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CONGRESS 2015  
**GENERAL  
COUNCIL  
REPORT**

**The 147th Annual Trades Union Congress**  
13-16 September 2015, Brighton

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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**Leslie Manasseh**  
TUC Congress President 2015

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Jane Carolan  
UNISON

Gail Cartmail  
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Dave Ward  
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Matt Wrack  
FBU

Frances O'Grady  
TUC General Secretary

# INTRODUCTION

## FRANCES O'GRADY

### GENERAL SECRETARY

The general election has dominated the political landscape and the TUC's work over the year. The result has far-reaching consequences for workers and communities, and for Britain's place on the global stage.

At last year's Congress we shared a determination to shape the public debate in this critical period.

This report details the General Council's work to deliver the mandate you set for us.

I am proud of how the TUC set the agenda in the lead-up to the election, putting decent jobs, living standards and the need for a stronger, fairer and better balanced recovery at the heart of the debate.

We made the case for a wages-led recovery through the Britain Needs a Pay Rise campaign and our mass demonstration. We crafted practical policy solutions to tackle greed at the top and in-work poverty. But we also argued that collective bargaining is the best way to deliver fair pay for everyone.

We pricked the conscience of the nation by exposing exploitation. Using our research, analysis and media work, we developed answers to the problems of zero-hours contracts, false self-employment and casualisation.

“Aggressive new proposals for changes to trade union law put our democratic rights under threat. Illiberal and draconian, they come at the same time as the government plans the deepest peacetime spending cuts in almost a century.”

We stood up for our public services and the members who deliver them in the face of severe cuts, sell-offs and privatisation.

And we used our leading economic analysis to build a compelling case for a high-productivity, wages-led recovery, whose gains are fairly shared.

We know that our arguments resonated with many. Polling for the TUC carried out just after the election made it clear that Labour did not lose because it was too tough on big businesses and banks, or because its manifesto lacked 'aspiration'. Policies that the TUC and unions campaigned for – decent jobs, services and homes, higher pay and fair taxes – were popular.

The pre-election polls all failed to predict the real outcome of a Conservative victory. The reasons were complicated: economic trust was a big factor, as was the rise of nationalism; and public views on welfare and migration were often harsh.

In an increasingly multi-party system, the maths was complicated too. The Liberal Democrat vote collapsed, UKIP picked up votes – though not seats – across much of England, and the SNP all but swept the board in Scotland.

We need to think hard about what such fragmentation means for our future political landscape. But we do not have the luxury of time to prepare for its consequences. There is no doubt that the new government is determined to push through a divisive manifesto, and an economic approach of radical cuts that it is at odds with advice even from the OECD and IMF.

Aggressive new proposals for changes to trade union law put our democratic rights under threat. Illiberal and draconian, they come at the same time as the government plans the deepest peacetime spending cuts in almost a century. We will mobilise a broad-based campaign to oppose the proposals – defending our civil liberties and challenging the outdated stereotypes about unions, which remain the only independent democratic organisations of working people.

“We stood up for our public services and the members who deliver them in the face of severe cuts, sell-offs and privatisation.”



Frances O'Grady speaking at the Tolpuddle Martyrs' Festival, Dorset.  
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## INTRODUCTION

### FRANCES O'GRADY

#### GENERAL SECRETARY



▲ Frances O'Grady on the picket line with NHS ambulance workers, November 2014.

The year ahead is also likely to be dominated by preparations for a referendum on Britain's membership of the European Union. We want a fair and prosperous EU, one that workers want to remain part of. But the government will not win workers' votes to stay in by worsening rights. Attacking precious protections derived from the EU – redundancy consultation, paid holidays, rights for part-time and agency workers and maternity rights – is a recipe for disaffection. Instead we will set out practical proposals for a people's Europe fit for the twenty-first century.

“We also need to reach out to the next generation of union members and leaders, looking hard at ourselves and what we must do to win young workers to our movement.”

Despite the scale of the challenges we face, travelling around the country over the last few months I have been struck by the resilience and determination of our members and representatives. The TUC welcomed two new affiliates this year: the National Association of Head Teachers and the Royal College of Midwives. Like any family, it's during the tough times that we really need to pull together.

Our task now is to rebuild in workplaces and communities and to make our case for a positive alternative. We also need to reach out to the next generation of union members and leaders, looking hard at ourselves and what we must do to win young workers to our movement.

It's going to be a challenging time, but I'm confident that we have the decent values, the creativity and the organisation to fend off the worst of the attacks and keep up our vital work of making working lives better.

# OVERVIEW OF THE YEAR



# OVERVIEW OF THE YEAR

In 2014–15 the General Council has continued to organise our work around the five campaign themes agreed the previous year, behind which our movement has united.

The general election was a pivotal moment, and at this year's Congress the General Council will propose a new campaign plan to deal with the circumstances we face under a new, hostile Conservative government. We hope that the new plan will galvanise members and activists and provide a rallying point for activity in response to the challenges facing the trade union movement.

This introduction provides a brief overview of the year and some key achievements, on which you can find more detail in the rest of the report.

## JOBS, GROWTH AND A NEW ECONOMY

The economy is finally in recovery, but it is the slowest recovery in Britain's history. Seven years on from the financial crisis our economy remains as reliant as ever on finance and consumer debt. Productivity is 16 per cent lower than it was before the crash, with many people stuck in low-paid, insecure jobs. Rather than build a new, more equal and sustainable economy, the government seems determined to further shrink the state, reduce rights and set inequality in stone.

**“The general election was a pivotal moment, and at this year's Congress the General Council will propose a new campaign plan to deal with the circumstances we face under a new, hostile Conservative government.”**

The TUC has used agenda-setting research and analysis in campaigning, lobbying and media work to expose the government's failings and make the case for an alternative approach.

Achievements in the past year include:

- exposing the weaknesses in our jobs recovery by highlighting regional inequalities and the increasing number of people stuck in low-paid and insecure jobs
- winning support from employers and political parties for an active industrial policy and measures to fairly boost productivity
- making the case for greener workplaces and a just transition to a low-carbon economy.

In the year ahead we will continue to make the case for a stronger, more balanced recovery that is fairly shared, with investment in infrastructure, skills and homes.

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

## FAIR PAY AND A LIVING WAGE

UK workers have endured the longest squeeze on living standards since Queen Victoria was on the throne. While recent months have brought better news on pay, this is mainly the result of falling oil prices rather than government and employer generosity. It took the threat of continued strike action for ministers to agree to a one per cent increase for health workers, and in his July budget the Chancellor announced that public sector pay increases would be capped at one per cent for the next four years.

While the announcement of an increase in the minimum wage at the July budget was a welcome campaign success, for many low-income working families its effect will be far outweighed by punitive changes to tax credits and other support. Meanwhile, executive pay continues to rise way above inflation and the government has introduced further tax cuts for high earners and businesses.

The TUC has worked hard to put pay at the centre of the national political and media debate over the year, and our work has had a significant impact.



📍 Britain Needs A Pay Rise TUC demonstration, central London.  
© Jess Hurd/reportdigital.co.uk



# OVERVIEW OF THE YEAR

Achievements include:

- ▶ the Britain Needs A Pay Rise march and rally, which saw more than 90,000 people march through London
- ▶ highlighting low pay and the decline in living standards through more than 50 regional events and a high media profile amid the campaign blitz of Fair Pay Fortnight
- ▶ exposing boardroom excess and greed through widely publicised research.

In the year ahead we will continue to push for improvements in pay, productivity and living standards across the economy.

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

## GOOD SERVICES AND DECENT WELFARE

The government has embarked on new round of austerity that could see the loss of hundreds of thousands of public sector jobs.

With frontline services already under extreme pressure, councils are warning that the situation could become untenable over the next couple of years and, despite assurances that the NHS is being protected, services are under huge pressure as funding fails to keep pace with demand.

The year has seen ongoing attacks on the welfare safety net. Despite claiming to be the party of blue collar workers, the Conservatives have cut tax credits for the lowest paid and launched a fresh assault on in-work benefits as well as on support for disabled people who are out of work.

The TUC has supported public service unions in their efforts to resist cuts and privatisation, and to mobilise campaigns in defence of our welfare safety net.

Achievements in the past year include:

- ▶ keeping NHS cuts, privatisation and fragmentation on the political and media agenda through the All Together for the NHS campaign
- ▶ leading the campaign against the dangers to public services in the proposed US-EU trade deal
- ▶ building support for public ownership of railways, lower fares and better services through Action for Rail
- ▶ securing high-profile media coverage for TUC and False Economy work on the impact of welfare cuts through council tax benefit changes.

In the year ahead we will continue to fight against the government's cuts and make the argument for properly funded, publicly owned, democratically run public services.

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

📍 NHS strike action, October 2014.



“In the year ahead we will continue to fight against the government's cuts and make the argument for properly funded, publicly owned, democratically run public services.”





## RESPECT AND A VOICE AT WORK

Rights at work are under attack. The Trade Union Bill is a cynical attempt to undermine the right to strike and weaken collective bargaining.

Insecure work is becoming the norm for an increasing number of working people. Zero-hours contracts are prevalent in a growing number of sectors, bogus self-employment is rampant and many workers struggle to get the extra hours they need to make ends meet.

There is also a danger that the prime minister will water down the rights that we owe to Europe – working time protection, 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.

Extending rights at work and strengthening workers' voice are essential to secure a fairer and more productive economy. Over the year the TUC has worked tirelessly to expose exploitation and champion the role of unions in fighting for equality, decent jobs and a voice at work.

# OVERVIEW OF THE YEAR

Achievements in the past year include:

- ▶ putting the campaign for decent jobs at the centre of the national political and media debate with Decent Jobs Week, with unions and campaigners organising activities throughout England and Wales
- ▶ winning wide political support for action on abusive zero-hours contracts
- ▶ securing high-profile media coverage for reports on women and young and BME people in casual labour.

In the year ahead we will lead the campaign against the government's punitive trade union reforms, and keep up the pressure on David Cameron not to weaken employment rights as part of EU renegotiation.

Section Four contains more detail on the General Council's activity on respect and a voice at work.

## STRONG UNIONS

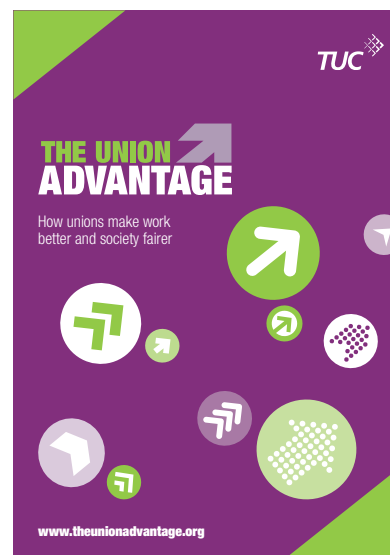
Only strong trade unions can deliver a sustainable and fair economy. Inequality helped drive the crash and makes the recovery fragile. Unless unions give workers a collective voice and strength, the imbalance in the relationship between employer and the employed worsens.

This year the TUC has continued to support unions through capacity building at home and around the world.

Achievements in the past year include:

- ▶ running the successful TUC Education, Organising Academy and Leading Change programmes, which trained more than 35,000 reps across the UK
- ▶ coordinating a high-profile media campaign against the treatment of migrant workers in Qatar
- ▶ updating the *Union Advantage* pamphlet and developing ideas for a union 'gateway' to aid recruitment
- ▶ helping to register thousands of young voters as part of the Bite the Ballot initiative.

In the year ahead we will launch a major new campaign aimed at reaching out to young people and supporting the next generation of union activists.



“Only strong trade unions can deliver a sustainable and fair economy. Inequality helped drive the crash and makes the recovery fragile.”



# **JOB, GROWTH AND A NEW ECONOMY**

# 1



# SECTION ONE

## JOBS, GROWTH AND A NEW ECONOMY

### 1.1 INTRODUCTION

Over the year, the TUC has worked hard to make the case for strong, better-balanced and fairer growth as well as to develop policy solutions that will deliver better economic outcomes for people at work. We have engaged actively in public debate and policy discussion and have sought to make the case for change as well as setting out the extent of the government's economic failure.

### 1.2 ECONOMY AND THE LABOUR MARKET

After years of dismal economic performance, 2014 saw some improvement as GDP rose by 2.8 per cent. But signs of resumed weakness are already evident, with quarterly growth falling steadily from 0.9 per cent in the first quarter of 2014 to 0.4 per cent in the first quarter of 2015.

Any revival of GDP growth over the past year does little to compensate for the extremely shallow recovery. Over the year the TUC has shown that this has been the slowest UK recovery on records that extend back to 1830. On a per-head basis the position is even worse: the UK recovery is twice as slow as the previous slowest recovery on record.

No matter what definition is used, it is clear that the general weakness of the economy has hit households hard. The Bank of England picked up on TUC research which showed that the seven-year decline in real earnings workers have experienced recently is unprecedented.

Over the past year, the General Council has also been concerned that positive employment headlines have sometimes drawn attention away from continuing problems with the quality of jobs.

Explaining these changes has been an ongoing task. In summer 2014, the TUC published *Earnings and Settlements*, which discussed why average earnings were not rising as fast as pay deals in the private sector. In October the TUC hosted a seminar with the same title, where Ken Mulkearn from Incomes Data Services (from whom the TUC had commissioned the report) explained that there had been an increase in part-time employment, some shifts towards lower-paying sectors and lower increases in earnings for people not in continuous employment (which might well be consistent with people who are leaving unemployment accepting lower-paid jobs).

**“No matter what definition is used, it is clear that the general weakness of the economy has hit households hard.”**

In December, the TUC commissioned research from the Work Foundation that distinguished cyclical factors from longer-term trends. The loss of full-time and/or permanent jobs is likely to be short-term; other changes, such as the number of workers in involuntary part-time work and zero-hours contracts, are structural and likely to be longer-lasting. A pamphlet, *Tracking the Labour Market Recovery*, was in preparation as this report was being written.

Throughout the year the TUC has published a series of short reports on the labour market. In October, a comparison of the current situation and previous recessions found that UK workers were suffering the longest and most severe decline in earnings since Victorian times, worse even than the recession of the 1920s. *The Living Standards Tax Gap Just Got Bigger*, published in February, revealed that below-par wage growth was costing the Treasury £33bn a year in lost taxes. In April, a TUC analysis found that 2010 to 2014 was the only five-year period since at least 1960 when living standards (measured by real disposable household income per head) had actually fallen. In June, TUC analysis revealed that the number of underemployed workers was still a million higher than before the crisis.

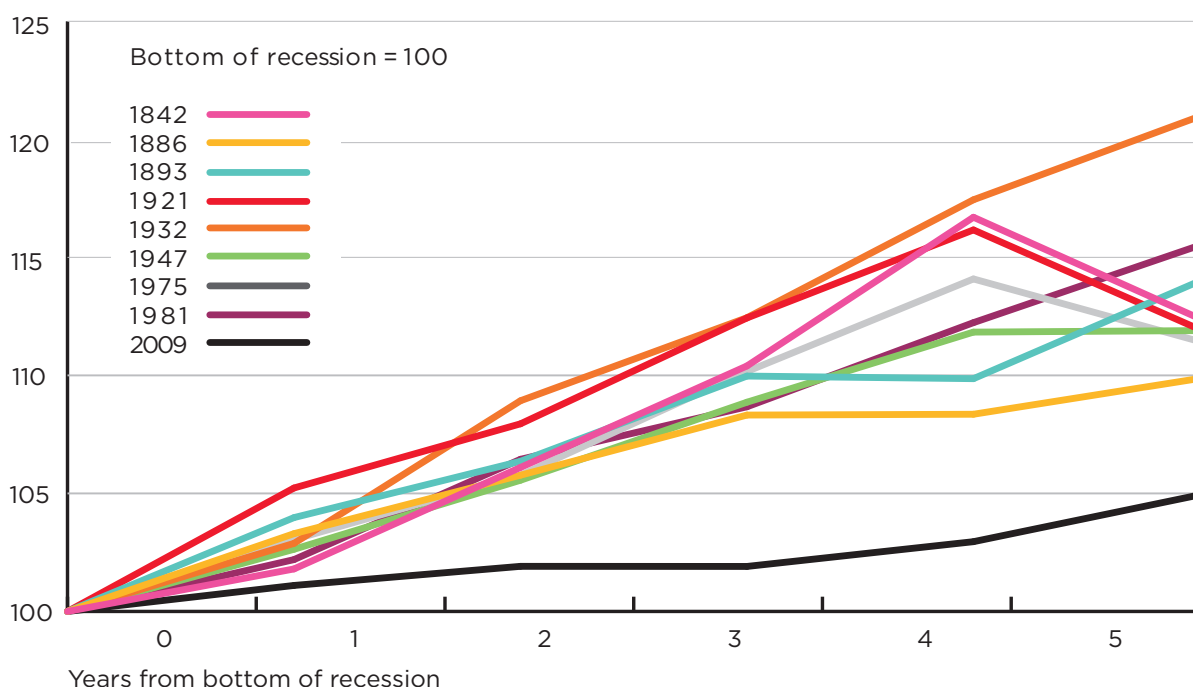


Figure 1: Indices of GDP per head over economic recoveries from the 1830s to today

One group particularly hard hit by the low-quality jobs recovery has been young people. The unemployment rate for under-25s is now nearly three times as high as that for over-25s. The 2014 Congress agreed a resolution on Young Workers (Composite 2) that drew attention to the insecurity faced by young workers, all too often combined with debt and unaffordable housing. The plight of young people has been a repeated feature of posts on the Touchstone blog and, in July, the TUC published a briefing on *Young People and Employment*.

Wider problems also continue to build as significant imbalances in the economy remain, in spite of the Chancellor's stated aims. Industry activity is still dominated by the service sector, with manufacturing and construction output remaining below their pre-crisis peaks and nearly grinding to a halt again at the start of 2015. There continues to be excessive reliance on the household sector, with the saving ratio falling steadily across the parliament and in 2014 debt back up as a share of income. Moreover, the government has been successful in stoking a further house price expansion, hitting both affordability and stability.

Even on its own terms government policy has not succeeded. At his February 2010 Mais lecture, the Chancellor set out his overriding priority to reduce the public debt. Yet he has failed to reduce the public debt even below the projected peak that he inherited: under Labour, debt was set to rise to a peak of 74.4 per cent of GDP in 2014-15, but in that year, under the coalition, debt was 80.5 per cent of GDP.

## SECTION ONE

# JOBS, GROWTH AND A NEW ECONOMY

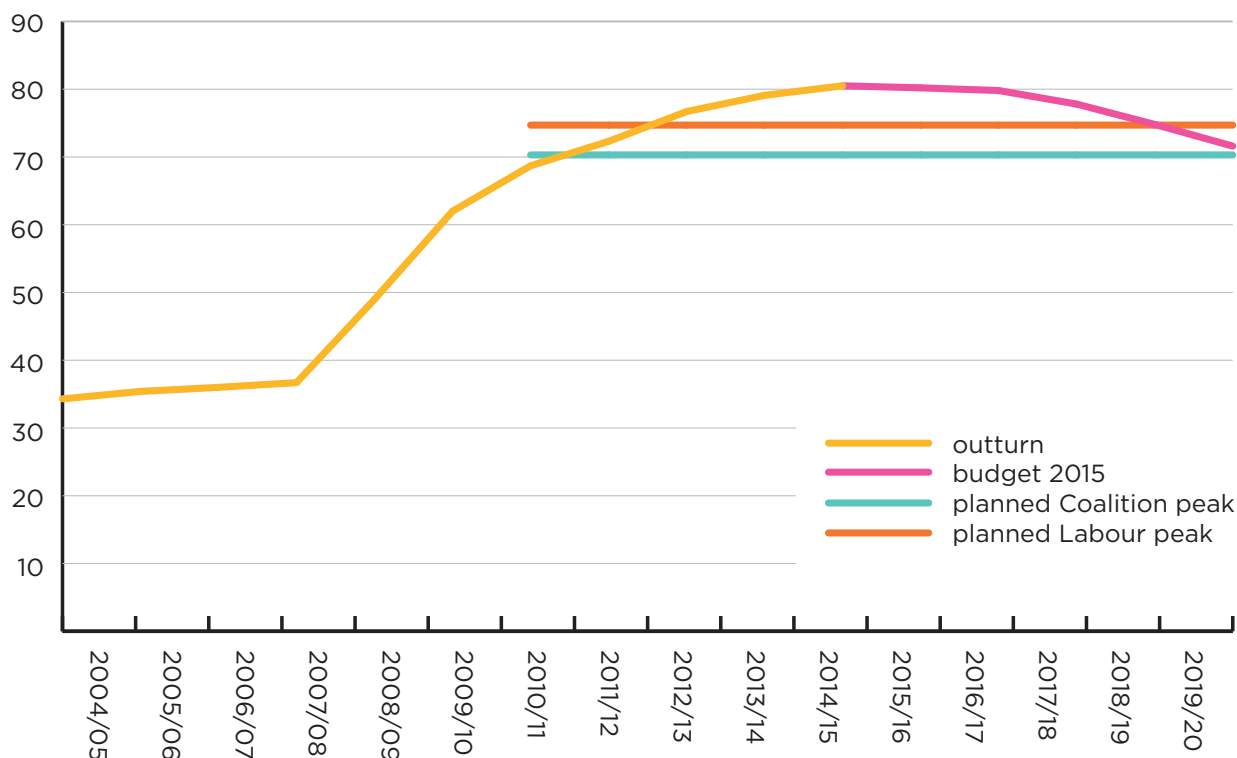


Figure 2: Public sector net debt, percentage of GDP

The TUC has vigorously opposed the government's economic strategy through a comprehensive programme of analytical work for press release, commentary on the Touchstone blog and publication of new research. We have worked with a wide range of opinion formers and hosted events to cement our role in technical and political discussions. We have also published quarterly reports considering the state of the economy and the ongoing challenges that the recovery faces.

Two fuller reports have tackled the macroeconomics of government policies and their outcomes. The first, on the 'productivity puzzle', explained how low-productivity outcomes since the crisis can be explained as a consequence of government spending cuts. The analysis set out that, while there are undoubted structural flaws in the economy related to the operation of the financial system and inadequate industrial and corporate governance policies, a revival in productivity requires also an increase in government spending. Shortly after the launch, the TUC hosted a roundtable with leading commentators on this issue. Since then, the National Institute of Economic and Social Research has also argued that:

"More importantly, we conclude that other common factors ... for example general demand weakness coupled with flexible wages, are likely to have been central in explaining the stagnation in UK productivity growth."

Accompanying our submission for the March 2015 Budget, *The Price of Austerity* set out a fuller narrative bringing out the themes of all our work, setting out the impacts of spending cuts on growth and the scale of the falls in real earnings and productivity that the UK economy has experienced.

### 1.3 TAX

Since June 2010 government revenues have fallen far short of expectations, as government cuts have depressed growth and have also meant higher welfare spending. Tax giveaways have also benefitted those on higher incomes far more than lower- and middle-income households.

The TUC commissioned work from IPPR, which set out the scale of this failure as well as the regressive implications of much of the government's tax policy. This was published in the spring.

The TUC, with unions and NGOs, continued to play a leading role in the campaign for a Robin Hood Tax on financial transactions. During the year, negotiations continued among the 11 EU countries committed to introducing a tax, and the US Democrats came out in favour of the measure. The Labour Party supported a partial financial transactions tax to close loopholes in stamp duty, and 69 local councils formally supported the campaign's objective.

### 1.4 CORPORATE GOVERNANCE AND WORKERS' CAPITAL

The General Council's work in this area has been informed by Composite 18 on corporate governance, which argued that the priority given to shareholders in the UK's corporate governance system is flawed and called for fundamental reform, including the representation of workers on company boards.

In December, the General Council agreed a briefing paper *Worker Representation on Remuneration Committees: TUC proposals for implementation*. This paper set out proposals for how worker representation on remuneration committees could work in practice, to serve as a basis for discussion with political parties and others.

More broadly, the TUC has continued to make the case for fundamental reform of the UK's corporate governance system and to argue that workers should be represented on company boards. Discussions took place with political parties in the run-up to the general election, with the aim of securing manifesto commitments on workers' voice, and the TUC also engaged with the Financial Reporting Council. More details on the TUC's work on workers' voice over the year are given in Section Four.

The TUC contributed to the Committee for Workers' Capital's (CWC) fourth Proxy Review for 2014, published in January 2015. The report identified significant shareholder votes on social, environmental and corporate governance issues from a range of countries. The TUC provided the UK votes included in the review.

Trade Union Share Owners (TUSO), an initiative bringing together union funds to vote in line with trade union values at company AGMs, gained a member over the year, with the International Transport Workers' Federation (ITF) joining the group in the autumn of 2014.

TUSO supported a shareholder resolution at the National Express AGM in May that called for the company to set up an independent review of its North American subsidiary Durham School Services to address continuing reports of infringements of freedom of association rights and other allegations concerning workers' rights and health and safety. TUSO was represented at the National Express AGM and called on pension fund trustees to support the resolution. Excluding the Cosmen family holding (a member of the Cosmen family has a seat on the board), the resolution achieved 18.5 per cent votes in favour with 5.5 per cent abstentions, so almost a quarter of independent shareholders failed to back the board. This is the highest vote in support of a labour rights resolution in the UK.

## SECTION ONE

# JOBS, GROWTH AND A NEW ECONOMY

TUSO has launched an initiative seeking to work with other investors to engage with UK construction companies operating in Qatar on their treatment of migrant workers. This is part of a wider ITUC campaign following the award by FIFA of the World Cup 2022 to Qatar, with the Committee for Workers' Capital coordinating work with investors. The Local Authority Pension Fund Forum has agreed to join the engagement, and other investors have been approached to see if they would also be willing to participate.

