

CONGRESS 2014  
**GENERAL  
COUNCIL  
REPORT**



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ISBN 978 1 85006 957 7

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London WC1B 3LS

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020 7636 4030

Designed by TUC  
Typesetting and production by [www.design-mill.co.uk](http://www.design-mill.co.uk)  
Printed by Newnorth

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**CONGRESS 2014**  
**GENERAL**  
**COUNCIL**  
**REPORT**

**The 146th Annual Trades Union Congress**  
7-10 September 2014, Liverpool

The TUC's mission is to be a high-profile organisation that campaigns successfully for trade union aims and values, assists trade unions to increase membership and effectiveness, cuts out wasteful rivalry and promotes trade union solidarity.

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**Mohammad Taj**  
TUC Congress President 2014

# TUC GENERAL COUNCIL MEMBERS 2013-14

[Biographies of all GC members are available here](#)

**Sheila Bearcroft**  
GMB

**Christine Blower**  
NUT

**Mary Bousted**  
ATL

**Joanna Brown**  
SCP

**Tony Burke**  
Unite

**Jane Carolan**  
UNISON

**Gail Cartmail**  
Unite

**Mike Clancy**  
Prospect

**Brian Cookson**  
NASUWT

**Manuel Cortes**  
TSSA

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RMT (passed away March 2014)

**Tony Dale**  
USDAW

**Mark Dickinson**  
Nautilus Int.

**Maria Exall**  
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**Sue Ferns**  
Prospect

**Larry Flanagan**  
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**Steve Gillan**  
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**Janice Godrich**  
PCS

**John Hannett**  
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**Dave Harvey**  
NUT

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**Sally Hunt**  
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**Karen Jennings**  
UNISON

**Tony Kearns**  
CWU

**Chris Keates**  
NASUWT

**Paul Kenny**  
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**Michael Leahy**  
Community (left February 2014)

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**Sue Mather**  
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**Fern McCaffrey**  
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**Len McCluskey**  
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**Lesley Mercer**  
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**Steve Murphy**  
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**Ged Nichols**  
Accord

**Christine Payne**  
Equity

**Dave Penman**  
FDA

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NGSU

**Dave Prentis**  
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**Roy Rickhuss**  
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**John Smith**  
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**Fiona Wilson**  
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**Tony Woodhouse**  
Unite

**Matt Wrack**  
FBU

**Frances O'Grady**  
TUC General Secretary

# INTRODUCTION

## FRANCES O'GRADY

### GENERAL SECRETARY

**“Our alternative starts from building a new economy run in the interests of the many.”**

In just over seven months the country will be offered a stark choice at a crucial, potentially generation-defining, general election. Never has a strong voice for Britain's unions been more necessary.

Over a year ago the TUC set out our campaign plan. It brought together our priorities, which were endorsed by the whole movement: action on jobs, growth and a new economy; fair pay and a living wage; great public services and a decent welfare safety net; new rights and a voice at work; and strong unions. This report details the TUC's work to fulfil the mandate you gave us.

The context facing working people, and in which we have been campaigning, has been tough – for some brutal.

Ever since the economic crash almost brought the world's economic system to its knees there has been a clear choice. Those who did best from deregulated capitalism, which let inequality rip and finance rule, want to go back to business as usual. For them the crash was an opportunity to shrink the state by cutting services and slashing welfare.

They want to rob people of their rights at work, and impose permanent pay cuts and job insecurity. They see extreme inequality as a price worth paying to preserve privilege and power. At the roughest end of the labour market, people face poverty pay and foodbanks. For those in the middle, everything goes up bar wages. Meanwhile greed at the top is rewarded with a tax cut.

Our alternative starts from building a new economy run in the interests of the many, not the top one per cent – an economy that would create the good, skilled jobs that pay well on which sustainable growth can be built, and that would give working people a real voice at work.

In my second year as general secretary I have travelled around the country, visiting workplaces, meeting union reps and members, and pressing our case with politicians and employers. I have been inspired by trade unionists and campaigners who have come together to make the case for social justice and economic change.

From BMW workers at Cowley winning permanent contracts for agency workers to the young workers fighting for the living wage at the Ritzy cinema in south London and picket lines of public service workers on 10 July, working people have shown their determination to secure a recovery that delivers fair shares.

We are campaigning hard. Fair Pay Fortnight saw the 'Britain needs a pay rise' message taken onto the streets and into the mainstream media. In sectors as diverse as rail, health, education and justice we are uniting workers with community users against privatisation and cuts.

Instead of blaming migrant workers and welfare claimants, we have developed practical policy solutions that give people answers to the problems they face, from an intelligent industrial strategy to council home building and a fair rate for the job.

Smart political campaigning has helped delay and dilute attacks on union reps' rights, check-off arrangements and the government's party political stunt, the Carr Review.

We should celebrate our successes. The TUC and Britain's unions remain this country's strongest democratic membership movement, organising in workplaces and communities across the nations. Membership in the private sector has risen and the decline in the number of workers covered by collective bargaining halted. But there is plenty more work to do to reach out to and build a new generation of trade unionists.

**“Working people have shown their determination to secure a recovery that delivers fair shares.”**



🟢 TUC General Secretary Frances O'Grady visits the Ritzy workers picket line in a BECTU dispute over the London living wage. Brixton, South London.  
© Jess Hurd/reportdigital.co.uk



## INTRODUCTION

### FRANCES O'GRADY GENERAL SECRETARY



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

We have worked across the political spectrum, engaging politicians from all mainstream parties on the cost of living crisis and the policies needed for a greener, fairer and better balanced economy.

As we enter the final six months before the next general election this remains our biggest – and most political – challenge. Working with the General Council and the TUC team I am determined to harness the huge potential of our allies and movement – six million men and women from all walks of life – to win a future that works for all.

“The TUC and Britain’s unions remain this country’s strongest democratic membership movement.”





## AN OVERVIEW OF THE YEAR

In 2013 the General Council agreed its [campaign plan](#), which was endorsed at last year's Congress. It set the priorities for the work of the TUC during the past year, bringing our priorities into five clear streams of work. The General Council has been pleased to see how it has united and excited our great movement; under its banner, union members throughout the country have come together to make the case for social justice and economic advance.

This introduction provides an overview of the year and its key achievements, and sets out campaign plans for the year ahead in the run-up to the 2015 general election.

### **JOBS, GROWTH AND 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 delayed recovery. Only now is the economy growing again. Yet most people and many parts of the country are missing out as growth has been 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.



📍 **Remembering the Tolpuddle Martyrs**  
at the annual march and festival.  
© Jess Hurd/reportdigital.co.uk

Achievements in the past year include:

- winning support across the political parties and from employers for an active industrial policy
- making the case for green workplaces and a just transition to a low-carbon economy
- exposing the weaknesses in our jobs recovery by setting out the scale of regional inequalities, the bias toward jobs in low-paid sectors and the rise in insecure self-employment
- winning public support for the Robin Hood tax.

And in the year ahead we will continue to:

- 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 houses; 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.

In Section One we report in detail on the General Council's work on jobs, growth and a new economy.



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

## FAIR PAY AND A LIVING WAGE

People earn £40 a week less in real terms than they did in 2008. And if wages had risen in line with historic levels of economic growth workers would be more than £100 a week better off than they are now. While ministers say that the living standards crisis is over, across the public sector and in much of the private sector pay is 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.

The General Council will fight for a real recovery that delivers decent pay for all – under the banner of [Britain Needs a Pay Rise](#).

Key achievements in the last year include:

- putting 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
- backing unions taking action for better pay and decent pensions
- forcing all the political parties to call for real increases in the minimum wage
- winning growing support for the living wage and making the case for fair pay for all

✓ **Blacklisting demonstration outside the House of Commons.**  
© TUC



# AN OVERVIEW OF THE YEAR

📍 Frances O'Grady speaking at Tolpuddle 2014.

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- ▶ exposing the boardroom greed of top executive soaraway pay
- ▶ winning the public argument for new wages councils and collective bargaining so workers get a fairer share of the cake.

In the year ahead 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 low pay and exploitation are the cause of the problem, not migrant workers
- ▶ help unions fight for an end to public sector pay freezes and caps.

In Section Two we report in detail on the General Council's work on fair pay and a living wage.

## GOOD SERVICES AND DECENT WELFARE

Public services are under huge pressure. Local councils are being hammered. Yet the respected Institute for Fiscal Studies says 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. Keeping wages down year after year hits staff morale, hinders recruitment and retention and further undermines public services.

The welfare state – the safety net that 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 five-week wait for any benefits, an unfair sanctions regime and workfare schemes no different from those used by the courts to punish offenders.

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



Highlights of the past year include:

- ▶ putting NHS cuts, privatisation and fragmentation on the political and media agenda through the All Together for the NHS Alliance
- ▶ building wide support for public ownership of railways, lower fares and better services through [Action for Rail](#); speaking up for justice through the Justice Unions Campaign Group by exposing the impact of outsourcing; and launching the [Education Not For Sale](#) campaign to fight privatisation of schools, colleges and universities
- ▶ leading the campaign against the dangers to public services in the proposed US EU trade deal and forcing the EU to consult on the detail
- ▶ winning high media coverage for TUC and False Economy work on the impact of welfare cuts through the bedroom tax and council tax benefit changes
- ▶ launching a defence of a decent welfare system 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.

“Zero-hours contracts have gone mainstream, agency work is common in permanent posts and bogus self-employment is rampant.”



In the year ahead we will:

- ▶ fight for properly funded, publicly owned, democratically run public services
- ▶ continue to defend the welfare state
- ▶ 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.

In Section Three we report in detail on the General Council's work in defence of the public realm.

## RESPECT AND A VOICE 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.

Highlights of the year include:

- ▶ winning wide political support for action to deal with abusive zero-hours contracts
- ▶ winning a high media profile for the [Age Immaterial](#) campaign, highlighting problems for older women in the workforce

# AN OVERVIEW OF THE YEAR

- ▶ defending union rights and opposing the Carr Review as a taxpayer-funded, party political stunt
- ▶ showing that workers across Europe have an important voice in company decision-making, and making the case for UK workers to have the same opportunities.

In the year ahead we will continue to:

- ▶ expose the growth of vulnerable employment, whether through zero-hours contracts, bogus self-employment, casualisation and agency work, blacklisting or payroll companies
- ▶ campaign against employment tribunal fees as evidence grows that 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.

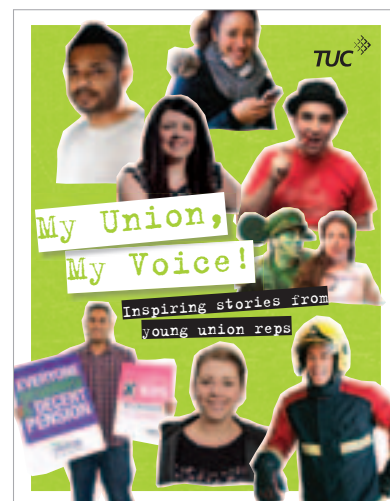
In Section Four we report in detail on the General Council's work to defend and extend rights at work.

## STRONG UNIONS

Only strong trade unions can deliver a sustainable and fair economy. Inequality helped drive the crash and makes the recovery fragile. Unless unions give workers a collective voice and strength, the imbalance in the relationship between employer and the employed gets worse.

Highlights during the past year have included:

- ▶ bringing together unions planning industrial campaigns and organising practical support, particularly for the 10 July action
- ▶ helping to coordinate more than 100 local events marking Workers' Memorial Day
- ▶ telling 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
- ▶ running the successful Organising Academy, Leading Change and TUC Education programmes, which trained 52,000 reps across the UK, covering 2,800 private sector employers
- ▶ making workers' rights and fair pay in the Bangladesh textile industry front page news after the Rana Plaza factory collapse, and winning the support of key British brands for the Bangladesh Fire and Building Safety Accord.



In the year ahead 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.

Building stronger unions is always top of the General Council's list of priorities. We report fully on this in Section Five.



# 1

## **SECTION ONE** JOBS, GROWTH AND A NEW ECONOMY



# SECTION ONE

## JOBS, GROWTH AND A NEW ECONOMY

### 1.1 INTRODUCTION

The financial crash revealed the deep flaws in the economic model that the UK has followed since the 1980s. Deregulation and unchallenged finance failed to deliver prosperity. While some effective first aid was applied in the wake of the crash, the coalition government then sent the economy into reverse. After years of stagnation, output is still barely back to where it was in 2008 and the rewards of long-awaited growth are far from fairly shared.

The fight against austerity has remained our central campaign priority, and our work in this area has been guided by Composite 1, which set out the case for an active campaign against spending cuts, and Composite 2, which charged us with making the case for a stronger and fairer recovery. The TUC has campaigned against cuts and wage freezes, and has made the case for decent jobs, particularly for young people, and investment in skills. We have pressed for fair tax to stop avoidance and evasion and make those who profited most from the bubble pay the costs of clearing up the damage. We have also defended previously made gains that advance equality, as women and BME, disabled and LGBT citizens suffer as services are cut.

As the recovery has finally begun, we have continued to hold the government to account. The economy failed to work for ordinary people well before the crash and, despite the recent and welcome return of growth, the living standards crisis continues for those on both low and middling incomes.

“Over the year we have continued to make the case for an economy that works for ordinary British families.”

At a European level, while EU leaders insisted that the crisis was over, the ETUC and TUC continued to argue that financial markets had been re-regulated but not sufficiently to prevent another crisis; that growth was uneven and unsustainable; and that unemployment was still very high, especially for young people. The ETUC therefore adopted in November a [New Path for Europe](#) – a plan for infrastructure investment, sustainable growth and skilled work. The plan would lift Europe out of crisis by investing in sustainable growth and quality jobs by investing an additional two per cent of GDP per year over 10 years, creating 11 million new jobs.

As part of the campaign for this new investment plan, TUC President Mohammad Taj addressed an ETUC-organised alternative leaders’ summit on 19 March to coincide with the European Spring Council; and a TUC delegation of 50 union representatives joined an ETUC demonstration in Brussels on 4 April.

Across Europe and the UK a new model for economic growth is needed that is both sustainable and fair – not a return to business as usual. That is why our resistance to government policies has gone together with the research and thinking that can help build a new economy and the creation of good, fairly paid jobs. Over the year we have continued to make the case for an economy that works for ordinary British families.

### 1.2 THE ECONOMY

In the recent period growth finally began to pick up, with the economy growing by 0.8 per cent in the first quarter of 2014. This was the fifth successive quarter of growth, leaving GDP 3.1 per cent higher than in Q1 2013. Overall, GDP was only 0.6 per cent below its pre-recession peak and looked set to surpass that point in summer 2014. But, while gross value added in services had already moved beyond that mark, construction and production, by contrast, still had some way to go.

Compared to previous recessions, the recovery remained protracted. The recoveries from the 1970s, 1980s and 1990s recessions took GDP past its pre-recession peak in around three years. In contrast, recovery from the most recent recession has taken more than twice as long. See Figure 1.

Furthermore, much GDP growth is simply a matter of a growing population. Real GDP per capita had hardly grown at all since 2009 and on this measure the contrast with previous recessions has been even more marked. See Figure 2.

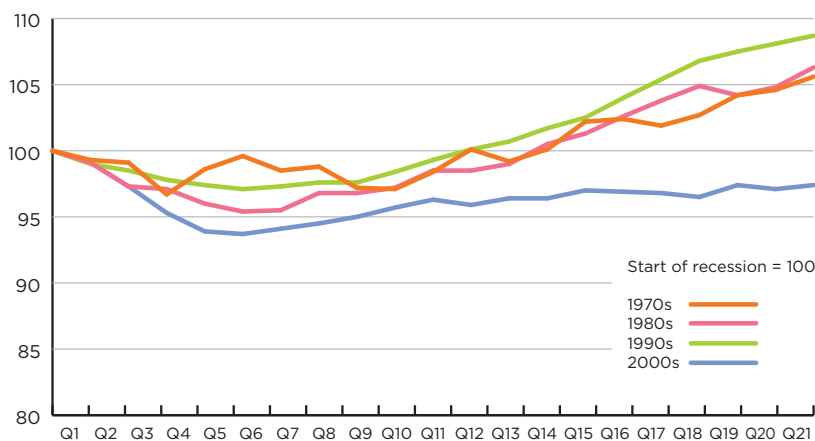


Figure 1: GDP growth in four recessions

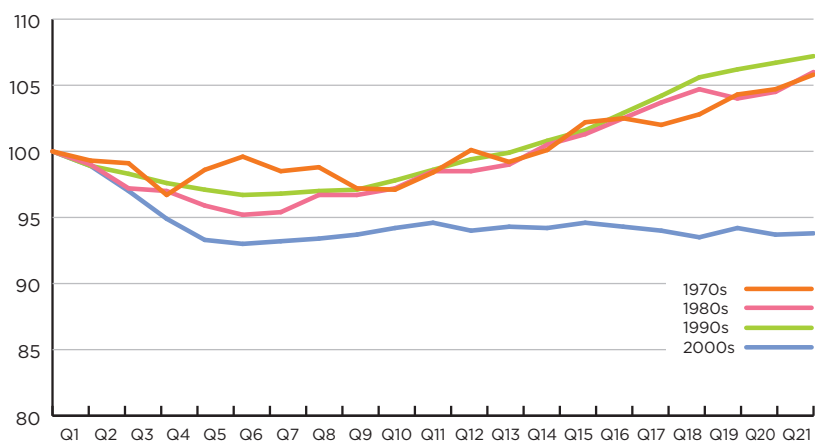


Figure 2: GDP per capita in four recessions

Finally, when UK GDP per capita is compared with other major industrialised democracies, the UK has done nowhere near as well as the genuinely impressive performances of many other developed nations. While the return to growth has been welcome, years of economic mismanagement have had a substantial impact upon the UK's economic fortunes.

In spring 2014 the TUC's [Budget Submission](#) set out that, while prospects were certainly better than they had been for some time, the government's economic decisions had forced the UK to endure years of unnecessary stagnation and wasted potential.

The submission also showed that despite some improvements in the macroeconomic outlook, most people still felt that times were tough. Only one person in fifty reported to have felt any benefit from recent economic gains, and the ongoing fall in real wages remained a significant challenge. Following four years of real pay falls, our analysis showed it would be 2020 before most households even regained the spending power of 2008. Real Household Disposable Income per head remained below its 2009 peak and was actually lower than it was in mid-2012, when the pickup in GDP growth had begun.

Falling real incomes have been driven by many divergent trends: poor jobs growth in better-paid sectors, rocketing rates of underemployment, reductions in better-paid public sector positions and falling rates of nominal pay growth. While employment levels have held up better than many predicted, the submission showed that the quality of the jobs our economy is creating has been in freefall.

The TUC submission therefore set out the case for government action to secure a better balanced recovery, supporting strategic sectors, boosting investment and putting measures in place to ensure that the benefits of productivity gains were shared fairly across society.

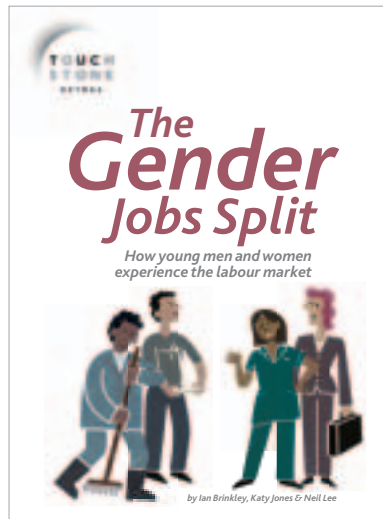
## SECTION ONE

# JOBS, GROWTH AND A NEW ECONOMY

In line with Composite 3, which set out a number of important priorities on banking policy, the TUC called for action to boost bank lending to business, and for government to support a properly resourced state investment bank, with a capital base that would allow it to make a substantial difference to infrastructure investment across the country. In addition we also continued to make the case for wider banking reform.

Over the year the TUC also published a quarterly analysis of key economic trends, which set out the progress of the recovery and its impacts for people at work. It also published several standalone economic reports, considering issues of particular significance for UK growth prospects. This included a feature on investment, which discussed the UK's growing investment gap, which was nearly £50bn in 2013. Our analysis showed that investment had actually fallen as a share of GDP since mid-2010, and that the gap between planned and actual investment levels continued to rise.

The TUC also provided regular economic comment on the Touchstone blog.



### 1.3 THE LABOUR MARKET

While headline employment trends since Congress 2013 have been positive, top-level improvements have masked concerning underlying trends. Most months have seen a new record for the number of people in employment and a further reduction in the number unemployed. The TUC has welcomed this news, but has also shown that the story of the labour market in 2013-14 has been more complex than these headlines suggest.

One worry has been the growth of self-employment. Self-employment does not explain the whole of the rise in employment, but it has accounted for a very large share. The recent period of employment growth began in the late summer of 2011; in the next 30 months overall employment grew by a substantial 1.4 million but self-employment accounted over 400,000 of these jobs.

In April the TUC published a widely noticed analysis of the role of self-employment in the recovery, pointing out that it accounted for 44 per cent of the rise in employment since 2010. A disproportionate share of this increase was accounted for by pensioners, part-time self-employed workers and odd-jobbers. The number of self-employed people who either run a business or are a partner or sole director in one (positions usually associated with entrepreneurship) had actually fallen, suggesting that rising self-employment was part of a wider shift towards insecure employment, rather than as a result of a growing number of people starting up new companies.

A further reason for concern about the employment recovery is the fact that it has not been shared equally across the country. In January, a TUC Economic Report looked at the labour market in the regions of England. Despite the national increase in employment, people's chances of having a job had fallen in four English regions – the West Midlands, the north-west, north-east and south-west. By contrast, individuals' job prospects in London and the East of England had increased since 2008.

Table 1:

	Mar-May 2008 (%)	Feb-Apr 2014 (%)
Part-time proportion of employment	25.3	26.7
Temporary proportion of employment	5.6	6.5
Proportion of part-time who could not find full-time job	9.1	17.5
Proportion of temporary who could not find full-time job	25.1	35.9

Table 2:

**Aged 16–24 unemployed (000s)**

Mar–May 2008	685
Sep–Nov 2011	1,039
Feb–Apr 2014	853

### “Full employment therefore continues to be an important TUC policy goal.”

In the early stages of the current jobs recovery, much of the jobs growth was in part-time and temporary employment. That is less of a factor now, and the increase in recent months has not been disproportionate. But the recent growth of full-time permanent employment has not yet restored the pre-recession situation, and part-time, involuntary part-time, temporary and involuntary temporary employment all account for too high a share of employment. See Table 1.

It is a similar picture when we look at youth unemployment, which has fallen substantially since 2011, but remains above pre-recession levels. See Table 2.

Full employment therefore continues to be an important TUC policy goal. The TUC’s goal is not merely to return to the high employment levels that pertained before the recession, but to make sure that the benefits of high employment are spread fairly. In November, the TUC published *The Gender Jobs Split*, commissioned from Ian Brinkley, Katy Jones and Neil Lee of the Work Foundation. This study looked at how young men and young women have fared in the labour market over the past 20 years and found that between 1993 and 2011 the share of young women in employment doing low-paid work had increased from 7 to 21 per cent; for young men the increase had been from 14 to 25 per cent. The report (launched at a seminar at Congress House) called for the use of public procurement to guarantee more hiring and training opportunities for young people, focusing policies addressing

gender on the bottom end of the youth labour market and the creation of specialist youth and employment services.

In June the TUC continued this focus with the publication of *Equitable Full Employment*, commissioned from Paul Bivand and Tony Wilson of Inclusion. This Touchstone Extra pamphlet showed that the recent rise in employment has been driven by fewer people leaving their jobs, rather than more people finding new work. The report, launched at a seminar at Westminster with Rachel Reeves MP, Shadow Secretary of State for Work and Pensions, revealed that people with low or no qualifications have suffered declining employment opportunities over the past 20 years and that young people not in full-time education, who were once more likely than the average to be in employment, are now less likely.

# SECTION ONE

## JOBS, GROWTH AND A NEW ECONOMY

📍 House prices are rising sharply, especially in London and the south-east.  
© Photofusion/Rex Features Ltd

### 1.4 WORKING TIME

Over the last year much of the TUC's focus has been on combating underemployment, as far too many people still work part-time when they want a full-time job.

However, there is also a growing problem with excessive working time. The number of employees working long hours has increased by 10 per cent to 3.3 million during the past year. The TUC has continued to lobby for better rules on long hours, but has met with implacable opposition from the government.

The TUC's eleventh annual [Work Your Proper Hours Day](#) was held on 1 March 2014, continuing the campaign against the overuse of unpaid overtime.

The broad goal has been to try to reconcile the hour and patterns of work that people want with what they can actually get.

We have also argued for more access to flexible working. The law on flexible working was extended in June 2014.

The TUC has continued to campaign with WorkWiseUK, a coalition of business organisations promoting flexible working and quality home working, contributing to commute smart week (11-15 November 2013) and national work-from-home day (16 May 2014).



In addition, the TUC lobbied to improve the enforcement of paid holidays by making HM Revenue and Customs responsible for enforcement. Official figures suggest that around two million employees do not receive their statutory minimum entitlement of 5.6 weeks' paid annual leave. The issue was picked up by Alan Buckle's report to the Labour Party on low pay.

### 1.5 HOUSING

The TUC's work on housing has been guided by Composite 6 from the 2013 Congress.

Over the year we have lobbied government and opposition on housing, calling for a massive programme of building social and affordable housing, with a strong role for local authorities.

We have also campaigned for better regulation of the private sector and more secure tenancies, working alongside campaign groups like Shelter, UK Uncut, Priced Out and Generation Rent.

“The TUC has opposed the greater part of the government's housing policy.”

The TUC has opposed the greater part of the government's housing policy. We argued that the government's help-to-buy programme has been poorly targeted. As predicted, the right-to-buy programme has signally failed to deliver one-for-one replacement for council house sales.

A strong concern has been that house prices have risen sharply, especially in London and the south-east. This has been largely due to the lack of housing supply. The house-building sector is still depressed. Figures for new housing starts have begun to recover, but remain well below pre-recession levels.





# £1.40

Every £1 spent on housing generates a further £1.40. **Oxford Economics**

We also argued in the TUC's 2014 [Budget Submission](#) that investing in homes was not only implicitly desirable in its own right, but also an effective way of stimulating the broader economy, citing Oxford Economics, which calculates that every £1 spent on housing generates a further £1.40.

## 1.6 ENERGY

The TUC's work on industrial strategy for a low-carbon economy has been guided by Composite 4, (security of energy supply and energy intensive industries), which called for a government-led sectoral strategy for the UK's energy intensive industries to maximise their competitiveness and supply chain opportunities. The composite set out that investment in carbon capture and storage (CCS) technology was essential for both power supply and heavy industry. Furthermore, noting that thousands of highly skilled jobs were at risk, Congress also renewed its support for the coal mining industry.

In support of our energy-intensive industries, the TUC published [Walking the Carbon Tightrope](#) (March 2014), an independent analysis by Orion Innovations of the substantial pressures that companies in the steel, ceramics, cement manufacture and other industries face in making a just transition to a modern, low-carbon economy. The joint study with the Energy Intensive Users Group demonstrated that the government had not struck the right balance between industrial competitiveness and climate change policy. The study informed the TUC's 2014 [Budget Submission](#).

Budget 2014 included policy changes the TUC had called for, including relief (from 2016) from some of industry's costs arising from the government's carbon tax and Renewables Obligation, and an improved support package for energy-intensive industries. The government's response was a tacit admittance that UK heavy energy users were indeed at a competitive disadvantage compared with our EU and global competitors as a result of UK policies.

But subsequent feedback from industry, analysed by the TUC, showed that delaying these measures until 2016 would prolong industry's competitive disadvantages, while entire sectors such as ceramics and cement and lime manufacture were offered scant relief. At a conference on the report held in the House of Commons in June 2014, industry representatives supported the TUC's call for immediate further action on

the carbon tax, and for a new tripartite Energy Intensive Industries Council to develop a long-term strategy for the energy-intensives industries.

On behalf of the General Council, the TUC's work on CCS in the past year was progressed by the TUC's Clean Coal Task Group (a joint industry-trade union body). In January 2014, the TUC and the Carbon Capture and Storage Association (CCSA) jointly published [The Economic Benefits of CCS in the UK](#), highlighting why the economy would be more productive with CCS, which offers a competitive way to reduce carbon emission and provides security for energy-intensive industries, and would protect and create thousands of jobs in industrial regions. The report was successfully launched both in Parliament and in the Yorkshire & the Humber region.

📍 Surface manager Dave Lewis tells George Osborne to keep jobs at Thoresby Colliery, Nottinghamshire, one of the country's three remaining deep-pit coal mines.  
© PA/Press Association Images



## SECTION ONE

# JOB, GROWTH AND A NEW ECONOMY

For much of 2014, the TUC has been working with mining unions to avert the closure of two of the UK's three remaining deep coal mines – UK Coal's operations at Thoresby (Nottinghamshire) and Kellingley (Yorkshire). Some 1,300 skilled jobs are at risk and hundreds more in open-cast sites and suppliers. The government has proposed plans for the 'managed closure' of UK Coal's two pits by 2015. However, the TUC and mining unions believe an alternative plan should be adopted whereby the government would seek approval from the EU to provide state aid support for our mining operations out to 2018. The merits of state aid were set out in an analysis presented to ministers, providing job security and a potentially cost-effective use of public funds.

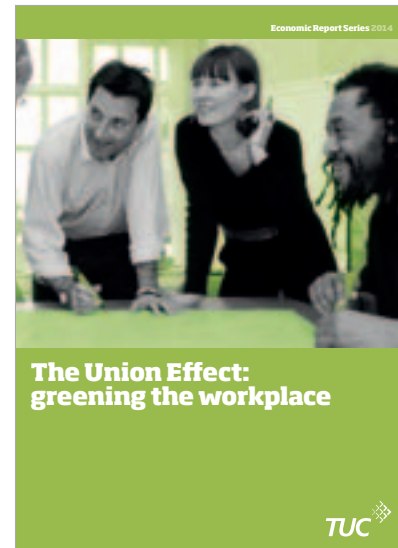
### 1.7 THE ENVIRONMENT

In response to a growing scepticism in government and in the media, the TUC's annual climate change conference (October 2013), focused on the theme Green Growth: No Turning Back. A keynote address from Professor Julia Slingo, chief scientist at the Met Office, set out the evidence that climate change is unequivocal, is due to human influences, and is leading to extreme weather events such as witnessed in England last winter. The case for a low-carbon growth story, as part of a strategy to revive the economy, was highlighted in a contribution from John Ashton, former Special Representative for Climate Change at the Foreign and Commonwealth Office, and was developed in workshops on green investment, technology and greening the workplace.

In November 2013, the TUC was represented on the ITUC's delegation to the UN Framework Convention on Climate Change in Warsaw. The TUC endorsed a call by the ITUC General Council in Berlin for the UN to complete an ambitious climate change treaty at its Convention in Paris in 2015.

The Trade Unions Sustainable Development Advisory Committee (TUSDAC) has progressed much of the TUC's work on climate change and industrial policy on behalf of the General Council. The high-level TUSDAC Policy Group is co-chaired by Sue Ferns, director of research and communications, Prospect, the GC's lead on the environment, and a Defra minister. In discussions with Defra, the TUSDAC Policy Group has: made representations on the funding capacity of the Forestry Commission and Forest Research and its continuing role as a public sector body; pressed for new statutory duties for fire and rescue services in their response to floods and other extreme weather events; and progressed cross-Whitehall green workplace projects led by PCS, the FDA and Prospect trade unions.

TUSDAC has also coordinated: the TUC's contributions to the Green Economy Council's review of the eleven BIS sector strategies; the TUC's support for the Energy Bill Revolution campaign on home insulation and fuel poverty; and submissions to the government's 'balance of competences review' on EU environment policy. The group also supported an expert briefing on the economic and environmental impacts of shale gas fracking.



