

The TUC logo is rendered in a large, bold, white sans-serif font. The letters are slightly spaced out, giving it a clean, modern appearance. It is positioned in the upper right corner of the page, set against a blurred background of an industrial or office environment.

**TUC**

Changing the world  
of work for good

# CONGRESS GUIDE

BRIGHTON CENTRE, BRIGHTON  
10-13 SEPTEMBER 2017

A blurred photograph showing four workers in high-visibility yellow-green vests walking away from the camera down a brightly lit corridor or hallway. The background is out of focus, showing structural elements of a building.

## **SOLVING THE YOUNG WORKER RIDDLE**

How to bring young workers  
into membership

## **THE FACTS ABOUT JOB INSECURITY**

– and some strong opinions!

***PROGRAMME | FRINGE | EXHIBITORS***





## The only thing that is constant is change

In this ever-changing, challenging world, we at HW Fisher & Company never underestimate the power of positive thinking.

HW Fisher & Company has a long and successful history with the Movement.

Our clients include trade unions, pensions schemes, charities and Members of Parliament.

As usual, a number of us will be in Brighton this week.

If you would like to meet with us here, or at any other time, to see how we can help please contact:

Sailesh Mehta  
07768 497 777  
smehta@hwfisher.co.uk

David Breger  
07798 532 797  
dbreger@hwfisher.co.uk

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**HW Fisher  
& Company**

CHARTERED ACCOUNTANTS

*Wishing you a successful conference*

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**Published by:**  
 Trades Union Congress  
 Congress House  
 Great Russell Street  
 London WC1B 3LS  
**Print:** College Hill Press  
**Cover photo:**  
 Shutterstock  
**Design & production:**  
 www.design-mill.co.uk



# New ways to learn rep essentials

**Giving you the tools and knowledge to carry out your role successfully.**

TUC Education has launched a brand new suite of online courses that are transforming the delivery of learning opportunities for trade union representatives.

For the first time, reps can access TUC courses on their smartphones, tablets and computers, whenever and wherever they choose.



[www.tuceducation.org.uk/newonlinecourses](http://www.tuceducation.org.uk/newonlinecourses)



**Visit the Digital Hub to find out more about our new online courses!**



Union Reps One



Union Learning Reps One



Health and Safety One



Union Learning Reps Two



**BRIGHTON**

# WELCOME TO CONGRESS

TUC General Secretary Frances O'Grady will address Congress on Monday morning.

► **DEAR DELEGATES** When I wrote this foreword last year, I thought no year could top 2016 for upheaval and uncertainty. But the last twelve months have proved me wrong.

Since we last met, the UK has voted in a snap general election – and it transformed the terms of political debate, not least around austerity. Conservative MPs were tackled on the doorstep by teachers and nurses angry that their pay was being held down. Decent public services and workers' rights emerged as the top issues that determined many votes. And younger people made their voices heard loud and clear.

Nevertheless, for the time being, there is a Conservative government in office and living standards continue to fall. We are in the longest pay squeeze since Victorian times, and rising prices suggest the living standards crisis will deepen. More than three million workers face insecurity at work, at the sharp end of a labour market that has shifted the risks of work (but none of the rewards) from employers to workers.

Since the Prime Minister triggered Article 50 to leave the EU the government has issued

a multitude of 'red lines' but no negotiating strategy and no plan. It is crystal clear that this government can't be trusted to negotiate a deal that puts rights at work, decent jobs and investment, and great public services first. So it's up to us to make the case and win the new deal working people need.

This week the diversity, vibrancy and relevance of our trade union movement to the challenges of the years to come will be on show. This is our chance to demonstrate our strength and determination to put the everyday concerns of working people centre stage – so let's use it well.

Our slogan for this year's Congress is "changing the world of work for good". As we start our 150th anniversary year, the slogan reminds us of our mission – and the debt we

**"Our slogan for this year's Congress is 'changing the world of work for good'."**



Christopher Best

owe trade unionists of the past. And it reminds us that we are but the temporary custodians of this movement on behalf of the workers of the future.

From artificial intelligence to the internet of things, the world of work is changing fast and we must change too. But we do so confident in the knowledge that strong trade unionism will always be the best way to advance the power and interests of working people.

Enjoy Congress!

Frances



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Keningtons, 72-75 Marylebone High Street,  
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**YOU ARE INVITED FOR**  
**COFFEE**  
*and conversation*



We extend our warmest wishes for a successful conference to clients old and new (and pending!)

We've put a couple of vouchers in your delegate packs which can be exchanged for tea/coffee in the Delegates Lounge (2 Bar) on the 1st floor.

Why not join us for a cuppa?

Paul Scholey: 07736 110837  
Clair Watmore: 07595 564764  
David Sorensen: 07841 794576



# FINDING YOUR WAY AROUND



## Credential badge holders

All credential badge holders must enter the Brighton Centre by the main entrance. No-one will be allowed entry to the building without their credential being worn and easily visible; and you must keep your credential visible for checking within the building too. You will also need to keep with you secondary photo ID, such as a passport or modern driver's licence.

## Belongings

Please ensure that you remove all belongings from the Congress Hall at the end of each morning and afternoon session of Congress. Please claim any lost property from the Brighton Centre Information Desk on the ground floor.

## Distribution of leaflets

Leaflets, booklets and appeals may only be distributed from stands in the Exhibition area. TUC stewards will be checking this restriction is observed. It is against the rules of Congress to distribute material relating to motions. This could lead to them being removed from the Agenda.

