
- vii. reliable and regular public transport services to health centres and hospitals seven days a week and in the evenings.

**Mover: British Dietetic Association**

**Secunder: Chartered Society of Physiotherapy**

**Supporters: Royal College of Midwives; Transport Salaried Staffs' Association**

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## 14 Pensions and gender-related pay issues

Congress believes that pensions are deferred pay and condemns the fact that the UK government has worsened public sector pensions.

Congress calls on the UK government and the Scottish government to immediately redress a key detriment suffered by members in amended public sector pension schemes, whereby such members cannot access pension benefits accrued before normal pension age (NPA) without punitive actuarial reductions.

Congress further notes with concern:

- i. the increase in the gender pay gap for full-time workers reported by the ONS for 2020–21
- ii. that most women still earn less than men.

Congress is clear that that the gender pay gap contributes to the gender pension gap.

Congress believes that closing the gender pay gap must be a higher priority for government, employers and the trade union movement. The gender pay gap leads to a lifetime of reduced pay and pension incomes for women that put many into poverty.

Congress believes that there should be enhanced shared parental leave entitlements, and more and better flexible working options for parents- both mothers and fathers.

Congress further believes that all sectors should form gender pay taskforces to tackle gender pay gap issues within specific areas of employment. National collective bargaining bodies may be a means of doing so in several sectors.

Congress instructs the General Council to coordinate the campaigning activity of affiliates towards:

- a. improving public sector pensions, including access to pension benefits before NPA without punitive reductions
  - b. closing the gender pay gap.
- 

## **Educational Institute of Scotland**

### **AMENDMENT**

> In paragraph 3, add new sub-paragraph iii.:

“iii. that gender pension issues are particularly prevalent in the public sector where the majority of workers are women.”

***Society of Radiographers***

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## **15 Auto-enrolment reforms**

Congress argues that pressure needs to be kept up on the government to make sure that auto-enrolment makes pensions open to all. There are an estimated 4.8 million low-income workers excluded from auto-enrolment as they earn less than £10,000 a year in a single job, which is the auto-enrolment earnings trigger.

Many workers, disproportionately women, have multiple jobs which when added together means their total income is more than £10,000. They miss out on automatically benefiting from an employer pension contribution simply because of the way the pension rules work.

In 2017, an independent review of auto-enrolment recommended the following reforms:

- i. reducing the minimum age from 22 to 18
- ii. gradually removing the salary offset so that, over time, pension contributions become eight per cent of earnings from the first pound, not from £6,240.

The government accepted the recommendations and committed to implementing the reforms by the mid-2020s, but, as yet, no implementation timetable has been set.

Congress calls on the government to set a timetable to implement the reforms by the mid-2020s. This would mean that younger people would start saving for retirement sooner and the removal of the salary offset will give the biggest pensions boost to those on lower earnings, specifically women. Employers will contribute more, for more people.

Employees will also pay more, so this reform may not be welcomed right now with the current cost-of-living crisis, but this is a forward-looking reform. Setting a timeline gives employees and employers advance notice so they can plan for it.

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## **Aegis**

## **16 Decarbonising public services**

Congress notes that COP26 failed to put the governments of the world on course to achieve the Paris 2015 target, of keeping the rise in global temperatures to 1.5 degrees, and no more than 2 degrees, above pre-industrial levels. Even if all the actions proposed in the Glasgow

Climate Pact were achieved, we are headed for a rise of 2.4 degrees by the end of the century. This would mean catastrophic climate change with all its environmental, economic and social consequences.

Congress believes decarbonising public services is key. UNISON's report *Getting to Net Zero in Public Services*, shows that getting public services to net zero needs £140bn in government funding by 2035.

Congress supports the report's recommendations including demanding new national public service climate social partnerships, campaigning for affordable and public ownership of energy and water, developing educational materials and engaging with employers, service users and elected representatives in developing inclusive just transition boards for all public service sectors.

Congress will remain a key part of the international and national policy debates about the fairest way of achieving decarbonisation, the civil society movements that will keep leaders and governments on track, the social dialogue and negotiations needed to deliver just transition across all workplaces and will:

- i. build on the momentum around COP26 and work closely with unions and civil society coalitions
- ii. support campaigning for public service sectoral climate plans and funding for the just transition
- iii. campaign for facility time for green reps.

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## UNISON

### AMENDMENT

> In the fourth paragraph, after "workplaces", delete "and will" and replace with ". Congress calls on the TUC General Council to".

> In sub-paragraph i., at the end, add "to accelerate the decarbonisation process across public services"

**FDA**

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## C06 Defending jobs and a just transition

### Motions 17 and amends and 18 and amendment

Congress supports a move to net zero that offers a fair deal for workers and a fair future for a United Kingdom that is free from carbon emissions. Congress recognises that the decarbonisation agenda will have a massive impact on jobs and notes the just transition guidelines as established in 2015 by the International Labour Organization (ILO).

The UK government is promising up to 480,000 skilled green jobs by 2030 and Congress welcomes the TUC's involvement in the green jobs delivery group. However, there is not nearly enough detail about what those jobs are.

Congress is also concerned that some companies are using the transition into green industries to discard national agreements and remove collective bargaining.

Congress calls for a workers' just transition, where green jobs are secure, sustainable, good jobs delivered through collective bargaining and where those workers and communities whose industries are threatened by the changes to develop a low-carbon world have jobs

protected, through decarbonisation of existing industries in consultation with workers in those industries and their skills fully utilised in the sustainable industries of the future.

Congress believes that:

- i. A just transition must involve adequate state intervention, investment and support to protect jobs, incomes, skills and communities.
- ii. The steel industry in particular is a sustainable industry which must decarbonise and is critical to our green future. Jobs in the industry must be supported throughout the transition.
- iii. Transport has significant responsibility and capability in transitioning towards a carbon free future. A just transition in transportation requires ambitious objectives from government to support the upskilling and reskilling of workers, as well as sustainable employment opportunities that supports the transport sector transitioning to a zero-carbon future.
- iv. Now is the time to invest in green transport infrastructure in order to cut carbon emissions, support both communities and transport workers and rebuild our economy.

Congress calls on the General Council to ensure that any just transition strategy endorsed by the trade union movement must clearly set out:

- a. realistic estimates for the numbers of new green jobs, the definition of a green job, the quality of those jobs and their likely locations and timeline
- b. the skills, education and training required for those jobs and how that will be delivered
- c. guarantees for health and safety practices of the highest standards, with trade unions playing a key role
- d. measures to prevent any negative impact on trade unions in terms of existing agreements and organised workplaces.

Congress calls on unions to focus resources on planning for a just transition that benefits quality employment and training opportunities, and on the TUC to prioritise the carbon intensive transport sector in realising its journey to sustainability.

**Mover: Unite**

**Secunder: Nautilus International**

**Supporters: GMB; Community; ASLEF**

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## 19 Fossil fuels

Congress notes:

- i. The UK's first red extreme heat warning was issued across a large part of England in July 2022.
- ii. Increased use of fossil fuels contributes to global warming, which is risking the future of the planet for all who live on it.
- iii. UK government statistics show 181,000 workers are directly employed by the fossil fuel industry.
- iv. The historic role fossil fuels have played in the UK economy and the importance the workers in these industries have played in the trade union movement.

- v. Since the Covid lockdowns, the UK government's policies on reducing dependency on fossil fuels have stalled or reversed despite the promises made at COP26.
- vi. The development of many green projects has been halted.
- vii. Though North Sea oil drilling and fracking are unpopular with the public, the government is encouraging their use.
- viii. The continued greenwashing by fossil fuel providers, particularly Shell and BP.
- ix. The need to develop sustainable energy security.

Congress calls on the General Council to continue to lobby on environmental issues and put pressure on the government to:

- a. shift energy supply to renewables and away from fossil fuels
- b. provide all fossil fuel industry workers with suitable alternative work
- c. support financially all communities that are currently reliant on fossil fuel production
- d. expand renewable energy sources including wind and solar
- e. end reliance on gas for electricity generation
- f. increase energy supply to support decarbonisation in industry and transport
- g. rule out further expansion of North Sea drilling
- h. continue the ban on fracking.

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**Artists' Union England**



## SECTION 2

# RESPECT AND A VOICE AT WORK

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## 20 Technology and automation: delivering skills and workplace protection

It has been estimated that nine in 10 UK employees will need to be reskilled by 2030, at an additional cost of £13bn per year.

Despite this, the government has scrapped the Union Learning Fund in England and refused to address the significant failings of the apprenticeship levy system. At the same time, it remains too easy and too cheap for employers to make workers redundant.

Congress calls for the General Council to urgently campaign for the immediate implementation of the following provisions to ensure workers can retrain and take advantage of the future world of work:

- i. A right to paid time off for retraining to support the development of lifetime skills.
- ii. A significant and long-term investment in skills funding including the reinstatement of the Union Learning Fund across England.
- iii. A fundamental overhaul of the apprenticeship levy scheme so it is accessible to all workers, with a focus on opportunities for those facing disadvantages in the labour market.
- iv. The representation of workers in all discussions on skills strategy.
- v. A requirement for employers to consult on new workplace technology including conducting equality impact assessments and acting on the findings.
- vi. A right for workers to have a human connection in decisions about them and their job.
- vii. Significantly reduced thresholds for trade union recognition to ensure effective worker voice in discussions, such as those around working hours.
- viii. Strengthened protection against redundancy, including 90 days' consultation for large scale redundancies and three weeks' redundancy pay for all workers irrespective of age.

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### Union of Shop, Distributive and Allied Workers

#### AMENDMENT

> Add sub-paragraphs ix. and x. at the end:

"ix. Introduce a new national careers advice and guidance service to provide information and guidance on retraining to working people throughout their working lives.

"x. Introduce a new lifelong learning fund to support workers to access training."

**Aegis**

## **C07 Strengthening collective bargaining and employment rights following the P&O scandal**

### **Motions 21 and amendments, and 22**

Congress is shocked and appalled at P&O Ferries unfairly and unlawfully terminating the employment of 786 seafarers, without any notice by Zoom call and replacing them with below-minimum wage agency crew.

Congress notes P&O Ferries was in breach of multiple laws by their actions and expresses disgust at the comments of P&O chief executive Peter Hebblethwaite who told MPs that the company chose to break the law and would do it again.

Congress highlights its concern that other employers could see these actions as an opportunity to conduct themselves in a similar way. This could place in jeopardy long-established collective bargaining arrangements and statutory employment protections covering all workers across the UK.

Congress believes the actions of P&O Ferries brutally confirms a further shift in power in the workplace away from workers to employers. If a trade union inadvertently breaches anti-trade union legislation, employers rapidly achieve injunctions, yet no action could be taken to compel P&O Ferries to reverse the sackings, despite the prime minister promising this would happen.

Congress supports the work of TUC affiliates in calling for improvements to seafarer working protections, as well as wider employment protections in the UK, in particular welcoming the work undertaken in developing tripartite engagement and new legislation in defence of seafarers.

Congress is appalled that, instead of strengthening employments rights after the P&O scandal, the government has further weakened them by announcing proposals to allow agency workers to break strikes and massively increase the amounts unions can be fined for breaches of industrial action legislation. The government is also threatening to abolish rail workers' rights to strike.

Congress applauds the immediate solidarity given by workers and unions in response to this appalling attack on our sisters and brothers.

Congress denounces the increasingly extremist rhetoric that has emerged during the Tory leadership election, which is designed as a further attack on the rights of working people to take industrial action.

Congress therefore calls for the strengthening of the rights of workers and unions including at freeports to be central to TUC campaigning as we approach the general election, including:

- i. repeal of the anti-union laws
- ii. introducing sectoral bargaining
- iii. supporting the employment rights green paper
- iv. giving unions strong powers to bring injunctions to prevent employers breaking employment law
- v. ending the scourge of outsourcing and casualisation
- vi. supporting the Fair Ferries strategy and framework agreements

- vii. assisting affiliates in achieving measures that support domestically resident seafarer protection
- viii. continuing efforts for increasing broader employment protections, including ending fire and rehire
- ix. supporting stronger criminal and civil sanctions against employers who seek to circumvent due process
- x. removing the cap on protective awards to prevent companies from being able to put a price on criminal conduct.