In July 2014, the TUC hosted a conference for trade union environmental reps, where it published [\*The Union Effect: Greening the workplace\*](#), a review of joint unions-management efforts to reduce the carbon footprint of their operations in six organisations (Allianz Insurance, Defra (York), EDF Energy, Furzedown Low Carbon Zone, Great Ormond Street Hospital and the Port of Felixstowe). The conference was addressed by the Assistant General Secretary, Kay Carberry, and shadow DECC Minister, Tom Greatrex MP, while the study underpinned the TUC's case for new workplace rights in this area.



## 1.8 CORPORATE GOVERNANCE AND WORKERS' CAPITAL

Promoting the case for workers' voice in corporate governance and in particular worker representation on company boards has been a major theme of the TUC's corporate governance work over the year. This is covered in detail in the section on workers' voice in Section four.

The TUC has continued to argue that the priority given to shareholder interests and rights in UK corporate governance is flawed and should be reformed, and this was discussed in the report *Workers on Board: The case for workers' voice in corporate governance*. The report argued that directors' duties should be reformed so that company directors are

required to promote the long-term interests of the company as their overall priority, rather than prioritising shareholder interests as at present. It also argued that shareholders' corporate governance rights should be subject to a minimum period of shareholding of two years. The report went on to discuss the case for workers' representation in corporate governance, as also set out in Section four.

In November, the TUC published the *Fund Manager Voting Survey 2013* to coincide with the TUC Trustee Conference. The report showed once again a clear divide among investors in their willingness to challenge management. At one end of the spectrum, two respondents supported over 85 per cent of management proposals on which voting

decisions were sought. At the other end, three respondents supported less than 20 per cent of management proposals.

However, the survey found that there had been an increase in respondents' willingness to challenge companies over remuneration. In last year's survey, three respondents supported over 80 per cent of the remuneration reports where votes were sought. This year only one did so. Remuneration remained the issue that almost all (26 out of 27) investors said they were most likely to oppose management over, and was the issue most often mentioned as a focus of their engagement activity.

All but one of the survey respondents made at least some voting data publicly available, though the quality of disclosure still varied considerably.



Trade Union Share Owners (TUSO), an initiative launched in March 2013 bringing together union funds to vote in line with trade union values at company AGMs, completed its first year of activity. TUSO was one of a number of signatories of a letter to the Financial Reporting Review Panel coordinated by the High Pay Centre. The letter presented evidence showing that requirements for companies to show how they took the wages of ordinary company workers into account when setting remuneration for company directors had been largely ignored, and asked the Panel to investigate. TUSO also supported an initiative led by UNISON to ask pension funds via their members to put pressure on energy companies to pay the living wage.

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In addition, TUSO supported a shareholder resolution at National Express that aimed to improve the way the company managed its workforce in its US subsidiary, Durham School Services. The resolution was filed by three local authority pension funds, the US union the Brotherhood of Teamsters and 100 individual shareholders, including many company workers and union members. It called for the remit of the board's Safety and Environmental Committee to be expanded to include oversight of human capital strategy. It also asked the company to adopt a workplace human rights policy based on compliance with globally recognised standards and to report annually to shareholders on implementation of the policy. The TUC General Secretary wrote to members of the TUC Trustee Network asking for their support for the resolution. The vote in favour was almost 13 per cent; including abstentions, just under 15 per cent of the total votes were cast against company management on this resolution. This compares with an average of six per cent support for shareholder resolutions on social and environmental issues filed in the last decade at UK public companies (including BP, Shell and Tesco).

The TUC contributed to the Committee for Workers' Capital's (CWC) third Proxy Review in 2013. The report identified significant shareholder votes on social, environmental and corporate governance issues from a range of countries. The TUC, working with PIRC, provided the UK votes included in the Review.

In October 2013, Janet Williamson from the TUC gave a presentation about TUSO to the CWC's Conference 'Shifting to the Long Term' in Washington.

### 1.9 TRANSPORT

Public ownership of our railways continued to be at the forefront of the TUC and rail unions' [Action for Rail](#) campaign, in furtherance of Composite 12. Public ownership is still high on the political agenda, and the Labour leadership has supported calls to retain the East Coast Main Line in public hands.

Network Rail becomes a public body from September 2014, and more than three-quarters of rail franchises are up for renewal in 2015–2020. This offers a significant opportunity to bring large parts of the industry under public ownership following the election. The TUC continued to work with rail unions and academics to develop a business case, which we are pressing with government and the Labour Party policy review.

A number of days of action were held in support of public ownership, with a national mobilisation on 5 November to mark the 20th anniversary of rail privatisation. All regions and Wales have also supported campaign days on public ownership, rail fares and staffing and safety issues.

The campaign also aims to stop the privatisation of the East Coast franchise. In November, Action for Rail joined campaign group We Own It to deliver a 23,000 signature petition to Westminster, and in March we took the East Coast campaign to the Lib Dem Spring Conference in York.

Action for Rail and campaigners from Disabled People Against Cuts held a day of action in October to support London Underground workers in furtherance of Emergency Resolution 6 and Composite Resolution 12. In October, Action for Rail and the International Transport Federation (ITF) campaigners demonstrated outside the European Commission's offices to oppose The Fourth Railway Package. In February, following joint Action for Rail and ITF actions, MEPs voted to reject the forced opening up of passenger rail services. Action for Rail will continue to campaign against the package.

The government is pressing ahead with its refranchising process, awarding contracts for Thameslink, Southern and Great Northern and the Essex Thameside services. Both services are likely to see job cuts, closure of ticket offices and the removal of guards.

Action for Rail commissioned research, [The Impact of Efficiency Savings on Network Rail Staff](#), highlighted serious concerns about safety and operations resulting from budgets and staffing cuts made in 2009–2019.

📍 The late Bob Crow campaigning for public ownership of the railways.  
© TUC



In the run up to the general election, Action for Rail is working with the All on Board coalition led by Compass, which aims to build broad support for public ownership of our railways.

The TUC sits on the HS2 Growth Taskforce and contributed to its report, which made recommendations to government including ensuring HS2 Ltd has strong working relationships with its contractors and workforces; local authorities putting in place new local models to link workforces to HS2 job opportunities; and procurement processes requiring suppliers to meet the highest standards for Apprenticeships, job creation and skills development.

The TUC has continued to support calls for further airport capacity in London and the south-east. This is important to protect and promote jobs and economic growth in the UK, but must be done in a way that is mindful of environmental concerns. In January, the TUC met with Aviation at London First, which campaigns for cross-party consensus on future airport capacity. The TUC remains in regular contact with Heathrow and other organisations seeking a long-term solution to the capacity issue.

On the roads, the long hours worked by professional drivers continues to be a concern. And in the bus industry, the TUC has continued to lobby hard for the introduction of a Quality Contract Scheme in the Tyne and Wear region, which could become the first major urban area outside of London to introduce regulation of the local bus services, capturing a greater slice of bus company profits to reinvest in services and subsidised fares for the community.

## 1.10 TAX

The TUC continued to make the case for fair taxation.

In December, we published a briefing that set out the limitations of the government's general anti-abuse rule (GAAR), where we showed that the new provisions would still allow 99 per cent of tax abuse to continue unchecked. Under the regulations all potential abuse is subject to a 'double reasonableness' test where a tax loophole is allowed to be used unless it cannot reasonably be regarded as a reasonable course of action. This effectively allows all widespread tax abuse to pass the test.

Any new anti-avoidance rules also have to be agreed by a panel of experts. The qualification criteria are such that these experts will inevitably be drawn from tax firms or the tax departments of businesses – the very people likely to take advantage of the loopholes the panel is supposed to be closing down.

In addition, there are no penalties for using a loophole that is under investigation by the GAAR. This means there are no disincentives for companies to continue using these loopholes to avoid tax, until such point as the GAAR finally calls time on a particular tax avoidance plan.

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The TUC also published a report demonstrating that, despite the government's claims, its policy of raising the income tax personal allowance helped those on higher incomes far more than those with the lowest earnings. We showed that one in four employed women would see no benefit at all from the widely promoted tax change, and argued that the policy was both costly and poorly targeted.

The TUC continues to help run the Robin Hood Tax campaign for a financial transactions tax (FTT), and plays a leading role in the European and global FTT campaigns. Domestically, the campaign has continued to win support from councils across Britain, with 60 councils now supporting the campaign, with backing from councillors from all parties represented in Parliament except the Conservative Party. The campaign has also secured significant publicity criticising bank bonuses and produced a new campaign video, starring Bill Nighy, about what the UK's isolation would look like in 2024, a decade after the introduction of the tax in Europe. This was shown to the General Council in February.

In Europe, 11 EU members have continued to negotiate the implementation of an FTT through the Enhanced Co-operation Procedure. A legal challenge from the British government was rejected by the European Court of Justice in April, which the TUC used to reinforce the call for the UK to take part in the tax once implemented. In June, the TUC joined with other campaigners around the world to press governments to support an FTT to get 29 million more children into school.

### 1.11 INDUSTRIAL POLICY

This year's TUC activity on industrial policy has been guided by Composite 2 ('Economic Policy'), Composite 5 ('Arts Funding') and Resolution 15 ('Maritime Skills'), all of which were carried at Congress 2013.

In April 2014, the TUC launched [\*The Way of the Dragon: What can the UK learn from the rise of China and East Asia?\*](#) This is the latest in a series of TUC reports looking at industrial and economic developments across the world, with a view to how the UK should respond. The report set out a number of recommendations for UK policy. These included:

- ▶ to use China's Five Year Plans as guides to where the UK may be able to export to a rapidly developing China
- ▶ to increase the budget of the Technology Strategy Board and to deepen and widen the work of the Catapult Centres, thereby helping to narrow the gap between the UK's level of research and development and that of countries like South Korea
- ▶ to consider ways of attracting more Chinese students to study in the UK, and in doing so building the business and cultural links of tomorrow
- ▶ to increase the teaching of Mandarin in the UK.

*The Way of the Dragon* also warned that the rules of international trade would be determined in future by powerful economic blocs, including the US, China and the EU. A British withdrawal from the European Union would threaten the UK's ability to influence these rules.

A seminar to launch *The Way of the Dragon* was chaired by the BBC's Chief Business Correspondent, Linda Yueh. Other speakers included Martin Jacques, author of *When China Rules the World*, Terry Scuoler, Chief Executive of the EEF, and Paul Nowak, TUC Assistant General Secretary.

Trade unions were represented at this year's BIS Manufacturing Summit in Liverpool by Rick Graham of Unite and Lynn Collins and Tim Page of the TUC. The summit, held in June, heard from Deputy Prime Minister Nick Clegg, Business Secretary Vince Cable and Business Minister Michael Fallon.

Trade unions are represented on most of the new industry sector councils, with Frances O'Grady being a member of the 'Council of Councils'. The Council of Councils brings together the chairs of each industry sector council, along with the TUC and CBI, and is chaired by Vince Cable. Tim Page has continued to represent the TUC on the Manufacturing Action Group (MAG), an ad-hoc body offering advice to government on industrial matters. The TUC is represented on MAG alongside the CBI, EEF, GKN and the Institute of Manufacturing at the University of Cambridge. Tim Page also serves on the Advisory Board to the House of Commons All Party Manufacturing Group,



co-chaired by Chris White MP and Barry Sheerman MP. In May, the TUC was represented at a BIS event reviewing the progress of the Catapult network, led by the technology entrepreneur Hermann Hauser.

In this pre-election year, the TUC has also been engaging with the Labour opposition regarding the development of industrial policy. The TUC General Secretary met with Mike Wright, Executive Director of Jaguar Land Rover, who has conducted a review of Britain's manufacturing supply chain for Labour. The TUC also submitted written evidence to the Wright Review. Tim Page attended and contributed to an evidence session of Lord Adonis's growth review, which took place at the University of Cambridge in December 2013, and the TUC also made a written submission to the review.

In February 2014, the TUC Alliance for Science met with the Shadow Science Minister, Liam Byrne.

Tim Page has continued to attend quarterly meetings of the Federation of Entertainment Unions, where he gives a regular update of TUC activity and supports unions with their campaigning priorities.

The TUC has continued to support the work of the EPSRC Centre for Innovative Manufacturing in Industrial Sustainability, with the TUC represented on its High Level Group, which provides direction and strategic advice to the centre.

## 1.12 PROCUREMENT

The revised EU public procurement directives entered into force in March. The TUC worked closely with ETUC to secure commitments to respect collective agreements, build social, environmental and economic objectives into award criteria and to exclude bidders with a track of record of blacklisting and other breaches of labour law.

The government has two years to implement the directive but has announced it wants to fast track this process and the Cabinet Office will be consulting on this over the summer.

The TUC has established a working group, to share information and co-ordinate activity around international and domestic developments in relation to procurement. The group has looked at the potential impact of TTIP on UK procurement as well as preparing a trade union position in view of the forthcoming government consultation on the implementing the new EU directive.

The TUC continues to meet with BIS and the Cabinet Office and, in addition, will be seeking to influence the Labour Party's position on procurement and outsourcing as part of its policy review process.



## 1.13 GLOBAL TRADE

The TUC has continued to advocate global trade justice. Before the Bali round of the WTO in December, the General Secretary wrote to Vince Cable to call for talks to promote sustainable development. The TUC raised concerns that negotiations on the Trade in Services Agreement, a multilateral agreement between 50 countries including the UK, did not have civil society oversight and threatened to undermine public services.

On the Transatlantic Trade and Investment Partnership (TTIP) between the EU and USA, the Executive Committee adopted a policy in July 2013 in line with that of the ETUC and AFL-CIO, supporting a TTIP that creates decent jobs and higher wages, improves labour standards and worker voice, while opposing investor-state dispute settlement (ISDS), the further liberalisation or privatisation of public services and undermining of regulatory protections and workers' rights. The TUC has helped further develop ETUC policy and joint statements with the AFL-CIO.

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The General Secretary met EU Trade Commissioner Karel De Gucht at Davos in January as part of an ETUC delegation and raised concerns about ISDS. The following week, the European Commission took the unprecedented step of announcing a public consultation on the investment chapter of TTIP, including ISDS. The TUC submitted evidence strongly opposing ISDS in TTIP or any other trade agreement, and supported an e-action that resulted in more than 20,000 submissions. In June Ignacio Bercero, EU Chief Trade Negotiator, discussed the protection of public services and excluding ISDS from TTIP, as well as the need to involve unions in negotiations, with public service unions and members of the Executive Committee. Rosa Crawford was employee group expert for an EU Economic and Social Committee study group that produced an Opinion in June arguing that TTIP must respect labour standards and protect states' rights to regulate.

The General Secretary has discussed TTIP at bilateral meetings with Vince Cable, and Owen Tudor represents the TUC on the BIS stakeholder group on TTIP. The TUC and several unions submitted written and oral evidence to a House of Lords Inquiry into TTIP. Several TTIP All-Party Parliamentary Group meetings have featured unions: in January, the General Secretary spoke on a panel with the Director-General of the CBI and the Chief Executive of the Consumers' Association. Union representatives spoke at subsequent events on automotive manufacturing, textiles, pharmaceuticals, chemicals and agriculture, food and drink.

The TUC held a roundtable in June where unions discussed key concerns and issues for their sector and planned future campaigns against ISDS and to protect public services and maintain standards.

With the ETUC and Canadian Labour Congress, the TUC called for public service exemptions and scrapping ISDS in the EU-Canada trade agreement (CETA), which the EU and Canadian government 'agreed' in October 2013 but which has not yet been finalised.

The TUC nominated Bert Schouwenberg, GMB, to sit on an EU Domestic Advisory Group (DAG) for the EU-Colombia-Peru free trade agreement (FTA) to monitor adherence to ILO core conventions. The FTA was ratified by Parliament in December, despite TUC opposition.

### **1.14 INTERNATIONAL DEVELOPMENT**

Gail Cartmail has continued as spokesperson for the General Council, chairing the International Development Group, which brings together unions and NGOs and met five times, including a special meeting with Jim Murphy MP, Shadow International Development Secretary. She co-chairs (with DFID Minister Lynne Featherstone MP) the Department for International Development (DFID)-TUC union forum on international development, which met twice to discuss union development work and DFID policies on education, equality, forced labour and labour rights. The TUC continues to publish a

monthly e-bulletin, [\*International Development Matters\*](#), with over 5,000 subscribers.

The TUC has pressed the government to include decent work and social protection, along with education for all and quality public services, in the UN sustainable development goals due to replace the Millennium Development Goals when they expire in 2015. In addition, the TUC has urged that DFID private sector development policies ensure British businesses behave responsibly (see Section Four on Bangladesh) in line with UN Guiding Principles and ILO core labour standards.

The General Secretary pressed the Chancellor ahead of the autumn and spring World Bank and IMF meetings to support a genuine global economic recovery through action to bolster demand and increase employment, underscoring the need for both institutions to support coherent labour market policies.

The TUC took part in the ITUC Trade Union Development Cooperation Network, including a workshop in November on private sector development in Barcelona; the AGM in Sao Paulo in March covering HIV/AIDS, women's empowerment, and the rights of disabled people; and an ILO seminar on union lobbying on post-2015 sustainable development goals in Geneva in June.

## 1.15 LEARNING AND SKILLS

Over the past year the General Council has continued to highlight the importance of prioritising investment in learning and skills in order to support economic recovery and tackle unemployment, especially youth unemployment.

The UK Commission for Employment and Skills (UKCES) advises the government on skills policy and the trade union members are Gail Cartmail, Frances O'Grady, Dave Prentis and STUC General Secretary Grahame Smith. The TUC is also represented on other national skills bodies, including the Skills Funding Agency.

Other aspects of the work of the TUC and unionlearn on education and skills, including supporting the Union Learning Fund and union learning reps, can be found in Sections Three and Five.

### THE SKILLS DEFICIT

During the past year the TUC has highlighted major new research findings evidencing the scale of the skills challenge and the ramifications of this for economic competitiveness and social cohesion. In autumn 2013 the OECD published a groundbreaking international adult skills survey showing that, compared with other countries, many more of our citizens lack the essential skills in English and maths needed to fulfil their potential at work and in the wider community.

In January the TUC General Secretary was a keynote speaker at the launch of the UKCES's biennial *Employer Skills Survey*. As in previous years, this survey shows that a third of all employers are still not offering any form of training to their staff. The latest edition also shows that the total volume of employer training continues to decline year-on-year and that the national skills deficit is likely to act as a brake on economic recovery due to growing problems filling vacancies because of skills shortages.

The TUC has also continued to highlight the growing evidence that the UK's lacklustre productivity performance over recent years is strongly influenced by our poor performance on skills. As well as the continuing problems with core skills highlighted by the OECD, a number of academic analyses point to the need to strengthen our vocational system to enable many more citizens to progress to intermediate and higher-level skills.

In its 2014 Budget Submission the TUC highlighted that the latest public spending projections will lead to the adult skills budget being reduced by a fifth over the coming two years, comprising a cut of nearly £0.5bn. At the same time an increasing number of adults are being required to fund their own training. The TUC submission argued that the government should urgently reconsider the scale of the forthcoming cuts to the skills budget and that it should also review the options for establishing some form of training tax relief for adults.

## INDUSTRIAL PARTNERSHIPS AND SKILLS

The TUC has also continued to make the case for a skills system that draws on key aspects of the most successful models in other European countries where social partnership arrangements allow for long-term strategies incorporating both industrial and skills priorities. The TUC is broadly supportive of the new industrial partnerships currently being funded under the Employer Ownership Pilot, while also highlighting the need for safeguards to ensure a proper voice for unions and significant financial contributions by employers. Three IPs have been launched during the year. Energy and Utilities, creative skills and Science.

In autumn 2013 the TUC and unionlearn worked closely with UKCES to organise a high-level roundtable discussion involving senior employers and trade union officials that was jointly hosted by the UKCES Chair, the TUC General Secretary and the CBI Director-General. Only one partnership – the Energy and Efficiency Industrial Partnership – has been launched to date but a number of others are due to be come on stream during the summer and autumn of this year. In April the unionlearn Board discussed the prospective role for unions in the new industrial partnerships and also the long-term future of Sector Skills Councils. Unionlearn followed up on this by organising meetings of union representatives on all sector bodies to get their feedback on the latest sectoral developments.

## SECTION ONE

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### SKILLS PROGRAMMES

The General Council continues to give strong support to the Apprenticeship programme while also pressing government to address some key policy challenges, in particular the need to improve quality and standards, increase employer participation and tackle equality of access. Over the past year the unionlearn campaign I'm an Apprentice, Value Me has highlighted the significant exploitation of the 29 per cent of apprentices who are currently being paid below the national minimum wage rate. Unionlearn also published a new research report on under-representation by gender and race in Apprenticeships and this was launched at a major event in April.

The TUC has continued to support the broad policy thrust of the implementation of the Richard Review of Apprenticeships through 'trailblazer' activity in specific sectors. The focus of the review on raising the quality of Apprenticeships is welcome but there is a need to develop a genuine industry-led approach, including union involvement at all levels.

Earlier this year the TUC responded to the government's consultation on proposed changes to the funding of Apprenticeships involving channelling funding direct to employers rather than colleges and providers as at present. In its response the TUC emphasised the importance of requiring all employers to make a financial contribution to Apprenticeships before government funding can be triggered under any new system.

**"The UK's lacklustre productivity performance over recent years is strongly influenced by our poor performance on skills."**

Unionlearn has been involved in leading an EU-funded project, on behalf of the ETUC, to map union involvement with Apprenticeships across the EU and the final report was published in 2014.

The TUC has continued to press the government to widen access to learning and skills opportunities that would help more young people achieve sustainable employment, especially those at most risk of long-term unemployment. In this context unionlearn has used the 'TUC Charter for Traineeships' to promote the criteria for a quality traineeship that unions could give their support to and also to help unions identify any instances of the programme being used to exploit young people. Unionlearn has also engaged in discussions with the CBI and the Prince's Trust to agree joint statements on traineeships and work experience that would further promote the 'quality criteria' in the TUC Charter.

In February the TUC submitted evidence to the House of Commons Business, Innovation and Skills Select Committee inquiry on adult literacy and numeracy and the Director of unionlearn gave oral evidence to the Committee. The TUC submission highlighted that adult learning programmes are highly effective when delivered in a workplace environment and tailored to vocational needs and the jobs that people do. It also evidenced the major contribution that union learning has delivered in supporting innovative learning approaches in the workplace.

The TUC has also continued to highlight the dramatic downturn in the number of students enrolling on part-time HE degree courses in recent years and called for reforms to tackle this, including a relaxation of the equivalent or lower qualification policy, which prohibits loans to those who already have a degree.



# 2

## SECTION TWO FAIR PAY AND A LIVING WAGE



## SECTION TWO FAIR PAY AND A LIVING WAGE

### 2.1 INTRODUCTION

Earnings growth has been slow since the 2013 Congress. In April 2008, at the start of the recession, average weekly earnings (total pay) for the whole economy stood at £439. By April 2014, six years later, this figure had risen less than nine per cent, to £478. In that month, the average annual rate of increase was just 0.7 per cent. (For comparison, average weekly earnings in April 2014 were 52 per cent higher than in April 2000.)

TUC analysis across the year showed what this living standards squeeze meant for households across the UK, with recent years real terms cuts in average pay leaving the average worker £40 a week worse off in real terms than before the crisis.

So despite the emerging economic recovery the real value of wages (the value of earnings once price rises are taken into account) continues to fall. Work is no longer a sure route out of poverty. Indeed, a Joseph Rowntree report found last year that, for the first time ever, the majority of the 13 million people in the UK living below the poverty line were in households where at least one member of the family was working. See Figure 3.

“The most effective measure for raising wages across the board would be the extension of collective bargaining.”

Furthermore, household incomes have also fallen, except for those in the top fifth, which have seen their real incomes rise. Earnings from employment account for three-quarters of the average working age family's income and earnings from self-employment for another nine per cent.

As well as the human cost of falling real wages, the economy has also suffered. The UK is demand-deficient, and it is a sign of the depth of the problem that some surprising public figures have cautiously said that wages need to increase to sustain the economy, including the Director General of the CBI, the Governor of the Bank of England and the MD of the International Monetary Fund.

The most effective measure for raising wages across the board would be the extension of collective bargaining. However, the TUC also looks to develop institutions where trade unions can play an important part in establishing decent minimum standards to prevent exploitation and lift people out of poverty.

In this context of depressed wages and falling living standards, pay has been a significant TUC campaign priority over the year. Work on fair pay issues has been informed by Resolutions 23 and 24 and Composite 7 from the 2013 TUC Congress.

The 2014 conference on pay bargaining organised by the TUC and Incomes Data Services (IDS) took place on Tuesday 25 February in Congress House. The theme was ‘A Decent Pay System’ and the event combined a discussion about the design of a better pay system with realistic guidance and information for union officers. Sessions covered pay benchmarking, pay progression, performance management, skills and lessons from union successes. The keynote speaker was Ed Sweeney, former Deputy General Secretary of Amicus and retiring chair of ACAS.

Across the year pay in the public sector has continued to be held back, as outlined in Section Three. But in the private sector average weekly earnings increases have also been very subdued, rarely over two per cent for the last two years. But, for most of this period, median pay settlements, as recorded by IDS, IRS and the Labour Research Department have been significantly higher.

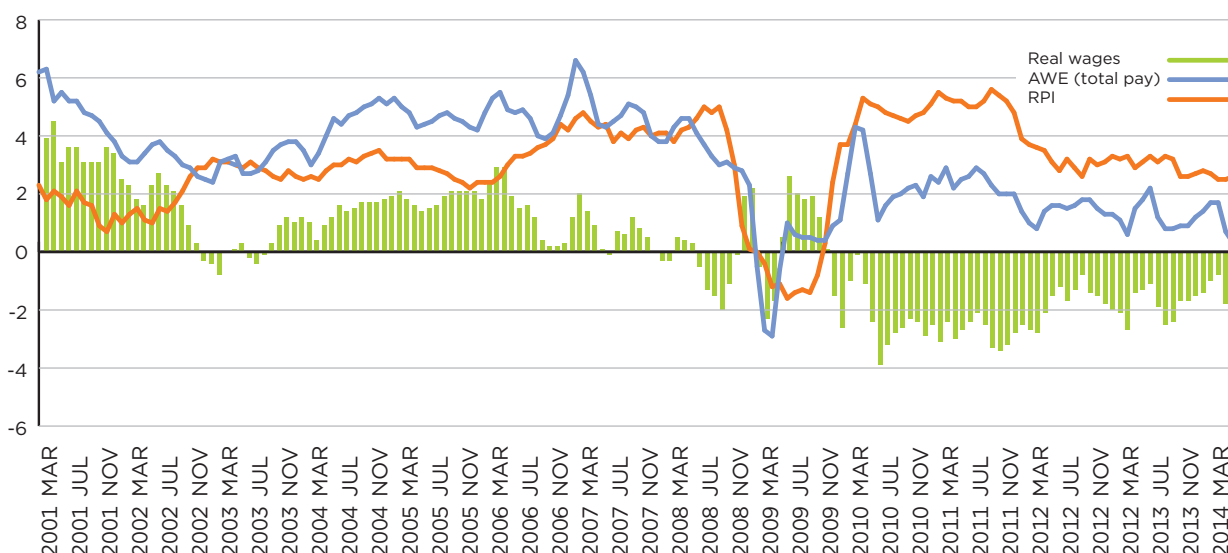


Figure 3: Average weekly earnings, RPI & real wages.

Average weekly earnings figures and pay settlements often diverge. Labour market economists are used to average weekly earnings being higher than settlements, because this data is also affected by increments, promotions and other enhancements beyond the scope of annual pay deals. This is known as 'pay drift' and it is occasionally negative, but prolonged periods in which settlements are higher than average earnings are very unusual. The TUC therefore contracted IDS to research this issue; factors such as the growth of part-time work and a rising proportion of employment in low-paying industries in the current recovery have contributed to the slow growth of average earnings. A report setting out the results of this research is in preparation.

## 2.2 CAMPAIGNING FOR FAIR PAY

Over the year the TUC undertook a substantial range of analyses setting out the scale of the pay squeeze facing UK households.

In September, the TUC set out that average earnings were £780 a year lower than the Office for Budget Responsibility had expected, undershooting expectations by more than a quarter. In a new report, we also showed that the government could secure substantial savings of around £3.2bn (from both higher tax revenues and lower social security and tax credit payments) if the UK's 4.8 million low-paid workers received a pay rise and were paid the living wage.

In December, the TUC showed that the cost of living squeeze was putting a growing number of low-income households at risk of unsustainable debt. With real wages and savings lower than the year before the TUC calculated it would take 24 weeks for an average-income earner to pay back this money, leading to average debts of £685 per adult over Christmas. In early 2014 the TUC also undertook analysis showing that pay rises along with improvements in tax credits and benefits were necessary to boost household living standards. In a short report, we showed that both higher wages and tax credit support allow families to make ends meet.

## SECTION TWO FAIR PAY AND A LIVING WAGE

In March, TUC analysis showed that wage inequality has soared over the last 13 years, particularly across London and the south-east. The figures – based on full-time earnings from the Annual Survey of Hours and Earnings (ASHE) – showed that between 2000 (when the data was first collected) and 2013 the pay gap between the top 10 per cent and the bottom 10 per cent of earners in London rose by 14 per cent. This was far higher than the national average rise in the pay gap of five per cent over the same period.

The TUC also looked at how jobs that paid below the living wage were distributed across the UK. Our analysis of official figures from the House of Commons Library showed that nationally on average one in five jobs pays under the living wage – currently set at £8.80 in London and £7.65 across the rest of the UK – but in some parliamentary constituencies nearly half of the people working there earn less than this.

Our campaigning work on pay was given a particular focus in the spring when we held [Fair Pay Fortnight](#). This was a two-week period of union campaigning on pay issues, focusing in particular on the need for workers across the economy to benefit from stronger pay growth to secure a recovery that was more fairly shared. It provided an opportunity to highlight key TUC and union policy calls making the case for action to boost rates of wage growth for those on middle and low incomes, as well as to reduce pay inequalities by cracking down on excessive top executive pay.

🔵 Anti-austerity protesters campaigning in the regions for higher pay.  
© TUC



The fortnight, which ran from 24 March to 6 April, successfully raised public awareness about the need for fair pay. More than a hundred events were held throughout England and Wales during that time and the campaign secured substantial national and regional media coverage. Fair Pay Fortnight also significantly increased traffic to the TUC's website and Facebook, Twitter and blog sites.

The initiative also got politicians talking about pay. The campaign was backed by shadow ministers, such as Shadow Chancellor Ed Balls MP and Shadow Secretary of State for Business Chuka Umunna MP, and by parliamentary representatives, Welsh Assembly members, council leaders and prospective parliamentary candidates across England and Wales. High-profile regional figures, such as the Bishop of Birmingham, blogged for the TUC.

The campaign also supported union members and representatives to organise for fair pay. Unions actively used Fair Pay Fortnight to highlight and support their wage claims and pay campaigns and activities were organised at workplaces throughout England and Wales, with union members sending in photos and messages calling for fair pay. Young workers and employees from across the NHS and local government all took days of action during Fair Pay Fortnight.

## 2.3 THE NATIONAL MINIMUM WAGE

Over the year the TUC continued to build cross-party support for the national minimum wage (NMW) and to establish the conditions that would allow rates to rise more rapidly in future years.

In September 2013, the General Council endorsed a [TUC submission to the Low Pay Commission](#) (LPC) arguing for higher rates and better enforcement. The BIS Secretary Vince Cable subsequently gave the LPC the extra task of examining the economic conditions needed for the LPC to grow faster, an enquiry to which the TUC provided supplementary evidence.

Our written responses were supported by meetings with the LPC secretariat, and the TUC-led team that gave oral evidence to the Commission in November.

A number of affiliated unions have also organised meetings between the LPC and groups of workers, which is an influential part of the process.

In February 2014 the LPC published its recommendations for October this year, which were largely accepted by the government. The adult rate will increase by 3 per cent in October and the other rates by around 2 per cent.