## Congress documents

Extra copies of Congress documentation are on sale from the TUC Publications/Bookmarks stand 3-4, 49-51 in the ground floor exhibition area.

## Refreshments

Refreshment points are on the first floor in the Exhibition Area, the 2Bar and the East bar. On the ground floor there is the Feed Café inside the main entrance and catering opposite the Business Centre.

## Accessibility

Delegates will have notified the TUC before Congress of particular access needs such as seating requirements and documentation. There are accessible toilets on all floors in both the main venue and the Syndicate Wing.

There is level access from the street into the Syndicate Wing, or there is an internal ramp which connects it to the main part of the venue. The ratio of the ramp is 1:15.

There are accessible lifts to take you to the floor you need. The sizes of all lifts are: Door width – 1100mm; floor depth – 1700mm; floor width – 1950mm.

All lifts have audible announcements for each floor level. The signage inside the lifts includes pictograms.

# NEWS FROM CONGRESS

## ON A SCREEN NEAR YOU

Delegates are accessing Congress docs more and more on their smartphones and tablets and we are expanding our digital offer. That means greater demands on the battery life of your favourite device. To help, there are charging lockers for tablets and smartphones at the Digital Hub, stands 75-76. This is also a quiet zone where you can wind down yourself. There will also be a limited supply of free portable battery packs for delegates to keep their tech refuelled.

► If you need help viewing Congress documents on your device join the Digital Team on stands 75-76 on Sunday afternoon or at any point during Congress.

### Comment is FREE

While all eyes will be on the traditional platform for the debates, do jump onto our digital platforms where you can contribute to the buzz and take part in wider discussions. We are using FaceBook, Twitter and Instagram. There is free wifi in the Congress Centre.

Here's where you can find us:

Facebook: /TradesUnionCongress  
Twitter: @The\_TUC #TUC17  
Instagram: /TradesUnionCongress



### NEW BRAND FOR A NEW DIGITAL FUTURE

You may have noticed the TUC has changed its look and feel in time for our 150th anniversary and to mark a fresh appeal to members and potential members alike. The brand is digital-ready and will feature on all new online communications, including of course our lovely new website and social platforms.

Unions too are gearing up for the digital future, but there is a lot we can learn from each other about how to reach important audiences with targeted media.

So come to the Digital Hub during the breaks at Congress for mini-fringe meetings on everything from shooting videos on your smartphone to running online petitions and campaigns.

► **Details of all 10 (yes 10!) mini-workshops are in the fringe listings, on pages 12-16 of this Guide.**





Shutterstock

## Green Brighton – windfarm continues to take shape

If you've an interest in green energy cast a glance out to the horizon in the direction of Shoreham and you can't fail to see a mysterious pattern of metal structures reaching up out of the sea. This is the Rampion Offshore Wind Farm of 116 turbines, 13km off the coast. The 400MW project is being built by E.ON, the UK Green Investment Bank plc and Canadian energy company Enbridge. When it's ready it will provide enough electricity to supply around half the homes in Sussex. It's going to take a while – each turbine takes a full 24 hours to complete!

## 150 STORIES FOR 150 YEARS

Many delegates will be joining us next year for our 150th celebrations in Manchester.



There are plenty of ways you can take part in helping to make our anniversary as memorable as our 125th or even our 100th, though the Queen visiting Congress House and the Blues and Royals playing a salute in front of the Epstein war memorial will be hard to beat!

► Look out for our short video that will play in the hall, and our leaflet about contributing inspiring stories to our collection of great moments in trade union history, or email [campaigns@tuc.org.uk](mailto:campaigns@tuc.org.uk) to find out more.

## A WORD FROM OUR SPONSORS...

Congress is impossible without the financial contribution of some very supportive companies and service providers to the movement. Our thanks this year go to Unionline for the stewards' poloshirts; Thompsons for the lanyards; Slater and Gordon for the wallets; and Morrish and Co. for the free tea and coffee (check for the voucher in your wallets).

In addition, Karlson offer a full Business Centre of free printing, copying and scanning facilities all week, as well advice on paper tracking and data protection.

Meanwhile the NUT (now part of the NEU) are one of the sponsors of Music for Youth.

► A big thank you to all!



## BRITAIN STILL NEEDS A PAY RISE!

Our campaigns on young workers and decent jobs will dominate our thoughts in the autumn, but equally important is to keep pressure on the government to address the crisis caused by wages failing to keep up with the cost of living, especially in our over-stretched public services.

So the TUC is organising a lobby of Parliament and a rally in Westminster on 17 October to call for a change in policy and proper funding of our public services.

At the same time public events round the country and in Wales, coordinated by the TUC, will take place in September and October to mark trade union concerns and win more public support.

► Look out for information from your union and from the TUC's website [tuc.org.uk](http://tuc.org.uk)

► This is a chance for delegates – first timers or hardy perennials – to network and meet others from sister unions. Come to the Digital Hub on Sunday from 3–3.30pm. Everyone is welcome for refreshments, an introduction to Congress, and a chance to chat before the formal business of Congress kicks off.

# #DIGITALUNIONS @ CONGRESS

This year, being connected at Congress will be more important than ever. To help you we've opened a Digital Hub, in the 1st floor exhibition area, stands 75–76.