In July, TUSO held a seminar for investors on precarious work. The seminar sought to present to investors the reality of precarious employment as experienced by workers. It explored the impact of precarious work and zero-hours contracts on areas such as health and safety and productivity, and discussed how to identify potential risks to investee companies from their employment practices. The seminar heard from a care worker with experience of working zero-hours contracts, and from representatives of airline pilots and workers at Sports Direct.

### 1.5 INDUSTRIAL POLICY

This year's General Council activity on industrial policy has been guided by Composite 5 and Resolution 15 along with Resolution 19 and Resolution 20.

The TUC pursued its goal of an intelligent, sustainable industrial strategy. Trade unions have continued to be represented on most of the industrial sector councils. The TUC general secretary, Frances O'Grady, has served on the Industrial Strategy Council, which brings together the chairs of each industrial sector council, along with the TUC and CBI, and is chaired by the Secretary of State for Business. The TUC was also represented on the government's Manufacturing Advisory Group, which comprises the CBI, EEF, TUC, a number of manufacturing employers and the Institute of Manufacturing at the University of Cambridge, as well as on the UK International Competitiveness Workstream of the Automotive Council.

At the invitation of the Industrial Strategy Council, the TUC played a central role in reviewing the work of sector councils for the government. The TUC continues to support the role of these bodies, while arguing that trade unions should be represented on all sector councils in industries in which trade unions are organised. We believe the sector councils should include a broader range of employers from each sector and we seek greater diversity among their membership.

**“The TUC pursued its goal of an intelligent, sustainable industrial strategy. Trade unions have continued to be represented on most of the industrial sector councils.”**

Following the general election, a key objective for the TUC has been to ensure that the commitment to industrial strategy, which was pursued by both the coalition government and the Labour administration that preceded it, is continued under the new Conservative government.

The TUC continues to be represented on the Advisory Board of the House of Commons All Party Manufacturing Group, co-chaired by Chris White MP and Barry Sheerman MP. The TUC also serves on the high level group of the EPSRC Centre for Innovative Manufacturing in Industrial Sustainability.

During the year the TUC developed a new regional economic policy, recognising that the UK economy is regionally unbalanced and over-centralised and accepting the argument that devolving political decisions to cities and regions brings genuine benefits. We have some concerns, however, about the way decisions are devolved and have identified a number of preconditions for the way in which regional and local decision making is pursued.



📍 TUC group visit, including Frances O'Grady, to Jaguar Land Rover site, Halewood, Liverpool.  
© David J Colbran



Specifically, we believe that trade unions should be involved as social partners in economic development and industrial regeneration activities at regional and local level. We called for social partnership agreements to be established to guarantee a role for unions, alongside employers, as has happened in Wales. We also set out that regional and local tiers of government must be properly funded and enjoy funding certainty, showing that it is essential devolution does not turn into an exercise of passing the costs, and the blame, for austerity from central to local government.

The TUC continues to support the development of a number of specific industrial sectors.

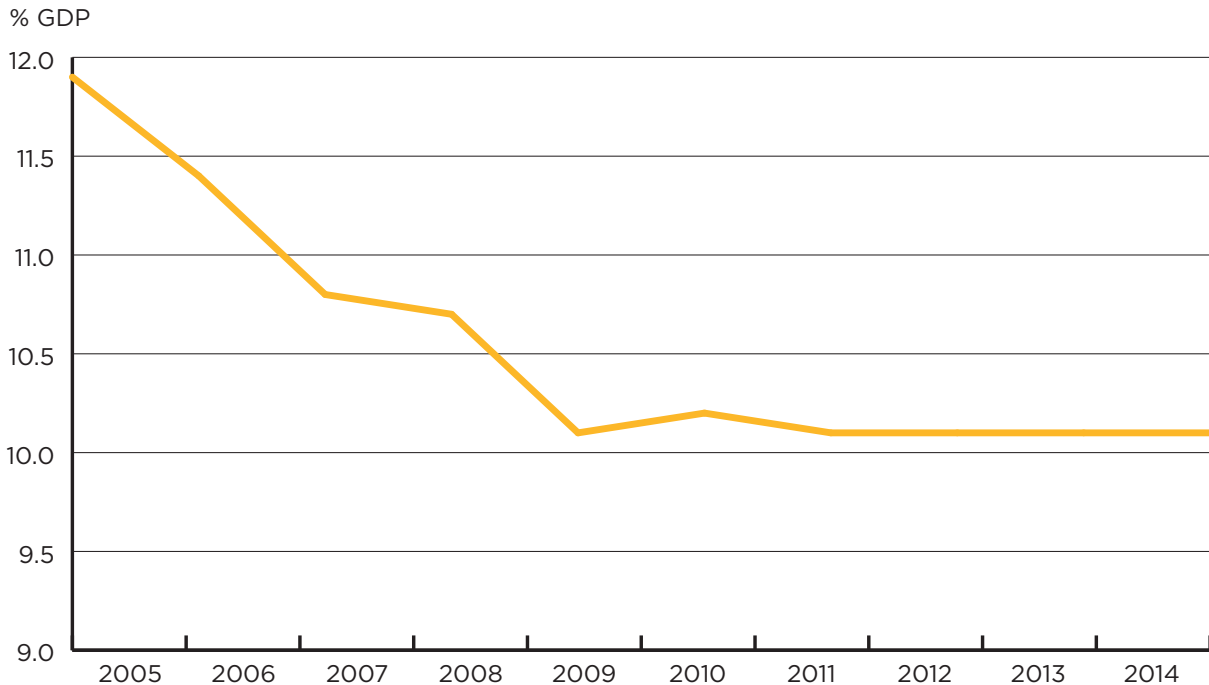
Our work on creative industries and the arts and culture sector has been informed by Resolution 43 and supported through attendance at quarterly meetings of the Federation of Entertainment Unions as well as by supporting unions with their policy priorities. We have campaigned for greater media pluralism and have joined efforts to reduce piracy in the music industry. In line with Resolution 52, the TUC continued to work with the Federation on defending the BBC.

The TUC Alliance for Science continues to raise issues of interest to science workers in government laboratories, in industry and among teachers and lecturers in schools, colleges and universities.

In the run-up to the general election, the TUC campaigned hard for trade union industrial policy priorities to be enshrined in the various party manifestos. For example, in November we attended a seminar to develop Labour science policy conducted by the Shadow Science Minister, Liam Byrne. The TUC has also continued to argue for industrial policy at a European level.

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# JOBS, GROWTH AND A NEW ECONOMY



▲ Figure 3: Manufacturing as percentage of GDP

### 1.6 ENERGY

The General Council's work on energy and the green economy has been guided by Resolution 49 and Composite 6.

Over the year the TUC worked with unions in the mining industry in making representations to ministers for 'state aid' support for the UK's remaining deep mines at Kellingley, Thoresby and Hatfield, where thousands of skilled jobs were at risk. The government provided interim support for Hatfield but it closed in June 2015 and the other mines look set to close by the end of 2016. The Clean Coal Task Group continued to contribute welcome support to the TUC's work in support of the UK coal industry and carbon capture and storage (CCS) technology.

The TUC continued to express concern over the lack of a government-led energy transition plan to secure investment in energy supply, highlighting project delays at Hinckley Point C, new gas power capacity and CCS for the power and industrial sectors. We also made the case for an active industrial strategy for manufacturing supply chains, noting that manufacturing's share of GDP continued to flatline.

In November 2014, the TUC held a national conference on innovation for the green economy. Speakers included TUC General Secretary Frances O'Grady, Sir David King on behalf of the government and representatives from trade unions, industry and NGOs. The event also saw publication of expert papers on *Green Innovation*, written by Prof Paul Ekins and Will McDowall of the UCL Institute for Sustainable Resources,

and *This Time is Different: the prospects for an effective climate agreement in Paris 2015* by Fergus Green of the Grantham Research Institute.

The TUC also held an expert roundtable on shale gas fracking with speakers from the Environment Agency, DECC and the HSE.

Working jointly with trade unions and the Energy Intensive Users Group (EIUG), the TUC has continued to press the government to enhance its state aid compensation for these industries, which face some of the highest carbon and energy costs in the EU. With stakeholders on the Energy Intensive Task Force of the Green Economy Council, the TUC also welcomed the '2050 roadmaps' for the decarbonisation of our heavy industries, and has supported calls for the government to back a low-carbon technology investment programme.



✔ **Sheffield Forgemasters, an example of good union-employer relations and a manufacturing success story.**  
© Mark Rogers



During the year, the TUC has joined the European Trade Union Confederation (ETUC) in a seven-nation, EU-funded project on Industrial Regions and Climate Change. The TUC's contribution has focused on developing a low-carbon power and industrial strategy for the Yorkshire and Humber region. The TUC organised a consultative conference in Leeds with expert speakers from energy-intensive industries, the power sector, Local Enterprise Partnerships and trade unions, where the White Rose CCS project was seen to be playing a pivotal role for both power and industrial decarbonisation. The TUC will submit a final report to the ETUC in autumn 2015, outlining strategic priorities for the region.

Over the year the TUC consulted with unions about a just transition to a low-carbon economy. The review took into account the UK's national and international obligations to cut greenhouse gas emissions and the UK's 2030 policy framework for energy decarbonisation set out by the Committee on Climate Change. It concluded that the TUC should continue to press the government for a stable energy policy framework, supported by an active industrial strategy. It further set out the need to support an approach to shale gas exploration based on the "precautionary principle" and mindful of the occupational, environmental and regulatory issues involved as well as unions' efforts to organise and represent members' interests in the energy sector.

**"The TUC should continue to press the government for a stable energy policy framework, supported by an active industrial strategy."**

## SECTION ONE

# JOBS, GROWTH AND A NEW ECONOMY

📌 The TUC has continued its campaigning on sustainability and climate change adaptation.  
© Pedro Castellano



### 1.7 ENVIRONMENT

Over the year the TUC, working with the Trade Unions Sustainable Development Advisory Committee (TUSDAC), engaged in several consultations with the Labour opposition. These included roundtables on energy-intensive industries; energy policy; and measures to strengthen the role of Defra in areas including air quality, tackling climate change adaptation and flood defences.

The TUC also responded to a BIS review of the government's sectoral industrial strategies. We urged the government to reconvene its Green Economy Council to lead this review, as the council had not met for 18 months. The TUC recommended that the terms of reference of the sector councils were amended to include a sustainability perspective. We also made the

case against the weakening of national environmental regulations and sustainable public procurement policies arising from the Transatlantic Trade Investment Partnership.

In March 2015, an informal meeting of the TUSDAC co-chairs (Sue Ferns, the General Council's lead on sustainable development, and the then Defra minister, Dan Rogerson MP) reviewed the TUC's concerns over the future of the UK's forests and Forest Research capacity; the need for a statutory duty on the fire and rescue service to respond to flooding; and the progress made by trade union green workplace projects. The TUC has also worked jointly with Greenpeace exploring the ways in which aspirations for a just transition to a low-carbon economy are shared between the trade union and environment movements.

“The TUC has also worked jointly with Greenpeace exploring the ways in which aspirations for a just transition to a low-carbon economy are shared between the trade union and environment movements.”

The TUC has continued to support efforts to conclude a new climate change treaty in Paris, December 2015, joining the ITUC's delegation to the UN's Convention in Lima and promoting the case for a just transition in the new agreement.

## 1.8 HOUSING

The General Council's goal has been to ensure that there is enough decent affordable housing available in all tenures. We therefore adopted Escaping the Housing Crisis, a programme that set out priorities for 2015–2020.

The TUC engaged with both government and opposition, calling for a substantial programme of house building, including a significant amount of social housing.

We also campaigned for better regulation of the private sector and more secure tenancies, supported by the TUC Young Workers Forum working with groups such as Generation Rent.

We engaged actively with the Labour opposition as it developed policy to address problems in the private sector by introducing more secure tenancies, a ban on letting fees and a ceiling on excessive rent rises. In the absence of a Labour government, we turned some attention to local authorities, who have some power to regulate landlords.

One aspect of the renting campaign has so far been successful: in March 2015 the government banned the use of no-fault evictions in England in cases where local councils upheld complaints about the condition of a tenant's property, making it harder for landlords to carry out so-called revenge evictions.

However, the broad thrust of government policy has been more difficult. We argued that the coalition's revitalisation of the right to buy local authority homes was seriously misjudged. We have also set out that extending the full right to buy to housing associations will seriously undermine this sector, with the result that there will be less social housing available.

## 1.9 TRANSPORT

### AVIATION

The TUC has welcomed the publication of the report of the Airports Commission into the need for additional airport capacity in the UK. We endorse the decision to support a third runway at Heathrow. The TUC has called on the government to act on the report of the Commission and give the go-ahead for the development of this vital new infrastructure.

The TUC has long supported the case for increased capacity, which is essential for strengthening the British economy and the creation of thousands of new highly skilled, well-paid jobs. However, we recognise that this capacity must be developed in a way that is mindful of its impact on the environment, in terms of both carbon emissions and noise pollution. In endorsing the Airports Commission report, the TUC called on Heathrow to work closely with recognised trade unions; we pointed out that agreements covering skills, health and safety and equality have been vital to the success of large-scale infrastructure projects in recent years, such as Heathrow Terminal Five and the stadia for the London 2012 Olympic and Paralympic Games.

### MARITIME

The TUC has continued to oppose spending cuts imposed by the government on the Maritime and Coastguard Agency (MCA). In line with Resolution 16 we support an independent review of the work of the MCA, as called for by maritime unions and previously by the Transport Select Committee, but rejected as unnecessary by the previous government. We also continued to make the case for the importance of the maritime and offshore industries as essential to the UK's employment and skills base, as set out by Composite 20.

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### RAIL

Campaigning for a national, integrated railway under public ownership remained the priority of the TUC and rail unions' Action for Rail campaign, guided by Composite 21.

Our campaigning contributed to keeping public ownership at the top of the political agenda. Action for Rail worked in collaboration with academics to set out a pragmatic approach towards public ownership. This research included the potential cost savings to the industry and benefits for passengers in reduced fares. Labour's manifesto commitment that a public sector operator should be allowed to take on running lines was welcomed by Action for Rail as a step towards public ownership.

In September, Network Rail became a public sector body, and unions gathered at its head office to welcome the return of infrastructure management to public ownership.

**“Network Rail became a public sector body, and unions gathered at its head office to welcome the return of infrastructure management to public ownership.”**

Days of action were organised in support of public ownership and cheaper fares. Actions also drew attention to concerns about the government's refranchising process and plans possibly leading to higher fares, ticket office closures, staffing cuts and the removal of guards. As a result, thousands of supporter messages were sent to MPs.

During the year, Action for Rail worked as part of the Compass All on Board for Public Ownership coalition to support actions and parliamentary meetings, and to publish reports. Despite vigorous campaigning to keep East Coast public, the government chose to ignore the evidence presented and the views of thousands of supporters, and re-privatised the line in March.

With debates taking place on the Fourth Railway Package in Europe, Action for Rail supported a briefing in the European Parliament in May. Analysis commissioned for the briefing addressed the impacts of rail liberalisation and privatisation in the UK, and compared rail systems at different levels of liberalisation in Europe to illustrate that publicly owned rail delivers a better deal for passengers, taxpayers and the workforce.

### 1.10 WORKING TIME

The TUC's goal is that workers should be able to access the patterns and hours of work that they want, within safe limits

This has meant campaigning against underemployment as well as opposing excessive working time. Nearly three million UK employees say that they do not have enough hours, 40 per cent more than before the recession.

The TUC has continued to work closely with the ETUC to defend the Working Time Directive. In the UK, 3.4 million workers exceed 48 hours per week.

The November 2014 *Bear Scotland vs. Fulton* case brought by Unite means that some overtime pay must be counted when holiday pay is calculated. The TUC met the government on a number of occasions to oppose the business view that the judgement must be reversed on affordability grounds. In December 2015 government announced that the judgement would stand, but that the Employment Rights Act would be amended to limit back pay claims, with effect from 1 July 2015 onwards.

As part of the campaign against excessive unpaid overtime, the TUC's Work Your Proper Hours Day was held on 27 February. The TUC also supported WorkWiseUK's Commute Smart Week and National Work from Home Day.



## 1.11 LEARNING AND SKILLS

Over the past year, the TUC has highlighted the pressing need to safeguard investment in learning and skills in order to support economic recovery and widen access to learning and training.

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

### SKILLS INVESTMENT

Over the year the government consulted on reforms aimed at expanding higher-level adult vocational education and establishing a 'dual mandate' for the FE and skills system, as well as on extending FE loans to young people and lower-level qualifications.

In the UK, 3.4 million people work more than 48 hours a week.

While supporting the overall aim of expanding higher-level vocational education, the focus of the TUC submissions was the need for government to address the growing urgency of the skills investment challenge. We also made the case against further cuts to government funding and any further extension of the FE loan system. The TUC proposed introducing individual tax relief for training along with introducing regulatory measures (e.g. training levies) that could most effectively drive up employer investment in training and skills.

In June, the TUC published research commissioned from Leeds Business School that demonstrated a large 'union premium' in skills investment, showing that this union effect strengthened following the recession. By 2013 nearly four in ten union members were receiving job-related training compared to just over two in ten non-union members.

### SKILLS PROGRAMMES

The TUC continues to give strong support to the Apprenticeship programme while also pressing government to improve quality and standards, increase employer participation and tackle equality of access. The TUC also recognises that high-quality traineeships can be a suitable option for some young people, especially when individuals require additional support before progressing to an Apprenticeship. Over the past year the TUC has highlighted these policy priorities in its responses to a government consultation on Traineeships and a House of Commons Education Select Committee inquiry into Apprenticeships and Traineeships.

**“By 2013 nearly four in ten union members were receiving job-related training compared to just over two in ten non-union members.”**



## SECTION ONE

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

Unionlearn has developed and promoted TUC charters on Apprenticeships and Traineeships. These charters contain best practice principles and unions use them to negotiate high-quality training for 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 draw on the Traineeship charter. It was valuable that unionlearn was able to secure a government commitment that Traineeships would be genuinely voluntary and would not involve any benefit sanctions. The TUC has supported the development of an industry-led approach to the design and delivery of Apprenticeships through 'trailblazer' activity in specific sectors, but continues to press for better union engagement.

The unionlearn campaign I'm An Apprentice, Value Me highlights the significant exploitation of the one in seven apprentices who are still being paid below the national minimum wage (NMW) rate. While the TUC welcomed the recent 20 per cent increase in the Apprenticeship rate, we continue to press the government to reduce the gap with the NMW rate for 16- and 17-year-olds.

During the past 12 months there has been a series of government policy reviews focused on English and maths for adult learners, including a review of the future role of functional skills qualifications. The TUC has submitted evidence to each of these reviews, highlighting that the GCSE route is not always the most appropriate option for employers and adult learners and that functional skills are highly valued and effective. In September, the House of Commons Business, Innovation and Skills Select Committee published the report of its inquiry on adult literacy and numeracy, which highlighted the positive role that unionlearn plays in supporting unions to deliver on this agenda in the workplace.

### **INDUSTRIAL PARTNERSHIPS AND SKILLS**

The TUC continues 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. In the autumn, the TUC and CBI gave their support to the UKCES's Growth through People document, which called for "employers to lead the way, working with unions and the government, to ensure the UK has the skilled workforce needed to create better jobs and fight off international competition".

A key element of the UKCES strategy involves building stronger skills partnerships at the sector level, especially through the development of the new industrial partnerships. Eight of these partnerships were launched last year covering: aerospace, automotive, creative industries, energy, the information economy, nuclear, science, and tunnelling sectors. The TUC is broadly supportive of these new partnerships and has actively supported union engagement, while also highlighting that many sectors of the economy no longer have a viable sector body due to the limited funding available to the network of Sector Skills Councils.

### **1.12 GLOBAL TRADE**

The 2014 Congress carried Composite 3 opposing the Transatlantic Trade and Investment Partnership (TTIP), the EU-Canada agreement (CETA) and the Trade in Services Agreement (TiSA) due to threats they pose to public services, democratic decision making and workers' rights. In meetings with BIS Secretary of State Vince Cable and Lord Livingston, the minister for trade, Frances O'Grady called for Investor-State Dispute Settlement (ISDS), and any special courts for foreign investors, to be removed from trade agreements, as well as raising concerns that TTIP and CETA contain inadequate exemptions for public services, weak provisions to enforce labour rights and risks of lower regulatory standards.



The general secretary gave evidence to the BIS Select Committee on TTIP in December and again in March, and the Committee's report on TTIP recommended that the government seek clear exemptions for public services from the deal and reconsider the case for including ISDS. The TUC is represented on the BIS steering group on TTIP.

The TUC worked with the Public Services Liaison Group to connect campaigns against TTIP and CETA with their campaigns against privatisation and held a special European Network meeting in February to consider the impact on public services of CETA and TTIP, where legal opinions commissioned by UNISON and Unite were considered. The TUC worked with the All Party Parliamentary TTIP Group to ensure the impact of TTIP on public services was considered in a special session in September featuring UNISON General Secretary Dave Prentis.

The TUC organised a mass online lobby of MEPs over a draft European Parliament resolution on TTIP to call for it to contain clear exemptions for public services, enforceable labour rights and no lowering of standards for workers or the environment. This has resulted in more than 25,000 emails being sent to MEPs so far. The general secretary reinforced this with two letters to all UK MEPs and a further e-action was launched in July.

We continue to press the government to reduce the gap between the NMW rate for 16- and 17-year-olds and the adult rate.

The TUC has worked closely with the ETUC, which is represented on the European Commission's Advisory Committee on TTIP, to provide a way to feed the TUC's concerns over the deal to EU negotiators. The ETUC Trade and Globalisation working group has met twice this year; the TUC was represented by Rosa Crawford.

The TUC has also campaigned with the AFL-CIO in the USA, particularly against ISDS and 'fast track' authority, which would rob the US Congress of powers to debate the contents of a trade agreement, as well as with the Canadian Labor Congress over CETA.

Frances O'Grady spoke at an event on the future of EU trade policy in Brussels at the invitation of European Commissioner for Trade Cecelia Malmström in June, where she pressed the Commission to pursue trade deals in the public interest rather than for private profit.

### 1.13 THE EUROPEAN ECONOMY

While the UK has seen some modest signs of recovery, much of the rest of Europe continued to suffer the consequences of austerity. The Greek crisis has not been resolved despite the election of anti-austerity Syriza, which attempted to negotiate a better deal with the troika of the IMF, ECB and European Commission, but has faced opposition to its debt restructuring plans. In February, the General Council adopted a statement of solidarity with the Greek unions and workers, and in June the TUC supported a Jubilee Debt Campaign e-petition calling for debt restructuring and debt relief.

European Commission President Juncker has put forward an investment plan that the ETUC and TUC found insufficient. In response we argued that wage increases should lead to recovery, and supported the much more ambitious ETUC's New Path 4 Europe sustainable investment strategy.

## SECTION ONE

# JOBS, GROWTH AND A NEW ECONOMY

📍 The President of the Coalition of Cambodia Apparel Workers Democratic Union speaks during a strike in Phnom Penh.  
© Chor Sokunthea/Reuters/Corbis



### 1.14 INTERNATIONAL DEVELOPMENT

Three meetings of the International Development Group, bringing together union officers and NGOs, were held over the year, with another planned for September. As General Council international development spokesperson, Gail Cartmail chaired the meetings.

The TUC continues to emphasise the need for the inclusion of decent work and social protection, reduction of inequalities between and within nations, and the provision of quality in vital public services such as health, education and water and sanitation as stand-alone goals in the post-2015 development agenda.

The TUC has raised these and other issues in meetings of the TUC-DFID Forum, jointly chaired by Gail Cartmail and a succession of Ministers for International Development (at January's meeting it was Baroness Northover).

The TUC and affiliates, in collaboration with NGOs, played a leading role in the campaign for the enshrinement in law of the UN recommendation on Official Development Assistance (ODA). The private members' bill on the requirement to devote 0.7 per cent of the country's gross national income (GNI) to ODA received Royal Assent in March.

In its submission to the International Development

**“The TUC stressed that inclusive and equitable economic growth was the most important determinant of jobs and livelihoods.”**

Committee Inquiry into Jobs and Livelihoods, the TUC stressed that inclusive and equitable economic growth was the most important determinant of jobs and livelihoods. The TUC took part in the annual general meeting of the Trade Union Development Cooperation Network (TUDCN) held in April in Florence, Italy, and in the trade union seminar on the post-2015 development agenda and finance for development held in New York in May.



# FAIR PAY AND A LIVING WAGE

# 2



## SECTION TWO

# FAIR PAY AND A LIVING WAGE

📍 Amy Lamé, Britain Needs a Pay Rise, Hyde Park, London.  
© Anna Gordon



### 2.1 INTRODUCTION

Over the year the General Council has exposed the failure of the economic recovery to deliver decent wage rises for people at work and the scale of the living standards gap that has opened up since the recession of 2008. We have campaigned for fair pay for those on low and middle earnings, both to boost household incomes and to secure a sustainable recovery. Our campaign work has been guided by Composite 1 on the cost of living crisis and Resolution 21 on the case for collective and sectoral bargaining as the means to secure fairer wages.

### 2.2 BRITAIN NEEDS A PAY RISE

Across the year a range of campaign activity took place at a national and regional level, seeking to set out the urgent need for stronger wage growth to secure a genuine recovery for people at work.