Minimum wage rates from October 2014 onwards:

- ▶ £6.50 – adults aged 21 and above
- ▶ £5.13 – 18- to 20-year-old workers
- ▶ £3.79 – 16- to 17-year-old workers
- ▶ £2.73 – apprentices aged under 19 or in the first year of their course

It is estimated that the October 2014 increase will benefit more than one million workers, with two-thirds being women.

Enforcing the NMW is one area where both government and opposition are committed to take more action.

The TUC has pressed for stronger enforcement and has convened regular meetings of our NMW enforcement group, which brings together unions and DBIS, the LPC and HM Revenue and Customs (HMRC). The government has recently introduced some of the changes that we called for.

In October 2013 the rules were changed to allow underpaying employers to be named and shamed. Only 31 have been named at the time of writing, but more are expected.

From April 2014, the maximum civil penalty charged to all non-compliant employers was increased from £5,000 to £20,000. In the Queen's Speech it was announced that the government intends to make the penalty apply on a per-worker rather than a per-offence basis, opening up the way to much higher penalties in the worst cases.

The TUC continues to lobby for further improvements, including better funding for awareness and enforcement work.

The General Council also extends its thanks to Heather Wakefield of UNISON, who has served as a low pay commissioner for the last nine years, and welcomes the incoming commissioner Brian Strutton of the GMB.

A number of external reports over the year gave consideration to the future of the NMW, including the Resolution Foundation's Review of the Minimum Wage, under the chairmanship of Professor Sir George Bain, the founding chair of the LPC. The TUC was represented on the expert panel that advised on the report by Nicola Smith, Head of Economic and Social Affairs.

## SECTION TWO FAIR PAY AND A LIVING WAGE

“Living Wage Week and Fair Pay Fortnight provided a valuable campaign focus to promote fair pay across all sectors, with workplace and community activities in over 400 locations.”

### 2.4 THE LIVING WAGE

The General Council adopted the target of spreading the living wage to private and public sector workplaces as key target in the campaign plan. The living wage increases every November. The current rates are £8.80 in London and £7.65 for the rest of the UK.

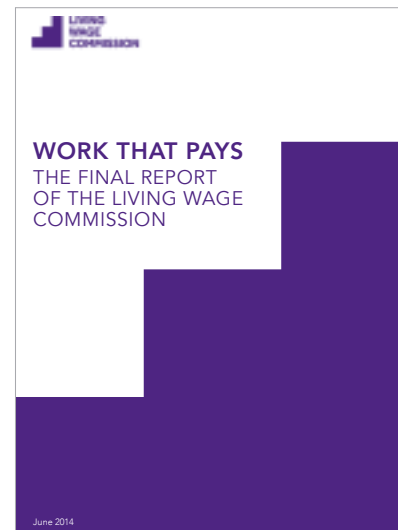
We worked closely with campaign group Citizens UK and the Living Wage Foundation, which provides accreditation for employers. The TUC is represented on its advisory group by Paul Sellers, and is involved in the annual Living Wage Week campaign in November. The TUC is an accredited living wage employer, as are a number of affiliated unions.

In the past year, the rate of adoption has greatly increased, with the number of accredited enterprises doubling to more than 700, including a further nine FTSE 100 companies. A number of other enterprises, including many local authorities who, although under financial pressure, have gone as far as paying the living wage to their own directly employed staff but have not yet included their contractors.

The TUC General Secretary was a member of the Living Wage Commission, which was convened by Archbishop Sentamu and reported in June 2014. In its final report, [\*Work that Pays\*](#), its recommendations included government setting a target of raising a further million workers to the living wage during the next parliament, and making it mandatory for publicly listed companies to publish the number of employees below the living wage.

The TUC also produced a range of materials for trade unions and activists, including an e-learning note (access able from the TUC's unionlearn page).

In addition, the TUC has formally given its support, as set out in Resolution 25, to any prospective legal challenge, brought by the Musicians Union and UK Music against the government, in relation to proposals to allow copying onto iPods or computers without fair compensation for artists and the creators of music.



Wales and Regional TUCs have worked well with local authorities and other employers to promote living wages. Living Wage Week and Fair Pay Fortnight provided a valuable campaign focus to promote fair pay across all sectors, with workplace and community activities in over 400 locations, living wage seminars and street stalls. Frances O'Grady signed a new accord with Business SW to promote living wages to businesses in the west of England.

## 2.5 NEW INDUSTRIAL WAGES COUNCILS

The General Council has continued to develop new plans for raising wages in industries where low pay has become entrenched. The February meeting of the TUC Executive Council discussed an internal report *Proposals for Piloting a New Sector-based Approach to Raising Pay*. A further report was discussed at the June EC meeting, after which it was published online.

The case being made is that many employers will not move away from the low-pay, low-productivity model without some leadership from the government. We argue that progress is best made through the social partners in a sector coming together in new structures to facilitate problem solving as well as bargaining.

The approach would have to be crafted so as to bring employers to the table. Many employers and their representatives remain sceptical about such an approach. However, they often also acknowledge that there are serious problems with both pay and productivity and there are some employers who see potential merit in such an approach, as they represent sectors that are dependent on contracts from other larger enterprises.

The TUC has raised the issue with politicians in both government and opposition.

## 2.6 PENSIONS

Across the year the TUC continued its campaign for improvements in both state and workplace pensions, in both the private and public sectors. Our work has been guided by Composite 8, which set out the support of Congress for affordable, high-quality occupational pensions, along with a state pension linked to earnings.

In September TUC analysis of life expectancy projections by gender, occupation and geographical area considered the impact of these ongoing inequalities on the amount of state pension working people are set to receive as the government's plans to increase the state pension age (SPA) take effect. We showed that the postcode divide in state pension entitlements was set to grow with, for example, a woman in her late 40s from East Dorset (the area of the UK with the longest life expectancy) set to receive £67,000 more in state pension when she retires compared to a woman of the same age living in Corby (the area where life expectancy is shortest).

We also considered inequalities in pension entitlements between company directors and their workforces. The TUC's annual pensions watch survey showed that over the year the average pension pot for a FTSE 100 director had increased by £400,000 to £4.73m. Examining the pension arrangements of 294 directors across FTSE 100 companies, our survey showed that the UK's top bosses continue to enjoy platinum-plated pensions, with most still able to retire at 60. The average accrued pension is now £259,947 a year – 25 times the average employee occupational pension (£10,452 a year).

In November the TUC held its Member Trustee Network Annual Conference. Pensions Minister Steve Webb MP addressed the conference alongside the TUC General Secretary. There were also contributions from speakers including Gregg McClymont MP, Labour's shadow pensions minister, and pensions expert Sarah Smart. The conference provided an opportunity for delegates to reflect on the government's policy agenda, including final proposals for the single-tier state pension and abolition of earnings-related state pensions and contracting out; emerging ideas for 'defined ambition' pensions; and further planned action on both defined contribution charges and scheme quality standards.

The government's policy agenda continued to develop further over the year, and the TUC engaged actively in public debate on the new proposals.



## SECTION TWO FAIR PAY AND A LIVING WAGE

In autumn 2013 we welcomed the publication of a government consultation paper on defined ambition, which set out proposals that sought to improve the quality of defined contribution (DC) pensions. We were particularly positive about the potential for the government to enable greater risk sharing between members in well-governed and large-scale collective DC (CDC) schemes. The Bill that has emerged from this consultation takes forward many TUC-backed options such as CDC schemes and has dropped measures that would weaken defined benefit (DB) pensions.

With the roll-out of auto-enrolment continuing, the TUC maintained its campaign to improve the quality of the schemes that savers are enrolled into. Again much of the public debate has moved in directions that we can broadly support, particularly following the OFT's damning report into DC pensions that revealed market failure and lack of consumer safeguards. Proposals to make contract pensions have independent governance committees do not solve all their problems, but are a step in the right direction if they include strong member representation. The Pensions Regulator has also brought forward a series of proposals for better regulation of trust-based DC pensions, taking up some of our concerns about mastertrusts that lack independence from their for-profit sponsors.

**“With the roll-out of auto-enrolment continuing, the TUC maintained its campaign to improve the quality of the schemes that savers are enrolled into.”**

In January 2014 we responded positively to the government's announcement that it planned to ban consultancy charging and introduce a cap on charges that can be levied on pensions within auto-enrolment. We pressed for government to act to widen the cap to existing and legacy schemes, not just future enrolments, and for a charge cap of 0.75 per cent to be introduced as a starting point for moves towards a tighter cap of 0.5 per cent. We were disappointed that the introduction of the cap was delayed until April 2015, but continue to actively support its introduction.

In February 2014 we welcomed a campaigning success, when the government decided not to give privatised companies that were once nationalised industries the power to change the pensions arrangements for staff who were employed before privatisation and who still work for the company. The government decision to retain protected persons status when the flat rate state pension is introduced was welcomed by unions.

There were other areas of policy development that were less positive.

In the 2014 budget the Chancellor announced substantial further pensions reform, rejecting the consensus-based approach that has been taken to developing pensions policy in recent years. His reforms set out that from 2015 people would be able to withdraw their whole pension at retirement taxed at their marginal tax rate, rather than 55 per cent as under the previous system. Immediate changes to the rules also means that the amount that could be taken at retirement as a lump sum has increased from £18,000 to £30,000; the amount that could be taken out as a lump sum each year increased from 120 per cent to 150 per cent of an equivalent annuity; and the amount of guaranteed income needed to qualify to withdraw lump sums from a DC pension pot decreased from £20,000 to £12,000.



# £4.73m



Executives in DB pension schemes had pension pots worth an average of £4.73 million, providing an average annual pension of £259,947 – 25 times the average employee.

While the TUC recognised that insufficient attention had been paid to the decumulation stage of pensions – how people turn their pensions savings into retirement income – we strongly opposed the Chancellor's proposals. Our response to the Treasury's consultation expressed strong concern that it was unrealistic to expect consumers to compare accumulation products that they will not be able to judge until they have saved for many years. We argued that what people want in retirement is a secure and predictable income, often coupled with a cash boost as they make the transition from work to retirement. Our strong concern remains that instead the budget proposals treat pensions as no more than a tax-privileged savings scheme that deliver a pot of money when people retire – not the regular income that most people want. We also warned that the scope for mis-selling of financial products was substantial, and that expecting the financial services sector to build consumer-friendly alternatives in less than a year was a triumph of hope over experience.

## 2.7 EXECUTIVE PAY

The TUC has continued to make the case that the pay of many company directors is excessive and out of step with the cuts in real pay experienced by many workers in both the private and public sectors since the financial crisis.

In September the TUC published its annual [PensionsWatch](#) report – 10 years after it was first published in 2003. The report found a continued trend of preferential differential treatment for company executives in terms of pension provision. Executives in DB pension schemes had pension pots worth an average of £4.73 million, providing an average annual pension of £259,947 – 25 times the average employee occupational pension. For those in DC schemes, the average company contribution was £160,380, around 23 per cent of salary. For directors receiving cash payments in lieu of pensions, the average company contribution was £169,679, around 29 per cent of salary. In contrast, the average employer contribution rate for all workplace pensions was six per cent, and the minimum employer contribution required under auto-enrolment is currently one per cent, rising to three per cent in 2018.

The TUC called for directors to be members of the same pension schemes on the same terms as their employees and for a legal requirement for more comprehensive reporting on company pension provision for directors and employees in company annual reports.

In summer 2014 the TUC published *Executive Excess: The pay of FTSE 100 remuneration committee members*. The report used information in company reports to set out total payments received by the remuneration committee members of FTSE 100 companies, including pay from current executive and other non-executive directorships of listed companies. It found that on average remuneration committee members were paid £535,289, which is 25 times more than average earnings. The highest-paid remuneration committee member was paid £15,523,866, or 723 times more than average earnings.

## SECTION TWO FAIR PAY AND A LIVING WAGE

The report found that of the 410 remuneration committee members included in the study, there were 24 who were members of more than one FTSE 100 remuneration committee during 2012. In total, 356 held at least one other position at another company during the year under review – including 236 who were non-executive directors at another company, 58 who were chair of another board and 44 who held a board-level executive position at another company. According to the report, this reflected a closed world in which company directors set each other's pay at levels that they consider normal, but which are viewed by ordinary people as excessive.

The report argued that remuneration committees have become out of touch with the rest of society, and that addressing this was essential if they are to be equipped to play their part in tackling excessive executive pay. It called for workers to be represented on remuneration committees to bring a much-needed dose of perspective and common sense to discussions, arguing that this would help remuneration committees take into account the pay and conditions of other company employees when setting directors' pay, as they are required to do by the Corporate Governance Code.



❶ A 2014 TUC publication on corporate governance reform, including proposals for worker representation on company boards and tackling excess executive pay. See page 53 for more details.

# 3

## **SECTION THREE** GOOD SERVICES AND DECENT WELFARE



## SECTION THREE

# GOOD SERVICES AND DECENT WELFARE

### 3.1 INTRODUCTION

Public services have continued to be under huge pressure. Local councils have been among those at the forefront and, although we were told the NHS would be protected, waiting times are up, bed shortages common and GP services barely able to cope.

The welfare state – the safety net that 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.

The TUC and trade unions have been at the forefront of the campaign to defend our services: fighting service cuts, defending welfare and opposing privatisation will be key campaigns for unions, activists and communities.

“Through its public services campaign work nationally and in the regions and Wales, the TUC has sought to highlight the impact of cuts and outsourcing.”

### 3.2 PUBLIC SERVICES

The General Council's work on public services has been guided by Composites 7, 10, 11 and 12, Resolutions 26, 37, 38, 39, 42, 43, 44 and 67, and Emergency Resolution 4 agreed at the 2013 Congress.

During the year, the impact of the government's policies on public services, jobs and wages deepened. Outsourcing has intensified and four years of austerity has left large parts of the public sector facing a deepening financial crisis. Public service workers have borne the brunt of this, with yet more years of pay restraint imposed by the Chancellor leading to increasing anger among the public service workforce.

The *Financial Times* reports that UK government spending on outsourced public services has increased by 23 per cent in the last two years. However, polling indicates a growing sense of unease among the public in the wake of high-profile outsourcing failures, the short-term profiteering made from the cheap sell-off of Royal Mail and scepticism about either the value for money or service improvements derived from outsourcing. This has been echoed by, among others, the Public Accounts Committee, the National Audit Office and the *Financial Times*, all of which have raised concerns about the lack of evidence of the merits of outsourcing and fears about compromised accountability and lack of transparency.

Through its public services campaign work nationally and in the regions and Wales, the TUC has sought to highlight the impact of cuts and outsourcing, while developing an alternative vision for integrated, publicly owned and accountable services based on a real voice for public service workers and the communities they serve.

📍 Visiting picket lines in London's King's Cross as one million public sector trade unionists walked out on strike over pay, pensions, jobs and spending cuts.

© Andrew Wiard



Working with the New Economics Foundation, the TUC is publishing a series of reports in 2014 on the impact of outsourcing on key areas of public service, including criminal justice, employment services, health, social care and local government. The TUC has also commissioned work from the Centre for Local Economic Strategies to monitor the impact of cuts on local communities, with a specific focus on adult social care and children's services.

As well as raising awareness of the impact of cuts and outsourcing, this research will also help inform our work with unions and campaign groups in different parts of the country and in different sectors within public services, through our campaigns such as Speak Up for Justice and All Together for the NHS. All TUC regions and Wales have well-established and effective public services campaign coalitions in place. In Wales, the TUC has been able to use its participation on the Workforce Partnership Council to make some real gains in terms of the introduction of an enhanced, statutory two-tier code and the development of trade union equality reps, despite huge challenges remaining around funding, particularly as a result of UK government cuts passed on through the Barnett formula.

In addition to fighting cuts and outsourcing, the TUC has been developing an alternative agenda for public services. By engaging with public service unions through the Public Services Liaison Group, the TUC has formulated a clear set of policy asks around sustainable funding, public ownership, intelligent commissioning and procurement, protection of employment standards and the promotion of employee and union voice. The TUC will promote this agenda with the government but will especially seek to influence Labour Party policy.

A key part of this work will involve building coalitions with relevant think tanks and representative groups to help build consensus around our vision. In the political realm, the TUC is working in partnership with the Fabian Society to build a strong evidence-based narrative in support of our agenda. The TUC recently launched the [\*Declaration of Interdependence in Children's Services\*](#), a joint mission statement with Children England and a range of union and children's service providers from the public and voluntary sector, setting out an alternative vision for commissioning and the relationship between the state and the voluntary sector in support of properly funded services that reject price-based competition and privatisation.

7 Because we're worth it: NHS workers during Fair Pay Fortnight.  
© TUC



### 3.3 PUBLIC SECTOR PAY AND PENSIONS

In line with Composites 7 and 8, the TUC has continued to campaign for an end to the public sector pay cap, to promote the living wage, to end to the exploitative use of zero-hours contracts and to help co-ordinate activity across public service unions in support of fair pay and pensions.

Four years of public sector pay restraint has meant that the average public sector worker has lost over £2,000 from the value of their wages since 2010. This comes at a time when costs and pension contributions are increasing. This impacts on all public sector workers but low pay remains a particularly acute problem. Pay restraint has meant that the bottom pay points in local government and health are now paid less than the living wage, meaning that more than 35,000 directly employed



## SECTION THREE

# GOOD SERVICES AND DECENT WELFARE

in the NHS and almost 500,000 in local government are being paid poverty wages despite government assurances to tackle low pay.

At the same time, the government is undermining national, collective pay bargaining in large parts of the public sector, from removing pay progression and breaking up national agreements in education to overruling the recommendations of the independent Pay Review Body for the NHS.

The TUC has worked with its unions to campaign against these attacks on the pay and conditions of public sector workers. Through the Britain Needs a Pay Rise campaign and Fair Pay Fortnight, the TUC worked with public service unions to organise workplace and community-based activity across the country. Specific days of action were held in April and June in support of the campaign for fair pay in the NHS and in July two lobby events were held bringing NHS workers together with MPs in Westminster and in constituencies. The TUC supported workers in local government, education and the civil service taking industrial action in July. It is likely that further campaign activity will take place in the autumn across a range of public services and that this will feature as a key part of the national demonstration in October.

The TUC has continued to support the FBU in its continuing campaign to secure fair pensions for firefighters.

While negotiations on the implementation and governance arrangements on the revised public sector pension schemes approach their conclusion, the TUC has continued to raise concerns with the government over the impact of HM Treasury valuations, which are likely to cause significant increases to employer contributions with potential knock-on effects for departmental budgets. The TUC has also called for greater clarity from the government as to the role that trade unions will play in consultations on changes to the state pension age, announced in the 2013 budget, and the impact this will have on revisions to the normal pension age in specific public sector schemes. The TUC has also expressed its opposition to the government's rejection of the application of the New Fair Deal for members in further and higher education and voiced its concerns about the delay in implementing admitted body status in the local government pension scheme.

### 3.4 HEALTH AND SOCIAL CARE

The work of the General Council on health and social care has been guided by Composite 10 and Resolutions 37 and 38.

The growing NHS funding crisis has become increasingly evident. Over a quarter of NHS trusts will in deficit by 2015 and patients are facing increasing waiting times for GP appointments, diagnostic tests and routine surgical procedures. Over a quarter of those now visiting A&E do so due to a lack of GP appointments.

It is clear that the cause of the crisis is government underfunding at a time of increasing demand. Flat budgets at a time of increasing demand, as well as PFI burdens and cash transfers to local government to plug gaps in social care funding, are creating huge short-term pressures. The 2010 and 2013 spending reviews increase spending on the NHS at around 0.5 per cent per year, following a real-terms cut in 2010/11, compared to an average four per cent increase per year that the NHS has traditionally received.

The government expects the gap to be met through £20bn of efficiency savings; however, evidence shows that the vast majority of savings to date have been met through pay restraint rather than any genuine productivity gains. As both Monitor and NHS employers point out, savings gained through pay restraint are unsustainable and will harm recruitment, retention and patient care.

In response to the growing threats posed to the NHS, the North West TUC organised a major demonstration to coincide with the Conservative Party conference in Manchester in September 2013. More than 60,000 took to the streets in one of Manchester's largest-ever demonstrations, making the Conservative Party conference aware of the deep antipathy that the public has to their plans to break up and sell off the NHS.

❶ Frances O'Grady with protesters on the Save Our NHS demonstration at the Conservative Party Conference 2013 in Manchester.

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In March, the government forced through its plans to make it easier for the Secretary of State to agree the financially driven closure of local hospitals and other services, despite strong campaigning from the TUC and health unions. Clause 119 of the Care Act gives new powers to trust special administrators taking over failing NHS Trusts to impose closures and service changes to neighbouring trusts, even if they are financially stable and

performing well. This will help the Secretary of State to bypass popular local campaigns, as seen in the case of Lewisham Hospital. Despite some late amendments to the clause, campaigners fear that these new powers will be exercised more frequently as the financial crisis in the NHS intensifies.

The TUC has worked with health unions through the All Together for the NHS campaign to build the campaign for fair pay, organising briefings, days of action and lobbies in support of our campaign to invest in a quality workforce for the benefit of patients.

The TUC, in partnership with UNISON, has funded a new project through the [False Economy](#) website to use freedom of information questions and other means to unearth new evidence of the impacts of the government's health reforms. In April, we broke the news that some clinical commissioning groups were proposing the introduction of charges for the use of crutches and other orthotic equipment.

The introduction of charges to the NHS continues to raise its head. In May, The King's Fund ran an independent review into the future funding of health and social care. The TUC used this consultation to set out the case that additional funding for the NHS should be achieved through progressive taxation and through ensuring that public services benefit from the proceeds of growth returning to the economy, not through the introduction of charging.

The funding crisis in the NHS is mirrored by that in social care, as budgets have been slashed as a result of local government funding cuts, with a real-terms decrease in funding of 20 per cent since 2010. Evidence shows the increased rationing of local authority support to only the most urgent cases means that the number of over 65s receiving funded support has dropped by a third.

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This crisis of funding in social care is exacerbating existing problems in the sector caused by underfunding and outsourcing based on severe price-based competition. Employment standards in social care are so poor that we have some of the most vulnerable people in our society being cared for by some of the most vulnerable. The TUC brought unions together with Sir Alan Oldham, heading up Labour's review on the integration of health and social care and with Baroness Kingsmill, who was looking at the exploitation of the social care workforce. The evidence submitted makes for sobering reading, with 300,000 workers employed on zero-hours contracts and around 10 per cent not even paid the national minimum wage. In addition to these consultations, the TUC also fed into the Local Government Institute's own report on the social care workforce.

In December the government introduced the Care Bill, aimed at strengthening the funding and regulation of the social care sector. The TUC raised concerns about the contracting-out of needs assessments and criticised the proposed limitation of eligibility for free care to those with 'substantial' needs. The briefing reiterated TUC support for a National Care Service, free at point of use, funded from general taxation and benefitting from increased funding.

### 3.5 EDUCATION

Over the past year the TUC has continued to work closely with affiliated unions on policy and workforce issues relating to education, in line with Composite 9, Resolutions 30, 32 and 33, and Emergency Resolution 3 agreed at the 2013 Congress. Please note that skills policy and learning and skills at work are covered in Sections one and five. Childcare and early years' provision are covered in Section four, as is Emergency Resolution 3.

The TUC has continued to facilitate bi-monthly meetings of the education unions to coincide with the meetings of the Public Services Liaison Group in order to support coordination with wider public services campaigning and the TUC Campaign Plan. The TUC also facilitates an additional forum for unions with a specific interest in the FE sector.

These meetings have focused on developing strategic support for the campaigning issues highlighted in Congress resolutions, such as safeguarding the important role of teaching assistants and educational psychologists. In line with Composite 9, the TUC has continued to support the education unions to campaign against attacks on the pay, pensions and working conditions of teaching and support staff.

In line with Composite 9 and Resolution 32, the TUC and affiliated education unions continued campaigning in support of high-quality comprehensive education while opposing marketisation and privatisation, cuts to FE and HE funding and the further extension of loans. Part of this campaigning is being taken forward through the Education Not For Sale campaign, with a focus on raising awareness of the detrimental impact of the expansion of 'for-profit' education providers and the danger of greater privatisation in all parts of the education sector.

The campaign was launched in March 2014 with the publication of a campaign pamphlet and a detailed research report, and subsequently a campaign website was established. In addition to the risks of privatisation, the campaign launch highlighted the extent to which schools, colleges and universities are increasingly less accountable to students, parents and local communities and the degree to which the additional bureaucratic costs of starting up free schools and academies is diverting public funding away from other schools.



# 400,000

More than 400,000 local government jobs have been lost.

The TUC and education unions have also continued to look at strategies to protect the rights and entitlements of teachers and support staff in academies and free schools, especially with regard to national pay and conditions of service frameworks and collective representation through trade unions. Over the past year the TUC facilitated discussions between the school workforce unions and the School Co-operative Society and the Co-operative College in order to develop a national framework for trust schools and academies that come under the remit of the co-operative movement. In December 2013 a 'National Agreement and Statement of Joint Principles' was signed by all parties and this included the establishment of a new National Joint Forum that meets on a regular basis.

The government's school reform programme has also been attributed with weakening the careers guidance provision for young people and the TUC has joined with many other stakeholders to voice concerns about this. In its 2014 Budget Submission the TUC called on the government to establish a new 'careers guidance entitlement' for secondary school pupils, giving them access to professional, independent, face-to-face careers guidance in Year 8 and once again in Year 10.

In May 2014 the TUC responded to an Education Select Committee inquiry into the teaching of personal, social, health and economic (PSHE) education and sex and relationships education (SRE) in schools. The TUC reaffirmed its support for statutory PSHE and SRE to be taught in all schools, including academies and free schools, and expressed concern about the role of organisations with a homophobic and/or anti-abortion agenda gaining access to schools to provide SRE.

### 3.6 LOCAL GOVERNMENT

Local government workers and services have borne the brunt of the government's austerity programme. According to the Local Government Association, the combination of cuts and increasing demand for services, particularly adult social care, has left a funding gap of over £8bn next year, with councils expected to make further cuts of 12.5 per cent to balance the books. The Public Accounts Committee has raised very real fears about the viability of some local councils and their ability to meet all their statutory requirements.

**“Local government workers have seen their pay cut in real terms by 18 per cent since 2010.”**

More than 400,000 local government jobs have been lost and council staff have faced three years of zero per cent pay increases since 2010, followed by a 1 per cent pay cap in 2013. Many hard-won conditions of employment have also been taken away. Local government workers have seen their pay cut in real terms by 18 per cent since 2010. Around 510,000 council workers are paid less than the living wage, and most are women in part-time jobs.

In line with Resolution 26, the TUC has worked with local government unions to set out our vision for local government based on a fair and sustainable funding settlement, in-house delivery of services and effective reform based on a well-treated and motivated workforce with a real voice in the design and delivery of services. As part of this process, the TUC has submitted a paper to Labour's Policy Review.

The TUC has also commissioned the Centre for Local Economic Strategies (CLES) to undertake research into the impacts of the government's austerity programme on local government, particularly on adult social care and children's services.

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### 3.7 CRIMINAL JUSTICE

Justice services are facing cuts of up to 25 per cent of their budgets, and by 2015 more than 50,000 justice sector jobs will have been lost under the coalition government.

Privatisation and outsourcing in probation, prisons, policing and court services remain a threat.

Government plans to privatise 70 per cent of probation services by 2015 are underway, despite warnings of the high risk of delivery failure by the Ministry of Justice's own internal risk register. There are plans to close four more prisons, even though overcrowding and levels of violence remain a problem for staff and prisoners. Plans to privatise three prisons were abandoned last year when the leading bidder was investigated by the Serious Fraud Office for overcharging the government for tagging offenders. Court cases are being delayed as a result of more than 130 court closures and cuts have led to experienced prosecutors leaving the service. Fine enforcement is being privatised this year.



In support of Composite 11, the TUC and unions launched the Speak Up for Justice campaign in May. The campaign brings together the FDA, GMB, Napo, PCS, POA, UNISON and Unite to fight for an integrated, accountable and publicly owned justice system that is properly staffed and funded. We will be campaigning against privatisation and outsourcing and will cover courts, probation, prisons, policing and legal aid. A campaign website ([www.speakupforjustice.org](http://www.speakupforjustice.org)) was launched, with an online action targeting the Secretary of State for Justice and the Home Secretary, and a range of campaign materials for union members. A report by the New Economics Foundation and the TUC, *Justice for Sale: The privatisation of offender management services*, was also launched, with recommendations for all political parties.

### 3.8 THE PUBLIC SERVICES LIAISON GROUP

The TUC's work is overseen by the Public Services Liaison Group (PSLG). The group consists of representatives from the affiliated public service unions and is chaired by Dave Prentis, General Secretary of UNISON, and the General Council lead on public services.

The PSLG agenda in the past year has been largely focused on key industrial issues around pay, pensions and threats to collective bargaining. But there has also been significant time devoted to developing an alternative vision for public services and a clear list of policy asks to be advocated with all political parties but with particular focus on the Labour Party policy review. Through the PSLG, unions have engaged with think tanks such as IPPR and the Fabian Society, looking into issues around worker and citizen voice in the design and delivery of public services, sustainable funding, public ownership and intelligent commissioning.

The PSLG also held a two-day summit for public service unions looking at more effective ways of organising in an increasingly fragmented public service landscape. Issues arising from this event will feed into the public service elements of the stronger unions work that the TUC is taking forward.



### 3.9 PUBLIC SERVICES FORUM

In January, the Public Services Forum (PSF) was re-established. Chaired by Francis Maude, the Minister for the Cabinet Office, the PSF brings together public service unions, employers and other civil society partners to discuss the impact of the government's public service policy on the workforce. At its first meeting, the reconvened PSF discussed the roll-out of public service mutuals, the implementation of the government's digital strategy and the wider lessons for the public sector resulting from the Francis Report on the Mid-Staffordshire NHS Foundation Trust. Further meetings are planned for 2014 to discuss government commissioning and procurement strategy, transparency requirements on public service contractors, casualisation and the rise of zero-hours contracts and implementation of the living wage across the public sector.



### 3.10 WELFARE

The 2013 Congress agreed Composite 13 on Campaigning for Social Security. The Resolution pointed to the growth of poverty and the low level of current benefit rates and expressed concern at the likely impact of Universal Credit, especially on low-paid workers. The resolution called on the General Council to campaign against welfare myths, the bedroom tax, the benefit cap, workfare and the sanctions regime, and for a publicly run benefits system, with universal benefits paid at decent levels. The TUC has focused on establishing how to campaign effectively for social security and then running such a campaign. Our work in this area has also been informed by Resolution 50 on foodbanks, which set out union concerns that the government's welfare reforms had left so many people dependent on charitable donations to feed their families.

In October, the TUC held a conference on how to argue for a generous social security system, entitled Winning the Argument for Welfare. The keynote speaker was Professor George Lakoff from the USA, an internationally known expert on 'framing' political messages. The workshops at the event allowed delegates to debate the issues with policy and communications experts – most of the academics and polling experts who have written about public attitudes to social security spoke at the conference. There was also a detailed presentation of a new poll commissioned for the TUC.

Since then further extensive polling has found that there is substantial and widespread hostility to people felt to be abusing the system. But there is also a widespread belief that society should help people who face hard times because of bad luck or factors they could not foresee or control. When people believe that the government is undermining this approach they oppose it. A good example is the 'five week wait'; from April, most people able to claim the new Universal Credit had to pass through a month-long assessment period and then another week before their benefit was paid to them. TUC research finds that most people are angry when they learn about these plans.

In July the TUC launched [Saving Our Safety Net](#), a new campaign to win support for the principle of a decent benefits system, asking people to sign a petition calling for the five week wait to be rolled back. The campaign is particularly addressed to union members and began with the launch of a vigorous newspaper-style document about the five week wait and other union concerns. A more policy-oriented publication, [Universal Credit: Solving the problem of delay in benefit payments](#), commissioned from Carl Packman (who has written extensively about problems relating to debt and payday lenders) was launched at the same time. The campaign strategy foresees the use of social media, a dedicated website and infographics and other shareable material.