## What happens in the hub?

Staffed by the TUC digital team and other experts, the hub is the place to answer your questions on key digital topics. We'll have 30-minute surgery sessions that you can book online at [tuc.org.uk/digitalhub](http://tuc.org.uk/digitalhub). Or just drop by with your ideas and questions on anything **#digitalunions**.

While you're here you can find out more about how the TUC and unions are trying to change to make the most of the opportunities of digital technology, and address some of the big questions we face as a movement.

Over the course of Congress, we'll be running mini-fringe presentations on topics from shooting videos on your smartphone to running your own online campaigns (check out the fringe guide for more).

We'll have device-charging lockers to refresh your phones and tablets, and a seating area to help you refresh yourself.

## Digital delegates survival guide

**Get powered up** You're welcome to leave devices in the charging lockers at the Digital Hub. Plug your phone or tablet in, lock it away, and come back when you need it again. The lockers support most types of mobile device, just talk to staff in the Digital Hub if you need a hand.

If you can't be away from your

phone and need a powerbank to help you keep topped up during sessions, we'll have a number of them available in the Digital Hub for delegates – first come, first served.

**Get online** You can get online for free in the Congress venue, using the Brighton Centre's Wi-Fi network.

If you want to get online around Brighton, look out for free WiFi, provided by the council and BT. It's available in 40 popular locations around the city centre. Connect to the **BrightonHovefreewifi** signal in the list of available networks on your device, and open your web browser to log in for free.

**Go paperless** This year, we've been working to improve our digital Congress documents, making them work better on whichever devices you'll be using.

While you can still get the documents as pdf files, you can also access them as ePub files. This is the file type used by your phone or tablet's book reader (e.g. Google Play Books or iBooks). It'll take a bit of getting used to if you're new to using book readers, but works much more flexibly on mobile devices

**“If you're on Twitter, you can follow Congress online using the hashtag #TUC17”**

– spacing itself to fit better on your screen, and allowing you to make annotations for your own notes, and to quickly search and navigate documents.

We also have a special website version of the agenda and composites, which should make for less juggling between them, and help you find out with just one click where you are in the running order at any time.

Just visit [tuc.org.uk/congress2017](http://tuc.org.uk/congress2017) for all the links you'll need.

If you've any questions about using the documents or getting online at Congress, drop by the Digital Hub and we'll do our best to help. We'll be demonstrating the new documentation and ways to make the best use of it all afternoon on Sunday, including at the reception for new delegates.

**Join the conversation** If you're on Twitter, you can follow Congress online using the hashtag **#TUC17**. You can use it to see what your fellow delegates are saying, and to help us take the messages of Congress out of the Brighton Centre to our branches and workplaces back home.

And of course, we're keen to see your thoughts on how unions can meet the challenges of digital – tweet us on **#digitalunions** **And finally** If you are a delegate, please let us know how you find our digital offer and any ideas you have for the future by filling in our survey, which will be sent to you in the Conference News email at Congress.



# UNIONS MAKE THE DIFFERENCE

Confident unions are powerful agents for workplace change, our President Dr Mary Bousted tells John Moylan.

## ► MARY BOUSTED CAN

sense change in the air.

When she was elected TUC President last September she couldn't have imagined that just 12 months later unions would be celebrating a series of important legal victories and that the Conservative government would be so weakened.

"I think people will be buoyed by the general election result," she says, speaking ahead of the 149th TUC Congress. "I don't think anyone could have predicted that the Tories would run such a poor campaign."

And her eyes light up as she recalls the series of legal victories, culminating in UNISON's landmark win in July when the Supreme Court ruled that the government's employment tribunal fees were illegal. "I do think that the mood music is different now and that's something that I will be hoping to reflect in my conference speech."

By any standards she's had a busy year. As President she's represented the TUC at numerous conferences and events. She's chaired

Executive and General Council meetings and been a "listening ear" for Frances O'Grady, supporting her leadership.

At the same time she's led her union, the Association of Teachers and Lecturers (ATL) through a tumultuous period as education has risen up the political agenda. England's schools are facing the largest real-terms cuts in funding in more than a generation. Unions responded with the "School Cuts" website, which allowed parents to see the impact of funding cuts on

their own child's school.

"That showed that unions can be successful in leading campaigns that cut through to parents," she says "and what unions can do using new methods of campaigning."

But with teachers' pay capped at one per cent for another year and a looming crisis in recruitment and retention, she argues that teacher unions need to go further. That's why on 1 September the ATL formally joined forces with the National Union of Teachers to create the National Education Union.

"It will have over 450,000 members. It will be the largest dedicated education union in Europe. It will be the fourth largest union in the TUC."

### **New super union**

And as the joint general secretary of the new super union – alongside the NUT's Kevin Courtney – she's about to become one of the most high-profile trade union leaders in the country. "We expect to be taken seriously and to have the political and industrial clout to make sure our voice is heard."

If that sounds like fighting talk, when it comes to industrial action Mary has form. In 2011 she led the ATL union into its first ever national strike as part of coordinated action by unions against the coalition government's plans to change public sector pensions. "We took two days of strike action and the government came back with a revised offer," she recalls.

And she doesn't rule out the prospect of further industrial action ahead. The Trade Union Bill may make national action harder to achieve but she says that calls for a change in strategy. "The (ballot) thresholds are much more achievable at a

**"We expect to be taken seriously and to have the political and industrial clout to make sure our voice is heard."**

local level," she argues. "And joining forces allows us to put on more pressure – potentially that's much more disruptive for the government."