Coinciding with the Conservative Party conference, the Hard Up festival was organised as part of the campaign and was designed to highlight the scale of the cost of living crisis. Campaigners from across the Midlands marched through Birmingham calling for an end to low pay and job insecurity.

On 18 October, the TUC held a national demonstration under the banner Britain Needs a Pay Rise, calling for an economic recovery that worked for everyone, not just those at the top. Tens of thousands of people marched through central London to make the case for fair pay. The TUC published research showing that company executives now earned 175 times the pay of the average worker, with most people continuing to endure the longest squeeze on their real earnings since records began over a century ago.

TUC analysis published in November illustrated the cost of poor pay growth to the exchequer, setting out the scale of the income tax shortfall resulting from lower than expected pay rises.



In February 2015 the TUC held Fair Pay Fortnight. The campaign highlighted TUC and union policy calls for a wages-led recovery and a crackdown on pay inequality. More than 50 events took place during the fortnight. These included street stalls in shopping centres across all TUC regions, wage summits focusing on the need for fair pay and quality jobs, photo stunts and events at universities and colleges. Union members supported events in a variety of ways, helping out on stalls and organising activities in their workplaces. TUC General Secretary Frances O'Grady went on workplace visits to Sheffield Forgemasters and to Rolls Royce in Derbyshire, where she highlighted the need for investment in high-skill, high-wage jobs.

Fair Pay Fortnight was supported by MPs and councillors throughout England and Wales. Several MPs put out press statements in response to Fair Pay Fortnight stories and new TUC analysis on the living wage was raised in Parliament during a debate.

A range of analysis for press release was undertaken to inform the fortnight. TUC research on the proportion of workers paid below the living wage in each parliamentary constituency resulted in several regional newspaper front pages and extensive coverage on regional television and radio news. Separate TUC analysis on household debt was reported widely in the regional media. The TUC-commissioned study on the hole that wage stagnation had left in the public finances was reported widely, as was separate work considering how real wages have fallen in each UK region since 2010.

Executives now earned 175 times the pay of the average worker.

Congress House hosted the annual Pay Forum in February to discuss issues likely to be important in the next pay bargaining round. This year's was entitled Making Up Lost Ground on Pay and, as in previous years, was organised jointly with Income Data Services. Sessions covered recent union success stories and pay progression, transparency and benchmarking. The Forum was chaired by Gail Cartmail, assistant general secretary of Unite, and the speakers included Councillor Richard Livingstone of Southwark Council and Tim Butcher, the Low Pay Commission's deputy secretary, who talked about using the minimum and living wages.

In Nottingham, the TUC also organised a Fair Share for Care event, where the chronic levels of low pay, under-investment and exploitation are having a devastating impact.

## 2.3 NATIONAL MINIMUM WAGE

The General Council has continued to campaign for the highest national minimum wage (NMW) that can be sustained. The TUC's work in this area took account of Resolution 25.

Our programme of engagement with the Low Pay Commission (LPC), which advises government on the minimum wage, included submitting written and oral evidence in autumn 2014 and helping union members to meet the commission to share their experiences. The TUC's work on the NMW was supported by a media campaign.

The LPC, which brings together trade union representatives, employers and academic experts, has played a key part in entrenching the success of the NMW, which is now supported by all the major political parties.

Table 1: Members of the Low Pay Commission 2014/2015

David Norgrove	Former Pensions Regulator (LPC chair)
Kay Carberry	TUC Assistant General Secretary
John Hannett	USDAW General Secretary
Brian Strutton	GMB National Secretary for Public Services
Neil Carberry	CBI Director of Employment and Skills
Peter Donaldson	Member of the Small Business Council
Clare Chapman	Kingfisher Group Director.
Professor Sarah Brown	University of Sheffield
Professor Richard Dickens	University of Sussex

## SECTION TWO

### FAIR PAY AND A LIVING WAGE

In March 2015 the government announced that the NMW would increase again later in the year. It was estimated that the rise would benefit 1.5 million workers, of which 900,000 will be low-paid women.

At his July budget, the Chancellor announced that the government would introduce what he called a 'national living wage' – effectively a higher NMW rate for people over 25 of £7.20 from April 2016, set to rise to around £9 per hour by 2020. While the government clearly felt under pressure from TUC campaigning on pay, punitive changes to tax credits and reductions in the value of Universal Credit mean that many low income working families will end up worse off.

The TUC has continued to press for stronger enforcement so that all the low-paid workers who should benefit from the NMW actually do so, and our work in this area has taken account of Resolution 27 (which focused on the specific need to improve NMW enforcement on services operating out

of British ports). The TUC convenes regular meetings of the National Minimum Wage Enforcement Group, which brings together unions and the lead officials from the LPC, BIS and HM Revenue and Customs, who enforce the NMW.

In January 2015 the General Council endorsed *Enforcing the National Minimum Wage – Keeping up the Pressure*, which set out a 10-point plan for further tightening enforcement.

There has been some good news on enforcement during the past year, including a 25 per cent increase on funding for this work. In May 2015 the maximum civil penalty levied on cheating employers increased from £20,000 per offence to £20,000 per worker, while 180 underpaying employers have been publicly named and shamed.

There are also some threats to this work. In particular, the TUC opposes the prime minister's suggestion that enforcement agencies should be merged.

#### 2.4 LIVING WAGE

Spreading the adoption of the living wage was also a campaign target for the TUC. The TUC has worked closely with the Living Wage Foundation, the campaign group Citizens UK, and Trust for London, a grant-making body that is funding a project to encourage adoption of the living wage in the retail sector in London.

Work was also undertaken to entrench political support for the living wage. There were positive commitments in the Labour, the SNP and the Liberal Democrat manifestos.

In January 2015 the prime minister said that firms "that can afford to pay the living wage should", and the London Mayor has also been an advocate. The announcement in July of a higher rate NMW, rebranded as a National Living Wage, was given a cautious welcome, but the TUC pointed out that the new rate was better described as a NMW supplement for adults aged 25 and over and

Table 2: Current minimum wage rates

	Current rate	Rate from 1 October 2015	Per cent increase
Adults aged 21 and above	£6.50	£6.70	3.1 per cent
18- to 20-year-olds	£5.13	£5.30	3.3 per cent
16- to 17-year-olds	£3.79	£3.87	2.1 per cent
Apprentices under age 19 or in first year of their course	£2.73	£3.30	20.9 per cent



♥ Fair pay campaigning, spring 2015.  
© Natasha Hirst

should not be confused with the actual Living Wage. The latter is determined by a calculation of the amount that people need to live a 'simple but decent life' and the value of in-work benefits are taken into account when it is set.

The TUC has also undertaken a media campaign on the living wage, with one report revealing that in some constituencies nearly half the workers were paid less than the living wage, while in wealthy areas the comparable figure was as low as seven per cent.

At the end of June 2015, the Living Wage Foundation had accredited 1,562 employers, more than double the previous year's total. Accredited living wage employers include a fifth of the FTSE-100 companies and a range of employers as diverse as football clubs and breweries. In late September 2014, Canary Wharf became the first living wage zone and more localities are expected to follow. The TUC and a number of affiliated unions are also accredited.

The scale of the challenge, however, is huge, with more than five million UK workers paid less than the living wage. Some useful progress has been made though; estimates suggest that around 100,000 workers so far have directly benefitted from its adoption, an increase of 250 per cent since 2012.

The living wage is having some influence on broader pay-setting. It is now commonly the lowest rate in trade union pay claims and, for example, more than a hundred local authorities now pay the living wage but have not sought accreditation for doing so.



The living wage rates were increased in November 2014:

- £9.15 – London Living Wage
- £7.85 – UK Living Wage.

A range of regional campaign activity was undertaken on living wage issues. This included joining Citizens UK Birmingham in campaign action to visit employers that pay the Living Wage, to thank them for committing to the Living Wage and to encourage other employers to sign up as part of the drive to make Birmingham a Living Wage city.

## SECTION TWO

# FAIR PAY AND A LIVING WAGE

### 2.5 EXECUTIVE PAY

The TUC has continued to make the case that average pay for company directors is excessive in relation to the pay of ordinary workers in the same companies and across the economy as a whole. Pay rises for company directors have continued to outstrip those paid to their own staff and other UK workers, thus widening the gap still further.

In October 2014, to coincide with the Britain Needs a Pay Rise march and rally, the TUC published a report on pay differentials in FTSE-350 companies. The report used publicly available information from annual reports to calculate a figure for average worker pay and compared this to total pay levels for the highest-paid directors at FTSE-350 companies. Because information in annual reports on workforce pay is insufficient to allow a fully robust figure of average worker pay to be calculated, the TUC wrote to all companies in the FTSE-350 to give them the opportunity to provide their own figure for median workforce earnings for use in the report. Around 14 per cent of companies responded.

The report found that median total earnings for FTSE-100 top directors in 2013 were £3,195,353, while within the FTSE-250 median top director earnings were £1,284,361. It found that the ratio between the pay of top directors and average employees at their own companies varied hugely, from 1,601:1 at the top to 3:1 at the bottom. The report also included information on the ratio between top directors' pay and the pay of a full-time worker on the non-

London living wage, finding that it took the highest-paid company director in the study just 49 minutes to earn what a worker on the living wage would earn in a year. For the average director, it would have taken just over a day to have earned a year's worth of the living wage. The findings were broken down by sector.

In February 2015, the TUC published *A Culture of Excess*, examining the pay and backgrounds of remuneration committee members, who set the pay of executive directors. It concluded that remuneration committee members are drawn from a narrow constituency, consisting mainly of board members of other companies. Nearly two-thirds of remuneration committee members held at least one additional board position – mainly non-executive positions – on another company.

The report also looked at remuneration committee members' earnings from all their positions on different company boards, including their remuneration committee membership, and found that on average they were paid £441,383, sixteen times more than average earnings. Furthermore, the highest-paid committee member was paid over £9m, a staggering 339 times more than average earnings.

Fair pay starts now!



Disability rights campaigners came together to defend legal aid, Westminster.  
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♥ Fair Pay Swansea.  
© Natasha Hirst

The report argued that such levels of pay demonstrate that remuneration committees are out of touch with ordinary people and make it harder for committees to understand how executive pay is viewed by either company staff or the general public. It recommended that company workers should be represented on remuneration committees to bring a sense of perspective and common sense into their discussions and help committees take the pay and conditions of other company workers into account in their decisions on executive pay, as required by the UK Corporate Governance Code.

## 2.6 PENSIONS

Over the year, the General Council's work on pensions has been guided by the principles confirmed in Composite 8, which set out the support of Congress for the vital place of occupational pensions and the need for an improved state pension.

The TUC has been at the forefront of efforts to critique and influence the government's 'pensions freedom' drive and make the case for proper adequate collective workplace pension provision and a decent state pension.

In written and oral briefings to the Bill Committees for the Taxation of Pensions Bill and the Pension Schemes Bill in October and November 2014, we warned that pensions freedom was a misguided attempt to pursue the 1980s dream that a perfect market could be created in financial services capable of serving consumers' needs.



We also argued forcefully against reforms announced in September 2014 that would have the effect of turning pensions into inheritance tax avoidance vehicles for the very wealthy. This set of reforms largely came into force in April 2015.

In June 2015, in a submission to a government consultation, the TUC warned that attempting to expand this pensions freedom agenda by constructing a secondary market to allow people to cash in their annuities was tantamount to allowing them to be ripped off for a second time.

We have worked with the National Association of Pension Funds, the Federation of Small Businesses and others to put forward the case for a standing Pensions Commission to bring back evidence-based analysis and long-term thinking to pensions policy. This would make a repeat of the government's recent rash policy making much less likely in future.



## SECTION TWO FAIR PAY AND A LIVING WAGE



We have also supported attempts to construct well-researched, low-cost default retirement income pathways for savers who would otherwise be at the mercy of the pension providers and the vagaries of investment markets. In a submission to a consultation in January by the government-backed National Employment Savings Trust (NEST) on the Future of Retirement, we argued that there is a role for NEST to provide leadership in offering robust retirement solutions that set a standard for the wider financial services industry to follow.

There have been opportunities to push a positive agenda for workers' pensions. We provided written and oral submissions to the Bill Committee for the Pensions Schemes Bill, which paved the way for the introduction of Collective Defined Benefit pension schemes. We argued that the pooling process in CDC means that these benefits are more stable than individual schemes, and can smooth out the ups and downs of investment markets. It also removes the responsibility for taking complex investment decisions from the hands of individuals and delivers economies of scale. In January 2015 the TUC hosted a pensions' conference for trustees and others interested in a trade union view to discuss the development of CDC. This attracted a sizeable and influential set of speakers and delegates including Pensions Minister Steve Webb MP and Shadow Pensions Minister Gregg McClymont MP.

For directors receiving cash, the average company contribution is £149,493. Contribution levels are up to 50 per cent of base salary.

We have continued to highlight the need for the government to build on the achievements of automatic enrolment. We noted in oral evidence to the Work and Pensions Committee in November that minimum contribution levels remain inadequate for a decent income in retirement and that too many low-paid and part-time workers, most of them women, are excluded from the system.

The TUC has made the case for improved governance of pension schemes. In a response to a Financial Conduct Authority (FCA) consultation in October 2014, we warned that establishing Independent Governance Committees for contract-based defined contribution pensions failed to deal adequately with many of the conflicts of interest in such schemes. In particular we believe the government was wrong to decide not to require the boards of providers to be given an explicit duty to act in members' interests. The expansion of trust-based arrangements, featuring member-nominated trustees, is the only way in which the TUC believes substantial improvements in pension scheme governance can be achieved.

We have also pressed for greater efforts to ensure that pension savers do not face rip-off charges. In response to a Department for Work and Pensions (DWP) consultation in November 2014, we welcomed the adoption of a charge cap but warned that loopholes left those with deferred pensions potentially stranded in costly schemes. In May 2015, in response to a separate joint DWP and FCA consultation we called on the government to require providers to identify and publish as many costs and charges as possible so that savers and those overseeing schemes on their behalves can judge whether they are good value.

In September 2014, the TUC published the latest edition of its annual PensionsWatch survey, revealing the generosity of retirement provision for top executives. It showed an acceleration in the trend for executives to take large cash sums instead of or as well as participating in workplace schemes. Some 63.8 per cent of FTSE-100 executives receive cash as at least part of the company's contribution. For directors receiving cash, the average company contribution is £149,493. Contribution levels are up to 50 per cent of base salary although the typical company contribution was around 16.6 per cent, reflecting the fact that provision for some executives is divided between cash and formal pension schemes.



**GOOD  
SERVICES  
AND DECENT  
WELFARE**

3



## SECTION THREE

# GOOD SERVICES AND DECENT WELFARE

### 3.1 INTRODUCTION

Public services and welfare have continued to come under intense pressure over the year, with further spending cuts and the continuation of the public sector pay cap. The TUC and trade unions have been at the forefront of campaigns to defend our services and oppose privatisation.

### 3.2 PUBLIC SERVICES

The General Council's work on public services has been guided by Composites 7, 9, 12, 13, 14, Emergency Resolution 2 and Resolutions 41, 42, 46, 47, 48 and 56 agreed at the 2014 Congress.

The last 12 months has seen an intensification of the impact of government spending cuts, with a growing financial crisis in local government, social care, the NHS, further education and the justice system in particular, while unions came under severe pressure in the civil service. The government's drive to outsource and privatise services has continued, with the full-scale marketisation of probation services and major NHS contracts put out to tender.

The living standards of public service workers remain under attack as the government continues to impose a one per cent cap on public sector pay rises, though unions in local government and the NHS fought successful industrial campaigns to secure important gains, particularly for low-paid workers.

The election of a Conservative government in May 2015 means that austerity will continue, with further cuts to public services and welfare and a continuation of the public sector pay cap announced in the post-election budget. Further details will follow in a spending review in the autumn.

As well as prolonged pay stagnation for public service workers, the OBR estimates 200,000 public sector job losses in the next five years, in addition to the hundreds of thousands lost under the coalition government.

The new government has also announced legislation to enable plans to devolve significant areas of public service to Combined Authorities, along with the creation of new governance arrangements including directly elected Mayors.

In line with Composites 9 and 13, the TUC worked in partnership with public service unions, campaign organisations, think tanks and academics to highlight the damaging impact of spending cuts, outsourcing and restructuring on public services.

**“The last 12 months has seen an intensification of the impact of government spending cuts, with a growing financial crisis in local government, social care, the NHS and the justice system.”**

*Austerity Uncovered* was a comprehensive research project undertaken by the TUC in partnership with the Centre for Local Economic Strategies, mapping the effects of austerity on local government services, with a particular focus on children's services and adult social care. Using case studies from nine local authorities across England, the research highlighted crippling cutbacks to budgets, with large numbers of job losses and the widespread closure and downgrading of services even in relatively protected areas such as care and children's services. The research demonstrated that cuts to local authority budgets had disproportionately affected those areas with the highest levels of deprivation.

✔ Action for Rail continued to push for public ownership and lower fares.  
© TUC



Working with the New Economics Foundation, the TUC also published research on the scale and impact of outsourcing across the public sector, looking at health, social care, offender management, employment services and local government. The report showed that while ‘markets’ differed across public services, there were issues common to all areas of outsourcing including: tendencies towards market concentration, with services reliant on a small number of providers; the domination of services by private providers; accountability compromised by a lack of transparency; difficulty in monitoring and measuring outcomes and quality; and downward pressure on headcount, pay and conditions of public service workers.

This last point was illustrated through new research comparing pay, hours, job security and training across a number of occupations in the public, private and voluntary sector. It found that, in nearly every case, private sector workers were paid less,

worked longer hours, were less qualified and had less job security than comparable workers in the public sector.

The report was launched at an event bringing together representatives of the Labour Party front bench with public service unions, Margaret Hodge from the Public Accounts Committee, the campaign group We Own It and Children England, representing the voluntary sector. This signified growing collaboration between groups campaigning against privatisation and outsourcing, working with Labour on developing an alternative commissioning and procurement framework and working on specific campaigns, such as the successful fight to stop the privatisation of child protection services, in line with Resolution 46.

The TUC also worked with the Fabian Society, promoting an alternative vision for public service reform. The Fabian report *Going Public: the left's new agenda for public services* was commissioned by the

TUC and based on a series of roundtables with unions, Labour MPs and think tanks. It looks at three areas: first, ensuring ‘public character’ – how we can keep services that are accountable, collaborative and based on equality and universal access; second, developing trust and empowerment – how we can design public services with employee and service user voice as central; and third, increasing performance and value – how we can develop productivity, efficiency and value for money that enhances public character and trust/empowerment. The work was promoted through a number of discussions with shadow cabinet members and continues to form the basis for subsequent engagement with leaders in local government and the new Combined Authorities.

TUC regions and the Wales TUC play a key coordinating role in public services campaigning, organising local, community-based actions to protect services.

## SECTION THREE

# GOOD SERVICES AND DECENT WELFARE

📍 RCM members joined an NHS public service workers strike in a dispute over pay. St Thomas' Hospital, London.  
© Jess Hurd/reportdigital.co.uk



### 3.3 PUBLIC SERVICE LIAISON GROUP

The TUC's work in public services 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 primary focus of the PSLG over the last 12 months has been on supporting public service unions involved in industrial disputes as well as fighting attacks on trade union organising in the public sector, including the removal of check off and facility time.

The PSLG has also overseen TUC research work on austerity, outsourcing and promoting an alternative vision for public service reform.

### 3.4 PUBLIC SECTOR PAY AND PENSIONS

The imposition of a one per cent pay cap across the public sector continues to suppress the living standards of public sector workers, leaving the average worker £2,245 worse off in real terms compared to 2010.

In accordance with Composite 7, the TUC worked with unions through the PSLG to support public service workers taking industrial action in support of fair pay and to foster coordination across campaigns.

Ten unions in the NHS took industrial action against the government's rejection of the independent Pay Review Body's recommendation of a one per cent consolidated rise for all staff. Through media work, social media activity and briefings, the TUC supported these unions and the three local government unions in their pay campaign. Both campaigns secured important gains, forcing the government to accept a consolidated one per cent rise for most NHS staff and significant gains for low-paid workers in both local government and the health service.

In addition, through the PSLG, the TUC helped to coordinate action with other public service workers involved in pay and pensions disputes in the civil service, education and the fire service.

The TUC has continued to support public sector unions in their work on public sector pensions, including ongoing engagement with HM Treasury.





### 3.5 HEALTH

As a result of flat spending at a time of rising demand, the NHS faces an increasingly tenuous financial position, with NHS Trusts and Foundation Trusts posting deficits of over £800 million at the end of 2014/15, despite millions in government bailouts. This is resulting in staff shortages, especially in A&E and ambulance services, and capacity constraints, particularly a lack of beds. Unsurprisingly, performance has deteriorated significantly, with waiting times for A&E, treatment and cancer care all increasing. The rapidly escalating funding crisis is not only affecting staffing and services but is holding back investment in much-needed new technology such as proton therapy, as identified in Congress Resolution 56.

The Kings Fund report on NHS performance under the coalition government stated that the dire financial situation had been exacerbated by its “damaging and distracting” reforms. They described the current situation as “critical”, with “services stretched to the limit, financial problems endemic among hospitals and staff morale a significant cause for concern”.

At the same time, outsourcing continues to escalate. NHS Support Federation research showed that in the period April 2014–15 alone private companies won awards totalling over £3.5bn, five times higher than the figure over the previous 12 months.

In line with Composite 12, the TUC worked with health unions in the All Together for the NHS campaign, to continue to expose the impact of the

In the period April 2014–15 alone, private companies in the NHS won awards totalling over £3.5bn.

funding squeeze on the NHS and to campaign to stop privatisation of health services.

Working in partnership with UNISON and False Economy, the TUC helped break stories about the impact of funding cuts, including research that showed stealth cuts of up to £2bn through the government-imposed reductions to tariffs (the prices paid for hospital procedures). Given that tariff reductions, along with staff pay freezes, have been the primary means of achieving ‘efficiency’ targets in the past five years, this raises fundamental questions about the extent to which further cuts can be made to achieve the £22 billion of efficiency gains set out in the NHS England Five Year Forward View.

The TUC also worked with unions and campaign groups to support Labour MP Clive Efford’s private members’ bill that set out to reverse the market and competition elements of the Health and Social Care Act and to remove the NHS from the Transatlantic Trade and Investment Partnership (TTIP). As well as providing briefings and setting up online campaign tools, the TUC collaborated with the Labour Party and health unions to host a vigil and reception to garner support from MPs. The subsequent vote on the bill saw the government heavily defeated.

### 3.6 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 Composites 10 and 11 and Resolutions 36, 37 and 58. Skills policy and learning and skills at work are covered in Sections One and Five of this report: childcare and early years’ provision are covered in Section Four, as is Resolution 54.

The TUC has continued to facilitate bimonthly meetings of the education unions (including new affiliate NAHT) in order to support coordination with wider public services campaigning and the TUC Campaign Plan. These meetings have focused on developing strategic support for the campaigning issues highlighted in Congress resolutions, including reforming Ofsted’s inspection regime, improving mental health and behaviour services, and addressing the growing crisis in the funding of post-16 education. Over the past 12 months, the TUC has facilitated meetings between the education unions and the Shadow Secretary of State for Education, Tristram Hunt MP, and also with the Chief Executive of the Skills Funding Agency and the national Acas official leading on work in the education sector.

## SECTION THREE

# GOOD SERVICES AND DECENT WELFARE

In February the TUC expressed major concerns about the government's spending plans for adult further education (FE) and skills in 2015-16, which comprise a 24 per cent reduction in funding (excluding Apprenticeships). A Save Adult Education campaign opposing these deep cuts has been coordinated by UCU with the support of the other FE unions and the TUC. In May the TUC organised a meeting between Secretary of State Vince Cable MP and senior officials from the FE unions on this particular issue. The UCU-led campaign subsequently organised a lobby of Parliament in June and shortly afterwards presented a petition of over 42,000 signatures at Downing Street.

In line with Composites 10 and 11, the TUC and affiliated education unions campaigned in support of high-quality comprehensive education while opposing marketisation and privatisation in all parts of the education system. The TUC's Education Not For Sale campaign has highlighted some of the major trends that are of concern, including the continuing expansion of academies and free schools and the growing role of private for-profit providers in the FE and higher education (HE) sectors.

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. This has included 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. The TUC Model Agreement for Academies plays an important role in this respect and has been revised to ensure that it remains an effective tool to support union negotiating strategies in an increasingly fragmented school system.

In January the TUC jointly hosted a parliamentary event with UNISON and the NUS to highlight widespread concerns about how ongoing school reforms are undermining the concept of a universal careers guidance service for young people. The event also included recommendations about the key elements that should constitute a quality careers information, advice and guidance service.

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.

### 3.7 JUSTICE

The Speak Up for Justice campaign continued to work for a publicly owned, integrated and accountable justice system that is properly funded and has sufficient numbers of highly trained staff in decent jobs, in line with Composite 14.

The campaign is coordinated by the TUC and brings together the FDA, GMB, PCS, POA, Napo, UNISON and Unite. It covers policing, probation, prisons, courts and legal aid. More recently, UCU has joined the campaign – to include prisoner education.

The government has pressed ahead with fragmenting and privatising justice services, while making cuts of around 23 per cent to the Ministry of Justice (MoJ) budget over the last parliament. The MoJ has removed check-off in further attempts to undermine trade unions.

The probation service has been split and 70 per cent privatised. IT problems, staff shortages and fragmentation are impacting on service delivery. Overcrowding, increased levels of violence and staff shortages in prisons remain a concern, while the tendering of prisoner education is not working in the best interests of prisoners or staff. Cuts to the CPS and court closures have led to delays in hearings and privatisation of some court services is underway. Policing staff were cut by around 19 per cent in the last parliament, and cuts and reforms to legal aid continue to deny people access to justice.