Congress calls on the General Council to defend the fundamental trade union right to strike from renewed Tory attacks.

**Mover: National Union of Rail, Maritime and Transport Workers**

**Seconder: Nautilus International**

**Supporters: UNISON; Fire Brigades Union**

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## **23 Opposing fire and rehire: an industrial, political and organising strategy for the whole labour movement**

Congress notes the growth of unscrupulous employment practices used in the post-16 education. In particular, Congress notes:

- i. fire and rehire at Richmond upon Thames College and New City College, and threats to use the practice at universities across the UK
- ii. subsidiary companies employing staff on poorer pay and conditions at Staffordshire University, Coventry University and Falmouth University, to name a few
- iii. the emerging use of MARS (Mutually Agreed Resignation Schemes) in post-16 education
- iv. casualisation and agency work across the sector.

These practices are designed by employers to deny employment rights to workers and to attack pay and working conditions.

Congress supports UCU members taking strike action to oppose fire and rehire, and the transfer of staff to subsidiary companies in post-16 education.

Congress calls on the TUC to lead:

- i. an industrial response, involving coordination of industrial action by unions fighting such employment practices
  - ii. a political response aimed at building cross-parliamentary support for legislative reform as outlined in Barry Gardiner MP's private members bill, including removing the ban on solidarity action and the right to take industrial action without procedural requirements and restrictions
  - iii. a cross-sectoral campaign for a charter which captures the support of employers who commit to refusing to use fire and rehire
- 

**University and College Union**

## 24 Improve bereavement care

An estimated one in five pregnancies ends in miscarriage yet, despite this, women still face stigma and are not able to talk about their loss.

Staffing shortages and lack of funding has led to reduced training of healthcare staff in bereavement care and specialist bereavement services unable to run seven days per week

There is no entitlement to statutory maternity, paternity or parental bereavement leave following a miscarriage that happens in the first 24 weeks of pregnancy. But this does not mean that a family is not bereaved or that the loss should not be acknowledged and support not given.

The Equality Act 2010 includes a protected period of two weeks against discrimination, dismissal, redundancy or unfair treatment related to pregnancy, miscarriage or related sick leave. Sickness absence certified as pregnancy or miscarriage-related by a GP or other medical practitioner is therefore legally protected. Employers must count this absence separately. Unfavourable treatment outside of this period may be considered as sex discrimination.

Congress calls for:

- i. investment in specialist bereavement services
  - ii. unions to negotiate agreements that embed the existing legal protections for those who have suffered a miscarriage and encourage employers to sign the Miscarriage Association pregnancy loss pledge
- 

### **Royal College of Midwives**

## 25 Westminster attack on fire and rescue

Congress condemns the Home Office's Reforming Our Fire and Rescue Service white paper, launched in May.

Congress is appalled that the white paper contains no plans or resources to improve the fire and rescue service, nor will it solve the building safety crisis exposed by the Grenfell Tower fire.

Congress believes that the white paper:

- i. is the harbinger of worse fire cover, greater fragmentation, reduced resilience and worse emergency planning
- ii. threatens the legal rights of firefighters to collectively bargain with the employers over pay, conditions, safety and other contractual matters
- iii. threatens the right of firefighters to take lawful industrial action
- iv. seeks to give chief fire officers powers to dictate cuts to public services
- v. reduces local democracy by giving powers to mayors, police and crime commissioners and chief fire officers
- vi. if implemented, would cut firefighters' pay, increase hours, roles and intensity, introduce unsafe practices and stretch the service to breaking point.

Congress condemns the gimmicks contained in the white paper, such as imposing an oath and a statutory code of ethics, which will not improve the service, but instead make it easier to discipline and sack firefighters.

Congress opposes the white paper, which is an attack on the workforce and the FBU.

Congress commits the TUC to vigorously campaigning alongside the FBU in defence of firefighters and their service.

Congress further supports the FBU's positive programme to transform the fire and rescue service for the benefit of the communities we serve.

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## **Fire Brigades Union**

# **C08 Campaigning for freelance and self-employed workers**

## **Motions 26 and 27**

TUC Congress notes that inflation is impoverishing the entire British labour force. Freelance workers, however, are hit worst of all.

Congress further notes that in the UK the number of self-employed workers has increased by approximately 25 per cent since the year 2000 to around 4.2 million.

This growth makes it all the more vital that this category of worker is treated with respect, decency and fair pay – not least to prevent them becoming an easy substitute for employees across all sectors of the economy.

Congress notes:

- i. growing poverty and inequality in the UK, as a result of austerity policies in recent years and cuts in funding to the benefits system before and after Covid, has directly affected those working in the creative industries
- ii. many people working in the creative industries are self-employed, often because the work is seasonal, intermittent and/or project-led
- iii. in a recent survey more than two-thirds of self-employed workers in the UK were without a regular income and more than half of self-employed workers said they relied on personal savings when not working
- iv. self-employed workers are often unaware of the right to join an appropriate union
- v. the number of self-employed workers in the UK was officially 4.1 million in 2021
- vi. many self-employed workers work long hours, meaning they often work for below the recommended minimum wage, in inappropriate or unsafe situations
- vii. many self-employed workers have no sick pay, no paid holidays and no ability to provide for parental leave.
- viii. disabled self-employed workers have greater difficulty getting access to work grants.

In the media sector, rates paid by most news platforms have stagnated or fallen over the past decade. On some publications – the *Radio Times*, for example – rates have not changed in a decade. The *Daily Telegraph* has cut pay to features contributors by almost 30 per cent over

the past 15 years. *The Sunday Times* has more than once imposed across-the-board reductions in freelance rates. The pattern is common to almost the entire UK news media.

The TUC notes that unlike employees, freelance workers do not have a statutory right to trades union recognition.

Congress instructs the General Council to highlight the plight of freelance workers in its wage campaigning and, in particular, to call out the hypocrisy of news platforms that call for the decent treatment of workers, while financially abusing those freelancers they engage.

Congress calls on the General Council to consult with all relevant unions on how to mobilise, represent and lobby on behalf of self-employed workers, including developing proposals and campaigning for better protections under employment law.

**Mover: National Union of Journalists**

**Seconder: Artists' Union England**

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## **28 Protecting public servants from bullying and harassment**

Congress recognises that every employee deserves to be able to work in an environment without fear of bullying and harassment.

While most public services have tried and tested procedures for dealing with bullying and harassment from fellow employees, the system for public servants who interact with ministers and politicians has consistently been found to be unfit for purpose.

Investigations under the ministerial code have to be sanctioned by the prime minister, who is also the sole arbiter of the outcome. Investigations are not transparent, with no published process and no right of challenge. As we have seen time and again, even with accusations of serious sexual harassment, prime ministers have prioritised their own political interests over the welfare of civil servants.

In parliament, where hard-won progress has been made with an independent complaints and grievance scheme introduced through union intervention, there is still concern about the inability of parliamentary authorities to take pre-emptive action to protect employees where there are serious, substantiated allegations against MPs.

Congress believes that parliamentarians and ministers should be subject to the same standards of conduct and oversight that apply to workers up and down the country. Congress therefore calls upon the General Council to:

- i. lobby the new prime minister to implement, in full, the committee on standards in public life recommendations on the ministerial code
- ii. support unions in their campaign to ensure that all parliamentary staff are protected in circumstances where serious, substantiated allegations are made against a parliamentarian.

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### **FDA**

## **29 Working in high temperatures**

Congress recognises the valuable work carried out by the TUC and its affiliates to improve conditions at work, making it safer and healthier for staff.

Congress notes that there's no law for minimum or maximum temperatures at work. An approved code of practice specifies a minimum, but not a maximum, and loopholes and exemptions mean that this very weak safeguard fails to protect many workers.

Congress believes that health and safety legislation protects not only people at work, but others too, especially in safety critical industries. In excessively hot cabs, train drivers can find their ability to focus and concentrate affected, creating a health and safety concern for them, their passengers, and other railway staff too.

Congress understands that a maximum temperature for some work settings or industries may prove impracticable or impossible, but this should not be a bar to stipulating a maximum temperature at work where this can be achieved. Where it cannot be achieved, a legal obligation should still require employers to introduce mitigation to keep employees safe.

Congress calls on the General Council to:

- i. campaign for a legal maximum temperature of 26 degrees at work where this is reasonably practicable, and where not, to still require employers to take all reasonably practicable measures to reduce the temperature at work, and to provide further mitigating measures to reduce the risk of harm from workers continued exposure to high temperatures
  - ii. fully support ASLEF's Better Driving Cabs campaign which aims to improve the driving conditions for our members.
- 

## **ASLEF**

### **30 The lack of health and safety legislation on footwear at work**

Congress notes that trade unions have a long history of improving health and safety in the workplace and saving lives and workers from harm.

Congress further notes that members of the Royal College of Podiatry deal with the impact of ill-fitting/wrong footwear from the workforce every day in their practices.

Whether you work on a building site, as a dancer or a professional sports person, access to the right footwear is vital to health of the nation's feet.

Hazards at work which could lead to injury include oily or slippery floors, or machines which can crush or burn. Other issues such as cold working areas like frozen food stores, or wet conditions, can bring additional problems like chilblains or athlete's foot.

Health and safety law only requires safety footwear to be worn if there is a real risk of injury. This leaves workers vulnerable as it allows employers to interpret what a 'real' risk is and does not take into account professions many people may not immediately consider needing safety footwear.

Congress calls on the TUC to work with the Royal College of Podiatry and other stakeholders to campaign for tighter legislation on safe footwear at work making sure workers' feet are protected.

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## **Royal College of Podiatry**

### **C09 Winning on equalities in the workplace**

#### **Motion 31 and amendment**

Congress recognises and applauds the role that trade unions have played in campaigning for and gaining significant achievements for equalities.

All the major advances in equal pay, for example, have been achieved by trade unions. The Ford equal pay struggle led to the Equal Pay Act. However, fifty-two years on from the Equal Pay Act there are still industries with a 48 per cent gender pay gap.

Congress believes that tackling discrimination, prejudice and harassment in all its forms requires action in the workplace.



We need to ensure that equalities issues are not just the subject of good policies but put firmly on the bargaining table and deliver concrete results including agreements dealing with priority issues for women, BAEM, LGBT+, young and disabled workers.

Congress calls on the TUC General Council with all TUC affiliates, the TUC Women's, Race Relations, Disabled Workers, LGBT+ Committees and Young Members' Forum to:

- i. support the prioritisation of equalities issues as industrial issues in the workplace
- ii. promote action to close gender, race, disability pay gaps, end LGBT+ pay inequality and unfair age rates
- iii. advance equality-responsive health and safety including menopause, appropriate PPE for all, recognition of sickle cell and thalassemia, long Covid, mental health
- iv. campaign for legal support and negotiating best practice for equalities reps in the workplace for the right to paid time off for duties and training to enable them to deliver fairness for all
- v. spread the extension of union equality reps at the bargaining table, equality impact assessments, and positive action to ensure a diverse negotiating team and tackle under-representation
- vi. develop the TUC equality audit on collective bargaining to require stronger action.

**Unite**

**Secunder: Royal College of Podiatry**

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## **C10 The future for anti-racism and racial justice**

### **Motions 32 and amendment, 33 and amendment, and 34**

Congress notes that the TUC's Anti-Racism Task Force (ARTF) has provided a crucial opportunity to create lasting change across our movement.

Congress believes that the TUC has a vital role in supporting and encouraging unions to develop and continue their own work on racial justice, including through offering practical guidance and advice. Creating lasting change takes time and it is likely that this support will need to be in place for several years.

The ARTF has amplified our capacity to secure racial justice and set in motion a process which can deliver meaningful and long-lasting change within our own unions and across wider society.