"Strike" was probably one of the first words she ever learned. Brought up in Bolton in the 1960s she recalls climbing onto her father's knee to get his attention and scanning the headlines as he read his daily newspaper, *The Manchester Guardian*. "I could read by the age of three," she says. "I just learnt it by osmosis."

### **Teaching in the blood**

Her father was the headmaster of a local primary school. Her mother also taught while raising eight children. Mary was the second youngest.

From her parents she learned the importance of hard work, discipline and that education could be a vehicle for social justice.

She started her career as an English teacher in North London comprehensives. It was then, as the Thatcher eighties dawned, that she first joined a trade union but she admits she was never an activist.

Shami Chakrabarti, the shadow attorney general and former director of Liberty, was one of her pupils. She was "very able," Mary recalls, "and always the most stropky." (Yes, they still keep in touch.)

Later she set up the English

teacher training programme at York University and ran the secondary teacher training programme at Edge Hill University in Lancashire, before joining Kingston University as the head of the school of education.

But it's her track record as general secretary of the ATL, a job she spotted advertised in *The Guardian* in 2003, that gives her most satisfaction. "There were lots of people who said that I would be an absolute disaster because I didn't know trade unions," she says. "But what I knew was education, teaching, I knew management. I knew about leadership. I had to learn trade unionism."

Back then, she says, the union had declining membership, internal problems and no profile. "I think it's become... a confident, successful union," she says. "I'm very proud that ATL has always made a well-evidenced case and that we have been listened to."

### **Radically different approach**

Her year as President has also opened her eyes to the challenges facing the movement. "It has come a long way," she says. "But it has to reinvent itself further. Membership is falling. Density is lowest amongst the young. Most workplaces employ less than 10 people and are not unionised. That calls for a radically different approach."

That's why the TUC's Young Workers project is so important, she says.

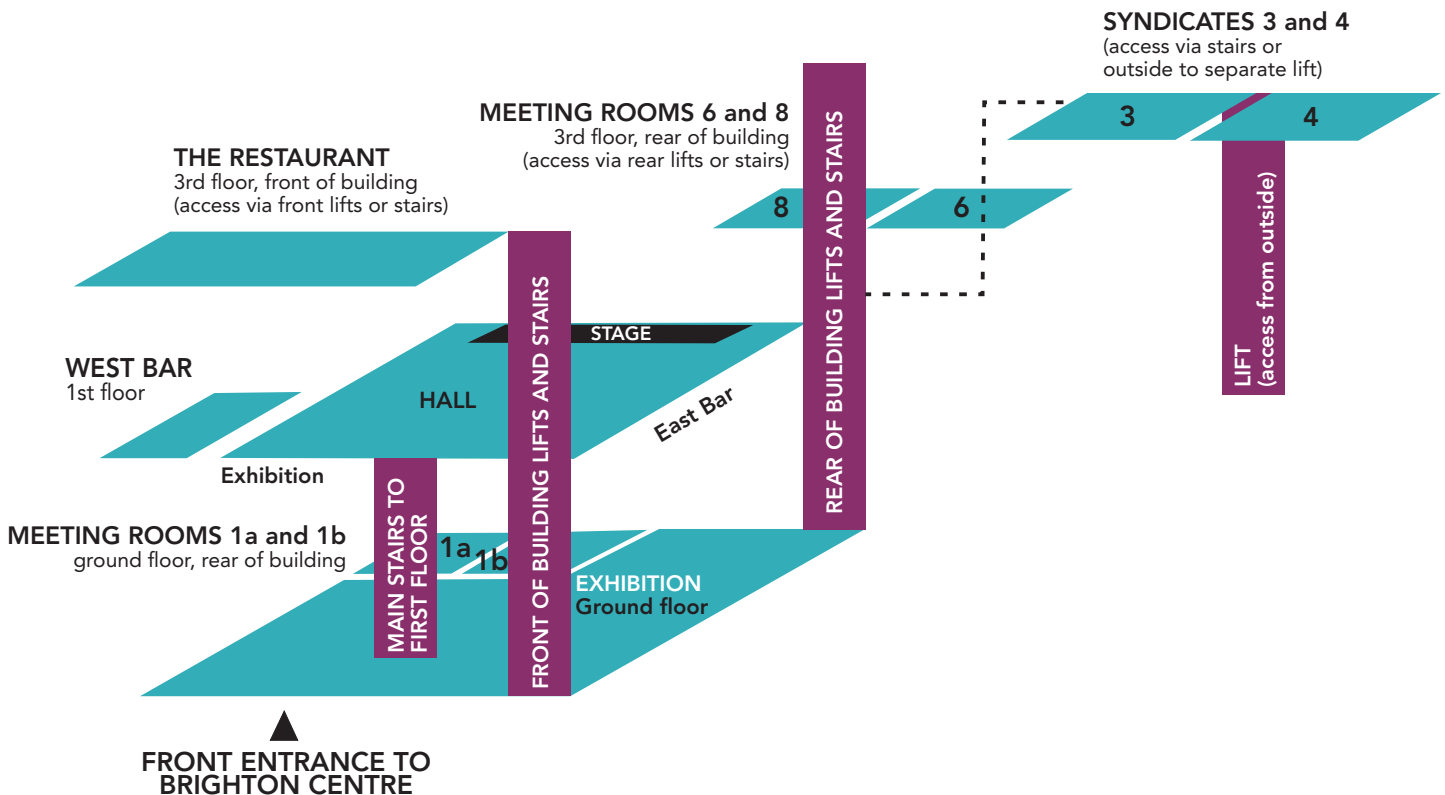
The three-year project aims to understand attitudes to unions amongst young people who are often in insecure, non-traditional workplaces. "How do you organise care workers who work from their cars?" she asks.

