

THE TUC'S CAMPAIGN PLAN  
**TO A COUNTDOWN: 300 DAYS  
TO A FUTURE THAT WORKS**

- ▶ JOBS, GROWTH AND A NEW ECONOMY
- ▶ FAIR PAY AND A LIVING WAGE
- ▶ GOOD SERVICES AND DECENT WELFARE
- ▶ RESPECT AND A VOICE AT WORK
- ▶ STRONG UNIONS

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TUC General  
Secretary

## FOREWORD



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One year ago the TUC set out its campaign plan.

It brought our priorities together, into five clear streams of work that were embraced and endorsed by the whole of our movement.

Soon the country will be offered a stark choice at a crucial general election. Never has a strong voice for Britain's unions been more necessary.

In this report we list our achievements to date, and set out our further plans as we count down to the election.

Ever since the economic crash nearly brought the world's economic system to its knees there has been a clear choice.

Those who did best from deregulated capitalism, which lets inequality rip and finance rule, want to go back to business as usual. For them the crash was an opportunity.

They want to use it to shrink the state permanently by cutting services and slashing the welfare safety net any of us might need. They want people to give up rights at work and accept permanent pay cuts and job insecurity.

Our struggle is to build a new economy run in the interests of the many, not the few. One that creates good jobs that pay well, on which sustainable growth can be built, and gives working people a real voice in their company.

The campaign plan has united and excited our great movement. Throughout the country union members have come together to make the case for social justice and economic advance.

But the TUC General Council is clear that we must step up our work as we approach the most important election in a generation.

Here we set out what we will do in the year ahead. We invite everyone who agrees to join us.

*Frances O'Grady*

**Frances O'Grady**  
TUC General Secretary

“The campaign plan has united and excited our great movement. Throughout the country union members have come together to make the case for social justice and economic advance.”

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# JOBS, GROWTH AND A NEW ECONOMY

## WE HAVE

- revealed the true cost of austerity and service cuts in the Austerity Uncovered bus tour
- won all-party support for an active industrial policy
- made the case for green workplaces and a just transition to a low-carbon economy
- used the media to expose the weaknesses in our jobs recovery, setting out the scale of regional inequalities, jobs growth in low-paid sectors and rising self-employment
- helped win public support for the Robin Hood tax.

## WE WILL

- expose the unbalanced nature and risks of the recovery
- fight against the tax dodgers and for a fair tax system that makes the rich and big business pay
- demand a million new council and affordable homes; an effective industrial policy; root and branch banking reform; guaranteed full employment and a jobs guarantee for young people; and a transformed skills system that works for all
- campaign with the European TUC for investment and sustainable jobs across Europe.

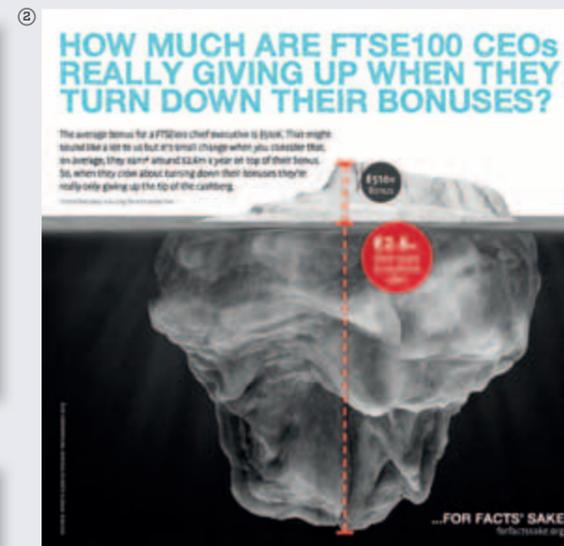
## BUILDING A NEW ECONOMY

The 2008 crash was the worst in living memory. It exposed the weakness of an economy over-reliant on finance and made unstable by growing inequality.

But the wrong medicine of cuts, pay freezes and austerity has delayed recovery. Only now is the economy beginning to grow. But most people and many parts of the country are missing out as growth is fuelled by a London house price boom and increased borrowing, not from the economic rebalancing, higher wages and investment we need.

Rather than build a new, less unequal and more sustainable economy this government wants to use the crash to shrink the state, reduce rights and set inequality in stone.