## SECTION THREE

# GOOD SERVICES AND DECENT WELFARE

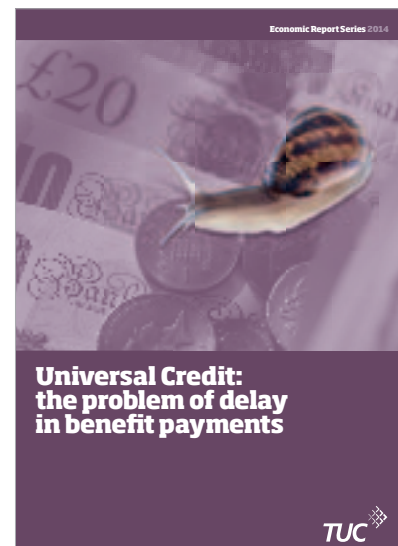
The TUC has also continued to address the full range of social security issues that have emerged during the year. In December it published [\*Is Social Security Spending Really Out Of Control?\*](#), a report commissioned from independent researcher Declan Gaffney. This report disproved claims in 2010 by ministers and newspapers that social security spending was 'out of control', necessitating large cuts in benefit entitlements and benefit rates. There was, however, a serious problem: rising in-work poverty. Falling real incomes were leaving more working families relying on in-work benefits; this meant that, despite cuts to tax credits that have left some families thousands of pounds a year worse off, the government was having to spend billions of pounds more than expected on these tax credits and benefits.

In January the TUC published [\*Keeping Up with the Cuts\*](#). This briefing listed 43 social security cuts introduced since the 2010 election and identified the main losers. The government has often justified benefit cuts as necessary to deal with abuse, especially by people trying to avoid work. But the main losers from 10 of the 43 changes (the largest group) are low-paid workers. A further 24 cuts affect workers in addition to other groups: three-quarters of the welfare cuts announced since 2010 hurt working families.

In May the TUC published [\*Dismantling the Barriers to Social Mobility\*](#), commissioned from Ben Baumberg and Declan Gaffney. This Touchstone Extra outlined the UK's poor track record on social mobility and rebutted arguments by the Deputy Prime Minister, who has claimed that it is possible to achieve a high level of social mobility in unequal countries like Britain. The report also highlighted childhood poverty and comparatively low levels of *full-time* women's employment as factors that contribute to this country's low social mobility. The report was launched at a seminar addressed by Alan Milburn, Chair of the Social Mobility and Child Poverty Commission.

For the second year running the TUC was invited to be part of the scrutiny group overseeing the independent review of the Work Capability Assessment. The TUC was represented by senior policy officer Hugh Robertson. Richard Exell continues to represent the TUC on the Steering Group of the End Child Poverty (ECP) coalition, and the TUC contributed to the ECP submission to the consultation on the government's child poverty strategy.

Nicola Smith continues to serve on the statutory Social Security Advisory Committee (SSAC). In the summer, the SSAC published a major report on the government's plans to increase to seven the waiting days claimants of Employment and Support Allowance and Jobseeker's Allowance must pass through to qualify for benefit. The government itself



calculated that on average JSA claimants would lose £40 and ESA claimants £50 and that more than a quarter of a million would be "most at risk of suffering financial hardship". The plans led to widespread concern, reflected in the Committee's report.

The TUC has been increasingly concerned about the quality of DWP's press materials. In February, for instance, the DWP issued a release on the benefit cap which stated that "over 1,200 single people without children were capped". The release did not say that single people accounted for just four per cent of capped households or that 72 per cent of the individuals hit by the cap were children. Indeed, the release did not mention the fact that any children were affected by the cap. The TUC challenged the government about these misrepresentations, writing first to the Secretary of State, then to Andrew Dilnot, Chair of the UK Statistics Authority.

# 4

## **SECTION FOUR** RESPECT AND A VOICE AT WORK



## SECTION FOUR RESPECT AND A VOICE AT WORK

### 4.1 INTRODUCTION

Over the past year we have seen our rights at work under further attack. Insecure work is on the increase: zero-hours contracts (ZHCs) 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.

Yet the TUC has worked hard to defend and extend rights at work and, as this section shows, we have had some successes.

### 4.2 RESPECT AT WORK

Over the last year, the General Council has campaigned for respect and a voice at work, in line with Composite 14 and Resolution 54 adopted at Congress 2013.

#### TACKLING GROWING CASUALISATION

Throughout 2013/14, the General Council has campaigned against growing casualisation, which is leading to millions of UK workers becoming trapped in low-paid, highly insecure employment that offers poor career prospects. In April 2014 it produced the report [\*Casualisation and Low Pay\*](#).

The General Council has won political support to deal with abusive ZHCs. In December 2013, BIS launched a consultation on the use of ZHCs that, due to the efforts of trade unions and 38 Degrees, attracted more than 36,000 responses. In the face of public pressure, the government announced in the Queen's Speech that it would ban the use of exclusivity clauses in ZHCs.

At Congress 2013, Ed Miliband committed to crack down on the worst abuses faced by ZHC workers. Norman Pickavance was tasked to conduct a review on ZHCs, the recommendations from which included a right for ZHC workers to request a fixed-hour contract after six months' employment and a right to receive a fixed-hours contract after one year.

While these proposals represent progress, the General Council continued to campaign for a better deal for vulnerable workers including:

- access to increased and guaranteed working hours
- decent pay
- more employment rights.

The General Council has campaigned for a better deal for agency workers. In September 2013 the TUC complained to the European Commission about the UK's implementation of the Temporary Agency Worker Directive. Of particular concern is the use of so-called 'Swedish derogation' contracts (SDCs), which deprive many agency workers of equal pay. The TUC won support from the Labour Party to close the loopholes in the Agency Worker Regulations.

Responding to an HMRC consultation in January 2014, the TUC called on the government to act to prevent agencies from using false self-employment arrangements to avoid income tax and NIC obligations.

#### GANGMASTERS LICENSING AUTHORITY

During 2013/14 the General Council has pressed for the remit of the Gangmasters Licensing Authority (GLA) to be extended to high-risk sectors, including construction, social care and hospitality. It has resisted government proposals to weaken the inspection system for businesses applying for GLA licences. Union representatives continue to play an active role on the GLA Board, including Hannah Reed (TUC), Diana Holland (Unite), Steve Kemp (GMB) and Dave Gorle (Usdaw).

The General Council resisted government plans to remove representatives from key stakeholders, including retailers, agencies, labour users and trade unions from the GLA Board.

#### ACCESS TO JUSTICE

During 2013/14 the General Council has stepped up the campaign to abolish employment tribunal (ET) fees as government statistics confirm that they price workers out of justice and encourage exploitation.

In line with Resolution 62 adopted at Congress 2013, the TUC has monitored the equality impact of ET fees. TUC analysis confirms women have been the principal losers, with sex discrimination claims plummeting by 80 per cent since the introduction of fees. Women are more likely to work part-time in lower-paid jobs and are therefore less able to afford high-level fees. Many women also lose out on fee remissions due to their partner's earnings. This is because eligibility for fee remission is calculated on the basis of household rather than individual income.

The TUC pressed for improvements to the new Acas Early Conciliation scheme, following concerns that new administrative rules would inadvertently limit access to justice.

In January 2014, Sir Brendan Barber, former TUC General Secretary, was appointed as Chair of the Acas Council. Paul Nowak (TUC), Mary Bousted (ATL), Jonathan Baume and John Hannett (Usdaw) also continue to play an active role on the Acas Council.

Hannah Reed also continues to represent the TUC on the Employment Tribunal Service National User Group.

## RESISTING GOVERNMENT ATTACKS ON EMPLOYMENT RIGHTS

During 2013/14, the General Council has continued to resist government policy aimed at dismantling basic workplace protections. In particular, it:

- ▶ resisted government attacks on TUPE protections

- ▶ opposed the introduction of Part III of the Lobbying Act, in line with Emergency Motion 5 adopted at Congress 2013. The Act will impose excessive administrative burdens on unions and represent an unjustified intrusion on trade union members' rights to freedom of association and privacy at work

- ▶ raised awareness of the disproportionate impact of weakened unfair dismissal and collective redundancy rights on women, BME workers, young workers, older workers and the disabled (in line with Resolution 63).

In March 2014, the government launched the Carr Review. The General Council and affiliated unions decided not to engage on the basis that the review was largely a political stunt. In a letter to Bruce Carr QC, the General Secretary reiterated that the UK already had some of the most restrictive industrial action laws of any democratic country and said she was not aware of unions using intimidatory tactics. Instead, in line with Composite 15 from Congress 2013, the General Secretary called on the government to launch a major public inquiry into blacklisting.

In addition, on 20 November 2013 the TUC, along with Unite, the GMB, UCATT and the Blacklisting Support Group organised a day of action against blacklisting. They demanded justice for all victims of blacklisting and for blacklisting to be criminalised. The TUC has also called for new public procurement rules that ensure companies are banned from winning public contracts if involved in blacklisting activities.

The TUC has also called for a full inquiry into police tactics in the miners' strike of 1984/85 in line with Resolution 72 adopted at Congress 2013.

## A NEW FRAMEWORK OF RIGHTS FOR WORKING PEOPLE

During 2013/14 the General Council has campaigned for a new framework of rights for trade unions and working people, including:

- ▶ rights for all workers to statutory redundancy pay
- ▶ improved protections for outsourced workers and the adoption of a new tier code of practice requiring all contractors to observe collectively agreed terms and conditions when delivering public services
- ▶ improved protections for whistleblowers in line with Resolution 69 adopted at Congress 2013
- ▶ improved enforcement of posted workers rights
- ▶ strengthened rights to statutory recognition and information and consultation
- ▶ measures that promote collective bargaining and ensure workers have improved access to trade union representation
- ▶ new rules permitting unions to use electronic voting in statutory ballots in line with Composite 16 from Congress 2013
- ▶ an end to blanket electronic surveillance of UK citizens, in line with Composite 18 from Congress 2013.



## SECTION FOUR RESPECT AND A VOICE AT WORK

### 4.3 EQUALITIES

#### THE PUBLIC SECTOR EQUALITY DUTY REVIEW

The government's review of the Public Sector Equality Duty (PSED), which concluded in October 2013, left the duty intact with a recommendation for further review, possibly in 2016. The TUC had set up a working group of public service unions and worked with voluntary and community organisations on a range of actions to campaign to defend the duty through 2012-13.

#### CAMPAIGN FOR EQUAL SURVIVOR PENSIONS

Following TUC lobbying during the passage of the Marriage (Same-sex Couples) Act 2013, the government committed to carrying out a review of inequalities in survivor pensions by 1 July 2014. The TUC set up meetings between the Treasury, the DWP, the Government Actuary's Department and trade unions. In its written submission to the review, the General Council called on government to end discrimination against widowers, civil partners and same-sex spouses in survivor pensions. Briefings were produced, an e-petition was set up and media coverage around the TUC LGBT conference and Pride led on the campaign for equal survivor pensions. When the government published the review report it concluded that it would need to carefully consider the findings before making a decision on whether the law should be changed.

### TUC EQUALITY AUDIT 2014

The 2014 equality audit asked affiliates what steps they were taking to tackle the under-representation of particular groups in their membership and internal structures. The audit findings will be presented to Congress 2014.

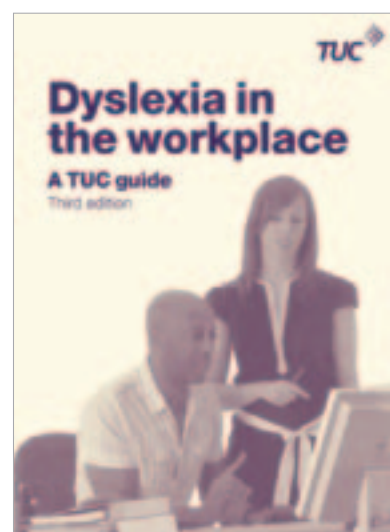
#### EQUALITY REPS

The TUC continued to campaign and lobby for statutory rights for equality reps in accordance with Resolution 62. It coordinated campaign activity with unions and worked with academic researchers to update the case for equality reps. The TUC equality audit also highlighted the benefits of union action on equality and the fact that almost 9 in 10 union members are in a union with a rule or practice of appointing or electing equality reps.

The Wales TUC has established a network of trade union equality reps through a Welsh government-funded programme providing training and awareness of key equality issues.

### 4.4 DISABLED WORKERS

In pursuance of Resolution 49, the TUC Disabled Workers' Committee has focused throughout the year on the continuing attacks by government on the rights and living standards of disabled people and on mobilising resistance to them. In particular, the disastrous impact of the ATOS-administered Work Capability Assessment, and the delays in the reassessment of recipients of Disability Living Allowance for the new Personal Independence Payment, have attracted growing attention although not significantly weakening the impact of divisive government propaganda in winning public support for its 'reform' of benefits. The TUC supported the campaign against the 'bedroom tax' with its disproportionate impact on disabled people. Most recently, the decision by government to sidestep the court ruling quashing the closure of the Independent Living Fund generated an urgent campaign working in alliance with users of the ILF. The TUC has published



Union members on London Pride 2014.  
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a campaign briefing, Disabled People Fighting Austerity, endorsed by the General Council, informing unions of key facts and offering suggestions for grassroots activity.

An important element of TUC campaigning has been the establishment of alliances on particular issues with disabled people resisting austerity, in particular the network of activists organised in Disabled People Against Cuts (DPAC). The TUC has also participated with activists in the Reclaim Our Futures alliance, to prepare a shadow report to the United Nations on the UK's compliance with the UN Convention on the Rights of Persons with Disabilities.

Another area of collaboration between the TUC, unions and disabled activists has been the Transport for All campaign.

Within the field of employment, the TUC supported a campaign to challenge the decision of the Access to Work scheme to limit the hours it would fund for sign language interpreters, with negative consequences for deaf workers. Other issues covered included the worsening crisis in mental health, following up Composite 17 and Resolution 65, hate crime, and the abuse of sickness absence procedures, covered in TUC published advice *Disability and Work*. Also published was the first TUC guidance on *Autism and the Workplace*, written by Janine Booth (RMT), and an updated edition of *Dyslexia in the Workplace*, by Brian Hagan. Committee chair Seán McGovern represented the TUC at a workshop for disability champions in Ethiopia. Discussion with political parties was undertaken seeking commitments to

reverse government attacks and address outstanding issues for disabled workers on the employment agenda including around supported employment.

#### 4.5 LESBIAN, GAY, BISEXUAL AND TRANS WORKERS

The committee continued to discuss how to engage LGBT communities in the TUC campaign. A major report into the impact of austerity on the LGBT voluntary sector was commissioned from London Metropolitan University and completed in July 2014. In February, the General Secretary spoke at an event for LGBT History Month and in April, Maria Exall, Phyll Opoku-Gyimah and others addressed an LGBT People's Assembly event sponsored by Unite. The TUC campaign was tailored for an LGBT audience in the work around Pride (below). A briefing was published on the impact of austerity on LGBT mental health.

The right to same-sex marriage was established in law. The TUC lobbied in support of the Bill, but also supported amendments to correct inequality in pension survivor benefits. Ministers responded by agreeing to a separate review. The TUC worked with unions to present evidence and a campaign was launched to pressure politicians.

The TUC responded to the government consultation on the future of civil partnership by pressing for its extension to opposite sex couples. This demand was rejected by ministers but civil partnership has been retained.

## SECTION FOUR

# RESPECT AND A VOICE AT WORK

The largest-ever survey of the experience of LGB workers by Manchester Business School confirmed that LGB workers are two and a half times more likely to face harassment at work, with significant health impacts, demonstrating that despite legal progress the daily experiences of LGB workers continue to be blighted by widespread prejudice. The position of trans workers is even worse and the TUC has continued to highlight this. A new edition of TUC guidance [\*LGBT Equality at Work\*](#) was published.

For Pride, the TUC provided material focusing on campaign priorities and ran a high-profile advertising campaign in the LGBT community media. A significant impact was achieved at Pride London. Billy Hayes addressed the rally for the General Council. Support was also provided for UK Black Pride.

Work continues around tackling prejudice in education and sport, hate crime, domestic abuse and HIV awareness.

Resolution 80 at Congress 2013 condemned the oppression of LGBT people worldwide. The TUC supported protests at reactionary legislation in Russia, Uganda and Nigeria and has campaigned to raise awareness with sister unions and among LGBT communities in Britain. Advice has been available for union members posted to work in hostile countries. A campaign is being run to establish legal equality in the Channel Islands.

### 4.6 WOMEN WORKERS

Chaired by Pat Stuart, the TUC Women's Committee has continued to lead the TUC's work on gender equality in the workplace. Key areas of work for the TUC Women's Committee over 2013-14 have been pregnancy discrimination, older women workers, the impact of domestic violence on women's working lives, women's labour market position and the gender pay gap.

In furtherance of Resolution 60, Women in Male Dominated Industries, unionlearn commissioned a report into the under-representation of women and ethnic minorities in the Apprenticeships system. The TUC has supported a photography project that aims to challenge stereotypes of women in male-dominated industries. Unionlearn commissioned a set of portraits of young women apprentices in male-dominated sectors. These pictures were displayed at Congress House after being launched at an Apprenticeship Ambassadors Network awards ceremony.

Resolution 61 called on the TUC to gather evidence and campaign on the issue of pregnancy discrimination. TUC has continued to support the Valuing Maternity campaign, which calls for investment in maternity services, better leave entitlements for new parents, and an end to pregnancy discrimination.

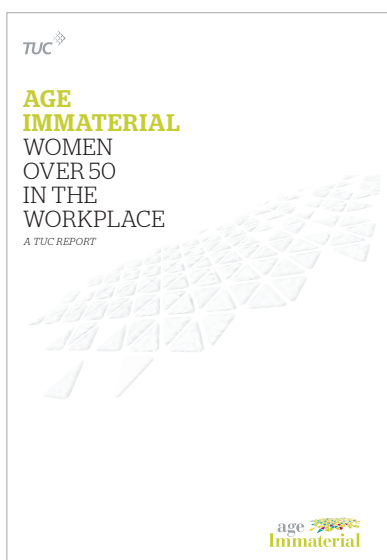
The TUC welcomed the news in 2013 that the EHRC had been granted funding by the Department for Business, Innovation and Skills to carry out an in-depth investigation into the extent and nature of pregnancy discrimination. This is a much-needed piece of research as the last investigation on this scale took place a decade ago. In line with the resolution, the TUC is gathering evidence and case studies to complement the work of the EHRC and to illustrate the discrimination still faced by pregnant women and women returning to work from maternity leave.

In line with Resolution 62, the TUC has worked to highlight the impact of employment law reforms and the introduction of tribunal fees on women. The TUC's work in this area is reported in detail in the Employment Rights section.

### OLDER WOMEN

In 2013, the TUC undertook a project called [\*Age Immaterial\*](#). The objective was to examine the issues facing women over 50 in the workplace and to create an evidence base for policy proposals relating to this often overlooked group. The project encompassed social media, polling, surveys of union members, case studies and focus groups.

In October 2013, the TUC commissioned a YouGov poll to gather information about parents' and grandparents' caring responsibilities. The TUC also carried out an online survey of union members over the age of 50 to gather information about caring and work. This survey generated over 5,000 responses.



The TUC also worked with Grandparents Plus to organise focus groups in May 2013, which explored the views of both parents and grandparents in relation to the regular childcare many grandparents provide.

A final report was published in February 2014 detailing the labour market and social pressures facing women over 50 in work and proposing a series of policy recommendations. The key findings of the report were that, although more women over the age of 50 are in work than ever before, this age group is still faring badly in terms of pay, discrimination and the pressures of juggling working with caring responsibilities. The report generated significant media interest.

**“The TUC launched a joint campaign with Women’s Aid calling on the government to ratify the Istanbul Convention – a Council of Europe convention on violence against women.”**

### **VIOLENCE AGAINST WOMEN AND GIRLS**

In late 2013, the TUC carried out an online survey on the impact of domestic violence on working lives. The survey concluded in February 2014 and provides an important evidence base for unions to use when making the case to employers for domestic violence policies. The findings of the survey have been presented to union equality officers and to the ETUC women’s committee as well as the women’s committees of several affiliated unions.

On the UN International Day for the Elimination of Violence Against Women 2013 (on 25 November), the TUC launched a joint campaign with Women’s Aid calling on the government to ratify the Istanbul Convention – a Council of Europe convention on violence against women. The TUC’s petition gathered more than 1,000 signatures and was submitted to the Home Secretary in January 2014.

In November 2013 150 people gathered for ‘Reclaim the Night’ in Newcastle, focusing on the impact of domestic violence.

### **CHILDCARE**

Two separate childcare announcements were made as part of the 2013 budget. First, a £750m subsidy to cover 20 per cent of the childcare costs per child under five for working parents not on tax credits or Universal Credit (except for households in which a lone parent or both parents earn more than £150,000). Second, an additional £200m of support will be provided within Universal Credit, which according to the Treasury will cover 85 per cent of childcare costs for households qualifying for the Universal Credit childcare element where the lone parent or both earners in a couple pay income tax.

The TUC responded to the ‘Tax Free Childcare’ consultation and argued that, while all investment in childcare is welcome, the scheme, which is aimed at higher earners, is poorly targeted and such large investment in support for families earning £300,000 per annum is hard to justify when comparatively little is being invested in supporting low-income families.

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The TUC has also supported other organisations such as the Women's Budget Group in asserting that both schemes offer too little support, too late. The first scheme will start only in 2015, while those on tax credits or Universal Credit will have to wait until 2016 for their improved support. With childcare costs soaring well above inflation, support is needed now rather than in several years' time.

The 2014 TUC Women's Conference included a social media action in support of a Gingerbread campaign highlighting the impact of childcare costs on single mothers.

The TUC will continue to campaign on childcare and will continue to support organisations such as Working Families, the Child Poverty Action Group and Gingerbread

The TUC has reconvened the Early Years Network of unions representing the early years' workforce.

### 4.7 RACE EQUALITY

The Race Relations Committee, chaired by Gloria Mills, has continued to work on a range of race equality issues, prioritising its efforts to improve the organisation and recruitment of black workers and look at ways in which it can contribute towards to the TUC's Campaign Plan. As part of its work to organise and strengthen union involvement, the Race Relations Committee has been working with TUC Education to set up a mentoring scheme, which will support current and encourage new black trade union activists to play a proactive role in their unions.

The TUC has continued to lobby the government through the Ethnic Minority Advisory Group (EMAG), which has been reconstituted as the Ethnic Minority Employment Stakeholder Group (EMESG) with a reduced membership. Wilf Sullivan, TUC Race Equality Officer, and Collette Cork-Hurst, Unite National Officer for Equalities and a member of the TUC Race Relations Committee, continue to be members of the group. The TUC has lobbied the government through the group on the disproportionately poor access to Apprenticeship for young black workers. A study on Apprenticeships and Equality that was commissioned by unionlearn for the National Apprenticeship Service was presented at the EMESG and encouraged the group to demand that the government and skills funding agency should develop a proper strategy for addressing the under-representation of young black workers in Apprenticeships.

In pursuance of the 2013 Congress Resolution 63, Discriminatory Working Environments, the TUC has been assisting affiliates in the entertainment industry to pursue a campaign that is aimed at getting employers to introduce ethnic monitoring of permanent staff and freelance staff who are involved in productions. The TUC has also campaigned against the introduction of fees for employment tribunals in accordance with the resolution and has been highlighting the effects that the fees system has had in significantly decreasing the ability of black workers to seek justice through the employment tribunal system. The TUC is continuing to promote collective bargaining as the most effective way of challenging racism in the workplace and has worked with the Working Lives Research Institute on a follow-up European research project looking at changes that have taken place in the workplace and in the way that unions are dealing with racism since the economic crash in 2008. A seminar is planned for autumn 2014 to look at changes in the UK. The TUC's *Working Against Racism* booklet will be updated.



**“The General Council has continued to prioritise work on challenging the racism of the far right.”**

The General Council has continued to prioritise work on challenging the racism of the far right. The TUC helped coordinate trade union input into the successful 22 March 2014 ‘Stand Up to Racism and Fascism’ rally in Trafalgar Square. The rally was organised to coincide with the United Nations call for the elimination of racial discrimination and to draw attention to the UK’s international obligations to tackle racism and xenophobia and to highlight the growing opposition of trade unions, anti-racist/fascists campaigners and migrant worker organisations to the increasingly racist and xenophobic rhetoric that has surrounded the debate on the immigration and the growing hostility towards vulnerable communities.

## 4.8 YOUNG WORKERS

The focus of the TUC’s work over the last year has been on building the capacity of the Young Workers’ Forum and union young workers’ networks to campaign effectively and address issues such as youth unemployment and pay. Highlights of the last year included the first-ever *My Union, My Voice!*, a new publication promoting young trade union activists and the signing of a communiqué with sister confederations on youth employment.

Trade unions in the northern region sponsored the ‘youth zone’ for Northern Pride.

### TUC YOUNG WORKERS’ FORUM

Over the last year the TUC Young Workers’ Forum has continued in its efforts to be a more campaign-focused body that reaches out to both young members and young workers not currently members of unions.

In March, the Young Workers’ Conference agreed to change the age qualification rules for delegates to the Young Workers’ Forum and Conference. Under the new rules, delegates will need to qualify as a young member under the rules of the union that they will be representing; for unions without a rule defining a young member the age qualification will remain at 27 and under, as will the rule for the occupant of the young workers’ seat on the General Council.

The Young Members’ Forum continued to hold open forums alongside its quarterly meetings. Over the year open forums were held in Manchester, Newcastle and Cardiff on issues such as pay, employment rights and skills.

The Forum also worked with unions and TUC departments on issues related to pay and youth unemployment. Young workers supported the TUC’s Britain Needs a Pay Rise and Fair Pay Fortnight. The Forum also supported the TUC’s demands for changes to government policies aimed at addressing youth unemployment



### YOUNG WORKERS’ MONTH

The TUC ran its first ever Young Members’ Month in March 2014. The month was marked by a number of events and activities aimed specifically at young workers and members, organised by the TUC and 11 TUC affiliates.

The TUC published *My Union, My Voice!*, which highlighted the work carried out by young trade unionists who had not only joined unions but also joined in with union activity. The publication told their stories of what motivated them to get active and the campaigns and activities they were involved in.

The TUC also hosted a Youth Unemployment Summit in Liverpool with colleagues from the TUC’s sister confederations in Scotland, Wales and Ireland. The summit provided an opportunity for young activists from each nation to discuss the extent of youth unemployment in their countries and the issues arising from the policy responses by the respective national governments.

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The outcome from the summit was a communiqué setting out key policy demands on youth unemployment and a commitment for the youth sections of each confederation to work together more closely on the issue of youth unemployment and promoting union membership among young workers.

Young workers took part in the TUC's Fair Pay Fortnight, highlighting the message to the government and employers that they also need and deserve fair pay. A number of young activists and representatives of partner organisations contributed guest blogs, which were published on the TUC's Stronger Unions blog. NUS National President Toni Pearce blogged about the situation facing young people when they leave education – their quest for decent employment and respect in the labour market.

TUC General Secretary Frances O'Grady took part in a Twitter chat on 26 March, during which young workers were able to post questions directly to her.

Union events included recruitment and organising campaigns targeted at young workers, employment rights' workshops and political education schools. The next Young Workers' Month will take place in November 2014 and will focus on the theme of activism.

### 4.9 WORKER VOICE

The TUC has continued to develop its work on workers' voice. Proposals for worker representation on company boards have been developed alongside proposals for strengthening workers' voice more broadly. In addition to the TUC reports below, the TUC's priorities in this area have been promoted in a range of conference presentations and articles for publication.

In October, the TUC published two reports on workers' voice. [\*Workers on Board: The case for workers' voice in corporate governance\*](#) set out the flaws in the UK's corporate governance system and the priority given to shareholder interests. It went on to explore the case for worker representation on company boards. It argued that workers' interests were well correlated with long-term company success and that workers had in-depth knowledge of their company that made them well placed to contribute to decision-making on company boards. It went on to examine existing UK practice that is relevant to the role of a worker board representative and also discussed some of the opportunities and challenges that workers' board representation could bring. The report made three policy proposals, including the recommendation that a mandatory system for the representation of workers on company boards should be established.

*Workers' Voice in Corporate Governance: A European perspective* explored ways in which workers are represented in corporate governance systems across Europe. It highlighted the fact that workers' representation on company boards is found in 19 European countries, including many of Europe's most successful economies. This included countries, like the UK, that have a unitary board system with a single board of directors.

These reports were launched at a well-attended fringe meeting on workers' voice at the Labour Party Conference, organised in conjunction with the Fabian Society and PIRC. Speakers at the launch included TUC General Secretary Frances O'Grady and Shadow Secretary for Business, Innovation and Skills Chuka Umunna MP.

In order to foster informal discussion on workers' voice, the General Secretary hosted a dinner for senior business and union leaders at Congress House in early May. The gathering was addressed by Christoph Dänzer, who set out his experience of worker representation on a number of German supervisory boards he has served on. The discussion, which was conducted under Chatham House rules, included a number of useful suggestions for follow-up work.



In June, the Executive Committee and General Council agreed a paper setting a range of proposals for workers' voice. These included proposals for how worker representation on company boards could work in practice, which covered election and nomination procedures, the proportion or number of worker representatives required per board, what companies would be covered by requirements on board representation, equipping worker directors for their role (training and networking) and mechanisms for implementation. In addition, proposals for boosting collective bargaining, rights for unions to access workplaces, increasing access to trade union representation and reform of rights to information and consultation were set out.

In July, the TUC published *Democracy in the Workplace: Strengthening information and consultation*. This report drew on interviews with trade union officials and managers in Sweden and France on how the Information and Consultation of Employees (ICE) regulations work in their countries, with a view to improving the operation of the regulations in the UK. Recommendations included replacing the UK rule requiring 10 per cent of employees to request information and consultation and establishing in law a basic constitution for collective consultation for a works councils. The report was launched at a meeting on workers' voice in the House of Commons; speakers included Jon Cruddas MP, the coordinator of Labour's Policy Review, and the TUC General Secretary.

In July, the TUC published a new book *Beyond Shareholder Value: the reasons and choices for corporate governance reform*, a collection of essays that explored the case for moving the UK's corporate governance system beyond a reliance on securing short-term shareholder returns towards new structures that would better support long-term decision making. The 17 essay authors, drawn from the City, politics, unions and academia, set out a variety of proposals for corporate governance reform. In her essay, TUC General Secretary Frances O'Grady set out the case for worker representation on company boards. The book, edited jointly by the TUC, NPI and SOAS, was launched at a cross-party event where Iain Wright MP, Shadow Minister for Industry, and Jesse Norman MP set out their views in response to the book.

Regional TUCs are increasing their engagement with LEPs on strategic boards, skills partnerships and representing trade unions on ESIF monitoring committees and are engaging with emerging Combined Authorities and City Deals to promote a new, fairer economy.

## 4.10 HEALTH AND SAFETY

During the year the GC has campaigned vigorously in support of strong regulation and enforcement of the health, safety and welfare of workers. It has campaigned to ensure that workers are not injured or made ill as a result of their work and sought to ensure that affiliates have received the information and support they need in the most accessible and useful format and to develop workplace organisation and health and safety representatives.

### SUPPORTING ACTIVISTS

The TUC produced a range of guidance and support for the use of health and safety activists on a variety of issues. This included a guide on the health and safety issues relating to older workers, the health and safety consequences of the flooding of parts of England and Wales, and an update on the guidance on workplace smoking to take into account the recent popularity of electronic cigarettes.

## SECTION FOUR RESPECT AND A VOICE AT WORK

In addition the TUC developed and revised its health and safety pages on the TUC website to highlight resources intended for activists, and the manual *Health and Safety at Work* was made available to activists in a digitalised version for use on mobile devices. The TUC continued to publish *Risks*, a weekly e-bulletin on health and safety, throughout the year.

The TUC convened meetings with health and safety specialists from each of the affiliated unions on six occasions throughout the year. The meetings allowed for an exchange of information as well as discussion on developments within occupational health and safety.