Congress further notes the work of affiliates to engage with employers in the fight against racism and all forms of discrimination.

Examples of this include:

- i. the creation of Black members networks in unions
- ii. the appointment of anti-racism representatives in all branches of a union
- iii. the launch of anti-racism roadshows across regional or bargaining networks with input from senior management to explain the actions they are taking in the fight against racism at the workplace
- iv. the creation of joint race action plans with employers

v. joint race surveys across staffing groups to inform joint initiatives to tackle racism.

Congress agrees that any further work identified by the ARTF in its report to Congress can be enhanced by more affiliates seeking to adopt and benchmark the above initiatives in their engagement with senior leaders across the public and private sectors.

Congress strongly asserts that as Black workers and their communities continue to face extensive racial disparities and a hostile government that fails to recognise the systemic and institutionalised nature of racial injustices, the trade union movement must take urgent action. Congress, in particular, applauds the legal challenge against the Tories' racist Rwanda deportation scheme.

Many unions have already commenced change projects based on the work of the ARTF. It is vital that this work becomes deeply rooted and is taken up widely across the movement.

Congress recognises that it is essential that this process continues beyond the life of the taskforce. There is too much at stake for us to fail Black workers now.

Therefore, Congress encourages affiliates to build anti-racism frameworks and membership engagement programmes while working within trade union structures and empowering communities, to build opportunities for leadership and representation and to develop education around the intersectionality between race and class.

**Mover: Union of Shop, Distributive and Allied Workers**

**Seconder: NASUWT**

**Supporters: Napo; UNISON; Communication Workers Union**

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## 35 Ethnicity pay gap

Congress believes that the ethnicity pay gap (EPG) is a major cause of in-work poverty experienced by Black workers and the cause of severe intergenerational inequality in Black communities.

The EPG is as high as 23.8 per cent in London with huge regional variations across the UK.

In 2017, the government committed in its manifesto to ask large employers to publish information on their ethnicity pay gaps. In 2020, only 11 per cent of companies had published this information.

The introduction of this important measure is needed to identify the disparities within the workforce and forces employers to be accountable.

Congress notes that UNISON Black workers are committed to addressing issues on racial equality and believe this campaign must be a priority for the TUC Race Relations Committee.

Congress calls on the General Council and the TUC Race Relations Committee to:

- i. demand the TUC and the Anti-Racism Task Force make closing the EPG a key priority to tackle the racial and regional pay inequality face by Black workers
- ii. develop an action plan for use in the workplace including a collective bargaining and legal strategy.
- iii. produce a TUC toolkit to implement mandatory ethnicity pay gap reporting and for the Equality and Human Rights Commission to make EPG an equality priority.

## **36 Reasonable adjustment passports in the NHS and public bodies**

Congress notes that the TUC has adopted the social model of disability, and recognises individuals are disabled by environments and attitudes. To allow disabled people to access and thrive in the workplace, it is these environments and attitudes that need to be adjusted, not the individual.

Congress believes adjustment passports enable workers to more easily discuss, agree and record the adjustments they require to stay well in the workplace.

However, when moving from one workplace to another, the thought of discussing and ensuring all necessary adjustments are put in place in their new area of work can be daunting and time consuming. Furthermore, workers with a disability often face difficulties when managers are replaced, with stories of adjustments being removed or changed by management.

Making the recognition and use of adjustment passports mandatory in every public body would make disabled workers feel more confident in applying for and moving jobs between public bodies. It would also reduce the anxiety and concern around discussing the adjustments required when moving roles or management changes. Ensuring adjustment passports are implemented would help reduce workplace discrimination and ensure managers think how to make the workplace accessible for those individuals with a disability.

Congress calls on the General Council to develop a campaign and lobbying plan, to make the recognition and use of accessibility passports mandatory in all public bodies for workers with a disability.

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### **Chartered Society of Physiotherapy**

## **37 Using the disability employment charter to make the national disability strategy deliver for disabled workers**

Congress notes the long-awaited July 2021 government disability strategy and is extremely concerned about its abject failure to engage in meaningful dialogue with disabled people and disabled people's organisations.

Congress believes the strategy lacks ambition, urgency and weight. The strategy does nothing to change society in a way that will meaningfully enhance the life chances of disabled people and will do very little to advance the interests of disabled people.

Many proposals are voluntary, a rehash of previous announcements, or lacking sanctions. There are:

- i. no concrete proposals to improve the enforcement of reasonable adjustments in the workplace

- ii. no plans for mandatory disability pay gap monitoring, just continued promotion of the voluntary reporting framework
- iii. no clear proposals to ensure disability-confident employers must employ disabled people.

Congress notes that:

- a. post-16 education is barely mentioned in the 121-page document
- b. the strategy does not provide any clear direction on inclusive education, for disabled students to access mainstream education
- c. the strategy does nothing to redress the constant erosion of support for post-16 disabled students.

Congress welcomes the disability employment charter, launched in October and backed by a number of trade unions, developed as a response to the inadequacies of the disability strategy. The charter includes:

- 1. mandatory pay gap monitoring
- 2. a two-week deadline for reasonable adjustment request responses
- 3. time off for trade union equality reps

Congress notes that UNISON has made 2022 the year of disabled workers. Initiatives like this can help to raise awareness of the inadequacies of the strategy and the solutions in the charter.

Conference calls on the TUC and TUC Disabled Workers Committee to:

- I. demand a change to the National Disability Strategy
- II. use the disability employment charter as a tool to campaign for a government disability strategy that delivers for disabled workers
- III. support UNISON's plans to use 2022 the year of disabled workers to publicise the charter.

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## **TUC Disabled Workers Conference**

### **38 Defend abortion rights**

Congress asserts that the overturning of Roe v. Wade by the US Supreme Court is the biggest attack on abortion rights since the 1970s.

There are many US states ready to bring in bans following this ruling. These bans won't stop abortions. But they will stop safe abortions, and they will make it a crime to assist someone to have an abortion.

This means thousands of working-class people, mainly women, face an unwanted pregnancy, an unsafe procedure, a jail sentence. Rich people will be okay – they can afford to travel to states or countries without bans, or to check in to a private clinic.

We cannot be complacent: our right to choose and access to abortion has repeatedly come under attack, and the Supreme Court decision will give confidence to those wanting to attack abortion rights. Nadine Dorries used the publicity around the Tory leadership battle to call for reducing the time limit for abortion.

Working-class people and the trade union movement have come together before to fight for our right to choose. The TUC called the biggest ever protest to defend abortion rights against the Corrie Bill in 1979, mobilising 80,000 people onto the streets. This made a huge difference to the campaign, and to women in the workplace.

Congress calls on the General Council to:

- i. encourage unions to affiliate to Abortion Rights UK
  - ii. campaign for decriminalisation of abortion in England, Scotland and Wales and for fair access
  - iii. organise a national TUC demonstration to defend abortion rights.
- 

## **UNISON**

### **AMENDMENT**

> Insert new paragraph 5:

“Congress believes young people need reliable sources of information about abortion via the school curriculum. This should explain the law, distinguish between fact and opinion and use accurate information about reproductive health, so that students can learn about their bodies and their reproductive rights, in age-appropriate ways.”

***National Education Union***

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## **39 Fighting for equal pay**

Congress believes that women’s work is undervalued, and that we must be bold in equal pay campaigning. The undervaluing of women’s work is historic, structural, and it will be enduring if we do not act.

Low pay is an intersectional issue and it persists in roles women predominantly occupy because women are themselves undervalued.

Congress recognises that:

- i. progress in eliminating the gender pay gap is slow, and the full-time pay gap rose in 2021 (from 7 per cent to 7.9 per cent)
- ii. women still earn 41 per cent less on average over a lifetime, according to the latest estimate
- iii. allowing cross-employer comparators would be an important step towards resolving more claims for equal pay for work of equal value.

Congress expresses its support for the GMB Birmingham City Council equal pay campaign that is seeking to rectify the historic and structural failure to pay women what they are worth. Congress notes that the council is trying to suppress meaningful negotiations through legal tactics, further delaying paying what they owe.

Congress further notes that New Zealand’s Equal Pay Amendment Act lays out new factors to determine current or historical equal pay values, including whether women have had a lack of effective bargaining or representation.

Congress therefore commits to:

- a. instructing the General Council to research the practicalities of how the New Zealand Equal Pay Amendment Act could be applied to the UK

- b. supporting affiliates' equal pay campaigns and GMB's Fight for Fifteen in the Care Sector.
- 

## **GMB**

### **40 Flexible working and retention of women workers**

Congress notes that more than 99 per cent of midwives and 77 per cent of NHS staff are women. Women account for 85 per cent of sole carers for children and 65 per cent for older adults. In the midst of the cost-of-living crisis soaring childcare costs reached an average of £936 a month.

Some 67 per cent of respondents to a Royal College of Midwives survey said they might stay or return to work in the NHS if there were greater opportunities to work flexibly. More than a third of those who requested to work flexibly had that request rejected. Most requests were to reduce hours or work set days of the week. Most midwives and maternity support workers work on a rota system where days and hours of work vary, making planning care difficult

Flexible working is key to women accessing and staying in work and to improved work-life balance for all workers.

In addition to an existing shortage of 2,000 midwives in England, for the first time we are seeing a drop in the number of midwives working in the NHS. The latest figures show there are more than 600 fewer midwives compared with twelve months ago.

Heavy workloads due to staffing shortages leads to high levels of stress and exhaustion creating a vicious cycle as many more consider leaving.

Congress calls on the General Council to continue to campaign to make flexible working the default and central to the ability of employers to recruit and retain staff.

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## **Royal College of Midwives**

### **AMENDMENT**

› Insert new paragraph 4:

"England needs 4,000 more physios to deliver NHS commitments to primary care, alongside physios needed in community services to clear the backlog of elective surgery and meet the unmet rehabilitation needs of thousands. The rate of physios and other allied health professionals leaving the NHS now equals that of nursing."

***Chartered Society of Physiotherapy***

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## **C11 The menopause**

### **Motion 41 and amendments**

Congress notes that 3.5 million women across the UK are going through the menopause.

Symptoms can include hot flushes, memory issues, difficulty sleeping, anxiety and depression. Congress notes that experiencing severe symptoms of menopause can be classed as a disability under the Equality Act.

Congress believes that menopause is a workplace, health and safety and equality issue that needs action. It can leave women feeling unsupported, pushed out of work or unable to access training or promotion opportunities.

Congress recognises that flexible working can make it easier to manage menopause symptoms, as can changes to uniforms, breaks, or room temperature. Congress notes Community's research which showed 67 per cent of women who were able to work from home during the pandemic and experienced menopause symptoms said they wanted homeworking to continue to be an option.

Congress believes all employers should have a menopause policy in place to support workers as well as guidance of best practice for hiring freelance and self-employed women.

Congress recognises that awareness training for managers will help employers support workers, and signpost appropriate support.

Congress further notes that in the public sector, where the majority of workers are women, there is inconsistent adoption of good practices to support employees experiencing menopausal and perimenopausal effects.

Congress calls on the General Council and TUC's Women's Committee to:

- i. support affiliates to introduce menopause policies into all workplaces
- ii. campaign for better healthcare information for women experiencing the menopause at work and increased awareness of relevant workplace rights
- iii. influence policymakers to mainstream menopause as an employment practice issue for all
- iv. expand training for reps on the impact of the menopause on women
- v. highlight how a workplace policy can also help to close the gender pay gap and ensure women are not forced to reduce their hours or leave their roles due to the symptoms.

**Mover: Community**

**Seconder: Unite**

**Supporter: Society of Radiographers**

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## 42 Tackling and preventing sexual harassment in the workplace

Congress welcomes the UK government's announcement (July 2021) that it intends to introduce a duty on employers to protect staff from sexual harassment, including harassment from third parties, and to look at extending the time limit for employment tribunal cases.

Achieving these changes to the law is urgent. Sexual harassment is rife in workplaces.

