

CONGRESS 2018

GENERAL COUNCIL REPORT



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CONGRESS 2018

GENERAL COUNCIL REPORT

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

Sally Hunt

TUC Congress President 2018

TUC GENERAL COUNCIL MEMBERS

2017–18

Sheila Bearcroft MBE GMB	Larry Flanagan EIS	Christine Payne Equity	Jane Stewart Unite
Mary Bousted NEU	Steve Gillan POA	Dave Penman FDA	Claire Sullivan CSP
Tony Burke Unite	John Hannett² Usdaw	Dave Prentis UNISON	Chris Tansley UNISON
Gail Cartmail Unite	Philipa Harvey NEU	Roy Rickhuss Community	Horace Trubridge Musicians' Union
Mick Cash RMT	Sally Hunt UCU	Patrick Roach NASUWT	Steve Turner Unite
Mike Clancy Prospect	Chris Keates NASUWT	Tim Roache GMB	Dave Ward CWU
Manuel Cortes TSSA	Vicky Knight UCU	Linda Rolph Advance	Simon Weller ASLEF
Kevin Courtney NEU	Paddy Lillis¹ Usdaw	Maggie Ryan Unite	Fiona Wilson² Usdaw
Ruth Cross¹ Usdaw	Annette Mansell-Green BDA	Brian Rye UCATT	Tony Woodhouse Unite
Nick Cusack PFA	Susan Matthews Unite	Malcolm Sage GMB	Matt Wrack FBU
Tony Dale Usdaw	Len McCluskey Unite	Eddie Saville² HCSA	Frances O'Grady TUC General Secretary
Craig Dawson GMB	Seán McGovern Unite	Mark Serwotka PCS	¹ Joined Jul 2018 ² Retired Jun 2018
Neil Derrick GMB	Roger McKenzie UNISON	Jon Skewes RCM	
Mark Dickinson Nautilus International	Gloria Mills CBE UNISON	Eleanor Smith UNISON	
Maria Exall CWU	Micky Nicholas FBU	Liz Snape MBE UNISON	
Sue Ferns Prospect	Ged Nichols Accord	Michelle Stanistreet NUJ	

FRANCES O'GRADY

GENERAL SECRETARY



▲ Frances with 'McStrikers' at Congress last year
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As we mark the 150th anniversary of the TUC, the movement is alive with the courage and pioneering spirit of our founders.

We've taken on big fights – at Ryanair, at Hermes, on NHS outsourcing in Wigan – and scored big wins.

But we know our successes depend on the bravery and conviction of our members. After eight years of economic stagnation, declining pay and cuts to vital public services, it's clear that working people have had enough. They need a New Deal – and we must continue working hard to deliver one.

» Young workers in the private sector desperately need a better deal at work. But right now fewer than one in ten of them are union members.«

That will be the focus of our work this year as a movement. Setting out the changes we need so that every job is a great job, and everyone can work with dignity and equality. Fighting for the right deal on Brexit – one that safeguards good jobs and rights at work. Campaigning for an economy that works for working people – not just bosses and shareholders. And mostly importantly, building the trade union movement this country needs – bigger and stronger than ever.

But we've got our work cut out for us.

The Brexit negotiations are in chaos. Every cabinet squabble moves us further from the jobs- and rights-first approach we need. No one voted to lose their jobs or rights at work, but that's exactly what an extreme Tory Brexit will bring.

So, in the months ahead, I know unions will be making the case for a dramatic change of approach, and for a Brexit deal that protects working people right across the UK.

But this government is also criminally neglecting its domestic responsibilities. The pay squeeze is still going strong and insecure work is booming, as new technology builds upon age-old exploitation.

Unions are sticking up for workers in the gig economy, but too many people – particularly young people – are stuck in low-paid jobs, with few opportunities to progress.

Young workers in the private sector desperately need a better deal at work. But right now fewer than one in ten of them are union members. That's why, to mark our 150th birthday, we're developing new models of collective organising, taking the best of trade unionism and tailoring it for the twenty-first century.

Unions are determined that as the economy and the world of work changes, working people will get their fair share of the rewards.

We know that union bargaining is still the best way to win fairness at work, so we will be prioritising stronger collective rights and smarter coordination.

▼ Frances speaking at the Canadian Labour Congress
L7 at the National Arts Centre in Ottawa
© Blair Gable Photography



Meanwhile, we'll keep fighting for that New Deal, for a £10 per hour minimum wage and a ban on zero-hours contracts.

For brilliant public services, properly funded and free at the point of use.

For a society that roots out racism, sexism and discrimination – and halts the march of the far right.

And for a growing economy that provides great jobs in every nation and region of the UK. The kinds of jobs you can build a life on.

These are daunting times, politically and economically. But I'm hugely proud of the role our movement has always played in securing a better future for working people.

And I'm confident that we have what it takes to meet the challenges of the next 150 years.

Frances

150 YEARS OF THE TUC

This year, the TUC celebrates a century and a half of working together to change the world of work for good.

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It all started with a simple question. Samuel Caldwell Nicholson, a typesetter and union officer living in Manchester asked: “Why not have a congress of our own?” The trade union movement came together in Manchester and resolved to work as one.

While we celebrate our past achievements, our primary focus is on the future, reaching out to a new generation to show that trade unionism is the best means to win workplace justice. This drive has underpinned our work this year and has set the tone of the celebrations.

This was demonstrated by blanket media coverage of our young workers’ report and innovative WorkSmart pilot, which were launched to kick off the anniversary week in June. More details can be found in Section 3 of this report.

Also during the anniversary week, TUC North West organised a significant programme in Manchester. Over 2,000 people took part in a wide range of events, and the general secretary joined picket lines in Wigan and met care workers, bus drivers and TGI Fridays strikers before welcoming 150 local trade unionists to a reception hosted by the leader of Manchester City Council.

In London the speaker of the House of Commons hosted a reception on 6 June for union leaders, employers, cross-party politicians and other friends and stakeholders. Speakers included Frances O’Grady, TUC president Sally Hunt, the secretary of state for business, energy and industrial strategy Greg Clark MP, leader of the opposition Jeremy Corbyn MP and opposition leader in the House of Lords Angela Smith.

The Royal Mail launched a commemorative stamp sheet on 1 June – one of only two such sheets to be produced in 2018. It features 10 pivotal moments in TUC history, including the 1888 strike by women from the Bryant & May match factory and the 1968 equal pay campaign. The sheet includes an illustrated story of the TUC and can be purchased from royalmail.com/TUC150

The poet laureate, Carol Ann Duffy, produced a text for artwork for the TUC’s anniversary. This series of paintings will hang on permanent display in Congress House, and the text will be officially launched at Congress 2018, accompanied by a short film.

A key project throughout the year has been the TUC150 stories collection. The TUC identified and documented 150 stories of individuals and groups of trade unionists. The collection includes stories from across the regions and nations, reflecting the diversity of our movement and speaking to the range of TUC campaigning and policy concerns. The TUC150 stories site (sponsored by Slater and Gordon lawyers) can be viewed at tuc150.tuc.org.uk

The site has been viewed over 15,000 times, with almost half a million views on Facebook. An exhibition of key themes will visit over 30 events before Congress 2018, including equality and regional conferences, union events and a residency at Tolpuddle Museum.



1 SECTION 1 THE ECONOMY

THE ECONOMY

▼ McDonald's workers strike in Crayford, south-east London, for an end to zero-hours contracts and a pay increase to £10 per hour
© Jess Hurd/reportdigital.co.uk

1.1 Introduction

Our mission to ensure an economy that works for working people has run throughout our work this year, informing our response to the economic headwinds posed by Brexit, the longest pay squeeze since Napoleonic times, the threat of new trade wars, and advances in technology that threaten to tilt the balance of power further away from workers.

We know that strong trade unions, and high collective bargaining coverage, are vital to tackling these challenges. We need to make sure that workers' voices are heard in the debate about Brexit to deliver a solution that puts jobs and rights first. We know that stronger trade unions can help deliver better pay rises, not only benefiting workers themselves but also giving a kick start to the wider economy, which is increasingly suffering as the pay slowdown affects consumer spending and economic growth. The case against austerity that trade unions have long been making isn't just based on the terrible damage it's doing to our public services, but on the fact that it's hurting the economy too. And it's only by ensuring that workers have a say in the introduction of new technology into workplaces that we'll ensure that the fourth industrial revolution delivers better jobs for working people – as we've fought for throughout our 150-year history.



1.2 The economy

Throughout the year the General Council has made the case for economic policy to support decent jobs and pay, producing regular analyses to highlight the extent to which government policy is falling short. We have been guided by composite 1 from the 2017 Congress.

In our submissions to the autumn budget and spring statement we have highlighted the weakness of the current UK economy.

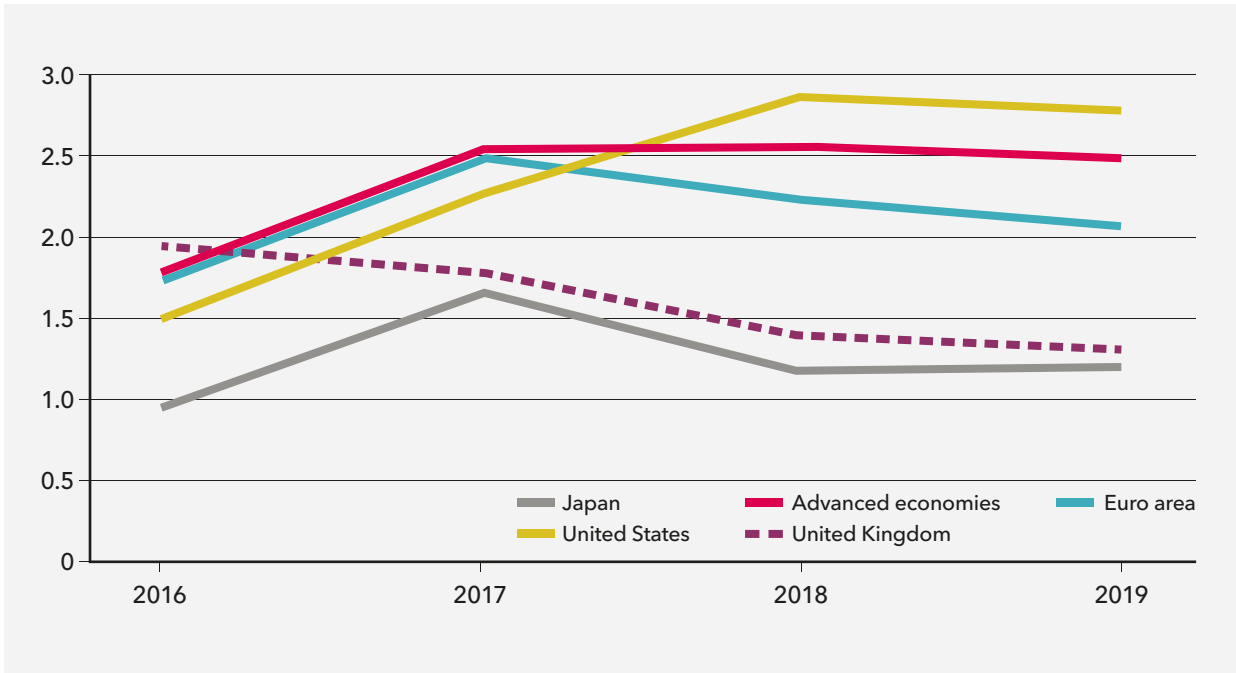
GDP growth has been slow, and in 2017 the UK performed significantly worse than most leading economies.

Household incomes have been hit by the fall in the value of the pound, meaning prices have risen.

Government and business investment has been weak and pay growth has been exceptionally poor, with pay not set to return to its pre-crisis levels until 2025.

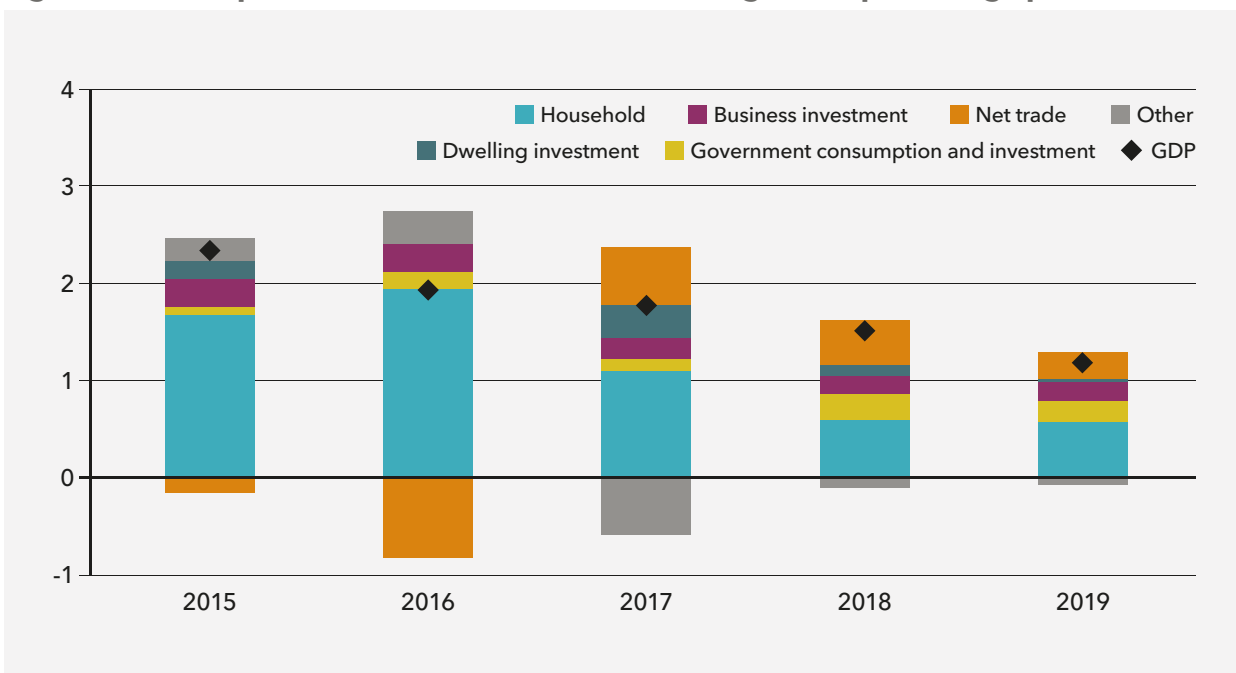
Our analysis has shown that, while the UK economy survived the initial shock of the Brexit vote, growth weakened significantly into 2017. In 2017 UK GDP growth slowed to 1.8 per cent from 1.9 per cent in 2016. Across most other countries economic growth strengthened, with advanced economies growing by an average of 2.5 per cent in 2017

Figure 1: GDP growth by country and country grouping (per cent)



Source: Organisation for Economic Co-operation and Development (OECD)

Figure 2: GDP expenditure measure, contributions to growth (percentage points)



Source: ONS and OBR

THE ECONOMY

»By 2025 the average worker will have lost out on around £18,500 in real earnings. A decade on from the financial crisis, real wages are worth £24 a week less than they were in 2008.«

up from 1.8 per cent in 2016. One stronger year doesn't make up for the sustained weakness of the global economy since the financial crisis and austerity policies, but it was the strongest annual growth figure since 2010. In the UK, 2017 GDP growth was the weakest since 2012.

Figure 2 (see page 13) shows TUC analysis of the full demand-side drivers of growth. Over recent years the UK economy has grown slowly relative to history, and too much growth has been accounted for by the household sector. In 2017 household demand slowed sharply as an effect of the sterling devaluation following the referendum. Weaker sterling has meant higher import prices and so higher inflation, which fed through to lower real wages and lower household consumption.

The economy was instead supported by the revival in trade, perhaps in part supported by a boost to UK exporters from weaker sterling but largely driven by the improved global conditions. There was also some support from investment,

but this was heavily skewed to dwellings, with business investment still too weak. The contribution to growth from government remains pitiful, as austerity policies continue.

Looking ahead, there are few reasons for optimism. According to the Office for Budget Responsibility (OBR) spring forecast, the positive effect from trade will wear off, but little revival in household spending is expected. Overall GDP growth is expected to continue to weaken.

The TUC has argued that, even in its own terms, the government's overriding objective to reduce the public debt as a share of GDP has not succeeded. Instead, the impact of spending cuts has been to reduce economic growth, meaning lower than expected tax revenues. Over the past decade (2008-09 to 2017-18) the Treasury has borrowed a cumulative total of £1tn, when it originally planned to borrow £720bn. This has fed through to a failure to meet goals for the public debt: originally expected to peak in 2013-14 at 70.3 per cent of GDP, the public debt ratio is now considered to have peaked in 2017-18 at 85.4 per cent of GDP.

1.3 Pay

The longest pay squeeze for two centuries

The price of the failure of economic policy has been paid by households and working people, and the TUC has consistently highlighted the unprecedented squeeze on real wages throughout the year.

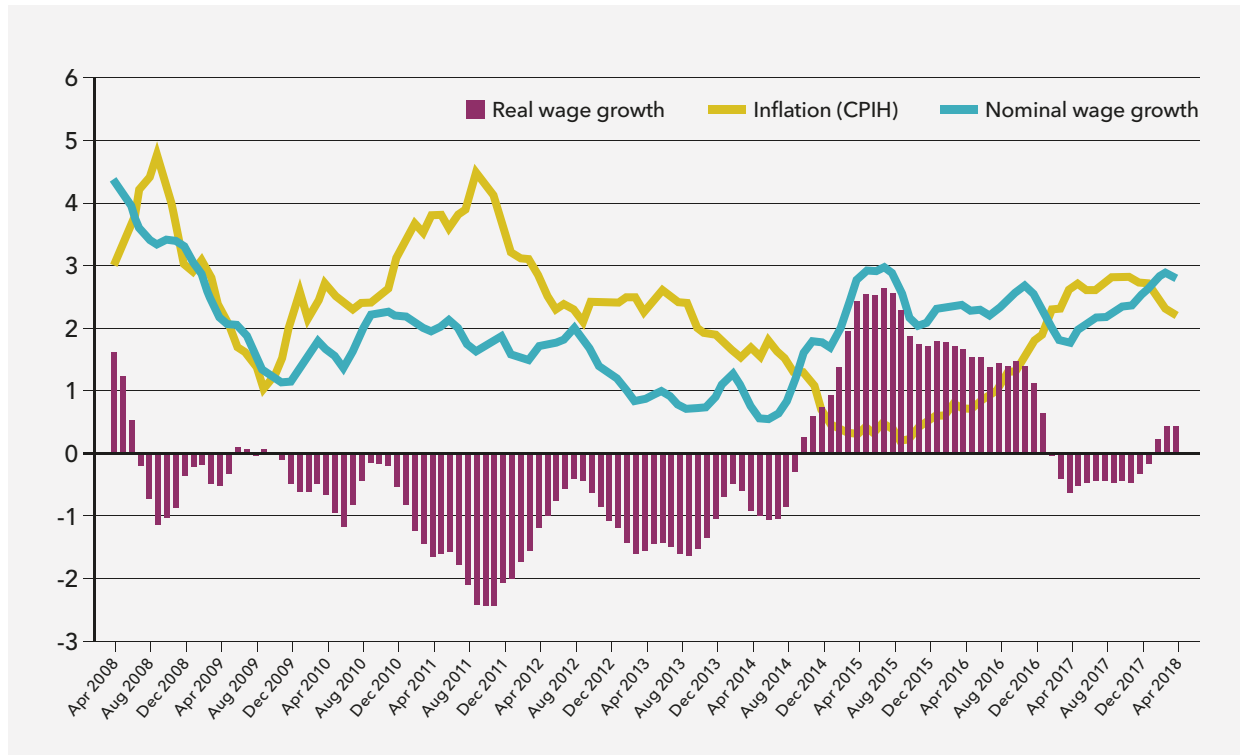
Real wages have only just started to grow after 11 consecutive months of falls, and there is considerable ground to make up to return to the pre-crisis level.

TUC analysis of OECD forecasts shows that the UK will have the worst wage performance of any advanced economy in 2018.

Separate TUC analysis showed UK workers are suffering the longest squeeze on real wages in modern history. The analysis compared the current wage squeeze (including the forecast) with every major earnings crisis over the past two centuries.

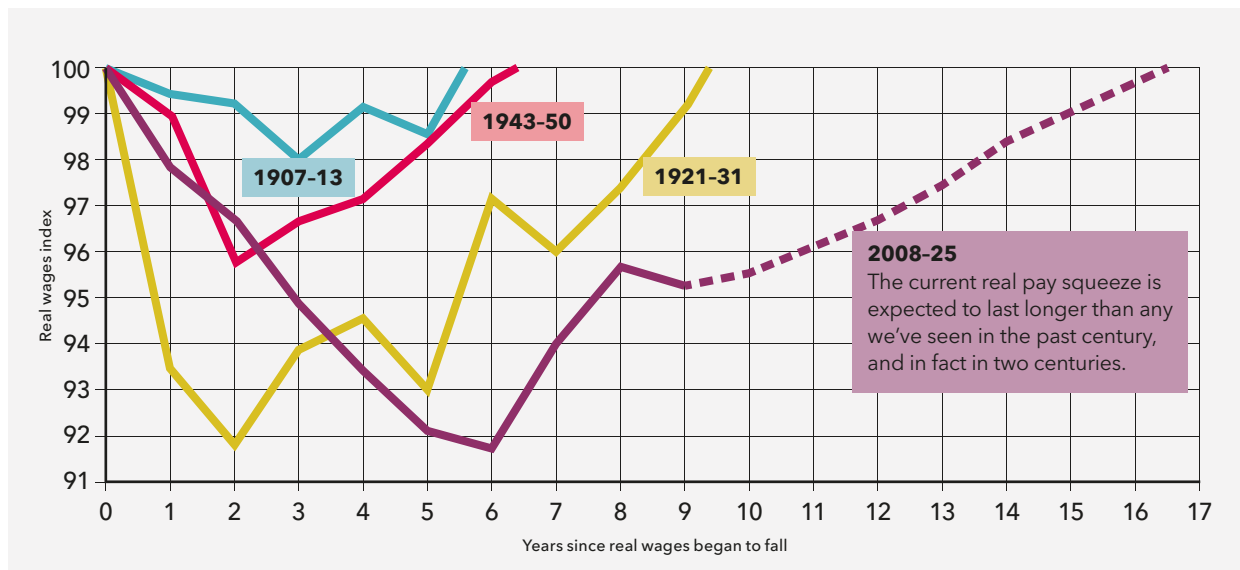
The TUC estimated that as a result of pay not keeping pace with the cost of living, by 2025 the average worker will have lost out on around £18,500 in real earnings. A decade on from the financial crisis, real wages are worth £24 a week less than they were in 2008. By the time they are forecast to return to their pre-crash level in 2025, real wages will have been in decline for 17 years. This is the longest period since the beginning of the nineteenth century.

Figure 3: The longest pay squeeze for two centuries (percentage growth)



Source: ONS

Figure 4: The longest pay squeeze for two centuries (real wage indices)



Source: ONS, BoE, OBR and TUC analysis (Year zero is the pre-crisis peak. Outcomes in subsequent years are measured as an index relative to that point. The real wage index returns to 100 when the crisis is over.)

THE ECONOMY

As Figure 4 (see page 15) shows, real wages recovered faster even during the Great Depression (10 years) and after the Second World War (seven years).

Real wages increased by 27 per cent in the decade before the financial crisis (1998–2008). However, in the decade since the crisis (2008–18) they have fallen by four per cent.

The sustained reduction in real pay has also meant households have had to resort to borrowing. The Bank of England has become alarmed at the scale of credit growth, and a number of analyses show severe pressures from indebtedness on low-income households in particular.

The TUC has consistently called on the government to reverse its austerity policies, and on the Bank of England to hold off an interest rate rise until wages are growing sustainably. Instead, increased government investment should be used to support economic growth, increase business certainty, and help get wages growing again.

In line with composite 3, the TUC has hosted a number of roundtable discussions on how we can build a better financial system, that protects the jobs of workers in the sector and supports growth and decent jobs throughout the UK.

Low pay, in-work poverty, the national minimum wage and the living wage

The General Council's work on low pay, in-work poverty and minimum and living wages has been informed by resolution 34 from the 2017 Congress. Ending low pay and in-work poverty is an important part of the Great Jobs Agenda campaign (see Section 2).

The TUC regularly monitors statistics relating to poverty. The latest Households Below Average Income survey (HBAI) for 2016/17, published by the Department for Work and Pensions, shows an increase of around 300,000 people in relative poverty over the year.

The TUC commented when the statistics were published that 55 per cent of those living in poverty are in working families.

TUC analysis on child poverty estimates that 3.1 million children with working parents will be below the official headline in 2018, compared to 2.1 million at the start of the decade. Children with at least one working parent will account for two-thirds of children living in poverty in 2018. This analysis additionally shows that 600,000 children (with working parents) have been pushed into poverty as a direct result of the government's in-work benefit cuts and public sector pay restrictions.

Low Pay Commissioners Spring 2018

Chair: Bryan Sanderson
Commissioners: Kate Bell, Professor Sarah Brown, Kay Carberry, Neil Carberry, Clare Chapman, Professor Richard Dickens, Martin McTague, Simon Sapper.

4.9 million employees (18 per cent) earn less than two-thirds of median earnings, which is the most commonly used benchmark for low pay. This total has fallen by about 200,000 since the previous year, largely because of the rising national minimum wage (NMW).

Thus, one key strand of our work has been to develop the NMW. Campaigning work has included media, lobbying and engagement with the Low Pay Commission (LPC). Several trade unions and TUC regions also took part in the LPC's 2018 regional visits programme.

The General Council has continued to campaign for a significant increase in the NMW. The TUC's latest submission to the LPC (May 2018) called for the minimum wage to rise to £10 an hour as quickly as possible.

Table 1: National minimum wage rates 2017-18

Age bands	April 2017	April 2018	Per cent increase
25 and above	£7.50	£7.83	4.4
21-24	£7.05	£7.35	4.3
18-20	£5.60	£5.90	5.4
16-17*	£4.05	£4.20	3.7
Apprentices**	£3.50	£3.70	5.7

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

We also said that the highest rate should be extended to apply to 21- to 24-year-olds immediately and that the rates for younger workers were far too low.

The TUC has also continued to convene the NMW Enforcement Group, which brings together key players to pursue stronger enforcement. This working group involves unions, advice agencies and the lead civil servants from DBIS, the LPC, HMRC, the GLLA and the director of Labour Market Enforcement.

Some progress has been made on the trade union agenda. The budget for enforcement has increased, more arrears are recovered, and more employers are being named and shamed.

But with the LPC estimating that 280,000 workers are underpaid, there is clearly still a lot more to be done. We continue to campaign for further increases in resources, and for a prosecution strategy for aggravated offences.

There are problems in certain sectors, including social care, where enforcement of 'sleep-in' arrears was first suspended and then subjected to a special process, which is severely delaying repayment to workers. In addition, a government working group involving the maritime unions is considering extending the NMW to non-UK seafarers on ships working exclusively between UK ports.