**We will fight for an alternative – a future that works.**



1 Austerity Uncovered: our bus tour covered the country

2 For Facts' Sake: our new infographics series find the facts behind the news

3 I'm An Apprentice Value Me! © Jess Hurd/reportdigital.co.uk

4 ETUC's New Path 4 Europe: unions have joined across Europe to fight austerity

5 Manufacturing matters: TUC General Secretary, Frances O'Grady visits the Mini factory in Cowley, Oxfordshire © Dave Fleming, BMW Group

## FAIR PAY AND A LIVING WAGE

### WE HAVE

- put the decline in living standards at the centre of national political and media debate, with the 100 regional events and campaign blitz of Fair Pay Fortnight
- backed unions taking action for better pay and decent pensions
- forced all political parties to call for real increases in the minimum wage, won growing support for the living wage and made the case for fair pay for all
- exposed the boardroom greed of top executive soar-away pay
- won the public argument for new wages councils and collective bargaining so workers get a fairer share of the cake.

### WE WILL

- organise a massive Britain Needs a Pay Rise national demonstration on 18 October
- continue to expose Britain's living standards crisis
- publish new analysis of excessive executive pay
- demand a higher national minimum wage, a spread of the living wage and fair and equal pay
- show how migrant workers aren't the cause of the problem – low pay and exploitation are
- help unions fight for an end to public sector pay freezes and caps.

### LIVING STANDARDS ARE UNDER ATTACK

People earn £40 a week less in real terms than they did in 2008.

If wages had risen in line with economic growth workers would be £102 a week better off than they are now.

We're told the living standards crisis is over, but across the public sector and in much of the private sector pay still losing a little of its value every month.

Almost five million people are paid less than the living wage.

Half of people in poverty are in working households.

But at the top, boardroom pay continues to rise far above inflation.

**We will fight for a real recovery that delivers decent pay for all – Britain needs a pay rise.**



1 2 3 Fair Pay Fortnight: unions around the country make the case for decent wages

4 5 Britain Needs A Pay Rise: the campaign continues, with a national demo in October

6 Living Wage: unions have campaigned to spread the living wage

# GOOD SERVICES AND DECENT WELFARE

## WE HAVE

- put NHS cuts, privatisation and fragmentation on the political and media agenda through the All Together for the NHS Alliance
- built wide support for public ownership of rail, lower fares and better services through Action for Rail; spoken up for justice through the Justice Unions Campaign Group by exposing the impact of outsourcing; and launched the Education Not for Sale campaign to fight privatisation of schools, colleges and universities
- led the campaign against the dangers to public services in the proposed US EU trade deal and forced the EU to consult on the detail
- gained high media coverage for TUC and False Economy work on the impact of welfare cuts through the bedroom tax and council tax benefit changes.

## WE WILL

- fight for properly funded, publicly owned, democratically run public services
- defend the welfare state through the Saving our Safety Net campaign, in particular fighting proposals to delay benefits for those who lose their jobs and exposing the impact on working people of welfare cuts
- demand comprehensive childcare and a proper adult care system so that elderly and disabled people – and those who care for them – can live in dignity
- make the case for a new deal for public sector workers.

## HIGH QUALITY PUBLIC SERVICES AND A STRONG WELFARE STATE

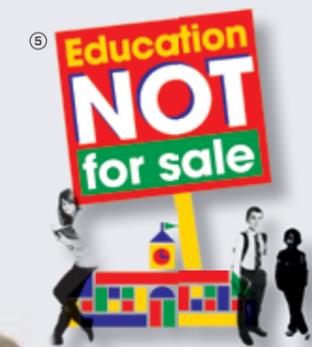
Public services are under huge pressure. Local councils are being hammered. Yet the respected Institute for Fiscal Studies say that we have had less than half of the Chancellor's planned spending cuts.

We were told the NHS would be protected, but waiting times are up, bed shortages common and GP services barely able to cope.

The public realm is under a dangerous twin attack. Austerity economics is used to justify cuts, but the real objective is just as much to shrink the state permanently and open up vital services to private profit. This is a political choice, not an economic necessity.

The welfare state – the safety net which any of us might need – is threatened. Ministers and their media allies have used public hostility against those who cheat the system to try to undermine the whole welfare system. The unemployed are increasingly treated as if losing their job was their fault, with a six-week wait for any benefits, an unfair sanctions regime and workfare schemes no different from those used for offenders being punished by the courts.

Fighting service cuts, defending welfare and opposing privatisation will be key campaigns for unions, activists and communities.