📍 **Speak up for Justice** joined the Relay for Rights along the Thames from Runnymede, the birthplace of the Magna Carta, to the Global Law Summit in Westminster.  
© Stefano Cagnoni/reportdigital.co.uk

The TUC, on behalf of the Speak Up for Justice campaign, raised our concerns with both the former Secretary of State and the Minister for Justice. In addition, roundtable meetings with the shadow justice team enabled collective discussions about concerns and policy options.

To raise public awareness, responses from union staff surveys were collated in *Voices From the Front Line*, available on the campaign website. Fringe meetings have enabled joint union working, and in February to commemorate the 800th anniversary of the Magna Carta, the Speak Up for Justice campaign collaborated in events organised by the Justice Alliance.

### 3.8 PUBLIC SERVICES FORUM

The joint government, union and employer Public Services Forum met twice over the year. The Forum discussed public service mutuals, the lessons from the Mid-Staffs review for workforce and trade union engagement and workforce development, and the government's implementation of the new public procurement regulations.

The latter point led to further discussions with the Crown Commercial Service that helped inform TUC work on formulating a joint response to the transposition of the new EU directive on public procurement into UK law. The TUC continues to have concerns over the minimal approach taken by the government that fails to take full advantage of the opportunities offered by the new directive



in prohibiting price-only competition for public services as well as the strengthening of social objectives.

The TUC took the opportunity in the PSF to challenge the government's negative approach to check-off for union subscriptions, making the case for the provision of this facility as a part of a decent, modern industrial relationship.

Despite this, in August the government announced plans to remove check-off across the public sector as part of the Trade Union Bill.

### 3.9 WELFARE

In December, the TUC's poverty conference was devoted to the future role of social security. Entitled *Making Work Pay? What Role Can the Welfare State Play in Raising Living Standards?*, it discussed two important reports: the Equality and Human Rights Commission's cumulative impact assessment of tax and welfare reform under the coalition government and the Office for Budget Responsibility's first welfare trends report. Speakers looked at the role of wages and benefits in defeating poverty and the drivers of social security spending.

## SECTION THREE

# GOOD SERVICES AND DECENT WELFARE

The TUC has continued its Saving Our Safety Net campaign over the past year. In 2015 the website ran a petition that has gained more than 10,000 signatures, calling on the Secretary of State to follow the recommendations of the Work and Pensions Committee to urgently review and reform the system of 'sanctions' (penalties for breaking benefit rules). These sanctions can now include the loss of all benefits for three years and, as the Touchstone blog has reported, record numbers of unemployed and disabled claimants are being sanctioned. In January, the general secretary pointed to evidence that people with mental health problems were disproportionately likely to be sanctioned, indicating the unfair discrimination inherent in the sanctions system, and in March that 100,000 children had been affected by sanctions.

The Saving Our Safety Net campaign continued to publish its Fact of the Week series on the Touchstone blog, highlighting such issues as regional inequalities, wealth inequality, taxation of disability benefits, the impact on women of benefit cuts, the closure of Remploi factories and the fact that social security fraud is actually very rare. Several posts in this series have pointed to the rising use of food banks. A post in May on this subject emphasised the growth of food poverty, urging support for the Chuck the Junk Off the Checkouts campaign, which had been the subject of Resolution 57 agreed by the 2014 Congress.

**“The TUC joined forces with the Child Poverty Action Group to commission research from Landman Economics on possible reforms to Universal Credit.”**

Saving Our Safety Net continues to promote the case against the introduction of seven waiting days for out-of-work benefits and the 'six week wait' most claimants will face before they receive any money. In 2015, the regulations implementing the waiting days for Universal Credit were considered by the statutory Social Security Advisory Committee (where Nicola Smith continues to represent the TUC). The Committee's report recommended that the regulations should be withdrawn; the government postponed making a final decision until after the election and then rejected the recommendation.

The Committee also reported on government plans to introduce a new rule to Universal Credit so that, where a claimant returns to the benefit less than six months after the last time they received it, any earnings over £100 in the intervening period would be taken into account in calculating their entitlement. The TUC argued that a £100 *de minimis* rule would penalise low-paid workers with fluctuating earnings. This point was the central recommendation of the SSAC report and, in February, the government relented and raised this threshold to £300.

Throughout the year the General Council has been keen to engage with the government's agenda for social security reform, especially the planned increase in the income tax personal allowance which, it is claimed, will compensate for the impact of cuts in benefits and tax credits. The TUC joined forces with the Child Poverty Action Group to commission research from Landman Economics on possible reforms to Universal Credit and comparing these reforms with the likely effect of raising the personal allowance. *Reforms to Universal Credit* was being prepared for publication as this report was written; it will show that, of 37 policies assessed, raising the allowance was the least efficient policy to cut child poverty.

The 2014 Congress agreed Resolution 3 on child poverty and the cost of education that condemned the rise in child poverty and called on the General Council to campaign for an end to child poverty and to stop access to education being based on parents' ability to pay. In July the TUC published *Eroding Child Benefit*, which uses government data and the Office for Budget Responsibility's inflation forecasts to show that the changes to uprating and freezes introduced by the coalition government mean that a family with two children receives £5.95 a week less than if previous policies had been maintained. The report also quoted research showing that plans to cut Child Tax Credit would cost a low-income family with two children £1,690 a year. The general secretary issued a strong warning that cuts on this scale would inevitably lead to rapid and substantial increases in child poverty.

# RESPECT AND A VOICE AT WORK

# 4



## SECTION FOUR

# RESPECT AND A VOICE AT WORK

### 4.1 INTRODUCTION

The Respect and a Voice at Work campaign has been a key part of the work of the General Council this year. With an alarming growth in casual jobs and further erosions of important employment and equality legislation, the need for a strong union presence in the workplace is paramount.

### 4.2 RESPECT AT WORK

During 2014-15, the General Council organised high-profile campaigns for improved trade union and employment rights, in line with Composites 15, 16 and 17 from Congress 2014. Ahead of the election, the General Council secured political support for an end to abusive zero-hours contracts, equal pay for agency workers, the abolition of employment tribunal fees and reviews of information and consultation rights and TUPE protections.

### 4.3 TRADE UNION BILL

Following the election, the new Conservative government announced major changes to trade union law. The Trade Union Bill will introduce punitive new thresholds for strike ballots, restrict the right to picket and increase the powers of the Certification Officer. The restriction on the use of agency workers to break strikes will be removed.

The General Council is planning a major campaign to oppose the proposals, which would restrict the civil liberties of union members and change the balance of power in the workplace, undermining the ability to secure improved living standards and working conditions and damaging employment relations.

### 4.4 DECENT JOBS WEEK

Between 15 and 21 December 2014, the General Council organised a week of campaign activities in line with Composites 16 and 17 from Congress 2014. Decent Jobs Week placed a spotlight on the growing number of workers trapped in low-paid, casual employment, where exploitation is the norm and there is limited prospect to escape.

The campaign sought to raise public awareness and to secure political support for key campaign asks, including:

- ▶ improved rights for zero-hours contract workers
- ▶ equal pay rights for agency workers
- ▶ all workers benefitting from decent workplace rights
- ▶ better enforcement of minimum standards for low-paid, vulnerable workers
- ▶ better access for all workers to union representation and bargaining.

The campaign attracted widespread media coverage. Radio One Newsbeat reported on TUC findings that young workers are increasingly trapped in low-paid, insecure employment, in particular agency work. The *Observer* carried a feature article, based on a TUC publication, highlighting the impact of growing casualisation on working women, and reported that one in eight workers in the UK is employed in a precarious job.

🔴 The TUC's influential analysis of zero-hours contracts and the poor state of the labour market for those in low-quality jobs.  
© Jess Hurd/reportdigital.co.uk





♥ Speakers and guests at the Decent Jobs Week parliamentary event.  
© Jess Hurd/reportdigital.co.uk

The TUC published *The Decent Jobs Deficit: the human cost of casualisation*, which found that zero-hours contract workers earn on average nearly £300 less than permanent employees, while nearly two-fifths of zero-hours contract workers lose out on statutory sick pay due to their low weekly earnings. These findings were widely reported in broadcast and print media.

Central to Decent Jobs Week were TUC regional campaign activities, including street stalls and young workers' events. Members of the public were given chocolate coins and Christmas cards setting out TUC campaign asks. MPs, including the Labour Party leader Ed Miliband, signed large Christmas cards supporting Decent Jobs Week.

During the week, unions ran related campaigns. The GMB and UNISON organised online petitions calling respectively for a decent jobs guarantee and improved pay and conditions for workers at Amazon and for improved enforcement against employers who failed to pay the national minimum wage to social care workers. The CWU campaigned for equal pay for agency workers on permanent contracts. UCU called for an end to zero-hours contracts in higher and further education.

In January 2015, the General Council held a parliamentary event, which included presentations from workers in insecure jobs and a video filmed across the country during Decent Jobs Week.



## 4.5 ZERO-HOURS CONTRACTS

In August 2014, the government consulted on proposals to restrict the use of exclusivity clauses in zero-hours contracts. The TUC called for the ban on exclusivity clauses to be extended to all forms of employment, arguing that employers should only be able to demand exclusivity if they employed and paid individuals on a full-time basis.

The TUC argued the government's proposals ignored the main abuses experienced by zero-hours contract workers, including low pay, financial insecurity and a lack of workplace rights, which made them vulnerable to exploitation. The TUC called for legislation improving access to permanent contracts, a right to pay where shifts are cancelled at short notice, and the reform of employment status rules to ensure all workers benefit from decent rights at work.

## SECTION FOUR

# RESPECT AND A VOICE AT WORK

### 4.6 ACCESS TO JUSTICE

During the year, the General Council campaigned for the abolition of employment tribunal fees, which have priced working people out of justice and encouraged exploitation of working people. Official statistics confirm that the total number of claims fell by 77 per cent in the 12 months from October 2013 to September 2014 compared with the previous year, with women and low-paid workers being the principal losers.

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

Paul Nowak (TUC), Mary Bousted (ATL) and John Hannett (Usdaw) continue to play an active role on the Acas Council, joined by Sally Hunt (UCU) from March 2015. Brendan Barber, former TUC general secretary, continues to serve as chair. The TUC is also represented on the Employment Tribunal Service National User Group.

### 4.7 GANGMASTERS LICENSING AUTHORITY

During 2014-15, Hannah Reed (TUC), Steve Kemp (GMB), Diana Holland (Unite) and Dave Gorle (Usdaw) played an active role on the Gangmasters Licensing Authority (GLA) Board.

In 2014, the government announced changes to GLA governance arrangements. In March 2015, a new Board of Directors was appointed, which for the first time does not include any worker representation. This is an issue of serious concern for the General Council. The TUC and affiliated unions will continue to engage with the GLA through a worker representative liaison group. However, this is no substitute for Board representation.

### 4.8 A VOICE AT WORK

Ensuring a strong voice at work has continued to be a priority for the TUC's domestic and international work.

The TUC has continued to make the case that workplace democracy and effective worker representation are essential to secure a fairer and more resilient economic model based on long-term investment, high productivity and fair wages.

In December, the Executive Committee agreed a briefing paper, *Worker Representation on Remuneration Committees: TUC proposals for implementation*, to serve as a basis for discussion with political parties and others. Key proposals included:

- Where trade unions are recognised, worker representatives should be nominated through the recognised trade union/s at the company.

- Where trade unions are not recognised, a process for electing worker representatives will need to be established. If representative bodies established through statutory machinery for information and consultation are in place, they should play a key role in facilitating elections and should also be able to nominate candidates for election. In addition, standing as a candidate for election should be open to workers who have been nominated by a specified number of workers.

- Where elections are needed, the whole workforce, including overseas staff, should be able to vote. A range of election methods should be allowable, including electronic and workplace-based elections.
- All company workers, excluding executive directors, should be eligible to be nominated as a candidate, perhaps with a minimum length of service requirement.
- A minimum of two worker representatives should be required per remuneration committee.

In the run-up to the general election, the TUC held discussions with the Labour Party on proposals for promoting workers' voice at work. The discussions included measures to promote collective bargaining, rights for unions to access workplaces, boosting rights to collective consultation and worker representation on remuneration committees and company boards.



📍 Campaigning at the Black Workers Conference 2015.  
© TUC

The ETUC has established a Reflection Group on Workers' Involvement to discuss proposals to consolidate and strengthen the current fall-back provisions for the representation of workers on company boards that exist within European company law. The TUC is represented on the group.

In December, the annual TUC-DGB Forum took place in London. The German and UK trade unionists agreed that minimum standards for information, consultation and workers' board level representation should be consolidated in European corporate law.

In April 2015, the European Commission consulted the social partners on proposals to consolidate EU Directives relating to collective redundancies, transfers of undertakings and the general framework directive on information and consultation. The TUC worked closely with the ETUC on their response, which opposed the Commission proposals on the grounds they would seriously weaken workers' rights. The ETUC called for the three directives to be revised and strengthened separately.

In June 2015, the TUC responded to a BIS consultation on collective redundancy consultation for employers facing insolvency. The TUC response criticised insolvency practitioners and company directors for their failure to consult unions, leading to taxpayers picking up the bill for the resulting protective awards. The General Council called for insolvency practitioners to face personal liability for failing to consult.



## 4.9 EQUALITIES

The TUC Equality Audit 2014 was presented to Congress through a short film highlighting the work of unions in building a more representative movement and advancing equality in the workplace. Following Congress, the Audit's findings have been considered by each of the Equality Committees and union equality officers.

### EQUALITY REPS

In line with Resolution 71, the TUC produced an updated briefing on the case for statutory rights for trade union equality reps, highlighting the benefits that they bring in terms of encouraging compliance with the law, ensuring better workplace practice and encouraging greater diversity within trade unions. A fringe meeting was also held at Congress 2014 at which Angela Eagle MP and Sir Bob Hepple

spoke alongside equality reps who talked about their work and experiences. In 2015, a publication from the Equality and Diversity Forum called *Beyond 2015* included articles from academics, lawyers and NGOs on shaping the future of equality, human rights and social justice. It also included an essay making the case for statutory rights for equality reps by Joyce Mamode and Sally Brett and a piece by Dr Deborah Foster on partnership working in Wales on equality, including the work of the Wales TUC and Welsh Assembly Government in developing a network of equality reps and promoting facility time and recognition for them.

## SECTION FOUR

# RESPECT AND A VOICE AT WORK

### WOMEN WORKERS

Chaired by Vicky Knight, 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 Women's Committee over 2014-15 have been the impact of casualisation on women workers, pregnancy discrimination, abortion rights, violence against women, and the impact of Universal Credit on women experiencing financial abuse.

#### Childcare

In furtherance of Resolution 54, the TUC continued to press for more supply-side funding for high-quality childcare. This issue has been raised with government ministers and as part of press work and campaigns on women's labour market position. The TUC has raised the issue of how precarious work, shift work, zero- hours' contracts, short-hours contracts and agency work are particularly problematic for women in terms of securing childcare.

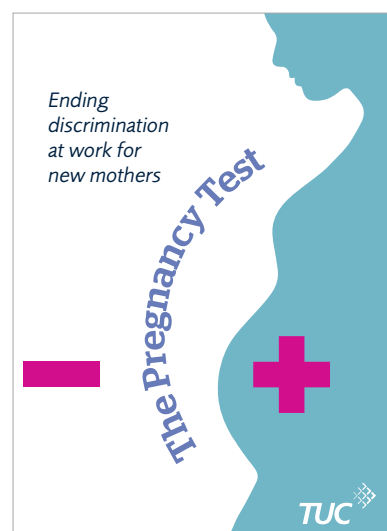
The recent TUC report on the position of women in the economy since the recession includes updated information on cuts to Sure Start centres. The TUC has undertaken work with Working Families and Barnardo's to explore how the role of employers in funding childcare can be strengthened.

The TUC has been working with the National Union of Students on a campaign to extend the Care to Learn scheme, which provides childcare funding for young mothers in full-time education and young mothers on Apprenticeship schemes.

#### Pregnancy discrimination and parental rights

In December 2014 the TUC published a report called *The Pregnancy Test* highlighting the different ways in which women are discriminated against in pregnancy and calling for government and employer action. The report was launched at an event with Jo Swinson MP and Sharon Hodgson MP and has generated parliamentary debate. A question was raised in the House of Lords in February 2015, citing the TUC report.

Following the introduction of Shared Parental Leave in April 2015, the TUC published a new set of *Know Your Rights* leaflets on mothers' rights, fathers' rights, rights for adoptive parents and rights for parents having a child through surrogacy, which have been widely distributed and shared on social media.



#### Violence against women and girls

The TUC, working with the End Violence Against Women coalition and other NGOs, continued to play an active role in this field. The TUC has continued to campaign for the UK to ratify the Istanbul Convention, a Council of Europe convention that sets out international standards on eliminating violence against women. The TUC and Women's Aid wrote and press released a joint letter to Theresa May in early 2015 calling on the government to ratify the convention. In early 2015, the TUC funded a joint project with Women's Aid to explore the impact of Universal Credit on women experiencing financial abuse, which resulted in a report.

#### Abortion rights

In line with TUC Women's Conference policy, the TUC has continued to support abortion rights and to develop relationships with other organisations such as BPAS and Brook. At Congress 2014, a motion on sex selection in abortion was remitted due to concerns that the wording implied a move away from existing Congress policy on a woman's right to choose. In November 2014, the TUC produced a parliamentary briefing in response to a Ten Minute Rule Bill on sex selection in abortion. The Bill was withdrawn in January 2015 and was instead pursued by means of an amendment to the Serious Crimes Bill. The TUC once again produced a parliamentary briefing setting out factual inaccuracies in the arguments in favour of the amendment as well as the unintended consequences of criminalising women seeking abortions. The amendment was defeated.

📍 **The Big TUC Youth Debate – Congress House, London.**  
 © Jess Hurd/reportdigital.co.uk

### Gender pay gap

The TUC has continued to press for action to close the gender pay gap. On Equal Pay Day in November 2014, there was wide media coverage of the TUC's analysis of earnings data, which showed women were far less likely to be earning over £50,000 a year despite having entered many of the higher-paying professions in increasing numbers.

Other media and campaign work highlighted how women working part-time are still very likely to be earning less than the living wage – the majority in some parts of the country. The TUC called for better-paid, more flexible work opportunities and well-paid leave for fathers to try and remove the pay penalty that arises when women become mothers.

In March 2015, the TUC welcomed the amendment to the Small Business, Enterprise and Employment Bill, which commits the government to bringing in regulations under s.78 Equality Act 2010 before April 2016. It means that large private sector companies will have to report on gender pay differences in their workforces.

### RACE EQUALITY

The TUC Race Relations Committee worked on a range of race equality issues, prioritising its efforts to improve the organisation and recruitment of black workers. The TUC supported and helped to coordinate the second annual Stand Up to Racism demonstration in London, marking the International Day for the Elimination of Racial Discrimination on 21 March 2015.



The Race Relations Committee has set up a mentoring scheme for black trade union activists as part of its strategy to support the organisation and advancement of black workers within the trade union movement. This innovative scheme is operated through an online portal on the TUC Education website. Once accepted onto the scheme mentees are able to access the website and see the mentors that are available. Mentors and mentees pair on a self-selected basis.

The TUC has worked to highlight the disproportionate impact of casualisation on black workers and communities. The report *Living on the Margins* was launched at the TUC Black Workers' Conference. The TUC is also working with the Joseph Rowntree Foundation to highlight increasing poverty as a result of the increase in labour market inequalities among black communities in the UK.

In pursuance of Resolution 18, the TUC has been working with the Federation of Entertainment Unions' (FEU) Equality Officers' strategy to put pressure on national funding bodies to demand that the creative industry introduces monitoring as a requirement to receive public funding. The TUC is participating along with the FEU in the current Equality and Human Rights Commission enquiry into diversity in the television industry.

### DISABLED WORKERS

Resolution 53 established the framework for the Disabled Workers' Committee's work against the impact of cuts, austerity and welfare reform on disabled people both in and out of work. Government ministers were challenged and Labour spokespeople were lobbied to adopt a more positive approach against government benefit cuts. The TUC supported continuing campaigns against the closure of the Independent Living Fund and the capping of Access to Work grants.



## SECTION FOUR

# RESPECT AND A VOICE AT WORK

The work was underpinned by updated guidance for unions, endorsed by the General Council, on the importance of the social model of disability. Briefing aimed to secure greater understanding and support for disabled people's equality among trade unions and trade union members. A briefing on the negative impact of government policy on disabled staff and students in education using data from education unions was published. The TUC also published an analysis of employment statistics confirming the failure to make progress in employment levels and continuing discrimination at work.

More work was done to highlight the negative impact of austerity on mental health and a seminar promoting good practice in workplace mental health was addressed by speakers from six unions and attracted a large audience. A report was subsequently published. Guidance for unions on epilepsy was published jointly with Epilepsy Action. The committee also supported the campaign against railway ticket office closures.

The Committee continued to support Disabled People against the Cuts (DPAC) in its high-profile resistance to government policy and worked with the Reclaim our Futures Alliance on the shadow report on UK compliance with the United Nations Convention on the Rights of Persons with Disabilities. Following the general election, the Disabled Workers' Conference affirmed its determination to continue to resist existing and anticipated government attacks on the lives and living standards of all disabled people.

📍 **LGSM at the Tolpuddle Martyrs Festival.**

© Jess Hurd/reportdigital.co.uk

**BELOW: Tackling Homophobia in Football campaigners.**

© TUC



### LESBIAN, GAY, BISEXUAL AND TRANS WORKERS

Throughout the year, the LGBT Committee has led TUC campaigns on a range of LGBT issues and had a high profile at Pride events.

The Committee organised campaigns around international solidarity in line with Resolution 76. A charter was written, endorsed by the ITUC, and work was done to promote LGBT rights and trade union action internationally and to support the campaign in the Channel Islands and promote the issue within the Commonwealth.

The message that same-sex marriage did not mean the end of prejudice and that discrimination was still widespread was delivered at every opportunity. Working with Lesbians and Gays Support the Miners achieved a big impact at Pride events, including in London where Paul Nowak, assistant general secretary, spoke on behalf of the TUC, and a large trade union contingent was led by the NUM in recognition of the 30th anniversary of the miners' strike.

The TUC organised campaigns to press the government over survivor pensions, retrospective pardons (following the example of Alan Turing), and banning conversion therapy. The TUC supported the manifesto produced by trans groups calling for removal of the 'spousal veto' and the launch of Trans Workers UK. Additional TUC guidance on workplace practice during transitioning was published.

Briefings were produced on LGBT mental health and the impact of austerity, homelessness and continuing prejudice against LGBT youth. The TUC supported the first national LGBT history festival and the production of an educational time line.

Committee members organised to encourage LGBT people to participate in the general election by leafleting social venues and through social media.

Work continued against prejudice in education (challenging the DfE and the EHRC over its guidance on teaching about equal marriage) and sport (the general secretary launched a new campaign toolkit). There was also work on hate crime and raising awareness of HIV, with updated TUC guidance produced with the National AIDS Trust. Trade unionists participated in the 2014 conference of the Cutting Edge Consortium, challenging faith-based homophobia and transphobia.

## YOUNG WORKERS

During 2014-15, the TUC Young Members' Forum held meetings in London, Bristol, Liverpool and Manchester. The Forum continued to hold open forums, which this year covered issues such as voter registration, pay and mental health. The open forums are open to all young people regardless of whether they are in work or a member of a union.

### Young Workers' Month

The second TUC Young Workers' Month took place in November 2014, marked by a number of events and activities organised by the TUC and its affiliates, and the launch of the *Our Union, Our Voice* film, premiered at Congress 2014. The film featured four young workers describing why unions are important and relevant to them.

📌 **Young workers have been hit hard by the lack of good jobs.**

© Justin Tallis/reportdigital.co.uk



The Big TUC Youth Debate on 15 November featured panels of policy makers, campaigners and young workers and discussed jobs, housing and voice in and beyond the workplace. The first ever TUC Young Leaders' Weekend took place on 29-30 November at Ruskin College, Oxford and was attended by 19 young activists representing 12 unions.



## SECTION FOUR

# RESPECT AND A VOICE AT WORK

Other events included the launch of a workplace Voter Registration Campaign Pack in partnership with Bite the Ballot and the publication of the *TUC Young Workers and Housing Report* in partnership with Generation Rent. The report was based on the results of a survey that had received more than two and a half thousand responses.

### 4.10 HEALTH AND SAFETY

Health and safety has been a major priority for the General Council and it has continued to campaign to ensure that workers are given the health and safety protection they deserve, and that affiliates and activists receive information on health and safety in the most accessible and useful format. It has also prioritised the development of workplace organisation on health and safety.

**“Health and safety has been a major priority for the General Council and it has continued to campaign to ensure that workers are given the health and safety protection they deserve.”**

### SUPPORTING ACTIVISTS

The TUC continued to produce a weekly e-bulletin on health and safety, *Risks*, throughout the year. We also updated and expanded the resources available on the TUC website. A number of resources were produced during the year at the request of activists on issues that arose, such as fracking, glyphosate and Ebola.

The TUC convened meetings with health and safety specialists from affiliated unions on six occasions throughout the year. The meetings discussed developments within occupational health and safety and had a range of speakers including the newly appointed chief executive of the Health and Safety Executive.

### CAMPAIGNS

The TUC continued to campaign on a wide range of health and safety issues during the year. A variety of resources were produced for affiliates and health and safety representatives to support these campaigns as well as using both traditional and social media. The General Council also sought to get health and safety campaign priorities included in the manifestos of political parties prior to the May 2015 election, and was successful in getting a number of issues included in the Labour Party manifesto.