After extensive TUC lobbying, the government agreed to extend the coverage of payslips to 'workers' from 2019 onwards and to ensure that hours worked are displayed. This is a step forward, but more information about hourly rates is also needed to aid enforcement.

Promoting the voluntary living wage standard has also been part of the Great Jobs Agenda. The rates are £10.20 an hour in London and £8.75 for the rest of the country. Many trade unions use these rates in their pay claims.

The Living Wage Foundation reports that the number of accredited living wage employers increased to 4,300 in the past 12 months, which was an increase of 30 per cent.

The TUC played an active part in the Living Wage Week campaign (November 2017) and campaigns to build support for the living wage.

The TUC is represented on the Living Wage Foundation and the TUC general secretary is a member of the Living Wage Commission, which ensures the governance of the living wage.

THE ECONOMY

▼ Self service checkouts have already replaced thousands of supermarket checkout staff

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1.4 Future of work and automation

Throughout the year the General Council has engaged in significant research and discussion on the future of work, and the potential impact of automation and other technological changes on workers' jobs, pay and working conditions. Our work in this area has been guided by composites 1 and 8.

Our analysis has focused on how we can shape technology to benefit workers, challenging the view that jobs will disappear, that all workers will work for platforms without employment rights, that surveillance at work will inevitably intensify, or that power will be concentrated in

the hands of a few technology firms. Throughout, we have emphasised that workers need to have a say in how technology is introduced into the workplace, and a fair share of the productivity improvements and profits that result.

In July we published a major report into surveillance in the workplace, examining how new technologies are being used to monitor workers. We called for a new emphasis on privacy at work, new protections to ensure that new monitoring methods can be introduced only where workers give their collective consent, and new policy to protect trade union members using social media to organise.

We also published a new report looking at the potential for new technologies to help revive the UK's manufacturing industry, and called for government to be more ambitious in seeking to grow the number of good-quality manufacturing jobs in the UK. The report challenged the idea that automation will inevitably lead to a decline in manufacturing and other employment, pointing to policy from leading industrial nations that has shown that where workers have a say in how technology is introduced, high-quality employment can be preserved.

Following publication of the discussion document *Shaping Our Digital Future* in summer 2017, the TUC has also engaged with a range of stakeholders on issues of digitalisation, automation and the future of work during this Congress year.

Presentations were made by TUC staff at various conferences and events. These included The Impact of Digital Innovations Across Sectors, organised jointly by the OECD, Innovate UK and the High Value Manufacturing Catapult, in September 2017; Transnational Labour Policy in a Digitised World, organised by the Hans Bockler Foundation, December 2017; and 25 Years of Learning: the Power of the ULR, organised by UNISON in February 2018.

▼ Robotic arm pouring chemicals into flasks in a near fully automated pharmaceuticals factory
© Wladimir Bulgar/Science Photo Library

The TUC has also participated in an ETUC project, 'Worker participation and fair digitalisation'. This project began in March 2017. The TUC was represented at a seminar focused on northern European countries, including the UK, in June 2018, and will be represented at the final seminar in Brussels in September 2018.

In our 150th year the TUC has showed how, throughout our history, unions have fought to ensure that the rewards from new technology through three industrial revolutions are fairly shared, winning the right to an eight-hour day, a weekend away from work, and a fair day's pay for a fair day's work. The next industrial revolution will require us to be at the forefront of shaping how new technology can be used to improve working people's lives, rather than tilt the balance of power still further away from them. This will continue to be a major theme of our work throughout the next Congress year.

1.5 Industrial strategy, environment, energy and creative industries

TUC work on industrial strategy, environment, energy and creative industries during this Congress year has been guided by composite 1: A strong economy that works for all; composite 4: Climate



change; resolution 7: Save our steel; resolution 15, Valuing entertainment workers; resolution 16: 1 per cent for art, and resolution 17: Defence jobs and diversification.

Industrial strategy

In October the government published the *Made Smarter* review. Produced by a team led by Juergen Maier, Chief Executive of Siemens UK, *Made Smarter* set out a blueprint for a comprehensive digital manufacturing strategy. The review argued that faster innovation and adoption of industrial digital technologies could amount to as much as £455bn for UK manufacturing over the next decade, which could, in turn, create a conservative estimated net gain of 175,000 jobs throughout the economy. The TUC welcomed this report, noting the review's own argument that, to succeed, the UK needs more effective leadership in digital

technologies, as well as higher levels of adoption, especially among SMEs. The TUC also called for greater worker voice and engagement with unions within the government's digital strategy.

November 2017 saw publication of the government's white paper on industrial strategy. The white paper set out four 'grand challenges', focused on artificial intelligence and data, clean growth, the future of mobility and an ageing society. The TUC supported the grand challenges, but argued for more effective tests to ensure that the challenges were supporting decent jobs.

THE ECONOMY

»The TUC has continued to press government on a range of housing issues, including the need to build more social and accessible housing, which is where the shortage is most acute.«

We welcomed an extra £7bn for research and development, but argued that with total public investment across the economy standing at 2.9 per cent of GDP, compared to an OECD average of 3.5 per cent, this was not enough to meet the white paper's ambition to make the UK the world's most innovative economy. The TUC also lamented the lack of workers' voice in the white paper. An independent Industrial Strategy Council, whose job would be to make recommendations on taking the industrial strategy forward, would be made up of the business and investor communities, alongside economists and academics. No mention was made of unions.

In January 2018 TUC representatives met with Richard Harrington, parliamentary under secretary of state at BEIS, to make the trade union case for a role in sector councils and a seat on the Industrial Strategy Council. At the time of writing, the Industrial Strategy Council has still not been established.

In January 2018 the TUC made a submission to the BEIS Select Committee inquiry into sector deals and productivity. We argued that sector deals, a good idea in principle, would have a limited impact where there is no new funding to support their work. We were also concerned that no sector deals appear forthcoming in low-productivity sectors such as hospitality, retail and tourism, where the largest proportions of the UK workforce are employed. We expressed our belief in the need for formal structures for establishing sector deals and a guaranteed trade union role within them.

The TUC has continued to support the steel unions, continuing to attend the Labour front bench's steel roundtables. Working with Community, Unite and GMB, we have specifically supported efforts to protect the UK steel industry in the light of tariffs imposed by the US government on steel and aluminium imports from the EU, Mexico and Canada.

Science and technology

The TUC Alliance for Science held a productive meeting with Rebecca Endean, director of strategy at the new agency UK Research and Innovation, which brings together the seven previous research councils, along with Innovate UK and Research England. Unions raised a variety of issues, including the science curriculum in schools, the effects of public sector pay restraint on the science workforce and the ongoing lack of diversity in STEM. In November 2017, the TUC was represented at the annual lecture of the Campaign for Science and Engineering, which was delivered by the chair of the DExEU Select Committee, Hilary Benn. We have also continued to campaign to address the under-representation of women in the sector, working with education unions and those with members in STEM, and with the active involvement of the TUC Women's Committee.

Sustainability

The Trade Union Sustainable Development Advisory Committee (TUSDAC) has continued to develop trade union arguments around energy and climate change. Highlights in this Congress year have included a facilitated workshop to develop practical demands of government in taking forward a just transition policy, moving towards a green economy while protecting the jobs and working

▼ Hair styling and make-up training in the entertainment industry.
The TUC has worked closely with unions in the creative sectors
© Jess Hurd/reportdigital.co.uk

conditions of those employed in fossil fuel sectors. Guest speakers at TUSDAC meetings this year have included Mary Robertson, Labour party adviser, and Luke Warren, chief executive of the Carbon Capture and Storage Association. The TUC was represented at Bright Blue's Green Conservatism conference, which was addressed by the energy minister, Claire Perry, and the chair of the Committee on Climate Change, Lord Deben.

Creative industries

The TUC has continued to support the work of unions in the entertainment and creative sectors. A TUC representative has attended quarterly meetings of the Federation of Entertainment Unions to give a TUC update to attendees, covering a broad range of economic and social issues. A TUC representative has also met with the FEU specifically to discuss issues around employment rights and the Taylor Review.

Defence

In line with resolution 17, which called on the TUC to lobby the Labour party to establish a shadow defence diversification agency, the TUC has met regularly with unions with an industrial interest in the sector, and with the Labour party. We have made the case for the development of a long-term strategy for defence jobs that can respond to future changes in government policy, within the context of a broad industrial



strategy aimed at delivering good-quality jobs across the UK. Paul Nowak, deputy general secretary of the TUC, spoke at the launch of a report on defence diversification by the Nuclear Education Trust to stress the importance of engaging workers in the defence industry in discussions about the future of the sector. The TUC also welcomed the commitment by the Labour party to build the next generation of Royal Navy ships in the UK, in order to ensure that UK government defence spending supports jobs and skills within the UK.

1.6 Housing

The General Council's work on housing has been guided by resolution 3 from the 2017 Congress. The TUC has continued to press government on a range of housing issues, including the need to build more social and accessible housing, which is where the shortage is most acute. In the mortgage sector we have argued for more building, more affordable mortgages and mixed developments, as well as campaigning to hold back interest rate rises. In the private rented sector, we have argued for better rights and greater security for tenants and for the regulation of landlords.

THE ECONOMY

The TUC's autumn budget submission argued that government investment has been far too weak, given that housing was a vital part of the UK's economic infrastructure. From an economic perspective, lack of genuinely affordable housing holds back labour mobility, while overcrowded and poor-quality housing have negative consequences for the education and health of the workforce.

The government has made some tentative steps to address these problems, but the scale and scope of its intervention has been far too modest. There has been some recovery in housebuilding, but not to pre-recession levels, which were insufficient. There was also a small net increase in the number of social homes last year, despite the right to buy scheme, but at the current rate it would take 100 years to provide the social housing needed.

The UK is still stuck in a housing crisis, causing countless personal tragedies. A much stronger role for the public sector is clearly needed.

1.7 Corporate governance and executive pay

The General Council's work has been informed by composite 1 and resolution 35 passed by Congress 2017.

The government, following a consultation earlier in the year, published its proposals for corporate governance reform in late August 2017. The TUC called this a missed opportunity, highlighting in particular the government's U-turn on workers on boards.

Instead of introducing workers on to boards, the government asked the Financial Reporting Council (FRC) to consult on amending the Corporate Governance Code to include a provision on workforce voice at board level. It set out three suggested options for this: designating an existing non-executive director to 'represent' the workforce on the board; introducing an employee advisory council; or, 'appointing' a director from the workforce.

The government also proposed secondary regulation to require companies to report on how directors have had regard to their stakeholders, and on their top to average pay ratios. In addition, the FRC was invited to work with relevant groups to draw up a corporate governance code for large private companies.

▼ Housebuilder Persimmon came under intense pressure from politicians and investors for excessive executive pay in 2017
© PA Archive/PA Images



The general secretary wrote to the secretary of state for BEIS in November to express concern that the significant growth of indirect employment relationships means that many workers are excluded from the scope of current reporting requirements, which apply generally to employees. She argued that this must be addressed by using the term 'worker' or 'workforce', rather than 'employee', in the new proposals.

In October the TUC responded to the FRC's consultation on guidance for companies on their strategic reports, which include information on workforce and stakeholder relationships. The TUC argued that the guidance must refer to the workforce, rather than employees; that a full description of a company's employment model must be included in its report on its business model; and that key elements of employment reporting, including workforce

▼ Workers on board: the TUC has found the recent government proposals deficient
© Maskot/Getty Images



composition and structure, workforce voice and representation, and rates of staff turnover, absence and sickness, should be included in strategic reports.

The TUC submitted a detailed response to the FRC's consultation on the Corporate Governance Code, redrafted in the light of the government's proposals. The response argued that all three of the proposals on workforce voice at board level were deficient, and trade unions were essential to effective workforce engagement. It also argued that when considering executive pay, remuneration committees should take into

account a range of workforce practices covering both their directly and indirectly employed workforce, including the nature of the employment contract and collective bargaining.

The TUC was represented on a group coordinated by the FRC to advise on the development of corporate governance principles for large private companies. The draft principles were released for consultation in June. One of the six principles states that the board has a responsibility to oversee meaningful engagement with material stakeholders, including the workforce, and have regard to that discussion when taking decisions. The TUC hosted an event for unions to discuss the draft principles in July.

» The proposals on workforce voice at board level were deficient, and trade unions were essential to effective workforce engagement. «

The TUC was consulted by the government on the proposals for new statutory instruments on company reporting. The TUC argued successfully that the top to average pay ratio should use the median, rather than the mean. It also argued that the workforce, rather than employees, should be used for both the scope and application of the requirements. The regulations were laid before Parliament in June.

In May the TUC submitted written evidence to the BEIS Select Committee inquiry into executive pay. The TUC's evidence argued for reform of incentive pay; for the inclusion of a minimum of two elected workforce representatives on remuneration committees; for companies to be required to report on their directly and indirectly employed workforce; and that when considering executive pay, remuneration committees should take into account a range of workforce practices.

THE ECONOMY

»The TUC campaigned for MPs to oppose the EU-Canada trade deal (CETA) when it was laid before parliament in June and to prevent CETA being used as a template for post-Brexit trade deals.«

In July the TUC responded to a government consultation on corporate governance and insolvency. We supported many of the proposed reforms, but argued that a number of problems demonstrated by recent corporate failures reflected fundamental flaws of shareholder primacy within the UK's corporate governance system, in combination with issues such as the use of complex group structures and sale and lease-back arrangements. More far-reaching reform was needed to address these wider issues.

The TUC has continued to participate in the ETUC Workers' Participation and Company Law Committee. In June, the Committee considered the draft EU Company Law Package 2018, published in April. It agreed that the key priorities are to ensure the proposals do not allow the growth of letterbox companies and enshrining high and binding standards for workers' voice.

The TUC hosted a meeting for unions and government officials to discuss the impact of Brexit on European Works Councils (EWCs) in February. There was agreement on the aim of maintaining the status quo for EWCs after Brexit and ways of achieving this were discussed. The European Union Federations are working on a joint guide for worker representatives on EWCs on how to approach discussions on Brexit.

1.8 Workers' capital

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

In December TUSO wrote to Sports Direct investors, calling on them to vote against two resolutions proposed by the board being put to the vote at a specially convened general meeting. The proposals would have boosted the pay of three senior executives at the company. The letter argued that it was inappropriate for the company to prioritise improving executive rewards while

continuing to pay thousands of its workers less than the real living wage and while national minimum wage payments owed to its workforce remained outstanding. The resolutions were heavily defeated.

In February TUSO circulated a letter from Unite to Whitbread investors, drawing their attention to a Channel 4 *Dispatches* programme on Premier Inn and asking them to engage with the company over its refusal to engage with Unite over freedom of association and collective bargaining.

Following Melrose's hostile bid for GKN in February, TUSO and Unite circulated a joint briefing to GKN investors. The briefing argued that the bid would not support the long-term success of the company and was not in the interests of the workforce. In the weeks that followed, TUSO and Unite held engagement calls with investors and, shortly before the offer deadline, circulated another briefing to shareholders that highlighted the opposition of key GKN customers to the bid and set out concerns about Melrose's plans for the company. The final result was very close, with 52 per cent of shareholders, many of them hedge funds, accepting Melrose's offer.

▼ CETA: Donald Tusk, Justin Trudeau and Jean-Claude Juncker – signatories of the EU-Canada trade deal (CETA), which the TUC opposed
© Stephanie Lecocq/Epa/REX/Shutterstock

1.9 Global trade

Following resolution 7 carried at Congress 2017, the TUC called for stronger trade remedies to protect workers in the steel industry from dumping and unfair trade practices, as well as workers in exposed sectors such as cement, ceramics, glass and tyres. As part of the Manufacturing Trade Remedies Alliance (MTRA), we campaigned with manufacturers' associations such as UK Steel and the British Ceramics Confederation as well as Community, GMB and Unite. In March, the TUC gave evidence to the International Trade Select Committee to call for stronger trade remedies and guarantee union involvement in the future UK trade remedies system.



The TUC called for MPs to amend the Trade Bill as it contained no protections for workers' rights or public services and would allow the government to ratify new trade deals without democratic scrutiny. The general secretary underlined these concerns in January when she met with Antonia Romeo, the Department of International Trade permanent secretary, and the UK's chief trade negotiator Crawford Falconer.

The TUC also briefed MPs to amend the Customs Bill to ensure strong protections from dumping by countries such as China and guarantee developing countries preferential access to the UK market after Brexit. The TUC highlighted concerns that the Bill provided no assurance for tariff-free trade with the EU after Brexit. We gave evidence to the Customs Bill Committee in January to raise these concerns, alongside representatives from GMB, PCS and Unite. In line with resolution 26 adopted at Congress 2017, the TUC called for any post-Brexit customs arrangement to recognise the European Musical Instruments

Certificate so that musicians travelling across borders with endangered species built into older instruments continue to be able to travel with their instruments.

The TUC campaigned for MPs to oppose the EU-Canada trade deal (CETA) when it was laid before parliament in June and to prevent CETA being used as a template for post-Brexit trade deals.

THE ECONOMY

The TUC engaged regularly with the Department of International Trade, including at roundtable meetings with trade minister Greg Hands, to push for post-Brexit trade deals to enforce workers' rights, protect public services and apply effective trade remedies. In evidence to the International Trade Select Committee inquiry on investment the TUC urged the government to oppose all forms of special investor-state dispute settlement (ISDS)-style courts for foreign investors and to promote responsible investment.

In May the TUC signed a joint statement with groups including the CBI and the International Chamber of Commerce calling for a new trade governance model that protects workers' rights and involves unions and civil society in trade negotiations.

The TUC provided an expert who helped to draft the EU Economic and Social Committee's opinion on trade and sustainable development, which was agreed by unions, employers and others and called for trade deals to include measures that would allow unions and workers to enforce compliance with ILO conventions.

The TUC works closely with other national union centres to advocate union principles for trade deals, particularly in places the government has prioritised for post-Brexit trade deals, such as Australia, Canada, Japan, the USA and the East African regional bloc.

1.10 International development

The TUC continues to prioritise promoting the ILO's Decent Work Agenda, and supporting meeting the UN's Sustainable Development Goals (SDGs). The TUC International Development Group, chaired by General Council international development spokesperson Gail Cartmail, met in November, March and July with discussions including safeguarding, CDC (DFID's development finance institution) and workers' rights in Bangladesh. International Development Matters, the TUC e-bulletin, is distributed to 3,360 recipients every month.

During the Commonwealth Heads of Government Meeting in April in London, the TUC hosted a Commonwealth Trade Union Group delegation. At a meeting with the shadow secretary of state for international development, delegates raised gender equality, trade deals and union consultation, privatisation, social dialogue, and human and trade union rights. The delegation also met with shadow trade ministers, where they highlighted the negative impact on workers caused by trade

deals such as EU Economic Partnership Agreements (EPAs), and raised concerns that the UK had pledged to replicate such trade deals after Brexit. At the pre-meeting of the Commonwealth Committee of the Whole in March, the TUC presented a paper on 'A more prosperous future', which highlighted the importance of decent work in meeting the SDGs.

The TUC used its place on the Department of International Trade/Department for International Development expert advisory committees on sustainability and development to call for trade deals to protect workers' rights and support the SDGs, particularly those on decent work. A submission was made to inform the Labour party's new 'vision of international development', emphasising the role of trade unions and decent work.

In collaboration with NGOs in the Bond Decent Working Group, the TUC is seeking to influence DFID's development finance institution CDC. The TUC is working with the ITUC to influence World Bank policies and participated in a consultation on the Bank's draft World Development Report 2019.

A white rectangular sign with the word 'CLOSED' in bold, dark blue capital letters. The sign is suspended by a white rope that is tied to a small white square object at the top. The background consists of horizontal metal slats, likely from a window shutter.

CLOSED

2

SECTION 2
BREXIT

BREXIT

2.1 Introduction

Congress 2017 adopted a General Council statement calling for a job-first, rights-first Brexit, as well as composite 5 on workers' rights and resolution 21 on the impact of Brexit on STEM. This section sets out how the General Council has pursued these calls against the backdrop of the government's self-defeating red lines – ruling out the single market and customs union – which threaten to produce a Brexit deal that could lead to job losses, start a race to the bottom on workers' rights, and jeopardise the Good Friday Agreement.

Throughout the year, the TUC has briefed MPs and peers on legislation relating to Brexit. The passage of the EU Withdrawal Act means that the UK is legally set to leave the European Union on 29 March 2019: but two years on from the referendum, the government does not have a coherent vision for the UK after Brexit.

The TUC continues to press the government to come up with a better Brexit negotiating strategy, with a trade union voice in the negotiations. A 'team UK' approach would bring together the devolved administrations, the main parties, business and unions to negotiate a deal that protects Britain's workers and British business.

»Instead of sticking rigidly to red lines that rule out the best deal for working people, ministers should go back to the drawing board. The government must keep all options on the table, including remaining in the single market through the EEA.«

In April the general secretary met David Davis, secretary of state for exiting the European Union, and he has agreed to hold a meeting with senior trade unionists. Meetings were also held with Greg Clark, secretary of state for business, energy and industrial strategy and Olly Robbins, the prime minister's Europe adviser, as well as other ministers and civil servants detailed elsewhere in this report. The TUC has met regularly with leading shadow ministers and the general secretary took part in a National Policy Forum Brexit panel in February.

The TUC has organised events initially in Birmingham, Leeds and Llandudno to bring together stakeholders and unions, alongside which the general secretary gave regional media interviews highlighting the TUC's position. The events were supplemented by a webinar in April with Steve Turner, the General Council's Europe spokesperson, to answer questions on Brexit and workplace rights.

2.2 Workers' rights

At every stage the TUC stresses the importance of a level playing field on workers' rights so that we retain the rights we already have and benefit from any further rights secured at European level.

In December newspaper articles resulting from ministerial briefings indicated that after Brexit there would be an assault on the Working Time Directive. This laid bare the plans of extreme Brexit advocates in government. The rapid and vocal TUC response, including an online petition, resulted in a government denial.

A common approach was developed with the ETUC which was communicated in a series of meetings with Michel Barnier, the EU's chief negotiator. In January the EU Council's negotiating directives for the transition period, and a series of slides produced by the Commission's Article 50 Task Force, stressed the need for workers' rights to be maintained in the UK to prevent undercutting of social standards in the rest of the EU.



▲ Michel Barnier, the EU's chief negotiator, has discussed Brexit with the ETUC
© Dan Kitwood/Getty Images

◀ The TUC is concerned about the impact of Brexit on STEM jobs and research
© Joao Inacio/Getty Images

The European Parliament adopted a resolution that called explicitly for workers' rights to be protected in any future UK-EU relationship. The TUC welcomed the resolution, and called on the prime minister to commit to including a level playing field on workers' rights in the final deal.

2.3 Jobs, investment and livelihoods

Just ahead of Congress 2017 the TUC released a report setting out the state of the economy 14 months after the Brexit referendum. *How Are We Doing? The impact of Brexit at industry level* concluded that "changes resulting from the decision to leave the EU have

further damaged an economy weakened by the financial crisis of 2008 and eight years of austerity politics. The picture is one of stalling growth, falling real wages, low investment, and a growing dependence on consumer debt."

The TUC issued a report in November assessing the Brexit options being considered. *Putting Brexit to the Test* set out five criteria against which those options could be judged. Launching the report, the general secretary said: "Instead of sticking rigidly to red lines that rule out the best deal for

working people, ministers should go back to the drawing board. The government must keep all options on the table, including remaining in the single market through the EEA."

The TUC has drawn attention on numerous occasions to the impact Brexit is likely to have on jobs, wages and livelihoods, as well as on sectors such as higher education and research, STEM subjects, car manufacturing and chemicals.

BREXIT

2.4 Managing migration

The revision of the Posting of Workers Directive was completed with the European Parliament's approval on 29 May. Member states now have two years to implement it, including the UK – improving the EU's migration system by extending regulation of the labour market to prevent exploitation and undercutting. The TUC welcomed the revision as proof that migration could be addressed within the single market.

The TUC submitted evidence to the Migration Advisory Committee inquiry and the DExEU Select Committee EU Withdrawal Bill inquiry into migration, the Lords' EU Internal Market Sub-Committee Brexit competition inquiry and, together with the CBI, to the Lords' EU Committee on Brexit negotiations. In May, the Home Affairs Committee discussed the options for future immigration arrangements between the UK and the EU, to which the TUC gave evidence.

2.5 Ireland

The Good Friday Agreement has recently come under shameless attack by extreme Brexiteers. In February, the Tory MEP Daniel Hannan wrote that the agreement was "often spoken about in quasi-religious terms... but its flaws have become clearer over time". In an interview the foreign secretary actually compared the Northern Ireland border to London's congestion charging boundary.

The attacks prompted an article in February where the general secretary wrote: "The threats facing Northern Ireland – of a hard border and the unravelling of the Good Friday Agreement – are the product of the government's own self-defeating red lines, and the reckless demands of the hard Brexiteers."

In May the general secretary, along with Peter Rigney of the Irish Congress of Trade Unions and others, marked the 20th anniversary of the Agreement at an event in the Irish Embassy in London about the impact of Brexit on working people in Northern Ireland. She criticised ministers' failure to offer serious answers to the question of the Irish border.

The TUC also continued to express concerns about the border between Gibraltar and Spain.

2.6 Social Europe

The TUC has worked closely with the ETUC to press for reform within the EU so that working people's interests come first, seeking to revitalise social Europe and prevent a race to the bottom. This included the adoption of the European Pillar of Social Rights at a special Gothenburg EU social summit in November. In particular, we have welcomed moves towards a Written Statements Directive to tackle zero-hours contracts, the provision of paid parental leave and new health and safety measures covering carcinogens.

In June the TUC took the unprecedented step of a joint statement with the ETUC, CBI and BusinessEurope calling for measurable progress on issues such as workers' jobs, rights and livelihoods.

Working people must not pay the price of Brexit. In July the TUC began rolling out the results of a major exercise based on detailed opinion polling to promote messages specifically targeted at working people whose interests have been ignored and whose jobs and communities have been abandoned by successive governments. We will continue to work with trade unionists in Ireland and across Europe to promote Brexit solutions that work for working people.



3

SECTION 3
RESPECT AND
A VOICE AT WORK

RESPECT AND A VOICE AT WORK

3.1 Great jobs

Across the Congress year the TUC has continued to campaign for improvements in employment rights and working conditions. While we have record numbers in work, too many jobs are insecure, with basic rights denied or ignored. In this context the TUC's Great Jobs Agenda sets out the scope of the new deal working people desperately need, a message that trade unionists took to the streets during a national demonstration in the spring.

The General Council has also focused on seeking labour market improvements around key equalities' issues including work/life balance for working families, tackling racism in the workplace, challenging LGBT discrimination and improving access to work for disabled people. Campaigns have also sought to improve mental health for UK workers, and to end the pensions lottery that denies many low-paid women access to a decent retirement. Health and safety and working hours have remained core to the General Council's activities, as have securing fair treatment for migrant workers and tackling global supply chain abuses.