*Continued on page 23* ►

# THE FRINGE

The following are the fringe meetings the TUC had details of by the time the Guide went to press.

The TUC's own meetings are shown in purple. To find the meeting rooms see the plans below.



## SUNDAY EVENING

19.00

Heathrow Expansion  
**RECEPTION**

Heathrow, the UK's only hub airport, is the UK's biggest port by value for non-EU trade and a cornerstone of our economy. It is also one of the largest single sites of employment in the country, with 76,000 people employed on site. Our expansion plans, which will deliver up to 180,000 jobs and 10,000 apprenticeships, are supported by the TUC, and some of the country's largest unions, including Unite and GMB. As we deliver Britain's new runway, we will work together with trade unions to help build an economy that is sustainable, open to the world, and creates secure careers nationwide.

**Speakers:** Paul Nowak, Deputy General Secretary, TUC; further speakers tbc

**Chair:** Paula Stannett, Chief People Officer, Heathrow

**Venue:** The Restaurant, Brighton Centre  
*Refreshments provided*

19.00

Institute of Employment Rights/  
Campaign for Trade Union Freedom

**PREPARING FOR POWER:  
LABOUR RIGHTS UNDER A  
LABOUR GOVERNMENT**

The Labour Party Manifesto 2017 caught the popular imagination and inspired a new generation of voters. Turning those ideas into practical proposals is the next step along the path to power. Come and hear IER and CTUF's ideas for labour rights under a labour government  
**Speakers:** Prof. Keith Ewing, IER/CTUF; Dr. Lydia Hayes, IER/Cardiff University; John Hendy QC, IER/CTUF; Len McCluskey, General Secretary, Unite; John McDonnell MP, Shadow Chancellor.  
**Chair:** tbc

**Venue:** Old Ship Hotel, Kings Road  
*Refreshments provided*

19.30

Unite

**PROTECTING MIGRANT  
DOMESTIC WORKERS**

**Venue:** Regency Suite, Hilton Brighton Metropole, Brighton seafront

## MONDAY LUNCHTIME

12.45

ASLEF

**WORKERS' RIGHTS ARE UNIVERSAL,  
TIME TO INCLUDE SEX WORKERS**

Workers in the sex industry do not have the same rights as workers in other industries in the UK. This fringe meeting will discuss whether it is time to decriminalise sex work and better regulate the industry. It will also consider what the trade union movement's response should be.

**Speakers:** Laura Watson, English Collective of Prostitutes; Georgina Perry, National Ugly Mugs; GMB speaker tbc  
**Chair:** Debbie Reay, Chair of ASLEF Women's Representative Committee

**Venue:** Regent Room, Grand Hotel, Kings Road  
*Lunch will be provided*

12.45

Electoral Reform Society  
**IS IT TIME FOR UNIONS TO  
 BACK ELECTORAL REFORM?**

June saw the third general election in a row where Westminster's voting system failed to do what it says on the tin – produce a 'strong' government. Parties were again forced to focus on a handful of largely wealthier 'marginals' – meaning the millions of people in safe seats could effectively be ignored by the political parties. And 3.5m Labour votes in Labour-winning constituencies were wasted – they didn't go to electing an MP. Yet the labour movement has often been at the forefront of democratic reform. Hear progressive perspectives on the difference a fair voting system can make – and how unions can be part of a radical and inspiring agenda for equality at the ballot box.

**Speakers:** Howard Beckett, Unite; Jess Garland, Electoral Reform Society; Liz Snape, UNISON; Cat Smith MP

**Chair:** Darren Hughes, Electoral Reform Society

**Venue:** Room 8, Brighton Centre

12.45

Gamble Aware  
**PROBLEMATIC GAMBLING IN  
 THE WORKPLACE: AN ISSUE  
 FOR TRADE UNIONS**

There is a need for trade unions and employers to get more involved and engage over the issue of problematic gambling. This is the conclusion of Unite and GambleAware. Over the past year Unite has looked to address the issue through employer engagement, signposting workers to support and raising awareness through organising the first national conference to look at the problem. The ambition is for trade unions and employers to give problematic gambling parity of awareness with drugs and alcohol in the workplace. This fringe meeting will give delegates an insight into how Unite and other trade unions can support members and workers going forward.

**Speakers:** Steve Craig, Unite National Development Officer; Iain Corby, Deputy Chief Executive, GambleAware; Neil Platt, Clinical Director, Beacon Counselling Trust; Matthew Ashton, Director of Public Health, Sefton and Knowsley Council.

**Chair:** Jim Mowatt: Director of Education, Unite

**Venue:** The Restaurant, Brighton Centre  
*Lunch will be available*

12.45

Trade Union Co-ordinating Group  
**PAY AND PRIVATISATION**

Privatisation and cuts in pay, terms and conditions for those delivering public services have been the key principles of the Tories' austerity agenda for the last seven years. Despite the impact of

the cuts and the heroic role played by emergency service staff and public servants in the appalling Grenfell Tower tragedy and the devastating terrorist attacks in London and Manchester, that policy remains in place. The TUCG will be at the forefront of the campaign to defend public services and ensure those who deliver them receive the pay they deserve.