### CAMPAIGNS

The TUC continued to campaign on a wide range of health and safety issues during the year. It produced a range of resources for affiliates and health and safety representatives to support these campaigns as well as using both the traditional and social media.

#### TUC HEALTH AND SAFETY MANIFESTO

The most high-profile campaign was the promotion of the TUC's Health and Safety Manifesto for reclaiming health and safety at work, *Health and Safety: Time for change*. The TUC produced briefing papers on most of the 10 measures outlined in the manifesto. It also met with opposition politicians to seek support for the proposals. The Manifesto was followed by a second document: *Toxic, Corrosive and Hazardous*, which exposed the government's



record on health and safety over the previous four years. This was circulated to MPs and other politicians, as well as affiliates and the media.

### BLACKLISTING

The TUC continued to support the construction unions in their work on the scandal of blacklisting of construction workers for a range of reasons, including health and safety. This included the organising of a Day of Action against blacklisting on 20 November 2013, which culminated in successful lobbying of the House of Commons.

### SELF-EMPLOYED WORKERS

The TUC conducted a vigorous campaign against proposals by the government to remove the protection of the Health and Safety at Work Act from self-employed workers. It met with several politicians at all stages of the Deregulation Bill and produced a number of briefings for parliamentarians.

### OCCUPATIONAL DISEASES

The TUC continued to raise concerns over the lack of action on occupational diseases, in accordance with Resolution 66, which was passed at the 2013 Congress. This included assisting in the development of an EU-wide conference on occupational diseases held in Brussels in December 2013.

### WORKERS' MEMORIAL DAY

The TUC continued its support for Workers' Memorial Day and hosted a website on local events. In addition it developed a draft questionnaire for candidates in the European Elections for use around Workers' Memorial Day.

In addition to these specific campaigns, the TUC was involved in a range of other initiatives as well as supporting the work of affiliates on issues such as North Sea Helicopters, where it backed calls by unions calling for the grounding of Super Puma helicopters in accordance with Emergency Resolution 1 passed at the 2013 Congress, and bullying as outlined in Congress Resolution 68.

Health and wellbeing at work has also been a key feature in a number of regions, ensuring trade unions are at the heart of promoting healthy workplaces, improving lives and quality of life at work, including a particular focus on raising issues of mental health at work.

## THE HEALTH AND SAFETY EXECUTIVE

The TUC was represented on the Board of the Health and Safety Executive by General Council member Paul Kenny and head of the Equality and Employment Rights Department Sarah Veale. Throughout the year, TUC board members played an active part in the HSE decisions. Prior to each meeting copies of the papers were circulated to the affiliates for comments and reports of meetings of the Board were sent to affiliates after each meeting.

It worked with the HSE to seek to develop ways in which the HSE could respond to complaints and concerns of trade union safety representatives and developed a process for ensuring that safety representatives could act on an early warning system.

The TUC sat on the review of the HSE conducted by Martin Temple, Chair of the EEF, which reported in January 2014. This review was extremely supportive of the work of the HSE and the tripartite nature of the body. Following the Temple Review, a review group was set up to look at the application of the HSE's Fee for Intervention. Dan Shears of the GMB represented the TUC on the Review.

The TUC continued to express concerns over the lack of inspection and enforcement activity by the HSE and also over the reductions in the number and range of Approved Codes of Practice and guidance.

Paul Kenny also represented employee interests on the Board of the Office of Nuclear Regulation.

## COMPENSATION

In April 2014 the TUC, in conjunction with the Association of Personal Injury Lawyers (APIL), produced a [report](#) which showed that compensation claims had fallen considerably in the UK and the vast majority of workers who are injured or made ill at work received no compensation whatsoever.

The TUC continued to support the principle that all workers should be entitled to claim compensation if injured or made ill as a result of work, and that that was best done with the support of trade union legal services.

## INDUSTRIAL INJURIES ADVISORY COMMITTEE

The TUC continues to be represented on the Industrial Injuries Advisory Council (IIAC) by Claire Sullivan from CSP, Fergus Whitty, formerly of Unite, and Richard Exell from the TUC office.

In May, after considering the relevant scientific evidence, the IIAC recommended that Dupuytren's contracture should be added to the list of diseases prescribed for the Industrial Injuries Scheme for work of 10 years or more involving use of hand-held powered tools. Similar investigations did not find sufficient evidence to add bladder cancer for hairdressers, barbers and textile workers or cancers of the oesophagus and cervix for dry cleaners.

In June the IIAC concluded a substantial investigation into the Industrial Injuries Scheme's 'presumption' regulation. The Council's report recommends additions to the diseases where a claimant's condition can be *presumed* to have been caused by their employment and new time rules that are more appropriate to each prescribed disease for some others. The numbers likely to be affected are small: most prescribed diseases (including nearly all those most commonly claimed) already benefit from presumption. Furthermore, most of the diseases where the time rule is being extended are already administered as if the new rules apply.

## EXTERNAL BODIES

The TUC continued to work closely with the Hazards Movement as well as other organisations in the field of occupational safety and health. It provides administrative support for the All Party Parliamentary Group on Occupational Safety and Health and its Asbestos Sub Committee.

TUC nominees sat on a range of external bodies including the Faculty of Occupational Medicine, the Council for Work and Health, the Health and Work Programme Board of Public Health England and the Work, Health and Wellbeing Stakeholder Council.



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# RESPECT AND A VOICE AT WORK

📍 Local and migrant workers harvesting cabbages, Lancashire.  
© John Harris/reportdigital.co.uk

### 4.11 MIGRATION

The TUC continues to argue for a rights-based approach to migration and for labour market regulation and resources to prevent exploitation of migrant workers and undercutting of existing workforces. The TUC opposes the government's artificial cap on net migration and attempts to clamp down on freedom of movement through restrictions on migrant access to benefits, health and housing. The TUC made submissions to the Home Office and the Department of Health opposing the Immigration Act (2014) that introduced NHS fees for non-EU migrants and more document checks. The TUC has updated its Your Rights at Work information and will provide this in 13 languages for unions and migrant worker groups to use.

The TUC is developing messages to counter anti-immigration rhetoric, including polling which found that concerns around migration are closely linked with concerns about the welfare system, the squeeze on services, the lack of decent job opportunities and low pay. The most popular progressive messages were about cracking down on zero-hours contracts and employers taking on migrants as cheap labour, suggesting the importance of messages that focus on everyone's right to fair wages and stable contracts, and the role unions can play in delivering them. Poll findings were presented to the General Council in February and are being used to develop and promote progressive messages on migration in a TUC project in Corby, Manchester and Southampton, working with regional unions, trades union



councils, Hope Not Hate, migrant rights groups and media charity Migrant Voice.

The EU Advisory Committee on the Free Movement of Workers met twice. The TUC representative is Rosa Crawford. At the March meeting, the TUC supported a new EU Directive to provide more information to mobile workers in the EU. The TUC has participated in a European Commission-funded project with union partners in Hungary and Romania on developing information for migrant workers through transnational cooperation. The TUC hosted a workshop in April where unions from Bulgaria, Hungary, Poland and Romania shared best practice on supporting migrants. The workshop featured an address from Mohammad Taj, the General Council spokesperson on migration, who also participated in an ETUC project to share best practice in supporting migrants.

The South West TUC produced *Truth, Lies and Immigration*, dispelling the myths about migrants and explaining the real experiences of migrant workers in the region. This publication was issued in other regional versions throughout England and Wales.

Midlands TUC is running a Development Fund project building trade union links in migrant communities, giving a voice to migrant workers.

**“The TUC helped fund ETI programme work on supply chains in the garment sector in Bangladesh, wooden furniture in Vietnam and horticulture in Peru.”**

#### **4.12 DECENT WORK AND SUPPLY CHAINS**

The TUC is represented on the governing body of the ILO, with Sam Gurney re-elected as a titular member during the 2014 conference, serving as worker spokesperson on multinational enterprises and on the steering board of the International Programme for the Elimination of Child Labour.

The employers' group continued its assault on the principle that the right to strike is implicit in ILO Convention 87, seeking to insert a disclaimer stating that C87 did not provide a basic right to take industrial action into relevant conclusions of the Committee on Application of Standards, which the workers' group refused to accept. The dispute is now likely to be considered by the International Court of Justice, but for the second time in three years the Committee – in which the TUC was represented by Amanda Brown (NUT) – was unable to agree outcomes in the majority of cases.

Progress was made towards an instrument facilitating transitions from the informal to the formal economy. The committee, attended by Steve Craig (UCATT), will conclude next year. The ILO will research and promote pro-employment growth strategies after agreement from the Committee on the Strategic Priority of Employment, covered by Stephen Russell.

#### **FORCED LABOUR AND DOMESTIC WORKERS**

The TUC continues to oppose trafficking and forced labour, and supports the campaign for the reinstatement of the Overseas Domestic Workers' visa and UK ratification of ILO Convention 189 on domestic workers, taking part in Justice 4 Domestic Workers' rallies and conferences and making verbal representation to ministers and written representations in formal consultations on measures such as the Modern Slavery Bill and the ILO Protocol on Forced Labour.

While welcoming the Bill, the TUC's submission to the Joint Parliamentary Committee scrutinising the legislation pointed out its deficiencies, which convinced the Committee but the government made only minor alterations to the Bill and, together with Anti-Slavery International and the ETI, the TUC will press for amendments as the Bill proceeds.

The TUC was represented by Anooshah Farakish (Unite) on the ILO Committee which discussed a new protocol on forced labour. The protocol was adopted with government support, despite initial concerns.

#### **SUPPLY CHAINS**

The TUC's representative on the Board of the Ethical Trading Initiative (ETI), Ben Moxham, was replaced in November by Owen Tudor. The TUC helped fund ETI programme work on supply chains in the garment sector in Bangladesh, wooden furniture in Vietnam and horticulture in Peru.

In line with Resolution 76 from the 2013 Congress, in April the TUC marked the first anniversary of the Rana Plaza collapse, calling for companies to pay into the compensation fund. The TUC launched an e-action and joined a human chain on Oxford Street with Clean Clothes Campaign. The General Secretary urged ministers to encourage companies to pay up, and in June Department for International Development (DFID) Minister Alan Duncan joined other EU development ministers in doing so.

The TUC has met with DFID ministers and officials in the Dhaka office, stressing the essential role of unions in improving factories, and the need for the DFID to support trade union capacity in the garment sector programme begun in 2013. The General Secretary urged the Foreign Secretary to call for freedom of association in the labour law and Rosa Crawford met with unions in Dhaka in February to discuss possible solidarity support.

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# RESPECT AND A VOICE AT WORK

### PLAYFAIR

The TUC's [Playfair campaign](#) is backing the ITUC call for FIFA to 'Re-run the Vote' if workers' rights continue to be denied in 2022 World Cup hosts Qatar, where migrants are trapped in the country by their employers. The TUC also wants Qatar's laws to allow the formation of free trade unions by migrants, and proper law enforcement.

The GMB, UCATT and Unite visited Qatar in December and March to see for themselves the dangerous workplace conditions and unsanitary and crowded accommodation, meeting workers who had had their passports confiscated or who had not been paid for months. Also in March, the TUC supported a visit by Jim Murphy MP, Shadow International Development Secretary, which attracted substantial media coverage, and persuaded him to urge the DFID to extend its programme on forced labour among domestic workers in the region to cover construction workers.

CUT Brazil's Antonio de Lisboa Vale attended the Tolpuddle Rally in July to address a fringe meeting on workers' rights and sport with MPs Kerry McCarthy and Chris Williamson, and subsequently addressed the main rally.

### 4.13 SOCIAL EUROPE

In line with the call for an informed and balanced debate in the 2013 General Council statement on Europe, the TUC ran the project A Europe that Works for Britain with EU funds. The project raised awareness through regional events and by commissioning studies on the rights and economic benefits delivered by EU membership. The TUC submitted responses, some covered elsewhere, to several calls for evidence under the government's Balance of Competences Review. In particular, in its submission on employment and social rights, the TUC argued against repatriation.

The TUC was represented in the EU social dialogue by Elena Crasta. In October the social partners adopted a joint declaration on involvement in European economic governance, calling for a more systematic participation of social partners in national plans. In December negotiations began on updating the social partners' 2007 joint analysis of the labour market in light of the financial crisis and to make new recommendations.

In November the TUC launched a joint brochure with the CBI and public sector employers, incorporating good-practice examples of inclusive labour markets. In June the TUC, CBI and CEEP submitted their first joint implementation report on the framework of actions on youth employment, focusing on training and Apprenticeships.

The TUC-nominated members of the tripartite EU Economic and Social Committee, which meets nine times a year and produces opinions on EU measures and its own initiatives, are Christine Blower (NUT), Sandy Boyle (Unite/STUC), Peter Coldrick (TUC), Nick Crook (UNISON), Brian Curtis (RMT/Wales TUC), Judy McKnight (NAPO), Monica Taylor (Unite) and Kathleen Walker Shaw (GMB).

# 5

## SECTION FIVE STRONG UNIONS



## SECTION FIVE STRONG UNIONS

### 5.1 INTRODUCTION

The trade union movement has continued to respond well to the sustained attacks on it. There has been a continual barrage against our right to organise, strike and support our members. The government has tried to undermine the effectiveness of our representatives by seeking to stop or reduce facility time.

Yet only strong trade unions can deliver a sustainable and fair economy. Inequality helped drive the crash and makes the recovery fragile. We need unions to give workers a collective voice and strength, otherwise the imbalance in the relationship between employer and employed gets worse.

Building stronger unions is always top of the General Council list of priorities and we are proud of the support we have given to workers both in the UK and internationally.

### 5.2 ORGANISING

The 2014 Labour Force Survey was published in May and reported on the current state of union membership and organisation. Between 2012 and 2013 the total number of trade union members fell by 6,000 to 6,449,000. Overall union density fell slightly to 25.6 per cent and in workplaces with 50 or more employees was 33.8 per cent.

**“Across the economy union membership was higher among women, older workers, those in full-time, permanent jobs and those with professional qualifications.”**

In the private sector, membership increased by 61,000 to 2.6 million and density was 14.4 per cent. In the public sector membership fell for the fourth consecutive year and stood at 3,816,000, down 67,000 on the figure for 2012.

Collective bargaining increased slightly to 29.5 per cent and in the private sector increased to 16.6 per cent. Bargaining coverage in the public sector, which had fallen by almost four per cent between 2011 and 2012, stabilised and was 63.8 per cent. In workplaces with 50 or more employees, bargaining coverage was 41.4 per cent.

The impact of the coalition government's cuts programme continued to be felt in the public sector. In the 15 years between 1995 and 2010 union membership in the public sector increased by 340,000; however, these gains have been almost wiped out in just three years. Membership has fallen by almost a quarter of a million since 2010 and fell by 67,000 in the last year to 3,816,000. There were significant falls in the number of union members working in 'public administration' (down 13,000) and 'education' (down 33,000).

Union density in the public sector remained relatively stable and stood at 55.4 per cent. Collective bargaining coverage in the public sector has been subject to some of the most fluctuating figures in recent years. Between 2007 and 2010 it fell by almost 7 per cent, rallied in 2011 but fell again by 4 per cent in 2012. In 2013 it stabilised and stood at 63.8 per cent. Unions were present in over 85.4 per cent of public sector workplaces.

Union membership in the private sector, which had fallen by almost one million (27 per cent) between 1995 and 2010, increased for the third consecutive year to 2,572,000. This represented an increase of over 160,000 (or seven per cent) since 2010. Just over 40 per cent of union members are now in the private sector. Bargaining coverage in the private sector increased to 16.6 per cent and trade unions were present in 28.7 per cent of all private sector workplaces.

Increases in membership in 'transport and storage', 'financial and insurance activities' and 'arts, entertainment and recreation' contributed to the overall increase in private sector membership and suggest that the increase can't be attributed solely to the transfer of workers from the public sector.





# 41.4%

In workplaces with 50 or more employees, bargaining coverage was 41.4 per cent.

Across the economy union membership was higher among women, older workers, those in full-time, permanent jobs and those with professional qualifications.

Older workers account for a larger proportion of union members than younger workers. Density among workers aged 35 to 49 was 29.3 per cent and among workers aged 50 plus was 32.8 per cent. Approximately 37 per cent of union members are aged 50 or over against 27 per cent of all employees being in this age group. Density among workers aged 16 to 24 fell to 7.7 per cent and the number of workers aged 20 to 24 who were in a union fell to less than one in 10.

More than one-third of all union members are in professional occupations and density among professionals was 45 per cent. More than a quarter of managers were union members.

The union wage premium was greater for workers in the public sector (19.8 per cent) than for those in the private sector (seven per cent). The average hourly earnings of union members in both sectors increased between 2012 and 2013. The union wage premium in the private sector declined by just over 8 per cent since 1995.

The union wage premium was greater for women and younger workers. It was 30 per cent for women, 38 per cent for workers aged 16 to 24, and 30 per cent for those aged 25 to 34.

These latest figures were both encouraging in that they demonstrated the relative resilience of unions through the financial crisis and the recession that followed, but also cautionary in that they illustrated the industrial and demographic challenges that confront the movement.

Taking into account the economy as a whole, membership and density across the economy has held up relatively well since 2008, though that is not to ignore the membership losses in the public sector of almost a quarter of a million. Since 2008 total union membership has fallen by 420,000 and density fell by just short of two per cent.

The recorded decline in public sector membership for 2013 of 67,000 was the second highest since 2008, though some way short of the 177,000 members lost between 2010 and 2011.

News from the private sector was more encouraging – membership up for the third consecutive year and bargaining coverage up over the last year. The work of unions, organisers and workplace reps in achieving this should be acknowledged. However, this should not disguise the fact that unions represented considerably less than one-fifth of all private sector workers.

The low level of membership and density among younger workers and the increasing age profile of union members should be seen alongside the recent Acas report *Worker Representation in Great Britain*, which identified that union representatives were older and less diverse than the workforce as a whole. The proportion of workplace reps over 50 increased, while the proportion aged 30 and under fell. Taken together, these findings suggest that ‘next generation’ trade unionism should move up the agenda of unions and the TUC.

“News from the private sector was more encouraging – membership up for the third consecutive year and bargaining coverage up over the last year.”

## SECTION FIVE

# STRONG UNIONS

Work to deliver the priorities in the 'Strong Unions' section of the TUC Campaign Plan will continue to focus on the following areas:

- **Building capacity** – which will address the training of officers, organisers and workplace reps via the Organising Academy and Trade Union Education.
- **Reaching out** – which will include the TUC Young Workers' Forum priority campaigns and the work exploring the potential for establishing a gateway into union membership for young workers and developing and utilising the existing Worksmart site.
- **Promoting unions** – which will include work to highlight and promote the positive impact of unions and union representatives. The TUC will publish an updated version of the Union Advantage, which collates a set of statistics demonstrating the work of unions and reps across a range of areas. We will also be seeking the support and cooperation of unions in publishing a set of case studies demonstrating the union effect in public and private sector workplaces.

Regions have rightly been celebrating the work of union reps, with reps' awards at regional conferences and reps' award evenings to showcase the tremendous work that unions reps do. The publication *Unions at Work in the South West* provided a showcase of the difference unions can make. The Midlands TUC Reps Awards attracted an audience of 200 union activists and was addressed by TUC President Mohammad Taj.

Regional TUCs continue to celebrate union history, including the 10th Chainmakers Festival in the Midlands, marking the 100 year anniversary of the Cornwall China Clay strike, the Burston school strike and, of course, the Durham Miners Gala and the Tolpuddle Festival.

### THE TUC ORGANISING ACADEMY

The Organising Academy continues to work with TUC affiliates to build union capacity on organising and campaigning and is run in partnership with Ruskin College, Oxford.

The emphasis over the last year was on delivering the Organising Academy Core Training Programme, which includes the Diploma in Organising, the Certificate in Advanced Organising, the Award in Communications and Campaigns and the Award in Supporting Organising.

Over the last year the Organising Academy trained almost 200 union officers who took part in 1,400 hours of accredited training. Unions represented on Organising Academy courses over the last year included ASLEF, ATL, BECTU, CSP, CWU, Equity, GMB, MU, NAPO, NASUWT, NUT, PCS, Prospect, TSSA, UCU, UNISON and Unite.

The Organising Academy continued to support the development and delivery of individual unions' organising strategies. Over the last year the Organising Academy worked with a number of unions to develop bespoke training for support staff and lay leadership. Unions for whom the Organising Academy provided bespoke support were ASLEF, NUJ, NUT, PCS, Prospect and UNISON.

### LEADING CHANGE

The TUC ran a successful Leading Change programme in 2013/14, with 20 participants representing 12 unions. Recruitment for the 2014/15 programme, which will once again be run in partnership with Birkbeck College and the Harvard University Labor & Worklife Programme, has been just as successful, with the programme oversubscribed.

📍 Gail Cartmail of Unite at the Qatari embassy in London as part of a Workers Memorial Day protest against loss of lives in the construction industry building the stadiums for the 2022 Football World Cup.  
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## THE RIGHT FOR TRADE UNION REPRESENTATIVES TO CARRY OUT THEIR ROLE

Resolution 73 carried at Congress 2013 called for the TUC to support efforts by unions to retain properly resourced workplace representation and to secure the withdrawal of unhelpful advice from government departments on workplace consultation and moves to end check off.

Over the last year the focus of the government's ideologically motivated attack on trade union facilities in the public sector has moved to attempts to end check off. The Department of Communities and Local Government was at the forefront of this attack but was successfully challenged in the high court by PCS. Attempts to end check off have struggled to secure the support of Liberal Democrat members of the government; however, right-wing Conservative MPs have continued to attack all trade union facilities and lobby government for more restrictions.

The TUC has supported unions through the PSLG and via the Equality and Employment Rights Department in making representations to government in relation to paid time off for union reps and promoting the role of union reps and unions generally. The TUC has provided support to reps through the Facility Time eNote developed by Trade Union Education and running regional briefings for reps and union officers. The TUC has also provided briefings to opposition MPs speaking in debates on trade union facilities.



## 5.3 GLOBAL SOLIDARITY

The TUC continues to work with global union bodies, affiliates and development and human rights NGOs such as Amnesty International to promote workers' and union rights globally, including TUC Aid projects. Sally Hunt continues to be the General Council's international spokesperson, with Billy Hayes covering Europe.

The 2013 Congress carried Resolutions 77 and 79 on attacks on trade unions and freedom of musical expression, which the TUC has implemented through its work on global solidarity, raising awareness of the problems faced by unions abroad and global campaigns to defend trade unionists, and promoting policies in international institutions to strengthen unions, including with the Foreign and Commonwealth Office. Some of these are mentioned below, and more are covered on the TUC Stronger Unions website.

The TUC worked with UN staff unions to press for their collective bargaining rights to be restored, including approaches to the UN Secretary General and the Foreign Secretary, and a LabourStart e-action. Union rights were fully restored in May.

## AMERICAS

After union leader Huber Ballesteros was arrested as he was due to travel to address the 2013 Congress the TUC demanded that the **Colombian** government drop all charges. A photo action at Congress provided powerful images used in campaigning. In response to the Congress Emergency Resolution 2 on the issue, the TUC continued to provide political and financial support to Justice for Colombia (JFC). The British Embassy in Bogotá was successfully pressed to visit Mr Ballesteros in prison and monitor the legal proceedings against him. Despite JFC and TUC lobbying to rally opposition to it, the EU-Colombia-Peru free trade agreement was ratified

## SECTION FIVE STRONG UNIONS

by the UK in late 2013: the TUC is now working with the ETUC to press the European Commission to fully implement the agreement's human rights monitoring mechanism (see the Overview of the year). Paul Nowak, TUC assistant general secretary visited Colombia as part of a JFC delegation in July 2014. The TUC also unsuccessfully opposed a UK-Colombia bilateral investment treaty, agreed in July.

The GMB, TUC and Unite visited the banana unions of **Guatemala** to see the impact of TUC Aid funding and to support the biggest banana union, SITRABI, in its campaign for justice in the cases of 12 murdered members, helping gain access to key government officials. This was followed by a campaign on Going to Work that has seen 3,000 people contact the Attorney General's office demanding justice. The TUC continues to support SITRABI in organising in the south, where exploitation is undercutting unionised farms across Latin America, and helping to build an international support network to scrutinise the reaction of the Guatemalan government and employers and to protect union activists.

The TUC has continued to raise awareness of attacks on trade unions in the **USA**, and campaigns to build trade unionism in the car industry (especially the VW campaign in Chattanooga) and to raise minimum wages through state action and collective bargaining.

### ASIA-PACIFIC

The TUC submitted evidence to the International Development Select Committee on **Burma**, supporting increased funding from the Department for International Development (DFID) but stressing the need for funding for union capacity building and for enforceable ethical guidelines for UK companies investing in Burma. The TUC attended regular stakeholder briefings with Ministers and civil society leaders.

The TUC raised concerns about the violation of union rights in the garment sector in **Cambodia**. The General Secretary wrote to the Ambassador of Cambodia to protest against the imprisonment in January of 23 garment workers striking for a living wage. While these workers were eventually freed after five months in prison, the TUC remains concerned that labour rights violations remain commonplace and in March protested against the violent disruption of International Women's Day protests.

In September the TUC sought government support for an ILO commission of inquiry on **Fiji**, and in February wrote to the Work and Pensions Secretary and the CBI Director-General requesting their support: the ILO governing body agreed in March to establish a commission if the regime did not accept an ILO mission back into the country before the elections. In April, following the decision by the Commonwealth to relax Fiji's suspension, the General Secretary urged the Foreign Secretary to press for reconsideration, and the TUC took part in an ITUC delegation

to see the Commonwealth Secretary-General in July.

The TUC raised concerns about the escalating restrictions on union rights in **Korea**, joining global protests in January, including a demonstration outside the Korean Embassy in London. The General Secretary wrote to the Ambassador of Korea to oppose the derecognition of the transport workers' union and the imprisonment of their members and to protest against the imprisonment of the General Secretary of the union federation KCTU.

### EUROPE

In the light of Congress Resolution 78 on solidarity with Greek workers, the TUC ensured that unions were aware of the problems austerity was causing in **Greece**, and circulated details of Greece Solidarity Campaign events and initiatives. Violations of trade union rights in **Turkey** have continued this year along with growing authoritarianism. In January 2014, the TUC supported ITUC online action on these attacks: there were two separate court hearings dealing with charges against more than 650 people, many of them trade unionists, including the President and General Secretary of KESK, the Turkish public sector confederation; a letter of protest was sent to the Turkish Ambassador in London. In May condolences were sent to the Turkish unions on the death of some 245 Turkish miners in Soma. The TUC supported the statements of the ITUC on **Ukraine**, and stressed the importance of peace and social justice in securing a sustainable resolution to the crisis.

## MIDDLE EAST/ NORTH AFRICA

The TUC has supported Amnesty International's campaign to get Mahdi Abu Dheeb, President of the **Bahrain** Teachers Association, released from prison.

Meetings have taken place with representatives of political prisoners, including Mahdi's daughter. In April the TUC supported the release of three Al Jazeera journalists imprisoned by the **Egyptian** authorities, and protested at the sentences given to a larger group – including some British journalists – in June.

Following a Congress resolution from 2012, the TUC has organised a General Council delegation to **Gaza** in conjunction with the **Palestine** Solidarity Campaign, to determine how to contribute to the end of the blockade. After a request from the Palestine General Federation of Trade Unions to accompany the delegation, it will now take place in November/December, entering through **Israel** where the delegation will also meet the new leadership of the Histadrut. In July, the General Council adopted a statement condemning the horrific loss of life in Gaza due to Israeli attacks and calling for a cease fire followed by peace negotiations aimed at a two-state solution as the only way to provide sustainable justice for the Palestinians and security for Israel.

The TUC has continued to raise awareness of and protest at attacks on trade unionists in **Iran** – especially the imprisonment of union leaders and the breaking up of Mayday events – and in **Iraq**, where the TUC sent a solidarity message in July because of the attacks on trade unionists by ISIS and the continued refusal of the Iraqi government to grant trade union freedoms.

## SUB-SAHARAN AFRICA

The TUC continued to protest against the deregistration of **Swaziland's** trade union confederation TUCOSWA, and protested against the harassment of union leaders and in support of union industrial disputes. In September the TUC marked Independence Day in Swaziland by writing to the Swaziland High Commission expressing concern over persistent violations of workers' rights, pointing out that the country had been cited in special paragraphs in the reports of the ILO Committee on Application of Standards in the past few years. In November the TUC expressed deep concern over the anti-trade union action and discrimination against trade union officials in the financial sector in **Zimbabwe** following the suspension of Farai Katsande, president of the Zimbabwe Banks and Allied Workers' Union.

## GLOBAL UNION ORGANISATIONS

The TUC affiliates to the International Trade Union Confederation (ITUC), European Trade Union Confederation (ETUC) and the Trade Union Advisory Committee to the OECD (TUAC), and plays a leading role in the Commonwealth Trade Union Group (CTUG).

## ITUC

The ITUC held its third World Congress in Berlin in May, with the TUC represented by Rosa Crawford, Billy Hayes, Diana Holland, Sally Hunt, Frances O'Grady, Mohammad Taj and Owen Tudor. Sharan Burrow was re-elected General Secretary and Joao Felicio from CUT Brazil was elected President in line with TUC nominations, and the TUC secured amendments to the congress statement on Building Workers' Power and four-year work plans on climate change, public services, the Robin Hood Tax and LGBTI rights, on which the TUC co-sponsored a fringe meeting.

The TUC continues to be represented on the ITUC General Council by Sally Hunt and Frances O'Grady, with Gail Cartmail, Gloria Mills and Owen Tudor as substitutes, and on the Executive Bureau by Frances O'Grady with Sally Hunt and Owen Tudor as substitutes. Diana Holland completed her term as chair of the ITUC Women's Committee but remains a member, with Scarlet Harris as alternate.



## SECTION FIVE STRONG UNIONS

The TUC plays a key role in the ITUC's strategic approach to building a sustainable global economy, campaigning for social justice and equality, and demanding workers' rights (in particular through the ITUC Human and Trade Union Rights Committee), each of which was a sub-theme of the congress.

### ETUC

The Executive Committee met in October, December, March and June. The TUC members are Frances O'Grady, Billy Hayes, Sally Hunt and Dave Prentis, with Gloria Mills, Mark Serwotka, Owen Tudor and Elena Crasta as substitutes. Frances O'Grady is a member of the Steering Committee.

The TUC has continued to participate in the following ETUC standing committees and working groups (members as at June, alternates in brackets):

- ▶ Economic and Employment Committee: Tim Page (Elena Crasta)
- ▶ Collective Bargaining Co-ordination Committee: Richard Exell (Elena Crasta)
- ▶ Economic and Social Cohesion Working Group: Megan Dobney
- ▶ Lifelong Learning Working Group: Matt Creagh (Kirsi Kekki)
- ▶ Migration and Inclusion Working Group: Wilf Sullivan (Rosa Crawford)
- ▶ Sustainable Development Working Group: Philip Pearson (David Arnold)
- ▶ Trade and Globalisation Working Group: Rosa Crawford (Owen Tudor)

▶ Worker Participation Working Group: Sean Bamford (Janet Williamson)

▶ Social Protection Working Group: Richard Exell (Tim Sharp)

The Pan-European Regional Council executive committee met in March. TUC representatives are Billy Hayes, Sally Hunt and Frances O'Grady.

The TUC European Network brings together union officers responsible for European issues and, extended to other relevant union officers, met six times, focusing on, among other matters, the Transatlantic Trade and Investment Partnership; the revised public procurement directives and their domestic implementation; the Balance of Competences Review on employment and social policy; and the European Parliament elections, the June meeting being addressed by Labour's Shadow Europe Minister Gareth Thomas MP.

The General Secretary met her opposite numbers in the French CGT (February) and FO (June) and Elena Crasta addressed a joint CFDT/UNSA rally in Paris on 1 May and attended the CFDT congress in Toulouse in May. Bilateral meetings were also held with the outgoing and incoming Presidents of the German DGB (February) and the General Secretary addressed the DGB board meeting in March.