»The most recent analysis shows there are 3.8 million UK workers in these insecure forms of employment (agency, casual, seasonal, zero-hours contracts work and the low-paid self-employed).«

3.2 Labour market

The TUC continues to produce regular analysis on the performance of UK Labour market, focusing on the ongoing wage squeeze, the scale of insecure work and wider inequalities. Significant media coverage has been achieved, and TUC blogs have provided a valuable resource for union and non-union audiences.

Employment is currently at record levels (75 per cent), and the unemployment rate at 4.2 per cent has not been lower since 1975. But despite these positive figures we are in the longest wage squeeze since Napoleonic times. Furthermore, jobs growth has not been shared fairly among regions. Regional data from 2007-17 showed that over half the net growth in employment in the UK has been in London and the south-east.

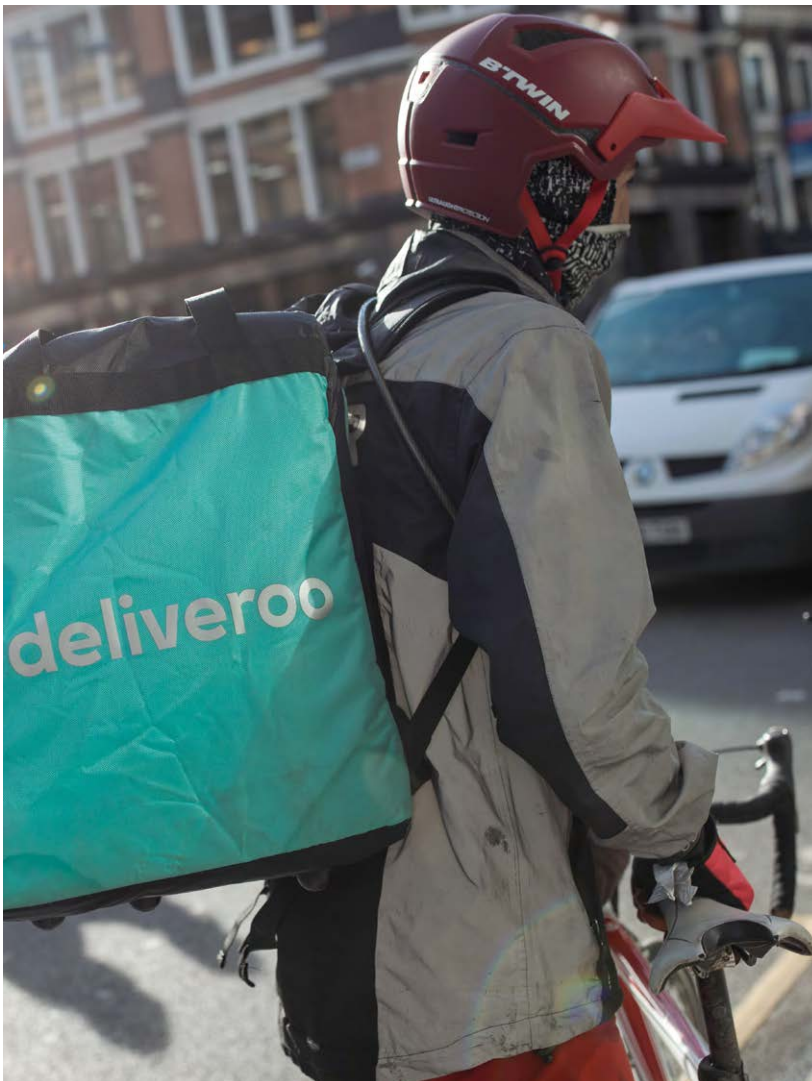
The TUC has also highlighted the high numbers in insecure work. The most recent analysis shows there are 3.8 million UK workers in these insecure forms of employment (agency, casual, seasonal, zero-hours contracts work and the low-paid self-employed). This is 11.9 per cent of the workforce, or one in nine workers. This rise in insecure

work has affected all nations and regions across the UK, with workers often also experiencing low pay, economic hardship and a lack of control over their working hours.

Analysis ahead of the TUC Disabled Workers Conference reported that disabled people are less likely to be in employment and when employed are paid less than their non-disabled peers. The disability pay gap has now reached 15 per cent, its highest level since 2013 (when the government began publishing comparable data). In 2017 average hourly pay for disabled workers was £9.90, compared to £11.40 for non-disabled workers – a disability pay gap of £1.50 an hour or £2,730 a year.

Analysis for the TUC Women's conference examined the gender pay gap. The current gender pay gap for full-time and part-time employees stands at 18.4 per cent. TUC analysis showed this pay gap means that women effectively work for free for the first 67 days of the year and that in some industries, even in those dominated by female workers, gender pay gaps are even larger.

▼ Delivery riders are some of the 3.8 million UK workers in insecure forms of employment
© Jack Taylor/Getty Images



The TUC also responded to the Women and Equalities Committee inquiry into older people and employment. The inquiry looked at current government policies to help people extend their working lives, and considered further steps that could be taken to tackle issues including age discrimination.

3.3 Employment rights and the Great Jobs Agenda

Millions of workers continue to miss out on key rights due to their uncertain employment status and the intermittent nature of their work. However, throughout 2017/18 trade unions have won legal battles securing basic rights for workers in companies

such as Uber, Hermes and CitySprint. Unions have stopped these gig economy bosses hiding behind bogus self-employment to avoid their employment responsibilities.

Across the year TUC reports have highlighted the issues faced by those in insecure work and proposed solutions. These included:

- › a report on zero-hours contracts in December 2017, showing that over half of those on these contracts have had a shift cancelled with less than 24 hours' notice
- › a report on agency workers in February 2018 calling for the abolition of the 'Swedish derogation'
- › a report calling for the introduction of joint and several liability for abuses of employment rights within supply chains.

In July 2017 the Taylor Review of modern working practices was published. The government responded in February 2018, outlining limited proposals for change. These included extending rights to a written statement to all workers from day one and improving enforcement of holiday pay. Other proposals were put out for consultation.

RESPECT AND A VOICE AT WORK

» We have also continued to promote our Great Jobs Agenda, which sets out how employers and government can deliver a new deal for workers. «

The TUC has continued to make the case for wider change. Responding to government consultations on the Taylor Review, and from the new director of labour market enforcement, the General Council called for a new deal for working people, (in line with composite 8 from Congress 2017). Key requests included:

- › removing the 'Swedish derogation', which allows companies and agencies to pay agency workers far less than directly employed staff doing the exact same job
- › creating a new framework of rights to ensure all workers have a voice at work
- › giving unions a right to access workplaces to tell workers about the benefits of union membership
- › adopting measures to promote and extend collective bargaining

- › banning zero-hours contracts and giving workers who undertake regular hours for their employer a written contract guaranteeing those hours of work on an ongoing basis
- › giving all workers the same floor of rights currently enjoyed by employees.

We have also continued to promote our Great Jobs Agenda, which sets out how employers and government can deliver a new deal for workers. We have written to all councils in the country asking them to sign up.

On 12 May 2018, in line with composite 8, the trade union movement came together in central London to demand a new deal for working people.

Tens of thousands of people took part in the march and, while the turnout was lower than recent TUC demonstrations, the atmosphere was lively. Marchers gathered in Hyde Park to hear a series of speakers including the Labour leader Jeremy Corbyn, TUC General Secretary Frances O'Grady and speakers from many unions, including members involved in the strikes at TGI Fridays, and BFAWU members from the #McStrike campaign.

The march and rally secured widespread media coverage, both in the run-up to the event and on the day. There were more than 150 broadcast items about the event, including on *Today*, *BBC Breakfast*, *BBC Five*

Live, the BBC News Channel, Channel 4 News, ITV News and LBC, plus very significant national and regional print and online coverage. And the TUC's social media channels enjoyed their biggest-ever day, with more than 70,000 views of our Facebook Live of the rally, and our #TUCnewdeal hashtag trending in London and nationally with a reach of more than 17 million users.

3.4 Promoting trade union rights and collective bargaining

During 2017-18 the General Council continued to resist attacks on trade union rights, including Conservative manifesto commitments to further restrict the rights of transport workers to strike (in line with resolution 33).

In October 2017 the TUC responded to a government consultation on the creation of a levy to fund the Certification Office. It called on the government to abandon plans for a levy that would mean unions had fewer resources to represent members at work. The government has yet to reveal when - or if - the levy will be introduced. We have also continued to call for trade unions to be allowed to use electronic methods to ballot their members on industrial action.

In July the Executive Committee held an extended session to discuss developing a major new project aimed at extending collective bargaining in workplaces and industries across the UK.

Union coverage in the UK has declined significantly from its peak in the 1970s. In 1979 union density was 54 per cent and collective bargaining coverage was over 70 per cent. By 2017 union density had fallen to 23.2 per cent and collective bargaining coverage stood at 26 per cent, with just 15 per cent of the private sector workforce protected by a collective agreement.

Collective bargaining coverage has continued to decline even though the evidence demonstrates that where unions act collectively in workplaces the benefits for both workers and employers are significant, from much improved uptake of learning and skills to improved health and safety outcomes and more equal workplaces.

At the same time, the scope of the bargaining agenda has narrowed. In 1990 over half of workplaces recognising unions negotiated with unions over staffing levels and redeployment. In 1998 this had fallen to 10 per cent of workplaces with recognised unions, and by 2011 pay remained the only issue covered in most collective agreements.

The decline in collective bargaining has been accompanied by rising income inequality and the rise in insecure forms of work.

The General Council also continued to support the important role played by Acas in conciliating collective disputes between unions and employers.

Trade union representatives on the Acas Council are Mike Clancy, Sally Hunt, Christina McAnea and Paul Nowak.

3.5 Equalities

The TUC Equality Audit 2018 provides the latest analysis of the important work trade unions do to promote equality and tackle discrimination. The Audit is conducted every two years and this year it looks at the practical steps trade unions are taking to ensure they reflect the diversity of their membership. It provides examples of how unions are encouraging under-represented groups into membership and activism and how they are ensuring they have a voice in internal union democracy. The Audit provides unions with an opportunity to showcase how they are promoting equality and tackling discrimination in all that they do, as well as identifying areas for further work. The Audit will be launched at Congress and will be disseminated to unions in the autumn, with a focus on using the findings to drive and support further improvements.

3.6 Race equality

The TUC Race Relations Committee worked on a range of race equality issues, prioritising efforts to improve the organisation and recruitment of Black workers. The Race Relations Committee and TUC continued the work to highlight the problems of racism in the UK by supporting and helping to coordinate the fifth annual Stand up to Racism demonstration in London, which commemorated the International Day for the Elimination of Racial Discrimination on Saturday 17 March 2018.

In line with resolution 37 the TUC has worked with Manchester University to produce the report *Racism Ruins Lives* from the experiences that workers reported in the TUC's Let's Talk about Race survey. The purpose of the report was to put the experiences of Black workers centre stage in the debate about dealing with racism in the workplace. The TUC will use these experiences to update advice for union reps about how to deal with racism in the workplace. The information from the report will be used alongside the TUC Equality Audit to explore with affiliates how to develop a collective bargaining agenda that seeks to tackle issues of structural racism in the workplace.

RESPECT AND A VOICE AT WORK

▼ Former China editor Carrie Gracie, who won her battle with the BBC over gender pay inequality, receiving an apology and a payout
© Ben Cawthra/REX/Shutterstock

The TUC has continued to proactively lobby government for a strategy to deal with racial discrimination in the labour market. In line with resolution 38, we lobbied officials in the Department for Business, Energy and Industrial Strategy working on the follow-up to the 2017 Ruby McGregor Smith Review on race in the workplace. The TUC was successful in influencing the Review to recommend legislation requiring companies to collect and publish race monitoring data and in calling for the use of public procurement to improve representation of Black workers in supply chains, but further work is needed to ensure the government follows through on its promises.



In its response to the latest UN periodic review of the UK carried out by the Committee on the Elimination of Racial Discrimination (CERD), the TUC highlighted the need for political independence and better funding for the EHRC. In our submission we also called for the scrapping of employment tribunal fees and for the government to develop a comprehensive strategy for dealing with race discrimination in the labour market. The government has subsequently been forced to scrap employment tribunal fees, following successful legal action taken by UNISON.

3.7 Gender pay gap reporting

In line with resolution 40, in October 2017 the TUC published a guide for reps on the Gender Pay Gap Reporting Regulations, the causes of the gender pay gap, and how the data could be used to bargain for equal pay in the workplace. In the same month we commented in the press on the new gender pay gap figures, which showed little progress in closing the gap between men's and women's earnings.

In February 2018 the TUC responded to an EHRC consultation on how it planned to use its powers to enforce the gender pay gap reporting regulations. The

TUC's response highlighted the lack of sanctions for non-compliant employers and the lengthy process to employ their enforcement powers. The TUC also highlighted that the EHRC's enforcement powers can be used only against employers that fail to publish data, rather than against employers with significant gender pay gaps.

The TUC continues to work with the EHRC and the Government Equalities Office (GEO) to ensure the legislation and its enforcement has the greatest possible impact for working women.

»In October 2017 the TUC published a guide for reps on the Gender Pay Gap Reporting Regulations, the causes of the gender pay gap, and how the data could be used to bargain for equal pay in the workplace.«

On 8 March 2018 the TUC highlighted the issue of the gender pay gap in the media by publicising Women's Pay Day. This is the day the average woman begins to get paid compared to the average man across different industries, based on the median gender pay gap. The TUC also analysed the pay gap figures by industry and found that the largest pay gap is in finance and insurance, with Women's Pay Day for women working in these industries falling on 10 May 2018.

On 30 March and 4 April 2018 employers in the public and private sectors (respectively) with 250 or more employees had to report on the pay of male and female employees for the first time. The TUC provided guidance and support to unions both in submitting their own gender pay gap reporting data and in using the data published by employers to support bargaining to close the gender pay gap.

The TUC welcomed the data that was provided by the new regulations while continuing to argue that the regulations alone are not sufficient to close the gender pay gap. The TUC publicly called for employers to include narrative reports and action plans about how they propose to close the gender pay gap and called on the government to extend the regulations to smaller employers and to provide more detailed information, such as on part-time pay gaps.

The TUC submitted evidence to the BEIS select committee inquiry on the gender pay gap and gave oral evidence to the committee in April.

In May 2018 the TUC hosted a webinar on the new gender pay gap reporting regulations for union reps.

3.8 Working families

The TUC continued its campaign for improved work-life balance for working parents. In September 2017 we launched the *Better Jobs for Mums and Dads* report, exploring the experiences of over 1,000 low-paid young mothers and fathers in work. Nearly half of respondents were struggling to juggle work and childcare (with more mothers reporting finding it difficult compared with fathers), 42 per cent feeling penalised when asking for flexibility at work, and 58 per cent having little or no knowledge of their entitlement to family-friendly rights. The findings were well reported in both broadcast and print media.

In February 2018 the TUC joined a government taskforce on flexible working and in May 2018 we responded to a government consultation on proposals for paid leave for bereaved parents.

Throughout the year, the TUC has worked with the ETUC to support the EU Work/Life Balance Directive, which included an entitlement to paid time off for carers. The UK government opposed the directive.

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3.9 LGBT+ equality

The General Council recognises that LGBT+ workers still face high levels of bullying and harassment at work. To keep these issues in the public eye, the TUC ran a campaign to celebrate the UK Prides. The campaign stresses the importance of every LGBT+ person being in a union. We have also highlighted the risks of Brexit for LGBT+ rights with a detailed briefing for unions.

In line with resolution 41 on marriage equality in Northern Ireland, the TUC engaged with and supported the Love Equality campaign, a movement comprising a consortium of organisations within Northern Ireland that are campaigning for equal civil marriage for same-sex couples in Northern Ireland.

The TUC worked with the Irish Trades Union Congress (ICTU), a founding member of the campaign, to identify how we could best support it. On its advice, the TUC ensured widespread support for the campaign's Amnesty International petition for equal marriage, distributing it through the TUC's social media networks and to all affiliated unions.

The TUC also circulated the Love Equality briefing supporting Northern Ireland-born Labour MP Conor McGinn's Ten-Minute Rule Bill to bring equal marriage to Northern Ireland.

3.10 SPECIAL FEATURE: SEXUAL HARASSMENT AND VIOLENCE AGAINST WOMEN

Following publication of the TUC's *Still Just a Bit of Banter* report in 2016, and subsequent media interest in the issue of sexual harassment due to high-profile cases, sexual harassment in the workplace has remained high on the TUC's agenda. The TUC has developed several resources to support affiliates and members. A programme of one-day courses on sexual harassment was delivered across TUC regions in 2017 and 2018. The TUC produced resources including an eNote and a webinar on tackling sexual harassment in the workplace. An updated Know Your Rights guide for workers, *Protection from Sexual Harassment*, was published in spring 2018.

The TUC also gave evidence to a special session convened by the Women and Equalities Select Committee ahead of the launch in February 2018 of its inquiry into workplace harassment. This one-off inquiry informed the select committee's programme of work for 2018, which includes an inquiry into sexual harassment in public spaces and a separate inquiry into sexual harassment in the workplace. The TUC submitted evidence to the latter.

In November 2017 the TUC responded to the government's draft terms of reference for the Working Group established by the leader of the House of Commons looking at setting up an independent complaints and grievance procedure for Westminster, highlighting the need for trade union recognition, a cross-party human resources function and an overarching dignity at work strategy for all workers.

The TUC also responded to the government's Relationship and Sex Education (RSE) consultation, highlighting the need for issues of consent, violence against women and gender equality to be taught at both primary and secondary school level, and to a government consultation on the Domestic Abuse Bill, setting out the ways in which domestic violence impacts upon workers' lives.

In April 2018 the Executive Committee agreed guidance to supplement the TUC's rules in relation to equality and discrimination to set out clearly how any cases of sexual harassment would be handled. In the same month, the General Council agreed a statement reaffirming its commitment to eliminating sexual harassment and violence against women. The guidance and statement are reproduced in Appendix 5.

▼ The TUC supported the Love Equality campaign to bring about marriage equality in Northern Ireland
© TUC



Employment, which identified stigma as a barrier to disabled people's employment. Our public services campaign continued to highlight cuts to vital mental health services.

To coincide with the Disabled Workers Conference, the TUC published new analysis of the pay gaps for disabled workers.

In June we published the Accessible apprenticeships guide for reps on bargaining for apprenticeships for disabled workers. The guidance has been utilised at a number of unionlearn events for reps and officers.

2018 also saw the biennial Commonwealth Heads of Government Meeting (CHOGM) in London in April (see Section 1 for further information). The TUC held a CHOGM side event to pursue greater LGBT+ equality in Commonwealth countries. Thirty-seven of the 53 Commonwealth nations still outlaw same-sex relationships, nine nations criminalise same-sex intimacy with life imprisonment, and some maintain the death penalty. This event gave participants the opportunity to build networks and was held in partnership with affiliated trade unions, Kaleidoscope, the APPG on Global LGBT+ rights and the Labour party.

3.11 Disabled workers

In line with composite 11, a major strand of work for the TUC related to stress and mental health, we helped empower trade union reps and members through a series of webinars including on tackling stress and health and wellbeing at work. Working with Public Health England, the TUC developed guidance on mental health and on the prevention of suicide. We also worked with the ETUC and ETUI to develop a campaign on stress, including the production of guidance and a draft directive.

The TUC refreshed its *Mental Health at Work: a young workers' guide* to ensure it continued to address key issues facing young workers and, within it, suggest best practice policies for employers. We also released our report *Mental Health and*

3.12 Working time

The General Council campaigns for working people to have hours that are sufficient but not excessive, and for a decent work/life balance. When it comes to hours and patterns of work, too many employers still take no account of what employees actually want.

In addition to our work campaigning against underemployment for those in insecure work, the TUC has campaigned against excessive working time, which is a serious health risk. However, although the incidence of long hours working has fallen slightly, 3.3 million employees (12.1 per cent) still regularly exceed the safe limit.

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The TUC's work programme has included arguing for better enforcement and support for the legislation at both the European and national levels, defending the existing UK rules from those who want to weaken them. In addition, the 14th annual TUC Work Your Proper Hours Day (in February) called for excessive unpaid overtime to be cut, as employees put in £31bn of free work last year.

In addition, the TUC has continued to campaign for wider access to homeworking and flexible working, including Commute Smart Day (in November), and National Work from Home Day (in May).

3.13 Pensions

Over the last year the TUC has been the leading advocate for the interests of workers in the workplace and state pension systems. In line with resolution 36, Expanding auto-enrolment, the General Council has been a strong voice for reforms that would ensure workplace pensions catered to low-paid workers.

The TUC provided written and oral evidence to the Department for Work and Pensions' Review of Automatic Enrolment and directly to the pensions minister, calling for reform of automatic enrolment. In particular, TUC responses advocated changes to the earnings trigger that requires someone to earn £10,000 from a single job before they are automatically enrolled into a workplace

»The TUC has continued to argue for collective defined contribution (CDC) pension schemes to be allowed in the UK as a means of improving often poor-quality DC provision.«

scheme. This locks many low-paid workers, most of them women, out of the pensions system. The TUC remains deeply concerned that only around a third of those automatically enrolled are women. The system is particularly unfair to the 106,000 workers, the vast majority of them women, who have multiple part-time jobs with combined earnings of more than £10,000.

Results from the review, published in December, were mixed. The government committed to basing pension contributions on the entirety of a member's salary, which will substantially increase the amount being paid into low-income workers' pots. But it has no plans to change the earnings trigger or make reforms allowing part-time workers' incomes to be aggregated for automatic enrolment purposes.

The TUC published a series of blogs on the theme of the pensions lottery during 2017 to argue for further reform to automatic enrolment as well as wider pensions changes. These included new analysis of the industries and jobs where pension provision is poorest;

figures on the impact of financial market volatility on defined contribution pension pots; and the risks pensioners can face in retirement after the 2015 pension freedom changes.

The term 'pensions lottery' has now come into widespread usage in criticisms of the individualist model of workplace pension provision. The blogs were the basis for *Fixing the Pensions Lottery*, which was published at the TUC Pensions Conference in February 2018 and distributed to parliamentarians.

The TUC made a submission to the Work and Pensions Committee's inquiry into pensions freedom. The Committee's resulting report backed our view that savers in defined contribution (DC) pension schemes, including state-backed NEST, should be offered default retirement pathways. These would reduce the risk of them falling victim to scammers or being sold inappropriate or poor-value products.



The defence of defined benefit (DB) pension provision has continued to be a key priority for the General Council. We were disappointed that the Defined Benefit White Paper, published in March, contained no proposals designed to help ensure that open DB schemes stay open. We are also concerned that plans to allow employers to dump schemes in for-profit superfunds could be contrary to the interests of members.

The TUC was part of a consortium of organisations that supported research by the Pensions Policy Institute examining the impact of reverting from a triple lock, in

which the basic and new state pensions must rise by at least 2.5 per cent a year, to a link to earnings. The report, *How Will the Removal of the Triple Lock Affect Adequacy?*, found that it would lead to an additional 700,000 pensioners living in poverty by 2050.

The TUC has continued to argue for collective defined contribution (CDC) pension schemes to be allowed in the UK as a means of improving often poor-quality DC provision. Such schemes, widely used in



▲ The CWU protested against a legal challenge by Royal Mail over a strike
© Jess Hurd/reportdigital.co.uk

▼ Ex-Carillion staff protest about jobs and pensions following the company's collapse
© Wiktor Szymanowicz/REX/Shutterstock

the Netherlands and Canada, have the potential to reduce the volatility savers face when saving for retirement while making it simpler to access an income in old age.

In support of this position we made a submission to the Work and Pensions Committee's inquiry into CDC, which was also submitted to the TUC Executive Committee, and have engaged on the issue with the pensions minister, civil servants and officials at the Pensions Regulator. The government has indicated that it intends to allow CDC to be introduced in the UK; this would permit the introduction of a CDC scheme agreed between Royal Mail and CWU.

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The annual TUC Pensions conference in February was well attended and provided an opportunity for the TUC to showcase its policy objectives to politicians, civil servants and the pension industry as well as engage and educate trade unionists. This year the conference was addressed by Pensions Minister Guy Opperman MP and featured contributions on the proposed Royal Mail pension scheme from the CWU, a discussion of green investment and a debate questioning attempts to pit generations against each other.

The General Council remains active on public sector pensions. The TUC has pressed HM Treasury to ensure there is a clear role for trade unions in the latest round of scheme valuations. We also successfully pushed the government to reveal how it intends to implement in public service schemes the Walker v Innospec judgement that requires parity of treatment of survivor pensions for same-sex and opposite-sex couples in private sector pensions.

3.14 Health and safety

During the year the General Council has campaigned to ensure that the health, safety and welfare of workers is protected by strong union organisation and a network of health and safety representatives.

The past year coincided with the 40th anniversary of the introduction of the regulations that established trade union health and safety representatives. This gave the TUC the opportunity to produce a range of publications aimed at both celebrating and promoting the role of health and safety representatives.

In the run up to International Workers Memorial Day, the TUC used the theme 'safety reps make workplaces safer' to further promote the work of these representatives and published guidance on how unions could seek to go further than the regulations.

The TUC produced a number of resources aimed at supporting workplace activists. In addition, the weekly e-bulletin on health and safety, Risks, was produced throughout the year.

There were six meetings of trade union health and safety specialists held during the year. Speakers included officials from the HSE, the Chartered Institute of Environmental Health, the British Safety Council and the European Trade Union Institute.

A survey of trade union health and safety representatives was undertaken between April and July.

The General Council campaigned on a wide range of health and safety issues during the year.

Following the Grenfell Tower disaster, the TUC raised the issues outlined in resolution 4 with the government. We also responded to the report of the inquiry into building standards published in May 2018. Guidance was published for unions on fire safety that aimed to ensure they are aware of the precautions employers need to take.

The TUC campaigned on lung diseases including asbestos-related conditions. The TUC worked with the HSE on a range of activities on occupational lung diseases and there were two trade union speakers at the HSE lung summit in November 2017. We also supported campaigns on preventing lung diseases, including mesothelioma and lung cancer. The General Council continued the campaign for the eradication of all asbestos from workplaces.

The TUC also campaigned around ISO 45001. Following a ballot, the International Standardisation Organisation secured approval for an international standard on occupational safety and health. Although we had campaigned strongly against the proposal, we published a detailed guide for union representatives on the new standard in March 2018, as well as a version for European trade unionists.

In addition, the TUC produced materials for events such as International Workers' Memorial Day on 28 August.

In accordance with composite 2, the TUC engaged with a number of external bodies and regulators such as the Regulatory Policy Committee to continue to oppose deregulation.

The TUC continued to play a major part in seeking to influence the health and safety agenda of the European Commission. This included active membership of both the Advisory Board of the European Commission and the Board of the European Agency on Health and Safety in Bilbao. TUC representatives also sat on the Health and Safety Committee of the ETUC.