**Speakers:** Matt Wrack, General Secretary, Fire Brigades Union; Mark Serwotka, General Secretary, PCS; Mick Cash, General Secretary, RMT; Joanna de Groot, UCU President

**Chair:** Steve Gillan, General Secretary, Prison Officers' Association

**Venue:** Room 1b, Brighton Centre

12.45

Trade Unions Against the EU  
**IS SOCIALIST PLANNING COMPATIBLE  
 WITH THE SINGLE MARKET?**

What is the nature of the single market? Out of the EU must mean out of its main platform, the single market. This will create great opportunities for progressive planning and rebuilding of industry and public services. Surely, the TUC must embrace Brexit. Come along and discuss.

**Speakers:** Kelvin Hopkins, MP; Mick Whelan, General Secretary, ASLEF; Paul Embery, National Organiser, TUAEU

**Chair:** Jacqui Johnson, former President, UCU

**Venue:** Old Ship Hotel, King's Road  
*Refreshments available*

12.55–14.15

TUC Digital Hub  
**GETTING YOUR BLOGS PUBLISHED  
 (DIGITAL SKILLSHARE)**

Want to get your writing in front of a wider audience? In this session, hosted by top bloggers from LabourList and Left Foot Forward, we'll offer tips on what editors are looking for and on crafting the perfect pitch, to get them to feature your story.

**Speakers:** Josiah Mortimer, Left Foot Forward and Emma Bean, LabourList

**Venue:** Stand 76, First Floor, Brighton Centre

13.20

TUC Digital Hub  
**HOW WELL IS YOUR UNION  
 REALLY DOING ONLINE?  
 (DIGITAL SKILLSHARE)**

A look at ways to measure the performance of websites and social media channels, comparing the TUC affiliated unions. See how well your union is really performing online, and get the tips and the future trends you need to be aware of.

**Speaker:** Simon Parry, TUC Virtual Chief Information Officer

**Venue:** Stand 76, First Floor, Brighton Centre

13.45

TUC Digital Hub  
**MAKING OUR UNIONS MORE DIGITAL-  
 READY (DIGITAL SKILLSHARE)**

The digital age offers huge opportunities to unions, but we'll have to make big changes in how we work if we want to take them. IT strategist Stephen Pye helped create the TUC's Digital Healthcheck tool. He'll share tips on how to assess your union's digital maturity level and how to make plans for the future.

**Speaker:** Stephen Pye, Acert Associates

**Venue:** Stand 76, First Floor, Brighton Centre

12.45

TUC Race Relations Committee and CLASS  
**LET'S TALK ABOUT RACE AND CLASS**

When we think of a typical working-class person in the UK, we are likely to think of a white man emerging from a coal mine. But working-class people in 2017 are more likely to work in call centres than coal mines, more likely to be women, and more likely than middle class people to be BAME. The fringe meeting will discuss the reality of today's working class, and why it's essential to update our cultural image in the fight against economic and social inequality, the reality of everyday racism and consider how trade unionists can respond to tackle the racial harassment and institutional racism taking place in workplaces.

This fringe is open to all delegates.

**Speakers:** Faiza Shaheen, Director, CLASS; Omar Khan, Runnymede Trust; Wilf Sullivan, TUC; plus one other tbc

**Chair:** Gloria Mills, Chair, TUC

Race Relations Committee

**Venue:** Room 1a, Brighton Centre

*Lunch will be provided*

12.45

TUC Young Workers' Forum  
**YOUNG WORKERS AND  
 APPRENTICESHIPS: BROKEN  
 SYSTEM OR UNPOLISHED GEM?**

The meeting will discuss the experience of young workers and apprenticeships and highlight why it's one of the Young Worker Forum campaigns.

**Speakers:** Craig Dawson, Chair, TUC Young Workers' Forum; Iain Murray, TUC

**Chair:** Craig Dawson, Chair, TUC Young Workers' Forum

**Venue:** Room 6, Brighton Centre

*Refreshments provided*

12.45

Unions 21  
**GETTING THE WORKPLACE  
 READY FOR BREXIT**

The government's trigger of Article 50 to exit the European Union marked the beginning of a serious challenge for the union movement. We are now beginning the process of understanding what all

the negotiations and policy implications will have on our economy, industries and members. In this landscape, how do unions ensure that good work remains the cornerstone of the UK economy and not just an aspiration? Unions 21 is launching our newest project, Getting The Workplace Ready for Brexit, which will explore all the internal and external considerations unions will need to address to ensure we remain a positive force within the UK economy.

**Speaker:** Mike Clancy, General Secretary, Prospect; Gil Walton, Royal College of Midwives  
**Chair:** Sue Ferns, Chair, Unions 21  
**Venue:** West Bar, Brighton Centre

**12.30**

Unite

**TRADING AWAY THE UK: CAN WE TRUST THE TORIES ON INTERNATIONAL TRADE?**

**Venue:** Regency Suite, Hilton Brighton Metropole, Brighton seafront

## MONDAY EVENING

**17.45**

Communication Workers Union  
**NEW POLITICS, NEW TRADE UNIONISM**

The general election showed that the Labour Party is being transformed. A bold manifesto and the beginnings of a 600,000 strong mass movement are delivering a new kind of politics. At the same time, last year saw the biggest decline in trade union membership on record. So now we need a new kind of trade unionism. How we deal with the explosion of insecure employment, address falling trade union membership, meet the challenges of automation and make the world of work the number one political issue in the UK.