Sexual harassment in the workplace continues to be a major problem for many women. More than four-fifths of young women in the UK have been subjected to sexual harassment, (source: UN Women UK (March 2021)).

A poll published in July by the TUC revealed that around seven in 10 (68 per cent) disabled women surveyed about sexual harassment had been sexually harassed at work.

TUC research recently revealed the persistent and widespread scale of workplace sexual harassment. More than one in two women and nearly seven out of 10 LGBT+ workers are sexually harassed in the workplace.

After lobbying from the TUC, the UK government launched a consultation on sexual harassment at work which closed in October. In their responses, 54 per cent of women said they had experienced harassment at work.

Congress condemns continued sexual harassment in the workplace. Reporting has been hampered by:

- i. the failure to provide anonymity therefore increasing victimisation
- ii. placing the burden of proof on the individual
- iii. the adverse effect of increased stress
- iv. working from home.

Sexual harassment can happen to anyone, however, the majority of those affected are women. Too many workers have had to put up with appalling behaviour for too long because they felt nothing would be done if they reported it. There is also evidence that the requirement to work from home during the pandemic has led to online sexual harassment becoming more prevalent.

Women (and anybody facing sexual harassment) need an alternative mechanism to report incidences and better protection, therefore improving chances of satisfactory results and closure.

Responding to the consultation, the government said it intends to introduce a duty requiring employers to prevent sexual harassment and introduce explicit protections from third-party harassment.

Congress welcomes the commitment of the Equality and Human Rights Commission (EHRC) to work with the government and others to produce a statutory code of practice on harassment at work to use in legal proceedings brought under the Equality Act 2010.

While welcoming the proposals, Congress believes they don't go far enough, particularly as these measures do not give protection for self-employed women, a vast number of whom work in the creative industries.

While the changes in employment law go some way to protect women at work, the only way women can be fully protected from sexual harassment is to make it a criminal offence, both at work and outside of work.

Congress calls on the TUC Women's Committee, the General Council and affiliates to:

- a. continue to campaign against sexual harassment
- b. continue to campaign for zero tolerance of sexual harassment in workplaces, including online abuse and for companies to adopt stand-alone sexual harassment policies
- c. provide support to women whose work and employment arrangements make it more difficult to access immediate assistance and seek legal redress, such as seafarers and other cross-border workers
- d. develop a charter or pledge for trade union affiliates to sign up to encouraging respect and dignity to all women and an end to misogynistic behaviours – essentially creating sexual harassment free-zones
- e. press the government to act urgently to turn intention into action, change the law and enforce it
- f. campaign to force the government to introduce an enforceable duty for employers to take all such steps to protect workers from sexual harassment



- g. campaign for the UK to ratify the Istanbul Convention and International Labour Organization (ILO) Convention 190, an international treaty that recognises the right of everyone to a world of work free from violence and harassment
- h. pressure the government to make the collecting of data linked to the prevalence of workplace sexual harassment and its impact an annual exercise
- i. to explore how sexual harassment might be made a criminal offence.

Congress further calls on the General Council to lobby government to:

1. increase EHRC's funding to increase enforcement effectiveness
2. implement Section 14 of the Equality Act and review the limit of two characteristics
3. increase the time to raise a tribunal claim to six months.

Congress asks the General Council to engage with employers and unions to urge them to:

- I. establish levels of sexual harassment
- II. consider current reporting procedure with a view to introducing anonymous reporting
- III. consider better disclosing procedures
- IV. provide training to increase awareness and a zero-tolerance culture in the workplace
- V. provide specialist in-house support with trade union oversight
- VI. provide in-house trained investigators.

## **TUC Women's Conference**

### **43 Supporting trans and non-binary workers**

Congress notes that over the past few years, national and global resistance to LGBT+ rights has been led by an alliance of governments and networks of anti-LGBT+ organisations.

Congress also notes that many of the barriers to inclusion and positive workplace practice arise from a lack of confidence and education around trans and non-binary people's experiences.

Congress further believes that it is critical that we hear more trans voices in our media and public conversation.

Congress believes that everyone has the right to be themselves without fear. Congress notes with concern a worrying rise in transphobic discourse in the UK in recent years, a shocking increase in transphobic hate crime, including in the workplace and recent reports that the Equality and Human Rights Commission is failing to act impartially and to respect the rights of trans people.

The EHRC is responsible for enforcement of equality laws based on protected characteristics.

In February 2021, Equalities Minister Liz Truss appointed Baroness Kishwer Falkner as chair of the EHRC. Baroness Kishwer Falkner has expressed views that support attacks on the rights of trans people to be recognised in their acquired gender. Her comments have compromised confidence that the EHRC has the capacity to act impartially on issues affecting protected characteristics.

It is further noted that there have been a number of resignations of staff from the EHRC who are now whistleblowing, alleging an anti-LGBT+ culture among its leadership.

Congress believes that it is essential to raise understanding in our communities, workplaces and amongst elected representatives to ensure that trans people are treated with the respect and dignity they deserve.

Congress further believes that we must urgently change the culture in our institutions to pave the way for trans equality.

Some organisations are targeting employers and schools with misinformation that seeks to sow division and suspicion about trans and non-binary people.

The trade union movement must play a central role in creating better workplaces and preventing discrimination at work by the means of organising, education, alliance-building and bargaining.

Congress calls on the General Council to:

- i. launch a TUC alliance for trans and non-binary rights
- ii. hold an event before or during Trans Awareness Week 2023
- iii. continue to publicly challenge organisations that seek to create hostility for trans and non-binary rights in the UK and counter political attacks on them using all tools at TUC's disposal
- iv. provide unions with guidance on how to resolve tensions within their activist structures regarding trans rights, parallel with and connected to the TUC's crucial work on gender equality and sex discrimination
- v. produce guidance which affiliates can provide to employers on supporting trans employees and promoting trans equality in the workplace
- vi. lobby the government to ensure that policymakers, equality organisations, employers and service providers are better informed about how to promote equality and inclusion for people who are transgender.
- vii. demand that the government ensures the EHRC upholds the rights of all people with protected characteristics and that it instigates an investigation into allegations concerning potential failures to properly consider issues affecting members of the LGBT+ community.
- viii. to publicise the results of the investigations of the Parliamentary Assembly of the Council of Europe and of the European Commissioner for Human Rights which have identified the UK as one of the most transphobic countries in Europe
- ix. write and distribute a briefing on the misuse of concepts such as 'freedom of speech' and 'academic freedom' examined through a LGBT+ liberation lens.

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**TUC LGBT+ Conference**

## **C12 Workers' mental health must not be the price of the cost-of-living crisis**

### **Motion 44 and amendments**

Congress notes the negative impact the Covid-19 pandemic has had on mental health of workers and the need for organising and campaigning around mental health issues, which are a priority for unions in all workplaces.

Congress asserts that as the economic downturn deepens it will impact on workers mental health.

Congress also notes that:

- i. one in four people will experience mental health problems
- ii. one in six UK workers will be affected by conditions like anxiety, depression and stress
- iii. workplace issues like pay, workloads, casualisation, inequality, pensions, health and safety, bullying, discrimination, threats of redundancy and redundancy heighten worker stress and impact on mental health
- iv. UCU's most recent cost of living report in which more than eight in 10 college workers said their financial situation is harming their mental health
- v. workers who are on zero- or short-hours contracts are often reluctant to speak out when they are experiencing work-related mental health problems, due to the power imbalance of their employment situation
- vi. over a decade of cuts have devastated mental health support.

Congress recognises:

- a. employers have a duty of care to workers to ensure their health, safety and welfare, and should proactively support the wellbeing of their employees
- b. the Health and Safety Executive's (HSE) role in addressing risks to workers' physical and mental health
- c. work-related stress is a significant cause of ill health absence and one of the causes of work-related suicide.

Congress calls on the General Council to:

1. run a campaign highlighting the impact of the pandemic, cost-of-living crisis, insecure work, and redundancy on workers' mental health
2. campaign for the government to prioritise and fund workers' mental health and wellbeing in line with physical health and reverse cuts to mental health support
3. lobby the HSE to monitor, investigate and regulate work-related suicides, as done in France, Japan and the United States
4. lobby the government to introduce legislation so that if any employee takes their own life in the workplace, or indicators suggest it may be work-related, it should be immediately investigated as a potential work-related suicide with the burden of proof being imposed on the employer to demonstrate otherwise

5. campaign for employers to prioritise workers' health, safety and wellbeing at work, including support for affiliates on pursuing the prioritisation of members' health and wellbeing at work through collective bargaining.

**Mover: University and College Union**

**Seconder: Union of Shop, Distributive and Allied Workers**

**Supporters: Communication Workers Union; Educational Institute of Scotland**

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## 45 Young workers' mental health

Congress notes the impact of the Covid pandemic on the mental health of young workers.

Congress further notes that a recent YouGov survey found that young people and women had taken the hardest financial and psychological hit from the pandemic. Half of those aged between 18 and 24 years' old in the UK say the pandemic badly affected their mental health, against a quarter of those over 55. Lockdown restrictions isolated many young workers who were unable to access their usual support networks.

The pandemic had a disproportionate impact on sectors such as retail which were reliant on young workers. The resultant job and financial insecurity triggered poor mental health in young workers at a time they need to re-navigate their lives and careers. Although some employers have taken steps to address health and wellbeing concerns, the uncertainty of the future, coupled with the ongoing cost-of-living crisis, is having a negative impact on the mental wellbeing of our young workers.

Congress believes there is now a mental health crisis amongst young workers.

Congress calls on the General Council to:

- i. campaign to strengthen employment rights from day one for young workers, including increasing the amount of statutory sick pay to reflect an individual's normal earnings
  - ii. call on employers to assess the impact their policies, practices and procedures (including pay and conditions) have on workers' mental health and act upon the findings
  - iii. campaign for better investment in mental health services, including providing young workers with the tools and skills to manage good mental health.
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### **TUC Young Workers Conference**

## 46 Discrimination

Congress notes with disgust and concern the disgraceful discrimination often faced by workers as a direct consequence of their height as evidenced by the actions of Go North West.

Go North West attempted to design a long-serving and loyal employee out of their job, threatened to reduce their earnings and ultimately threatened dismissal because they considered them to be too short for the job.

Congress notes that height is not a protected characteristic and believes that this encourages employers to believe that discrimination on such grounds is somehow acceptable.

Congress therefore calls upon the General Council to actively campaign to make height a protected characteristic which affords workers reasonable protections from less-than-scrupulous employers.

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**Transport Salaried Staffs' Association**

## SECTION 3

# GOOD SERVICES

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### **C13 Pay and the cost-of-living crisis**

#### **Motions 47, 48, 49 and 50**

Congress recognises that millions of people across the UK are struggling to survive a cost-of-living crisis. Congress is clear that this crisis exists because living costs are rising faster than pay, caused and exacerbated by global private profiteering, government decisions and mismanagement of the economy.

Ministers want workers to pay for the crisis, while continuing to provide their friends in business with profitable contracts, tax breaks and favours.

Congress notes, with frustration and anger, that the pay awards for full-time firefighters' pay, teachers and support staff, like many other public sector workers, will, in effect, be a pay cut again this year – just as it has been for the last 10 years.

Congress condemns the two per cent pay offer made by fire employers to firefighters in June this year, the largest real terms pay cut on firefighters in living memory.

Congress applauds all staff in education for the work undertaken in schools and online throughout the pandemic and condemns the government's recent evidence to the School Teachers' Review Body.

Congress believes that all workers deserve (Retail Prices Index) pay rises that maintain their standards of living. Furthermore, Congress supports pension and social security inflationary rises to ensure that living standards are maintained throughout society.

Congress asserts that the discourse prior to these decisions has been unfairly weighted by the right-wing, neoliberal bias of influential media outlets.

Congress condemns the Westminster government's longstanding policy of tight constraints on public sector pay in the UK and opposes the austerity policies of successive Westminster governments and devolved administrations, resulting in perpetual cuts to public services.