The TUC also continued to work with the HSE during the year. We sat on the programme board of the Work and Health Programme, which included the prioritisation of stress, musculoskeletal disorders and lung diseases. A series of meetings on worker involvement were held that resulted in proposals for new measures to ensure unions are consulted at an early stage, and safety representatives are always contacted during inspections. The TUC sought, and obtained, assurances that GDPR would not limit the ability of union health and safety representatives to receive information, and guidance was issued to unions on this in May 2018.

The TUC is represented on the HSE by Kevin Rowan, and we have continued to press for greater union and employee representation on the Board.

The TUC is represented on the Industrial Injuries Advisory Council by Karen Mitchell (RMT), Doug Russell (Usdaw) and Hugh Robertson (TUC Office). The three TUC nominees played an active role in the work of the Council. The new chair of the Council was invited to meet with the trade union health and safety specialists.

3.15 Skills

Over the past year the General Council has continued to highlight the need to boost investment in learning and skills to support economic growth and to help more workers achieve their full potential at work and in their personal lives. However, the overall picture on skills investment remains very weak, a growing concern in the face of Brexit and a weakening economic picture.

According to the latest research findings, employer investment in continuing vocational training per employee in the UK is half the EU average. Investment in training and learning fell by 14 per cent per employee in real terms between 2007 and 2015. The UK also has a long tail of low-productivity UK employers who fail to train their staff. These businesses tend to be congregated in low-waged sectors.

There have been major changes to skills policy over the past 12 months, including the introduction of the apprenticeship levy in April 2017. The TUC also welcomed

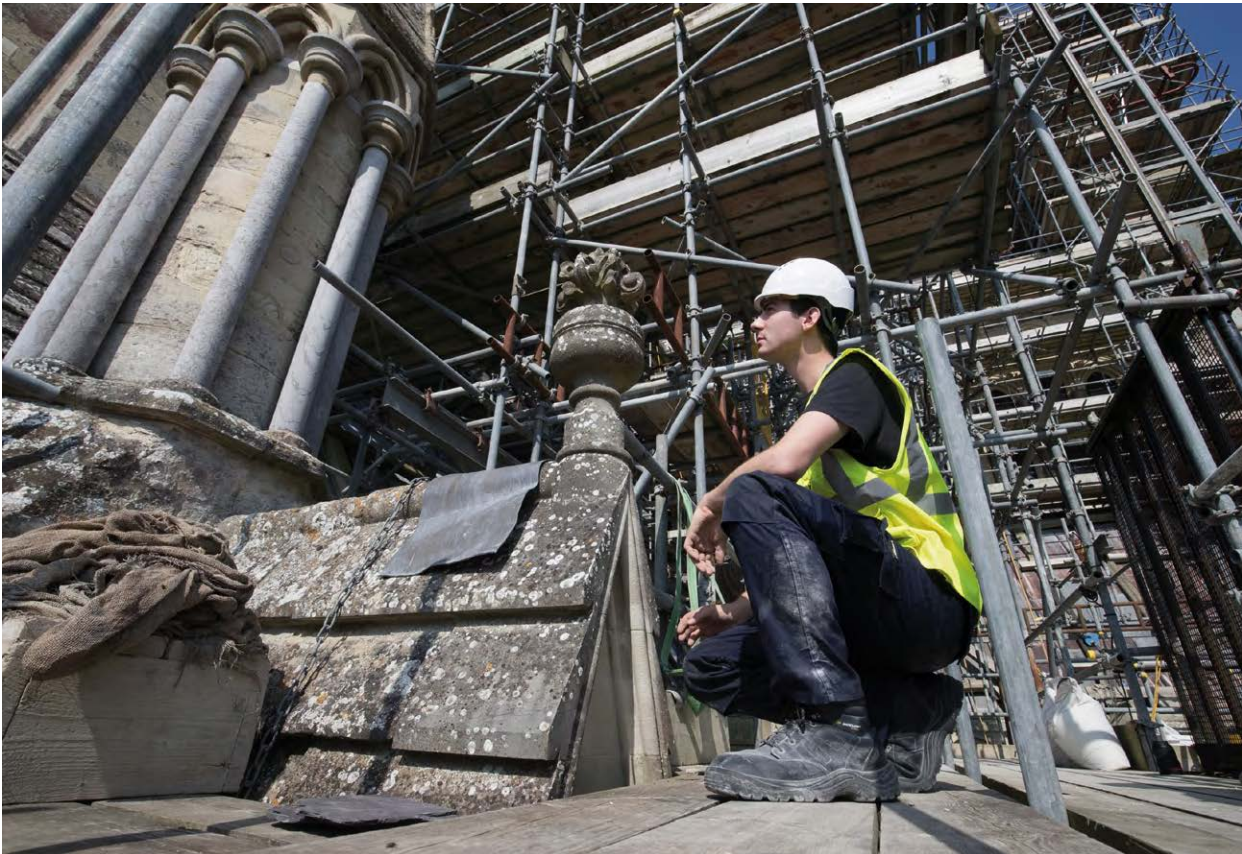
the announcement by government in the November 2017 budget that it intends to establish a National Retraining Scheme and enter into a formal skills partnership (National Retraining Partnership) with the TUC and CBI to develop the new scheme. The government has also consulted on T levels, a programme of new technical education qualifications that will be phased in from 2020.

There were significant changes to national skills bodies in the last year, with the Institute for Apprenticeships coming into operation and taking on responsibility for apprenticeship standards. The TUC welcomed the establishment of the institute but has continued to express concerns that appointments to the Institute's board have not included anyone with a union background. An OECD report published last year also called for greater union representation, saying that "consulting with trade unions in the design of apprenticeship standards could improve their quality".

General Council members and TUC staff are represented on a number of skills bodies, in particular those with a remit for major infrastructure projects. Gail Cartmail, assistant general secretary of Unite, is a member of the Heathrow Skills Taskforce and Kevin Rowan, head of Organisation, Services and Skills at the TUC, is a member of the Strategic Transport Apprenticeship Taskforce.

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▼ An apprentice stonemason on the roof of Salisbury Cathedral during an ongoing restoration project
© Matt Cardy/Getty Images



3.16 Apprenticeships and young people

The General Council has given its support to some key apprenticeships reforms, in particular measures to drive up employer investment through the levy and new regulations to improve quality. These include measures stipulating that all apprentices should spend 20 per cent of their working time on off-the-job training. Unionlearn has provided a range of briefings and resources for unions to help them take advantage of these reforms by negotiating with employers to maximise the number of high-quality apprenticeships.

However, the General Council has also identified shortcomings in the government's policy approach. These include the lack of union voice in new institutional arrangements and slow progress in tackling poor-quality apprenticeships and widening access to under-represented groups. The General Council has also proposed changes to operational aspects of the levy to boost the number of high-quality apprenticeships, including allowing employers to use some of their levy funding for innovative high-quality pre-apprenticeship programmes.

A number of TUC submissions and evidence on apprenticeships were produced throughout the year, reflecting resolution 74. The TUC gave evidence to the inquiry on the quality of apprenticeships and skills training undertaken by the Parliamentary Education Select Committee.

We also responded to the government's consultation on the forthcoming implementation of T levels and expressed support for the broad focus of the proposed reform of technical education. However, the response also highlighted that the new qualifications

would succeed only if further education (FE) colleges were adequately funded to deliver them and that all students had access to high-quality work placements.

The General Council has consistently called on government to balance the increased investment in apprenticeships with more funding for FE and adult skills and new policy measures to empower more workers to upskill or retrain.

3.17 Migration

Following composite 7, the TUC campaigned with ETUC and often with the CBI for the government to guarantee EEA citizens the right to remain and work in the UK after Brexit, and vice versa.

The TUC rejects the scapegoating of migrants and promotes an approach based on rights, equal treatment and solidarity. At the Home Affairs Select Committee in May, the TUC called for the government to extend collective agreements, strengthen workplace rights and end insecure contracts in order to stop bad employers using migrants to undercut other workers. The TUC also demanded increased funding for public services, housing and skills (to prevent migration substituting for training.)

»In May, the TUC called for the government to extend collective agreements, strengthen workplace rights and end insecure contracts in order to stop bad employers using migrants to undercut other workers.«

The TUC organised workshops in Birmingham, Newcastle and Southampton to support unions to organise migrant workers, tackle xenophobia and build solidarity in workplaces, and subsequently produced an eNote course with unionlearn to provide guidance for reps.

The TUC continues to disseminate its *Working in the UK* guide to employment rights and joining a union in 21 languages to union networks, advice centres and community groups.

In April the TUC organised a roundtable with Migration Matters Trust, chaired by former immigration minister Barbara Roche and with speakers from unions, employers and government agencies. The roundtable highlighted how collective bargaining and stronger enforcement of employment rights prevent exploitation and divisions in the workplace and society,

The TUC continued to engage with the Migration Advisory Committee (MAC) and provided evidence for its inquiry into EEA migrants. We organised sessions nationally and regionally for unions to provide evidence to

the MAC. As a result of union evidence, its interim report in March highlighted issues such as the need for stronger enforcement of employment rights to prevent migrants being used to undercut others.

3.18 Decent work and global supply chains

The ILO conference (ILC) in 2018 discussed social dialogue, sustainable development goals (SDGs) and a new labour standard on dealing with violence in the workplace. The standard drew unusual interest from beyond the ILO's tripartite constituents, securing the attention of NGOs and the global media. By the end of the ILC, it was agreed - with support from the CBI and the government as well as the TUC - that the standard would be a Convention, the strongest form, and the workers' group secured new text on the definition of a worker and the inclusion of commuting, domestic violence and migrant status in the document. Elsewhere, the ILO reaffirmed its commitment to social dialogue as the key means to achieve decent

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work, reiterating that collective bargaining remained at its heart. The conference urged member governments to work with social partners in developing policy to meet the SDGs.

In the ILO Governing Body, the NEU's Amanda Brown was confirmed as the newest member of the crucial Committee on Freedom of Association (CFA), which examines complaints of violations against the activities and independence of workers' and employers' organisations.

Also at the Governing Body, the ILO published a 'roadmap' for addressing the problems faced by workers in global supply chains. Interventions from employer representatives are slowing progress and, while there will be a major report in November 2019, it will be October 2022 before the ILO can take a decision on whether to pursue a Convention.

The UN is also examining the possibility of a binding treaty on business and human rights to hold transnational corporations to account and to ensure that human rights retain primacy over business rights. The TUC is working with NGOs to press the UK government, and with the ETUC to seek positive engagement by the EU to support a treaty. As with the ILO, however, it is expected to be several years before any instrument takes shape.

John Evans, formerly general secretary of the Trade Union Advisory Committee to the OECD, was nominated by the TUC and accepted as the trade union representative on the steering board of the British National Contact Point (NCP), with Stephen Russell from the TUC Office as alternate. The NCP promotes the OECD's guidelines for multinational enterprises, and considers cases of British companies committing human rights abuses, primarily abroad.

The Ethical Trading Initiative (ETI) is marking its 20th anniversary this year, having been established by the TUC and its partners in 1998. Owen Tudor from the TUC Office is a director of the ETI, along with representatives of the ITUC and Unite. The appointment of a senior industrial relations adviser, former Prospect officer Beverley Hall, has reinvigorated the ETI's work on collective bargaining as the primary tool for combating exploitation in supply chains.



4

SECTION 4
GOOD
SERVICES

GOOD SERVICES

4.1 Public services

The government has continued to shift its tone in relation to public services, signalling a move away from austerity and public sector pay restraint. This has largely been in response to a greater focus on the state of public services and growing public concern, manifested in the 2017 general election.

However, the shift in tone has not translated into significant shifts in fiscal policy. As the TUC highlighted, the chancellor's November 2017 budget added a further year of public spending cuts. In total that will mean massive cuts of £940 per head of population from 2009/10 to 2022/23.

In line with composite 9 our *Time for Change* report published this year showed how, over time, the UK cuts are among the most severe of the major EU economies. The only countries within the EU15 with a lower per capita spend than the UK are Portugal, Italy, Greece and Spain. Furthermore, the UK has also made sharper reductions to public spending than most of our competitors. If we compare average per capita expenditure from 2000 to 2008 with average expenditure between 2008 and 2016 we can see that the UK has cut spending by a greater amount than even Italy.

» We have continued to call for public sector pay to meet the needs of public sector workers – meeting increases in the cost of living and making up for the loss of pay since 2010.«

Not only is this having a hugely damaging impact on our public services, those who provide them and those who rely on them, spending cuts continue to act as a drag on economic growth. The TUC's *Time for Change* project sets out the case for greater investment in public services both to address social need but also to realise the macroeconomic benefits. The TUC has commissioned the New Economics Foundation to support this work by developing a tool that will enable us to model different spending scenarios over the next five years, analysis that will help us better assess where we think the level of post-austerity public spending should be and contrast that with government plans announced in the 2018 budget and the spending review that will begin in early 2019.

4.2 Public sector pay

In the November 2017 budget, the government confirmed an end to the Treasury's imposition of a one per cent cap on public sector pay rises. However, despite additional money provided to fund an offer in the NHS, no further funding has been put in place behind this commitment.

The General Council's activity on public sector pay has been governed by composites 9 and 12. In line with this we have continued to call for public sector pay to meet the needs of public sector workers – meeting increases in the cost of living and making up for the loss of pay since 2010.

In October 2017 we held a rally in Parliament Square that was attended by several thousand trades unionists and members of the public. General secretaries, union members and Shadow Secretary of State for Education Angela Rayner all spoke about the need for the government to break its destructive policy of restricting pay in the public sector. Following the November 2017 budget, some pay awards above one per cent were offered. However, the pay offers remained below inflation, and in the case of services such as prisons and the police these rises were unfunded, placing significant pressure on already stretched budgets to cover the increased costs.

▼ One of the biggest privatised outsourcing failures:
the Carillion liquidation has put thousands of jobs at risk
© John Harris/reportdigital.co.uk



At the time of writing, the majority of local government unions have accepted a pay award of at least four per cent over two years, with restructuring of the JNC national pay scales that would entail considerable uplift for those on lower pay points. Similarly, the majority of health unions accepted a three-year deal worth a minimum of 6.5 per cent consolidated, with additional non-consolidated funding in year two and restructuring of Agenda for Change pay scales with faster progression and large uplifts at the bottom of existing pay grades. However, following the announcement of increased funding for the

NHS pay deal in the Autumn Statement of November 2017, the Chancellor reaffirmed that comparable funding increases for pay uplift in other parts of the public sector would not be replicated. The latest round of Treasury pay guidance is asking central government departments to offer average pay deals of between 1 and 1.5 per cent.

4.3 Outsourcing and privatisation

The collapse of the giant outsourcing firm Carillion in January put hundreds of public service contracts and the livelihoods of workers and subcontractors at risk. The TUC called on the government to set up a national Carillion Task Force. We worked through the taskforce to ensure that the official receiver, the special managers at PwC, the government and the relevant unions worked together to

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»The TUC worked closely with the NHS Support Federation, developing the NHS Funding website and portal which provided details on cuts, closures and restructuring across all 44 of the STP areas.«

ensure the best possible outcomes on pay, pension protection and transfers to new employment for workers employed by Carillion and through its supply chain.

In addition, we continue to press the case for an alternative to the current model of public service outsourcing, ensuring that the government learns the lessons from the liquidation of Carillion. In our report, *What Lessons Can We Learn from Carillion – and what changes do we need to make?* we set out our proposals for changes to corporate governance, workplace rights – including proper union consultation in liquidation events – and public service outsourcing. We emphasised the need to protect the employment standards of the outsourced workforce, highlighting the negative impact that privatisation has had on workers, such as those in Royal Mail in line with emergency resolution 1.

The TUC briefed MPs about issues related to corporate governance and pensions and participated in the Public Administration and Constitutional Affairs Committee inquiry. This also built on the work of our *Shifting the Risk* report on the use of limited liability in outsourced supply chains. As well as this political pressure, we built a coalition of unions, think tanks and campaign groups to develop broader support for a change to outsourcing – influencing other public bodies to promote in-house service provision and more social value outsourcing, where relevant.

We have been working with unions in specific sectors to look at alternatives to outsourcing. We have also been convening meetings of unions across the public sector, and utilities with academics and representatives of the Labour party to ensure that proposals for bringing PFI, water and energy under public ownership are informed by the interests of members working in those sectors.

4.4 NHS

In line with resolutions 55, 56, 59, 60, 63, 65, 66 and composites 11, 13 and 14, the TUC worked with unions and campaign groups to raise awareness of the state of our NHS and social care system as a result of the spending squeeze, outsourcing and restructuring. We have seen further top-down restructuring through the introduction of sustainability and transformation plans (STPs) – implemented with little consultation with the public or the workforce.

The TUC worked closely with the NHS Support Federation, developing the NHS Funding website and portal which provided details on cuts, closures and restructuring across all 44 of the STP areas. In June, we launched the Health Checker app, which allowed people to map the shortfall of GPs, hospital staff and acute beds in their local STP area. This campaign work also included a successful celebration and demonstration to mark the 70th anniversary of the NHS in partnership with Health Campaigns Together and the People's Assembly.



In our campaign work, we have continued to press the case for investment across all parts of the health service, including mental health, public health, community services and capital investment, including both buildings and equipment. We have also worked with unions to argue for a proper workforce strategy that empowers and rewards NHS workers, addressing both recruitment and retention problems and removing barriers to training, supporting the reintroduction of training bursaries.

In regard to resolution 64, the TUC continues to provide support to affiliates in understanding the Equality Act, including gender occupational requirements, and in challenging discrimination that affects members in different occupations.

4.5 Justice

In line with resolutions 68 and 69 we continue to oppose the dangerous and irresponsible outsourcing and fragmentation of probation services. Working as part of the Speak Up for Justice campaign with colleagues in justice unions, we have continued to draw



▲ Justice Alliance supporters defend legal aid outside the Ministry of Justice, London
© Jess Hurd/reportdigital.co.uk

◀ The TUC and unions are advocating a proper workforce strategy that empowers and rewards NHS workers
© Lorne Campbell/Guzelian

attention to the growing crisis in probation, the loss of morale from pay cuts, and the collapse of the inspection process as well as issues that stretch across the justice system. We supported the Justice Alliance to produce a series of films that highlighted the crisis in probation, court closures, the ballooning prison population, the loss of legal aid and the risk of miscarriages of justice, and the punitive sanctions regime introduced by government welfare reforms. And in April we joined colleagues from PCS and Napo and organisations from across the criminal justice system at a vigil outside the Ministry of Justice.

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▼ Teachers' pay has been falling behind the pay rates of teachers in other countries and also comparable professional occupations in the UK
© David Leahy/Getty Images

4.6 Education

Over the past year the TUC has worked closely with affiliated unions on policy and workforce issues relating to education in line with resolutions 52 and 53, composite 10 and emergency resolution 3. The TUC has continued to facilitate regular meetings of the education unions, focused on developing strategic support for the campaigning issues highlighted in the Congress resolutions on education, including the education funding crisis, excessive workload in schools, the failings of our post-16 education system and continuing opposition to the expansion of academies, free schools and selective education.

In line with emergency resolution 3 the TUC has continued to support campaigning to ensure that all publicly funded schools are subject to effective democratic control, scrutiny and public accountability. The performance of multi-academy trusts (MATs) has been of particular concern, highlighted by the collapse of Wakefield City Academies Trust and a range of research evidence showing that in many instances pupils and communities are worse off under MATs compared with accountable local authority-led school systems.

The TUC and education unions have also continued to campaign against the ongoing expansion of free schools and policies to boost selective education. Despite the policy



»The TUC has continued to support campaigning to ensure that all publicly funded schools are subject to effective democratic control, scrutiny and public accountability.«

U-turn on the expansion of grammar schools following the election last year, in May the government announced that it would still be allocating £50m to expand the number of places at existing grammar schools.

The fragmented state of the English school system was highlighted in a National Audit Office report published in February. This concluded that there are likely to be a substantial number of local

authority maintained schools for the foreseeable future and that in light of this and other factors, it recommended that the government should "clarify its policy and make sure that the school system is coherent with all of its parts working effectively together". Throughout the year the General Council also

▼ Teenagers could benefit from the NUS Poverty Commission's wide-ranging plans to reform post-16 education and training
© David Schaffer/Getty Images

continued to make the case that this continuing focus on structural change in education policy was matched by a failure to address the real challenges facing schools.

These challenges include a recruitment and retention crisis fuelled by low morale, increasing workload demands, poor pay prospects and real-term cuts to school budgets. The OECD's annual education report, *Education at a Glance, 2017*, evidenced that teachers' pay has for a number of years been falling behind the pay rates of teachers in other countries and also comparable professional occupations in the UK. There was some evidence over the past year that the government was at least beginning to acknowledge the scale of the recruitment and retention crisis and the impact of factors such as workload. However, this has not met the scale of ambition on workload reform set out in resolution 52.

In line with composite 10, the General Council has continued to highlight the education funding crisis, in particular the funding shortfall facing schools and colleges and the detrimental impact of this on educational provision and the pay and conditions of teaching and support staff. The General Council continued to campaign for funding to be made available for school repairs, including proper provision for the removal of asbestos and fire safety checks in accordance with resolution 5.



The General Council has also called on the government to reform student finance in line with resolution 53. The TUC was a member of the NUS Poverty Commission looking into access to post-16 education and training that called for wide-ranging reforms to boost the financial entitlements of students and trainees.

The TUC also submitted evidence to the government's review of post-18 education and funding, contending that it is increasingly evident that the structure of our post-18 education and skills system is not up to meeting the scale of the challenges facing us as a society, including improving social mobility and sustaining a highly productive economy. The TUC submission argued that there is a growing consensus

GOOD SERVICES

▼ The TUC has continued to support key infrastructure projects including the expansion of Heathrow and HS2
© Jack Taylor/Stringer/Getty Images



that the government needs to construct a reformed entitlement to post-18 education and training that would support all citizens to access a wide range of qualifications and skills tailored to their individual requirements and the wider needs of our economy and society.

Other aspects of the work of the TUC and unionlearn on education and skills can be found in Sections 2 and 3.

4.7 Devolution in England

Half of all union members in England – and a third of the workforce – now live and work in places covered by city devolution deals. And while workers across the economy are experiencing a fall in their living standards, continuing regional inequalities mean that pay and prospects are still determined to a large extent by geography.

In autumn 2017 we released *Great Jobs in Great Places*, which explored what place-based industrial strategies could do to make sure that, no matter where people are born or where they work, everyone has the chance to get a great job. We argued that both the unique and common challenges

faced by the UK's regions must be met with a long-term industrial strategy, ensuring the creation and sustainment of great jobs, from interventions both from central government and, crucially, from local actors. To achieve this, the government must fundamentally change the way the economy works, shifting power to people in their workplaces and communities, prioritising social partnership working, strategic spending and procurement, investment in skills, infrastructure and just transition. Additionally, we commissioned three reports, focusing on the Tees Valley region, the Liverpool city

region and Norfolk and Suffolk. These explored how place-based industrial strategies can deliver more and better-quality local jobs and stimulate inclusive growth.

We are using the findings and policy recommendations to influence new actors and structures across the English regions, ensuring that our priorities of great jobs, place-based industrial strategy, skills and learning, equality and social partnership working are heard. In the West Midlands, the TUC retains its observer seat on the West Midlands Combined Authority, with input into policy developments on skills, jobs and industrial strategy and growth. In the north-west, the Greater Manchester Combined Authority consulted on the scope of its Employment Charter, with the TUC and public services committee, who are working closely with the Mayor of Greater Manchester to develop and implement it. We are working with the Mayor of Liverpool City Region to develop a similar approach in this area. We continue to work with the Mayor of London to improve his Good Work Standard and hold a seat on the London version of the LEP. Devolution of the Adult Education Budget to combined authorities has been delayed to 2019/20 and we continue to keep a close eye on any developments.

4.8 Transport

The TUC has continued to lobby and campaign for improvements to our transport systems and infrastructure to benefit passengers, workers and the economy as a whole.

The TUC has continued to support the campaign for Heathrow expansion, in line with Congress policy. We are committed to putting well-paid, high-skill, sustainable jobs at the heart of the expansion programme. A third runway at Heathrow could also secure employment in the UK steel industry and help to train the next generation of engineers and construction workers. The TUC has been at the forefront of the campaign to inject sustainability into plans for expansion at Heathrow.

TUC staff met with the Heathrow public affairs team in January 2018. The deputy general secretary also signed a letter, along with general secretaries of major aviation unions, encouraging parliamentary support for Heathrow expansion. In June 2018, the TUC, along with the British Chambers of Commerce and Heathrow Airport, supported a drop-in session for parliamentarians on Heathrow expansion.

In line with resolutions 12 and 13 we have continued to call for better conditions in the shipping sector, and in super yachts, with a particular focus on enforcement of the national minimum wage.

»The TUC has continued to support the campaign for Heathrow expansion, in line with Congress policy.«

In line with resolution 11 we continued to campaign for a national integrated rail network under public ownership. In January we published analysis that showed the disproportionate cost to commuters of privatised rail travel compared to the continent by comparing the cost of season tickets for similar journeys in the UK and on mainland Europe.

In May 2018 the TUC welcomed the news that the East Coast Mainline had been brought back into public ownership. The TUC has worked with rail unions to support campaigns to bring East Coast back into public hands, including attending several demonstrations to highlight the issue. There has been huge disruption to train services in England and the TUC highlighted the connections between the chaos on Northern Rail and GTR and the dysfunctional and fragmented privatised rail system where competition between different operators and Network Rail creates a barrier to the joined-up planning and collaboration that the industry needs.

GOOD SERVICES

»With the ongoing rollout of universal credit (UC), we have highlighted our concerns on the delivery and the design of the new benefit system.«

We continued to call for all rail services to be brought into public ownership, and we have supported policy making by the Labour party looking at how a publicly owned rail industry could be accommodated within the context of increasing devolution and existing procurement law. Nationally and regionally, the TUC has continued to support unions taking action to prevent the wider introduction of driver-only operated rail services.

TUC policy on buses is guided by resolution 14. In May the TUC Pensioners Committee organised a bus tour around the Midlands region to raise the profile and highlight the numerous benefits of the bus services, and of the national concession scheme. The TUC supported this with research and policy analysis on the value of bus services, the economic benefit of the concession scheme and the loss of bus routes in recent years. We drew attention to the impact of the Bus Services Act to allow metro mayors to introduce new franchises where current bus provision is insufficient to meet need. The Midlands TUC Bus Tour engaged with 136 MPs and members of the public, many of whom expressed support on social media and elsewhere.

4.9 Social security

The General Council's work on social security and providing a decent safety net has been guided by resolution 70 on social security, and resolution 54 on child poverty.

With the ongoing rollout of universal credit (UC), we have highlighted our concerns on the delivery and the design of the new benefit system. In our budget submission, we argued that government should reverse the cuts that have been made to UC. The TUC also raised the impact of the 'minimum income floor' (MIF) on the self-employed and argued that the MIF should be paused until it addresses the particular issues for this group. TUC staff also regularly blog on the ongoing difficulties with the implementation of UC.

