

The TUC logo is positioned in the top right corner of the image. It consists of the letters 'TUC' in a large, bold, white sans-serif font. The background of the entire image is a photograph of a man and a woman in high-visibility yellow jackets. The man, on the left, is smiling and looking towards the camera. The woman, on the right, is also smiling and holding a clipboard. Both are wearing lanyards with ID badges. The background is a blurred industrial or construction site.

TUC

Changing the world
of work for good

A large, semi-transparent blue graphic with geometric shapes, including a large triangle and overlapping rectangles, is positioned in the lower-left and center of the image. It serves as a background for the title text.

TUC Campaign Plan 2017–18

Nearly 150 years ago, a group of trade unionists came to Manchester, and together they held the first meeting of the Trades Union Congress.

This first Congress passed a resolution “that it is highly desirable that the trades of the United Kingdom should hold an annual congress, for the purpose of bringing the trades into closer alliance, and to take action in all Parliamentary matters pertaining to the general interests of the working classes”.

150 years later, as we face the ‘Fourth Industrial Revolution’, the TUC’s mission holds true: standing up for the working women and men of Britain, and making sure our voice is heard.

Our TUC Campaign Plan for 2017–18 sets out our movement’s priorities for campaigning, influencing and organising into our anniversary year and beyond.

In our three priorities, you will see the determination of the TUC and our member unions to win the best deal for working people as the UK leaves the European Union and as the world of work throws up new ways for bosses to exploit workers.

And you will see our commitment to finding new ways to grow and revitalise our movement so that more of the working people of today and tomorrow get the benefits of strong trade unionism and collective bargaining.

Underpinning everything we do are our trade union values: dignity, justice, solidarity, respect, fairness and equality.

This campaign plan is a plan for our whole movement, supporting and enhancing the specific priorities and campaigns of our member unions in their industrial sectors.

I look forward to campaigning alongside you all in the year to come.



Frances

TUC General Secretary

The situation we face as a movement

The past year has been one of continued economic and political turmoil and uncertainty. The political establishment was rocked by the UK's vote to leave the European Union – and the desire of the new prime minister Theresa May to gain a mandate for her version of Brexit led directly to the snap general election.

That election did not deliver the mandate she sought – and Jeremy Corbyn's Labour party increased its number of seats to take Britain back to a hung parliament. The Conservative party has now entered into a confidence and supply arrangement

with the Democratic Unionist party – and it is clear that political upheaval is here to stay.

The snap general election campaign and its aftermath have changed the terms of the debate. Beaten Conservative MPs told of being tackled on the doorstep by teachers and nurses angry that their pay was being artificially held down. The TUC's own post-election poll showed that 76 per cent of all voters supported giving public sector workers the pay rise they deserve. Decent public services and workers' rights emerged as the top issues that determined many votes. And the poll confirmed the energy and

enthusiasm generated by the Labour manifesto amongst under-45s.

The general election result has also disrupted the prime minister's smooth progress towards a so-called "hard Brexit", where the UK leaves both the customs union and the single market as well as the EU. As she set out her Brexit plans at Lancaster House in January 2017, Theresa May claimed that "no deal is better than a bad deal". But her narrow majority means that steamrolling through her Brexit vision looks increasingly unrealistic – and negotiations with the EU have barely started.

Alongside the political upheaval of the past year, living standards have continued to fall. We are still in the middle of the longest pay squeeze since Victorian times, and rising prices suggest another living standards crisis is on the horizon. More than three million workers face extreme insecurity at work, at the sharp end of a labour market that has shifted the risks of work (but none of the rewards) from employers to workers. The inequalities within

"Alongside the political upheaval of the past year, living standards have continued to fall."



“Digital could be a liberating force creating more productive and satisfying work but too often only serves the interests of business owners rather than workers.”

and between the regions and nations of the UK show the harmful impact that unconstrained globalisation and years of deregulation, austerity and underinvestment have had on poorer and middle-income communities. And Black and minority ethnic workers and migrant workers continue to bear the brunt of longstanding racist and anti-immigration sentiments which were given a boost by the Brexit referendum.

The pace of change led by technology continues to accelerate, leading to increased customer and user expectations across all sectors and real changes in the world of work. Digital could be a liberating force creating more productive and satisfying work



but too often only serves the interests of business owners rather than workers.