Schools are now at breaking point with recruitment difficulties, with many schools simply unable to staff classes properly nor provide adequate support for pupils, particularly those with special educational needs.

Many music education hubs (Department for Education-funded providers of instrumental lessons in schools) have permanent vacancies for instrumental and vocal teachers (known as visiting music teachers or VMTs), who are increasingly migrating to the private sector.

Pay and conditions for VMTs are unregulated and vary enormously.

There is no standard framework for engaging them and most are not covered by schoolteachers' pay and conditions. This makes VMTs a poor relation among teachers, mainly paid by the hour and only for direct contact time with pupils. Breaks and preparation are usually unpaid, as is travel between schools which is a regular feature of the working day.

Some VMTs are forced on to dubious self-employed agreements, while other are engaged on precarious zero-hour contracts. Rates of pay have barely increased over the last decade.

Congress instructs the General Council to campaign vigorously, in coordination with affiliates, to ensure that public sector pay rises match inflation, and to support and leverage affiliates' campaigning on pay, including:

- i. a united campaign of public sector trade unions to challenge austerity, pay cuts and the increased cost of living
- ii. making the case for investment in public services necessary to protect resilience and improve the pay of public sector workers and to avert a deeper recruitment and retention crisis
- iii. produce, on a regular basis, detailed briefings and other materials that explore the issues behind the major political/economic choices and decisions made in the UK, and expand political education programmes for workers to understand how governments affect workers' lives and the political and economic choices of governments
- iv. seek to properly reward educational staff and support the Musicians' Union in asking for UK governments to develop a pay and conditions framework for VMTs to ensure they are treated equitably and recognised properly.

Congress mandates the General Council to take the necessary steps, in conjunction with affiliated unions and involving all political, industrial and legal means, to secure a decent pay rise for all workers.

**Mover: Educational Institute of Scotland**

**Seconder: National Association of Head Teachers**

**Supporters: Fire Brigades Union; Musicians' Union**

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## **C14 Tackling the recruitment and retention crisis in healthcare**

### **Motion 51 and amendments**

Congress believes a healthcare recruitment and retention crisis is threatening NHS staff's health and wellbeing. With waiting times increasing and patient outcomes worsening, this is also a threat to all workers.

Congress notes that, following decades of underinvestment:

- i. there are not enough staff to meet the population's changing health needs, with 100,000 vacancies now recorded across the NHS
- ii. those who are working are doing so under immense pressure, and the intention to leave is growing.

Reality is moving ever further away from the commitment to universal provision laid out in the NHS constitution.

Congress recognises that NHS and healthcare funding are political decisions. Congress calls for:

- a. an urgent retention package for NHS staff, with a restorative pay rise for all workers at its heart

- b. funding to meet the increasing travel costs of NHS staff, which are largely being met by staff
- c. proper career framework structures to retain and develop all registered and non-registered staff
- d. strategic workforce planning, including national and regional workforce plans, based on realistic workforce assessments of service delivery plans
- e. joined-up government action to guarantee future workforce supply. This should include a halt to government proposals to lower the salary threshold for student loans, extending loans' repayment periods, and increasing repayment rates. All of which will deter prospective new healthcare students
- f. banding outcomes to reflect job content
- g. a co-ordinated campaign by all affiliated NHS unions and the TUC to protect members from further erosions of their terms and conditions such as pay, pensions and flexible working.

Congress notes that the Westminster government has now published the pay outcome for NHS staff in England and recognises the anger this has produced among healthcare staff and their trade unions. Congress calls on the General Council to support health unions' plans to challenge the outcome, including potential industrial action.

**Mover: Chartered Society of Physiotherapy**

**Seconder: UNISON**

**Supporters: Royal College of Midwives; Royal College of Podiatry**

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## 52 Hot food for healthcare workers

Congress notes that during the height of the pandemic, NHS staff morale was boosted by gestures of appreciation from the public, such as examples of hot food being brought to hospitals for staff working at night. Now, these examples serve as cold reminders of the return to reality for NHS staff, expected to work long hours for poor reward with the added choice of eating poorly in snatched breaks or going hungry as canteen facilities close when visitors leave, or patients sleep.

Staff working during the day have access to hot food to sustain them through their shift and to allow them a break from work. Hot food stops during the night for short-term economic reasons, when minimal investment in an area like this could improve morale and staff retention. If public services such as the NHS are required 24 hours a day, 365 days of the year, access to nutritious, affordable hot food should be available to all those expected to work regardless of the time of day.

Congress calls on the General Council to:

- i. actively support health and other workers campaigning for access to nutritious, affordable hot food provision at regular intervals whenever they are at work across a 24-hour period.
  - ii. produce guidance for employers and health and safety reps to champion the economic, social and health benefits of investment in key workers' diets.
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**Society of Radiographers**



## **53 The treatment of overseas recruits by private sector and NHS employers**

Congress asserts that health and social care have a chronic staffing crisis.

Congress further notes that the UK is now ever more reliant on the successful recruitment and retention of overseas professionals. However, the poor treatment and hostile environment many encounter when moving to the UK is shameful and counterproductive. The hostile environment in health and social care must end.

Many are being exploited. Unions regularly find examples of employers, including the NHS, threatening to recover visa fees and travel costs, or holding recruits to bogus training fees. Some private sector companies insert exceptionally long notice periods and/or extended probation periods into overseas recruits' contracts. Clauses to recover professional indemnity risks are also known. This is on top of the long hours and poor conditions expected of all professionals in our system.

When we need to be offering globally competitive recruitment and retention packages, our welcome to those we desperately need reflects an entrenched racism and hostile culture.

Congress calls on the General Council to:

- i. develop and publish a charter for overseas recruits into health and social care
  - ii. name and challenge employers in the public and private sector who fail to meet these standards.
  - iii. challenge the Home Office to remove the right to sponsor visas from any employer who is found to abuse overseas workers with modern slavery clauses or practises.
  - iv. develop materials and training to mainstream challenging equality and racism into all rep work.
  - v. support unions developing equality reps to champion anti-racism in workplaces.
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### **Society of Radiographers**

## **54 Standing and profile of education in the UK**

Congress is increasingly alarmed by the falling status of education in the UK. Over 12 years of Conservative government, education has lurched from one funding crisis to the next with no vision from the government fit for education service for the 21st century.

The reckless turnover of education ministers, together with this failure to deliver real terms increases in resources for schools, short-changes children, schools and their communities.

The future prosperity of our country will be delivered by the children of today who depend on well-funded education and community services that are at the centre of the country's economic plan.

Congress calls on all political parties to once again make education central to their manifesto commitments.

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### **National Association of Head Teachers**

#### **AMENDMENT**

> In the second paragraph, after the first instance of “schools” add “, colleges and universities”, change “short changes” to “short-changes”, replace “children” with “students”, replace “schools” with “educational institutions”, and delete “their”.

> In the third paragraph, replace “children” with “pupils and students”.

> In the final paragraph, delete “once again” and after “make” add “public funding and provision of”.

***University and College Union***

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## **55 Right Support, Right Place, Right Time – SEND review green paper**

Congress notes the government’s recent consultation on its review of special educational needs and disability (SEND) for children and young people (CYP) and the subsequent report expected to be published later this year.

The consultation rightly highlights the continuing poor outcomes for CYP with SEND and acknowledges the disproportionate impact the pandemic had upon CYP with SEND, and the need for them to be especially considered within the levelling up agenda.

Congress expresses its concern that despite this acknowledgement, the focus of the consultation document’s recommendations is upon changing administrative structures at national and local levels rather than addressing the narrow curriculum and pedagogical approaches currently being favoured by the government. The increasing numbers of CYP who are identified as having SEND and the growing disadvantage gap provides evidence that these approaches are not appropriate if there is a genuine desire for a system that offers CYP the opportunity to thrive.

Congress calls upon government to actively engage with a wide range of trade unions, academics, professional associations and children’s groups, who can contribute to producing a national education plan for CYP. This plan would enable all communities and their schools, colleges and early years settings to provide an inclusive learning environment for all CYP, enabling them to leave the compulsory stage of their education happy, healthy and well-equipped to enter adulthood.

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**Association of Educational Psychologists**

## C15 HSE resourcing

### Motion 56 and amendments

Congress believes that cuts over the last decade have substantially weakened the Health and Safety Executive (HSE). It is struggling to effectively regulate as it should across all sectors, from construction and factories to major hazard installations and has, due to woeful under-resourcing, failed to take any meaningful action on the work-related mental ill-health epidemic.

Congress notes with concern that the number of main grade inspectors has fallen well below 500, and that there has been a sharp decline in inspection and enforcement activity since 2010.

This is compounded by salary stagnation over ten years of austerity, making it more difficult for HSE to recruit and retain staff. There is now a capacity and experience crisis. More inspectors leave every year than HSE can recruit and train. Its science base is shrinking.

Further punishing staff cuts will exacerbate an already serious situation, meaning that more people will die in avoidable workplace accidents and from preventable diseases, while families, colleagues and communities will be denied justice. Congress notes the additional responsibilities and pressures placed on the HSE by the Building Safety Act and other related matters arising from the Grenfell Tower fire.

Congress believes the sharp decline in budget and staffing means HSE cannot fully protect workers and the public. Much of this has been done without effective parliamentary scrutiny.

Congress calls on the General Council to lobby and campaign for:

- i. appropriate funding for the HSE
- ii. a substantial increase in staff capacity to deliver effective enforcement, policy making and scientific decision making
- iii. HSE staff to be appropriately rewarded for their vital work
- iv. a work and pensions select committee inquiry into the resourcing, work and independence of the HSE.

**Mover: Prospect**

**Seconder: NASUWT**

**Supporter: Fire Brigades Union**

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## **C16 91,000 civil service job cuts**

### **Motion 57 and amendments**

Congress recognises that the government's announcement of 91,000 job cuts in the civil service was a cynical political stunt to generate headlines and give the impression of a functioning executive. It also recognises that cuts of this size will predominantly fall on civil servants delivering services and have a significant detrimental impact on vital public services and undermines the government's stated objective of civil service reform to champion innovation and harness science, engineering and technology to improve policy development, delivery and evaluation.

No serious government can arbitrarily determine the right size for the civil service – over 250 organisations delivering diverse public services – by plucking a number out of the air. The approach of determining the size of the civil service in 2026 by way of its size a decade earlier, would be farcical at any time, as organisations, demands and commitments from government inevitably change. To do so when that decade has witnessed Brexit, a once in a century pandemic, a crisis in energy supply and security, the challenges of climate change and need to promote biodiversity, and now a new European war, is intellectually bankrupt.

Congress recognises that just six months after the comprehensive spending review was agreed, this approach is not only causing concern among civil servants about their jobs and the services they provide but undermining the ability of the civil service to plan for the effective delivery of those services and policies.

Congress therefore calls on the General Council to:

- i. support public service unions in highlighting the impact of the planned 91,000 job cuts on key services and policies
- ii. call on the new prime minister, once selected, to abandon the destructive approach of arbitrary job cuts
- iii. campaign to support the continued investment in public services and the public servants who deliver them
- iv. support industrial action aimed at preventing job cuts and coordinate such action with other unions in dispute where possible.

**Mover: FDA**

**Seconder: Public and Commercial Services Union**

**Supporter: Prospect**

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## 58 Defending public service broadcasting

Congress notes that 2022 marks the BBC's centenary, and as the debate begins about its funding model, and the government progresses its plans to privatise Channel 4, the trade union movement has a vital role to play in defending the principle of public service broadcasting, creative content and jobs.

Threats to the BBC's future funding and plans to privatise Channel 4 are acts of cultural vandalism that must be vigorously opposed.

The BBC is more than a licence fee. Experience during the pandemic demonstrated fulfilment of the BBC's charter to inform, educate and entertain the nation. This is made possible by its universal funding model that allows it to be a truly public service broadcaster that commissions innovative content, takes a chance new talent, and invests in jobs and output across the UK. Freezing then threatening the future of the licence fee will necessitate huge cuts, hitting jobs, regional economies, and content.