TUC officials met with Margaret Greenwood, the shadow secretary of state for work and pensions, and discussed concerns about UC. We also convened a roundtable for unions with self-employed members to discuss their experiences of UC. The TUC regularly meets with organisations with an interest in UC to share knowledge on the subject.

The TUC has also highlighted the impact of the ongoing freeze on current working-age benefits and called for the freeze to be reversed.

On universal basic income we continue to explore UBI options and engage in the debate, building on the report on UBI produced in the last Congress year.

We have also continued to participate in the End Child Poverty Coalition, enabling us to work in partnership with a wide range of charities, and highlighting the growth of in-work poverty.



5 SECTION 5
STRONG
UNIONS

STRONG UNIONS

5.1 Introduction

Trade unions continue to demonstrate their effectiveness as economic and social actors in workplaces and communities throughout the UK. Public sector cuts and broad economic uncertainty have impacted badly on many unionised sectors, placing membership and union organisation under severe pressure, coupled with ongoing pressure on reps' facility time.

Despite this, union membership has held up due to the high volume of recruitment that unions continue to achieve.

TUC support for unions continues to evolve, making more use of digital and online services to add to the range of ways reps and unions can secure advice, support and education, with the increased use of eNotes and webinars proving popular with and valuable to union activists.

Devolution and decentralisation continue to provide opportunities for the TUC to influence both the delivery and the construction of public services at a local level and to work with supportive politicians to create initiatives that promote great jobs for everyone.

»The average age of union members continues to rise. Almost 40 per cent of trade union members are aged over 50, but fewer than 1 in 20 members is aged between 16 and 24.«

5.2 Organising

Trade union membership

The latest report on trade union membership was published by the Department for Business Innovation and Skills in May. In 2017 trade union membership increased by 19,000 to 6.23 million. Despite a fall in union membership in the public sector by 51,000, membership in the private sector increased by 70,000.

Because of an increase in the total number of employees, union density – the proportion of employees who are members of unions – fell slightly to 23.2 per cent. Density in the private sector increased slightly to 13.5 per cent but fell in the public sector to 51.8 per cent.

Collective bargaining coverage fell slightly to 26 per cent. It also fell in the public sector to 57.6 per cent but increased in the private sector to 15.2 per cent. Union density among employees covered by trade union collective bargaining agreements was 52 per cent.

The average age of union members continues to rise. Almost 40 per cent of trade union members are aged over 50, but fewer than 1 in 20 members is aged between 16 and 24. Union density among young workers – those aged between 16 and 24 – fell slightly to 7.8 per cent. Density among workers aged over 50 is 30 per cent.

Despite the headlines there is much evidence that trade unions are committing significant resources to organise workplaces and recruit members. Collectively, trade unions have recruited well over 300,000 new members in the last year, helping to ensure that overall union membership remains relatively stable.

▼ TGI Fridays workers attend the TUC's A New Deal for Working People national demonstration in Hyde Park, London
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Supporting stronger unions

Over the last year the TUC continued to support unions to increase their capacity to organise and campaign effectively. The partnership with Manchester College to deliver organising training to union staff continued and the TUC delivered another successful Leading Change programme. During 2018 the TUC will be reviewing the content of Leading Change with the intention of relaunching the programme in 2019.

Resolution 72 agreed at Congress 2017 called on the General Council to develop a new model of trade unionism that reasserted trade union values and organisation, strengthened workplace membership and activism and brought forward a younger generation of members and activists. Resolution 71 also called for action on recruitment to extend the reach of unions. The special feature on Young People in this report to Congress describes how the Reaching Out to Britain's Young Core Workers project is addressing the terms of these resolutions.

Resolution 73 called on the General Council to support the expansion of collective bargaining to enable unions to negotiate with employers on an equal footing and ensure that workers have a strong collective voice. In May, the TUC Executive agreed a paper that set out work programme aimed at addressing how unions can organise more effectively and expand collective bargaining. The work will focus on developing policy asks under three headings: organising and access rights; bargaining at enterprise level; and boosting sectoral arrangements.

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Digital development

In 2017-18 the TUC has expanded its digital development and campaigning offer to member unions, both in terms of direct support and in helping to develop and share best practice.

Working with Prospect, we trialled new approaches to organising with hard-to-access workers. A month-long pilot was undertaken for a prototype digital organising tool, designed in close collaboration with Prospect reps in the video effects industry. The mobile-first tool made use of a 'kick-starter' approach to recruitment. The project brought lots of useful results and learning. We have started discussions with other member unions about potential future pilots.

The TUC has also widened its online campaigning offer to affiliate unions. During the year this has included supporting Unite's campaigns at Premier Inn and TGI Fridays and BFAWU members at McDonald's. Running actions in support of member unions has also grown a useful supporter database, which the TUC can use to mobilise a wider community to support affiliate unions' campaigns and disputes.

5.3 SPECIAL FEATURE: YOUNG PEOPLE

A priority in our 150th year has been reversing the decline in young people joining trade unions, and showing the union movement standing up for younger workers.

Young Workers Forum

In 2018 the TUC Young Workers Forum campaigned for more high-quality apprenticeships. The forum used FOI requests to reveal that one in seven apprentices were not paid the apprentices' minimum wage (£3.50 per hour) in 2016-17. In November, Forum members met with the shadow skills minister and the Forum chair gave evidence to the APPG on apprenticeships alongside TUC staff.

TUC Young Workers Month in November 2017 saw a number of events for young workers around the country, including a webinar for reps on the key issues facing young workers. The TUC facilitated the campaign on social media, using #YWM17 to amplify the voices of young trade unionists through blogs, videos and case studies on issues such as pay, insecurity at work and organising.

Campaigning for young workers

In the last 12 months, we have seen a number of high-profile campaigns led by young and precarious workers. This

includes the unprecedented McStrike, led and organised by young BFAWU members at McDonald's, and the strikes by Unite members at TGI Fridays about tipping policies. And industrial action by UCU members in universities led to a surge in union membership, with many of the new members being young lecturers on insecure contracts.

To mark the TUC's 150th anniversary, we highlighted the widening gap between younger and older workers over the past 20 years – and the need to get young workers into unions. The generational pay gap has nearly doubled since 1998, from £3,140 to £5,884 a year. The TUC report *Stuck at the Start* looked at how wage stagnation, young workers' concentration in low-paid jobs, their lack of opportunities to access the right qualifications, increasing insecurity at work and their lack of a voice in the workplace has meant many young people are getting stuck, rather than progressing in their working lives.

We also continued to stand up for young parents. As the school year started, we revealed that nearly half of young parents in low-paid work are struggling to manage work and childcare. Nearly two-thirds are not aware of the right to unpaid parental leave, and over 40 per cent felt penalised by bosses when asking for flexibility at work. The TUC continues to work with member unions to run workplace campaigns on family-friendly rights and security in the service sectors.

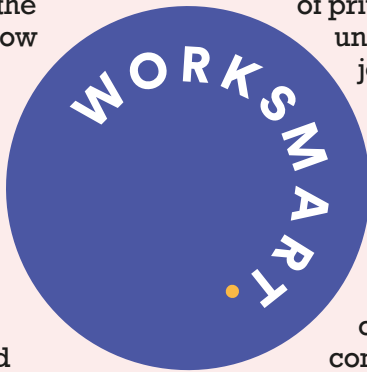




Innovating to recruit more young workers

This year we have continued to develop new ways of getting young workers into trade unions. We have worked with consultants Good Innovation to develop a new model of collective organising that is attractive for younger workers. Our target group is workers aged 21–30, working in the private sector, on low to average wages.

After the initial prototyping stage, we decided to focus on one concept: job progression. Young workers told us they wanted to get on in life, but don't know how to go about it. We decided to build an offer around job progression that also brings down the barriers to collective organising. Throughout, we tested our ideas face-to-face with young workers – and their feedback led our thinking. After a second round of prototyping to flesh out the concept, we launched a nine-month pilot of an app-based offer called WorkSmart.



We publicly launched the pilot of WorkSmart on the TUC's 150th anniversary in June 2018. It was well received in the media and by stakeholders. More than 1,300 young workers in the private sector signed up for early access – more than enough for the pilot, which is intended to show that the model works rather than be as big as possible. A number

of private sector unions have joined a steering group for this project.

During the pilot we will create packages of tools and content on topics that young workers are interested in: getting on in work; building better relationships at work; and knowing your rights at work. WorkSmart is all about bitesize content that is easy, timely, action-orientated and fun. We want young workers to engage frequently so that we can get to know them. And then we can raise their awareness of and interest in unions and invite them into union membership.

WorkSmart Extra is the next phase of WorkSmart – and we are still building it, with the involvement of TUC member unions. At this point we think that WorkSmart Extra will feel like upgrading to a premium version of an app, and will offer young workers

full union membership in a participating union. Young workers will become part of a digital branch within their union.

The TUC and our member unions are co-designing this process and how digital branches could work. This will involve identifying user journeys, segmenting WorkSmart users by workplace and industry, and ensuring digital branches can be integrated into existing union structures and rules. And we hope that union organisers can begin to work with the digital branches to identify emerging leaders and workplace issues.

We hope that the pilot will show that WorkSmart and WorkSmart Extra can offer a new way into trade unions for young workers, and a new opportunity to organise young workers. The pilot ends in February 2019, after which the TUC will need to decide if there is a case to roll out the programme to many more young workers.

STRONG UNIONS

»TUC Education has an unrivalled reach into Britain's workplaces to provide high-quality education and training for workplace reps.«

We have organised a number of digital seminars and webinars to help union staff exchange experiences and learn from best practice. Topics have included digital organising, effective email communications and social video techniques. The TUC digital team has run social media and video workshops for union activists at regional events and statutory conferences.

5.4 TUC Education

TUC Education has an unrivalled reach into Britain's workplaces to provide high-quality education and training for workplace reps. Unions representing major public and private sector employers from across the economy send reps for training. Almost all unions take part in the programme, which is recognised for integrity, quality and innovation.

In 2017 there was a further dip in numbers of reps trained to 23,250, down 1,622 (6.5 per cent) on the 2016 figure. The number of reps making use of our new online learning offer of e-learning courses, eNotes and webinars during 2017 was 5,384, bringing the total for reps accessing training to 28,634. This remains a considerable programme of training, especially as paid release is under great pressure in both the public and private sectors. New developments in the use of digital learning, coupled with a firm commitment to reach out to reps with a flexible offer has meant that real progress is being made.

What we offer to reps

A new strategy for supporting and enabling union reps to access TUC Education is well underway. Several approaches have been developed to increase participation in online and blended provision and continuing developments to support ongoing face-to-face training opportunities for union reps. We are seeking to ensure as many reps as practicable are accessing trade union education and securing appropriate paid release to do so.

eNotes are a great resource to help union reps keep up to date on key workplace issues. Each eNote is a self-contained e-learning module that includes a mixture of text, video and quizzes. They last between 20 and 45 minutes and can be returned to as many times as

you want. There are currently over 30 eNotes on the TUC Education website covering health, safety and wellbeing, equalities, building unions, employment rights at work and union learning. Around 10,000 reps are registered to use eNotes.

The use of webinars to reach out to union reps with interactive briefings is popular. To date 5,517 reps have taken part in webinars, with topics that include:

- › wellbeing in the workplace
- › occupational cancer
- › young workers and unions
- › organising at work
- › sexual harassment
- › gender pay gap.

New additional programmes have been developed for reps for fully online study, as a resource for classroom-based provision, or for blended learning. Union Reps 1, Health and Safety 1 and Union Learning Reps 1 and 2 are all now available. These online programmes can be independent of public funding and can accommodate thousands of learners. They can be accessed by reps as soon as they take office and are not dependent on class sizes or college timetables.

3,319 reps have taken part in these new fully online courses and demand continues to increase from a mixture of potential reps, new reps and reps wanting to refresh their skills. Twenty per cent of reps taking part in the online courses are under 35 (this compares to a rate of 10 per cent of all union reps aged under 40) and 45 per cent are women (compared to 33 per cent of women union reps taking part in classroom courses).

Exeter University was commissioned to assess the impact on union reps of the Ufi-funded project online resources. The principal objective of the impact study was to assess the effectiveness of the methods and content used to deliver the knowledge and skills necessary for union reps to perform their role. Some key messages from the report:

- › Attitudes to online learning are extremely positive, with flexibility seen as a key benefit.
- › The courses are popular and effective, with the vast majority of learners reporting that studying the new courses had improved their ability to carry out their union role 'somewhat' or 'to a great extent'. And more than half of learners felt that their understanding of the role had improved 'to a great extent'. Those with the lowest levels of prior ability were more likely than average to report improvements in their knowledge and skills.

- › Almost two-thirds of learners had applied what they had learned in the workplace and stated that the courses had improved their confidence and ability.
- › More union support is needed for reps taking part in online courses, eg help with negotiating facility time.
- › The need to link to face-to-face events/courses and lack of interaction with peers and tutors were the most frequently mentioned disadvantages.

Union Professional Development Programme

This year the Union Professional Development Programme, through TUC Education, trained 583 union officials, an increase of nearly four per cent. The programme is combining more flexible learning options with traditional classroom-based events and has this year featured new courses including Dealing with sexual harassment, a two-day course developed from the successful workshops of the same name that were delivered around the country. Our Employment law, Mental health at work, Understanding social media, Trade union history and Project management courses continue to prove popular with affiliates.

During 2018 we will overhaul the entire offer to union professionals and create a focus group of union officers and staff to survey opinions and gauge changes in their work to ensure the programme continues to meet their needs.

International and European partnerships

TUC Education continues to be involved in transnational work reflecting TUC priorities. Tutors attend and teach on courses organised through the European Trade Union Institute.

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TUC EDUCATION SERVICE STATISTICS 2017

Table 1: Union workplace reps, courses, 2017

Region	Union Officials		Safety Representatives		Specialist courses	Short courses	Totals
	Stage 1	Stage 2	Stage 1	Stage 2			
South & East	4	8	9	3	8	369	401
South West	4	0	3	2	3	43	55
Midlands	15	3	9	6	3	347	383
Yorks & the Humber	5	3	4	4	10	145	171
North West	44	18	35	21	23	272	413
Northern	3	2	4	4	2	36	51
Wales*	25	21	21	13	11	149	240
Scotland	4	3	13	7	21	125	173
Northern Ireland	12	6	9	4	34	21	86
Totals	116	64	107	64	115	1,507	1,973

* Funded by Welsh government

Table 2: Union workplace reps, students, 2017

Region	Union Officials		Safety Representatives		Specialist courses	Short courses	Totals
	Stage 1	Stage 2	Stage 1	Stage 2			
South & East	49	99	95	42	99	4,708	5,092
South West	50	0	44	13	28	560	695
Midlands	176	67	100	66	32	3,615	4,056
Yorks & the Humber	46	25	44	40	87	1,934	2,176
North West	550	197	370	186	279	3,521	5,103
Northern	25	41	58	43	16	480	663
Wales*	299	243	230	125	90	1,520	2,507
Scotland	26	18	135	62	259	1,321	1,821
Northern Ireland	172	62	113	38	516	236	1,137
Totals	1,393	752	1,189	615	1,406	17,895	23,250
Women (%)	33.09	35.77	27.84	24.39	47.80	39.30	38.34

* Funded by Welsh government

Table 3: Short course students by generic course title, 2017

Generic title	Students
Industrial Relations/Collective Bargaining	7,739
Health and Safety	4,430
Induction	2,433
Equality	933
Information Communication Technology	376
Skills/Languages	300
Mental Health Awareness	270
Pensions	263
Organising and Recruitment	214
Other*	937
Total	17,895

* Other courses include those organised in response to union requests

Table 4: TUC day-release and short courses provision, 2000-17

Year	Union Officials Stage 1 & 2		Health and Safety Stage 1 & 2		Follow-on/ specialist		Short courses		Evening classes		Totals	
	Courses	Students	Courses	Students	Courses	Students	Courses	Students	Courses	Students	Courses	Students
2000	348	3,977	463	5,692	132	1,589	1,182	15,079	373	4,469	2,498	30,806
2001	307	3,560	430	5,264	118	1,379	1,570	19,157	282	3,111	2,707	32,471
2002	328	3,460	397	4,925	390	4,107	1,902	21,427	53	680	3,070	34,599
2003	288	3,161	404	4,502	562	5,252	2,135	23,873	85	1,058	3,474	37,846
2004	309	3,413	398	4,715	558	6,057	2,367	27,176	112	1,180	3,744	42,541
2005	279	2,917	353	4,021	487	4,800	2,954	33,561	82	1,203	4,155	46,502
2006	262	2,784	339	3,778	316	3,032	2,854	38,585	79	933	3,850	49,112
2007	268	2,667	355	3,781	359	3,730	3,097	41,085	130	1,367	4,209	52,630
2008	213	2,251	284	3,105	302	4,537	3,359	46,466	147	1,298	4,305	57,657
2009	202	2,155	294	3,120	314	3,105	4,018	48,483	155	1,458	4,983	58,321
2010	210	2,194	252	2,710	246	2,904	3,510	47,888	168	1,467	4,386	57,163
2011	188	1,969	240	2,522	213	2,148	2,847	39,758	134	1,550	3,622	47,947
2012	182	1,986	236	2,468	275	2,716	3,166	43,375	159	1,653	4,018	52,198
2013	212	2,241	211	2,216	219	2,336	2,592	35,589	144	1,374	3,378	43,756
2014	239	2,604	209	2,090	180	1,941	2,214	26,609	147	1,487	2,989	34,731
2015	179	1,986	164	1,667	147	1,499	2,085	23,969	128	1,247	2,703	30,368
2016	147	1,652	125	1,344	177	2,024	1,585	18,732	93	1,120	2,127	24,872
2017	180	2,145	171	1,804	115	1,406	1,455	17,383	52	512	1,973	23,250

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Table 5: Percentage take-up of places on TUC 10-day and short courses, 2017

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

Total affiliated membership	5,552,249
Total number of students attending TUC Day-Release Courses	5,355
Total number of students attending TUC Short Courses	17,895

Union	Percentage of total TUC membership	Percentage take-up of TUC places	
		10-day courses	Short courses
Unite	22.56	16.81	24.92
Unison	21.85	9.21	20.41
GMB	10.89	12.10	16.10
NEU	8.35	0.52	0.64
USDAW	7.83	10.05	13.57
NASUWT	5.32	0.11	4.31
CWU	3.43	1.40	3.71
PCS	3.34	3.83	6.87
Prospect	2.53	0.84	0.39
UCU	1.88	1.03	2.74
RMT	1.52	1.81	0.08
EIS	0.97	0.02	0.46
Equity	0.75	0.02	0.02
CSP	0.72	0.99	0.25
RCM	0.64	0.02	0.92
FBU	0.61	1.08	2.16
Community	0.57	0.11	1.33
MU	0.55	0.00	0.00
NUJ	0.55	0.02	0.00
POA	0.54	0.58	0.10
NAHT	0.52	0.00	0.01

TUC Educational Trust

The TUC Educational Trust supports trade union education through:

- › bursaries for students at Ruskin College, Coleg Harlech and Northern College
- › supporting programmes at Keele University
- › supporting trade union learners in the classroom
- › supporting trade union learners working online
- › Union Women Professionals Summer School bursaries (with the support of the Mary Macarthur Trust).

5.5 Skills at work

Unionlearn and the Union Learning Fund

Over the past year, union learning has continued to add value to union membership and individual unions have successfully delivered on this agenda with the support of the Union Learning Fund (ULF) and unionlearn. Throughout the year the TUC made representations to the government about maintaining public funding for union learning and welcomed the commitment made by the chancellor in the November 2017 budget statement.

In the year to March 2018 unionlearn supported a total of 188,000 learners via the union route. ULF projects accounted for 75 per cent of this total by supporting 141,000 learners, which was 11,000 more than the targets set in their operational plans. The learning and training delivered by ULF projects is diverse, including: 28,000 English and maths learners; 20,000 ICT learners; 26,000 people undertaking continuing professional development courses; and 21,000 people engaging in informal adult community learning. In addition, ULF projects recruited over 5,000 apprentices and supported over 13,000 apprentices in this period.

Unionlearn is responsible for managing the ULF projects, including the annual assessment and award of bids, regular project monitoring and a range of direct support activities for unions. Over the past year 25 ULF projects were approved, amounting to £9.7m.

Unionlearn periodically commissions independent surveys of learners benefitting from learning and training opportunities facilitated by ULF projects. In early 2018 a major survey of learners from ULF Rounds 17 and 18 was conducted by the University of Exeter and this identifies a wide range of positive impacts for both employees and employers from their engagement with union learning, including:

- › two-thirds of learners said they would not have taken part in the learning or training without the support of their union
- › 73 per cent reported being more confident in their abilities and 77 per cent were keen to undertake further learning and training
- › 9 out of 10 participants gained at least one new skill, nearly two-thirds gained a qualification, and 1 in 4 gained promotion or greater responsibility in their current job
- › ULF learning and training delivered an estimated net contribution to the economy of £3.3bn over a two-year period as a result of a boost to jobs, wages and productivity
- › participation in the ULF boosts union membership – one in two of non-union members engaging in union learning go on to join a union and 28 per cent of all ULF participants go on to take up a role as a union rep.

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In addition to providing support for ULF projects, unionlearn supports union learning through a range of other initiatives, including:

- › support for wider union activities on learning and skills outside of the ULF
- › helping unions engage in, and promote, high-quality apprenticeships, including advising unions on the impact of the levy
- › developing online English and maths assessment tools for ULRs
- › the union learning Climbing Frame, a free website developed for ULRs to help support learners
- › the Mid-life Career Review project, which is supporting ULRs to help individuals review their life and career plans
- › a project to support ULRs to develop pathways to higher learning for union learners
- › support and briefing for union representative on a range of skills bodies.

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

5.6 Trades councils/UWCs

Our trades councils continue to support key trade union campaigns and maintain a trade union profile in local communities. Trades councils were central players in dozens of events to mark International Workers' Memorial Day and May Day and have supported union and community group campaigns on housing, health and other public services.

During heartunions week trades councils organised over 50 street stalls to support the BFAWU campaign to win recognition and rights for workers in McDonald's.

A total of 147 trades councils registered with the TUC, a tribute to the continued efforts of local trade union activists, including one new trades council in the south-west - Mendip TUC.

TUC unemployed workers' centres continue to feel significant financial strain, with one of the most effective centres, the Derbyshire UWC in Chesterfield, having its resources slashed by Derbyshire County Council. Trades councils and trade unions have supported campaigns to reinstate funding.

5.7 Global solidarity

Global union organisations

The TUC belongs to the European Trade Union Confederation (ETUC), the International Trade Union Confederation (ITUC) and the OECD's Trade Union Advisory Committee (TUAC).

TUC representatives on the ETUC Executive Committee are Frances O'Grady (also on the Steering Committee), General Council Europe spokesperson Steve Turner, Sally Hunt and Dave Prentis. The Pan-European Regional Council executive met in March: Steve Turner, Sally Hunt and Frances O'Grady are the TUC members. The TUC European Network brought together union European officers in September, January and June, focusing on Brexit, trade policy and the European Pillar of Social Rights. The TUC is represented on the EU Economic and Social Committee by Nick Crook (UNISON), Brian Curtis (WTUC), Diane Kelly (UNISON), Martin Mayer (Unite), Judy McKnight (convenor), Amarjite Singh (CWU), Agnes Tolmie (STUC) and Kathleen Walker-Shaw (GMB).

The ITUC General Council, where Frances O'Grady (also on the Executive Bureau) and General Council international spokesperson Sally Hunt represent the TUC, met in Brussels in November and in London in May, in preparation for the four-yearly congress in December. In April, Owen Tudor took part in an ITUC

mission to South Africa to consider the application for membership of the new South African Federation of Trade Unions, which remains under consideration. In June, the Executive Committee agreed to nominate Sharan Burrow for re-election as general secretary and agreed a delegation to the congress in July.

As part of the ITUC's Commonwealth Trade Union Group (CTUG), the TUC hosted a delegation of 10 trade unionists from Africa, Asia and the Caribbean ahead of the Commonwealth Heads of Government Meeting held in London in April. Delegation members spoke at business and civil society events; met with development NGOs, human rights organisations and shadow ministers; and participated in a TUC seminar on the role of unions in delivering the sustainable development goals. The TUC participated in the CTUG annual meeting in Geneva in June.

Frances O'Grady represents the TUC on TUAC, which met in December and June. The TUC participated in TUAC's work on OECD policies on macro-economics, skills, business and human rights, and the G7 and G20. In December, Pierre Habbard was elected as general secretary with TUC support. Frances O'Grady attended the L7 meeting in Canada in April.

Global solidarity

The TUC continues to work in solidarity with unions around the world, as demonstrated by the following country reports, but we have also continued to support trade unionists in many other countries, and work closely with organisations like Amnesty International, the Cuba Solidarity Campaign and the Palestine Solidarity Campaign. Our annual bilateral meeting with German trade unionists, supported by the Friedrich Ebert Stiftung, will take place after Congress.

Bangladesh: The TUC pushed hard for British companies to sign the new Bangladesh Accord for Fire and Building Safety, after former signatories were slow to commit. The vast majority of the brands eventually agreed to back the new Accord, which will run for four years, or until the government can take over the role of properly enforcing international labour standards in its factories. The TUC is heading an ETI project in Bangladesh to help factory-level unions respond effectively to workplace abuses, and to help the country's many garment union federations work together.

Brazil: The TUC has worked with CUT to secure the release of former President Ignacio 'Lula' de Silva, frontrunner for the country's 2018 presidential elections, who has been imprisoned for 'undetermined' crimes. The TUC will work with

Lula's legal team to raise funds and send UK delegations to visit Lula. The TUC staged protests outside the Brazilian embassy in April and May, demanding Lula's release.

Colombia: The TUC continued to support Justice for Colombia, which held its inaugural 'peace monitor' delegation in April. The peace process looks in danger as the newly elected president talks about renegotiating its terms. When the OECD considered Colombia's application to join, the TUC wrote to the UK government detailing the human rights situation faced by trade unionists in Colombia. Efforts by unions to prevent the accession delayed it but Colombia was eventually admitted and we plan to monitor its pledge to respect human and trade union rights.

Korea: The TUC supported the ITUC global day of action in February calling for the release of the imprisoned former president of the Korean Confederation of Trade Unions (KCTU) Han San-gyun and former general secretary Lee Young-Joon. The TUC president met officials at the Korean embassy in London while a TUC protest took place outside. Due to such international union campaigns Han San-gyun was released in May after three years in prison.

STRONG UNIONS

▼ A worker at the construction site of the Al Wakrah Stadium in Qatar
© Tass/PA Images



Palestine: In January the TUC president spoke at a conference hosted by Tunisian trade unions in solidarity with Palestinian unions in the face of the USA's decision to recognise Jerusalem as the capital of Israel. In May, the TUC general secretary wrote to the foreign secretary to condemn the attacks by Israeli forces in Gaza. And following a Women's Conference resolution, the general secretary has sent a solidarity message to Ahmed Tamimi and written to the foreign secretary about girls and women in Palestine being denied fundamental rights.