### DEREGULATION

The General Council continued to campaign against the government's deregulatory agenda in accordance with Composite 19 passed at the 2014 Congress. The TUC exposed the government's record on health and safety as “toxic, corrosive and hazardous”, and we worked with unions in Europe and the ETUC to seek to prevent similar deregulatory measures being introduced there.

### SELF-EMPLOYED WORKERS

The TUC continued to strenuously oppose proposals by the government to remove the protection of the Health and Safety at Work Act from self-employed workers. A number of briefings to MPs and peers were issued, meetings were held with other bodies, and the government was lobbied on the issue. In January 2015 the government backed down considerably and withdrew the most dangerous of their proposals. However, the TUC continued to oppose the revised proposals within the Deregulation Bill given that they would lead to confusion over who was covered by the Health and Safety at Work Act.

♥ International Workers Memorial Day rally beside the Building Worker statue, Tower Hill, London.  
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## ASBESTOS

In April 2015, the General Council approved a proposal that the TUC campaign for new legislation requiring the removal of all asbestos from workplaces and public buildings in the UK by 2035. This was a significant change from the previous policy of accepting that asbestos could remain in place if it was undamaged until such time as refurbishment took place. Following the decision, the TUC developed a booklet for publication through the All Party Parliamentary Group on Occupational Safety and Health. Briefings for unions were published on how to negotiate for asbestos-free workplaces.

## STRESS

In October 2014, the TUC published the results of the Biennial Safety Representatives Survey. This showed that stress was by far the biggest issue facing union health and safety representatives. As a result, the TUC produced a revised guide on dealing with stress. A detailed article was published in *Hazards* on the problems that workers were experiencing as employers turned to managing the effects of stress rather than the causes.

## MIGRANT WORKERS

At the request of a number of affiliates, and in support of the TUC's Migration Project, a new guide for activists on Health and Safety and Migrant Workers was published in June 2015. In addition an eNote was produced to promote the guidance.



## HAZARDOUS SUBSTANCES

Following representations by the TUC and ETUC, the ITUC made hazardous substances the main theme for 2015 Workers' Memorial Day. In accordance with this, the TUC conducted a survey of workers on their exposures to hazardous substances and published it for Workers' Memorial Day. A number of guides on various hazardous substances were also revised and updated.

## WORKPLACE HEALTH AND WELL-BEING

The TUC was heavily involved in the development of a new Fit for Work assessment service, which was rolled out during 2015. In February 2015 guidance for activists on the proposals was published and e-learning materials were developed for use in training representatives on how to support members.

The TUC worked with Public Health England in supporting its main priority areas of smoking, alcohol, obesity and dementia.

## SECTION FOUR

# RESPECT AND A VOICE AT WORK

In the northern region, the TUC coordinates the delivery of the Better Health at Work Award, a partnership public health programme, supported by all 12 of the local authorities that recognise the efforts of local employers in addressing health and wellbeing issues in the workplace. The award scheme is free, flexible and open to all employers in the north-east, regardless of size, location or sector. In 2014 just under 250 employers participated in the Award, with a potential reach of nearly 163,000 staff – 14.2 per cent of the north-east's working-age population. Independent evaluations show that this work has a significant impact on the health of workers, in some cases saving lives through early medical intervention as a result of awareness-raising. It has a positive effect on industrial relations and leads to a direct benefit for employers in reduced absenteeism and increased productivity.

### HEALTH AND SAFETY EXECUTIVE

The TUC continued to support and campaign for sufficient resources for the Health and Safety Executive in accordance with Composite 19. The TUC was represented on the Board of the HSE by General Council member Paul Kenny and Sarah Veale (TUC). Throughout the year the TUC board members played an active part in the HSE discussions.

### INDUSTRIAL INJURIES ADVISORY COUNCIL

In the past year Claire Sullivan (CSP) and Fergus Whitty (Unite) have retired from the Industrial Injuries Advisory Council after serving for the maximum 10-year term. The TUC is now represented by Karen Mitchell (RMT), Doug Russell (Usdaw), Hugh Robertson and Richard Exell (both TUC office).

### EXTERNAL BODIES

TUC nominees sat on a range of external bodies including the Council for Work and Health, the Faculty of Occupational Medicine, the Health and Work Advisory Board of Public Health England, the Advisory Board of the European Commission and the Board of the European Agency on Health and Safety based in Bilbao. The TUC continued to work closely with the Hazards Movement and other organisations in the field of occupational health and safety and provided administrative support for the All Party Parliamentary Group on Occupational Safety and Health and its Asbestos Sub Committee.

## 4.11 MIGRATION

Composite 4 on challenging the politics of poverty, inequality and racism called for campaigns promoting a rights-based approach to migration. The TUC ran a Migration Messaging project in Corby, Manchester and Southampton, promoting progressive messages based

on polling for the TUC. The polling showed that shifting blame from migrants onto exploitative employers and lack of investment was effective with members of the public who were concerned about migration. These messages were promoted by unions, voluntary organisations, Hope Not Hate and Migrant Voice through activities that included a short film, *Lessons from Corby*, and a campaign against the documentary *Immigration Street* in Southampton.

With TUC Education, an eNote was developed for reps to encourage them to think about migration in relation to exploitation and use progressive messages on migration when talking to members.

In line with Resolution 13, the TUC worked with unions and NGOs to oppose the Immigration Act, in particular the introduction of charges for non-EU migrants to use health services and document checks, which would mean landlords and staff in health, education and banks becoming unofficial immigration officers.

The TUC participated in a European Commission-funded project with partners from unions in Hungary and Romania on ways to support and organise EU migrant workers. The project involved information-sharing workshops and supported the production of the updated TUC *Working in the UK* guide in 13 languages, including Polish, Spanish and French. The TUC worked with the Confederazione Generale Italiana del Lavoro to produce the guide in

5,000



Italian, and in Portuguese as part of the TUC's renewed Protocol of cooperation with the Confederação Geral dos Trabalhadores Portugueses. The EU Advisory Committee on the Free Movement of Workers met twice and was attended by TUC representative Rosa Crawford.

In April, the general secretary wrote to the Prime Minister calling for search and rescue operations in the Mediterranean to be extended and actions taken to promote stability in countries from which refugees are fleeing.

#### 4.12 DECENT WORK

The TUC's international activity on decent work has included ongoing engagement at the ILO. The 2015 ILO Conference adopted a new instrument on supporting transition for informal workers and employers to the formal economy. The discussion had a difficult second year, but UCATT's Steve Craig helped secure a recommendation that should help millions of workers move into the formal economy, with firm commitments to social protection, decent work and minimum wages.

A letter-writing campaign saw over 5,000 sent to Coca Cola, VISA, McDonalds and other sponsors calling for action from FIFA.

In the Committee on the Application of Standards, where the UK was represented by the NUT's Amanda Brown, employers raised the spectre of the ongoing dispute over the right to strike, but ultimately played a constructive role in examining a series of national cases, with particular criticism of Mauritania, Qatar and Swaziland. Qatar was later further criticised by the ILO Governing Body (GB) for allowing institutionalised discrimination at Qatar Airways.

Prospect's Neil Hope-Collins helped the Workers' Group secure satisfactory guidance for ILO staff in researching and developing policies around labour protection, maintaining the ILO's commitment to decent wages and protection for all workers, and enshrining the role of social dialogue and collective bargaining in protecting workers. The Workers' Group also successfully embedded decent work into the ILO's approach to supporting and developing SMEs.

In line with Resolution 69 on freelance and atypical employment, the TUC member of the Governing Body Sam Gurney ensured that it supported the measures adopted by the Global Dialogue Forum.

Following the adoption of Resolution 75, the TUC's Playfair Qatar campaign demanded action from sponsors over FIFA's failure to compel Qatar to enact reforms to protect the 1.4m migrant workers in the country. A letter-writing campaign saw over 5,000 sent to Coca Cola, VISA, McDonalds and other sponsors calling for action. Playfair Qatar's campaign signs were seen at Scotland and Northern Ireland's summer fixtures against Qatar and we have continued to pick up support from English fan groups, including the Football Supporters' Federation and groups from Arsenal, Chelsea and Liverpool.

The TUC has continued to press the government to ratify ILO Convention 189 on Domestic Workers, as part of the ITUC campaign for global ratification of the Convention.



Part of the TUC's online guide to employment rights in the UK, in 13 languages.



## SECTION FOUR RESPECT AND A VOICE AT WORK

### 4.13 SUPPLY CHAINS

The G7 meeting in June in Germany discussed labour standards and global supply chains. In preparation, in March Gail Cartmail attended a G7 labour leaders' meeting with German Chancellor Angela Merkel and pressed the case for enforceable obligations on workers' rights for multinational companies.

To mark the second anniversary of the Rana Plaza factory collapse, which killed almost 1,200 workers in 2013, the TUC campaigned for companies to contribute to the ILO fund to provide full compensation to the victims and their families. The general secretary wrote to the Secretary of State for International Development urging her to encourage companies to pay into the fund and condemning inadequate corporate contributions. In June, the TUC welcomed the announcement that the compensation fund had finally reached its \$30m target.

As a member of the tripartite Ethical Trading Initiative (ETI), the TUC has been part of a programme of work on improving conditions in the Bangladeshi garment sector, the Vietnamese wooden furniture sector, the horticulture sector in Peru, the toy and the footwear sector in China and the Thai shrimp sector. Owen Tudor represents the TUC on the Board, along with international union representatives.

**“Social Europe is under threat from the prime minister’s renegotiation strategy ahead of a referendum on EU membership.”**

The Modern Slavery Bill was enacted just before the general election. Originally intended to be little more than a consolidating piece of legislation, the TUC and others pressed for improvements including greater support for victims, a bigger role for the Gangmasters' Licensing Authority and ensuring that the new Anti-Slavery Commissioner is truly independent. The TUC worked through the ETI to ensure the Act included an additional requirement, initially opposed by the government, for greater transparency in supply chains.

In line with Resolution 73, the TUC is developing an internal procurement policy to favour providers that demonstrate union recognition and ethical practices in their supply chains.

### 4.14 SOCIAL EUROPE

Social Europe is under threat from the prime minister's renegotiation strategy ahead of a referendum on EU membership. While the exact terms of this strategy are not public, it has become clear that repatriation of social and employment rights is one of the objectives. To counter this, the TUC has been calling on unions in other EU countries to resist UK demands. The general secretary has met Commissioners Timmermans

and Dombrovsky, the Prime Minister of Luxembourg and the European Parliament's President to make the case that workers would be less likely to support membership of the EU if their rights were attacked.

The TUC was represented in EU social dialogue by Elena Crasta. In May, after more than 12 months of intense talks, negotiations concluded on a social partners' work programme for 2015-17 and on a joint analysis of European labour markets. The TUC was successful, working with the CBI, in securing exemption of social partners' agreements from wider public consultation as part of the European Commission's better regulation strategy. In June, the TUC, CBI and CEEP UK submitted a second joint implementation report on the framework of actions on youth employment, focusing on the transition from education to work, and careers guidance.

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).



**STRONG  
UNIONS**

**5**



## SECTION FIVE STRONG UNIONS

Trade union education is vital for the development of the next generation of young activists and reps.

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### 5.1 INTRODUCTION

Trade unions continue to enjoy high levels of public support. Ipsos Mori polling shows that 80 per cent of the general public is of the view that unions are essential to protect workers' interests. The current Conservative government, however, seems intent on disempowering and disenfranchising trade unions. The TUC has continued to support unions to build their organising capacity and effectiveness at work, has worked in a strategic capacity to support union engagement with employers, and developed the *WorkSmart* website to provide broad guidance and information for workers, as per Resolution 74.

Resolution 72 at Congress 2014 noted that the level of media representation for trade unions is not commensurate with being the UK's biggest social movement. The TUC has commissioned research from Cardiff University's School of Journalism, Media and Cultural Studies, which involves content analysis of BBC output, focusing on areas of trade union interest such as the economy and public services. At the time of going to press, a seminar to present the research had been organised.

Training in campaign skills and supporting organising has widened the reach of the TUC's Organising Academy. The first Young Leaders Programme, held at Ruskin College, aimed to enable the next generation of union leaders to develop skills, share ideas and network with other young union activists, and has informed the emerging Young Workers' Organising campaign.

### 5.2 ORGANISING

#### TRADE UNION MEMBERSHIP

The Department for Business, Innovation and Skills published the latest trade union membership statistics in June. Between 2013 and 2014, the total number of trade union members fell by 40,000 to 6,449,000. Union density fell slightly to 25 per cent, mainly as a result of an increase in the total number of employees. In workplaces with 50 or more employees, density was 33.4 per cent.



# 195,000

Since 2010, membership in the private sector has increased by 195,000.

In the private sector, membership increased for the fourth consecutive year to 2.7 million. Since 2010, membership in the private sector has increased by 195,000. Density in the private sector was 14.2 per cent. In the public sector membership fell for the fifth consecutive year to 3.76 million – down 79,000 on the figure for 2013 and down by 339,000 since 2010. Density in the public sector was 54.3 per cent.

Collective bargaining coverage across the economy fell slightly, to 27.5 per cent (in larger workplaces it was 39 per cent), and in the private sector to 15.4 per cent. Bargaining coverage in the public sector fell to 60.7 per cent. Since 2010, collective bargaining coverage in the public sector has fallen by 10 per cent.

The union wage premium in the private sector was 8 per cent and across the economy was significantly higher for women and younger workers. For women it was 30 per cent; for workers aged 16–24 it was 39 per cent; for those aged 25–34, 13.9 per cent.

Over half of all trade union members (55 per cent) were women and the age band with the highest density was workers aged between 35 and 49 (40.4 per cent). The proportion of employees who were trade union members was highest in the Black/Black British ethnic groups

(30 per cent). Union members were more likely to work in the public sector, be educated to degree level and work in professional occupations than employees overall.

Once again union density was highest in education (50.3 per cent) and public administration, 49.8 per cent. Density in manufacturing has fallen by 15 per cent since 1995 and stood at 18 per cent in 2014. Density was lowest in accommodation and food services – 3.5 per cent.

To promote the benefits of trade union membership, the TUC updated its popular *Union Advantage* publication, which set out the benefits of union membership in relation to pay, training, health and safety and equality. The TUC also produced *Organising at Work*, an updated resource for union reps to help them improve and strengthen workplace organisation.

## YOUNG WORKERS

Resolution 70 carried at Congress 2014 called on the TUC to develop an organising strategy for young workers. Following consultation with the Young Workers' Forum and young workers' structures in unions, the TUC Young Workers' Organising Strategy was launched at the 2015 TUC Young Workers' Conference.

The strategy commits unions and the TUC to activity across five areas of work: research into the experience of work by young people and their attitudes to unions and union activity; building the capacity of unions to represent and organise young workers; developing the TUC Young Workers' Forum; supporting union campaigns; and reaching out to young workers in sectors with low union density.

Shortly after the launch of the strategy, the TUC started work on updating the existing Worksmart website. The updated version will contain additional resources for users and allow the TUC to collect data from workers who visit the site. Publicity materials for the new site will be specifically targeted at young workers in low-density sectors.

## ORGANISING ACADEMY

Over the last year, the Organising Academy expanded its core learning programme (which includes the Diploma in Organising, Certificate in Advanced Organising, Award in Communications and Campaigns and the Award in Supporting Organising) to include a number of new awards: Developing Reps, Strategic Campaigning and Leadership and Management. These courses were also made available to unions on a bespoke basis.

## SECTION FIVE STRONG UNIONS

Over the last 12 months, the Organising Academy has trained more than 260 union officers, an increase of 30 per cent. In total, these officers took part in 30,000 hours of accredited learning. More than 20 unions were represented on Organising Academy courses over the year, and bespoke support was provided through the academy to eight unions.

The TUC ran a successful Leading Change programme in 2014/15, with 20 participants representing 10 unions. Recruitment for the 2015/16 programme, which will once again be run in partnership with Birkbeck College and the Harvard University Labor and Worklife Programme, has been just as successful, with 20 senior union officers enrolled.

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 2016.

### 5.3 TUC EDUCATION

Since the 1970s, it has been widely recognised by successive governments that it is in the interests of the economy, employers, workers and their unions that union representatives are properly trained to carry out their increasingly complex and sophisticated role in UK workplaces. TUC Education occupies a unique position within adult skills in that its core purpose concerns good industrial relations, equipping reps to represent workers and negotiate agreements that help ensure workplaces are safer, more stable and fair. This in turn contributes to business success in reduced staff turnover and sickness and improved workplace performance and access to training. It has an unrivalled reach into Britain's workplaces to provide education and training in partnership with around 50 further education providers across the UK. TUC Education also makes an important contribution to building and maintaining strong unions.

Unions representing major public and private sector employers from across the economy send reps for training through the partnership, including from 3,888 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 14 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).

Each year, thousands of union reps receive training from TUC Education. In 2014 there was a further dip in numbers to 34,731, down 9,025 on the 2013 figure. This remains a considerable programme of training, especially in the context of the extreme pressure unions and their members are under and it is a real tribute to the hard work of union education officers and TUC tutors.

The training of trade union professional officers has also been managed through TUC Education since 2005.

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 General Council 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.

TUC Education trained 13,490 union reps in organising and recruitment strategies during this Congress year.

## FUNDING THE PROGRAMME

Since 2001, fees have been remitted directly to colleges, providing for a cost-effective formula that enables course fees to be met without the administrative burden of a grant. This has been a success, ensuring that thousands of workplace reps can access quality training close to their workplaces without additional costs to unions or employers outside of the costs of paid release. During the period 2001-14, when fee remission was applied, 647,824 union reps completed TUC courses.

The funding crisis in FE remains a major concern, with a 24 per cent cut taking effect during the current financial year. This follows five years of cumulative cuts during the last parliament that saw the adult skills budget fall by 40 per cent, from £4.5bn to £2.7bn. Further cuts to adult FE and skills are anticipated, which could destroy the fabric of FE upon which the current model of TUC Education delivery depends.

Following extensive lobbying in 2014, the implementation of the decision to end the fee remission arrangements was postponed to August 2016. The TUC is encouraging government to revisit this decision and work is taking place with all political parties to embed the arguments for public funding support for the training of workplace reps.

Government support for the work has been secured in Wales and Scotland, where different funding regimes apply. The STUC is facilitating talks with the Scottish Government on a fee remission system for Scotland.

**TUC UNION REPRESENTATIVES**  
STAGE ONE

**80% COMPLETE**

**TALKING TO MANAGEMENT**

Learn how to talk to your manager, understand your role, and learn how to manage your time. This course is designed to help you become a more effective workplace representative.

**TALKING THE TALK (5 MIN)**  
Learn how to talk to your manager, understand your role, and learn how to manage your time. This course is designed to help you become a more effective workplace representative.

**SPEAK UP! (10 MIN)**  
Learn how to talk to your manager, understand your role, and learn how to manage your time. This course is designed to help you become a more effective workplace representative.

**THE LADDER OF WORKPLACE RIGHTS (10 MIN)**  
Learn how to talk to your manager, understand your role, and learn how to manage your time. This course is designed to help you become a more effective workplace representative.

**PUTTING YOUR CASE: PLANNING (10 MIN)**  
Learn how to talk to your manager, understand your role, and learn how to manage your time. This course is designed to help you become a more effective workplace representative.

**PUTTING YOUR CASE: CONVINCING OTHER REPS (10 MIN)**  
Learn how to talk to your manager, understand your role, and learn how to manage your time. This course is designed to help you become a more effective workplace representative.

**A TOUGH NEGOTIATION (10 MIN)**  
Learn how to talk to your manager, understand your role, and learn how to manage your time. This course is designed to help you become a more effective workplace representative.

**PREPARATION SURVIVAL GUIDE (10 MIN)**  
Learn how to talk to your manager, understand your role, and learn how to manage your time. This course is designed to help you become a more effective workplace representative.

**HEAR FROM THE REPS (10 MIN)**  
Learn how to talk to your manager, understand your role, and learn how to manage your time. This course is designed to help you become a more effective workplace representative.

**TEST YOUR KNOWLEDGE (10 MIN)**  
Learn how to talk to your manager, understand your role, and learn how to manage your time. This course is designed to help you become a more effective workplace representative.

**CALENDAR**  
FEBRUARY 2014

**CONTACT US**  
Name: [input]  
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[SEND]

**FROM THE COMMUNITY**  
All members and managers  
You can find information  
on the site



## SECTION FIVE

### STRONG UNIONS

#### TUC EDUCATION ONLINE

The demand for online courses has continued to increase, with more than 2,000 reps obtaining full qualifications online in 2014.

As part of the larger Jim Hanna legacy project, TUC Education has commissioned the development of an innovative approach to the delivery of its online education programme for union representatives and union professionals, focusing initially on an online version of TUC Education's flagship course, Union Representatives Stage 1. This will also open up a blended option for those reps unable to get a full 10 days' release to train. 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 an approach that can be applied to future course delivery and development. The course will be piloted in the autumn term.

The new learner management system website and virtual learning environment 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 7,000 registrations, and covers issues such as Migration, Fit for Work, Universal Credit, Bargaining for Skills and Supporting Apprentices [www.tuceducation.org.uk](http://www.tuceducation.org.uk)

#### UNION PROFESSIONAL DEVELOPMENT PROGRAMME

This year, the Union Professional Development Programme, through TUC Education, trained a record 844 union officials, combining more flexible learning options with traditional classroom-based events.

The union women officers' summer school, now in its 11th year, is designed to develop the next generation of women trade union leaders and has established itself as a unique opportunity for women trade unionists. Fourteen women from across the trade union movement attended in 2015, including a guest from the UGTT/Tunisia and two representatives from our new affiliate, the Royal College of Midwives.

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)

#### INTERNATIONAL AND EUROPEAN PARTNERSHIPS

TUC Education continues to be involved in transnational work reflecting TUC priorities. Tutors teach extensively on courses 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 nine courses this year for more than 200 reps across Europe. Organisations included the World Health Organisation, the UN office in Vienna, EMBL in Heidelberg, UNAIDS, and the staff association federation FICSA. A programme for 2016 has been agreed.

The TUC Education European Information project, one of the most successful and established of its kind, publishes a quarterly journal, *The European Review*, and a biennial *European Union Digest*, a trade union digest of organisations and resources. [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, Coleg Harlech, Newbattle Abbey and Northern College
- supporting the Clive Jenkins European Study Bursaries
- supporting programmes at Keele University
- offering an annual scholarship to the Harvard training programme for union leaders
- a scholarship in memory of Hugh Higgins, TUC tutor
- an MA in Industrial Relations at Keele University, which was launched this summer.

## TUC Education Service Statistics 2014

Table 1: Union workplace representatives: Courses 2014

Region	Union officials		Safety representatives		Specialist courses	Short courses	Totals
	Stage 1	Stage 2	Stage 1	Stage 2			
South & East	14	13	23	9	23	815	<b>897</b>
South West	7	4	12	3	1	87	<b>114</b>
West Midlands	7	3	9	7	20	321	<b>367</b>
East Midlands	3	3	2	2	8	51	<b>69</b>
Yorks & the Humber	10	7	10	4	30	376	<b>437</b>
North West	75	37	36	30	42	247	<b>467</b>
Northern	10	2	8	3	11	117	<b>151</b>
Wales	21	3	14	4	11	166	<b>219</b>
Scotland	6	4	21	8	26	168	<b>233</b>
Northern Ireland	7	3	3	1	8	13	<b>35</b>
<b>Totals</b>	<b>160</b>	<b>79</b>	<b>138</b>	<b>71</b>	<b>180</b>	<b>2,361</b>	<b>2,989</b>

Table 2: Union workplace representatives: Students 2014

Region	Union officials		Safety representatives		Specialist courses	Short courses	Totals
	Stage 1	Stage 2	Stage 1	Stage 2			
South & East	137	142	221	91	231	9745	<b>10,567</b>
South West	58	31	115	25	15	1088	<b>1,332</b>
West Midlands	72	22	90	54	133	3177	<b>3,548</b>
East Midlands	26	28	32	16	82	689	<b>873</b>
Yorks & the Humber	112	71	109	50	307	4039	<b>4,688</b>
North West	850	448	388	342	556	3284	<b>5,868</b>
Northern	125	34	68	20	119	1618	<b>1,984</b>
Wales	223	23	122	24	98	2292	<b>2,782</b>
Scotland	41	28	205	68	258	2009	<b>2,609</b>
Northern Ireland	97	36	41	9	142	155	<b>480</b>
<b>Totals</b>	<b>1,741</b>	<b>863</b>	<b>1,391</b>	<b>699</b>	<b>1,941</b>	<b>28,096</b>	<b>34,731</b>
% women	29.8	30.7	22.3	20.5	44.9	37.6	<b>36.5</b>

## SECTION FIVE STRONG UNIONS

Table 3: Short course students by generic course title 2014

Generic title	Students
Industrial Relations/Collective Bargaining	7,153
Health & Safety	5,843
Induction	4,373
Equality	2,962
Information Communication Technology	1,766
Skills/Languages	1,659
Organising and Recruitment	1,233
Other*	1,620
<b>Total</b>	<b>26,609</b>

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

Table 4: TUC day-release and short course provision 1996–2014

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>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>
<b>2014</b>	239	2,604	209	2,090	180	1,941	2,214	26,609	147	1,487	<b>2,989</b>	<b>34,731</b>

**Table 5: Percentage take-up of places on TUC 10-day and short courses 2014**

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

Total affiliated membership	6,449,000
Total number of students attending TUC day-release courses	6,635
Total number of students attending TUC short courses	28,096

Union	% of total TUC membership	% take-up of TUC course places	
		10-day courses	Short courses
Unite	20.32	16.71	20.99
Unison	19.64	15.60	19.34
GMB	9.57	13.94	9.33
USDAW	6.72	13.41	16.14
NUT	5.13	0.11	0.25
NASUWT	4.54	0.30	3.11
PCS	3.84	4.52	5.86
CWU	3.13	1.66	7.21
ATL	1.98	0.45	0.27
Prospect	1.81	0.42	0.38
UCU	1.76	1.01	2.18
UCATT	1.35	1.07	0.57
RMT	1.24	3.60	2.38
EIS	0.83	0.21	0.47
FBU	0.62	1.27	2.22
CSP	0.62	0.03	0.67
Equity	0.59	0.00	0.50

## SECTION FIVE STRONG UNIONS

### 5.4 UNIONLEARN

Over the past year, union learning has continued to add value to union membership and individual unions have extended their learning and skills provision with the support of the Union Learning Fund (ULF) and unionlearn. There have been some major challenges, with total government funding for ULF and unionlearn cut from £15.3m to £14m. In spite of this, over 230,000 learners were supported via the union route in the year to March 2015.