In the face of these challenges, the UK trade union movement is shrinking - and aging. The most recent annual figures show a fall of 4.2 per cent to 6.2m members. Just 16 per cent of young workers aged 21–30 are members of a trade union – and two in five union members are aged over 50. We know that extending collective bargaining is the best pay policy there is. Yet on current trends the union movement will represent just one in five workers by 2030. To deliver for working people, the union movement needs to change.

Photo: © Ideal Insight | www.idealinsight.co.uk



The TUC's unique role and contribution in our 150th year

Photo courtesy of the Learning and Skills Council

As the national centre for the UK's trade union movement, the TUC is in a unique position. We listen to unions, members and all workers, bringing together real information and first-hand accounts from the shopfloor, the office, the warehouse and the factory. And we combine those frontline insights with world-class policy analysis, to produce a strong and evidenced case for the changes that working people need.

The TUC is here to represent trade unionists, and all working people – and to win the changes they need. Through our democratic structure and other mechanisms such as our conveners' panel and regular opinion research we listen to working people's views and experiences. We are the experts in what matters to people at work. This means that we are at our most authoritative and credible when we are talking about work – in the UK or internationally.

We complement and add value to the work of our member trade unions by:

- › setting out a compelling case for trade unionism and trade union



policies in the modern workplace and the wider economy

- › championing wider coverage of collective bargaining to improve pay, conditions and voice at work
- › helping unions to grow and to be stronger and more effective.

Some cross-cutting themes run through all of the TUC's work. We showcase a modern confident trade unionism that is in touch with the concerns of trade union members and their communities.

We harness technology and digital ways of working to transform how we run and how we communicate. We seek to put trade unions back at the heart of British civil society and public life. Our commitment to equality, to anti-racism and to fairness runs through everything we do. And we are internationalists, and act in solidarity with trade unionists around the world to promote working people's interests.

Our campaign priorities 2017–18

An economy that works for working people

Priority 1

The British economy is rigged against the interests of ordinary working people – and a “no deal” Brexit will only make that worse, risking good jobs and hard-won rights at work. We need an economy that works for working people – now, and into the future. We need companies interested in long-term greener growth that benefits everybody, not short-term shareholder returns. We need good jobs in all regions and nations of the UK. And we need high-quality, decently funded public services.

In 2017–18, the TUC will:

- › make the case to keep all options open for a deal with the EU that puts jobs and rights first – a good deal is more important than a quick deal: we will press negotiators on all sides to keep talking until they make an agreement that delivers for working people
- › press to make sure that the Brexit deal and the Repeal Bill do not undermine workers’ rights that were won from the EU, and that in future,



Photo: Charlotte Graham /Guzelian

rights for workers in Britain will – as a minimum – keep pace with any improved workers’ rights in the EU

- › campaign for an industrial strategy that delivers sustainable jobs with decent pay, in all parts of the country – and oppose devolution deals that drive a race to the bottom
- › set out the case for how worker voice and real reforms to corporate governance, responsibility and procurement can deliver a higher productivity economy, with better



Photos left and middle: © Ideal Insight | www.idealinsight.co.uk

Lorne Campbell / Guzelian

jobs and responsible investment
at its heart

- › show how working people and their unions can be part of creating the jobs of the future, through skills development, managing new technology and automation in the interests of workers, and making sure the rewards from work are fairly shared
- › argue for an investment-first economy in the UK and internationally, where the ability to deliver great jobs and decent pay is the test of economic success
- › make the case for world-class public services for everyone.

We encourage trade unions
and activists to:

- › join the campaign to protect all workplace rights won from the EU, lobbying your MP during the passage of the Repeal Bill
- › share your stories about how technology is changing the world of work – and why we need a stronger role for unions
- › join together to make the most of devolution and protect national pay bargaining
- › play a full role in campaigns to protect public services and celebrate public sector workers.



Great jobs for everyone

Priority 2



Photo: Sean Hernon Pictures

In 2017, too many workers are finding that great jobs that pay a decent wage are disappearing. We have record employment rates, but more than one in ten workers are in jobs where basic rights are denied or ignored. We need no more and no less than great jobs for everyone.

That means an end to insecure work – like zero- and short-hours contracts and bogus self-employment – and an end to bad bosses hiding unacceptable employment practices behind an app or platform. It means real opportunities for progression at work, and safe workplaces for everyone. It means genuine equality at work for women, Black and minority ethnic workers, LGBT workers and disabled workers. It means an end to the artificial pay restrictions that have left dedicated public servants thousands of pounds worse off in real terms. And it means everyone having decent pay and a decent pension for when they retire.