Qatar: After years of trade union campaigning, including the TUC's Playfair Qatar, the government there agreed to carry out fundamental labour law reforms to end modern slavery. A raft of concessions – including a minimum wage, abolition of exit visas (as called for by resolution 76 at Congress 2017), the introduction of elected worker representatives in all workplaces and the creation of an ILO office in Doha – were promised in negotiations with the ITUC. In return, the ITUC has removed its ILO complaint against Qatar.

Somalia: Violations of human and trade union rights continue unabated. Leaders of the Federation of Somali Trade Unions (FESTU) have been attacked and vilified by security services to discredit and destabilise independent trade unions, and stifle press freedom. In support of FESTU's struggle, the TUC has facilitated meetings with the FCO, shadow ministers and peers. The TUC is working closely with Alex Mayer MEP to hold the EU to account in its dealings in Somalia.

Turkey: Following resolution 75 from Congress 2017 on solidarity with progressive forces and the Kurdish people, the TUC is organising a delegation, likely to take place in the autumn. In January the TUC took part in a Solidarity with the People of Turkey conference on the state of emergency. In February a TUC delegation to the Turkish embassy handed in a letter about the peace process and workers' rights in Turkey, which was refused by Embassy staff and returned when sent by post. The TUC continues to support the Freedom for Ocalan Campaign.

TUC Aid

TUC Aid, our charitable arm, continues to support delivery of our international development objectives. Trustees met in October, January and April. The Trade Union Unit Trust (TUUT) Charitable Trust continues to make generous contributions

towards funding TUC Aid projects. To strengthen this relationship, Sally Hunt is now a trustee of the Charitable Trust, and David Sachon has become a TUC Aid trustee.

Projects underway include:

- › Supporting the Guatemalan banana workers' union SITRABI to establish new unions in the non-unionised southern plantations. Progress had been made to deliver organising, education and training skills for representatives to protect workers who join the union.
- › A three-year programme of disability rights training and advocacy in Ethiopia, cementing the Disability Champions model into Confederation of Ethiopian Trade Unions' (CETU) affiliates; the establishment of a CETU Disability Committee; and inclusion of disability employment issues in collective bargaining agreements.
- › Supporting the National Garment Workers' Federation in Bangladesh to provide training for women trade union members in employment rights, organising and awareness of the political and social dimensions of gender discrimination.

In May, TUC Aid supported a visit by Vimbai Mushongera from the Zimbabwe Congress of Trade Unions to address the British Zimbabwe Society conference and meet Commonwealth officials, politicians, trade unionists and campaigners.

5.8 Wales TUC

The Wales Trades Union Congress is responsible under rule for Welsh matters, including everything within the powers of the Welsh government. In these areas Welsh Congress decides policy and Wales TUC General Council decides implementation.

This allows the Wales TUC to play a key social partnership role with Welsh government and deliver some important advances for Welsh workers. Examples include:

- › the Trade Union (Wales) Act, which protects Welsh public services from significant parts of the UK Act
- › the ethical employment code, which works to prevent blacklisting and other employment abuses on Welsh public contracts and supply chains
- › the first minister's commitment to make Wales a fair work nation and declaration that government policy is to see the extension of collective bargaining and access to trade unions throughout Wales

- › the 'economic contract' whereby all Welsh government support to industry (grants/loans/tax breaks etc) comes with the requirement that supported companies provide fair work – including a collective voice for the workforce through recognised unions

- › Better Jobs Closer to Home, whereby Welsh government procurement contracts are not put out to tender but used to create government employment hubs in disadvantaged areas.

5.9 English regions

Regional TUCs continue to influence local and regional bodies, promoting and supporting a number of initiatives and campaigns that lead to improving the quality of working life.

The Better Health at Work Award run by the Northern Region TUC continues to perform well, with 380 employers signed up to the wellbeing programme with direct reach of 240,000 workers and 2,500 health advocates trained. The TUC contributes to a range of strategic forums and has submitted responses to the Tees Valley employment and skills strategy, the North of Tyne Devolution consultation and a regional Brexit Sector Impact Analysis report. Equalities groups in the region held their first equalities conference this year.

STRONG UNIONS

The highly effective Dying to Work campaign led by the Midlands TUC continues to grow thanks to the work of our affiliates. Over 650,000 workers in the UK are now covered by the Voluntary Charter, which was launched less than two years ago. Those who have signed include a number of local authorities, NHS trusts, fire and rescue services, college and universities and the Welsh government, along with some of the biggest names in industry such as Rolls-Royce, E-on, Bombardier, Santander, Legal & General, Severn Trent Water, Royal Mail, The Co-op Group and Weetabix Limited. Politically commended in a report in the European Parliament, the campaign seeks to obtain greater employment protection for terminally ill workers, and with unions' ongoing support the campaign continues to grow.

The election of metro mayors in Manchester and Liverpool has provided an opportunity for the TUC to work with the local political leadership to push for improved standards at work through the development of employment standards' charters, aligned to the *TUC Great Jobs Agenda*.

The North West TUC organised a full programme of events in conjunction with the Mechanics Institute to celebrate the TUC's 150th anniversary. Almost 2,000 people attended events over the course of the anniversary week including conferences, music and theatre, and a civic reception for 150 local trades unionists.

The London, East and South East region (LESE) continues to hold regular dialogue with the Mayor of London, including engagement on the Good Work Standard, supporting the TUC Great Jobs Agenda, and stressing the need to include a strong commitment to guaranteeing effective union access to workplaces to talk to workers.

To mark the anniversary of the Grenfell disaster, the TUC LESE regional executive is looking to support practical work to deliver affordable, quality and safe housing for all.

This year's Tolpuddle Festival was preceded by the reopening of the Shire Hall in Dorset, where visitors can witness the conditions the martyrs were kept in during their trial. The South West TUC is working well with the Bristol Mayor to promote high standards at work through the Bristol Better Jobs campaign.

The TUC is supporting union industrial campaigns to highlight the threat to advanced engineering and cutting-edge aerospace jobs, plus the risk to the Cornish economy from future funding cuts and lack of labour, including a major rally over pay supported by the relatively newly formed Cornwall Trades Council.

Yorkshire and the Humber TUC has played a key coordinating role in bringing trade unions and community organisations together with local councils and business leaders to agree priorities for decentralisation, with all parties committed to a 'One Yorkshire' deal as soon as possible, highlighting skills, transport and the impact of Brexit.

Just transition is central to establishing a taskforce to plan and deliver a training plan for trade union representatives in conjunction with the Greener Jobs Alliance, local enterprise partnerships, employers and universities to deliver a project plan to deal with climate change and a just transition for workers and their communities. Aiming to sustain, train and develop new highly skilled great jobs in Yorkshire and the Humber is paramount to the project.



6

SECTION 6
TUC
ADMINISTRATION

TUC ADMINISTRATION

▼ A section of *Solidarity Screen*, a public artwork by Eva Berendes
© James Brittain/Hugh Broughton Architects

6.1 Developing the TUC

The TUC is adapting to meet its external challenges by investing in its building and systems. This will help achieve more secure finances over the longer term and ensure that we remain a great place to work so that we can deliver everything we undertake on your behalf.

Our people, learning and development

Following a period of redundancies in the face of cuts, we've had a more stable period for staff. Our new regional policy and campaign support officers are working effectively with unions in regions. We've introduced some new roles and trained staff to build our digital capability and to strengthen our Brexit campaign. We continue to invest in staff development, most notably in a programme for all line managers and development for campaigners and communicators across the TUC. We were happy to report a zero per cent gender pay gap during the year.



Brand refresh

The TUC launched a refreshed visual identity, strapline and brand values at Congress last year. The rebrand won an industry commendation for our designers, Lloyd Northover. We have rebranded publications, display materials, signage and livery at Congress House and in the regions and Wales. We also extensively redesigned and restructured the TUC website. Extensive user testing has helped provide a clearer campaigning focus and an improved introduction to trade unionism for non-members who are seeking to join a union.

Congress House improvements

Second only to our staff, Congress House is our biggest asset and we have a duty to the wider movement to make the best possible use of this resource. We completed a major programme of work on the south side of the building to create The Rookery office space, which we are actively marketing with the aim of increasing income from tenants. The Rookery features *Solidarity Screen* – a public artwork by Eva Berendes to commemorate our 150th anniversary.

Congress Centre - a valued venue

Both the TUC and our affiliates enjoy the events, conference and meetings facilities hosted by Congress Centre. Congress Centre provides us with a welcome source of income and exceeded expectations during 2017, despite being limited by noisy building works. We delivered a wide variety of events, from conferences to fashion shows, and appeared in a number of TV series. We continue to receive great feedback and have attracted new clients because of improvements around the Congress Hall, which increased exhibition space and upgraded toilet facilities. We look forward to benefiting from the opening of Crossrail. We continue to look at what more we can do to market effectively and maximise value from the Congress Centre facilities.

IT strategy and information services

Under the banner of our IT strategy, we've completed a project to improve our IT infrastructure, making it more secure, cheaper and easier to work with. We're moving to a new suite of tools to help us work cross-departmentally to deliver our main objectives and improve our file management and data protection compliance. We've improved our virtual meetings using new room facilities. We took the opportunity of the General Data Protection Regulation to refocus

our contact management system, so that going forward the people we contact will be more engaged with our messages. We've all been trained on data protection.

The information line supported over 4,700 public enquiries in 2017, of which more than 70 per cent were from people who wanted to know how to join a union, a higher percentage than last year.

Senior staff

In January 2018 head of equality and strategy Alice Hood returned from maternity leave and recommenced the role as a job-share with former head of economic and social affairs Nicola Smith, who was returning from family leave.

6.2 Affiliations and mergers

In February 2018 Staff Union West Bromwich Building Society transferred its 500 members into Community. In April 2018 the National Society for Education in Art and Design affiliated its 2,000 members to the TUC. In May 2018 NACO transferred its 1,200 members into Sata (a division of Usdaw). The National House Building Council Staff Association affiliated its 700 members to the TUC in June 2018. In July Britannia Staff Union transferred its engagements and 1,000 members to Unite.

6.3 Congress awards

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

Congress Award for Youth

Lauren McCourt
BFAWU

Health and Safety Rep Award

Teresa Farmer
GMB

Learning Rep Award

Felicity Pryce-Page
Usdaw

Organising Rep Award

Chris Cuomo
RMT

Women's Gold Badge

Shirley Dunaway
Usdaw

6.4 Congress

The 2017 Congress was held in Brighton. It carried 42 resolutions, 13 composites and 3 emergency resolutions. It also agreed statements on the *TUC Campaign Plan 2017-18* and *Making a Jobs-First, Rights-First Brexit a Reality*.

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6.5 General Council

At the time of writing, the General Council has held seven meetings during the Congress year. At the first meeting, held jointly with the outgoing General Council of the 2017 Congress, Sally Hunt was elected as chair and she will preside at the 2018 Congress. It was agreed that the Executive Committee should be composed of the existing members, with the exception of John Smith (who had retired in February 2017), Jane Carolan and Mohammad Taj, with Kevin Courtney, Mark Dickinson and Steve Gillan joining the Committee.

In June 2018 Eddie Saville retired from the General Council, and John Hannett and Fiona Wilson retired from the General Council and Executive Committee.

During the course of the year, the General Council's work has centred around campaigns on Brexit and a New Deal for Working People.

The General Council lead responsibilities for the year 2017-18 were as follows:

Overall responsibility as lead spokesperson for the TUC

General Secretary
Frances O'Grady

Senior representative throughout the Congress year

President
Sally Hunt

Specific areas of responsibility

Disabled workers

Seán McGovern

Environment and sustainable development

Sue Ferns

Europe

Steve Turner

Health and safety

Liz Snape MBE

International development

Gail Cartmail

International relations

Sally Hunt

Learning and skills

Mary Bousted

Lesbian, gay, bisexual and transgender rights

Maria Exall

Public services

Dave Prentis

Race equality

Gloria Mills CBE

Trade Union Councils

Matt Wrack

Women

Vicky Knight

Youth

Craig Dawson

Developing the General Council and Executive Committee

In January 2018 the Executive Committee met for an extended strategic session to consider the role and structure of the TUC, as required by resolution 77. It decided to reduce the number of Executive Committee meetings from eleven to seven, in order to make room for extra strategic sessions each year, adopting new statements of purpose to guide the EC and GC's work, to set out a theme and programme for General Council meetings towards the start of each Congress year, and to convene more informal roundtables on subjects of common interest such as union staff superannuation schemes. At its meeting in July the General Council agreed the *TUC's Campaign Plan 2018-19*.

6.6 Working together

During the year, a small executive working group (EWG) considered revising the TUC's disputes principles and procedures and how to implement resolution 78 from Congress 2017 on the TUC's role in industrial disputes and reported to the EC. Their recommendations were subsequently brought to and agreed by the GC in July.

▼ Dawn Butler MP, shadow minister for women and equalities, speaking at this year's TUC Women's Conference in London
© Janina Struk/reportdigital.co.uk



The EWG noted that where unions are involved in joint campaigns, including potential industrial action campaigns, there could be a positive value in agreeing joint working arrangements. Such an agreement could enable unions to reach a common understanding on strategy, including likely scenarios for settlement, before such joint campaigns are launched. Such a joint working arrangement could also be used to inform the General Council/general secretary when considering any joint or individual union requests for assistance. Notwithstanding this, it is the case that the General Council / general secretary will consider the basis on which

any assistance should be offered; the different forms of assistance that could be offered; and the potential impact on unions should requests for such assistance be offered or denied. This may particularly be the case where a union or unions may be engaged in a similar trade dispute, at the same time, with the same employer.

A new clause was added to the dispute principles and procedures to encourage unions to consider such joint working arrangements, and the approach outlined above endorsed by the General Council.

In addition, in July 2018 the Executive Committee held a strategic discussion on how unions could better bargain and organise collectively.

6.7 Women's Conference

A wide-ranging TUC Women's Conference covered motions ranging from the impact of Brexit on women and equal pay to sexual harassment and human rights abuses in Palestine. Conference heard a keynote speech from Dawn Butler MP, shadow minister for women and equalities, and a panel discussion on sexual harassment. A motion on sexual harassment was chosen to go to Congress.

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▼ Neville Lawrence was one of several high-profile speakers at this year's TUC Black Workers Conference in London
© Oli Scarff/Getty Images

6.8 Black Workers Conference

The TUC Black Workers Conference celebrated its 25th birthday this year. It was chaired by Michelle Codrington Rogers, and the general secretary addressed the conference. Other speakers were Neville Lawrence, Lord Herman Ouseley, Jenny Bourne (Institute of Race Relations), Moyra Samuels (Justice4Grenfell) and Chidi King (director of equalities, ITUC).



6.9 Disabled Workers Conference

The Disabled Workers Conference was chaired by Seán McGovern, Janine Booth, Many Hudson and Tony Sneddon. Conference was addressed by deputy general secretary Paul Nowak and the shadow minister for disabled people and former committee member Marsha De Cordova. The conference held a well-received panel discussion on the United Nations Convention on the Rights of Persons with Disabilities, hearing from experts from the Equality and Human Rights Commission, Inclusion London and Disabled People Against the Cuts. The conference selected Stop and Scrap Universal Credit as the motion to go to Congress 2018.

Resolution 79 called on the TUC to find an alternative venue for the Disabled Workers Conference until Congress House was brought up to the standard where it could more easily accommodate its conference delegates.

Although the Congress Centre is compliant with legal requirements, the TUC acknowledged the longstanding and real concerns from the Disabled Workers Committee. It therefore ensured the Congress Centre underwent a programme

of refurbishments to address many of the concerns raised by delegates to the conference to ensure any future visitors to Congress Centre had their accessibility requirements met.

Additionally, the TUC moved the 2018 two-day Disabled Workers Conference to Bournemouth International Centre.

6.10 LGBT+ Conference

Debates at the TUC LGBT+ Conference covered areas including improving healthcare for LGBT+ patients, tackling harassment and discrimination and the rights of LGBT+ refugees and asylum seekers.

»Key campaigns in the year ahead will include ones on preventing the sexual harassment of young workers, and young people and mental health.«

The conference was chaired by Maria Exall, Dettie Gould, Debbie Hayton and Phil Jones. Deputy general secretary Paul Nowak and TUC president Sally Hunt addressed the conference. Other speakers were Finnish activist Sakris, Clare Moore (equality officer, ITUC), Stephen Wall (chair, Kaleidoscope Trust) and Owen Tudor (head of European And International Relations Department, TUC). A motion on support for gender self-declaration was chosen to go to Congress.

6.11 Young Workers Conference

A hugely positive and dynamic Young Workers Conference enjoyed strong discussion and debate about the key issues facing young people at work, in the community and in their union. It was chaired by Craig Dawson of GMB and addressed by the general secretary and Lara McNeil. Key campaigns in the year ahead will include ones on preventing the sexual harassment of young workers, and young people and mental health.

6.12 Trades Union Councils Conference

The Trades Councils Conference debated key issues of concern to trade unions in the community. The event was co-chaired by Steve Gillan of the POA and Roger McKenzie of UNISON and heard keynote speeches from Liz McInnes MP and Gareth Lane, lead organiser in the McStrike campaign.

6.13 TUC finances

The annual statement of accounts and balance sheet as at 31 December 2017 is set out in Appendix 3. It shows a total surplus across all funds of £4.075m, including asset revaluations and FRS 102 accounting adjustments. The operating deficit on ordinary activities of £670,000 comprises deficits of £392,000, £8,000 and £270,000 on the administration, development and Congress House dilapidations funds respectively.

Development fund

In 2017 10 per cent of the affiliation fee was allocated to the development fund, alongside some external funding, and was used to promote new work and General Council initiatives. This was used to support a variety of projects, the main initiatives being:

- › great jobs for everyone
- › building the post-Brexit economy
- › reaching out to young workers
- › building a stronger movement
- › standing up for abandoned communities
- › supporting the campaign plan.

The development fund representing all non-unionlearn externally funded projects, together with projects funded by the affiliation fee, showed an operating deficit of £8,000.

Statement of accounts

The administration fund (covering the day-to-day office running expenses and staff costs) produced a deficit on ordinary activities of £392,000, while unionlearn funds broke even. The development fund is shown above, while the dilapidations fund showed

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that £720,000 was spent on the upkeep of Congress House during the year and £450,000 was transferred to the dilapidations fund from the administration fund.

During 2017 our calculated FRS102 pension scheme position moved from a £8,278,000 surplus to £11,936,000. This positive movement of £3,658,000 – together with the operating deficit of £670,000, the gain of £924,000 on sale of fixed assets and investments, net revaluation gain of £130,000 and gain on foreign exchange of £33,000 – has increased the net assets of the TUC from £80,531,000 to £84,606,000, of which £65,498,000 is fixed assets.

Prospects and developments

A budget for the administration fund 2018 has been agreed by the General Council. This showed a projected deficit of £594,059, primarily as a consequence of the pressures on affiliation fee and property income. The General Council approved a 2 pence (0.7 per cent) increase in the affiliation fee to £2.82 pence for 2018.

Our internal audit work in 2017 included a review of the implementation of recommendations from past internal audits to ensure that systems are functioning as expected. During the next 12 months we will review the effectiveness of our management of large projects as well as our procedures for ensuring compliance with tax reporting requirements. The TUC attained Fair Tax accreditation in 2018.

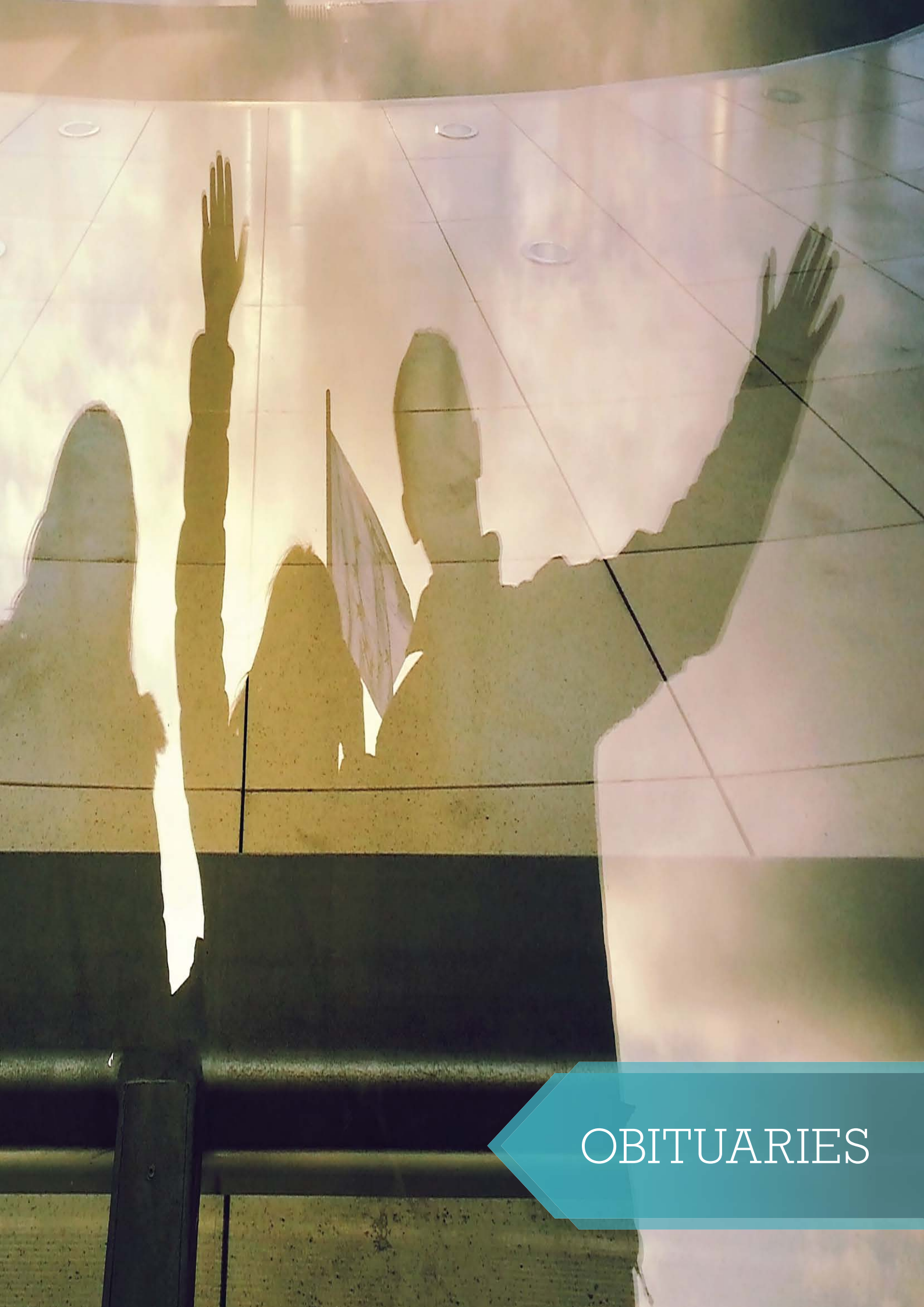
6.14 TUC Library

The TUC Library at London Metropolitan University attracts a wide range of researchers, interested in both the history and the current activities of trade unions, labour history and adult education.

We have a number of exhibitions for loan, the most recent being *The Workers United*, commemorating the 150th anniversary of the TUC, and *A Special Relationship*, about the connection between US and British labour. Our websites – *The Union Makes Us Strong*, *The Workers' War*, *Winning Equal Pay* and *Britain at Work* – which include image archives and oral history, can all be accessed from union history. info and are very popular with researchers and educators.

TUC Library can be found on social media at
<http://blogs.londonmet.ac.uk>
[facebook.com/tuclibrary](https://www.facebook.com/tuclibrary)
[pinterest.com/tuc_library](https://www.pinterest.com/tuc_library)
[@TUC_library](https://twitter.com/TUC_library) on Twitter

Contact Jeff Howarth to arrange visits and inductions at:
 London Metropolitan University
 The Wash Houses
 Goulston Street
 London E1 7NT
tuclib@londonmet.ac.uk



OBITUARIES

OBITUARIES



Sir Brian Bailey, who died in February aged 94, was regional secretary of the South West TUC for 13 years and a district officer for the National and Local Government Officers' Association (Nalgo) for 31 years. In a long career that saw active service with the RAF in the Second World War, he was also a director and deputy chair of Channel 4, leader of the Labour group on Somerset Council, and a member of the South Western Regional Health Authority and Health Education Council.



Rodney Bickerstaffe, who died in October aged 72, was general secretary of UNISON and a member of the TUC General Council from 1982 to 2000. A major figure within the trade union movement for more than a generation, he championed low-paid workers and led the campaign for a minimum wage. After becoming an official with the National Union of Public Employees (Nupe), he moved to London as an area officer and launched a major drive to recruit women to the union. He subsequently became general secretary in 1981 and was influential in engineering the merger of Nupe, Nalgo and health union Cohse to form UNISON. After becoming an assistant general secretary of the new union, he served as general secretary until 2001, at which point he succeeded Jack Jones as president of the National Pensioners' Convention. A committed internationalist, he advocated Palestinian rights and was President of War on Want.



Sylvia Carroll, who died in January aged 71, spent her entire career working for the TUC. She joined from school, taking a junior post in the filing department and also serving as a typist before eventually running administrative support for the TUC National Education Centre. Subsequently she was executive secretary to two TUC assistant general secretaries, Roy Jackson and David Lea. A TUC stalwart and regular at the annual GCHQ demonstration in Cheltenham, she retired in 1999.



Brenda Dean, who died in March aged 74, was general secretary of the Society of Graphical and Allied Trades (Sogat) and a member of the TUC General Council from 1985 to 1991. The first woman to lead a major trade union, she was a key player in the bitter dispute at Wapping between the print unions and Rupert Murdoch's News International. Her 33-year career as a trade union official began as an administrative assistant with the National Union of Printing, Book-binding and Paper Workers and took in a variety of roles before she was elected president of Sogat in 1983, becoming general secretary two years later. Subsequently she was appointed to the Lords as Lady Dean of Thornton-le-Fylde, and took on many public appointments including chair of the Armed Forces Pay Review Body.



Anne Gibson OBE, who died in April aged 77, worked in the TUC's Organisation and Industrial Relations Department and served on the TUC General Council from 1988 to 1999 with the Manufacturing, Science and Finance union (MSF). A leading advocate of women's trade unionism, during her 10 years at the TUC the number of women on the TUC General Council doubled and the TUC agreed to establish its own Equal Rights Department. After a 13-year stint as MSF national secretary, she became a Labour Peer in 2000, as Baroness Gibson of Market Rasen.



Sir Gavin Laird, who died in October aged 86, was general secretary of the Amalgamated Union of Engineering Workers (AEU) from 1982 to 1995 and a member of the TUC General Council from 1979 to 1981. He began his union career as a representative and then convenor at Singer Sewing Machines, subsequently becoming an AEU regional secretary and executive member. A skilled negotiator with an acute grasp of economic policy, he served two terms on the court of the Bank of England and held a variety of other public appointments, including the Armed Forces Pay Review Body.