SERTUC is working in partnership with union federations in Rome, Athens, Madrid and Paris supporting collective bargaining in local public transport and utilities.

### TUAC

The TUC continues to argue the case in TUAC for global policies to create greater equality and economic growth based on decent work. Frances O'Grady continues to represent the TUC on the Administrative Board, and the TUC is active in the development, education and training, and economic policy work of TUAC: Nicola Smith attended the biennial TUAC meetings with the IMF and World Bank in Washington DC in March. Lord Jordan accepted another term on the Steering Board of the National Contact Point (NCP) for references under the OECD Guidelines for Multinational Enterprises.

### CTUG

The annual meeting of the CTUG – sponsored by the TUC – took place on 5 June at the ILO, and received reports from Commonwealth country trade unions, feedback from the two union representatives on the Commonwealth Civil Society Advisory Committee and from the Commonwealth People's Forum (CPF) held before the Commonwealth Heads of Government Meeting (CHOGM) in Sri Lanka in November. Preparations began for the 2015 CHOGM to be held in Malta. Delegates expressed profound concern over the plight of the 200 school girls abducted by Boko Haram in Nigeria, emphasised the need for more action on health and safety issues in garment factories in Bangladesh and noted worsening union rights in several Commonwealth countries.

📍 The Union Women Officers' Summer School celebrated its 10th anniversary with a special reception at the House of Commons.

## TUC AID

The Trustees of TUC Aid – which met in December, February and June – are Gail Cartmail (Chair), Owen Tudor (Secretary), Sheila Bearcroft, Sue Ferns, Sally Hunt, Frances O'Grady, Chris Tansley and Fiona Wilson. Trustees continued to pursue the goals set out in the [\*TUC International Development Strategy 2011–2015\*](#).

TUC Aid contributed £16,000 to the Trust Fund paying compensation to the families of the victims of the Rana Plaza disaster in **Bangladesh** (see Section Four.) An in-house nursery to improve food security in **Gaza** has been established.

Forty union officials completed training in bargaining strategies, negotiating practices and social dialogue in workshops organised under a joint TUC Aid/BananaLink project in **Guatemala**. A Banana Industry Round Table was established with the support of the Ministry of Labour to address problems in the industry and to facilitate dialogue and collective bargaining.

The ITUC-TUCA Project in **Haiti** to strengthen the Haitian trade union movement ended in 2013 and the TUC participated in the evaluation workshop held in Port au Prince in December. Three union confederations created unions in textile, construction and transport. A recruitment campaign focused on the protection, promotion and enforcement of workers' rights and entitlements through collective bargaining and access to social protection.

Sixty union disability champions were trained under an Employment Support Programme for Workers with Disabilities in **Uganda**. Twenty received further training as lead facilitators and are helping the affiliates of the National Organisation of Trade Unions to develop outreach training.



## 5.4 TUC EDUCATION

Successive governments have recognised that it is in the interests of the economy, employers, workers and their unions that union representatives are properly trained to enable them to carry out their increasingly complex and sophisticated role in UK workplaces. TUC Education occupies a unique position within adult education in that its core purpose concerns good industrial relations, equipping reps to represent workers and negotiate agreements that help ensure UK workplaces are safer, more stable and fair, which in turn contributes to business success in reduced staff turnover and sickness and improved workplace performance. It has an unrivalled reach into Britain's workplaces to provide education in partnership with around fifty further education providers across the UK. And it makes an important contribution to building and maintaining strong unions.

## SECTION FIVE STRONG UNIONS

Unions representing major public and private sector employers from across the economy send reps for training locally through the partnership, including from 2,800 private sector organisations which, taken together, represents a huge segment of the UK economy. Almost all unions participate in the programme and it is recognised for integrity, quality and innovation (the last 15 consecutive Ofsted inspections of TUC Education departments in colleges across the UK were awarded Grade 1 'outstanding', unmatched in any other curriculum area in adult education).

2013 saw a dip in numbers to 43,756, down 8,442 on the 2012 figure of 52,198. A total of 538 union professionals received training through TUC Education in 2013 and, once again, more than half (57 per cent) were women officials. This remains a considerable programme of training, especially when account is taken of the extreme pressure unions and their members are under in many sectors and is a real tribute to the hard work of union education officers and TUC tutors.

TUC Education's partnership with colleges of further education, NOCN and the Workers' Educational Association has made it possible to maintain and extend the resource base for trade union education. The TUC wishes to record its appreciation of the significant contribution made by its tutors, whose professionalism and commitment continues to be at the heart of the programme's success.



### FUNDING THE PROGRAMME

Since the 1970s, successive governments have supported the TUC delivery of reps' training. Fees have been remitted direct to colleges since 2001, providing for a cost-effective formula enabling course fees to be met without the administrative burden of a grant. It is managed centrally and administered direct between the Skills Funding Agency and partner providers. This has been a real success, ensuring that thousands of workplace reps can access quality training close to their workplaces without additional costs to unions or employers. During the period 2001-13, a total of 613,093 union reps completed courses, achieving QCF-recognised qualifications through partner colleges, an outstanding contribution to UK employment relations.

Employers support the programme through paid release, which was estimated in 2010 (using the average daily wage for that year) as a contribution of £18,596,909. Unions and the TUC make a significant financial contribution by staffing and managing the programme, designing and developing the curriculum, maintaining the accreditation arrangements, developing and supporting the college networks and the tutor teams.

Funding pressures on further education have increased exponentially since the economic downturn and the impact of austerity policies. A 20 per cent cut in the Adult Skills Budget for 2014-15 has meant that colleges are finding it difficult to offer trade union education, even with full fee remission. This has been further exacerbated by the political climate of increased hostility towards unions. In April this year, the TUC was informed that fee remission arrangements would be phased out in the academic year 2014-15 and cease in 2015-16. It is estimated that the impact of such a sharp transition would be devastating to the programme and, ultimately, to the partnership, as TUC Education in colleges would cease to be viable in all but the largest units.

The TUC pressed hard for a rethink. Detailed discussion took place with BIS officials to shape the transition and the General Secretary obtained agreement with the Secretary of State to defer implementation for a further year, with the phasing year in 2015–16 and the ending of fee remission arrangements in 2016–17. This gives a further full year of delivering the full programme and retains funding beyond the 2015 election and business planning cycle.

Work is taking place with all political parties to embed and refresh the arguments for public funding support for the training of workplace reps and to secure an agreement on fee remission with a future administration.

Government support for the work has been secured in Wales and Scotland, where different funding regimes apply.

### TUC EDUCATION ONLINE

The demand for online courses has continued to increase, with more than 2,000 reps obtaining full qualifications online in 2013. The online offer allows reps in hard-to-reach geographical locations to access reps' training.

As part of the larger Jim Hanna legacy project, TUC Education has commissioned an e-learning specialist to develop an innovative approach to the delivery of its online education programme for union representatives and union professionals.

The main objective of the project is to enhance the delivery of the online version of TUC Education's flagship course, Union Representatives Stage 1. The new course will act as an exemplar and as a model for future courses and will inform, build and support TUC Education's internal capacity to extend a successful approach that can be applied to future course delivery and development.

In order to further enhance the online offer, a new learner management system website and virtual learning environment was launched in 2014. This supports existing learners and embeds online and blended learning across the programme, allowing users to easily access TUC resources and information on TUC campaigns. It also hosts eNotes, which now has more than 5,000 union reps registered for web-based updates on issues such as the living wage, Universal Credit, domestic abuse, bargaining for skills and supporting apprentices. The new site also hosts the potential for an Open Badge, offer which will be developed and trialled this year. [www.tuceducation.org.uk](http://www.tuceducation.org.uk)

### UNION PROFESSIONAL DEVELOPMENT PROGRAMME

Now entering its 10th year, the Union Professional Development Programme continues to evolve to meet the changing needs of union officers and staff. Combining more flexible learning options with traditional classroom-based events, the programme is incorporating new methods of organising and communication, particularly social media, while still addressing the core subject areas that are essential in the daily work of union professionals. TUC Education works with experienced trade union tutors and subject experts in specialised fields to offer the highest quality.

2014 will see new efforts to include new management and leadership options while building on the successful blended learning and classroom-based courses. On-demand bespoke courses for individual unions on a wide range of topics in addition to the multi-union scheduled programme are also provided.

The union women officers' summer school (WOSS) celebrated its 10th anniversary with a special reception at the House of Commons. This course is designed to develop the next generation of women trade union leaders and has established itself as a unique opportunity for women trade unionists.

Further support for union professionals is available through a dedicated website, uniquely focused on union officers. Registration is at [www.unionprofessionals.org.uk](http://www.unionprofessionals.org.uk)

## SECTION FIVE STRONG UNIONS

### ORGANISING

A partnership agreement is in place with Ruskin College to deliver the TUC Organising Academy within the Ruskin TUC Education Unit. This partnership took effect from September 2009 and has been extended to August 2015.

TUC Education trained 15,770 union reps in organising and recruitment strategies during this Congress year.

### INTERNATIONAL AND EUROPEAN PARTNERSHIPS

TUC Education continues to be involved in transnational work that reflects TUC priorities. Trade Union Studies tutors work on courses and projects organised through the European Trade Union Institute. The TUC is represented on the ETUI Education Committee by Liz Rees.

TUC Education has a longstanding relationship with the United Nations Staff Associations and delivered 12 courses this year in various European locations for several different organisations, including the World Health Organization, UNAIDS, and the staff association federation FICSA.

TUC tutors continue to support Bananalink projects in Cameroon.

TUC Education manages a European Information project including the publication of a quarterly journal, *The European Review*. In addition, the project produces the *European Union Digest*, a trade union digest of organisations and resources that is updated biannually. [www.tueip.dircon.co.uk](http://www.tueip.dircon.co.uk)

### TUC EDUCATIONAL TRUST

The TUC Educational Trust supports trade union education through:

- bursaries for students at Ruskin College, Coleg Harlech and Northern College
- supporting the Clive Jenkins European Study Bursaries
- meeting some of the fees of TUC students in Scotland
- supporting Organising Academy students through the Roosevelt Memorial Trust
- supporting programmes at Keele University
- sponsoring bursaries for a Certificate in Professional Development (CPD) in Union Learning at London Metropolitan University
- supporting the Organisation of Work, Economics and Labour Law BA course at Birkbeck in association with the Institute of Employment Rights

- sponsoring a Chevening Scholarship (with the Foreign and Commonwealth Office)
- offering an annual scholarship to the Harvard training programme for union leaders
- initiating a scholarship in memory of Hugh Higgins, TUC tutor.

A new bursary supporting the MA in Industrial Relations at Keele University was launched this summer.



## TUC Education Service Statistics 2013

Table 1: Union workplace representatives: courses 2013

Region	Union officials		Safety representatives		Specialist courses	Short courses	Totals
	Stage 1	Stage 2	Stage 1	Stage 2			
South & East	21	13	27	11	39	763	<b>874</b>
South West	10	2	10	4	4	82	<b>112</b>
West Midlands	12	6	15	7	22	420	<b>482</b>
East Midlands	4	4	6	4	9	54	<b>81</b>
Yorks & the Humber	12	5	13	8	49	403	<b>490</b>
North West	27	24	21	15	71	484	<b>642</b>
Northern	9	6	8	3	5	152	<b>183</b>
Wales	19	2	8	1	6	172	<b>208</b>
Scotland	11	4	21	13	10	194	<b>253</b>
Northern Ireland	16	5	12	4	4	12	<b>53</b>
<b>Totals</b>	<b>141</b>	<b>71</b>	<b>141</b>	<b>70</b>	<b>219</b>	<b>2,736</b>	<b>3,378</b>

Table 2: Union workplace representatives: students 2013

Region	Union officials		Safety representatives		Specialist courses	Short courses	Totals
	Stage 1	Stage 2	Stage 1	Stage 2			
South & East	196	110	231	104	375	12,539	<b>13,555</b>
South West	107	21	127	41	51	1,099	<b>1,446</b>
West Midlands	126	45	165	48	184	3,402	<b>3,970</b>
East Midlands	35	34	66	33	87	632	<b>887</b>
Yorks & the Humber	161	42	154	92	549	4,415	<b>5,413</b>
North West	318	256	287	157	810	8,140	<b>9,968</b>
Northern	98	52	90	29	53	2,002	<b>2,324</b>
Wales	202	16	65	12	55	2,380	<b>2,730</b>
Scotland	125	32	228	110	131	2,229	<b>2,855</b>
Northern Ireland	195	70	138	39	41	125	<b>608</b>
<b>Totals</b>	<b>1,563</b>	<b>678</b>	<b>1551</b>	<b>665</b>	<b>2336</b>	<b>36,963</b>	<b>43,756</b>
Percentage women	33.01	32.74	26.89	26.17	44.31	38.81	<b>38.18</b>

## SECTION FIVE STRONG UNIONS

Table 3: Short course students by generic course title 2013

Generic title	Students
Industrial Relations/Collective Bargaining	6,856
Health & Safety	9,517
Induction	6,861
Equality	2,974
Skills/Languages	2,188
Information Communication Technology	3,468
Organising and Recruitment	977
Other*	4,122
<b>Total</b>	<b>36,963</b>

\* Other courses include those organised in response to union requests.

Table 4: TUC day-release and short course provision 1995–2013

Year	Union Officials Stage 1 & 2		Health & Safety Stage 1 & 2		Follow-on/ Specialist		Short Courses		Evening Classes		Totals	
	Courses	Students	Courses	Students	Courses	Students	Courses	Students	Courses	Students	Courses	Students
<b>1995</b>	395	4,503	472	5,733	118	1,335	900	10,496	84	967	<b>1,969</b>	<b>23,034</b>
<b>1996</b>	373	4,201	496	5,712	165	1,812	955	8,570	138	2,646	<b>2,127</b>	<b>22,941</b>
<b>1997</b>	330	3,703	456	5,740	182	1,916	1,023	11,377	263	3,115	<b>2,254</b>	<b>25,851</b>
<b>1998</b>	340	3,980	485	5,788	170	1,697	1,121	13,442	332	4,187	<b>2,448</b>	<b>29,094</b>
<b>1999</b>	345	4,102	443	5,375	194	2,029	1,287	14,801	336	4,205	<b>2,605</b>	<b>30,512</b>
<b>2000</b>	348	3,977	463	5,692	132	1,589	1,182	15,079	373	4,469	<b>2,498</b>	<b>30,806</b>
<b>2001</b>	307	3,560	430	5,264	118	1,379	1,570	19,157	282	3,111	<b>2,707</b>	<b>32,471</b>
<b>2002</b>	328	3,460	397	4,925	390	4,107	1,902	21,427	53	680	<b>3,070</b>	<b>34,599</b>
<b>2003</b>	288	3,161	404	4,502	562	5,252	2,135	23,873	85	1,058	<b>3,474</b>	<b>37,846</b>
<b>2004</b>	309	3,413	398	4,715	558	6,057	2,367	27,176	112	1,180	<b>3,744</b>	<b>42,541</b>
<b>2005</b>	279	2,917	353	4,021	487	4,800	2,954	33,561	82	1,203	<b>4,155</b>	<b>46,502</b>
<b>2006</b>	262	2,784	339	3,778	316	3,032	2,854	38,585	79	933	<b>3,850</b>	<b>49,112</b>
<b>2007</b>	268	2,667	355	3,781	359	3,730	3,097	41,085	130	1,367	<b>4,209</b>	<b>52,630</b>
<b>2008</b>	213	2,251	284	3,105	302	4,537	3,359	46,466	147	1,298	<b>4,305</b>	<b>57,657</b>
<b>2009</b>	202	2,155	294	3,120	314	3,105	4,018	48,483	155	1,458	<b>4,983</b>	<b>58,321</b>
<b>2010</b>	210	2,194	252	2,710	246	2,904	3,510	47,888	168	1,467	<b>4,386</b>	<b>57,163</b>
<b>2011</b>	188	1,969	240	2,522	213	2,148	2,847	39,758	134	1,550	<b>3,622</b>	<b>47,947</b>
<b>2012</b>	182	1,986	236	2,468	275	2,716	3,166	43,375	159	1,653	<b>4,018</b>	<b>52,198</b>
<b>2013</b>	212	2,241	211	2,216	219	2,336	2,592	35,589	144	1,374	<b>3,378</b>	<b>43,756</b>

## Table 5: Percentage take-up of places on TUC 10-day and short courses 2013

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

Total affiliated membership	6,455,000
Total number of students attending TUC day-release courses	6,793
Total number of students attending TUC short courses	36,963

Union	% of total TUC membership	% take-up of TUC course places	
		10-day courses	Short courses
Unite	20.44	10.13	24.73
UNISON	20.16	19.59	18.68
GMB	9.50	6.71	11.86
USDAW	6.59	1.77	11.13
NUT	5.07	0.24	0.40
NASUWT	4.56	0.03	2.82
PCS	4.07	9.07	4.24
CWU	3.13	0.78	5.15
ATL	1.98	0.29	0.46
Prospect	1.84	0.66	0.21
UCU	1.81	0.43	1.60
UCATT	1.31	1.28	4.68
RMT	1.20	4.55	1.93
EIS	0.85	0.40	0.29
Community	0.78	0.56	1.11
FBU	0.64	1.12	2.44
CSP	0.61	0.01	0.33
Equity	0.58	0.01	0.00

## SECTION FIVE STRONG UNIONS

### 5.5 SKILLS AT WORK

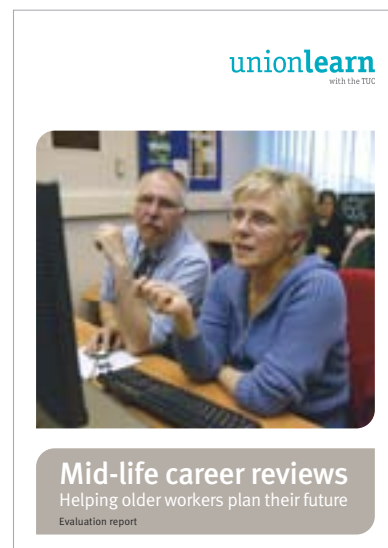
Over the past year union learning has continued to add value to union membership and individual unions have extended their learning and skills offer with the support of the Union Learning Fund (ULF) and unionlearn. There have been some major challenges, with government funding for ULF and unionlearn cut by 19 per cent for 2014/15. In spite of this, unions delivered a total of 219,091 learning opportunities via the union route in the year to March 2014.

Other aspects of the work of the TUC and unionlearn on education and skills can be found in Section one. In addition, more detail on union learning developments over the past year is available in the unionlearn annual report 2014.

### 5.6 UNIONLEARN

In the year to March 2014, unionlearn supported a total of 219,091 learners via the union route. ULF projects account for 72 per cent of this total, TUC Education 21 per cent and regions 7 per cent. A welcome development in the past year has been the increase in the number of union learning reps (ULRs) with delivery of a new generic course helping to reverse the previous decline in ULR training. The number of ULRs trained through TUC Education was 3,636 in 2013-14, including 1,053 trained through the new generic course.

ULF projects also exceeded expectations as regards the number of learning opportunities achieved, with a recorded total of 158,483. Projects performed ahead of target in relation to information and communication technology, English and maths, Level 2 and 3 qualifications, Level 3, continuing professional development, informal adult and community learning, further education and Apprenticeships. A few targets were below profile, such as higher-level learning, but this was clearly attributable to factors outside the control of unions (i.e. the impact of tuition fees on take-up of part-time HE courses).



Of the total ULF learners, 29 per cent were undertaking continuing professional development, 25 per cent were taking ICT courses and 14 per cent were learners on English and maths programmes. With the support of unionlearn, learning opportunities delivered by unions outside ULF via regional activity totalled 14,588 in 2013-14.

With the support of the ULF and unionlearn, unions and their ULRs continue to reach the parts of the workplace and their communities that mainstream education and workplace training are unable to reach, thereby extending and strengthening the influence and relevance of unions.

📍 **Unionlearn annual conference 2014,**  
**Congress House, London.**  
 © Jess Hurd/reportdigital.co.uk

## UNIONLEARN SUPPORT SERVICES

Unionlearn receives government funding and manages grants to unions from the ULF, which in 2013–14 supported 38 unions to deliver 44 projects at a total cost of just over £13 million. In addition to this core activity, unionlearn also provides extensive support to union activity on learning through the work undertaken by unionlearn staff based in TUC regional offices.

Unionlearn also supports union learning through a range of other initiatives, including the following:

- the Apprenticeships are Union Business project, funded by the National Apprenticeship Service, to help unions engage in, and promote, high-quality Apprenticeships; and support for union engagement in high-quality traineeships, youth skills and work experience
- the union learning Climbing Frame is a free website for ULRs to help them in their role of supporting learners in the workplace. A new free Climbing Frame app has been launched to make the site even more accessible via mobile devices and tablets
- the Mid-life Career Review project, funded by NIACE, aimed to develop and test different models of working with people to review their plans for life and career and created a range of high-quality resources for ULRs
- a Technician Pathways project, funded by the Gatsby Foundation, which is supporting progression for the technician workforce
- developing pathways to higher learning for union learners, and signing strategic agreements with the Open University, Birkbeck College and others to take this forward. Some of these strategic agreements include discount offers on fees to union members
- support and briefing for union reps on Sector Skills Councils and Industrial Partnerships
- the unionlearn Quality Award, which is given to partner organisations that meet standards of support for union learning such as delivery in workplaces and being responsive to learners' needs.

In line with Resolution 74 agreed at the 2013 Congress, unionlearn has also supported unions to develop more learning agreements, in particular in the health sector where unions have been able to negotiate a number of joint agreements with organisations such as NHS Property Services and Public Health England.

Unionlearn produces a separate annual report on its activities that is available at [www.unionlearn.org.uk](http://www.unionlearn.org.uk)





## SECTION FIVE STRONG UNIONS

### 5.7 TRADES COUNCILS AND UNEMPLOYED WORKERS CENTRES

Trades councils have focused work on supporting the TUC's anti-austerity campaigning, participating in anti-poverty alliances, supporting living wage campaigns and working with unions to support industrial and community organisations to protect public services and welfare benefits. The TUC JCC continued to promote the work of the Peoples' Charter, which was adopted as a core element of the programme of work.

Each TUC JCC meeting was themed around the Campaign Plan and members of the TUC JCC undertook to take the programme of work into their regions and help develop the programme with the trades union councils in their area.

In line with Resolution 75, the TUC JCC redefined the uses to which the development grant could be used, focusing on campaigning and in particular the five elements of A Future that Works. Similarly the 'reserved fund' was defined as being used to support trades union councils in providing transport to the Britain Needs a Pay Rise demonstration.

The TUC JCC also redesigned the application forms for these funds to make applications consistent and therefore easier to obtain reports on. Trades councils were also required to make a formal report back, through the regional TUC, on how the funds had been utilised.

The TUC JCC produced a special leaflet on the work of trades councils. It focused on campaigning that could be used by trades councils at local level as publicity material and also agreed a letter to be used across the TUC regions as a joint statement by the TUC JCC regional representative and the TUC Regional Secretary encouraging regional union officials to urge their union branches to affiliate to their local trades council. The letter would be accompanied by the new leaflet and a copy of *Community*.

The TUC JCC also continued to develop the [Unions in the Community](#) (UITC) website and received training on the use of the website and social media. Trades councils wishing to have a presence on the UITC website can still receive suitable training, at a reasonable cost, from *Leftspace*.

There was a decline in trades council registrations from 163 in 2013 to 147. This will be an early discussion topic for the 2014-15 Programme of Work. In 2013, 64 grants, valued at £24,322, were allocated by Wales TUC and Regional TUCs to trades union councils.



### UNIONS CAMPAIGNING IN THE COMMUNITY

Examples of the use that trades union councils have made of the development grant include:

- ▶ Bridgwater – assistance for a new banner
- ▶ Hull – Save the NHS Campaign
- ▶ Lancashire – Our Community Against the Cuts
- ▶ Manchester – supporting Manchester Pride Parade
- ▶ Rochdale – Bedroom Tax Campaign
- ▶ Worcester – Take Trade Unions into Schools.

Unemployed Workers Centres continue to be under pressure financially, yet face increased demand for advice and guidance on welfare and benefits and supporting increasing numbers of workers experiencing poverty, financial exclusion and housing problems.



## SECTION SIX

# TUC ADMINISTRATION

### 6.1 INTRODUCTION

This section reports on: affiliations and mergers; Congress, including awards for lay representatives; General Council; equality conferences; Trade Union Communications Awards; TUC finances; personnel and training; the TUC Information Service; the TUC Library Collections; and the Congress Centre.

### 6.2 AFFILIATIONS AND MERGERS

In June 2014, SURGE (Skipton Staff Association) transferred into Aegis the Union. The general secretary is Brian Linn.

### 6.3 CONGRESS

The 2013 Congress was held in Bournemouth. The Congress carried 36 motions, 18 composite motions and six emergency motions. It also agreed statements on the TUC Campaign Plan, Syria and Europe. Two motions were lost. An index of resolutions on page 136 shows where, within this report, the action taken on each of the resolutions is reported.

During the year, the Executive Working Group on Congress continued to meet to advise on arrangements for Congress, to consider how to enable greater clarity between elements of the Congress agenda, and to review the presentation of the General Council report.

In May, the General Council agreed that the 2015 Congress should be held in Brighton and the 2018 event in Manchester, to mark the 150th anniversary of the establishment of the TUC.

### 6.4 CONGRESS AWARDS

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

- The Congress Award for Youth: George Waterhouse of RMT
- Health and Safety Representative Award: Shani Hocking of GMB
- Learning Representative Award: Monika Paczkowska of USDAW
- Organising Representative Award: Zeshan Aslam of CWU
- Women's Gold Badge: Sue Bond of PCS

### 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 on the final morning of the 2013 Congress, Mohammad Taj was elected as Chair of the General Council and he will preside at the 2014 Congress. It was agreed that the Executive Committee should be composed of the existing members, with the new President Mohammad Taj, Fiona Wilson and Bob Crow. In February, it was reported that Roy Rickhuss had replaced Michael Leahy as Community General Secretary and on the General Council. Bob Crow passed away in March, and was replaced by RMT President Peter Pinkney to the RMT's General Council seat in April.

During the course of this Congress year, the General Council's work has focused on the implementation of the campaign plan, centred around five key areas, as agreed in 2012-13. The special meeting of the Executive Committee held in March focused on the forthcoming 2015 general election.

A guest speaker was invited to address the February meeting of the General Council: James Morris of Greenberg Quinlan Rosner Research presented findings of polling on the subject of migration.

The General Council lead responsibilities for the Congress year 2013-14 are as follows:

Overall responsibility as lead spokesperson for the TUC: General Secretary, Frances O'Grady

Senior representative throughout the Congress year: President, Mohammad Taj

#### Specific areas of responsibility

Disabled workers: Seán McGovern

Environment and sustainable development: Sue Ferns

Europe: Billy Hayes

Health and safety: Liz Snape

International development: Gail Cartmail

International relations: Sally Hunt

Learning and skills: Mary Bousted

Lesbian, gay, bisexual and transgender rights: Maria Exall

Migration: Mohammad Taj

Public services: Dave Prentis

Race equality: Gloria Mills

Trades union councils: Bob Crow (to March 2014), Matt Wrack (from June 2014)

Women: Pat Stuart

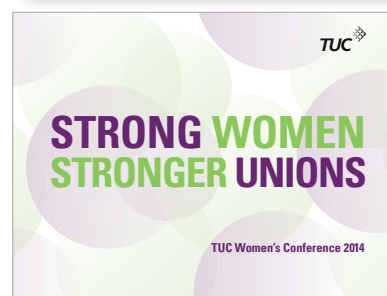
Youth: Fern McCaffrey

## 6.6 EQUALITY CONFERENCES

### BLACK WORKERS' CONFERENCE

The 21st TUC Black Workers' Conference was held in April 2014 at Congress House. The Conference, chaired by Maureen Loxley, was attended by 224 delegates from 27 affiliated unions. The TUC President Mohammad Taj addressed the Conference, as did the General Secretary, Frances O'Grady. Other speakers were Neville Lawrence, Mark Hammond (Chief Executive of the Equality and Human Rights Commission), Habib Rahman (Director of the Joint Council for the Welfare of Immigrants) and Carole Duggan (Justice for Mark Duggan Campaign).

The Conference featured a panel debate entitled Building Stronger Unions, which featured panellists who had a responsibility for organising in four of the TUC's affiliated unions. Delegates also took part in workshops on Racial Justice in Education, Deaths in Custody, Black Women and the Cuts, and Migration and the Immigration Bill.



## SECTION SIX

# TUC ADMINISTRATION

### DISABLED WORKERS' CONFERENCE

The 13th TUC Disabled Workers' Conference took place on 28-9 May 2014 at Congress House. It was chaired by Mandy Hudson, Kim Silver, Seán McGovern and Tony Sneddon. Conference was addressed by Paul Nowak, TUC Assistant General Secretary, Kate Green MP, Janine Booth (RMT) and John Coghlan (Disability Action, Belfast). An informal plenary session on the subject of disabled people resisting austerity was addressed by John McDonnell MP, Ellen Clifford (DPAC) and Gabriel Pepper (Independent Living Fund campaign). Conference elected the Disabled Workers' Committee and debated motions on government attacks on disabled people, attacks on disability benefits, closure of the Independent Living Fund, abolition of the Disabled Students' Allowance, mental health, bullying and harassment, sickness absence and disability discrimination, cuts to transport, discrimination in education, disability monitoring and access in entertainment. Conference was attended by 207 delegates from 25 unions.

### WOMEN'S CONFERENCE

Chaired by Sue Ferns, the theme of the 2014 TUC Women's Conference was Strong Women, Stronger Unions. For the first time, the motions were grouped thematically in accordance with the five strands of the TUC Campaign Plan. Gloria del Piero, Shadow Minister for Women and Equalities, joined TUC General Secretary Frances

O'Grady and Lindsay Judge of the Child Poverty Action Group for a panel discussion on women, low pay, and poverty. Conference was also addressed by TUC President Mohammad Taj. Irmita Salanueva, daughter of one of the 'Miami Five', also addressed the Conference.

### LGBT CONFERENCE

The TUC LGBT Conference 2014 took place on 26-7 June at Congress House. Chaired by Maria Exall, Bev Miller, Roland Zollner and Phyll Opoku-Gyimah, Conference was addressed by Paul Nowak, TUC Assistant General Secretary, Gloria de Piero MP, Shadow Minister for Women and Equalities, Jide Macauley, Justice for Gay Africans, David Sharkey, Unite/SERTUC LGBT network, Simone Pound, PFA, Fevzi Hussein, CWU, and Mohammad Taj, TUC President. Conference elected the TUC LGBT Committee and debated motions on the impact of austerity on LGBT people, bullying and harassment at work and in education, inequality in pension survivor benefits, issues faced by trans people, HIV awareness, international issues, asylum for LGBT people fleeing oppression, and banning 'conversion therapy'. Delegates took part in workshops providing training in campaign skills and organising on international solidarity, resisting the far right, community organising, trans issues and use of social media. The conference was attended by 240 delegates from 29 unions.

### YOUNG WORKERS' CONFERENCE

The 2014 TUC Young Workers Conference was held on 22-3 March at Congress House. The conference was attended by 100 delegates and visitors who took part in debates on 13 motions. This year, for the first time, Conference chose the priority campaigns for the TUC Young Workers' Forum; these were Fair Pay and Political Education.

Conference elected Anthony Curly of Unite as the new Vice Chair of the TUC Young Workers' Forum and presented the first-ever TUC Youth Campaign Award. The award was introduced by the Young Workers' Forum to acknowledge campaign activity by groups of young workers. The winner of the inaugural award was Laurita Cardona Saenz from the GMB for her living wage campaign at the University of the Arts, London.

Conference was addressed by TUC President Mohammad Taj, Dom Anderson, Vice President Society & Citizenship at the NUS and Abdes Ouaddou representing the ITUC campaign for workers rights in Qatar.

Conference also held its first-ever Women's Reception, which included a workshop and discussion on women's participation in trade unions and was hosted by the TUC Women's Officer and TUC General Council member Sue Ferns.