In 2017–18, the TUC will:

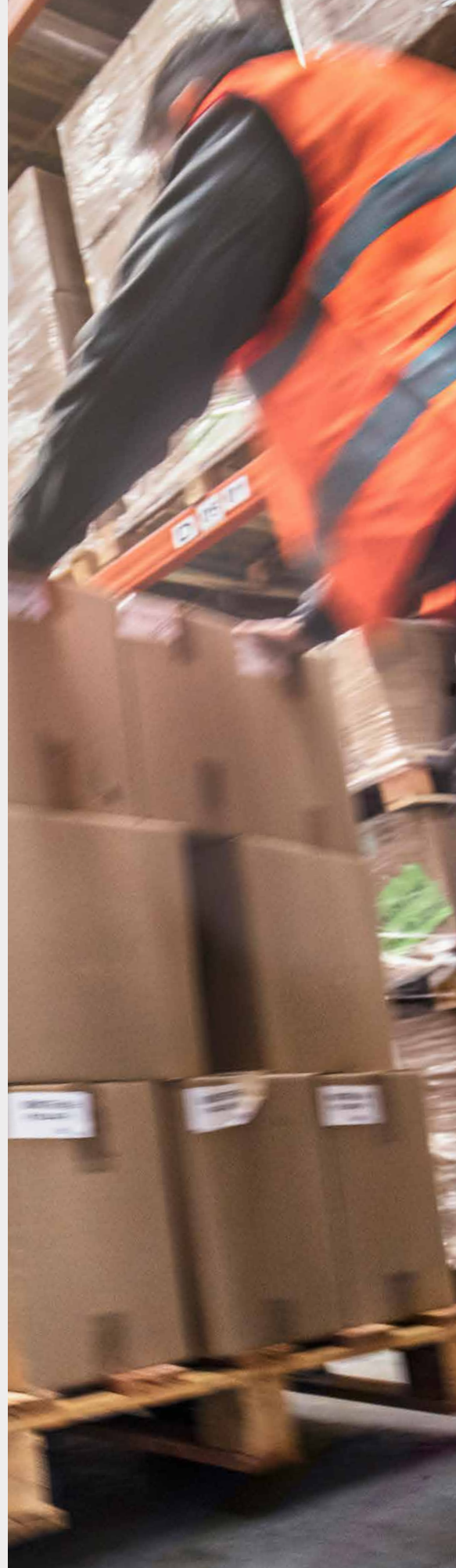
- › run a high profile campaign for our Great Jobs Agenda, taking our demands into workplaces, local councils and into parliament
- › build on our campaign against insecure work, working for a ban on the regular use of zero-hours contracts and a crackdown on bogus self-employment as well as stronger action to enforce existing rights

“It means everyone having decent pay and a decent pension for when they retire.”

- › highlight the discrimination that too many women, Black and minority ethnic workers, LGBT workers and disabled workers still face – and demand big changes to stop it
- › campaign for greater coverage of collective bargaining, a rising national minimum wage that reaches £10ph as soon as possible and a pay rise for public sector workers
- › influence the government and employers to ensure a fair deal for working parents and young workers, and to offer high-quality apprenticeships and fair pensions for everyone
- › help more than 250,000 workers access basic skills training and further education through unionlearn.

We encourage trade unions and activists to:

- › run local and workplace campaigns around aspects of the Great Jobs Agenda that are relevant to your area, union or workplace
- › help us secure support for the Great Jobs Agenda in parliament, and in combined authorities, mayoralities, and devolved governments around the country
- › join in with the heartunions week of action in February 2018
- › build the pressure on the government for a pay rise for public sector workers by joining the lobby of Parliament on 17 October 2017 and local rallies in the autumn
- › promote and support the work of union learning reps by securing Learning Agreements in all unionised workplaces
- › use TUC reps guides and campaign materials to advance equality at work.



A thriving movement that delivers for younger workers

Priority 3



Young workers not joining unions is the biggest challenge our movement faces. Just 6 per cent of 21–30s working in the private sector are members of a union. Increasing numbers do not know what a union is or how it could be of use to them.

The union offer is not always expressed in a way that feels relevant or accessible to young workers or insecure workers – not least because the union movement needs to launch its own digital revolution. We need unions to grow and thrive after the government's draconian Trade Union Act, getting more effective at delivering for members and supporting our thousands of volunteer reps to win a better deal for members in their workplaces.