**Speakers:** Dave Ward, General Secretary, CWU; Tim Roache, General Secretary, GMB; Owen Jones; Faiza Shaheen, CLASS.

**Chair:** Kevin McGuire, *The Mirror*.

**Venue:** The Restaurant, Brighton Centre

**17.45**

Cuba Solidarity Campaign and Venezuela Solidarity Campaign

**TRUMP, US BLOCKADE AND INTERVENTION: SOLIDARITY WITH CUBA AND VENEZUELA!**

Donald Trump's new administration poses a variety of threats to Cuba, Venezuela and the Latin America region. In June 2017 Trump announced his new Cuba policy that further strengthens elements of the 55-year-old blockade of the island. In Venezuela, he has extended sanctions and publicly called for 'regime change.' Find out why international solidarity is crucial in light of these threats and what we can stand up to Trump.

**Speakers:** H. E. Teresita Vicente, Cuban Ambassador; H. E. Rocio Maniero,

Venezuelan Ambassador; Kevin Courtney, Joint General Secretary, National Education Union; Rob Miller, Director, Cuba Solidarity Campaign; Dr Francisco Dominguez, Secretary, Venezuela Solidarity Campaign

**Chair:** Diana Holland, Unite Assistant General Secretary

**Venue:** Room 1a, Brighton Centre

*Havana Club cocktails will be provided*

**18.00**

GMB/UCU

**WOMEN TRADE UNIONISTS NETWORKING EVENT**

All women delegates welcome. Please join us for a drink, nibble and a chat. There is no fixed agenda, just trade union women getting together. The venue is left as you leave Congress and along the Kings Road past the Odeon. Ship Street is the third street on the left  
**Venue:** Hotel du Vin, 2 Ship Street

**17.45**

Nuclear Industry Association  
**BRITAIN'S ENERGY**

**FUTURE POST-BREXIT**

Trade union, Labour and industry speakers will look at the energy choices needed to meet energy requirements in a secure sustainable and affordable way and the implications of these decisions for employment and the environment.

**Speakers:** Mike Clancy, General Secretary, Prospect; Tom Greatrex, Chief Executive, Nuclear Industry Association; Rebecca Long-Bailey, Shadow Secretary of State for Business, Energy and Industrial Strategy

**Chair:** Kevin Coyne, National Officer, Unite  
**Venue:** Room 8, Brighton Centre

*Refreshments available*

**17.35**

TUC Digital Hub

**AN INTRODUCTION TO SOCIAL MEDIA CAMPAIGNS (DIGITAL SKILLSHARE)**

How can you use some of the big social media platforms such as Twitter, Facebook and Instagram to boost your union's campaigns? What kind of content can you create, for what audience? Get a crash-course on the rules of engagement on social media – and how to make the best of it.

**Speaker:** Riz Hussain, TUC Social Media Officer

**Venue:** Stand 76, First Floor, Brighton Centre

**18.00**

TUC Digital Hub

**WRITING FOR THE WEB (DIGITAL SKILLSHARE)**

We have more opportunities to publish our writing than ever before. But in a crowded online space, how can you make your blogs stand out? In this session, we'll explore how to tailor a story to the web,

from developing an idea, to structuring a blog, to writing the perfect headline.

**Speaker:** Niamh Ni Mhaoileoin, TUC Digital Content Editor

**Venue:** Stand 76, First Floor, Brighton Centre

**17.30**

Unite

**THE BATTLE OF GRANGEMOUTH – A WORKER'S STORY**

**Venue:** Regency Suite, Hilton Brighton Metropole, Brighton seafront

**17.45**

War on Want, Migrants Rights Network & Institute of Employment Rights

**LIVING ON THE MARGINS: THE FIGHT FOR MIGRANT WORKER RIGHTS IN A PRECARIOUS WORLD**

Migrants have often been blamed for the assault on working conditions brought about by precarious contracts, outsourcing and privatisation. In reality, migrant workers have suffered its worst consequences. With Brexit, the call to 'control our borders' risks being used to not only restrict freedom of movement but to undermine the rights of migrant workers. With the Taylor review failing to mark a shift away from precarious work, how do we ensure that Brexit doesn't trigger a race to the bottom that harms everyone?

**Speakers:** Dr. Lydia Hayes, University of Cardiff / Institute of Employment Rights; Fizza Qureshi, Migrants' Rights Network; Asad Rehman, War on Want; Diane Abbot MP, Labour Party; Kamaljeet Jandu, GMB.

**Chair:** Owen Jones, *The Guardian*

**Venue:** Room 1b, Brighton Centre

## TUESDAY LUNCHTIME

**12.45**

Justice For Colombia

**WILL THERE BE JUSTICE FOR COLOMBIA?**

After three and a half years imprisoned on false charges, Colombian trade union leader Huber Ballesteros was finally released in January 2017. Justice for Colombia, with the support of the TUC and its affiliated unions, played a key role in securing his freedom. Come and hear firsthand about the current situation for trade unionists in Colombia, recent developments in the Colombian peace process and the ongoing threats to trade unionists and activists despite the historic advances towards peace.