Privatising the hugely successful, self-sustaining Channel 4 will deal a heavy blow to independent production, along with tens of thousands of jobs across the country and the boundary-pushing, thought provoking content British audiences enjoy.

Congress calls on the General Council to campaign to:

- i. keep the uniquely British institution that is Channel 4 in public hands.
- ii. protect the BBC licence fee and a sustainable funding model.
- iii. highlight the important role that the BBC plays in the creative industries and the significant economic benefits that this provides.
- iv. urge all unions, creative industry bodies and civic society to defend public service broadcasting.

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### Prospect

## C17 Invest in the rail industry

### Motions 59 and amendment and 60 and amendment

Congress notes the significant threat faced by the rail industry due to government actions to starve the industry from the funding that is required to run a safe and viable rail network

Congress notes that rail workers across the industry have maintained and operated this essential public service throughout the Covid crisis. Instead of being rewarded for achieving this, many rail workers have instead seen no pay rises for years and their jobs threatened whilst passengers have seen train fares increasing by retail prices index inflation at a time of crisis for family finances.

Congress welcomes that the Department for Transport admitted that the privatisation of our railways was a failure. It has left us with a fragmented rail system from which many private companies have been able to extract money for shareholders and foreign governments, whilst leaving the public to foot the bill for services when the private operators have failed to deliver them.

Congress believes that the proposals under Great British Railways to move to a concession model are a missed opportunity to truly fix our railways, as the concession model places all the risk on the public purse whilst allowing private operators to still extract profits.

Congress believes that under the current government, rail is not receiving the appropriate investment it needs as has been evidenced with the cutting of HS2 eastern leg and the cutting back of Northern Powerhouse Rail. While the government will claim it wants to level up the country, its actions speak louder.

Congress welcomes ASLEF's Invest in Rail campaign launched in 2022, which calls for investment in the railways to open new lines, electrify the network, invest in and upgrade current lines and improve access to create a rail network that truly serves the public.

Congress believes that if the trade union movement is to be successful in protecting members' jobs, terms and conditions and in challenging the unfair pay freeze, the TUC needs to be at the centre of all efforts to maintain the maximum level of unity between workers across all industries and all unions as well as the fight against the Tory government's attacks on industrial action by permitting the use of agency staff to replace striking workers and future plans to attack the right to take strike action.

Congress expresses alarm at the recent mixed messaging emanating from the Labour Party leadership over rail public ownership. Moving away from public ownership would be a betrayal of passengers and workers and Congress calls for the General Council to coordinate political campaigning for public ownership around the forthcoming Transport Bill.

Congress therefore instructs the General Council to provide every support possible in helping affiliates and their members in their efforts to resist ongoing employer and government attacks.

Congress calls on the General Council to:

- i. campaign for proper investment in our railways including the reversal of cuts to Northern Powerhouse Rail and HS2
- ii. support the rail unions in highlighting the profiteers extracting money from our railways including under the new Great British Railways model.
- iii. fully support ASLEF's Invest in Rail campaign.

**Mover: ASLEF**

**Seconder: Transport Salaried Staff Association**

**Supporter: RMT**

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## 61 Defending the integrity of the justice system

Congress views with serious concern the major changes (or current proposals) which are detrimental to the application of natural justice in the parole board system and family courts.

The introduction of the single intervention by the secretary of state for justice in parole board hearings was imposed in July despite all expert advice to the contrary. The impact of this authoritarian and ill-considered policy has meant that highly skilled probation practitioners are now forbidden to make recommendations to the parole board as to the suitability or otherwise of the release of a prisoner into the community. This has resulted in the de-professionalisation of probation practitioners who view this change as a further attack on their integrity.

Moreover, the proposal to allow public access to parole board hearings presents a further risk to practitioners.

Congress condemns both initiatives as politically motivated and cynically populist.

In family courts, proposals are also at an advanced stage to allow media access to private and public law hearings. This threatens to make family court advisers employed by Cafcass the focus of harassment, smear campaigns or trolling by social media.

Congress notes the potential impact of these deeply flawed proposals on families, children and the highly skilled professionals who do their best to provide crucially important and impartial advice to the judiciary.

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**Napo**

## SECTION 4

# WINNING MORE FOR WORKERS

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## **C18 Rebuilding industrial power, supporting collective action and fighting for a new deal for workers**

### **Motions 62, 63 plus amendment, 64 and 65**

Congress recognises the need for unions to focus on collective action and industrial power to best represent and advance the interests of workers. and come together in leading the fight for a new deal for workers and a new social settlement for Britain. Congress underlines the role unions must play in achieving social justice and fairness for working people, the importance of articulating that change is possible. The collective is the real power of the trade union movement.

Congress prioritises supporting workers in dispute and organising and mobilising workers through trade unions to give them the industrial power to fight for decent jobs, pay and conditions.

High inflation, particularly affecting people on low incomes, and rising energy bills mean that millions do not know how they will make ends meet, feed themselves, heat their homes and pay their bills. Congress believes that the crisis in living standards and the attacks on jobs that workers are suffering requires the trade union movement to organise coordinated industrial action.

Congress believes that workers must not be made to pay for the cost-of-living crisis while profits rise. Wages were suppressed in response to the economic crisis in 2008 and they have never recovered.

Congress notes that rocketing inflation and employers' attacks on pay and conditions to maintain profits are compounding falls in real earnings for the majority of the population over many years. Unless challenged, this will further increase the distribution of wealth and power in favour of the rich at the expense of the working class.

A Unite Investigates report has exposed how corporate profiteering – not workers' wages – has been driving inflation. We can't afford to accept another national pay cut to subsidise profits.

Congress notes that in recent months Unite has led and won over 300 disputes involving some 60,000 members who have been on strike winning over £50m for members across hundreds of employers. This demonstrates the power of coordinated action.

Workers are now being asked to exercise pay restraint because of inflation. Congress rejects government propaganda that increasing wages lead to inflation. In reality, inflation is driven by corporations passing on higher costs, such as fuel, and increasing profits.

Staff shortages in public services that are already struggling with the increased demands caused by the pandemic and by Brexit are causing enormous stress and threaten the health



and wellbeing of many thousands of people in the UK Civil Service. Congress condemns the announcement by the government that it intends to cut 91,000 jobs. This would equate to closing 10 government departments and mean large scale reductions in services.

Congress congratulates and supports all unions taking industrial action to fight back for better pay and defending jobs, conditions, and pensions, including those taking strike action on the railways and London Underground. We note that, despite a media onslaught, there is widespread sympathy for strikes. Strong public support for a range of disputes is clear despite disgraceful attempts by the government ministers to demonise striking workers and divide workers. Recent disputes clearly show that when unions fight, we increase our appeal to non-unionised workers.

Unions made it clear at the successful 18 June TUC demonstration that saying “enough is enough” was only the start and that the movement is committed to delivering the biggest trade union led campaign ever.

Congress notes the adoption of the ‘new deal’ branding by the Labour Party but reaffirms that this must be a distinct trade union-led campaign which is not just a response to the cost-of-living crisis but the foundation of a wider social movement that empowers working-class people in the fight for real change.

Congress agrees that trade unions must lead the defence of working people in the UK.

Congress believes the Labour Party should not stand on the side-lines but should support our picket lines at the heart of this struggle and workers taking strike action to defend and improve living standards via the redistribution of wealth.

Congress calls on the General Council to:

- i. inform and give confidence to workers about the justice of demanding decent pay
- ii. actively encourage, facilitate, organise, support industrial coordination and a united campaign of coordinated industrial action between unions so that workers in dispute can most effectively harness their union power to win. Including convening a working group of unions in the public and private sectors to plan and coordinate action on pay and jobs
- iii. start the race to the top by agreeing common bargaining agendas across sectors of the economy to end in-work poverty, fire and rehire and all forms of exploitative employment
- iv. agree an autumn 2022 programme of ‘town hall’ meetings and rallies across the country and link up with community organisations to build collectivism, solidarity, and mobilisation
- v. launch innovative forms of collective action that all workers can participate in before the end of 2022
- vi. hold special Executive and General Council meetings to sharpen the overall industrial and political demands of the campaign
- vii. embark on the biggest recruitment campaign ever and for unions to engage in conversation about collaboration across industries. Congress notes that unions report membership gains during periods of publicised activity and action
- viii. report progress in the campaign for joint action to affiliates on a monthly basis.

**Mover: Unite**

**Secunder: Communication Workers Union**

**Supporters: Public and Commercial Services Union; RMT; National Education Union**

## **66 Organise the unorganised – linking with trades councils**

Congress calls on the whole trade union movement to join with us in a mission to organise the unorganised and bring trade unionism back to all workers in our towns and cities. For far too long we have witnessed the collapse in union membership and the demise of collective bargaining as the main vehicle for setting wages and conditions.

With rapidly declining living standards and a tight labour market, there is now a historic opportunity to recruit and organise workers to fight back and strike for higher pay and better conditions.

Congress applauds efforts made by some trades councils. For example, Sheffield TUC's Sheffield needs a pay rise campaign has formed a partnership with BFAWU to put a union organiser on the streets. This model has now been extended to Leeds and Rotherham. BFAWU is now keen to extend this union towns model with other trades councils elsewhere in the UK. However, it does not have to be an exclusively BFAWU model. We call on other national unions to explore similar relationships with local trade union councils.

Congress asserts that trades union councils are an essential link for the trade union movement into our local communities. Organising on a town or city basis across different employers and economic sectors can have a significant impact on levels of union consciousness and activity on local workers who become inspired by local victories. The experience of Sheffield needs a pay rise is that workers get to know of union breakthroughs in similar workplaces and want some of the same action for themselves.

Organised workers in trade union branches who are affiliated to their local trade union council know that de-unionisation of their local labour market has led to a collapse in wage rates, the rise of zero-hour contracts and other forms of exploitative employment practices, insecure employment, minimum or no sick pay or holiday pay. We have been horrified to see bullying, sexual harassment and racism go unchallenged in such workplaces.

We cannot afford to let this become the norm whilst multinational employers rake in the profits. That's why local union branches have proved their willingness to help fund a union organiser in their local town or city. The key is to work with trade union councils at a local level to rebuild trade unionism.

Congress calls upon the General Council to advertise this motion to all its affiliates as soon as possible.

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### **TUC Trades Union Councils Conference**

## **C19 Oppose the government's unlawful immigration system**

### **Motions 67 and 68**

Congress notes that:

- i. the Nationalities and Borders Act (NABA) effectively takes Britain out of the Refugee Convention and its established international refugee laws and practices
- ii. the government's own equality impact assessment of the NABA finds that it will discriminate on the grounds of race and nationality, by disadvantaging asylum seekers especially from Syria, Afghanistan, Iran and Sudan

- iii. parts of the Act empower the home secretary to secretly strip British people of their citizenship, disproportionately impacting Black British citizens.

Congress condemns the Nationalities and Borders Act as a vicious piece of legislation designed to whip up racism.

Congress condemns the proposal for a policy of pushback to turn refugees back when they are intercepted on the English Channel. Congress welcomes PCS's decision to work with Care4Calais to seek a judicial review which forced the abandonment of the policy.

Congress condemns the government's inhumane plan to transport people seeking asylum in the UK to Rwanda to be housed in offshore detention camps.

Congress notes that Rwandan police have beaten and shot refugees protesting against poor conditions in its camps.

This is a clear attempt by the Tory government to deflect people's anger over 'partygate' and the cost-of-living crisis by scapegoating desperate people trying to find safety.

Congress welcomes the protests called by campaigning organisations and the legal action taken by PCS along with Detention Action, Care4Calais and refugees against the Rwanda policy.

Congress condemns the government's approach as brutal and racist, and notes that there are barely any legal routes for refugees to reach Britain.

Congress believes that:

- a. the NABA, including its two-tier system of legal and illegal refugees, the Rwanda offshore detention policy, the threat to the citizenship of millions of British people, is racist
- b. the trade union movement should mobilise alongside other campaign groups to oppose racist division when workers are being hit by attacks on living standards in the cost-of-living crisis
- c. joint trade union and campaign group actions, including the legal challenge against pushbacks in the Channel, have been successful.