In 2017–18, the TUC will:

- › mark 150 years of the TUC
- › step up support for new union organising campaigns and cut out wasteful competition
- › prototype three new models of trade unionism that have been co-created
- › work with unions to build their organising capability and share stories of success
- › campaign to allow unions to ballot online and become stronger as they work through the implications of the Trade Union Act
- › develop union reps' skills, through online learning and peer networks
- › help to grow the trade union movement worldwide, focusing on the 500 million workers in global supply chains.



Photos: © Ideal Insight | www.idealinsight.co.uk

with young private sector workers, and run a full pilot of at least one

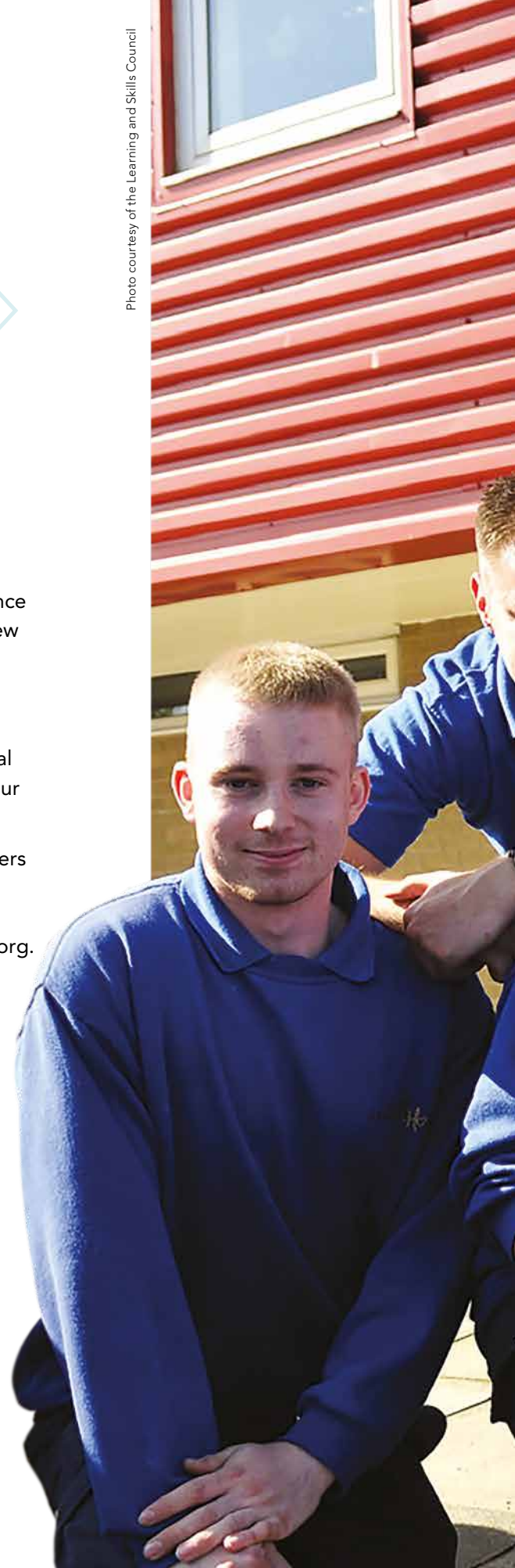
- › support unions to make their case to young workers, talking about and campaigning on issues that matter to young workers
- › help unions to use digital to transform how they run and how they engage with their members

“Take the TUC’s digital healthcheck, to see how your union scores for digital preparedness.”

We encourage trade unions and activists to:

- › read the TUC’s research into what young workers in the private sector think and feel – and adapt your recruitment and organising practice to take account of it
- › offer your union, branch or workplace as a pilot for the young workers’ innovation programme
- › take the TUC’s digital healthcheck, to see how your union scores for digital preparedness
- › make sure every rep gets the chance to take part in the TUC’s brand-new online reps’ training
- › use the TUC’s 150th anniversary as a hook to tell the story of trade unionism in your workplace or local area, and bring new people into our movement
- › take action to support other workers standing up for their rights – look out for all the latest trade union campaigns on www.goingtowork.org.

Photo courtesy of the Learning and Skills Council



South
Tyneside *Homes*
Property Services





Changing the world
of work for good

1

An economy that works for
working people

2

Great jobs for
everyone

3

A thriving movement
that delivers for
younger workers.

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