Other aspects of the work of the TUC and unionlearn on education and skills can be found in Sections 1 and 3. In addition, more detail on union learning developments over the past year is available in the unionlearn annual report.

#### UNIONLEARN AND THE ULF

In the year to March 2015, unionlearn supported a total of 239,533 learners via the union route. ULF projects account for 68 per cent of this total, TUC Education 23 per cent and regions 9 per cent. The number of union learning reps (ULRs) trained through TUC Education was 3,100, with around half of these trained through the new generic course that was introduced in 2013 to address a previous decline in ULR training. The latest unionlearn survey of ULRs and other union reps supporting learning at work shows that the learning agenda is now being promoted by a much wider range of workplace reps than previously.

ULF projects once again exceeded expectations as regards the number of learning opportunities achieved, with a recorded total of 161,982. Projects performed particularly strongly ahead of target for informal and community learning and continuing professional development. With the support of unionlearn, learning opportunities delivered by unions outside the ULF via regional activity totalled 22,321.

#### Unionlearn support services

Unionlearn receives government funding and manages grants to unions from the ULF, which in 2014-15 supported 30 unions to deliver 34 projects at a total cost of just over £12 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:

- a project to help unions engage in, and promote, high-quality Apprenticeships and also support for union engagement in high-quality Traineeships, youth skills and work experience
- the union learning Climbing Frame, a free website developed for ULRs to help support learners, with over 6,000 registered users
- the Mid-Life Career Review project, which is supporting ULRs to help individuals review their life and career plans
- a Technician Pathways project, funded by the Gatsby Foundation, which is supporting progression for the technician workforce
- a project to support ULRs to develop pathways to higher learning for union learners
- support and briefing for union reps on Sector Skills Councils and Industrial Partnerships
- the unionlearn Quality Award for colleges and providers
- leading on two major skills research projects funded by the European Commission – one on Apprenticeships and the other looking at the role of union representatives in the chemical and manufacturing sectors.

Unionlearn Conference, 2015  
Congress House, London.  
© Jess Hurd/reportdigital.co.uk



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





## 5.5 ENVIRONMENT REPS

The TUC has continued to support workplace environment representatives ('green reps') and to call for new statutory rights to enable them to carry out their responsibilities. The case for providing these reps with facility time was made in a Labour Research Department report for the TUC, *The Union Effect: greening the workplace*.

During the year, the TUC and TUSDAC (see Section One) worked with the Labour opposition on the question of rights for green reps and reviewed the progress made by green workplace projects across the government

estate. Elsewhere, unions made significant progress, including sustainable travel plans, supporting new environmental management systems and providing new resources for green reps.

In support of the work of green reps, the TUC also published a new report, *Money to Burn: driving energy efficiency in the commercial sector*, based upon research commissioned from IPPR. This study set out the multiple ways in which businesses could seek to become more energy efficient and included reference to the role of representatives in driving change.

 Tolpuddle Martyrs' Festival.  
© Jess Hurd/reportdigital.co.uk

## SECTION FIVE STRONG UNIONS

### 5.6 DEVOLUTION AND THE REGIONS

The TUC has engaged in a range of issues associated with the UK's devolved administrations. The TUC is supporting calls for UK, Irish and United States involvement in seeking to resolve deep cultural and historic issues in the Northern Ireland Assembly, exacerbated by the austerity imposed by current and previous Westminster governments. Cuts in public spending will lead to 20,000 public sector job losses in Northern Ireland and there are real and valid anxieties about growing social and sectarian tension and risks to the Northern Ireland Assembly.

Working with the Welsh government has continued to provide benefits to trade unions and working people. The Welsh Assembly has been proactive in introducing innovative procurement and commissioning processes to ensure blacklisting companies do not secure public contracts and ensuring those companies that do win contracts invest in skills and economic inclusion. The Wales TUC continues to engage through strong social partnership arrangements to ensure a strong trade union voice in public services reform.

♥ Unions at the annual women Chainmakers festival, Cradeley Heath, 2015, where an early battle for a minimum wage was won.  
© TUC



The TUC maintained a neutral stance in the Scottish Independence Referendum. The TUC wrote to the Smith Commission, expressing concern regarding the impact on unions and working people of the potential fragmentation of trade union, employment, health and safety and equalities legislation. These were not included in the Smith Commission recommendations and are not proposed in the Scotland Bill currently proceeding through Parliament.

The TUC in the regions enjoys a mixed pattern of engagement with local authorities and agencies, including emerging sub-national bodies, such as Local Enterprise Partnerships (LEPs) or Combined Authorities. Trade unions are working with local authorities to establish 'employment standards charters', enabling

procurement to be used to improve core standards. Unions are also working with LEPs, Health and Wellbeing Boards and ESIF Programme Monitoring Committees to promote investment in quality employment, health and wellbeing, and anti-poverty interventions.

Wales and regional TUCs have been critical in working with local union activists and officers to take key campaigns, such as Decent Jobs Week, Britain Needs a Pay Rise and Fair Pay Fortnight, to local communities, securing a high profile and strong, deep public engagement in these campaigns.

In July, the General Council agreed to amend the TUC's Rules to recognise the role of the Wales TUC.

📍 Young trade unionists at the Splender Festival in the Midlands.  
© TUC



## 5.7 TRADES UNION COUNCILS' JOINT CONSULTATIVE COMMITTEE AND UNEMPLOYED WORKERS' CENTRES

The TUCJCC met five times during the year. TUCJCC members ensured that there was a high turnout from trades union councils and community activists at the TUC national demonstration Britain Needs a Pay Rise on 18 October in London.

In October, the TUCJCC published guidance for Trades Union Councils on the Lobbying Act and in April on TTIP, both of which were well received. TUCJCC members have also been working in their regions on the national and local campaigns against benefit sanctions.

Despite a drop in the number of Trades Union Councils, new ones are emerging, most recently in Carlisle.

The TUCJCC agreed to prioritise campaigning on welfare in line with the TUC campaign plan. Trades Union Councils and County Associations were able to apply for a grant to a maximum of £500 for this activity.

As part of work to promote better cooperation and coordination between Trades Union Councils and Unemployed Workers Centres, the TUCJCC supported the Welfare Conference organised by the TUC's National Consultative Committee for Unemployed Workers Centres (NCCUWC) in February. Committee members' involvement in the conference was chairing workshops, participating in debate and making presentations.

There are 35 TUC Unemployed Workers' Centres in England. The TUC has written to affiliated unions and trades union councils with information about these centres, encouraging them to work with their local centres or set one up if none exists.

TUC Unemployed Workers' Centres continued their activities under severe financial difficulties. Last year saw the closure of the Kirkby UWC, while Newcastle relocated to the GMB Northern Region offices in the city. However, some centres have been innovative in securing funding and continue to expand their services. The NCCUWC has encouraged emerging unemployed workers groups, seeking to ensure that there is trade council or trade union link with the groups.



## SECTION FIVE STRONG UNIONS

### 5.8 GLOBAL SOLIDARITY

Throughout the year, the General Council has worked to support the development of stronger unions around the world.

#### Africa

In a letter to the Swaziland High Commission in March, the general secretary condemned police interference with trade union activities in Swaziland and urged the Swazi Government to ensure that trade unions were allowed to exercise their democratic rights without any interference from the state. In April, the TUC, in a letter to the Somali Prime Minister, reminded him of the country's obligation to comply with the requirements of ILO conventions ratified by Somalia and of the legitimate right of the Federation of Somali Trade Unions (FESTU) to function freely without interference from the Ministry of Labour.

#### Americas

The TUC continued to support the work of Justice for Colombia, which is playing an ambitious role in promoting the Colombian peace process while keeping up its support for trade unionists in a country where 22 have been killed in the last year.

📍 A TUC Aid project runs workshops on pay and working conditions in the informal economy in Somalia.  
© TUC



An emergency resolution on Cuba from the 2014 Congress condemned the refusal of a UK visa for Rene Gonzalez, one of the Cuban Five, and the TUC worked with the Cuba Solidarity Campaign to implement the call for the release of the remaining members of the group, which happened on 17 December. Paul Nowak spoke at what turned out to be the final annual vigil outside the US Embassy only days before.

The GMB's Bert Schouwenburg represents the TUC on the Domestic Advisory Groups for the EU Free Trade Agreements with Colombia, Peru and Ecuador and with Central America. These are the only avenue for monitoring the labour rights commitments in the agreements, but they are currently under-resourced, and we are demanding appropriate funding.

TUC Aid continued its support for Guatemala's main banana workers' union SITRABI, now engaged in an ambitious and dangerous project to unionise the low-wage south of a country that has again been listed by the ITUC as a deadly place for trade unionists. The TUC project is in conjunction with support from the ITUC, the AFL-CIO and Italy's CGIL.

TUC Aid finished a project, run jointly with the Ethical Trading Initiative, building capacity for agricultural unions in Peru, which face hostility from employers. TUC Aid is also, in partnership with the Nicaragua Solidarity Campaign, supporting self-employed women in Nicaragua to transform their circumstances through their union, the Confederation of Self Employed Workers (CTCP).

Protests were lodged with embassies in support of trade unionists facing persecution in Mexico, Peru, Ecuador and Colombia.

♥ Campaigning for fair treatment of workers building World Cup facilities in Qatar.  
© TUC

### Asia-Pacific

The TUC has raised concern over Bangladesh, where there is widespread violence against unions and no union rights in Export Processing Zones, despite government promises to reform the law to address these issues two years ago as a condition for retaining trade privileges. The general secretary wrote to encourage the Secretary of State for International Development to put pressure on the Bangladeshi government to reform its labour law.

In April, the TUC and global unions were successful in ensuring a European Parliament resolution on Bangladesh called for the European Commission to assess Bangladesh's access to trade privileges in light of labour rights violations. The TUC wrote to Vince Cable, Secretary of State for Business Innovation and Skills, on the need to call for Cambodia's trade privileges to also be reassessed in the light of union repression.

The TUC took part in the global day of action calling for living wages in Cambodia in September and welcomed the support by Ethical Trading Initiative (ETI) companies to pay higher wages in Cambodia. The general secretary wrote to the Ambassador of Cambodia and the Foreign Secretary Philip Hammond to call for a minimum wage of at least \$177 a month to be implemented.



In February, the general secretary wrote to Hugo Swire, Foreign Minister, expressing concern over the repression of human and trade union rights in Fiji, pointing out that the ILO Committee of Experts had taken note of the failure of the government to repeal the Essential National Industries Decree and requesting support for an ILO commission of inquiry.

### Middle East/North Africa

At the 2014 Congress the General Council issued a statement on Gaza, against the background of a bloody conflict in which over 2,200 people, overwhelmingly Palestinians, lost their lives.

The statement deplored this loss of life and reiterated the TUC's longstanding position of a two-state solution based on security for both Israel and Palestine and justice for the Palestinian people. The statement outlined a number of measures to put pressure on the Israeli government to bring about such a solution. In relation to the British government and the EU, it called for an immediate

end to arms trading with Israel including all military industrial collaboration – a demand the TUC expressed in a letter to the prime minister. The statement reiterated a commitment to visit Gaza with the Palestinian General Federation of Trade Unions (PGFTU) as soon as was practicable, as called for in a 2012 Congress resolution. Unfortunately a visit planned for November led by General Council members had to be postponed just days beforehand when no agreement from the Israeli authorities was forthcoming to let the delegation into Gaza via the Erez crossing.

Other interventions in the region included protesting against the abuse of trade union rights in a number of countries in the region, including Bahrain, Egypt and Tunisia. Just on the border of the region, Turkish trade unionists continued to be under assault by the Turkish state and the TUC maintained solidarity with them through protests, blogs and messages of support.



## SECTION FIVE STRONG UNIONS

### Ukraine

An emergency resolution from the 2014 Congress called for the General Council to hold an urgent meeting to consider how best to support those fighting for trade union rights and against fascism in the Ukraine; called for an immediate, permanent ceasefire in Ukraine and a peaceful, negotiated settlement; and expressed opposition to the use of British forces in the Ukrainian conflict. The general secretary wrote to the prime minister on these matters and a meeting of affiliated unions considered further action to implement the resolution and maintain solidarity with Ukrainian unions. It was felt that the time was not right for a TUC delegation, but the report of an NUM visit was circulated to unions.

### GLOBAL UNION ORGANISATIONS

The TUC continued to affiliate to the International Trade Union Confederation and play a full part in its lobbying and campaigning activities. Frances O'Grady and Sally Hunt continued to represent the TUC on the General Council, and Frances O'Grady represented the TUC on the Executive Bureau, which met in December in Brussels.

The ETUC Executive Committee met in October, December, March and June. TUC representatives on the Executive Committee were Frances O'Grady, Billy Hayes as Europe spokesperson (until June, replaced by Steve Turner), Sally Hunt and Dave Prentis. Frances O'Grady is also a member of the ETUC Steering Committee.

The TUC has continued to participate in the following ETUC standing committees and working groups (members are as at June – alternates are 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, UNISON)
- 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)

A congress preparatory committee has also been working on the manifesto and work programme for the ETUC Congress in late September 2015. The TUC submitted amendments especially on migration, equality and trade, as well as constitutional amendments to increase women's participation in the leading bodies of the ETUC.

In February, the TUC Executive Committee nominated Luca Visentini to take over in September from Bernadette Segol as general secretary, and he was subsequently elected. In April, the TUC Executive Committee nominated Esther Lynch from the Irish Congress of Trade Unions to become a confederal secretary – the election will be at the Congress.

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

The TUC European Network, which brings together union officers responsible for European issues, met three times, focusing on: the political landscape post-European elections; free movement of workers; TTIP and CETA with Jude Kirton-Darling MEP and Sandy Boyle of the European Economic and Social Committee (EESC); the EU referendum campaign; and ETUC congress preparations with Esther Lynch.

The president addressed two events hosted by the DGB in Berlin for the anniversary of WWI in November, and for the May Day rally. British-German Trade Union Forums took place in December on the subject of workplace democracy and in June on the EU referendum, better regulation and TTIP.



Sean Bamford has attended plenary meetings of the Trade Union Advisory Committee (TUAC) to the OECD, and other members of staff have attended meetings on their specific policy areas. The general secretary met with the OECD director general to discuss among other things how to steer the OECD away from its support for austerity towards an economic policy based on growth in jobs and a greater equality in the distribution of wealth. Among other issues discussed this year were the drive against tax avoidance and evasion.

The TUC continued to support the Commonwealth Trade Union Group (CTUG) and helped organise its annual meeting in June in Geneva, which mostly concentrated on developing a trade union submission to the Commonwealth Heads of Government Meeting in Malta in November, at which the TUC will be represented by Sally Hunt and Bandula Kothalawala.

“In Bangladesh, a women’s leadership development programme launched in collaboration with the National Garment Workers’ Federation (NGWF) is in progress. The project is running training on employment rights, collective bargaining and health and safety.”

## SECTION FIVE STRONG UNIONS

### 5.9 TUC AID

TUC Aid, the TUC's development arm, continued to implement the TUC's international development strategy (2010–2015). Gail Cartmail continued as chair, with Owen Tudor as secretary. Other trustees are Sheila Bearcroft, Sue Ferns, Sally Hunt, Frances O'Grady, Chris Tansley and Fiona Wilson.

TUC Aid supported trade union capacity building in Haiti with a grant for the implementation of a multi-donor initiative in partnership with the Trade Union Confederation for the Americas (TUCA).

The charity, in partnership with the development cooperation arm of the Australian Council of Trade Unions (ACTU), is raising funds to repair the Beit Lahia plant nursery and offices in Gaza, badly damaged during the Israeli bombardments in 2014, and to replenish the stocks destroyed in the raids.

In Bangladesh, a women's leadership development programme launched in collaboration with the National Garment Workers' Federation (NGWF) is in progress. The project is running training on employment rights, collective bargaining and health and safety. Women union members will be equipped with the necessary knowledge, confidence and skills to take leadership roles in their union to bargain for better pay and conditions and to participate in the occupational health and safety committees established by the Bangladesh Accord on Fire and Building Safety.

The Tunisian General Labour Union, with financial support from the charity, is conducting training courses in labour standards, social protection, employment rights, gender equality, and economic and social empowerment of women.

**“A grant from TUC Aid made it possible for the Federation of Somali Trade Unions (FESTU) to carry out a survey on pay and working conditions of informal sector workers in Somalia.”**

A grant from TUC Aid made it possible for the Federation of Somali Trade Unions (FESTU) to carry out a survey on pay and working conditions of informal sector workers in Somalia and organise a workshop to develop a trade union action plan to protect their employment rights. The activities under the Employment Support Programme for Disabled Workers in Rwanda, implemented in partnership with Disability Aid Abroad (DAA), were successfully completed in April. Some 5,000 workers in Peru received training under the ETI capacity-building initiative supported by TUC Aid, while activities aimed at building democratic and accountable unions are underway in Guatemala.

# TUC ADMINISTRATION

# 6



## SECTION SIX

# TUC ADMINISTRATION

### 6.1 AFFILIATIONS AND MERGERS

In September 2014, school leaders' union the NAHT affiliated to the TUC, bringing 28,500 members into the TUC family.

In June 2015, the Royal College of Midwives successfully applied to affiliate its 30,000 members, becoming the first Royal College to join the TUC.

BACM-TEAM's 450 working members and 1,400 retired members became part of Prospect in November 2014.

Also in November 2014, Yorkshire Independent Staff Association joined specialist finance union Aegis.

In March 2014, ceramics union Unity's 4,000 members became part of the GMB.

### 6.2 CONGRESS AWARDS

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

Congress Award for Youth:  
Daniel Lewis (CWU)

Health and Safety  
Representative Award:  
Janise Corfield (Usdaw)

Learning Representative Award:  
Hannah Slade (UNISON)

Organising Representative  
Award: Dawn Downes (UNISON)

Women's Gold Badge:  
Brenda Shaw (Usdaw)

### 6.3 CONGRESS

The 2014 Congress was held in Liverpool. The Congress carried 33 Resolutions, 21 Composites and 3 Emergency Resolutions. It also agreed statements on the TUC Campaign Plan and Gaza. One motion was lost. An index is included in this report showing where, within the report, the action taken on each of the resolutions is reported.

During the year, the Executive Working Group on Congress continued to play a consultative role to advise on arrangements for Congress.

### 6.4 GENERAL COUNCIL

At the time of writing, the General Council had held seven meetings during the Congress year. At the first meeting, held jointly with the outgoing General Council at the 2014 Congress, Leslie Manasseh was elected as chair and he will preside at the 2015 Congress. It was agreed that the Executive Committee should be composed of the existing members, with the exception of Lesley Mercer, who was retiring, and with the addition of Joanna Brown and Steve Murphy. In December, new RMT general secretary Mick Cash replaced Peter Pinkney as RMT representative on the General Council. In June 2015, new CWU general secretary Dave Ward succeeded Billy Hayes on the General Council. In July 2015, Jon Skewes of the Royal College of Midwives joined the General Council.

During the course of this Congress year, the General Council's work has centred around the implementation of the TUC's campaign plan. The special meeting of the Executive Committee held in June focused on strategic planning following the general election.

At the June meeting of the General Council, James Morris of Greenberg Quinlan Rosner Research presented findings of TUC-commissioned polling on factors influencing voters – especially trade union members – during the general election.

The General Council lead responsibilities for the Congress year 2014-15 have been as follows:

#### **Overall responsibility as lead spokesperson for the TUC**

The General Secretary,  
Frances O'Grady

**Senior representative throughout the Congress year**  
The President, Leslie Manasseh

**Specific areas of responsibility**  
**Disabled workers:**  
Seán McGovern

**Environment and sustainable development:** Sue Ferns

**Europe:** Billy Hayes (until May 2015), Steve Turner (from June 2015)

**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:**  
Matt Wrack

**Women:** Sue Ferns

**Youth:** Fern McCaffrey

## 6.5 SENIOR STAFF AND INTERNAL STRUCTURE

Over the year there were a number of changes to the TUC's senior staff team and internal structures. Antonia Bance became head of Campaigns and Communications following Nigel Stanley's retirement. Matilda Quiney took over as head of Management Services and Administration. Sarah Veale retires as head of Equality and Employment Rights this autumn and the TUC's work on these areas has been reorganised, with employment rights policy and campaigns work moving to the Economic and Social Affairs Department. The TUC's work on equality will form a central part of the new Equality and Strategy Department, which also includes the general secretary's office team. Alice Hood was appointed in July as head of the new department.

✔ **Black workers support colleagues threatened by changes to staffing on the railways.**  
© TUC



## 6.6 WOMEN'S CONFERENCE

The theme of the 2015 Women's Conference was Equality, not Poverty: Use Your Vote!. It was held on 11-13 March and attended by 305 delegates from 31 unions. Sally Hunt chaired the conference, which was addressed by TUC General Secretary Frances O'Grady, TUC President Leslie Manasseh and Harriet Harman MP, deputy leader of the Labour Party. There was a panel discussion on women, pay and poverty featuring presentations from Helen Barnard of the Joseph Rowntree Foundation, Sally Brett, TUC, Clare Welton of Fuel Poverty Action and Polly Neate of Women's Aid. Reports were launched at the conference on gender equality post-recession and on the impact of Universal Credit on women experiencing financial abuse. The conference elected the TUC Women's Committee.

## 6.7 BLACK WORKERS' CONFERENCE

The Black Workers' Conference was held on 17-19 April. The Conference, chaired by Freddie Brown, was attended by 223 delegates from 27 unions. Leslie Manasseh addressed the conference, as did Frances O'Grady. Other speakers were Sarah Isal Williams, chair of the European Network Against Racism, Helen Barnard of the Joseph Rowntree Foundation and Simon Woolley of Operation Black Vote. The conference featured a presentation on black workers and casualisation, based on the TUC's *Living on the Margins* report. Delegates took part in workshops on: the Race Relations Act 1965: 50 Years On; organising in a hostile environment; young people and the labour market; and the Immigration Act 2015. The conference elected the TUC Race Relations Committee.

## SECTION SIX

# TUC ADMINISTRATION

### 6.8 DISABLED WORKERS' CONFERENCE

The Disabled Workers' Conference took place on 21–22 May, attended by 207 delegates from 24 unions. It was chaired by Kim Silver, Seán McGovern, Janine Booth and Tony Sneddon. Conference was addressed by Frances O'Grady, Leslie Manasseh, Seán McGovern, Paula Peters (Disabled People against Cuts) and Richard Rieser (UK Disability History Month). An informal plenary on disabled people resisting austerity was addressed by former Remploy worker Ray Ludford, Katherine Wilson of Carers UK and Rory Heap, a trade union and community activist. The conference elected the TUC Disabled Workers' Committee.

### 6.9 LGBT CONFERENCE

The LGBT Conference took place at Congress House on 25–26 June, attended by 224 delegates from 29 unions. Chaired by Maria Exall, David Braniff-Herbert, Richard Angell and Dettie Gould, the conference was addressed by Frances O'Grady, Angela Eagle MP and Rose from the Safra Project and received greetings from Leslie Manasseh. A plenary on solidarity was addressed by Mike Jackson from Lesbians and Gays Support the Miners, former Labour MP for Swansea Valley Sian James and Pragna Patel from Southall Black Sisters. The conference elected the TUC LGBT Committee.

### 6.10 TRADES UNION COUNCILS CONFERENCE

The Trades Union Councils Conference was held on 13–14 June in Crewe, with 78 delegates and three observers. James Harrison, Institute of Employment Rights, was the keynote speaker. The conference also heard from Nina Hammill, secretary of Crewe Trades Union Council. The conference was chaired by Steve Gillan and Pat Stuart, and passed a resolution on representation at Congress.

### 6.11 YOUNG WORKERS' CONFERENCE

The Young Workers Conference was held on 21–22 March and attended by 100 delegates. The conference chose mental health and housing as Young Workers' Forum priority campaigns for 2015–16 and a resolution on mental health as its motion for Congress 2015. Dean Wilson of Usdaw was elected as vice chair of the Young Workers' Forum. The TUC Youth Campaign Award, introduced to acknowledge campaign activity by young workers, was awarded to BECTU Ritzzy Branch for its Living Wage campaign. The conference was addressed by TUC Assistant General Secretary Kay Carberry, and Seb Dance MEP.