OBITUARIES



Charles Patrick McCarthy, who died in September, was general secretary of the National Society of Metal Mechanics (NSMM) in the 1980s and a member of the TUC General Council from 1983-84. He was also a senior figure in TASS, following its merger with NSMM in 1985. Among the issues he campaigned on was the impact of rising energy costs on low-paid workers and the poor.



Alan Tuffin CBE, who died in November aged 84, was general secretary of the Union of Communication Workers (UCW) from 1982 to 1993. He served on the TUC General Council from 1982 to 1992, and was TUC president in 1992-3. His union career began as a UCW official in London in 1957, subsequently progressing to a national officer in 1969 and deputy general secretary in 1979. Following his retirement, he served on the Employment Appeal Tribunal and as a director of Remploy.



Muriel Turner, who died in February aged 90, was deputy general secretary of the Association of Scientific, Technical and Managerial Staffs (ASTMS) and a member of the TUC General Council from 1981 to 1986. Her trade union career began as a clerk in ASSET, subsequently becoming a specialist in industrial injury work and a national officer and assistant general secretary. ASSET became part of ASTMS, where she served as deputy to Clive Jenkins. After retiring in 1987, she was appointed to the Lords as Lady Turner of Camden, championing poorly paid women and LGBT rights.



APPENDICES

ATTENDANCE

2017–18

General Council

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

Member	Attendance	Member	Attendance	Member	Attendance
Sheila Bearcroft	2	Chris Keates	1	Eddie Saville ²	2
Mary Bousted	7	Vicky Knight	7	Mark Serwotka	5
Tony Burke	4	Paddy Lillis ¹	0	Jon Skewes	6
Gail Cartmail	4	Annette Mansell-Green	6	Eleanor Smith	0
Mick Cash	4	Susan Matthews	6	Liz Snape MBE	4
Mike Clancy	4	Len McCluskey	0	Michelle Stanistreet	2
Manuel Cortes	5	Seán McGovern	7	Jane Stewart	1
Kevin Courtney	6	Roger McKenzie	5	Claire Sullivan	7
Ruth Cross ¹	0	Gloria Mills CBE	5	Chris Tansley	5
Nick Cusack	4	Micky Nicholas	5	Horace Trubridge	2
Tony Dale	4	Ged Nichols	2	Steve Turner	3
Craig Dawson	1	Christine Payne	3	Dave Ward	1
Neil Derrick	3	Dave Penman	7	Simon Weller	5
Mark Dickinson	3	Dave Prentis	4	Fiona Wilson ²	1
Maria Exall	7	Roy Rickhuss	2	Tony Woodhouse	4
Sue Ferns	6	Patrick Roach	7	Matt Wrack	4
Larry Flanagan	3	Tim Roache	5	Frances O'Grady	7
Steve Gillan	4	Linda Rolph	3		
John Hannett ²	1	Maggie Ryan	0		
Philipa Harvey	7	Malcolm Sage	1		
Sally Hunt	6				

¹Joined in Jul 2018

²Retired in Jul 2018

Executive Committee

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

Member	Attendance	Member	Attendance
Sheila Bearcroft	5	Steve Turner	3
Mary Bousted	9	Dave Ward	3
Tony Burke	9	Simon Weller	5
Gail Cartmail	7	Fiona Wilson ¹	7
Mike Clancy	9	Matt Wrack	1
Kevin Courtney	6	Frances O'Grady	10
Mark Dickinson	8	¹ Retired Jun 2018	
Maria Exall	7	² Joined Sep 2018	
Sue Ferns	10		
Steve Gillan	5		
John Hannett ¹	1		
Sally Hunt	8		
Chris Keates	0		
Paddy Lillis ²	0		
Len McCluskey	3		
Gloria Mills CBE	7		
Ged Nichols	4		
Dave Prentis	5		
Tim Roache	3		
Mark Serwotka	4		
Liz Snape MBE	5		

COMMITTEE MEMBERSHIP

2017-18

Disabled Workers Committee

General Council

Manuel Cortes
Nick Cusack
Paul McCarthy
Seán McGovern (chair)
Malcolm Sage

Elected at the Disabled Workers Conference

BECTU sector of Prospect

Jane Perry¹²

Community

Steve McGurk¹³
Robert Mooney¹²

Communication Workers Union

Tony Sneddon

GMB

Carl Lewthwaite

NASUWT

Lara Morris
Kathryn Salt MBE¹³

National Education Union

Mandy Hudson

National Union of Rail, Maritime and Transport Workers

Janine Booth

National Union of Journalists

Ann Galpin

POA

Paul Meekin

Prospect

Amy Bishop

Public and Commercial Services Union

Austin Harney¹³
Mark Leopard¹²

Union of Shop, Distributive and Allied Workers

Linda Carter

UNISON

Sian Stockham

Unite

Julian Allam
David Allan
Caroline Farrall¹³
Phoebe Kemp¹²

University and College Union

Dr Malcolm Day

Secretary to Committee

Sam Gurney⁶
Alice Hood/
Nicola Smith⁷

LGBT+ Committee

General Council

Maria Exall (chair)
Tim Poil
Simon Weller

Elected at the LGBT+ Conference

ASLEF

Darran Brown
James Sutherland¹⁶

Community

Richard Angell

Communication Workers Union

John Monk

Equity

Tigger Blaize^{4&17}
Elf Lyons^{4&17}

Fire Brigades Union

Pat Carberry

GMB

Carl Banks¹⁷
Taranjit Chana¹⁸
Angela Gilrairie¹⁸
David Hope¹⁸
Rebecca Ions¹⁸

NASUWT

Deborah Hayton
Peter Taylor
Nick Trier¹⁸
Craig Warne¹⁷

National Education Union

Julia Neal
Annette Pryce¹⁷

National Union of Rail, Maritime and Transport Workers

Sue Dunne

Prospect

Claire Mullaly

Union of Shop, Distributive and Allied Workers

Neil Smale

UNISON

Eileen Best¹⁸
Dettie Gould¹⁷
Anu Prashar^{4&18}
Asha Wolfe-Robinson¹

Unite

Alex DeWinter¹
Phil Jones
Tom Sutherland

University and College Union

Martin Chivers

Secretary to Committee

Sam Gurney⁵
Alice Hood/
Nicola Smith⁶

¹Until Sep 2017

²From Sep 2017

³From Oct 2017

⁴From Nov 2017

⁵Until Dec 2017

⁶Until Jan 2018

⁷From Jan 2018

⁸Until Mar 2018

⁹From Mar 2018

¹⁰Until Apr 2018

Pensioners Committee

Affiliated unions

ASLEF

Tony West

BALPA

Trevor Phillips

Communication Workers Union

Rodney Downing

GMB

Derrick Baker MBE JP

NASUWT

Ian Millington

National Education Union

Marion Wilson

Prospect

Mike Moriarty

Public and Commercial Services Union

Eddie Spence

Union of Shop, Distributive and Allied Workers

Geoff Page

UNISON

Rosie Macgregor

Unite

Mike Pike

University and College Union

Norman Jemison

Other

National Pensioners Convention

Ron Douglas

TUC

Chair of Committee

Kate Bell

Secretary to Committee

Tim Sharp

Midlands TUC Pensioners Network (observer)

Yvonne Washbourne

South West TUC Pensioners Network

Janet Royston

Race Relations Committee

General Council

Tony Dale
Mark Dickinson
Susan Matthews²
Roger McKenzie
Gloria Mills CBE (chair)
Michael Nicolas
Tim Poil
Patrick Roach²
Eleanor Smith
Mohammed Taj¹

Elected at the Black Workers Conference

ASLEF

Floyd Doyle

Community

Carol Hodgson⁵
Christopher Knight⁶

Communication Workers Union

Safdar Khan¹¹
Winston Richards¹⁰
Sajid Shaikh

Fire Brigades Union

Micky Nicholas

GMB

Taranjit Chana¹¹
Farzana Jumma
Dotun Alade
Odumosu

NASUWT

Michelle
Codrington-Rogers

National Education Union

Pauline Blackstock¹⁰
Aveninder Kaur¹¹

National Union of Rail, Maritime and Transport Workers

Jennifer Aggrey-Fynn¹⁰
Oluwarotimi Ajayi¹¹

Prospect

Freddie Brown

Public and Commercial Services Union

Zita Holbourne

Union of Shop, Distributive and Allied Workers

Maureen Loxley

UNISON

Abiola Kusoro¹¹
Carol Sewell¹⁰

Unite

Harish Patel

University and College Union

Jay Arday¹¹
Gargi Bhattacharyya¹¹
Nathaniel A T Coleman¹⁰
Davena Rankin¹¹

Secretary to Committee

Sam Gurney⁶
Alice Hood/
Nicola Smith⁷

¹¹From Apr 2018

¹²Until May 2018

¹³From May 2018

¹⁴Until Jun 2018

¹⁵Elected Jun 2018

¹⁶Left Jun 2018

¹⁷Until Jul 2018

¹⁸Until Jul 2018

COMMITTEE MEMBERSHIP

2017–18

TUC Educational trustees

Sheila Bearcroft MBE
Mary Bousted
Sally Hunt

Gloria Mills CBE
Dave Prentis
Liz Snape MBE

Mohammad Taj MBE
Frances O'Grady

**Secretary to
Committee**
Jackie Williams

Trades Union Councils Joint Consultative Committee

General Council

Steve Gillan
Roger McKenzie
Dave Ward
Simon Weller
Matt Wrack (chair)

East of England

Hazel Perry¹⁶
Election taking place

Midlands (East)
Moz Greenshields

Midlands (West)
Jane Nellist¹⁶
Gemma Offland¹⁵

North West
Dave Wilson

Northern

Mandy Penellum

South East

Tommy Anderson¹⁵
Mick Houghton¹⁶

South West

Dave Chapple

Wales

Katrine Williams

**Yorkshire and
the Humber**
Martin Mayer

**Secretary to
Committee**
Kevin Rowan

TUC Trustees

Gail Cartmail

Chris Keates

Dave Prentis

Young Workers Forum

ASLEF

Tom Taylor
Hollie Yates

Communication Workers Union

Jamie George
Becca Hufton

Equity

Paul Valentine

GMB

Jade Azim
Craig Dawson
Jawad Kharn

Musicians' Union

Amanda Dal

National Education Union

Jordan Davies
Nonie Lambert
Joe Lord
Kyle Marsh
Laurence Rose
Shazia Shah
Nardia Thornton

Nautilus International

Louis Ramsden

Public and Commercial Services Union

Laura Bee
Sarah Spencer

Prospect

Daniel Fahey
Elinor Harrison

Union of Shop, Distributive and Allied Workers

Bryony Hamblin
Graham Menzies

UNISON

Andrew Baker
David Coleman
Sarah Walsh

Unite

Aisling Gallagher
Anna Lavery
Charlotte Upton

University and College Union

Harry Pitts

**Secretary to
Committee**
Kevin Rowan

¹Until Sep 2017

²From Sep 2017

³From Oct 2017

⁴From Nov 2017

⁵Until Dec 2017

⁶Until Jan 2018

⁷From Jan 2018

⁸Until Mar 2018

⁹From Mar 2018

¹⁰Until Apr 2018

Unionlearn board

Communication Workers Union Maria Exall	Union of Shop, Distributive and Allied Workers Tony Dale	Department for Education observers Adrian Howe Mike Klym	Moore Stephens LLP (TUC auditors) Phil Clark
GMB Sheila Bearcroft MBE Neil Derrick	UNISON Roger McKenzie	Finance and Audit Committee (FAC) (subsidiary and reports to the board)	National Education Union Mary Bousted
National Education Union Mary Bousted (chair)	Unite Gail Cartmail Susan Matthews	Bank of England Alastair Strathern (chair)	UNISON Roger McKenzie
PFA Nick Cusack	University and College Union Vicky Knight	BDO (unionlearn auditors) Stuart May	TUC and unionlearn Ian Borkett Cassie Kite Matilda Quiney Kevin Rowan
TUC President Sally Hunt (ex officio)	On behalf of the TUC and unionlearn Ian Borkett Paul Nowak Kevin Rowan	Department for Education Adrian Howe	

Women's Committee

General Council Sheila Bearcroft MBE Mary Bousted Jane Carolan ¹ Gail Cartmail Maria Exall Sue Ferns Philipa Harvey Sally Hunt Chris Keates Vicky Knight ² Annette Mansell-Green Susan Matthews ² Gloria Mills CBE Christine Payne Linda Rolph Maggie Ryan Eleanor Smith Liz Snape MBE Michelle Stanistreet Jane Stewart Claire Sullivan Niamh Sweeney ¹ Fiona Wilson	Elected at the Women's Conference ASLEF Deborah Reay Communication Workers Union Linda Roy ⁸ Community Tracy Barlow Equity Jean Rogers Fire Brigades Union Sam Rye GMB Fiona Heneghan ^{3&8} Evelyn Martin MBE ⁸ Lorraine Parker Delaz Ajete	Musicians' Union Kathy Dyson ⁸ Barbara White ⁹ NASUWT Ruth Duncan Kathy Duggan National Education Union Aveninder Kaur ⁹ Heather McKenzie National Union of Rail, Maritime and Transport Workers Mary Jane Herbison ⁸ Public and Commercial Services Union Zita Holbourne ⁹ Royal College of Midwives Natalie Linder ¹⁴	Union of Shop, Distributive and Allied Workers Ruth Cross Sujata Patel UNISON Margaret McKee ⁹ Lucia McKeever ⁸ Eleanor Smith Unite Diana Holland University and College Union Davena Rankin ⁹ Secretary to Committee Sam Gurney ¹ Alice Hood/ Nicola Smith ²
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¹¹From Apr 2018

¹²Until May 2018

¹³From May 2018

¹⁴Until Jun 2018

¹⁵Elected Jun 2018

¹⁶Left Jun 2018

¹⁷Until Jul 2018

¹⁸Until Jul 2018

ACCOUNTS

Statement of the General Council's responsibilities

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

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

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

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

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

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

Opinion

We have audited the financial statements of the Trades Union Congress ('the TUC') for the year ended 31 December 2017 which comprise the Statement of Comprehensive Income, the Balance Sheet, the Statement of Changes in Equity, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- › give a true and fair view of the state of the TUC's affairs as at 31 December 2017 and of its result for the year then ended; and
- › have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.

Use of our report

This report is made solely to the TUC's members, as a body, in accordance with the provisions of the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the TUC's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the TUC and the TUC's members as a body, for our audit work, for this report, or for the opinions we have formed.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the TUC in accordance with the ethical

requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in which the ISAs (UK) require us to report to you where:

- › the General Council's use of the going concern basis of accounting in the preparation of the financial statements is not appropriate, or
- › the General Council has not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the TUC's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The General Council is responsible for the other information. The other information comprises any other information other than the financial statements and

our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

We are required by the Trade Union and Labour Relations (Consolidation) Act 1992 to report to you by exception in respect of the following matters if, in our opinion:

- › a satisfactory system of control over transactions has not been maintained
- › the TUC has not kept proper accounting records
- › the accounts are not in agreement with the books of account
- › we have not received all the information and explanations we need for our audit.

We have nothing to report to you in respect of the above matters.

Responsibilities of the General Council

As explained more fully in the Statement of the General Council's Responsibilities, the General Council is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the General Council determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements the General Council is responsible for assessing the TUC's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using

ACCOUNTS

the going concern basis of accounting unless the directors either intend to liquidate the TUC or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

Moore Stephens LLP

Chartered Accountants
Statutory Auditor
150 Aldersgate Street,
London EC1A 4AB

13 July 2018

Trades Union Congress

Statement of comprehensive income for the year ended 31 December 2017

	Note	Total £'000	Admin fund £'000	Development fund £'000	Unionlearn £'000	Dilapidations fund £'000
Income						
Affiliation fees		15,424	13,331	1,420	673	-
Property rental and service charges		2,954	2,954	-	-	-
Investment income		271	271	-	-	-
Sales and publications		184	157	9	18	-
Donations and fees received		13,957	128	1,619	12,210	-
Total income		32,790	16,841	3,048	12,901	-
Expenditure						
Staff costs	2	12,638	9,585	1,074	1,979	-
Property charges	3	3,274	2,060	233	261	720
Office expenses	4	1,980	1,875	27	78	-
Projects and campaigns	5	2,382	234	1,244	904	-
International affiliation fees	6	2,022	2,022	-	-	-
Travel and meetings		470	221	139	110	-
Congress		228	228	-	-	-
Trade Union Education		342	7	312	23	-
Grants and donations	7	9,679	106	27	9,546	-
Depreciation	9	336	336	-	-	-
Taxation	8	270	270	-	-	-
VAT recovered		(161)	(161)	-	-	-
Transfer between funds		-	450	-	-	(450)
Total expenditure		33,460	17,233	3,056	12,901	270
Net income on ordinary activities		(670)	(392)	(8)	-	(270)
Other finance adjustments -						
pension schemes	15	(685)	(685)	-	-	-
Gains on disposal of investments	10	919	919	-	-	-
Changes in fair value of investments	10	(109)	(109)	-	-	-
Profit on sale of fixed assets		5	5	-	-	-
Deferred tax on changes in fair value		(269)	(269)	-	-	-
Operating deficit		(809)	(531)	(8)	-	(270)
Other comprehensive income						
Gains on foreign exchange	10	33	33	-	-	-
Gains from changes in fair value of freehold property	9	-	-	-	-	-
Pension scheme actuarial gain	15	4,343	4,343	-	-	-
Deferred tax on other comprehensive income		508	508	-	-	-
Other comprehensive income for the year		4,884	4,884	-	-	-
Total comprehensive income for the year		4,075	4,353	(8)	-	(270)
Funds brought forward 1 January 2017		80,531	72,887	7,086	-	558
Funds carried forward 31 December 2017		84,606	77,240	7,078	-	288

ACCOUNTS

Trades Union Congress Statement of comprehensive income for the year ended 31 December 2016

	Note	Total £'000	Admin fund £'000	Development fund £'000	Unionlearn £'000	Dilapidations fund £'000
Income						
Affiliation fees		15,515	13,062	1,550	903	-
Property rental and service charges		3,329	3,329	-	-	-
Investment income		261	261	-	-	-
Sales and publications		246	239	7	-	-
Donations and fees received		14,881	100	1,493	13,288	-
Total income		34,232	16,991	3,050	14,191	-
Expenditure						
Staff costs	2	13,170	9,687	1,059	2,424	-
Property charges	3	2,759	1,850	167	246	496
Office expenses	4	1,716	1,546	117	53	-
Projects and campaigns	5	2,533	279	1,357	897	-
International affiliation fees	6	1,866	1,866	-	-	-
Travel and meetings		522	244	114	164	-
Congress		270	270	-	-	-
Trade Union Education		297	2	255	40	-
Grants and donations	7	10,520	115	38	10,367	-
Depreciation		358	358	-	-	-
Taxation	8	295	295	-	-	-
VAT recovered		(162)	(162)	-	-	-
Transfer between funds		-	520	-	-	(520)
Total expenditure		34,144	16,870	3,107	14,191	(24)
Net income on ordinary activities		88	121	(57)	-	24
Other finance adjustments - pension schemes	15	833	833	-	-	-
Gains on disposal of investments	10	48	48	-	-	-
Changes in fair value of investments	10	648	648	-	-	-
Gain from changes in fair value of investment property		1,219	1,219	-	-	-
Loss on sale of fixed assets		(5)	(5)	-	-	-
Deferred tax on changes in fair value		(114)	(114)	-	-	-
Operating surplus		2,717	2,750	(57)	-	24
Other comprehensive income						
Gains on foreign exchange	10	248	248	-	-	-
Gains from changes in fair value of freehold property		2,121	2,121	-	-	-
Pension scheme actuarial loss	15	(10,934)	(10,934)	-	-	-
Deferred tax on other comprehensive income		(65)	(65)	-	-	-
Other comprehensive income for the year		(8,630)	(8,630)	-	-	-
Total comprehensive income for the year		(5,913)	(5,880)	(57)	-	24
Funds brought forward 1 January 2016		86,444	78,767	7,143	-	534
Funds carried forward 31 December 2016		80,531	72,887	7,086	-	558

Trades Union Congress

Balance sheet as at 31 December 2017

	Note	2017 £'000	2016 £'000
Assets			
Tangible fixed assets	9	65,498	60,199
Investments	10	12,895	17,184
Current assets			
Short-term loans		80	81
Debtors and prepayments	11	2,603	1,930
Cash at bank and in hand		3,646	4,905
		6,329	6,916
Less: current liabilities			
Creditors and accrued expenses	12	5,409	4,603
Net current assets/(liabilities)		920	2,313
Net assets less current liabilities		79,313	79,696
Less: Provision for liabilities and charges	13	1,160	1,721
Deferred tax	8	5,483	5,722
Net assets before pension asset		72,670	72,253
Pension asset	15	11,936	8,278
		84,606	80,531
Financed by			
Funds employed		50,486	46,648
Revaluation reserve		33,832	33,325
Designated fund:			
Dilapidations reserve		288	558
Net assets		84,606	80,531

Approved by the General Council on 27 June 2018
- President Sally Hunt

ACCOUNTS

Trades Union Congress Statement of changes in equity for the year ended 31 December 2017

	Admin fund £'000	Development fund £'000	Unionlearn £'000	Dilapidations fund £'000	Total £'000
At 1 January 2016	78,767	7,143	-	534	86,444
Operating surplus/(loss) for the year	2,750	(57)	-	24	2,717
Gains on foreign exchange	248	-	-	-	248
Defined benefit pension scheme					
- Actuarial loss	(10,934)	-	-	-	(10,934)
Gains from changes in revaluation of freehold property	2,121	-	-	-	2,121
Deferred tax on other comprehensive income	(65)	-	-	-	(65)
At 31 December 2016	72,887	7,086	-	558	80,531
Operating loss for the year	(531)	(8)	-	(270)	(809)
Gains on foreign exchange	33	-	-	-	33
Defined benefit pension scheme					
- Actuarial gain	4,343	-	-	-	4,343
Deferred tax on other comprehensive income	508				508
At 31 December 2017	77,240	7,078	-	288	84,606

Trades Union Congress

Statement of cash flows for the year ended 31 December 2017

	Note	2017 £'000	2016 £'000
Cash flows from operating activities:			
Net cash (used in)/provided by operating activities	a	(1,033)	188
Cash flows from investing activities:			
Dividends, interest and rents from investments		271	261
Purchase of investments		(4,066)	(5,574)
Purchase of property, plant and equipment		(5,635)	(866)
Proceeds from sale of investments		9,199	2,375
Proceeds from sale of property, plant and equipment		5	-
Net cash (used in)/provided by investing activities		(226)	(3,804)
Change in cash and cash equivalents		(1,259)	(3,616)
Cash and cash equivalents at the beginning of the year		4,905	8,521
Cash and cash equivalents at the end of the year		3,646	4,905
Note 'a'			
Reconciliation of net income/(expenditure) to net cashflow from operating activities			
Net income/(expenditure) on operating activities		(670)	88
Adjustments for:			
Depreciation charges		336	358
Dividends, interest and rents from investments		(271)	(261)
(Increase)/decrease in debtors		(673)	886
Increase/(decrease) in creditors		806	(902)
(Decrease)/increase in provisions		(561)	19
		(1,033)	188

ACCOUNTS

Trades Union Congress **Notes to the accounts for** **the year ended 31 December 2017**

1 Accounting policies

a. Basis of accounts

The accounts have been prepared under the historical cost basis of accounting and in accordance with applicable Accounting Standards, including Financial Reporting Standard 102 (FRS 102), 'the Financial Reporting Standard in the UK and Republic of Ireland'.

b. Affiliation fee Income

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

c. Property rental and service charges

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

d. Investment income

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

e. Donations and fees income

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

f. Depreciation

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

Freehold property: 2-10% per annum on cost

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

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

Motor vehicles: 25% per annum on cost

g. Operating leases

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

h. Investments

Investments held as fixed assets are stated at market value.

i. Pension

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

j. Critical accounting assumptions and adjustments

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

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

Investments

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

Defined benefit pension scheme

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

Valuation of property

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

Provisions for liabilities

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

ACCOUNTS

2 Staff costs

	2017 £'000	2016 £'000
Salaries and national insurance	10,178	10,510
Pension contributions	1,970	2,081
Welfare and training	396	437
Restructuring costs	34	80
Advertising and recruitment	60	62
	12,638	13,170

3 Property charges

	2017 £'000	2016 £'000
Rent and rates	876	784
Heating and lighting	261	210
Cleaning	112	134
Insurance	110	100
Building repairs and renewals	340	362
External functions	855	673
Expenditure from dilapidations fund	720	496
	3,274	2,759

4 Office expenses

	2017 £'000	2016 £'000
Communications	157	192
Stationery and printed materials	84	69
Renewals and repairs to office equipment	1,064	1,100
Audit fees	50	56
Bank charges	5	9
Legal costs	73	7
Finance	205	201
Consultancy fees	298	273
Provision for doubtful debts	44	(191)
	1,980	1,716

5 Project and campaign expenses

	2017 £'000	2016 £'000
Printing and publicity	336	289
Media and supporters work	104	106
Projects and campaigns	53	301
Conferences	26	39
Training and development	19	21
Consultancy fees	1,844	1,777
	2,382	2,533

6 International affiliation fees

	2017 £'000	2016 £'000
ITUC	1,044	1,019
ETUC	899	769
TUAC	79	78
	2,022	1,866

7 Grants and donations

	2017 £'000	2016 £'000
Tolpuddle Martyrs Memorial Trust	90	90
TUC Educational Trust	9	10
Sundry	34	67
Union Learning Fund	9,546	10,353
Grants to organisations overseas	-	-
	9,679	10,520

8 Taxation

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

	2017 £'000	2016 £'000
(Over)/under provision in prior years	(8)	-
Provision for the year	278	295
	270	295

ACCOUNTS

8 Taxation (cont'd): deferred tax liability

	2017 £'000	2016 £'000
1 January 2017	5,722	5,543
Movement in the year	(239)	179
31 December 2017	5,483	5,722

Reconciliation of tax charge

	2017 Total £'000	Tax at 19.25%	2016 Total £'000	Tax at 20%
Income	32,790		34,232	
Foreign exchange gain	33		248	
Gain on disposal of investments	919		48	
Changes in fair value of investments	(109)		648	
Profit/(loss) on sale of fixed assets	5		(5)	
Gains from changes in fair value of investment property	-		1,219	
Gains from changes in fair value of freehold property	-		2,121	
Other finance adjustments – pension schemes	(685)		833	
Total income and gains	32,953		39,344	

Non-member activities and investment income chargeable to corporation tax

Income from property	702	135	1,143	229
Income from investments	339	65	530	106
Chargeable gains	644	124	25	5
Allowable expenditure:				
Investment manager fees	(137)	(26)	(119)	(24)
Gift aid	(105)	(20)	(106)	(21)
Total chargeable to corporation tax	1,443	278	1,473	295

(Deficit)/surplus from TUC membership activities outside the scope of corporation tax	(1,367)		227	
Unrealised (losses)/gains on investments not subject to corporation tax	(313)		455	
Unrealised gains on revalued property not subject to corporation tax	-		3,340	
Actuarial gain/(loss) not subject to corporation tax	4,343		(10,934)	
Total comprehensive surplus/(deficit) before corporation tax	4,106		(5,439)	

Reconciliation of tax charge

	2017 Total £'000	Tax at 19.25%	2016 Total £'000	Tax at 20%
Current tax	(270)		(295)	
Deferred tax	239		(179)	
Total comprehensive surplus/(deficit)	4,075		(5,913)	

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

9 Fixed assets

	Investment property	Land and buildings	Leasehold improvem'ts	Furniture, fittings and equipment	Motor vehicles	Asset under construction	Total
Cost or valuation	£'000	£'000	£'000	£'000	£'000	£'000	£'000
1 January 2017	21,161	36,839	4,542	1,925	21	394	64,882
Additions	-	-	-	180	24	5,431	5,635
Disposals	-	-	-	-	(21)	-	(21)
Transfers	4,286	(4,286)	-	-	-	-	-
Revaluations	-	-	-	-	-	-	-
31 December 2017	25,447	32,553	4,542	2,105	24	5,825	70,496
Depreciation							
1 January 2017	-	-	3,293	1,369	21	-	4,683
Disposals	-	-	-	-	(21)	-	(21)
Charge for year	-	-	155	174	7	-	336
31 December 2017	-	-	3,448	1,543	7	-	4,998
Net book value							
31 December 2017	25,447	32,553	1,094	562	17	5,825	65,498
31 December 2016	21,161	36,839	1,249	556	-	394	60,199

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

Significant refurbishment work has been undertaken on the property during the year, the costs of which are included in Assets Under Construction. At 31 December 2017, and before all refurbishment work was completed, the property was valued by Farebrother, Chartered Surveyors, at £59.5m. The refurbishment work was completed post year-end. The Trustees plan to undertake a full revaluation at 31 December 2018 and are confident that this will reflect an uplift on the above, pre-completion figure. Therefore the accounts have not been updated to reflect the most recent valuation and the property continues to be held at the value at 31 December 2016 plus the refurbishment costs included within Assets Under Construction.