- 1 Save Our NHS: the largest ever demonstration in Manchester © Liam Deveney/TUC
- 2 Action for Rail campaign: making the case for public ownership
- 3 The New Working Poor: unions are defending a strong safety net
- 4 TUC General Secretary, Frances O'Grady joins an All Together for the NHS alliance protest © Mark Thomas/UNISON
- 5 Education Not For Sale: unions working together to give children and young people a good education

## RESPECT AND A VOICE AT WORK

### WE HAVE

- won political support to deal with abusive zero-hours contracts
- won a high media profile for the Age Immaterial campaign, highlighting problems for older women in the workforce
- defended union rights and opposed the Carr Review as a taxpayer-funded, party-political stunt
- shown that workers across Europe have an important voice in company decision-making, and made the case for UK workers to have the same opportunities.

### WE WILL

- expose the growth of vulnerable employment, whether through zero-hours contracts, bogus self-employment, casualisation or agency work, blacklisting or payroll companies
- step up the campaign against employment tribunal fees as evidence shows they price workers out of justice and encourage exploitation
- expose and oppose discrimination against pregnant workers
- demand stronger redundancy rights
- build the Europe that Works for Britain campaign to demand a European Union that raises workers' standards of living and rights at work
- demand an employee voice on remuneration committees and workers on the board.

### DEFEND AND EXTEND OUR RIGHTS AT WORK

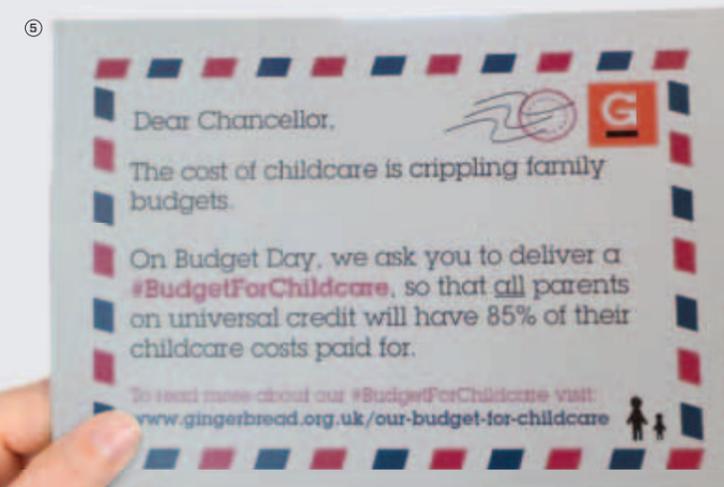
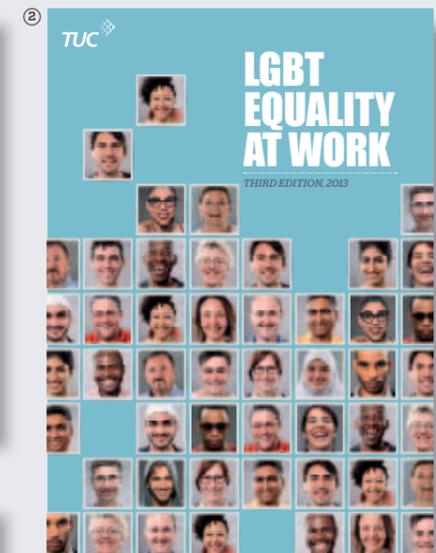
Rights at work are under attack.

Insecure work is on the increase. Zero-hours contracts have gone mainstream, agency work is common in permanent posts and bogus self-employment is rampant.

Fees for employment tribunals mean that workers increasingly cannot afford to enforce their basic rights. Protection against unfair dismissal and redundancy has been reduced.

The Prime Minister wants to end the rights that we owe to Europe – working time protection such as paid holidays, rights for agency workers and equal treatment – so that he can offer a false choice in a referendum between leaving the EU or giving up basic rights.

But inequality lies behind the crash. Extending rights at work and strengthening workers' voice is key to securing a productive fair economy.