### 6.12 TUC/WARNERS TRADE UNION COMMUNICATIONS AWARDS

This was the eighth year of the relaunched Awards and the General Council was delighted to welcome back Warners Group Publications as sponsors. Eighteen unions entered the competition, with a total of 73 high-quality entries from across the union movement. The judges were: Peter Hain, MP for Neath; Robert Holdsworth, director of communications, Resolution Foundation; Peter Rees-Farrell, editor, *Udaw Arena*; Jo Warner, client services lead, Blue State Digital; Ros Wynne-Jones, journalist.

At the awards ceremony on 7 July, hosted by the TUC president, union communications professionals were able to view the competition entries and network with colleagues and General Council members. A publication was produced reporting on the awards, which will be available for delegates at Congress.

✔ The TUC Comms Awards 2015 were hotly contested: here are the main category winners.  
© Warners Group Publications



The results were as follows:

#### **Best journal or magazine**

Winner: Nautilus  
International *Telegraph*

Highly Commended:  
Musicians' Union *The Musician* and Equity *Equity*

Commended: FBU *Firefighter*

#### **Best feature**

Winner: Unite – “We’re human beings too”

Highly Commended: CWU – “Last post: WW1 remembered”, and Equity – “I was aware of every second of the fall”

Commended: Musicians’ Union – “Bullying at work”

#### **Best use of a photo or illustration**

Winner: CSP photograph by Joanne O’Brien

Highly commended: Unite illustration by Doug Pouch

Commended: Equity photograph by Phil Adams

#### **Best one-off publication**

Winner: Prospect  
*Prospect Scotland: Our Voice – Our Future*

Highly Commended: Nautilus International *Maternity and Paternity Guidelines*

#### **Best campaign**

Winner: UCU – Protecting Academic Freedom: Amend the Counter-Terrorism and Security Bill

Highly Commended: FBU – Justice for Firefighters, and NASUWT – Cost of Education

#### **Best website**

Winner: Nautilus International  
[www.nautilusint.org](http://www.nautilusint.org)

Highly Commended: BDA  
[www.bda.uk.com](http://www.bda.uk.com)

Commended: CWU  
[www.cwu.org.uk](http://www.cwu.org.uk)

#### **Best use of electronic communication: video**

Winner: BDA – Winston’s Story

Highly Commended:  
CWU – Staying in politics  
– CWU political fund

Commended: FBU – Firefighters announce four day strike

## SECTION SIX

# TUC ADMINISTRATION

### 6.13 TUC FINANCES

The TUC's accounts for 2014 (see Appendix 3) show an operating surplus of £626,000, which comprises £142,000 being set aside for the Congress House Dilapidations Fund and surpluses of £323,000 and £161,000 on the Administration and Development Funds respectively.

#### DEVELOPMENT FUND

In 2014, 10 per cent of the affiliation fee was allocated to the Development Fund and was used to promote new work and General Council initiatives. This supported a variety of projects based on the five campaign themes, including the Britain Needs a Pay Rise national demonstration.

#### STATEMENT OF ACCOUNTS

The annual Statement of Accounts and Balance Sheet as at 31 December 2014 is set out in Appendix 3. The Administration Fund (covering the day-to-day office running expenses and staff costs) showed an operating surplus of £323,000. The Development Fund, representing all non-unionlearn externally funded projects together with projects funded by the affiliation fee, showed an operating surplus of £161,000, while unionlearn funds broke even. The Dilapidations Fund showed that £374,000 was spent on the upkeep of Congress House during the year and £516,000 was charged to the Administration Fund.

During 2014 our calculated FRS17 position (a pensions accounting measure) moved from a £2.182m surplus to £10.988m. This positive movement of £8.806m makes up most of the £9.964m surplus. The rest is made up of the Dilapidation Fund surplus of £142,000, the surplus on the Development Fund of £161,000, the surplus for the year on the Admin Fund of £323,000, the gain of £241,000 on sale of investments, the rates refund of £364,000 and a loss on foreign exchange of £73,000.

#### PROSPECTS AND DEVELOPMENTS

A budget for the Administration Fund 2015 has been agreed by the General Council. This showed a projected surplus of £90,963. The General Council approved an increase in the affiliation fee to £2.72 pence for 2015.

The rolling program of internal audit work, conducted by the accountants BDO, continued in 2014. During 2014 an internal financial audit reviewed the general ledger and expenses accounting functions of the TUC, and a value for money audit reviewed the use and maintenance of Congress House. During the next year the work will continue, including a review of pension scheme key financial controls.

### 6.14 DISCUSSIONS WITH THE STUC

Since the start of the year there have been meetings at a senior level between the TUC and the STUC with a view to assessing and reaching agreement on the appropriate balance of resources between the TUC and STUC. These discussions have been underpinned by principles previously agreed by the General Council and a recognition that any agreement would need to reflect the impact of the outcome of the 2015 general election and subsequent consequences for unions, union resources and strategic priorities. At the time of writing, these discussions were ongoing.

### 6.15 ESTATES

Our estates officer, Karen Bartram, retired recently having provided 25 years of dedicated service to tenants and staff while maintaining and enhancing the fabric of Congress House.

In 2014 the main areas of work and expenditure from the Dilapidations Fund related to a water chilling project, an electrical metering system, new roof initial planning and general maintenance.

The area of work that dominates 2015 is the installation of a canopy roof at Congress House, at a budgeted cost of £1.3m. This work is necessary to deal with issues that have plagued the conference hall roof for 50 years.

A feasibility study to explore the potential for significantly increasing the income-generating capacity of part of Congress House has been undertaken and the options are being assessed.



## 6.16 PERSONNEL AND TRAINING

Over the past year, the personnel and training team supported a number of organisational development initiatives, including:

- successful re-accreditation of the TUC's Investors in People status
- successful appointment to a new paid internship programme
- an organisation-wide staff survey.

As with previous years, the team supported managers during the process of staff reduction and reorganisation as a result of cuts to unionlearn funding, including changes to structures and working arrangements at regional level.

A new organisational development officer role was created at the end of 2014, to work with the personnel team in delivering people development across the organisation, including a mentoring scheme, an internal development programme, and a review to improve the numbers of BME staff in senior positions.



• TUC Library – Pinterest interest!

## 6.17 TUC INFORMATION SERVICE

The Information Service supports TUC staff, offering an enquiry and research service to ensure our work is evidence-based. The service also runs the TUC's staff intranet, TUC-i, which was relaunched in September 2014 to support improved internal communications. The service is responsible for the TUC's own files and documents, advising on records management and compliance with best practice in data protection and copyright law. The service also answers general enquiries from the public.

During the Congress year, a new information manager, Andrea Peace, was appointed.

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

## 6.18 TUC LIBRARY COLLECTIONS

Located at London Metropolitan University, the Collections attract a wide range of students and researchers interested in the history and current activities of trade unions. We also house a number of other historical collections. Presentations, open days and visits are organised for unions and other interested groups.

Material deposited during the year includes the archive of the Federation of Worker Writers and Community Publishers (FWWCP). The website [www.unionhistory.info](http://www.unionhistory.info) includes image archives and oral history.

Contact: Jeff Howarth at TUC Library Collections, London Metropolitan University Learning Centre, 236 Holloway Road, London N7 6PP [email: [tuclib@londonmet.ac.uk](mailto:tuclib@londonmet.ac.uk)], or find the library online and on social media (Facebook, Twitter @TUC\_Library and Pinterest).



## SECTION SIX

### TUC ADMINISTRATION



#### 6.19 CONGRESS CENTRE

Congress Centre has been busy with around 1,800 internal and external events this year. We have held high-profile TUC events and have welcomed affiliate and external organisations to the conference and meeting facilities within Congress House.

The Conference Centre assists the TUC in delivering a packed calendar of meetings and events while striving to become a recognised London conference venue through building and retaining our customer base, strengthening our brand within the market and improving facilities. One of our main aims is for customer satisfaction: delegates visiting should take away with them an impression of overall professionalism. The catering continues to be innovative. We have in the past year held a mix of events including conferences, meetings, dinners, exhibitions, award ceremonies, fashion shows and receptions.

Revenue in 2014 was £1.87 million – a five per cent increase on the previous year. This was hard for the sales team to achieve as corporate events have dropped in number and reduced their overall spend. This year the Centre will have a challenge to achieve forecast sales as demand remains low.

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

# OBITUARIES





© Tony Dykes/ACTSA

**Peter Brayshaw**, who died in December aged 67, worked in the TUC's Economic Department in the 1970s and was active in the creation of an independent joint union negotiating committee for TUC staff. Subsequently he became a local government officer, lecturer, and Labour councillor. Active in both the anti-apartheid movement and its successor Action for Southern Africa, he was also keen to use the power of pension funds to hold multinational companies to account for their business practices.



© Richard Ross

**George Clarke**, who died in May aged 90, was a leading figure in trade union education. After serving with the RAF during the war, he became a tram conductor and surveyor, before joining the National Council of Labour Colleges in 1949, where he organised classes for trade unionists in County Durham. He ran the TUC's training college from 1957 onwards, subsequently working at the TUC National Education Centre in north London until his retirement in 1985.



© SERTUC

**Mick Connolly**, who died in January aged 73, was the TUC's regional secretary for the South East, East of England and London – known as SERTUC – from 1993 to his retirement in 2006. He started his working life as a docker in London, becoming a union rep and subsequently a full-time officer with the Transport & General Workers' Union and then coordinator of the Greater London Trade Union Resource Unit. Among his key achievements were: organising a major national march in East London against racism and fascism; supporting the emergence of 'new unionism' and the TUC's renewed commitment to organising in the mid 1990s; and winning trade union support for the London Olympics and Paralympics in 2012, ensuring the Games left a positive legacy for working people and trade unions.



© Victor Patterson

**Fred Higgs**, who died in March aged 68, was general secretary of the International Federation of Chemical, Energy, Mine and General Workers' Unions (ICEM) – now part of IndustriALL – from 1999 until his retirement in 2006. He became a full-time officer for the Transport & General Workers' Union in 1979 and was national secretary for the chemical, oil and rubber sectors. A committed internationalist, Fred Higgs sought to improve health and safety practices worldwide. He served on the board of the UN Global Compact and was involved in an initiative to provide HIV-AIDS drugs to developing countries free of charge.

**Bob Howard**, who died in July 2015 aged 76, was Northern TUC regional secretary from 1980 to 2000 and the TUC's first full-time regional secretary outside London. He worked as a GPO telephonist, representing colleagues on the Preston branch of the Union of Post Office Workers, for which he soon became district organiser. He was appointed secretary of the Lancashire Federation of Trades Councils in 1977. Bob Howard played a leading role in establishing the Northern Development Company in 1986.

**Linda Kietz**, who died in December aged 64, was a member of the Trades Union Councils' Joint Consultative Committee from 2003 to 2014. She was secretary of the west London clerical branch of the National Communications Union (now the CWU), assistant regional secretary of CWU London, president of the Greater London Association of Trade Union Councils, joint chair of London May Day and an executive member of SERTUC.





© TUC

**Bernie Passingham**, who died in July aged 90, was chair of convenors at Ford Motor Company and a key figure in the struggle for equal pay. He was a member of the executive of the Transport & General Workers' Union and convenor of the Ford River Plant in Dagenham, where he represented women sewing machinists who went on strike in 1968 for equal pay. The dispute, which initially involved 187 workers, resulted in Labour secretary of state Barbara Castle introducing legislation for equal pay in 1970. It was featured in the film "Made in Dagenham", in which Bernie was played by Bob Hoskins.



© PA Photos

**Roger Poole**, who died in July aged 68, was a leading figure within public sector trades unionism and one of the most constructive negotiators of his generation. He was assistant general secretary of the National Union of Public Employees, and helped negotiate its 1993 merger with NALGO and COHSE to form Unison, of which he was an assistant general secretary. He was chief union negotiator and spokesperson during the six-month long ambulance dispute in 1989, which involved five unions and resulted in a 16.9 per cent pay increase and funding to allow staff to train as paramedics. He also assisted the CWU and Royal Mail in reaching a new agreement about working practices, and was chair of the Northern Ireland Parades Commission from 2005 to 2009.



**Bill Sirs**, who died in June aged 95, was general secretary of the Iron and Steel Trades Confederation (ISTC) – now part of Community – from 1975 to 1985 and served on the General Council from 1975 to 1984. Born in Hartlepool, he became a crane driver for the South Durham Iron Company and secretary of the local branch of what was to become ISTC. He became a full-time organiser for the union, divisional officer for Manchester and then assistant general secretary. Bill Sirs came to prominence in 1980 when the ISTC staged a three-month steel strike, the first serious challenge to the authority of Margaret Thatcher's government.



# APPENDICES



# APPENDIX ONE

## ATTENDANCES

### GENERAL COUNCIL ATTENDANCE 2014-15

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

Member	Attendance	
Sheila Bearcroft MBE	6	Christine Payne
Christine Blower	4	Dave Penman
Mary Bousted	4	Peter Pinkney <sup>4</sup>
Joanna Brown	5	Tim Poil
Tony Burke	4	Dave Prentis
Jane Carolan	2	Roy Rickhuss
Gail Cartmail	6	Malcolm Sage
Mick Cash <sup>1</sup>	3	Eddie Saville
Mike Clancy	6	Mark Serwotka
Brian Cookson	6	Jon Skewes <sup>5</sup>
Manuel Cortes	6	Eleanor Smith
Tony Dale	4	John Smith
Mark Dickinson	4	Liz Snape MBE
Maria Exall	7	Michelle Stanistreet
Sue Ferns	7	Jane Stewart
Larry Flanagan	6	Pat Stuart
Steve Gillan	5	Claire Sullivan <sup>6</sup>
Janice Godrich	2	Niamh Sweeney
John Hannett	1	Mohammad Taj
Dave Harvey	4	Chris Tansley
Billy Hayes <sup>2</sup>	3	Steve Turner
Sally Hunt	5	Dave Ward <sup>7</sup>
Karen Jennings	1	Simon Weller
Tony Kearns	5	Fiona Wilson
Chris Keates	2	Tony Woodhouse
Paul Kenny	3	Matt Wrack
Leslie Manasseh MBE	7	Frances O'Grady
Sue Mather	4	
Fern McCaffrey	5	
Paul McCarthy	5	
Len McCluskey	2	
Sean McGovern	4	
Lesley Mercer <sup>3</sup>	1	
Gloria Mills CBE	5	
Steve Murphy	1	
Ged Nichols	4	

<sup>1</sup> Joined December 2014

<sup>2</sup> Left June 2015

<sup>3</sup> Left September 2014

<sup>4</sup> Left December 2014

<sup>5</sup> Joined July 2015

<sup>6</sup> Joined October 2014

<sup>7</sup> Joined June 2015

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 ATTENDANCE 2014-15

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

Member	Attendance
Sheila Bearcroft MBE	5
Christine Blower	8
Mary Bousted	8
Joanna Brown	8
Tony Burke	5
Jane Carolan	5
Gail Cartmail	5
John Hannett	1
Billy Hayes <sup>1</sup>	2
Sally Hunt	9
Chris Keates	0
Paul Kenny	1
Leslie Manasseh MBE	9
Len McCluskey	3
Gloria Mills CBE	6
Steve Murphy	3
Ged Nichols	10
Dave Prentis	4
Mark Serwotka	7
John Smith	6
Liz Snape MBE	4
Mohammad Taj	1
Steve Turner	8
Fiona Wilson	8
Matt Wrack	5

<sup>1</sup> Left June 2015

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  
Paul McCarthy  
Seán McGovern (chair)  
Ged Nichols  
Malcolm Sage

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

*Bakers, Food and Allied Workers' Union*  
Martin Kelly<sup>1</sup>

*Community*  
Robert Mooney

*CSP*  
Cliff Towson<sup>1</sup>

*CWU*  
Tony Sneddon

*FDA*  
David Chrimes

*GMB*  
Carl Lewthwaite<sup>2</sup>

*NASUWT*  
Lara Morris

*National Union of Journalists*  
Ann Galpin

*NUT*  
Mandy Hudson

*POA*  
Robert Steadman<sup>1</sup>

*Prospect*  
John Swaney

*Public and Commercial Services Union*  
Mark Leopard

*RMT*  
Janine Booth

*UNISON*  
Kim Silver

*Unite*  
Julian Allam  
David Allan<sup>2</sup>  
Manjeet Sandhu

*Union of Shop, Distributive and Allied Workers*  
Linda Carter<sup>2</sup>

*University and College Union*  
Patricia Roche

*Secretary*  
Sarah Veale

<sup>1</sup> Until May 2015  
<sup>2</sup> From May 2015

#### 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

*ASLEF*  
Darran Brown

*ATL*  
Julia Neal<sup>2</sup>

*Communication Workers' Union*  
Laurie Smith<sup>2</sup>

*Community*  
Richard Angell

*FDA*  
Roland Zollner<sup>2</sup>

*Fire Brigades' Union*  
Pat Carberry

*GMB*

David Braniff-Herbert  
Phyllis Opoku-Gyimah<sup>2</sup>

*NASUWT*

Lee Williscroft-Ferris

*NUT*

Annette Pryce

*PCS*

Christopher Carroll<sup>1</sup>  
Steve Heyward<sup>1</sup>

*POA*

Helen Ffrench

*Prospect*

Graham Nash

*RMT*

CJ Bruce<sup>1</sup>  
Sue Dunne

*UCU*

Ryan Prout

*UNISON*

Dettie Gould  
Asha Wolfe-Robinson

*Unite*

Nigel Marley  
Ann Morgan  
Michelle Winstanley

*USDAW*

Neil Smale

*Secretary*

Sarah Veale

<sup>1</sup> Until June 2015

<sup>2</sup> From June 2015

## RACE RELATIONS COMMITTEE

### GENERAL COUNCIL

Tony Dale  
Mark Dickinson  
Billy Hayes  
Leslie Manasseh MBE  
Fern McCaffrey  
Gloria Mills CBE (chair)  
Tim Poil  
Eleanor Smith  
John Smith  
Mohammed Taj

### ELECTED AT THE BLACK WORKERS' CONFERENCE

*ASLEF*

Floyd Doyle

*ATL*

Aveninder Kaur<sup>1</sup>

*BECTU*

Faisal A Qureshi

*Community*

Carol Hodgson

*CWU*

Sajid Shaikh<sup>1</sup>  
Amarjite Singh

*FBU*

Michael Nicholas

*GMB*

Farzana Jumma  
Dotun Alade Odumosu  
Phyllis Opoku-Gyimah<sup>1</sup>

*NASUWT*

Michelle Codrington-Rogers

*NUT*

Betty Joseph

*PCS*

Zita Holbourne  
Adam Kahlif<sup>2</sup>

*Prospect*

Freddie Brown



## APPENDIX TWO

### COMMITTEE MEMBERSHIP

#### *RMT*

Millie Apedo-Amah<sup>2</sup>  
Frank Murray<sup>1</sup>

#### *UCU*

Gargi Bhattacharyya  
Dawn Livingston

#### *UNISON*

Eleanor Smith

#### *Unite*

Collette Cork-Hurst<sup>1</sup>  
Harish Patel<sup>2</sup>  
Susan Matthews<sup>2</sup>  
Nazerin Wardrop<sup>1</sup>

#### *USDAW*

Maureen Loxley

#### *Secretary*

Sarah Veale

<sup>1</sup> Until April 2015

<sup>2</sup> From April 2015

## THE WOMEN'S COMMITTEE

### GENERAL COUNCIL

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

Patricia Stuart

Niamh Sweeney

Fiona Wilson

### ELECTED AT THE WOMEN'S CONFERENCE

#### *Community*

Tracy Barlow

#### *CWU*

Linda Roy

#### *Equity*

Jean Rogers

#### *FBU*

Sam Rye

#### *GMB*

Sharon Harding<sup>1</sup>

Evelyn Martin MBE

Lorraine Parker Delaz Ajete

#### *MU*

Kathy Dyson<sup>2</sup>

#### *NASUWT*

Kathy Duggan

Ruth Ducan<sup>2</sup>

#### *NUT*

Heather McKenzie

#### *PCS*

Sue Bond<sup>1</sup>

Cheryl Gedling<sup>2</sup>

#### *POA*

Karen White<sup>2</sup>

#### *RMT*

Mary Jane Herbison

#### *UCU*

Vicky Knight (chair)

#### *UNISON*

Eleanor Smith

Lucia McKeever

#### *Unite*

Diana Holland

Susan Matthews

Samantha Webster-Moore

*USDAW*

Jackie McNeil  
Sujata Patel

*Secretary*

Sarah Veale

<sup>1</sup> From March 2015

<sup>2</sup> Until March 2015

## YOUNG WORKERS FORUM

### GENERAL COUNCIL

Fern McCaffrey (chair)

*BECTU*

Emily Collin  
Chris Davis

*BFAWU*

Apryl Walcott

*Community*

Max Bell

*CWU*

Ben Abrams  
Becca Hufton

*Equity*

Kezia Davis

*FBU*

David Pitt

*GMB*

Aimee Smith  
Edd Stevenson

*Nautilus International*

Martyn Gray

*NUJ*

Alex McDonald

*NUT*

Nonnie Lambert  
Louise Oakden

*PCS*

Chris Marks

*Prospect*

Rebecca Cummings  
Debbie Wilson

*RMT*

Rebecca McGovern

*TSSA*

Kyle Williamson

*UCATT*

Lewis Philipson

*UCU*

Harry Pitts  
Natasha Sorrell

*UNISON*

Daniel Goodwin  
Greta Holmes

*Unite*

Anthony Curley (vice chair)  
Anna Lavery  
Bryan Simpson

*USDAW*

Dean Wilson

*Secretary*

Carl Roper

## PENSIONERS COMMITTEE

Nicola Smith, TUC (chair)

### AFFILIATED UNIONS

*ASLEF*

Tony West

*BACM-Team*

Dennis Gadsby

*BALPA*

Trevor Phillips  
Julian Soddy

*Community*

Peter Lightfoot

*CWU*

Rodney Downing

## APPENDIX TWO

### COMMITTEE MEMBERSHIP

#### *GMB*

Derrick Baker MBE JP  
J Rogers

#### *NAPO*

Ian Lawrence  
Margaret Pearce

#### *NASUWT*

Pat O'Donnell  
Paul Smith

#### *NUJ*

Monica Foot  
Pat Healy

#### *NUT*

Marion Wilson

#### *PCS*

Peter Wood

#### *Prospect*

Mike Moriarty

#### *RMT*

Ron Douglas

#### *TGWU Retired Members Association*

William Jupp

#### *UCU*

Norman Jemison

#### *UNISON*

David Kippest

#### *Unite*

Mike Pike  
Bob Pinkerton

#### *USDAW*

Geoff Page

#### *Midlands TUC Pensioners (observer)*

Yvonne Washbourne

#### *National Pensioners Convention (observer)*

Frank Cooper

#### *NTUC – Pensions Advisory Group (observer)*

George Bell

#### *SERTUC (observer)*

Elizabeth Taylor

#### *SERTUC Pensioners Committee (observer)*

David Morgan

#### *SW TUC Pensioners Network (observer)*

Janet Royston

#### *Secretary*

Tim Sharp

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

The TUCJCC met five times during 2014 to 2015.

#### GENERAL COUNCIL

Matt Wrack (chair)

Steve Gillan<sup>1</sup>

Dave Harvey

Tony Kearns<sup>1</sup>

Pat Stuart

Steve Turner<sup>1</sup>

#### NORTHERN

Kathy Taylor

#### YORKSHIRE AND THE HUMBER

Martin Meyer

#### NORTH WEST

Alec McFadden

#### MIDLANDS (EAST)

Moz Greenshields

#### MIDLANDS (WEST)

Dorothy Heath

#### EAST OF ENGLAND

Teresa MacKay

## **SOUTH EAST**

Linda Kietz<sup>2</sup>

## **WALES**

Amarjite Singh<sup>3</sup>

## **SOUTH WEST**

Andy Robertson<sup>4</sup>

<sup>1</sup> From January 2015

<sup>2</sup> In June 2015 Mick Houghton was elected to the vacancy left by the death of Linda Kietz

<sup>3</sup> From June 2015 Amarjite Singh was replaced by Katrine Williams

<sup>4</sup> From June 2015 Andy Robertson was replaced by Dave Chapple

## **UNIONLEARN BOARD**

*ATL*

Mary Bousted (chair)

*Community*

Roy Rickhuss

*CWU*

Maria Exall

*GMB*

Sheila Bearcroft MBE

Paul McCarthy

*HSCA*

Eddie Saville

*NASUWT*

Brian Cookson

*NUT*

Dave Harvey

*PCS*

Janice Godrich

*Prospect*

Sue Ferns

*UNISON*

Karen Jennings

*Unite*

Gail Cartmail

Pat Stuart

*USDAW*

Tony Dale

*Young member*

Fern McCaffrey

*Department for Business, Innovation and Skills*

Caroline Blondell/Sam Rooney

Ruth Curry/Mark Kaczmarek

*Skills Funding Agency*

Kirsty Evans

Anna Sutton

*TUC President*

Leslie Manasseh MBE

*Assistant General Secretary, TUC*

Kay Carberry

*Director, unionlearn*

Tom Wilson

## **TUC EDUCATIONAL TRUSTEES**

Leslie Manasseh MBE (Chair)

Mohammad Taj

Dave Prentis

Gloria Mills CBE

Paul Kenny

Sheila Bearcroft MBE

Frances O'Grady

Liz Rees (Secretary)

Basil Skeete (Treasurer)

## **TUC TRUSTEES**

Gail Cartmail

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 2014 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 2014 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.