ACCOUNTS

10 Investments

	Market value brought forward at 01.01.2017 £	Purchases £	Sales £	Change in market value £	Market value carried forward at 31.12.2017 £
Quoted					
UK quoted	10,486,276	1,230,010	(4,668,994)	361,785	7,409,077
International quoted	6,682,603	2,836,230	(4,529,594)	481,304	5,470,543
	17,168,879	4,066,240	(9,198,588)	843,089	12,879,620
UK unquoted					
Unity Trust shares	800	-	-	-	800
Union Energy Limited	8,750	-	-	-	8,750
Wortley Hall	10	-	-	-	10
Investment in MSI Brussels	5,651	-	-	-	5,651
	15,211	-	-	-	15,211
	17,184,090	4,066,240	(9,198,588)	843,089	12,894,831

The change in market value seen above is made up of £919k (2016: £48k) of gains on disposal of investments, £(109)k (2016: £648k) of change in fair value of investments and £33k (2016: £259k) of gains on foreign exchange.

11 Debtors and prepayments

	2017 £'000	2016 £'000
Trade debtors	573	653
Other debtors	977	332
Prepayments and accrued income	1,053	945
	2,603	1,930

12 Creditors and accrued expenses

	2017 £'000	2016 £'000
Trade creditors	1,899	849
Taxation and social security	296	627
Other creditors	218	223
Accruals and deferred income	2,996	2,904
	5,409	4,603

13 Provision for liabilities and charges

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

14 Commitments - operating leases

At 31 December 2017 the TUC had total printing and office equipment leasing commitments of £233,161 due within one year (2016: £243,668), £856,169 between two and five years (2016: £861,307) and after five years £160,155 (2016: £373,696).

15 Pension costs

The Trades Union Congress operates one defined benefit scheme in the UK which offers both pensions in retirement and death benefits to members. Pension benefits are related to the members' final salary at retirement and their length of service. Employer contributions to the scheme for the year beginning 1 January 2017 are expected to be £2,100,000.

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

	At 31.12.2017	At 31.12.2016
Rate of increase in salaries	5.1%	4.1%
Rate of increase in pensions in payment		
- RPI, capped at 2.5% per annum	2.4%	2.4%
- RPI, capped at 5.0% per annum	3.6%	3.6%
- RPI, 3% per annum minimum and 5.0% per annum maximum	3.7%	3.7%
Discount rate	2.4%	2.6%
RPI Inflation assumption	3.6%	3.6%
CPI Inflation assumption	2.6%	2.6%
Revaluation in deferment*	2.6%	2.6%

Assumed life expectancies on retirement at age 65 are:

Retiring today		
Males	87.7	88.5
Females	89.6	90.4
Retiring in 20 years time		
Males	89.4	90.9
Females	91.5	92.8

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

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

ACCOUNTS

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

	Value at 31.12.2017 £'000	Value at 31.12.2016 £'000
Equities	34,135	31,406
Bonds	84,099	77,866
Cash	884	670
Other	29,231	28,400
Fair value of plan assets	148,349	138,342
The actual return on assets over the period was	10,875	22,936

The amounts recognised in the balance sheet are as follows:

Fair value of scheme assets	148,349	138,342
Present value of scheme liabilities	(136,413)	(130,064)
Pension asset	11,936	8,278

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

	2017 £'000	2016 £'000
Liabilities at beginning of year	130,064	96,885
Current service cost	2,623	1,730
Interest cost	3,349	3,650
Contributions by scheme participants	476	497
Actuarial (gain) loss	2,946	29,812
Benefits paid	(3,045)	(2,510)
Liabilities at end of year	136,413	130,064

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

	2017 £'000	2016 £'000
Fair value of scheme assets at beginning of year	138,342	115,264
Expected return on scheme assets	3,586	4,383
Return on assets, excluding interest income	7,289	18,878
Scheme administrative costs	(323)	(292)
Contributions by employers	2,024	2,122
Contributions by plan participants	476	497
Benefits paid	(3,045)	(2,510)
Fair value of scheme assets at end of year	148,349	138,342

Amount recognised in other comprehensive income

	2017 £'000	2016 £'000
Actuarial (gains)/losses on the liabilities	2,946	29,812
Return on assets, excluding interest income	(7,289)	(18,878)
	(4,343)	10,934

Amounts recognised in profit and loss

Service cost including current and past service costs and settlements	2,623	1,730
Administrative cost	323	292
Net interest on the net defined benefit liability	(237)	(733)
	2,709	1,289
Employer's contributions	(2,024)	(2,122)
	685	(833)

16 Related parties

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

	2017 £'000	2016 £'000
TUC Educational Trust		
Owed to TUC		
Opening balance	79,875	25,630
Payments to TUC	(79,875)	(25,630)
Net costs paid through TUC	713,262	79,875
Closing balance	713,262	79,875
Tolpuddle Martyrs Memorial Trust		
Owed to TUC		
Opening balance	204,302	236,850
Payments to TUC	(204,302)	(236,850)
Net costs paid through TUC	195,106	204,302
Closing balance	195,106	204,302
TUC Aid		
Owed to TUC		
Opening balance	29,124	34,073
Payments to TUC	(29,124)	(34,073)
Net costs paid through TUC	53,343	29,124
Closing balance	53,343	29,124

TUC RULES AND STANDING ORDERS

PART 1 CONSTITUTION

Rule 1

Name, office and membership

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

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

It shall be a requirement of affiliation that an organisation has a clear commitment to promote equality for all and to eliminate all forms of harassment, prejudice and unfair discrimination,

both within its own structures and through all its activities, including its own employment practices.

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

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

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

The General Council may also accept applications from organisations of local trade union branches to register as Trades Councils, County Trades Councils or County Associations where they comply with such requirements as determined by the General Council including in particular to have a clear commitment

to promote equality for all. Registration in this capacity does not consist of affiliation and confers no authorisation to speak or act on behalf of the Trades Union Congress.

Rule 2 Objects

- a. The objects of the Congress shall be:

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

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

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

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

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

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

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

Rule 3

Affiliation fees

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

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

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

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

Rule 4

Composition of General Council

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

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

TUC RULES AND STANDING ORDERS

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Rule 5 Qualifications for General Council

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

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

Rule 6 Nomination of General Council

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

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

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

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

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- e. The list of members in Section A or Section B and of nominations to the places in Sections C, D, E, F, G, H, I and J shall be published in the preliminary agenda containing the motions which are to be discussed at the annual Congress. However, if a candidate for Section C, D, E, F, G, H, I and J dies before the election takes place the General Council shall have the powers to authorise the acceptance of a fresh nomination notwithstanding anything in these Rules and Standing Orders.

Ballot papers containing the names of all candidates nominated for Section C of the General Council shall be supplied to the delegations of all organisations allocated to Section C on the day of the election. Ballot papers containing the names of all the candidates nominated for Section D of the General Council shall be supplied to the delegations of all organisations allocated to Section D on the day of the election.

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

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

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

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

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

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

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

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

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

- g. The ballot papers shall be issued by the scrutineers, and after being filled up shall then be immediately placed in the box without inspection by the delegates other than those of the organisation voting.
- h. Any delegates found guilty of violating this Rule shall at once be reported to Congress, named by the President and expelled. Such delegate or delegates shall not be eligible to attend Congress again for three years.
- i. A notification of the penalties likely to be involved in the infringement of this Rule shall be included in the instructions printed on each ballot paper.
- d. They shall promote common action by the trade union movement on general questions, such as wages and hours of labour, and any matter of general concern that may arise between trade unions and trade unions, or between employers and trade unions, or between the trade union movement and the government, and shall have power to assist any union which is attacked on any vital question of trade union principle.
- e. They shall assist trade unions in the work of organisation, and shall carry on propaganda with a view to strengthening the trade union movement, and for the attainment of any or all of the above objects.
- f. They shall also enter into relations with the trade union and labour movements in other countries with a view to securing united action.
- g. They shall have authority to invest and administer the funds of the Congress and to make grants to any organisation or person, whether in Great Britain, or abroad, for such purposes as it seems desirable, but in so doing they shall have regard to the directions, if any, from time to time given by Congress. They shall also have authority to raise funds for any special purpose and to invest and administer such funds and to make grants therefrom.
- h. For the purpose of carrying out the objects of the Congress, of conducting its affairs and in relation to the matters specifically referred to in this Rule the General Council shall have power to utilise the funds and property of the Congress, to enter into any transaction and by any one or more of their members or appointed officers to execute in the name and on behalf of the Congress any deeds or documents that may be necessary.
- i. The General Council shall have power whenever they deem necessary to convene a special Congress or Conference to deal with any contingency that may arise, and to arrange the agenda and procedure whereby the business of such meetings shall be conducted.
- j. In the event of a legal point arising which, in the opinion of the General Council (after consultation with Counsel) should be tested in the House of Lords in the general interests of trade unionism, the Council shall be empowered to take the necessary action.

Rule 8

Duties of the General Council

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

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

Rule 9

Appointment of committees

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

Rule 10

Wales TUC

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

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

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

Rule 11

General Secretary

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

- c. The General Council shall determine the salary and conditions of service of the General Secretary, and shall provide her or him with all necessary assistance, office accommodation, and facilities for conducting the business of the Congress and the General Council.

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

Rule 12

Industrial disputes

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

which are affiliated to the Congress and which may be either directly or indirectly affected.

- b. The general policy of the General Council shall be that unless requested to do so by the affiliated organisation or organisations concerned, neither the General Council nor the General Secretary shall intervene so long as there is a prospect of whatever difference may exist on the matters in question being amicably settled by means of the machinery of negotiations existing in the trades affected.
- c. If, however, a situation has arisen, or is likely to arise, in which other bodies of workpeople affiliated to Congress might be involved in a stoppage of work or their wages, hours and conditions of employment imperilled, the General Council or the General Secretary may investigate the matter by calling representatives of the organisation or organisations concerned into consultation, and may use their influence or her or his influence (as the case may be) to effect a just settlement of the difference. In this connection the General Council or the General Secretary, having given an opportunity to each organisation concerned to present its views on the matter and having ascertained the facts relating to the difference, may tender

their or her or his considered opinion and advice thereon to the organisation or organisations concerned. Should the organisation or organisations refuse such assistance or advice, the General Secretary shall duly report thereon to the General Council and/or the General Council shall duly report thereon to Congress or deal with the organisation under Clauses (b), (c), (d) and (h) of Rule 13.

- d. Whenever the General Council intervene in relation to a matter within the provision of clause (c) of this Rule, and the organisation or organisations concerned accept the assistance and advice of the General Council, and where despite the efforts of the General Council, the policy of the employers enforces a stoppage of work by strike or lock-out, the General Council shall forthwith take steps to organise on behalf of the organisation or organisations concerned all such moral and material support as the circumstances of the dispute may appear to justify.

Rule 13

Disputes between affiliated organisations

- a. Where disputes arise or threaten to arise between affiliated organisations, the General Council or the General Secretary of the Congress shall use their or her or his influence (as the case may be) to promote a settlement.
- b. It shall be an obligation on the affiliated organisation or organisations concerned to notify the General Secretary when an official stoppage of work is contemplated in any dispute between affiliated organisations, whether relating to trade union recognition, trade union membership, demarcation of work, or any other difficulty. No affiliated organisation shall authorise such a stoppage of work until the dispute has been dealt with under the provisions of Clauses (e) to (h) of this Rule.
- c. Where a dispute between unions has led to an unauthorised stoppage of work, it shall be an obligation of the affiliated organisation or organisations concerned to take immediate and energetic steps to obtain a resumption of work.

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

Rule 14 Conduct of affiliated organisations

- a. If at any time there appears to the General Council to be justification for an investigation into the conduct of any affiliated organisation on the ground that the activities of such organisation may

be detrimental to the interests of the trade union movement or contrary to the declared principles or declared policy of the Congress, the General Council shall summon such organisation to appear by duly appointed representatives before them or before such Committee as the General Council consider appropriate in order that such activities may be investigated. In the event of the organisation failing to attend, the investigation shall proceed in its absence.

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

it appears to the General Council that the activities of the organisation may be detrimental to the interests of the trade union movement or contrary to the declared principles or declared policy of Congress, the General Council shall notify the organisation of that fact, specifying the grounds on which that charge is made and inviting the organisation to present its views to the General Council. If, after considering those views, the General Council decide that the said activities are detrimental to the interests of the trade union movement or contrary to the declared principles or declared policy of Congress, the General Council shall direct the organisation to discontinue such activities forthwith and undertake not to engage therein in the future.

- b. Should the organisation disobey such direction, or fail to give such undertaking, the General Council are hereby empowered in their discretion to order that the organisation be forthwith suspended from membership of the Congress until the next annual Congress.
- c. The General Council shall submit a report upon the matter to the next annual Congress.

d. No affiliated organisation shall circularise, either in writing or by general oral communication, other affiliated organisations upon any matter concerning the business of the Congress, without first securing the General Council's authorisation for such circularisation.

e. Should any such unauthorised circularisation take place concerning a motion for the agenda of the annual Congress or any special Congress or conferences, and the General Council after investigation decide that those responsible for such motion connived at, or were party to, or concerned with such circularisation, the motion shall not be included in the agenda.

f. The General Council may investigate any violation of the provisions of Clauses (e) and (f), and if after such investigation they decide that any organisation has acted deliberately in such violation they may deal with the organisation by investigation, suspension and report under the terms of Clauses (b), (c) and (d) of this Rule.

g. Any affiliated organisation dealt with under this Rule shall have the right to appeal to the next annual Congress and may appoint

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delegates in accordance with Rules 17 and 18 to represent the organisation upon the appeal and at the annual Congress if the appeal is allowed. Congress shall upon such appeal have final authority to deal with the matter by way of re-admission, further suspension or exclusion from membership of the Congress.

Rule 15

Trustees, auditors and accounts

- a. TRUSTEES: Two or more trustees shall be appointed by the General Council in whose names the funds and property of the Congress shall be vested. Such Trustees shall hold office until their respective successors have been duly appointed by the General Council and shall have accepted office. The Trustees shall deal with the funds and property held by them in accordance with the directions of the General Council and shall invest any funds available for investment in accordance with such directions. The bank accounts of the Congress shall be in the names of the Trustees, but the General Council may by resolution authorise the Trustees to direct the bankers to honour the signature or signatures of any person or persons

named in the resolution, in which case the trustees shall give such direction and shall be relieved from all liability in respect of payments made in the manner authorised by the resolution while it is in force.

- a. AUDITORS: The accounts of the Congress shall be audited annually by a chartered or incorporated accountant to be appointed by the General Council. The accountant shall be given access to all books and documents of the Congress and shall be given all information or explanations with regard to the accounts that she or he requires. The accountant shall be required to submit a report to the General Council as soon as practicable after the audit.
- b. ACCOUNTS FOR THE YEAR: In order that affiliated organisations may have an opportunity of perusing the financial statements prior to each annual Congress, the financial year shall close on 31 December. The audit shall then take place and printed Balance Sheets, duly certified by the Auditors, shall be sent with the complete agenda to the secretary of each organisation not less than 14 days before each annual Congress.

Rule 16

Amendment of Rules and Standing Orders

- a. The General Council may between each annual Congress make any amendment to the Rules and Standing Orders that they deem necessary subject to any such amendment being confirmed by the next annual Congress, providing that any such amendment shall in any event be binding upon all affiliated organisations and their members until overruled by Congress.
- b. Affiliated organisations may (subject to the provisions of Rule 24) put forward motions for the amendment of the Rules and Standing Orders for the consideration of such annual Congress.

PART 2

ARRANGEMENTS FOR ANNUAL CONGRESS

Rule 17

Preliminary arrangements

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

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

Rule 18 Representation at annual Congress

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

a registered Trades Council, to attend Congress and move the motion submitted to Congress by the Trades Councils Conference.

Rule 19 Delegates' qualifications

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

Rule 20 Congress President

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

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Rule 21

General Purposes Committee

- a. A General Purposes Committee of five members for the ensuing annual Congress shall be nominated and elected by ballot. If any member elected is not a delegate to the ensuing annual Congress, or a vacancy arises from any other cause, the highest unsuccessful candidate shall be called upon to fill the vacancy.
- b. Each nominee for the General Purposes Committee must be nominated by her or his own organisation. Nominations shall be submitted on the appropriate form which must be signed by the President (or Chair) and Secretary of the organisation and shall reach the General Secretary of the Congress at least eight weeks prior to the Monday of the annual Congress.
- c. The members of the General Purposes Committee shall appoint from their body a chair and secretary. The duties of the General Purposes Committee shall be:

- i. to co-operate with the movers of motions and amendments in order that composite motions may be obtained wherever possible
- ii. to have printed and circulated to the delegates copies of the composite motions they have approved
- iii. to submit to the President of Congress a programme of all motions and amendments approved by them as being in accordance with the Rules and Standing Orders, together with all suggestions for the proper conduct of the business of the annual Congress
- iv. to report to the General Council any violation of the Rules or Standing Orders that may be brought to their notice, together with any recommendation agreed upon.

Rule 22

Tellers and ballot scrutineers

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

Rule 23

Voting

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

Rule 24

Motions for Congress

- a. Motions for the Congress must be submitted on the appropriate forms and be signed by the President (or Chair) and Secretary of the organisation submitting such motions and must be received by the General Secretary of Congress not later than eight weeks before the Monday of the annual Congress.

- b. Such motions shall be printed and sent to each affiliated organisation not less than six weeks before the annual Congress. The order in which these subjects are to be discussed shall be decided by the General Council in consultation with the General Purposes Committee of Congress.
- c. An affiliated organisation shall be allowed not more than two motions, apart from organisations with more than one million members who will be allowed one additional motion for each additional 500,000 members or part thereof. In addition each of the equality conferences, the Young Workers Conference and Trades Union Councils' Conference will be allowed to choose one motion carried by that conference for submission to Congress. In order that important labour questions may not be omitted from the discussion of the annual Congress, the General Council are empowered to place not more than three motions on the annual Congress agenda.
- d. All amendments to the motions submitted by affiliated organisations must be received by the General Secretary of Congress not later than four weeks before the Monday of the annual Congress. An affiliated organisation shall be allowed not more than two amendments apart from organisations with more than one million members who will be allowed one additional amendment for each additional 500,000 members or part thereof. These must be submitted on the appropriate forms and be signed by the President (or Chair) and Secretary of the organisation concerned.
- e. Notwithstanding the provisions of this Rule, the General Council or any affiliated organisation shall, subject to the approval of the General Purposes Committee, be permitted to submit an emergency motion for the consideration of the delegates to Congress. No such permission shall, however, be granted unless agreed to by at least two-thirds of the votes cast by the delegates to the particular annual or special Congress.
- f. Motions shall not exceed 250 words in length. Amendments shall not exceed 50 words in length. These provisions shall apply to original motions and emergency motions but not to composite motions nor to motions selected to go forward to the Congress Agenda by the equality conferences, Young Workers Conference and Trades Union Councils Conference.

Rule 25

Delegations

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

Rule 26

Date of annual Congress

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

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Rule 27

Standing Orders

- a. **HOURS OF MEETING:**
Delegates shall assemble at 4pm prompt on the first day of each annual Congress and at 9.30am on each succeeding day. On Sunday Congress shall adjourn at 7pm and each day thereafter (Monday to Wednesday) Congress shall adjourn at 12.45pm and reassemble at 2.15pm and adjourn for the day at 5.30pm on Monday and Tuesday and shall conclude no later than 4pm on Wednesday.
- b. **AGENDA:** A complete agenda of the motions and amendments submitted under Rule 23 shall be printed and sent, not later than 19 days before the opening of each Congress, to the affiliated organisations which have paid up to the last preceding quarter the fees due under Rule 3.
- c. **GENERAL COUNCIL'S REPORT:** After the opening of each annual Congress, the General Council shall present their report for the past year, which shall be laid on the table for discussion. The items of the report shall be discussed seriatim and not as a whole: each speaker to be limited to three minutes. Such report shall be given precedence over all other business provided that where a motion on the agenda bears directly upon any part of the report, such motion may at the discretion of the President be taken in conjunction with such part of the report.
- d. **LIMITATION OF SPEECHES:**
The mover of the motion shall be allowed five minutes, the seconder three, and any or each succeeding speaker three minutes. A delegate shall not speak more than once on a question, except the mover of the original proposition, who shall have the right to reply.
- e. **ORDER OF SPEAKERS:** The President shall determine the order of speakers. Each delegate shall stand when speaking. If the President rises to call a delegate to order, or for any other purpose connected with the proceedings, the delegate speaking shall leave the rostrum and resume her or his seat and no other delegate shall rise until the President has authorised the discussion to proceed.
- f. **PRESIDENT'S RULING:**
Should any delegate cause disturbance at any session of annual or special Congress, and refuse to obey the President when called to order, she or he shall be named by the President, and shall be expelled from the hall for the remainder of the session, and shall not be allowed to take part in the Congress proceedings without the consent of Congress delegates.
- g. **CLOSURE:** The Previous Question, Next Business, or the Closure may be moved and seconded only by those delegates who have not previously spoken during the debate, and there shall be no speeches on such motions. Should the closure be carried, the mover of the original motion shall have the right to reply in accordance with Rule 26, clause (d). Should the President consider that there is no practical difference of opinion among the delegates, she or he shall have power to stop the discussion and submit the proposition to the vote of the Congress delegates.
- h. **SPECIAL MEETINGS:** In the case of special Congresses or Conferences the above Standing Orders shall be adhered to wherever applicable as closely as possible.

Rule 28

Suspension of Rules and Standing Orders

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

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TUC GENERAL COUNCIL STATEMENT AND GUIDANCE ON SEXUAL HARASSMENT

TUC General Council statement on sexual harassment

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

lead to women avoiding union meetings, avoiding putting themselves forward for election to union positions, or even leaving the union altogether.

12. Many trade union members will have experienced some form of sexual harassment in their working lives. Recent research by the Equalities and Human Rights Commission found that where victims of sexual harassment had reported the problem to a trade union representative, they had a more positive outcome. Yet we also know from TUC research that too few women report sexual harassment to anyone at all, including their union representative. Trade unions have a role to play in not only reacting to allegations of sexual harassment but also in actively promoting the importance of reporting sexual harassment to the relevant trade union representative, and fostering an environment where women feel safe and confident in doing so.

13. The TUC General Council affirms its commitment to eliminating sexual harassment and all forms of violence against women. Furthermore, the TUC General Council calls on affiliated unions to:

- › ensure that all unions have effective policies on sexual harassment in place and communicated to all staff and reps, as both employers and as democratic membership organisations
- › ensure all unions have fair and effective procedures in place to deal with complaints, which recognise the value of including an independent expert presence
- › implement sexual harassment policies in union branches or other relevant structures
- › place sexual harassment and all forms of violence against women at the top of union bargaining, campaigning and organising agendas
- › work with relevant civil society organisations such as the End Violence Against Women Coalition
- › circulate this statement to members and make members aware of our commitment to ending sexual harassment at union education courses, conferences and other events.

TUC GENERAL COUNCIL STATEMENT AND GUIDANCE ON SEXUAL HARASSMENT

Guidance on procedures relating to harassment and discrimination

1. The TUC rules are explicit and robust in stating our commitment to promoting equality and eliminating all forms of harassment, prejudice and discrimination.
2. Rule 1b states:
"It shall be a requirement of affiliation that an organisation has a clear commitment to promote equality for all and to eliminate all forms of harassment, prejudice and unfair discrimination, both within its own structures and through all its activities, including its own employment practices."
3. Rule 2a states that the objects of Congress are:
"To promote equality for all and to eliminate all forms of harassment, prejudice and unfair discrimination, both within its own structures and through all its activities, including its employment practices."
4. Where a matter relating to discrimination or harassment within an affiliated union is brought to the attention of the general secretary of the TUC, the TUC general secretary may wish to conduct an initial investigation in respect of any contravention of TUC rules.
5. Following consultation with the TUC president, the TUC general secretary, or whom s/he designates, is empowered to convene a panel to investigate whether or not the union has complied with the TUC's rules in relation to equality and discrimination.
6. As is the case in the TUC disputes procedure, such a panel will be drawn from the General Council and may include a legally qualified person or another independent third party with relevant expertise. In the case of an allegation relating to sexual harassment, for instance, the general secretary may wish to appoint an independent expert from an equalities or women's rights organisation.
7. Depending on the outcome of the investigation, the panel may wish to make recommendations to the union that may be enforced in the form of an award, in line with the existing disputes procedures.
8. Should any information regarding individual complaints be submitted to the committee they will be treated in confidence, in line with best practice.
9. Should the panel make an award, the General Council will receive a report in line with point 7.

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