Congress instructs the General Council to:

- 1. work across the TUC to raise awareness of the cruelty of the NABA, campaign for the repeal of the Nationalities and Borders Act, challenge all racist scapegoating, as well as monitor and evidence its impact to highlight its failings
- 2. campaign against the Rwanda asylum policy
- 3. campaign, alongside other organisations, for a humane immigration policy that includes safe legal routes for refugees and asylum seekers to enter the UK
- 4. support protests being organised against the Act and the Rwandan policy
- 5. encourage unions to mobilise their memberships to collectively challenge aspects of the NABA that they are required to undertake that are potentially in breach of international law or the European Convention on Human Rights
- 6. support campaign groups or charities that are legally challenging aspects of the Act and take up opportunities to mount legal challenges where appropriate support, publicise and encourage involvement in any public mobilising campaigns.

**Mover: Public and Commercial Services Union**

**Seconder: National Education Union**

## 69 Global attacks on journalism

Congress condemns the horrific murder of environmental journalist and NUJ member Dom Phillips and that of Shireen Abu Akleh, an Al Jazeera journalist shot dead in Jenin, Palestine, while reporting on Israeli military action.

These deaths are evidence of the danger faced by journalists and the lengths hostile forces, including governments, will go to suppress freedom of the press. Phillips' murder occurred in the context of hostility to those who work to protect Brazil's natural environment promoted by the country's reactionary president, Jair Bolsonaro.

Congress backs the International Federation of Journalists' (IFJ) call for Abu Akleh's death to be investigated by the International Criminal Court. The IFJ's complaint added her death to those of four Palestinian journalists killed or maimed by Israeli snipers in Gaza. All were wearing vests marked Press.

Congress notes that journalists in the UK face constant abuse and threats online and in person, including death threats to journalists in Northern Ireland.

Legislation such as the new Bill of Rights Bill, the Online Safety Bill and the National Security Bill will further undermine press freedom in the UK.

Congress instructs the General Council to:

- i. affirm the importance of a free press and the freedom of expression.
- ii. support campaigns to seek justice for journalists who have been killed or injured.
- iii. support the NUJ's work to raise awareness of attacks on journalists at home and abroad.
- iv. support the IFJ and NUJ campaign for the murder of Abu Akleh to be investigated by the International Criminal Court.

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**National Union of Journalists**

## SECTION 5

# ADMINISTRATION

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## C20 Sweetheart deals and unions working together

### Motion 70 and amendments

Congress applauds the solidarity of union members and affiliated unions standing together to take action against the poor employment practices of some employers in the education sector.

Congress asserts that trade unions must continue to work together wherever possible to achieve recognition and defend workers' rights in an ever more hostile anti-trade union environment.

Congress notes with concern that some unscrupulous employers have sought to avoid recognising affiliated unions with an occupational and established membership claim, including through the practice of 'sweetheart' recognition agreements.

Congress maintains that such arrangements do not represent the interests of workers and the trade union movement.

Congress urges further action in support of the TUC disputes principles and procedures to "place a greater emphasis on unions working together on a sectoral and workplace level".

Congress calls on the General Council to:

- i. confirm that 'sweetheart' deals are not acceptable among TUC-affiliated trade unions
- ii. encourage sector affiliates to work together to secure recognition
- iii. consult affiliates on updating the TUC disputes procedure to better reflect the ambition for sectoral unions to work to secure joint recognition agreements
- iv. encourage and support strong relationships between unions, supporting unions to work in collaboration to tackle shared challenges.

**Mover: NASUWT**

**Seconder: GMB**

**Supporter: Community**

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## C21 Trades Union Congress review

### Motions 71 and amendment and 72

Congress notes that structural imbalances of power and wealth now permeate the world of work and the economy, leading to ever growing inequality, have been decades in the making.

Congress believes that 2022 marks a turning point in the history of the British trade union movement. After years of work by unions, a new wave of workers is fighting back and demanding better.

Unions have been building toward this moment and instead of waiting for political change, Congress believes it is time to focus on the root of our power - our workplaces, sectors, and our members themselves.

It is crucial that the TUC now coordinates, supports and fully reflects this approach, involving TUC regions and trades councils.

Therefore, Congress agrees a review of the TUC – including its overall role and purpose in the wider movement.

Congress further resolves that the review, informed by a General Council working group, should bring about as a minimum:

- i. the general secretary of the TUC to be elected for a five-year term
- ii. the role of a deputy general secretary elected every five years
- iii. enhancing the democratic involvement of affiliates in high-level decision making to make the TUC more representative and responsive
- iv. TUC structures where workers' voices in every sector of the economy are amplified and given fair weight
- v. ensuring TUC and affiliate structures properly reflect the ethnicity, gender and diversity of the members we represent
- vi. decentralised TUC with stronger regions and trades councils with a reinvigorated coordinating machinery
- vii. TUC resources to assist increasing sectoral and workplace density, power and unity, recognising our political strength often comes from industrial strength
- viii. TUC structures that can coordinate the united power of the union movement in every workplace and community in the UK.

**Mover: Communication Workers Union**

**Seconder: Equity**

**Supporter: RMT**

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## SECTION 4

# GENERAL COUNCIL STATEMENTS

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### 01. TUC Anti-Racism Task Force

Over two decades ago, the TUC with our trade unions set up the Stephen Lawrence Task Group which oversaw our work to tackle institutional racism, because we knew that no organisations or institutions – including trade unions – were exempt from the possibility of institutional racism.

In the 20 years since the report of the TUC Stephen Lawrence Task Group, we have made important strides forward. We have published biennial equality audits, delivered training for union reps on tackling racism, and reformed our union rulebooks to put the fight against racism front and centre. These are important developments on which we can and should build. But it is clear that despite the progress made at that time, more must be done. We know that what matters most is what happens in our workplaces where we also need to see real and progressive change that ensures that Black workers are valued, respected and treated fairly and with dignity at work.

Our members rightly expect us to stand together with them, united in fighting for fairness and justice at work and in our communities. We owe it to our Black members to repay the trust they place in us every day and to do whatever it takes to win the fight against racism at work.

Workers' rights at work are being threatened daily and union-busting tactics are becoming commonplace. Black workers, in particular, are facing mounting battles in fighting racism, securing safe and decent permanent jobs and in fighting the cost-of-living crisis and for racial justice.

Black workers' lived experiences of racism in the workplace and in wider society need solidarity and support from the trade union and labour movement.

The experience of many Black workers during the pandemic, reflected decades of engrained inequalities in our labour market, and within society more broadly. BME workers, who were disproportionately impacted through the pandemic by deaths and Covid-related job losses, are now significantly more likely to be trapped in unemployment, poverty, insecurity and low pay than their white counterparts.

Our trade union fight for decent jobs, fair pay, healthy and safe workplaces, dignity at work, and for the rights of workers to be respected is central to our fight for racial justice. Economic and social justice for Black workers must be at the centre of all our work.

Congress applauds the pivotal work of the TUC Anti-Racism Task Force, the TUC Race Relations Committee, the TUC Black Workers Conference, and affiliates in the programme of work that has taken place over the last two years. Congress believes that this is a watershed moment, over two decades since the publication of the TUC Stephen Lawrence Task Group Report in 2001.

Congress commends the adoption of this landmark report of the Anti-Racism Task Force and urges all unions to take concrete actions to build our movement; strengthen, grow and diversify our membership to build workers' power. Congress commits to ensure that the pendulum is swung in favour of workers in the world of work and wider society.

Congress urges every union to demonstrate their commitment to implementing concrete actions on anti-racism and to continue the work to deliver anti-racist workplaces.

## **Our Anti-Racism Action Plan and Manifesto**

Congress calls on the TUC and affiliates to commit to the Anti-Racism Manifesto and the Action Plan to build an anti-racist trade union movement.

Congress commends the adoption of the landmark General Council Anti-Racism Task Force report and pledge to work jointly with the TUC and affiliates to take concrete actions on:

### **Building our movement**

Strengthening, growing and diversifying our membership, winning for Black workers on race discrimination and centring racial equality in our collective bargaining agreements to build workers' power and trust.

### **Fighting for our rights**

Campaigning for secure and safe jobs, fighting for workers' rights. Banning zero-hours contracts, comprehensive monitoring covering ethnicity pay gaps, ending fire and rehire, and introducing fair pay agreements. Holding the government to account, demanding stronger legislation and enforcement to improve Black workers' labour market experiences.

### **Leading by example**

Acting on the concerns of Black staff and changing our employment practices to ensure that our unions are truly inclusive workplaces.

## **Time to change**

We ask trade union leaders, general secretaries and executive bodies to declare and sign up to our commitments to transform the cultures of our organisations and workplaces.

The next phase of our work begins with the following.

1. Publication of the Anti-Racism Action Plan to build an anti-racist trade union movement and its widest promotion dissemination across all unions.
2. Commitment by all affiliates to our Anti-Racism Manifesto declaration – our commitment to transform the cultures of our organisations and workplaces.



3. Establishing the mechanism to ensure implementation, measuring and monitoring the delivery of the Anti-Racism Task Force report actions, through the work of the Implementation and oversight group led by the general secretary and with a pivotal role for the TUC Race Relations Committee in reviewing progress.
4. Monitoring and reporting quarterly to the General Council and annually to Congress on the progress we have made in delivering our actions on collective bargaining, organising, public policy and unions as employers over the next five years.
5. In addition, we will build on the work of the Anti-Racism Task Force by:
  - Using the framework of the Anti-Racism Task Force to build anti-racism action plans within unions and across sectors
  - Mapping, monitoring year on year progress
  - Publishing data and trends regarding the employment and representation of Black workers within the TUC and affiliated unions
  - Actively engage with union executives and Black members in order to sustain our action on anti-racism.

We believe that these actions will be a basis for securing lasting change.

Congress endorses the report, action plan and manifesto, and further work to deliver race equality at work and in our unions.

## **02. We Demand Better: a trade union response to the new government, the cost-of-living emergency and the coming recession**

Workers are facing a real pay emergency. The longest and deepest squeeze on real wages for two hundred years has turned into a pay crisis, as prices soar while wages stand still. The latest figures show the largest real wage falls on record. That's on top of the £20,000 worth of wages workers have lost out on due to pay not keeping up with inflation since the financial crisis.

Working families are being pushed to the brink. One in five kids in key worker households are already facing poverty, and despite the government's energy intervention, energy prices will still be double what they were last year. Food and other costs are rising too, forcing more people into desperate choices between feeding their families and heating their homes.

But the crisis isn't hitting everyone equally. CEO pay rose by 39 per cent in 2021. City bonuses hit record levels. And profits at some of our biggest companies are soaring – even as they protest that they can't afford to give their workers a decent pay rise. We don't need wage restraint to curb price rises – we need profit restraint. The government is lifting the cap on bankers' bonuses while driving down public servants' pay.

This crisis wasn't inevitable. Workers around the world are having to cope with rising energy prices, exacerbated by the illegal Russian invasion of Ukraine, which we condemn. But workers in the UK are facing the worst wage squeeze in the developed world – as twelve years of Tory government have embedded the interests of wealth over those of workers.

We've seen a decade of austerity starving not just our public services of vital funding, but our economy of investment. We've seen no action to help workers on insecure work into a steady job – instead we've seen zero-hours contracts and insecure jobs soar. Public sector pay has been cut in real terms, universal credit and disability benefits have been slashed, sick pay

remains pitiful and the triple lock on pensions has been abandoned. Funding for skills has been decimated, and there's no plan to deliver the good jobs we need in the industries of the future. Ministers threatened a trade war with our largest trading partner and put the peace process in Northern Ireland at risk.