## MOORE STEPHENS LLP

Chartered Accountants and Statutory Auditor  
London

## APPENDIX THREE

### ACCOUNTS

#### Trades Union Congress

#### Income and expenditure account

#### for the year ended 31 December 2014

	Note	Total £'000	Admin £'000	Development fund £'000	Unionlearn £'000	Dilapidations fund £'000
<b>Income</b>						
Affiliation fees		15,463	13,063	1,520	880	-
Property rental and service charges		3,229	3,229	-	-	-
Investment income		420	420	-	-	-
Sales and publications		162	150	12	-	-
Donations and fees received		18,968	106	2,033	16,829	-
<b>Total income</b>		<b>38,242</b>	<b>16,968</b>	<b>3,565</b>	<b>17,709</b>	<b>-</b>
<b>Expenditure</b>						
Staff costs	2	14,645	9,422	1,400	3,823	-
Property charges	3	3,169	1,888	290	617	374
Office expenses	4	4,072	2,005	1,241	826	-
International affiliation fees	5	1,886	1,886	-	-	-
Travel and meetings		617	224	148	245	-
Congress		247	247	-	-	-
Trade Union education		399	2	255	142	-
Grants and donations	6	12,278	152	70	12,056	-
Depreciation		222	222	-	-	-
Taxation	7	267	267	-	-	-
VAT recovered		(186)	(186)	-	-	-
Transfer between funds		-	516	-	-	(516)
<b>Total expenditure</b>		<b>37,616</b>	<b>16,645</b>	<b>3,404</b>	<b>17,709</b>	<b>(142)</b>
<b>Operating surplus</b>		<b>626</b>	<b>323</b>	<b>161</b>	<b>-</b>	<b>142</b>
Pension scheme FRS 17 adjustment	14	1,482	1,482	-	-	-
<b>Other recognised gains and losses</b>						
(Loss) on foreign exchange		(73)	(73)	-	-	-
Gain on disposal of investments		241	241	-	-	-
Exceptional item - refund of overpaid rates		364	364	-	-	-
Pension scheme actuarial gain	14	7,324	7,324	-	-	-
<b>Total other recognised gains and losses</b>		<b>7,856</b>	<b>7,856</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Surplus/(deficit) for the year</b>		<b>9,964</b>	<b>9,661</b>	<b>161</b>	<b>-</b>	<b>142</b>
Funds brought forward 1 January 2014		19,388	12,192	6,918	-	278
<b>Funds carried forward 31 December 2014</b>		<b>29,352</b>	<b>21,853</b>	<b>7,079</b>	<b>-</b>	<b>420</b>

# 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>-</b>	<b>(155)</b>
Pension scheme FRS 17 adjustment	14	1,165	1,165			
<b>Other recognised gains and losses</b>						
Gain on foreign exchange		7	7	-	-	-
Gain on sales of assets		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>

## APPENDIX THREE

### ACCOUNTS

#### Trades Union Congress

#### Balance sheet as at 31 December 2014

	Note	2014 £'000	2013 £'000
<b>Assets</b>			
Tangible fixed assets	8	392	456
Investments	9	12,347	12,236
<b>Current assets</b>			
Short term loans		99	112
Debtors and prepayments	10	1,548	1,914
Cash at bank and in hand		11,444	10,317
		<b>13,091</b>	<b>12,343</b>
<b>Less: current liabilities</b>			
Creditors and accrued expenses	11	6,365	6,194
<b>Net current assets</b>		<b>6,726</b>	<b>6,149</b>
<b>Net assets less current liabilities</b>		<b>19,465</b>	<b>18,841</b>
Less: Provision for liabilities and charges	12	1,101	1,635
<b>Net assets before pension liability</b>		<b>18,364</b>	<b>17,206</b>
Pension asset (liability)	14	10,988	2,182
		<b>29,352</b>	<b>19,388</b>
<b>Financed by</b>			
Funds employed		28,932	19,110
Designated fund:			
Dilapidations reserve		420	278
<b>Net assets</b>		<b>29,352</b>	<b>19,388</b>

Approved by the General Council on 24 June 2015  
Leslie Manasseh – President

# Trades Union Congress

## Notes to the accounts for the year ended 31 December 2014

### 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 Property rental and service charges

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

#### d Investment income

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

#### e Donations and fees income

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

#### f Depreciation

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

Freehold property	10% per annum on cost
Furniture and Fittings	10% per annum on cost as applicable
Equipment	20% - 50% per annum on cost as applicable
Motor Vehicles	25% per annum on cost

#### g Operating leases

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

#### h Investments

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

#### i 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

	2014 £'000	2013 £'000
Salaries and national insurance	11,648	12,563
Pension contributions	2,219	2,367
Welfare and training	512	477
Restructuring costs	197	582
Advertising and recruitment	69	67
	<b>14,645</b>	<b>16,056</b>



## APPENDIX THREE

### ACCOUNTS

<b>3 Property charges</b>	<b>2014 £'000</b>	<b>2013 £'000</b>
Rent and rates	1,059	1,053
Heating and lighting	181	257
Cleaning	154	140
Insurance	78	90
Building repairs and renewals	349	347
External functions	974	702
Expenditure from dilapidations fund	374	830
	<b>3,169</b>	<b>3,419</b>

<b>4 Office expenses</b>	<b>2014 £'000</b>	<b>2013 £'000</b>
Communications	282	331
Stationery and printed materials	600	781
Renewals and repairs to office equipment	946	1,057
Motor expenses	3	-
Audit fees	43	55
Bank charges	12	14
Legal costs	92	49
Projects and campaigns	581	753
Conferences	48	39
Finance and management	193	183
Consultancy fees	1,162	1,080
Facilitators	2	-
Training and Development	24	24
Provision for doubtful debts	84	90
	<b>4,072</b>	<b>4,456</b>

<b>5 International affiliation fees</b>	<b>2014 £'000</b>	<b>2013 £'000</b>
ICFTU	1,011	1,062
ETUC	792	834
TUAC	83	81
	<b>1,886</b>	<b>1,977</b>

<b>6 Grants and donations</b>	<b>2014 £'000</b>	<b>2013 £'000</b>
Tolpuddle Martyrs Memorial Trust	75	82
TUC Educational Trust	60	57
Sundry	59	50
Union Learning Fund	12,056	13,399
Grants to organisations overseas	28	105
	<b>12,278</b>	<b>13,693</b>

## 7 Taxation

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

	2014 £'000	2013 £'000
(Over)/under provision in prior years	(32)	43
Provision for the year	299	340
	<b>267</b>	<b>383</b>

## 8 Fixed assets

	Freehold Improv'ts	Furniture & fittings	Equipment	Motor vehicles	Total
Cost	£'000	£'000	£'000	£'000	£'000
1 January 2014	2,996	255	1,119	45	4,415
Additions	-	34	124	-	158
Disposals	-	-	-	-	-
<b>31 December 2014</b>	<b>2,996</b>	<b>289</b>	<b>1,243</b>	<b>45</b>	<b>4,573</b>
<b>Depreciation</b>					
1 January 2014	(2,950)	(200)	(771)	(38)	(3,959)
Disposals	-	-	-	-	-
Charge for year	(25)	(16)	(174)	(7)	(222)
<b>31 December 2014</b>	<b>(2,975)</b>	<b>(216)</b>	<b>(945)</b>	<b>(45)</b>	<b>(4,181)</b>
<b>Net Book value</b>					
<b>31 December 2014</b>	<b>21</b>	<b>73</b>	<b>298</b>	<b>-</b>	<b>392</b>
31 December 2013	46	55	348	7	456

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 £9 million in favour of the TUC Superannuation Society Limited.

Expenditure on the property which increases its potential operating capacity is included within fixed assets as shown above. Other expenditure is written off in the year in which it is incurred.

## APPENDIX THREE

### ACCOUNTS

#### 9 Investments

	Cost brought forward at 01.01.2014	Additions	Disposals	Cost carried forward at 31.12.2014
	£	£	£	£
<b>Quoted</b>				
UK Quoted	6,041,878	5,005,212	(2,441,527)	8,605,563
International Quoted	6,179,171	2,887,536	(5,340,303)	3,726,404
	<b>12,221,049</b>	<b>7,892,748</b>	<b>(7,781,830)</b>	<b>12,331,967</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
	<b>15,211</b>	<b>-</b>	<b>-</b>	<b>15,211</b>
	<b>12,236,260</b>	<b>7,892,748</b>	<b>(7,781,830)</b>	<b>12,347,178</b>

The market value of quoted investments at 31 December 2014 was £12,838,553.

#### 10 Debtors and prepayments

	2014 £'000	2013 £'000
Trade debtors	494	810
Other debtors	330	249
Prepayments and accrued income	724	855
	<b>1,548</b>	<b>1,914</b>

#### 11 Creditors and accrued expenses

	2014 £'000	2013 £'000
Trade creditors	1,201	1,230
Taxation and social security	724	766
Other creditors	285	241
Accruals and deferred income	4,155	3,957
	<b>6,365</b>	<b>6,194</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 2014 the TUC had annual printing and office equipment leasing commitments of £135,221 due within one year (2013: £149,701), £125,409 between two and five years (2013: £235,009) and after five years £392 (2013: £11,512).

## 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 2015 are expected to be £2,200,000.

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

	<b>At 31.12.2014</b>	<b>At 31.12.2013</b>
Rate of increase in salaries	3.8%	4.1%
Rate of increase in pensions in payment		
- RPI, capped at 2.5% per annum	2.4%	2.4%
- RPI, capped at 5.0% per annum	3.3%	3.6%
- RPI, 3% per annum minimum and 5.0% per annum maximum	3.6%	3.7%
Discount rate	3.5%	4.2%
RPI Inflation assumption	3.3%	3.6%
CPI Inflation assumption	2.3%	2.6%
Revaluation in deferment*	2.3%	2.6%

Assumed life expectancies on retirement at age 65 are:

Retiring today		
Males	88.7	88.6
Females	90.5	90.3
Retiring in 20 years time		
Males	91.1	91.0
Females	92.9	92.8

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

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

## APPENDIX THREE

### ACCOUNTS

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

	Long-term rate of return expected at 31.12.2014 £'000	Value at 31.12.2014	Long-term rate of return expected at 31.12.2013 £'000	Value at 31.12.2013
Equities	n/a	26,510	6.61%	32,791
Bonds	n/a	53,852	4.4%	44,669
Cash	n/a	758	3.61%	662
Other	n/a	27,777	6.61%	10,135
Fair value of plan assets		108,897		88,257
The actual return on assets over the period was		20,602		10,312

The amounts recognised in the balance sheet are as follows:

Present value of scheme liabilities	(97,909)	(86,075)
Fair value of scheme assets	108,897	88,257
<b>Pension asset/(liability)</b>	<b>10,988</b>	<b>2,182</b>

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

	2014 £'000	2013 £'000
Liabilities at beginning of year	86,075	79,570
Current service cost	2,005	1,818
Interest cost	3,608	3,257
Contributions by scheme participants	531	566
Actuarial (gain) loss	8,606	3,594
Benefits paid	(2,916)	(2,730)
<b>Liabilities at end of year</b>	<b>97,909</b>	<b>86,075</b>

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

	2014 £'000	2013 £'000
Fair value of scheme assets at beginning of year	88,257	77,596
Expected return on scheme assets	4,828	3,825
Actuarial gain (loss)	15,930	6,585
Contributions by employers	2,267	2,415
Contributions by plan participants	531	566
Benefits paid	(2,916)	(2,730)
<b>Fair value of scheme assets at end of year</b>	<b>108,897</b>	<b>88,257</b>

Amount recognised in other gains and losses

Actuarial gains (losses)	7,324	2,991
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### History of scheme assets, obligations and experience adjustments

	31.12.2014 £'000	31.12.2013 £'000	31.12.2012 £'000	31.12.2011 £'000	31.12.2010 £'000
Present value of scheme liabilities	97,909	86,075	79,570	69,009	62,397
Fair value of scheme assets	108,897	88,257	77,596	66,328	59,664
Surplus (deficit) in the scheme	10,988	2,182	(1,974)	(2,681)	(2,733)
Experience adjustments arising on scheme liabilities	301	1,901	(461)	4,425	(287)
Experience item as a percentage of scheme liabilities	0.3%	2.2%	(0.6%)	6.4%	(0.5%)
Experience adjustments arising on scheme assets	15,930	6,585	6,931	2,474	2,737
Experience item as a percentage of scheme assets	14.6%	7.5%	8.9%	3.7%	4.6%
Actuarial gain (loss)	7,324	2,991	(463)	(1,368)	(61)

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

	2014 £'000	2013 £'000
<b>Analysis of the amount credited to other finance income</b>		
Expected return on pension scheme assets	4,828	3,825
Interest on pension scheme liabilities	(3,608)	(3,257)
<b>Net return</b>	<b>1,220</b>	<b>568</b>

Current service cost	2,005	1,818
Interest cost	3,608	3,257
Expected return on scheme assets	(4,828)	(3,825)
Contributions by plan participants	(2,267)	(2,415)
	<b>(1,482)</b>	<b>(1,165)</b>

### Analysis of the amounts charged to other recognised gains and losses

Actuarial loss on scheme liabilities	8,606	3,594
Actuarial gain on scheme assets	(15,930)	(6,585)
	<b>(7,324)</b>	<b>(2,991)</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:

	2014 £'000	2013 £'000
<b>TUC Educational Trust</b>		
Owed to TUC		
Opening balance	58,543	47,964
Payments to TUC	(58,543)	(47,964)
Scholarship	8,509	-
Net costs paid through TUC	62,341	58,543
<b>Closing balance</b>	<b>70,850</b>	<b>58,543</b>
<b>Tolpuddle Martyrs Memorial Trust</b>		
Owed to TUC		
Opening balance	125,306	81,317
Payments to TUC	(125,306)	(38,011)
Net costs paid through TUC	121,293	82,000
<b>Closing balance</b>	<b>121,293</b>	<b>125,306</b>
<b>TUC Aid</b>		
Owed to TUC		
Opening balance	34,520	28,581
Payments to TUC	-	(28,581)
Net costs paid through TUC	85,324	34,520
<b>Closing balance</b>	<b>119,844</b>	<b>34,520</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 one formal Disputes Committee to resolve issues that could not be resolved informally.

In response to Resolution 77 passed at Congress 2014, the Executive Committee agreed at their June meeting to initiate a consultation about the Disputes Principles and Procedures.

#### COMMUNITY AND THE GMB – GEOAMEY

A TUC Disputes Committee composed of Leslie Manasseh (chair, TUC president and deputy general secretary of Prospect), Gloria Mills (member of the General Council and national secretary of UNISON) and John Smith (member of the General Council and general secretary of the Musicians' Union); with Paul Nowak (TUC assistant general secretary) acting as secretary and Kevin Rowan (head of TUC Organisation and Services Department) also present, met on 13 January 2015 to consider a complaint made by Community against the GMB concerning GEOAmey.

John Park, Adrian Axtell and Steve Farrell represented Community; Paul Kenny, Jude Brimble and Jim Edgar represented the GMB.

In outline Community complained that:

- The GMB had breached Principle 2, by seeking to recruit existing or recent members of Community.
- The GMB had breached Principle 3, by undermining Community's existing recognition agreement with GEOAmey and had responded to the employer's initiative to de-recognise Community.

The GMB's response was, in outline, that Community had provided no evidence that the GMB had actively recruited existing or recent Community members into GMB membership. With regard to the alleged breach of Principle 3, the GMB maintained that GEOAmey's decision to de-recognise Community was made without any recourse to the GMB.

After carefully considering all the evidence presented, the Committee believed that, while it could not establish that the GMB had sought to '*knowingly and actively*' recruit members of Community, Community had suffered a material loss of membership, with these members subsequently joining the GMB. Community's complaint against the GMB in respect of Principle 2 was therefore partly upheld.

The Committee found no evidence that the GMB been involved in GEOAmey's decision to de-recognise Community. However, it was clear that at the time the GMB signed its new recognition agreement with GEOAmey it was aware that Community had a membership and organisational interest in the company and that GEOAmey was intending to de-recognise Community. The complaint that the GMB breached Principle 3 was therefore upheld.

The full terms of the Committee's Award were reported to the General Council at its meeting on 29 April 2015.

# APPENDIX FIVE

## TUC RULES AND STANDING ORDERS

(as at July 2015)

### PART 1 CONSTITUTION

#### RULE 1

##### **Name, office and membership**

(a) **NAME AND OFFICE:** The name of the organisation constituted by these Rules shall be the 'Trades Union Congress' (hereinafter called 'the Congress'), and its principal office shall be at Congress House, 23-28 Great Russell Street, London WC1B 3LS, or such other places as the General Council of the Congress (hereinafter called 'the General Council') shall from time to time decide.

(b) **MEMBERSHIP:** The Congress shall consist of such bona fide trade union organisations as satisfy the requirements of these Rules and are affiliated in the manner prescribed by these Rules.

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

It shall be a requirement of affiliation that an organisation has a clear commitment to promote equality for all and to eliminate all forms of harassment, prejudice and unfair discrimination, both within its own structures and through all its activities, including its own employment practices.

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

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

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

The General Council may also accept applications from organisations of local trade union branches to register as Trades Councils, County Trades Councils or County Associations where they comply with such requirements as determined by the General Council including in particular to have a clear commitment to promote equality for all. Registration in this capacity does not consist of affiliation and confers no authorisation to speak or act on behalf of the Trades Union Congress.

#### RULE 2

##### **Objects**

(a) The objects of the Congress shall be:

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

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

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

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

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

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

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

### **RULE 3**

#### **Affiliation fees**

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

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

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

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

### **RULE 4**

#### **Composition of General Council**

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

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

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.



## APPENDIX FIVE

# TUC RULES AND STANDING ORDERS

(as at July 2015)

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.

## **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.

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- (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.

- (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**

### **Wales TUC**

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

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

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

## **RULE 11**

### **General Secretary**

- (a) The General Secretary shall be elected by Congress, and shall be ex officio a member of the Congress and the General Council. She or he shall remain in office so long as her or his work and conduct give satisfaction to the General Council and to the representatives attending Congress, and shall retire from the service of the Congress upon reaching the age of 65.
- (b) The annual Congress preceding the date of retirement of the General Secretary shall elect a General Secretary Designate who shall become General Secretary on the retirement of her or his predecessor. Should a vacancy otherwise occur between the annual meetings of the Congress, the General Council shall have power to fill such a vacancy temporarily.
- (c) The General Council shall determine the salary and conditions of service of the General Secretary, and shall provide her or him with all necessary assistance, office accommodation, and facilities for conducting the business of the Congress and the General Council.

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# TUC RULES AND STANDING ORDERS

(as at July 2015)

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

### RULE 12

#### Industrial disputes

- (a) It shall be an obligation upon the affiliated organisations to keep the General Secretary of the Congress informed with regard to matters arising between them and their employers and/or between one organisation and another, including unauthorised and unconstitutional stoppages of work, in particular where such matters may involve, directly or indirectly, large bodies of workers. The General Council or the General Secretary shall (if either should consider it necessary) disseminate the information as soon as possible to all organisations which are affiliated to the Congress and which may be either directly or indirectly affected.
- (b) The general policy of the General Council shall be that unless requested to do so by the affiliated organisation or organisations concerned, neither the General Council nor the General Secretary shall intervene so long as there is a prospect of whatever difference may exist on the matters in question being amicably settled by means of the machinery of negotiations existing in the trades affected.
- (c) If, however, a situation has arisen, or is likely to arise, in which other bodies of workpeople affiliated to Congress might be involved in a stoppage of work or their wages, hours and conditions of employment imperilled, the General Council or the General Secretary may investigate the matter by calling representatives of the organisation or organisations concerned into consultation, and may use their influence or her or his influence (as the case may be) to effect a just settlement of the difference. In this connection the General Council or the General Secretary, having given an opportunity to each organisation concerned to present its views on the matter and having ascertained the facts

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

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

### RULE 13

#### Disputes between affiliated organisations

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



- (d) The affiliated organisation or organisations concerned shall notify the General Secretary as soon as possible of any stoppage of work which involves directly or indirectly large bodies of workers, or which, if protracted, may have serious consequences. In addition to such notification, the affiliated organisation or organisations concerned shall inform the General Secretary of the causes and circumstances of the dispute and of the steps taken or proposed by it or by them to secure a resumption of work.
- (e) Either upon notification from an affiliated organisation as required by Clause (b) or Clause (d) of this Rule, or upon the application of an affiliated organisation, or whenever she or he considers it to be necessary, the General Secretary may investigate cases of dispute or disagreement between affiliated organisations and may decide on the most appropriate method of resolving the issue. Where she or he considers it appropriate, the General Secretary may refer any such case to a Disputes Committee of the Congress for resolution in accordance with the Regulations governing procedure in regard to disputes between affiliated organisations (as amended by the General Council and adopted by the Congress from time to time). In the event of such a reference, the General Secretary may summon affiliated organisations to appear as parties before a Disputes Committee and shall require such organisations to submit to that Committee any information, which she or he or the Committee considers to be essential to enable the Committee to adjudicate upon the case.
- (f) If an affiliated organisation refuses or fails to respond to a summons by the General Secretary to appear before a Disputes Committee, the General Secretary shall investigate the circumstances of such a refusal or failure by calling representatives of the organisation into consultation and inviting the organisation to give reasons for its conduct. If, after such investigation, the General Secretary does not withdraw her or his summons and the organisation persists in its refusal or failure to appear before the Disputes Committee the General Secretary shall report the matter to the General Council who may deal with the organisation under Clause (h) of this Rule as if it were a case of failure by that organisation to comply with an award of a Disputes Committee.
- (g) If an organisation which is a party to a dispute fails or refuses to submit its case to a Disputes Committee as provided by this Rule, the Disputes Committee may proceed to make an award in the absence of that organisation and in any event it shall not be permissible for that organisation to raise the dispute at any annual Congress.
- (h) Affiliated organisations summoned by the General Secretary to appear as parties before a Disputes Committee shall be bound by any award of the Disputes Committee and shall comply forthwith with such award. Should any such organisation refuse or fail forthwith to carry into effect such an award (in whole or in part) the General Council having received the award may report on the matter as they think fit to all affiliated organisations, and/or may either:
  - (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 14**

### **Conduct of affiliated organisations**

- (a) If at any time there appears to the General Council to be justification for an investigation into the conduct of any affiliated organisation on the ground that the activities of such organisation may be detrimental to the interests of the trade union movement or contrary to the declared principles or declared policy of the Congress, the General Council shall summon such organisation to appear by duly appointed representatives before them or before such Committee as the General Council consider appropriate in order that such activities may be investigated. In the event of the organisation failing to attend, the investigation shall proceed in its absence.

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# TUC RULES AND STANDING ORDERS

(as at July 2015)

(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 15

#### Trustees, auditors and accounts

- (a) TRUSTEES: Two or more Trustees shall be appointed by the General Council in whose names the funds and property of the Congress shall be vested. Such Trustees shall hold office until their respective successors have been duly appointed by the General Council and shall have accepted office. The Trustees shall deal with the funds and property held by them in accordance with the directions of the General Council and shall invest any funds available for investment in accordance with such directions. The bank accounts of the Congress shall be in the names of the Trustees, but the General Council may by resolution authorise the Trustees to direct the Bankers to honour the signature or signatures of any person or persons named in the resolution, in which case the Trustees shall give such direction and shall be relieved from all liability in respect of payments made in the manner authorised by the resolution while it is in force.

- (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.
- (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 16**

### **Amendment of rules and standing orders**

- (a) The General Council may between each annual Congress make any amendment to the Rules and Standing Orders that they deem necessary subject to any such amendment being confirmed by the next annual Congress, providing that any such amendment shall in any event be binding upon all affiliated organisations and their members until overruled by Congress.
- (b) Affiliated organisations may (subject to the provisions of Rule 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 17**

#### **Preliminary arrangements**

- (a) The General Council shall select the place for the annual Congress and shall have the powers to invite representatives of public bodies and other institutions to attend the sittings thereof.
- (b) The General Council shall meet during the week prior to the date of each annual Congress for the purpose of completing the arrangements there for.

### **RULE 18**

#### **Representation at annual Congress**

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

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## TUC RULES AND STANDING ORDERS

(as at July 2015)

### RULE 19

#### Delegates' qualifications

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

### RULE 20

#### Congress President

- (a) The President of the Congress shall be appointed by the General Council at their first meeting after each annual Congress.
- (b) The duties of the President shall be to preside at all meetings of the General Council, and 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 21

#### General Purposes Committee

- (a) A General Purposes Committee of five members for the ensuing annual Congress shall be nominated and elected by ballot. If any member elected is not a delegate to the ensuing annual Congress, or a vacancy arises from any other cause, the highest unsuccessful candidate shall be called upon to fill the vacancy.

- (b) Each nominee for the General Purposes Committee must be nominated by her or his own organisation. Nominations shall be submitted on the appropriate form which must be signed by the President (or Chair) and Secretary of the organisation and shall reach the General Secretary of the Congress at least eight weeks prior to the Monday of the annual Congress.
- (c) The members of the General Purposes Committee shall appoint from their body a chair and secretary. The duties of the General Purposes Committee shall be:-
  - 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 22

#### Tellers and ballot scrutineers

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

## **RULE 23**

### **Voting**

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

## **RULE 24**

### **Motions for Congress**

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

## **RULE 25**

### **Delegations**

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



## APPENDIX FIVE

# TUC RULES AND STANDING ORDERS

(as at July 2015)

### RULE 26

#### Date of annual Congress

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

### RULE 27

#### Standing orders

- (a) HOURS OF MEETING: Delegates shall assemble at 4pm prompt on the first day of each annual Congress and at 9.30 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 28

#### Suspension of rules and standing orders

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

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