① Union members strike over the introduction of zero-hours contracts for agency staff  
© John Harris/reportdigital.co.uk

② LGBT Equality at Work: third edition of this ever-popular TUC guide for union reps

③ Workers on Board: TUC economic report that explores the issue of workers' voice within corporate governance

④ Despite promises, the Carr Review excludes blacklisting

⑤ Delegate at the TUC's Women's Conference makes the case for childcare

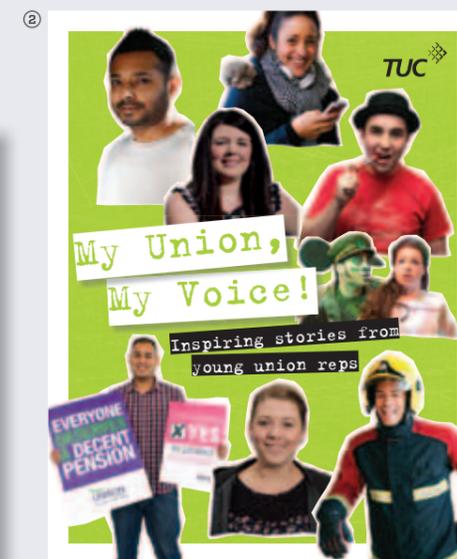
## STRONG UNIONS

### WE HAVE

- brought together unions planning industrial campaigns and organised practical support
- helped co-ordinate more than 100 local events marking Workers' Memorial Day
- told the real story of young workers in Young Workers' Month with forums in Liverpool, Newcastle and Cardiff and by publishing My Union, My Voice, showcasing young members and activists
- run the successful Organising Academy, Leading Change and TUC Education programmes, which trained 52,000 reps across the UK, covering 2,800 private sector employers
- made workers' rights and fair pay in the Bangladesh textile industry front page news after the Rana Plaza factory collapse, and won the support of key British brands for the Bangladesh Fire and Building Safety Accord.

### WE WILL

- update the Union Advantage pamphlet and develop ideas for a union 'gateway' to aid recruitment
- defend check-off, oppose limitations on industrial action in public services and defend simple majority industrial action ballots
- bring unions together to strengthen their industrial and campaigning power in the UK
- support the next generation of union activists and train young activists in organising and campaigning
- fight for the rights of workers building the infrastructure for the 2022 World Cup in Qatar
- argue for ways to boost participation in our democratic structures such as workplace and electronic ballots.



① TUC policy officer Rosa Crawford with Amirul Haque Amin, President of the National Garment Workers Federation, Bangladesh visits River Island to look at the Bangladeshi-made t-shirts  
© Jess Hurd/reportdigital.co.uk

② My Union, My Voice: a collection of inspiring stories about young workers who not only joined a union, but joined in too!

③ In one of Bob Crow's last campaigns, transport unions protest about fare rises outside Oxford Circus tube station

④ TUC Congress delegates support Colombian trade union leader, Huber Ballesteros  
© Jess Hurd/reportdigital.co.uk

⑤ TUC General Secretary Frances O'Grady joins firefighters on 24-hour strike defending decent pensions  
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## TEN THINGS YOU CAN DO TO HELP US WIN

- 1 Build for October's Britain Needs a Pay Rise demonstration in your workplace and community [www.britainneedsapayrise.org](http://www.britainneedsapayrise.org) @payrise4britain #18oct
- 2 Join the TUC's digital army by signing up to Going to Work [www.goingtowork.org.uk](http://www.goingtowork.org.uk) and link up with tens of thousands of reps through the union reps website [www.unionreps.org.uk](http://www.unionreps.org.uk)
- 3 Share how austerity has blighted your community at the False Economy website <http://falseeconomy.org.uk>
- 4 Back the Saving our Safety Net campaign and tell the government to scrap plans to make people wait at least five weeks for unemployment benefits [www.savingoursafetynet.org](http://www.savingoursafetynet.org)
- 5 Join local community campaigns to defend the NHS <http://alltogetherforthenhs.org>
- 6 Press your local council to back the Robin Hood Tax [www.tuc.org.uk](http://www.tuc.org.uk)
- 7 Join your local public services campaign – contact your union or TUC region [www.tuc.org.uk](http://www.tuc.org.uk)
- 8 Back TUC international solidarity actions through the Going to Work website [www.goingtowork.org.uk](http://www.goingtowork.org.uk)
- 9 Make sure that your friends and family are all union members.
- 10 Put the TUC's Campaign Plan on your union branch agenda.

JOIN US AT THE

MARCH AND RALLY

**SATURDAY**

**18 OCTOBER  
2014**

**£££  
BRITAIN  
NEEDS A  
PAY RISE**

**TUC**

JOIN THE CAMPAIGN AT  
[BRITAINNEEDSAPAYRISE.ORG](http://BRITAINNEEDSAPAYRISE.ORG)  
@PAYRISE4BRITAIN #18OCT

**ASSEMBLE 11AM AT  
BLACKFRIARS EMBANKMENT  
FOR MARCH TO HYDE PARK**