Rather than set out a plan to address this, the new Tory prime minister and her chancellor have delivered a mini-budget that was Robin Hood in reverse. They cut taxes for the highest earners, promised tax cuts for big business and took the cap off bankers' bonuses. Their actions spooked the financial system, causing the pound to tumble in value and forcing the Bank of England into an emergency intervention to stabilise the markets. Just ten days after her mini-budget the prime minister was forced into an embarrassing u-turn on the 45p tax rate cut – but the damage was done, with mortgage costs and prices left far higher than before.

Now ministers are threatening to further attacks on our public services and benefits to pay for their tax cuts, in a new era of austerity.

Trade unions are fighting back against the assault on jobs, pay and conditions. But ministers now want to double down on their attacks on the right to strike.

The Cameron government passed the unfair and unnecessary 2016 trade union act. Despite this attack on the right to strike, unions are still winning for the workers they represent, so now government wants to go further. Under Boris Johnson, we saw the shameful introduction of regulations allowing bad bosses to replace workers on strike for better pay and conditions with agency labour. Trade unions are fighting this change in the courts, so they want to go further still. Under Liz Truss, working people are now threatened with the imposition of minimum service levels and other restrictions, in a deliberate attempt to make striking to defend pay and conditions harder.

And on top of attacking collective rights, ministers want to take away the individual rights that unions have fought for. They are proposing primary legislation to sunset all EU-derived legislation, including important rights at work such as paid holiday, safe limits on working time and parental leave, at the end of 2023, unless it is explicitly transposed to UK law. This would strip away our hard-won rights and create legislative chaos.

We can't go on like this.

When we fight together, we win together. Over the year to come, we will mobilise members to oppose this Tory government which has abandoned working people. We will demand a government that acts in workers' interests.

The best protection for working people is always to be part of a union, acting together in defence of working people, our families and our communities.

All summer and into the autumn, unions' industrial campaigns have dominated the headlines. Our industrial action has opened many workers' eyes to the opportunity of organising together at work – and exposed a new audience to our arguments. Many disputes have succeeded in winning decent pay rises in a time of soaring inflation. This autumn and winter, more workers will be balloted – and more will walk out in defence of their jobs and in pursuit of a fair pay rise.

In the coming months, we will mobilise our members to make their voices heard, using imaginative and creative tactics to show there is an alternative to the hardship of soaring bills, spiking inflation and one million unemployed. We will be in town halls and on the

streets in huge numbers demanding change. Following our Day of Action, which saw hundreds of local events held around the country, on 2 November we will hold a mass lobby and rally in London to make our voices heard.

The TUC will support unions to win ballots and vault the undemocratic thresholds that seek to prevent workers acting in defence of their interests. Through our Solidarity Hub we will mobilise trade unionists in solidarity behind industrial campaigns. And we will coordinate industrial action by our member unions, amplifying the impact of our action and making our demands impossible to ignore.

We know that a trade union agenda for change would be transformative for a country broken by twelve years of austerity and twelve years of standstill wages. We have done the work to develop our asks over the past few years, through our New Deal for Working People and will continue work to see our long-term goals adopted as a programme for government.

We want an economy that prioritises investment and good jobs and that delivers high wages. We want to lift up women workers and Black workers and meet the challenges of net zero and new technology. A country where universal credit and pensions provide incomes people can live on, and where industries of strategic importance for the economy including vital energy infrastructure and the railways, are owned by us all. And we want a country where our workers and unions have the positive framework rights they need to bargain and win more for workers.

But in this emergency, we will stand united as one trade union movement behind seven immediate demands to stabilise the economy and help working families through the winter:

1. A £15 minimum wage as soon as possible
2. A real-terms pay rise for public sector workers
3. Ban zero-hours contracts and stop fire-and-rehire
4. Cut bills and introduce common ownership in the energy system
5. New union bargaining rights for whole industries – protect the right to strike
6. Hike universal credit and pensions now
7. Raise women's incomes and stop workplace racism.

In a crisis, we believe the UK response is stronger and better when it calls on trade union advice alongside input from business. During the pandemic, trade unions designed and campaigned for furlough – and the resulting scheme, which supported millions of families and saved millions of jobs, was testament to our movement. And furlough has another lesson: that governments can powerfully intervene to protect their citizens - and should do so in times of crisis.

This summer, the trade union movement has taken centre stage. For the first time in a generation we are being heard. Young workers, cheated throughout successive crises, are turning to trade unionism. A majority of working people are on our side. Our demands have overwhelming popular support – and in the teeth of a crisis, we have the answers as to how we build an economy that never again plunges working people into hardship and misery.

In the year to come, we must meet the challenge of protecting the jobs, rights and livelihoods of our members and of all working people, while seeking to grow our movement, and demanding a government that puts workers first.

Throughout we will keep on pushing for a collective transfer of power and wealth to working people in the UK and around the world. Through the power of solidarity, trade unions can be a source of hope and inspiration to millions – and that will be needed in the year to come.

### **03. A world to win**

From the cost-of-living crisis, the climate emergency and major conflict, working people around the world face huge challenges on many fronts. Our response must be compassionate, internationalist and united.

The General Council sends solidarity with all those suffering from the impact of war around the world, from Ukraine to Yemen. We also send our solidarity to those experiencing the devastation of the climate crisis, not least the people of Pakistan, and stand with their many friends and family in the UK.

The TUC condemns Russia's illegal invasion of a sovereign nation and adds our voice to the demand that Russia must withdraw and respect Ukrainian territorial integrity. In light of the alarming escalation of the conflict, the TUC sends our solidarity to the Ukrainian people and our sister trade union movement facing further horror and suffering. We condemn attacks on civilians and civilian infrastructure and call on all parties to respect international law. According to the UNHCR there are now at least 6.2 million people internally displaced.

We join the Ukrainian trade union movement in condemning the roll back of labour rights and trade union freedoms in Ukraine. We condemn the British Government's role in advocating these changes.

We join the global union movement in promoting the cause of peace and advocating negotiated solutions to conflict through diplomacy.

It is always children and civilians who suffer most in war and who stand to gain most from winning peace with justice. We send our solidarity to all those bravely speaking out for peace in Russia and around the world. We condemn any threat to use nuclear weapons and call for urgent efforts to be made to reach a negotiated solution through diplomacy.

The international trade union movement, representing hundreds of millions of working people, has a unique role to play in building peace and social justice. The TUC commits to building a working-class vision of a peaceful and just society.

We condemn the brutal killing of Mahsa Amini at the hands of Iran's notorious 'morality police' and stand in solidarity with the millions of people in Iran, including workers, who are bravely opposing the country's discriminatory laws, oppression, and injustice. We condemn the Iranian authorities, who have launched a ruthless crackdown against the nationwide protests, including the widespread use of lethal force and killings.

We applaud workers in Iran who are striking in defence of young women. Trade unionists are inspired by the young women in the frontline of these protests. We extend our support and solidarity in their struggle against repression. We demand the release of all imprisoned trade unionists and all others unjustly detained in Iran.

Workers are also facing human and labour rights abuses in numerous countries. We believe that the UK should not sign trade deals with regimes that systematically abuse human rights. The TUC will campaign against forthcoming deals with Israel, India, the Gulf States and other human rights abusing governments. Protecting working people's jobs, rights, data and public

services should be at the heart of fair trade deals, with effective enforcement mechanisms, and our unions should be represented at the table.

We will continue to work with sister trade unions around the world to lift workers' rights and living standards, including by opposing the illegal US blockade of Cuba, and delivering practical solidarity through TUC Aid. We reaffirm our commitment to building solidarity with workers in Brazil, Colombia, Palestine, and Turkey.

We send our solidarity to the people of Brazil in the face of far-right President Bolsonaro's attacks on organised labour, black and indigenous Brazilians, women's rights, LGBT+ rights and the environment. Bolsonaro has threatened to undermine the forthcoming election at every turn. The TUC will actively support efforts to ensure a free and fair second round election in Brazil. We hope for a victory for workers against the far right, which means a victory for Lula.

The General Council congratulates the Colombian people on electing their first ever left-wing government on a platform of fully implementing the 2016 peace agreement between the government and the FARC, tackling inequality, and putting an end to ongoing conflict and killings of activists. The TUC commits to ongoing solidarity with the people of Colombia.

The General Council condemns the continuous human rights abuses faced by the Palestinian people and reiterates our call for an end to Israel's illegal occupation. Congress condemns Israel's renewed bombing of Gaza in August 2022 killing 44 Palestinians, including 15 children, the subsequent rocket fire into Israel, and notes the UN Special Rapporteur's description of the attack as illegal under international law. It also condemns the Israeli army's killing of the Palestinian journalist Shireen Abu Akleh and beating of her coffin bearers by Israeli police, and supports the application made in April to the International Criminal Court calling for an investigation into the Israeli government's systematic targeting of journalists. We condemn the outlawing of seven NGOs including the Union of Palestinian Women's Committees, the Union of Agricultural Work Committees, Addameer and Defence for Children International – Palestine.

The TUC recognises the conclusion of the UN Special Rapporteur on the Palestinian Territories this year that within those territories "the political system of entrenched rule ... satisfies the prevailing evidentiary standard for the existence of apartheid". The TUC commits to ongoing solidarity with the Palestinian people in their struggle for freedom and equality and will oppose fully any UK legislation aimed at preventing legitimate democratic solidarity actions in support of the Palestinian people. We call for an ethical policy on all UK trade with Israel including banning trade with illegal settlements and ending the ongoing arms trade.

We condemn the ongoing repression in Turkey under the authoritarian Erdoğan regime, which has led to trade unionists and opposition figures put on trial on spurious accusations of terrorism and call for their release. The TUC will continue to support our sister unions there. The TUC reaffirms its commitment to supporting the Freedom for Ocalan campaign and its call for the release of Ocalan as a step towards restarting a peace process.

As Brazil shows all too clearly, wherever the far right emerges, we see an attack on workers' rights, on migrant workers and refugees, ethnic minorities, women, LGBT+ and other groups. We will resist these attacks wherever they take place, including in the UK, and stand with all refugees and migrant workers seeking safety and dignity. And we will work to tackle the structural racism that underpins global inequality, exposed so clearly in the huge global inequity in access to vaccines against coronavirus.

Organised labour is the strongest and last line of defence against the far right, and the TUC will continue to work internationally to build an industrial response drawing on sister unions' experience of tackling the far right and fascism. We support all those confronting this threat.

The rise of far-right populism around the world has been fuelled by decades of neoliberalism and inequality. There is an alternative - a hopeful vision of a fair and just global economy that delivers for workers.

To challenge corporate power, we need thorough reform and democratisation of international financial institutions and the world trade organisation, meaningful inclusion of global south countries in decision making, protection of public services and jobs and respect for human and workers' rights enforced along global supply chains. And with the climate emergency threatening lives and livelihoods around the world, we must ensure urgent and practical action for a just transition to a safe climate future.

The General Council believes it is vital to maintain a strong internationalist approach and will continue to play an active role in the international movement, including in the ITUC and ETUC.

We will continue to work with unions internationally to combat the far right, including launching political education materials and building union led initiatives to create far right free workplaces.

We will support global campaigns to organise in multinational workplaces to tackle corporate greed and profiteering and deliver dignity at work.

We will work with sister unions around the world to build peace based on social justice and equality.

We will continue to build international solidarity between workers across borders and stand up against oppression and injustice.

Despite the challenges, workers are achieving inspiring victories.

In the United States, a resurgence of trade union organising is taking place under a pro union administration. Workers are taking on global corporations like Amazon and Starbucks and winning.

The Spanish trade union movement, through social dialogue with a progressive coalition government, has seen major pro-labour reforms. Sectoral collective bargaining is being rolled out, insecure and temporary work is being reigned in, and the first legislation on protecting gig economy workers has been enacted.

In New Zealand, the Labour government is bringing in trade union endorsed fair pay agreements, bringing whole sectors into the scope of national collective bargaining.

The challenges we face are immense. But we know that through working class internationalism, solidarity, and unity they can be overcome. Let's fight for peace, social justice and the dignity that workers deserve. We have a world to win.

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