📍 **TUC Trade Union Communication Awards 2014 at Congress House, Wednesday 09 July 2014 - Sponsored by Warners.**  
© Andy Laithwaite

## 6.7 TRADES COUNCILS CONFERENCE

This year the Trades Councils Conference was held in Cardiff. Conference opened with a moving tribute to Bob Crow, who was the General Council lead for trades councils, presented by Andy Robertson.

More than 80 delegates attended and debated a wide range of issues from rights for fast food workers and zero-hours contracts, employment tribunals, energy and climate change, public services, including the threats to the NHS from the current TTIP proposals, housing, attacks on the welfare state, privatisation, food poverty to international solidarity. Paul Nowak, TUC AGS, addressed Conference and, along with a panel session discussion key issues and the role of trades councils in addressing those issues, there was a training session on social media to support the campaigning work of trades councils.



In 2014 the judges were: Carys Afoko, a prominent campaigner; Keith Ames, Head of Communications, Musicians' Union; Holly Dustin, Director, End Violence Against Women Coalition; Andy Sawford, MP for Corby; and Mark Ellis, Education, Industrial and Transport correspondent, *Daily Mirror*.

The judges expressed much praise for the skill and professionalism shown in union entries to the awards and praised the teams for the commitment to good communications with their members and the wider public.

At the awards ceremony on 9 July hosted by the TUC President, union communications professionals were able to view all the competition entries, and network with their colleagues and General Council members. The TUC Assistant General Secretary awarded the certificates.

Again this year a publication was produced reporting on the awards. A copy will be available for each delegate at Congress.

The results were as follows:

### Best journal or magazine

Winner: *Usdaw Arena*  
Highly commended: *Nautilus International Telegraph* and *Equity Equity*  
Commended: *CSP Frontline*

### Best feature

Winner: POA – Prison violence  
Highly commended: *Unite – Hotels of Hell*; and *Usdaw – Know your rights – bedroom tax*  
Commended: *ATL – Adding Value*

### Best use of a photo or illustration

Winner: FBU photograph by Matthew Smith  
Highly commended: Prospect photograph by Sandy Osborough  
Commended: EIS photograph/manipulation by Mark Jackson/Stuart Cunningham; and *Equity* illustration by Tim Mapleston

## 6.8 TUC/WARNERS TRADE UNION COMMUNICATIONS AWARDS

This was the seventh year of the relaunched Awards and the General Council is delighted to welcome Warners Group Publications as new sponsors for the Awards.

This year 21 unions entered the competition with a total of 96 entries and the awards have continued to thrive with a diverse range of high-quality entries from across the union movement.

## SECTION SIX

# TUC ADMINISTRATION

### Best one-off publication

Winner: Usdaw – *An Usdaw Guide to Maternity and Paternal Rights*  
Highly commended: NASUWT – *Serious about Race Equality?*; and Prospect – *Prospect Pioneers Calendar 2014*  
Commended: Napo – *What is the point of order? A guide to Napo AGM*; and UNISON – *This is UNISON*

### Best campaign

Winner: Unite – Unite; the Mirror; and the Trussell Trust Christmas appeal  
Highly commended: Prospect – Political fund; and RMT – Pay justice for cleaners  
Commended: UNISON – Essential cover recruitment marketing campaign

### Best website

Winner: UCATT  
[www.ucatt.org.uk](http://www.ucatt.org.uk)  
Highly commended: Equity  
[www.equity.org.uk](http://www.equity.org.uk)  
Commended: RMT  
[www.rmt.org.uk](http://www.rmt.org.uk)

### Best use of electronic communication

Winner: UNISON – Teaching assistants celebration day social media campaign  
Highly commended: Napo – Naponewsonline; and Usdaw – e-newsletters  
Commended: BALPA – Log update e-magazine; and CWU – CWUTV: Conference thank you

## 6.9 TUC FINANCES

The TUC's accounts for 2013 (see Appendix Three) show a total surplus across all funds of £4.327m, including the FRS 17 adjustments. The operating surplus of £66,000 comprises £155,000 set aside for the Congress House Dilapidations Fund and surpluses of £100,000 and £121,000 on the Administration and Development Funds.

In November 2013 the Executive Committee agreed to set up an Executive Working Group to look at issues relating to TUC affiliation fees and resources. This group reported in June 2014 when it recommended retaining the current formula for setting the annual affiliation fee, opening up a discussion with the STUC on the implications of devolution in Scotland following the referendum in September 2014 and once potential changes to the devolution settlement in Scotland are clearer, reviewing TUC support for trade union education and learning activity in the devolved nations, and to actively consider how to address any issues coming from the Organisational Review or changes to the funding of unionlearn. These recommendations were agreed.

### DEVELOPMENT FUND

In 2013 10 per cent of the affiliation fee was allocated to the Development Fund and was used to promote new work and initiatives by the General Council. The bulk of the funding was allocated to work related to the five priorities identified in the campaign plan. Among the variety of projects supported were:

- campaign plans
- regional campaigning
- 13 Sep NHS rally
- migrant workers
- tax justice
- living wage
- full employment
- digital campaigning
- narrative polling
- Austerity Uncovered campaign tour
- Worksmart website.

## STATEMENT OF ACCOUNTS

The annual statement of accounts and balance sheet as at 31 December 2013 is set out in Appendix Three. The Administration Fund (covering the day-to-day office running expenses and staff costs) showed an operating surplus of £100,000. The Development Fund, representing all non-unionlearn externally funded projects together with projects funded by the affiliation fee, showed an operating surplus of £121,000, while unionlearn funds broke even. The Dilapidations Fund showed that £830,000 was spent on the upkeep of Congress House during the year and £675,000 was charged to the Administration Fund.

During 2013 our calculated FRS17 position moved from a liability of £1.974m to a surplus of £2.182m. This positive movement of £4,156,000 together with the reduction in the Dilapidation Fund of £155,000, the surplus on the Development Fund of £121,000, the surplus for the year on the Administration Fund of £100,000 and the gain of £105,000 on sale of investments and on foreign exchange has increased the funds of the TUC from £15.061m to £19.388m.

## PROSPECTS AND DEVELOPMENTS

A budget for the Administration Fund 2014 was agreed by the General Council. This showed a projected surplus of £53,926. The General Council approved an increase in the affiliation fee to £2.67 pence for 2014.

The rolling programme of internal audit work previously conducted by the accountants Moore Stephens UK was continued by BDO in 2013 with further 'value for money audits' and 'operational and internal financial audits' undertaken. During 2013 an internal financial audit reviewed the TUC's procurement and purchasing functions, a value for money audit reviewed the TUC conference facilities, and at the start of 2014 we carried out an internal audit of the Union Learning Fund grant administration processes within the TUC. During the next 12 months the programme of work will continue and it is envisaged that key financial controls will be reviewed and a value for money audit undertaken on the maintenance and facilities within Congress House.

**“In 2013 10 per cent of the affiliation fee was allocated to the Development Fund and was used to promote new work and initiatives by the General Council.”**

## SECTION SIX

# TUC ADMINISTRATION

### 6.10 PERSONNEL AND TRAINING

The Personnel and Training team was very busy in 2013, including dealing with the impact of cuts to external funding in unionlearn and subsequent reorganisation exercises and supporting those staff that voluntarily left the organisation during April 2013. This was followed in December 2013 by a smaller number of core admin-funded staff leaving at the end of the year. These changes also saw a reduction in the staffing levels within the Personnel and Training team.

Throughout the year the TUC's management team has been working to implement the action points arising from a thoroughgoing organisational review undertaken by Assistant General Secretary Paul Nowak in the first half of 2013.

The focus of the review was shifting more resources into the TUC's campaigning work and key priorities; encouraging better working across the TUC's departments and between Congress House, the regions and Wales, and the integration of staff teams in the English regions; and being able to better assess the impact of the TUC's work.

An update on the progress of the review was taken to the Executive Committee in January 2014.

The Personnel and Training team has been involved in a number of initiatives as part of the organisational review and to support the TUC's Investors in People reaccréditation, including:

“Work to support the campaign plan, the organisational review and Investors in People reaccréditation continues, with a number of other initiatives ongoing.”

- appointment to a number of new roles, including new policy and campaigns support officers, to support the campaign plan and strengthen the organisation's campaigning activities
- developing and trialling a performance management system
- launching a new dignity at work policy underpinned by additional training
- undertaking training needs analysis for managers and reviewing management development
- rolling out leadership development training for managers
- rolling out 360-degree feedback for senior managers
- developing a paid internship programme to be launched in the autumn
- reviewing how we can attract more applications from minority ethnic groups to the organisation
- piloting the devolvment of some of the training budget.

Work to support the campaign plan, the organisational review and Investors in People reaccréditation continues, with a number of other initiatives ongoing.

### 6.11 TUC INFORMATION SERVICE

The Information Service supports TUC staff, offering an enquiry and research service supported by a range of online resources, including FAME for company reports and the Factiva news database. We also develop and maintain the TUC's intranet – the TUCi – a platform for internal communications; Staff News; staff forums; the Staff Handbook; and TUC policies. We also respond to general enquiries from members of the public.

The Information Service is responsible for the TUC's own files and documents advising on records management and advises on compliance with and best practice in respect of the Data Protection Act (1998).

To contact us, please email [infoenquiries@tuc.org.uk](mailto:infoenquiries@tuc.org.uk) or ring 020 7467 1262.

Popular online actions included persuading a number of retailers such as River Island to sign up to the Bangladesh Safety Accord.  
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## 6.12 WEBSITE AND NEW MEDIA

In November 2014 the TUC website and unionreps.org.uk reps' network were redeveloped on a new open source content management system (CMS), allowing content to be published more efficiently and giving staff more control over the content they publish.

To accompany unionreps.org.uk, a new Unionreps app is being launched for tablets and smartphones. This will allow users to have instant access to the discussion forum, and should widen its potential use considerably, encouraging reps working in non-computer-based roles to make use of the network when and where they most need it.

The Going To Work campaign network grew supporters after running a number of popular online actions, including a programme of work around the Bangladesh Safety Accord, persuading a number of non-cooperative retailers to sign up, and focusing online opposition to union-specific parts of the Lobbying Bill.



## 6.13 TUC LIBRARY COLLECTIONS

Located at London Metropolitan University, the Collections attract a wide range of students and researchers interested in both the history and current activities of trade unions. It also houses a number of other important historical collections, including the archives of the Workers' Educational Association and the Labour Research Department. It works closely with the Working Lives Research Institute and other University departments. Presentations, open days and visits are organised for unions and other interested groups. See below for contact details.

Material deposited during the year included the SOGAT London Women's Branch archive, and the archive of the Federation of Worker Writers and Community Publishers is expected by the end of 2014.

The websites (which include image archives and oral history) *The Union Makes Us Strong*, *The Workers' War*, *Winning Equal Pay*, and *Britain at Work* are all accessed from [www.unionhistory.info](http://www.unionhistory.info) and continue to be very popular with researchers and educators. We have expanded our social media from Facebook [www.facebook.com/tuclibrary](http://www.facebook.com/tuclibrary) to include a blog. <http://blogs.londonmet.ac.uk/tuc-library/> and Twitter @TUC\_Library.

Chris Coates, the TUC librarian, retired this year after 47 years with the TUC and was replaced by Jeff Howarth.

TUC Library Collections, London Metropolitan University Learning Centre, 236 Holloway Road, London N7 6PP. email: [tuclib@londonmet.ac.uk](mailto:tuclib@londonmet.ac.uk)



## SECTION SIX

### TUC ADMINISTRATION



📍 Congress Centre Hall  
ready for a gala event.  
© Congress Centre

#### 6.14 CONGRESS CENTRE

Congress Centre continues to be busy and in 2013 hosted 700 external events in addition to many high-profile TUC conferences and welcomed many varied external clients who appreciate our excellent in-house catering and audiovisual facilities.

Congress Centre's long-term goal is to service the TUC's requirements for conferences and events and to help support its delivery of core objectives while becoming a recognised high-quality central London conference and events venue. The Centre continues its membership of the Meeting Industry Association and holds an 'AIM' accreditation, which confirms that it meets industry best standard. This year we have been building customer awareness of the venue and promoting its use

through industry-associated exhibitions and client visits and have received additional publicity through industry publications praising the Centre for its stunning modern and contemporary feel while incorporating state-of-the-art facilities.

Revenue in 2013 was £1.79m, which represented a slight increase on the previous year. This was a great achievement by the sales team, reflecting their hard work in a difficult market where companies continue to restrict their events' spending. This year Congress Centre will again face a difficult challenge to achieve its forecast sales in a market that continues to be demanding.



**Tony Benn**, who died in March at the age of 88, was for many decades a pivotal figure within the labour movement. A prominent Labour politician who left the Commons 51 years after first entering it, he was a socialist who advocated public ownership alongside radical democratic reform. Born in London, he served with the RAF during the war, becoming an MP after winning the Bristol South by-election in November 1950.

After renouncing a peerage in the 1960s, he rose to become Industry Secretary under Harold Wilson's post-1974 government, resisting wage restraint on trade unions. In the early 1980s, he unsuccessfully challenged Denis Healey for the deputy leadership of the Labour Party, but remained a major figure in British politics and public life.

A brilliant diarist, orator and parliamentarian, he was a tremendous friend to trade unions and a regular fixture at Tolpuddle, the Durham Miners' Gala and other labour movement events. Tony Benn was a committed internationalist and peace campaigner.



© Paul Box/reportdigital.co.uk

**Bob Crow**, who died suddenly in March at the age of 52, was general secretary of the RMT. Under his leadership, membership of the RMT rose from 57,000 to nearly 80,000.

Bob Crow became interested in trade unionism after joining London Transport at the age of 16 as a member of a tree-felling gang. He became a local rep in 1983 and two years later was a national officer for trackworkers within the National Union of Railwaymen, which merged with the National Union of Seaman to form the RMT in 1990. After Jimmy Knapp's death in 2001, he was elected RMT General Secretary with almost two-thirds of the vote, and brought a wide range of skills to the job.

A superb public speaker and accomplished media performer, Bob Crow was also respected by rail industry managers as a tough and effective negotiator. His knowledge of the transport industry and commitment to better services and safety standards was widely recognised. He was successful in advancing the terms of conditions of his members, and fought tirelessly on behalf of low-paid outsourced cleaners and seafarers.



© Jeremy Young

**Dave Feickert**, who died in July aged 67, was the TUC's European officer from 1993 to 2003. Born in New Zealand, he served as head of research at the NUM from 1984 to 1993, before running the TUC office in Brussels where he played a leading role negotiating major EU agreements on workplace rights and health and safety.

After leaving the TUC, he returned to New Zealand, working on many projects including initiatives on mine safety in China and the campaign for justice for miners killed in the Pike River disaster. He also continued to advise the TUC and ETUC on energy policy.

He became the union's Midlands area secretary in 1959, rising to Assistant Secretary four years later. He took over as General Secretary in 1970, and in 1972 the union changed its name to the Association of Professional, Executive, Clerical and Computer staff (Apex), subsequently joining the GMB in 1989. He was appointed a CBE in 1990 and remained a councillor in Croydon until 2002.



© PA/Press Association Images

As chair of the Trade Union Councils Joint Consultative Committee, he was a strong advocate of the trades councils movement and played a prominent role in the fight against the far right. He served on the TUC General Council from 2003 to 2005 and again from 2010, and was a member of the TUC Executive Committee from 2013. A dedicated internationalist, Bob played a leading role in the Cuba Solidarity Campaign and was a firm supporter of Justice for Colombia. He was unflinching in his commitment to working people in Britain and worldwide.

**Roy Grantham**, who died in October 2013 aged 86, was general secretary of Apex (now part of the GMB) from 1971 to 1989 and served on the TUC General Council for 11 years. He was a major influence on trade union and Labour Party thinking on issues such as the EU and government pay policy, and played a key role during the Grunwick dispute, defending 137 workers – many of them Ugandan Asian immigrants – who were dismissed after striking for trade union recognition. Born in Birmingham, he started work for the Inland Revenue before becoming an area organiser for the Clerical and Administrative Workers Union.

**John McCormack**, who died in December 2013, was Vice-President of UCU. He was elected National President in 2012 and had been due to serve his term in 2014-15. An active trade unionist all of his working life, he was UCU branch chair at Northumberland College and led many successful campaigns against compulsory redundancies and for better terms and conditions. He was also a former mayor of Ashington Town Council and a long-time member of the TUCJCC.

**Norman Willis**, who died in June aged 81, was TUC General Secretary during perhaps the most tumultuous period in the trade union movement's history. His time in office coincided with the miners' strike, the Wapping dispute and Margaret Thatcher's anti-trade union legislation, and came as membership was declining from its peak in the late 1970s. Despite this, he paved the way for a period of stability in the 1990s.

Born in Hayes, Norman Willis began work aged 16 for a horticultural firm, before becoming an office assistant at the Transport and General Workers Union and a clerk in the union's education department. After studying at Ruskin and Oriel colleges in Oxford, he returned to the T&G as assistant to Frank Cousins and by the early 1970s was running the union's research department and acting as personal assistant to Jack Jones.



© PA/Press Association Images

He was appointed TUC Assistant General Secretary in 1974, becoming Deputy Secretary in 1977 and taking over from Len Murray in 1984, in the middle of the miners' dispute. Possessing a detailed knowledge of trade union organisation, he rebuilt the relationship between the TUC and the AFL-CIO in the United States, which had been damaged by the Cold War.

A champion of a social partnership approach to industrial relations, it was under Norman Willis' leadership that the TUC adopted a more positive policy towards the EU.





# APPENDIX ONE

## ATTENDANCES

### GENERAL COUNCIL ATTENDANCE 2013-14

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

Member	Attendance		
		Dave Prentis	4
		Roy Rickhuss <sup>4</sup>	3
Sheila Bearcroft	4	Malcolm Sage	4
Christine Blower	5	Eddie Saville	7
Mary Bousted	4	Mark Serwotka	2
Joanna Brown	6	John Smith	6
Tony Burke	5	Eleanor Smith	5
Jane Carolan	3	Liz Snape	4
Gail Cartmail	6	Michelle Stanistreet	0
Mike Clancy	6	Jane Stewart	1
Brian Cookson	7	Pat Stuart	7
Manuel Cortes	6	Niamh Sweeney	5
Bob Crow <sup>1</sup>	4	Mohammad Taj	7
Tony Dale	7	Chris Tansley	5
Mark Dickinson	5	Steve Turner	2
Maria Exall	7	Simon Weller	6
Sue Ferns	7	Fiona Wilson	5
Larry Flanagan	4	Tony Woodhouse	6
Steve Gillan	5	Matt Wrack	5
Janice Godrich	2	Frances O’Grady	7
John Hannett	3		
Dave Harvey	6	<sup>1</sup> Passed away March 2014	
Billy Hayes	3	<sup>2</sup> Left February 2014	
Sally Hunt	4	<sup>3</sup> Joined April 2014	
Karen Jennings	4	<sup>4</sup> Joined February 2014	
Tony Kearns	6		
Chris Keates	3	NOTE: It is not possible to list all the reasons	
Paul Kenny	4	for absence but it should be noted that	
Michael Leahy <sup>2</sup>	1	the main reasons given are other TUC	
Leslie Manasseh	4	commitments, union business and sickness.	
Sue Mather	7		
Fern McCaffrey	4		
Paul McCarthy	0		
Len McCluskey	3		
Sean McGovern	5		
Lesley Mercer	7		
Gloria Mills	6		

<sup>1</sup> Passed away March 2014

<sup>2</sup> Left February 2014

<sup>3</sup> Joined April 2014

<sup>4</sup> Joined February 2014

NOTE: It is not possible to list all the reasons for absence but it should be noted that the main reasons given are other TUC commitments, union business and sickness.

## EXECUTIVE COMMITTEE

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

Member	Attendance
Sheila Bearcroft	5
Christine Blower	6
Mary Bousted	8
Tony Burke	3
Jane Carolan	5
Gail Cartmail	4
Bob Crow <sup>1</sup>	2
John Hannett	4
Billy Hayes	3
Sally Hunt	6
Chris Keates	0
Paul Kenny	3
Michael Leahy <sup>2</sup>	0
Leslie Manasseh	8
Len McCluskey	1
Lesley Mercer	9
Gloria Mills	7
Ged Nichols	3
Dave Prentis	2
Mark Serwotka	1
John Smith	6
Liz Snape	8
Mohammad Taj	9
Steve Turner	9
Fiona Wilson	8
Matt Wrack	6

<sup>1</sup> Passed away March 2014

<sup>2</sup> Retired December 2013

NOTE: It is not possible to list all the reasons for absence but it should be noted that the main reasons given are other TUC commitments, union business and sickness.

## APPENDIX TWO

### COMMITTEE MEMBERSHIP

#### DISABLED WORKERS' COMMITTEE

##### GENERAL COUNCIL

Manuel Cortes  
Ged Nichols  
Paul McCarthy  
Sean McGovern (chair)  
Malcolm Sage

##### ELECTED AT THE DISABLED WORKERS' CONFERENCE

*Bakers, Food and Allied Workers' Union*  
Martin Kelly

*Community*  
Robert Mooney

*Chartered Society of Physiotherapy*  
Cliff Towson

*Communication Workers' Union*  
Tony Sneddon

*FDA*  
David Chrimes<sup>2</sup>

*GMB*  
Les Woodward<sup>1</sup>

*National Association of Schoolmasters  
Union of Women Teachers*  
Lara Morris<sup>2</sup>  
Michelle Williams<sup>1</sup>

*National Union of Journalists*  
Ann Galpin  
Eleanor Lisney<sup>2</sup>

*National Union of Rail, Maritime  
and Transport Workers*  
Janine Booth

*National Union of Teachers*  
Mandy Hudson

*Public and Commercial Services Union*  
Mark Leopard

*POA*  
Robert Steadman

*Prospect*  
John Swaney

*University and College Union*  
Patricia Roche

*UNISON*  
Kim Silver

*Unite*  
Julian Allam  
Lesley McCallum<sup>1</sup>  
Manjeet Sandhu

<sup>1</sup>Until May 2014

<sup>2</sup>From May 2014

#### LESBIAN, GAY, BISEXUAL AND TRANS COMMITTEE

##### GENERAL COUNCIL

Maria Exall (chair)  
Ged Nichols  
Tim Poil  
Simon Weller

##### ELECTED AT THE LESBIAN, GAY, BISEXUAL AND TRANS CONFERENCE

*Associated Society of Locomotive  
Engineers and Firemen*  
Darran Brown

*Association of Teachers and Lecturers*  
Julia Neal<sup>1</sup>

*Community – the Union for Life*  
Richard Angell

*Communication Workers' Union*  
Laurie Smith<sup>1</sup>

*Fire Brigades' Union*  
Pat Carberry

*FDA*  
Roland Zollner<sup>1</sup>

*GMB*  
Philip Brannan<sup>1</sup>  
David Braniff-Herbert  
Phyllis Opoku-Gyimah

*National Association of Schoolmasters  
Union of Women Teachers*  
Alan Phippen<sup>1</sup>  
Lee Williscroft-Ferris<sup>2</sup>

*National Union of Rail, Maritime  
and Transport Workers*  
CJ Bruce<sup>2</sup>  
Sue Dunne<sup>2</sup>  
Lorna Tooley (co-option)<sup>1</sup>

*National Union of Teachers*  
Annette Pryce

*Public and Commercial Services Union*  
Christopher Carroll  
Steve Heyward<sup>2</sup>

*Prison Officers Association*  
Helen Ffrench

*Prospect*  
Graham Nash  
Sue Stelfox<sup>1</sup>

*University and College Union*  
Paul Hambley<sup>1</sup>  
Ryan Prout<sup>2</sup>

*UNISON*  
Dettie Gould<sup>2</sup>  
Beverley Miller<sup>1</sup>  
Asha Wolfe-Robinson

*Unite*  
Nigel Marley  
Ann Morgan<sup>2</sup>  
Samantha Webster Moore<sup>1</sup>  
Michelle Winstanley

*USDAW*  
Neil Smale  
Secretary  
Sarah Veale

<sup>1</sup> Until June 2014  
<sup>2</sup> From June 2014

## RACE RELATIONS COMMITTEE

### GENERAL COUNCIL

Tony Dale<sup>4</sup>  
Mark Dickinson  
John Hannett<sup>3</sup>  
Billy Hayes  
Leslie Manasseh MBE  
Fern McCaffrey  
Gloria Mills CBE (chair)  
Tim Poil  
Eleanor Smith  
John Smith  
Mohammad Taj

### ELECTED AT THE BLACK WORKERS' CONFERENCE

*Associated Society of Locomotive  
Engineers and Firemen*  
Floyd Doyle

*Association of Teachers and Lecturers*  
Aveninder Kaur<sup>2</sup>

*Broadcasting, Entertainment,  
Cinematograph and Theatre Union*  
Faisal A Qureshi

*Communication Workers' Union*  
Sajid Shaikh<sup>2</sup>  
Amarjite Singh  
Community  
Carol Hodgson<sup>1</sup>

*Fire Brigades' Union*  
Michael Nicholas

*GMB*  
Sharon Harding<sup>1</sup>  
Farzana Jumma<sup>2</sup>  
Dotun Alade Odumosu  
Phyllis Opoku-Gyimah<sup>2</sup>

*NASUWT*  
Michelle Codrington-Rogers

*National Union of Rail, Maritime  
and Transport Workers*  
Frank Murray<sup>2</sup>  
Glenroy Watson<sup>1</sup>

*National Union of Teachers*  
Betty Joseph



## APPENDIX TWO

### COMMITTEE MEMBERSHIP

*Public and Commercial Services Union*  
Zita Holbourne

*Prospect*  
Freddie Brown

*University and College Union*  
Gargi Bhattacharyya  
Dawn Livingston<sup>2</sup>  
Professor Cecile Wright<sup>1</sup>  
Jim Thakoordin<sup>1</sup>

*UNISON*  
Eleanor Smith<sup>2</sup>

*Unite*  
Collette Cork-Hurst  
Nazerin Wardrop

*Union of Shop, Distributive and Allied Workers*  
Maureen Loxley

*Secretary*  
Sarah Veale

<sup>1</sup> Until April 2014

<sup>2</sup> From April 2014

<sup>3</sup> Until September 2013

<sup>4</sup> From September 2014

### THE WOMEN'S COMMITTEE

Sheila Bearcroft  
Christine Blower  
Mary Bousted  
Joanna Brown  
Jane Carolan  
Gail Cartmail  
Maria Exall  
Sue Ferns  
Janice Godrich  
Sally Hunt  
Karen Jennings<sup>2</sup>  
Chris Keates  
Angela Lynes<sup>1</sup>  
Sue Mather<sup>2</sup>  
Lesley Mercer  
Fern McCaffrey  
Gloria Mills CBE  
Christine Payne<sup>2</sup>  
Alice Robinson<sup>1</sup>  
Eleanor Smith  
Liz Snape MBE  
Michelle Stanistreet

Jane Stewart<sup>2</sup>  
Patricia Stuart (chair)  
Niamh Sweeney<sup>2</sup>  
Fiona Wilson

### ELECTED AT THE WOMEN'S CONFERENCE

*Communication Workers' Union*  
Linda Roy

*Community*  
Tracy Barlow

*Equity*  
Jean Rogers

*Fire Brigades' Union*  
Sam Rye

*GMB*  
Sharon Harding  
Evelyn Martin  
Lorraine Parker

*Musician's Union*  
Kathy Dyson<sup>3</sup>

*National Association of Schoolmasters,  
Union of Women Teachers*  
Kathy Duggan

*National Union of Rail, Maritime  
and Transport Workers*  
Tracey Darker<sup>4</sup>  
Mary Jane Herbison<sup>3</sup>

*National Union of Teachers*  
Max Hyde<sup>4</sup>  
Heather McKenzie<sup>3</sup>

*Public and Commercial Services Union*  
Sue Bond

*POA*  
Barbara Baker<sup>4</sup>

*University and College Union*  
Vicky Knight

*UNISON*  
Eleanor Smith  
Lucia McKeever

*Union of Shop, Distributive and Allied Workers*  
Jackie McNeil  
Sujata Patel

*Unite*  
Diana Holland  
Susan Matthews  
Samantha Webster-Moore

*Secretary*  
Sarah Veale

- <sup>1</sup> Until September 2013  
<sup>2</sup> From September 2013  
<sup>3</sup> From March 2014  
<sup>4</sup> Until March 2014

## PENSIONERS COMMITTEE

Chair Nicola Smith, TUC

### AFFILIATED UNIONS

*Associated Society of Locomotive  
Engineers and Firemen*  
Tony West

*BACM-Team*  
Dennis Gadsby

*British Air Line Pilots' Association*  
Trevor Phillips  
Julian Soddy

*Community*  
Peter Lightfoot

*Communication Workers Union*  
Vacant

*GMB*  
Derrick Baker  
J Rogers

*NAPO*  
Margaret Pearce

*NASUWT*  
Paul Smith  
Pat O'Donnell

*National Union of Journalists*  
Pat Healy

*National Union of Teachers*  
Marion Wilson

*Public and Commercial Services Union*  
Peter Wood

*Prospect*  
Mike Moriarty

*National Union of Rail, Maritime  
and Transport Workers*  
Ron Douglas

*TGWU Retired Members Association*  
William Jupp

*University and College Union*  
Norman Jemison

*UNISON*  
David Kippest

*Unite*  
Mike Pike  
Bob Pinkerton

*Union of Shop, Distributive and Allied Workers*  
Geoff Page

*SERTUC Pensioners Committee*  
Elizabeth Taylor  
David Morgan

*Northern TUC Pensioners Committee*  
George Bell

*South West TUC Pensioners Network*  
Janet Royston

*Midlands TUC Pensioners Network*  
Sheena Gordon

*National Pensioners Convention*  
Frank Cooper

*Secretary*  
Tim Sharp

## YOUNG WORKERS FORUM

Chair Fern McCaffery  
*GMB*

Vice Chair Anthony Curley  
*Unite*

Robert Goddard  
*ATL*

Victoria Josiah  
*ATL*

## APPENDIX TWO

### COMMITTEE MEMBERSHIP

Hannah O'Grady  
*Bectu*

Samuel Smith  
*Bectu*

Charlotte Hawkins  
*CWU*

Danielle Areola  
*CWU*

David Fuller  
*CWU*

O Igbekele  
*CWU*

Kezia Jaye  
*Equity*

David Pitt  
*FBU*

Olivia Blake  
*GMB*

Ryan Ward  
*GMB*

Martyn Gray  
*Nautilus*

Alex McDonald  
*NUJ*

Lorcan Lovett  
*NUJ*

Bonnie Newman  
*NUJ*

Louise Oakden  
*NUT*

Nonie Lambert  
*NUT*

Debbie Wilson  
*Prospect*

Lee Vernon  
*PCS*

Rebekah Hartley  
*RMT*

Gary Kilroy  
*TSSA*

Kyle Williamson  
*TSSA*

Scott Walker  
*UCATT*

Anna Lavery  
*Unite*

Bryan Simpson  
*Unite*

Graham Smith  
*UNISON*

Greta Holmes  
*UNISON*

Helen Oliver  
*UNISON*

Dean Wilson  
*USDAW*

Rona Montgomery  
*USDAW*

### TRADES UNION COUNCILS' JOINT CONSULTATIVE COMMITTEE 2014-2015

This Committee was chaired by Bob Crow on behalf of the General Council until his death in March 2014. He was replaced by Matt Wrack

#### GENERAL COUNCIL

Dave Harvey  
Pat Stuart

#### NORTHERN

Kathy Taylor\*

#### YORKSHIRE AND THE HUMBER

Kevin Donnelly\*  
Martin Meyer\*\*

#### NORTH WEST

Alec McFadden

## **MIDLANDS (EAST)**

Moz Greenshields

## **MIDLANDS (WEST)**

Jason Hill\*  
Dorothy Heath\*\*

## **EAST OF ENGLAND**

Teresa MacKay

## **SOUTH EAST**

Linda Kietz

## **WALES**

Amarjite Singh

## **SOUTH WEST**

Andy Robertson

\* up to June 2014

\*\* from June 2014

## **UNIONLEARN BOARD MEMBERSHIP**

Ann Jones  
*Skills Funding Agency*

Aubrey Magill  
*Department for Business, Innovation and Skills*

Brian Cookson  
*NASUWT*

Dave Harvey  
*NUT*

Eddie Saville  
*HSCA*

Fern McCaffrey  
*Young member*

Gail Gartmail  
*Unite*

Janice Godrich  
*PCS*

Karen Jennings  
*UNISON*

Kirsty Evans  
*Skills Funding Agency*

Maria Exall  
*CWU*

Mary Bousted  
*ATL (Chair)*

Mike Leahy  
*Community*

Pat Stuart  
*Unite*

Paul McCarthy  
*GMB*

Ruth Curry  
*Department for Business, Innovation and Skills*

Sheila Bearcroft  
*GMB*

Sue Ferns  
*Prospect*

Mohammad Taj  
*Unite (TUC President)*

Tony Dale  
*USDAW*

Tom Wilson  
*Director, unionlearn*

Kay Carberry  
*Assistant General Secretary, TUC*

## **TUC EDUCATIONAL TRUSTEES**

Mohammad Taj (Chair)  
Dave Prentis  
Gloria Mills  
Paul Kenny  
Sheila Bearcroft  
Lesley Mercer  
Frances O'Grady  
Liz Rees (Sec)  
Basil Skeete (Treasurer)

## **TUC TRUSTEES**

Billy Hayes  
Chris Keates  
Dave Prentis

## APPENDIX THREE

### 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

We have audited the financial statements of the Trades Union Congress (TUC) for the year ended 31st December 2013 which comprise the Income and Expenditure Account, the Balance Sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

#### RESPECTIVE RESPONSIBILITIES OF THE GENERAL COUNCIL AND AUDITOR

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. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

## SCOPE OF THE AUDIT OF THE FINANCIAL STATEMENTS

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the union's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the General Council; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Annual Report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

## OPINION ON FINANCIAL STATEMENTS

In our opinion the financial statements:

- give a true and fair view of the state of the TUC's affairs as at 31st December 2013 and of its surplus for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations (Consolidation) Act 1992.

## MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The union has not maintained a satisfactory system of control over its transactions in accordance with the requirements of section 28 of the Trade Union and Labour Relations (Consolidation) Act 1992; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures within the form AR21 of Officers' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

## CHANTREY VELLACOTT DFK LLP

Chartered Accountants and Statutory Auditor



## APPENDIX THREE

### ACCOUNTS

#### Trades Union Congress

#### Income and expenditure account

#### for the year ended 31 December 2013

	Note	Total £'000	Admin £'000	Development fund £'000	Unionlearn £'000	Dilapidations fund £'000
<b>Income</b>						
Affiliation fees		15,339	12,761	1,551	1,027	-
Property rental and service charges		3,159	3,159	-	-	-
Investment income		582	582	-	-	-
Sales and publications		198	192	6	-	-
Donations and fees received		22,346	90	1,423	20,833	-
<b>Total income</b>		<b>41,624</b>	<b>16,784</b>	<b>2,980</b>	<b>21,860</b>	<b>-</b>
<b>Expenditure</b>						
Staff costs	2	16,056	9,089	997	5,970	-
Property charges	3	3,419	1,940	49	600	830
Office expenses	4	4,456	1,907	1,250	1,299	-
International affiliation fees	5	1,977	1,977	-	-	-
Travel and meetings		770	256	138	376	-
Congress		213	213	-	-	-
Trade Union education		486	3	267	216	-
Grants and donations	6	13,693	136	158	13,399	-
Depreciation		259	259	-	-	-
Taxation	7	383	383	-	-	-
VAT recovered		(154)	(154)	-	-	-
Transfer between funds		-	675	-	-	(675)
<b>Total expenditure</b>		<b>41,558</b>	<b>16,684</b>	<b>2,859</b>	<b>21,860</b>	<b>155</b>
<b>Operating surplus</b>		<b>66</b>	<b>100</b>	<b>121</b>	<b>0</b>	<b>(155)</b>
Pension scheme FRS 17 adjustment	14	1,165	1,165	-	-	-
<b>Other recognised gains and losses</b>						
Gains on foreign exchange		7	7	-	-	-
Gains on disposal of investments		98	98	-	-	-
Pension scheme actuarial gain	14	2,991	2,991	-	-	-
<b>Total other recognised gains and losses</b>		<b>3,096</b>	<b>3,096</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Surplus for year</b>		<b>4,327</b>	<b>4,361</b>	<b>121</b>	<b>-</b>	<b>(155)</b>
Funds brought forward 1 January 2013		15,061	7,831	6,797	-	433
<b>Funds carried forward 31 December 2013</b>		<b>19,388</b>	<b>12,192</b>	<b>6,918</b>	<b>-</b>	<b>278</b>

# Trades Union Congress Income and expenditure account for the year ended 31 December 2012

	Note	Total £'000	Admin £'000	Development fund £'000	Unionlearn £'000	Dilapidations fund £'000
<b>Income</b>						
Affiliation fees		15,899	12,847	2,100	952	-
Property rental and service charges		2,981	2,981	-	-	-
Investment income		468	468	-	-	-
Sales and publications		226	205	21	-	-
Donations and fees received		22,577	140	1,426	21,011	-
<b>Total income</b>		<b>42,151</b>	<b>16,641</b>	<b>3,547</b>	<b>21,963</b>	<b>-</b>
<b>Expenditure</b>						
Staff costs	2	16,296	8,528	1,069	6,699	-
Property charges	3	3,665	2,127	127	658	753
Office expenses	4	4,723	1,841	1,375	1,507	-
International affiliation fees	5	1,878	1,878	-	-	-
Travel and meetings		831	221	176	434	-
Congress		167	167	-	-	-
Trade Union education		500	19	307	174	-
Grants and donations	6	12,740	133	116	12,491	-
Depreciation		542	542	-	-	-
Taxation	7	58	58	-	-	-
VAT recovered		(97)	(97)	-	-	-
Transfer between funds		-	836	2	(2)	(836)
<b>Total expenditure</b>		<b>41,303</b>	<b>16,253</b>	<b>3,172</b>	<b>21,961</b>	<b>(83)</b>
<b>Operating surplus</b>		<b>848</b>	<b>388</b>	<b>375</b>	<b>2</b>	<b>83</b>
Pension scheme FRS 17 adjustment	14	1,170	1,170			
<b>Other recognised gains and losses</b>						
(Loss) on foreign exchange		(13)	(13)	-	-	-
Loss on sales of assets		(48)	(48)	-	-	-
Pension scheme actuarial loss	14	(463)	(463)	-	-	-
<b>Total other recognised gains and losses</b>		<b>(524)</b>	<b>(524)</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Surplus for year</b>		<b>1,494</b>	<b>1,034</b>	<b>375</b>	<b>2</b>	<b>83</b>
Funds brought forward 1 January 2012		13,567	6,797	6,422	(2)	350
<b>Funds carried forward 31 December 2012</b>		<b>15,061</b>	<b>7,831</b>	<b>6,797</b>	<b>-</b>	<b>433</b>

## APPENDIX THREE

### ACCOUNTS

#### Trades Union Congress

#### Balance sheet as at 31 December 2013

	Note	2013 £'000	2012 £'000
<b>Assets</b>			
Tangible fixed assets	8	456	592
Investments	9	12,236	9,639
<b>Current assets</b>			
Short term loans		112	122
Debtors and prepayments	10	1,914	3,946
Cash at bank and in hand		10,317	12,242
		<b>12,343</b>	<b>16,310</b>
<b>Less: current liabilities</b>			
Creditors and accrued expenses	11	6,194	7,702
<b>Net current assets</b>		<b>6,149</b>	<b>8,608</b>
<b>Net assets less current liabilities</b>		<b>18,841</b>	<b>18,839</b>
Less: Provision for liabilities and charges	12	1,635	1,804
<b>Net assets before pension liability</b>		<b>17,206</b>	<b>17,035</b>
Pension asset (liability)	14	2,182	(1,974)
		<b>19,388</b>	<b>15,061</b>
<b>Financed by</b>			
Funds employed		19,112	14,628
Designated fund			
Dilapidations reserve		278	433
<b>Net assets</b>		<b>19,388</b>	<b>15,061</b>

Approved by the General Council on 25 June 2014  
 Mohammad Taj – President

# Trades Union Congress

## Notes to the accounts for the year ended 31 December 2013

### 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.

#### 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 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.

#### d 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	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

#### e Operating Leases

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

#### f Investments

Investments held as fixed assets are stated at cost less provision for any permanent diminution in value.

#### g Pension

The Trades Union Congress Superannuation Society Limited pension scheme is a defined benefit scheme.

The amounts charged to Income and Expenditure Account are the current service costs. Actuarial gains and losses are recognised immediately in the Income and Expenditure account.

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

### 2 Staff costs

	2013 £'000	2012 £'000
Salaries and national insurance	12,563	13,190
Pension contributions	2,367	2,350
Welfare and training	477	430
Restructuring costs	582	255
Advertising and recruitment	67	71
	<b>16,056</b>	<b>16,296</b>

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### ACCOUNTS

<b>3 Property charges</b>	<b>2013 £'000</b>	<b>2012 £'000</b>
Rent and rates	1,053	1,053
Heating and lighting	257	313
Cleaning	140	146
Insurance	90	100
Building repairs and renewals	347	343
External functions	702	957
Expenditure from dilapidations fund	830	753
	<b>3,419</b>	<b>3,665</b>

<b>4 Office expenses</b>	<b>2013 £'000</b>	<b>2012 £'000</b>
Communications	330	358
Stationery and printed materials	781	798
Renewals and repairs to office equipment	1,110	1,168
Motor expenses	-	1
Audit fees	55	47
Bank charges	14	17
Legal costs	49	88
Projects and campaigns	753	628
Conferences	39	35
Finance and management	130	168
Consultancy fees	1,080	1,335
Facilitators	-	25
Training and Development	24	20
Provision for doubtful debts	90	35
	<b>4,456</b>	<b>4,723</b>

<b>5 International affiliation fees</b>	<b>2013 £'000</b>	<b>2012 £'000</b>
ITUC	1,062	1,011
ETUC	834	784
TUAC	81	83
	<b>1,977</b>	<b>1,878</b>

<b>6 Grants and donations</b>	<b>2013 £'000</b>	<b>2012 £'000</b>
Tolpuddle Martyrs Memorial Trust	82	75
TUC Educational Trust	57	47
Sundry	51	27
Union Learning Fund	13,399	12,491
Grants to organisations overseas	105	100
	<b>13,694</b>	<b>2,740</b>

## 7 Taxation

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

	2013 £'000	2012 £'000
(Over)/under provision in prior years	43	(168)
Provision for the year	340	226
	<b>383</b>	<b>58</b>

## 8 Fixed assets

	Freehold Improv'ts	Furniture & fittings	Equipment	Motor vehicles	Total
Cost	£'000	£'000	£'000	£'000	£'000
1 January 2013	5,366	480	1,365	68	7,279
Additions	-	21	113	-	134
Disposals	(2,370)	(246)	(359)	(23)	(2,998)
<b>31 December 2013</b>	<b>2,996</b>	<b>255</b>	<b>1,119</b>	<b>45</b>	<b>4,415</b>
<b>Depreciation</b>					
1 January 2013	(5,272)	(432)	(944)	(39)	(6,687)
Disposals	2,370	246	359	12	2,987
Charge for year	(48)	(14)	(186)	(11)	(259)
<b>31 December 2013</b>	<b>(2,950)</b>	<b>(200)</b>	<b>(771)</b>	<b>(38)</b>	<b>(3,959)</b>
<b>Net Book value</b>					
<b>31 December 2013</b>	<b>46</b>	<b>55</b>	<b>348</b>	<b>7</b>	<b>456</b>
31 December 2012	94	48	421	29	592

The Trades Union Congress holds the freehold of Congress House / Bainbridge House, Great Russell Street, London WC1N 3LS. The property is not recognised in the balance sheet as it has a £nil cost with the original value being met from a fund raised specifically for that purpose.

The property was valued by GVA on 18 March 2014 at £35.3 million. A charge was registered against the property on 28 March 2006 for £9m in favour of the TUC Superannuation Society Limited.



## APPENDIX THREE

### ACCOUNTS

#### 9 Investments

	Cost brought forward at 01.01.2013	Additions	Disposals	Cost carried forward at 31.12.2013
	£	£	£	£
<b>Quoted</b>				
UK Quoted	2,267,881	5,605,181	(1,831,184)	6,041,878
International Quoted	7,356,162	3,575,425	(4,752,416)	6,179,171
	<b>9,624,043</b>	<b>9,180,606</b>	<b>(6,583,600)</b>	<b>12,221,049</b>
<b>UK Unquoted</b>				
Unity Trust 'A' shares	500	-	-	500
Unity Trust 'C' shares	300	-	-	300
Union Energy Limited	8,750	-	-	8,750
Wortley Hall	10	-	-	10
Investment in MSI Brussels	5,651	-	-	5,651
	15,211	-	-	15,211
	<b>9,639,254</b>	<b>9,180,606</b>	<b>(6,583,600)</b>	<b>12,236,260</b>

The market value of quoted investments at 31 December 2013 was £12,438,179.

#### 10 Debtors and prepayments

	2013 £'000	2012 £'000
Trade Debtors	810	1,101
Other debtors	249	199
Prepayments and accrued income	855	2,646
	<b>1,914</b>	<b>3,946</b>

#### 11 Creditors and accrued expenses

	2013 £'000	2012 £'000
Trade Creditors	1,230	2,062
Taxation and social security	766	680
Other creditors	241	12
Accruals and deferred income	3,957	4,948
	<b>6,194</b>	<b>7,702</b>

## 12 Provision for liabilities and charges

A provision has been made to reflect payments expected to arise from project funded activities which have a defined term of operation.

## 13 Commitments – operating leases

At 31 December 2013 the TUC had annual printing and office equipment leasing commitments of £149,701 due within one year (2012: £ 480,742), £ 235,009 between two and five years (2012: £153,298) and after five years £11,512 (2012: £28,653).

## 14 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 2013 are expected to be £2,400,000.

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

	<b>At 31.12.2013</b>	<b>At 31.12.2012</b>
Rate of increase in salaries	4.1%	3.80%
Rate of increase in pensions in payment		
– RPI, capped at 2.5% per annum	2.4%	2.10%
– RPI, capped at 5.0% per annum	3.6%	3.10%
– RPI, 3% per annum minimum and 5.0% per annum maximum	3.7%	3.70%
Discount rate	4.2%	4.10%
RPI Inflation assumption	3.6%	3.30%
CPI Inflation assumption	2.6%	2.30%
Revaluation in deferment*	2.6%	2.30%

Assumed life expectancies on retirement at age 65 are:

Retiring today		
Males	88.6	88.0
Females	90.3	89.7
Retiring in 20 years time		
Males	91.0	89.8
Females	92.8	91.7

\*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.

## APPENDIX THREE

### ACCOUNTS

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

	Long-term rate of return expected at 31.12.2013 £'000	Value at 31.12.2013	Long-term rate of return expected at 31.12.2012 £'000	Value at 31.12.2012
Equities	6.61%	32,791	6.02%	24,453
Bonds	4.4%	44,669	4.10%	42,380
Cash	3.61%	662	3.02%	1,356
Other	6.61%	10,135	6.02%	9,047
Fair value of plan assets		88,257		77,596
The actual return on assets over the period was		10,312		10,197

The amounts recognised in the balance sheet are as follows:

Present value of scheme liabilities	(86,075)	(79,570)
Fair value of scheme assets	88,257	77,596
<b>Pension asset/(liability)</b>	<b>2,182</b>	<b>(1,974)</b>

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

	2013 £'000	2012 £'000
Liabilities at beginning of year	79,570	69,009
Current service cost	1,818	1,519
Interest cost	3,257	3,172
Contributions by scheme participants	566	568
Actuarial (gain) loss	3,594	7,394
Benefits paid	(2,730)	(2,092)
<b>Liabilities at end of year</b>	<b>86,075</b>	<b>79,570</b>

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

	2013 £'000	2012 £'000
Fair value of scheme assets at beginning of year	77,596	66,328
Expected return on scheme assets	3,825	3,455
Actuarial gain (loss)	6,585	6,931
Contributions by employers	2,415	2,406
Contributions by plan participants	566	568
Benefits paid	(2,730)	(2,092)
<b>Fair value of scheme assets at end of year</b>	<b>88,257</b>	<b>77,596</b>

Amount recognised in other gains and losses

Actuarial gains (losses)	2,991	(463)
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### History of scheme assets, obligations and experience adjustments

	31.12.2013 £'000	31.12.2012 £'000	31.12.2011 £'000	31.12.2010 £'000	31.12.2009 £'000
Present value of scheme liabilities	86,075	79,570	69,009	62,397	56,439
Fair value of scheme assets	88,257	77,596	66,328	59,664	52,274
Surplus (deficit) in the scheme	2,182	(1,974)	(2,681)	(2,733)	(4,165)
Experience adjustments arising on scheme liabilities	1,901	(461)	4,425	(287)	(810)
Experience item as a percentage of scheme liabilities	2.2%	(0.6%)	6.4%	(-0.5%)	(-1.4%)
Experience adjustments arising on scheme assets	6,585	6,931	2,474	2,737	3,567
Experience item as a percentage of scheme assets	7.5%	8.9%	3.7%	4.6%	6.8%
Actuarial gain (loss)	2,991	(463)	(61)	(1,368)	(61)

### Amounts recognised in the income and expenditure account:

	2013 £'000	2012 £'000
<b>Analysis of the amount credited to other finance income</b>		
Expected return on pension scheme assets	3,825	3,455
Interest on pension scheme liabilities	(3,257)	(3,172)
<b>Net return</b>	<b>568</b>	<b>283</b>
Current service cost	1,818	1,519
Interest cost	3,257	3,172
Expected return on scheme assets	(3,825)	(3,455)
Contributions by plan participants	(2,415)	(2,406)
	<b>(1,165)</b>	<b>(1,170)</b>
<b>Analysis of the amounts charged to other recognised gains and losses</b>		
Actuarial loss on scheme liabilities	3,594	7,394
Actuarial gain on scheme assets	(6,585)	(6,931)
	<b>(2,991)</b>	<b>463</b>

## APPENDIX THREE

### ACCOUNTS

#### 15 Related parties

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

	2013 £'000	2012 £'000
<b>TUC Educational Trust</b>		
Owed to TUC		
Opening balance	47,964	58,123
Payments to TUC	(47,964)	(58,123)
Scholarship	-	8,862
Net costs paid through TUC	58,543	39,102
<b>Closing balance</b>	<b>58,543</b>	<b>47,964</b>
<b>Tolpuddle Martyrs Memorial Trust</b>		
Owed to TUC		
Opening balance	81,317	119,496
Payments to TUC	(38,011)	(119,496)
Net costs paid through TUC	82,000	81,317
<b>Closing balance</b>	<b>125,306</b>	<b>81,317</b>
<b>TUC Aid</b>		
Owed to TUC		
Opening balance	28,581	10,122
Payments to TUC	(28,581)	(10,122)
Net costs paid through TUC	34,520	28,581
<b>Closing balance</b>	<b>34,520</b>	<b>28,581</b>

## APPENDIX FOUR

### DISPUTES BETWEEN UNIONS

As provided for in rule 12, the TUC has a role to play in helping to resolve and prevent disputes that may arise between affiliated unions. In the overwhelming majority of cases, such issues are resolved informally. In the last period the general secretary has convened two Disputes Committees to resolve issues that could not be resolved informally.

#### GMB AND UNITE – NAC TYREFORT AND ELLESMERE PORT

A TUC Disputes Committee composed of Billy Hayes (Chair, member of the General Council and General Secretary of the CWU), Christine Blower (member of the General Council and General Secretary of the NUT) and Leslie Manasseh (member of the General Council and Deputy General Secretary of Prospect); with Paul Nowak (TUC Assistant General Secretary) acting as Secretary and Carl Roper (National Organiser, TUC Organisation and Services Department) also present, met 11 April 2013 to consider a complaint made by GMB against Unite concerning NAC in Birmingham Tyrefort and Ellesmere Port.

Paul McCarthy, David Day, Neil Holden and Brian Bennett represented the GMB at the hearing. Tony Burke and Paul Davis represented Unite. In addition, the Committee met Paul Kenny, General Secretary of the GMB on 26 June 2013. Billy Hayes and Leslie Manasseh, on behalf of the full Committee, along with Paul Nowak and Kevin Rowan (Head, TUC Organisation & Services Department) met Len McCluskey, General Secretary of Unite, on 8 July 2013.

In outline GMB complained that:

- Unite had breached Principle 3, by attempting to secure recognition from NAC, without the support of the GMB, and knowing that the GMB held an existing recognition agreement.
- Unite had breached Principle 2, by actively and knowingly seeking to recruit both GMB members and activists in NAC.

Unite counter-claimed that the GMB had breached Principle 3 by signing a recognition agreement with NAC, despite Unite's position as the recognised union in JLR & DHL.

Having considered all the evidence presented by both unions, the Committee found Unite to be in breach of Principles 2 and 3.

The full terms of the Committee's Award were reported to the General Council at its meeting on 5 September 2013.

#### UNITE AND COMMUNITY – TNT POST

A TUC Disputes Committee composed of Sally Hunt (Chair, member of the General Council and General Secretary of UCU), Mike Clancy (member of the General Council and General Secretary of Prospect) and Steve Murphy (member of the General Council and General Secretary of UCATT); with Paul Nowak (TUC Assistant General Secretary) acting as Secretary and Kevin Rowan (Head of TUC Organisation and Services Department) also present, met on 18 December 2013 to consider a complaint made by Unite against Community concerning TNT Post.

Diana Holland, Steve Turner, and Simon Green represented Unite at the hearing. Paul Talbot, Terry Pye and John Park represented Community.

In outline Unite complained that:

- Community had breached Principle 2, by taking into membership workers at TNT Post, knowing that Unite had members in TNT post, and that – potentially – some of these members may have already been members of Unite.
- Community had breached Principle 3, by signing a single union recognition agreement with TNT Post thereby undermining the established position of Unite.
- In a further alleged breach of Principle 3, Community did not consult with Unite or any other union with an interest in the 'transport and logistics' sector, before signing the agreement with TNT post; neither did Community notify the TUC General Secretary that it intended to sign a sole recognition agreement with TNT Post as provided for under TUC rule.



## **APPENDIX FOUR**

### **DISPUTES BETWEEN UNIONS**

Community's response was, in outline, that TNT Post was an entirely separate company from TNT Express, and that Unite's recognition agreement was with TNT Express and not TNT Post. In response to Unite's claim that Community had breached Principle 2, Community stressed that Unite had failed to provide evidence that it had membership in TNT Post; that Unite was actively organising in the company; or that Community had taken any existing Unite members into Community membership.

Having considered all the evidence presented by both unions, the Committee upheld in principle Unite's complaint against Community in respect of Principle 2.

The Committee also upheld Unite's complaint that Community breached Principle 3, and in particular that element of Principle 3 which requires unions seeking to sign a sole union recognition agreement to notify the TUC General Secretary of its intentions.

The full terms of the Committee's Award were reported to the General Council at its meeting on 30 April 2014.

# APPENDIX FIVE

## TUC RULES AND STANDING ORDERS

(as at July 2014)

### 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.

## **APPENDIX FIVE**

# **TUC RULES AND STANDING ORDERS**

(as at July 2014)

- (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.

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 & 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.

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### RULE 6

#### Nomination of General Council

- (a) At least eight weeks prior to the date fixed for the commencement of each annual Congress, each affiliated organisation allocated to Section A or Section B in accordance with rule 4(b) shall notify the General Secretary of the Congress of the name(s) of its chosen member(s) on the General Council for the coming year. If a member so nominated shall resign or die before the annual Congress the General Council shall accept a replacement nomination from that organisation.
- (b) Each affiliated organisation allocated to Section C or Section E or Section F in accordance with Rule 4(b) shall be entitled to nominate one of its delegates for election, as appropriate, to Section C, Section E and Section F of the General Council. Subject to Rule 4(f), each affiliated organisation shall be entitled to nominate one of its delegates for election to Section G, H, I and J of the General Council.
- (c) Each affiliated union with 200,000 or fewer members shall have the right to nominate one of its women members for election to Section D of the General Council.
- (d) Nominations for the General Council under (b) or (c) above shall be sent to the General Secretary of the Congress on the appropriate form, which must be signed by the President (or the Chairman) and Secretary of the organisation making the nomination, and must be received by the General Secretary of the Congress at least eight weeks prior to the Monday of the annual Congress.
- (e) The list of members in Section A or Section B and of nominations to the places in Sections C, D, E, F, G, H, I and J shall be published in the preliminary agenda containing the motions which are to be discussed at the annual Congress. However, if a candidate for Section C, D, E, F, G, H, I and J dies before the election takes place the General Council shall have the powers to authorise the acceptance of a fresh nomination notwithstanding anything in these Rules and Standing Orders.

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

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

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

### RULE 7

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

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

- (c) The member of Section E of the General Council shall be elected at each annual Congress by ballot vote of all affiliated organisations allocated to Section E.
- (d) The member of Section F of the General Council shall be elected at each annual Congress by ballot vote of all affiliated organisations allocated to Section F.
- (e) The members of Sections G, H, I and J will be elected at each annual Congress by ballot vote of all affiliated organisations.
- (f) In the elections of the General Council for the members of Section C and of Section D and for the Section E, Section F, Section G and Sections H, I and J, each organisation entitled to vote may cast all or any part of the votes to which it is entitled in favour of as many candidates as are to be elected in the election in question. No organisation shall cast more votes than the number to which it is entitled for any one candidate. The number of votes to which each organisation shall be entitled shall be determined on the basis of one vote for every 1,000 members or fraction or part thereof as declared by the organisation in accordance with Rule 3. The candidate(s) in each election securing the highest number of votes shall be declared elected.
- (g) The ballot papers shall be issued by the Scrutineers, and after being filled up shall then be immediately placed in the box without inspection by the delegates other than those of the organisation voting.
- (h) Any delegates found guilty of violating this Rule shall at once be reported to Congress, named by the President and expelled. Such delegate or delegates shall not be eligible to attend Congress again for three years.
- (i) A notification of the penalties likely to be involved in the infringement of this Rule shall be included in the instructions printed on each ballot paper.

## **RULE 8**

### **Duties of the General Council**

- (a) The General Council shall transact the business in the periods between each annual Congress, shall keep a watch on all industrial movements, and shall, where possible, co- ordinate industrial action.
- (b) They shall watch all legislation affecting labour, and shall initiate such legislation as Congress may direct.
- (c) They shall endeavour to adjust disputes and differences between affiliated organisations.
- (d) They shall promote common action by the trade union movement on general questions, such as wages and hours of labour, and any matter of general concern that may arise between trade unions and trade unions, or between employers and trade unions, or between the trade union movement and the Government, and shall have power to assist any union which is attacked on any vital question of trade union principle.
- (e) They shall assist trade unions in the work of organisation, and shall carry on propaganda with a view to strengthening the trade union movement, and for the attainment of any or all of the above objects.
- (f) They shall also enter into relations with the trade union and labour movements in other countries with a view to securing united action.
- (g) They shall have authority to invest and administer the funds of the Congress and to make grants to any organisation or person, whether in Great Britain, or abroad, for such purposes as it seems desirable, but in so doing they shall have regard to the directions, if any, from time to time given by Congress. They shall also have authority to raise funds for any special purpose and to invest and administer such funds and to make grants therefrom.



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- (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.
- (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**

#### **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 11**

### **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 12**

### **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.
- (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.

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

### RULE 13

#### Conduct of affiliated organisations

- (a) If at any time there appears to the General Council to be justification for an investigation into the conduct of any affiliated organisation on the ground that the activities of such organisation may be detrimental to the interests of the trade union movement or contrary to the declared principles or declared policy of the Congress, the General Council shall summon such organisation to appear by duly appointed representatives before them or before such Committee as the General Council consider appropriate in order that such activities may be investigated. In the event of the organisation failing to attend, the investigation shall proceed in its absence.
- (b) If after an investigation under:
  - (i) clause (a) of this Rule; or
  - (ii) an investigation under clause (c) of Rule 11; or
  - (iii) an investigation and report to the General Council by the General Secretary of the Congress under clause (f) of Rule 12; or
  - (iv) an investigation by a Disputes Committee under clauses (e) and (g) of Rule 12 and a refusal or failure to comply with its award under clause (h) of Rule 12;

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

- (c) Should the organisation disobey such direction, or fail to give such undertaking, the General Council are hereby empowered in their discretion to order that the organisation be forthwith suspended from membership of the Congress until the next annual Congress.
- (d) The General Council shall submit a report upon the matter to the next annual Congress.
- (e) No affiliated organisation shall circularise, either in writing or by general oral communication, other affiliated organisations upon any matter concerning the business of the Congress, without first securing the General Council's authorisation for such circularisation.
- (f) Should any such unauthorised circularisation take place concerning a motion for the agenda of the annual Congress or any special Congress or Conferences, and the General Council after investigation decide that those responsible for such motion connived at, or were party to, or concerned with such circularisation, the motion shall not be included in the agenda.
- (g) The General Council may investigate any violation of the provisions of Clauses (e) and (f), and if after such investigation they decide that any organisation has acted deliberately in such violation they may deal with the organisation by investigation, suspension and report under the terms of Clauses (b), (c) and (d) of this Rule.

- (h) Any affiliated organisation dealt with under this Rule shall have the right to appeal to the next annual Congress and may appoint delegates in accordance with Rules 17 and 18 to represent the organisation upon the appeal and at the annual Congress if the appeal is allowed. Congress shall upon such appeal have final authority to deal with the matter by way of re-admission, further suspension or exclusion from membership of the Congress.

## **RULE 14**

### **Trustees, auditors and accounts**

- (a) **TRUSTEES:** Two or more Trustees shall be appointed by the General Council in whose names the funds and property of the Congress shall be vested. Such Trustees shall hold office until their respective successors have been duly appointed by the General Council and shall have accepted office. The Trustees shall deal with the funds and property held by them in accordance with the directions of the General Council and shall invest any funds available for investment in accordance with such directions. The bank accounts of the Congress shall be in the names of the Trustees, but the General Council may by resolution authorise the Trustees to direct the Bankers to honour the signature or signatures of any person or persons named in the resolution, in which case the Trustees shall give such direction and shall be relieved from all liability in respect of payments made in the manner authorised by the resolution while it is in force.
- (b) **AUDITORS:** The accounts of the Congress shall be audited annually by a chartered or incorporated accountant to be appointed by the General Council. The accountant shall be given access to all books and documents of the Congress and shall be given all information or explanations with regard to the accounts that she or he requires. The accountant shall be required to submit a report to the General Council as soon as practicable after the audit.

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

### **RULE 15**

#### **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 23) 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 16**

#### **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 17**

#### **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.

### **RULE 18**

#### **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 19

### Congress President

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

## RULE 20

### 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:-
  - to co-operate with the movers of motions and amendments in order that composite motions may be obtained wherever possible;
  - to have printed and circulated to the delegates copies of the composite motions they have approved;

- 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;
- 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 21

### 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 22

### 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 23

### 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.



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- (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 24**

#### **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 25**

#### **Date of annual Congress**

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

## **RULE 26**

### **Standing orders**

- (a) **HOURS OF MEETING:** Delegates shall assemble at 4pm prompt on the first day of each annual Congress and at 9.30 a.m. on each succeeding day. On Sunday Congress shall adjourn at 7pm and each day thereafter (Monday to Wednesday) Congress shall adjourn at 12.45 p.m. and reassemble at 2.15 p.m. and adjourn for the day at 5.30 p.m. on Monday and Tuesday and shall conclude no later than 4 p.m. 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 27**

### **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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