**Speakers:** Huber Ballesteros, Colombian Trade Union Leader and former Political Prisoner; Stephen Cavalier, CEO, Thompsons Solicitors; Mariela Kohon, Director, Justice for Colombia

**Chair:** Mick Whelan, General Secretary, ASLEF

**Venue:** Room 1b, Brighton Centre

*Lunch provided*

# School cuts – what's the damage?



**Join us to debate the impact of the biggest cuts to education funding in a generation.**

Tuesday 12 September 12.45pm to 1.45pm  
The Restaurant Brighton Centre

**Angela Rayner** MP, Shadow Education Secretary (invited)

**Dr Mary Bousted** Joint General Secretary, National Education Union

**Kevin Courtney** Joint General Secretary, National Education Union

**Representative from the Fair Funding for all Schools Campaign**

Refreshments available

The National Education Union stands up for the future of education by bringing together more than 450,000 teachers, lecturers, support staff and leaders working in independent and maintained schools and colleges across the UK.

Formed by the Association of Teachers and Lecturers (ATL) and the National Union of Teachers (NUT), the National Education Union is the UK's largest education union. We have an effective and powerful voice – championing everyone who works in education.

We're committed to making education a great place to work, a great place to teach, and crucially a great place to learn.



12.45

Labour Campaign for Electoral Reform

**TIME4PR: WHAT DO TRADE UNIONS THINK?**

Labour needs to refresh its democracy. Voting reform will assist its renewal. Already conversations are happening at meetings and events around Britain to address the voting system so beloved by the Tories – see their 2017 Manifesto. Trade unions can help make the change so they can influence government all the time, not just when Labour is in government.

**Speakers:** Clive Lewis, Labour MP for Norwich South and LCER Vice Chair; Howard Beckett, Assistant General Secretary, Unite (in a personal capacity); Sam Tarry, TSSA; Nancy Platt, former Trade Union Liaison Manager for Jeremy Corbyn; Amelia Womack, Deputy Leader, the Green Party; Mary Southcott, Parliamentary & Political Officer, LCER; further speakers tbc.

**Chair:** Billy Hayes, former General Secretary, CWU and LCER Trade Union Officer

**Venue:** Syndicate 3, Brighton Centre

*Lunch will be provided*

12.45

Morning Star

**WHERE NEXT FOR THE LABOUR MOVEMENT?**

A resurgent Labour Party came within a whisker of defeating the Tories at the general election, and is now the government in waiting. In the meantime, workers remain hamstrung by anti-union legislation and a lack of sectoral collective bargaining. How can we rebuild the movement to face fresh challenges that lie ahead? Come and hear Morning Star editor Ben Chacko and others set out their perspectives. Plenty of time for questions and discussion.

**Speakers:** Ben Chacko, Editor, Morning Star; plus trade union and international speakers

**Chair:** Bob Oram, Chair, Morning Star Management Committee

**Venue:** Syndicate 4, Brighton Centre

12.45

National Education Union

**SCHOOL CUTS – WHAT’S THE DAMAGE?**

Join us to debate the impact of the biggest cuts to education funding in a generation.

**Speakers:** Angela Rayner MP, Shadow Secretary of State for Education (invited); Dr Mary Bousted, Joint General Secretary, National Education Union; Kevin Courtney, Joint General Secretary, National Education Union; Representative from the Fair Funding for all Schools Campaign

**Chair:** tbc

**Venue:** Restaurant, Brighton Centre

*Refreshments provided*

12.45

PCS

**TOGETHER WE CAN BREAK THE PAY CAP**

After seven years of pay restraint, and with inflation rising, our members need a pay rise. If we campaign together we have the best chance of breaking the 1% pay cap. Hear speakers representing members from across the public sector call for a united campaign to defeat the public sector pay cap.

**Speakers:** Mark Serwotka, General Secretary, PCS; Len McCluskey, General Secretary, Unite; Max Hyde, Past President, NUT; Matt Wrack, General Secretary, FBU

**Chair:** Janice Godrich, President, PCS

**Venue:** Room 1a, Brighton centre

*Refreshments provided*

12.55

TUC Digital Hub

**THE FUTURE OF UNION LEARNING (DIGITAL SKILLSHARE)**

e-learning is making it easier for thousands of union activists to grow in their roles and to keep their skills up to date. Get a preview of the TUC’s latest generation of e-learning resources, and find out where union learning is headed in the digital age.

**Speakers:** Anna Kalsi and Ian Sheeler, TUC Education

**Venue:** Stand 76, First Floor, Brighton Centre

13.20

TUC Digital Hub

**THE FUTURE OF SOCIAL VIDEOS (DIGITAL SKILLSHARE)**

Social videos are rapidly taking over the internet for activism and campaigning. Platforms like Instagram, Snapchat and Facebook make it even easier to get your message out to your followers on social. So where are we going with social videos in the future? Discover the possibilities and work out how they could help your union.

**Speaker:** Riz Hussain, TUC Social Media Officer

**Venue:** Stand 76, First Floor, Brighton Centre

13.45

TUC Digital Hub

**SECRETS OF PERSUASIVE ONLINE PETITIONS (DIGITAL SKILLSHARE)**

Why use petitions? What makes a petition successful? Find out the many ways petitions can help your campaigns. Beth Granter of online community Care2 offers tips on how to create an effective petition that will build support for your issue.

**Speaker:** Beth Granter, Care2 Campaigner

**Venue:** Stand 76, First Floor, Brighton Centre

12.45

TUC Equalities fringe

**WHERE NEXT FOR THE EQUALITY AGENDA – TACKLING INSECURE WORK**

Advancing the equality agenda should be at the heart of trade unions campaigning against insecure work. Drawing on their own experiences and research, speakers will focus on the challenges we face and the opportunities we have to organise effectively, combat insecurity and protect our rights at work. Followed by a Q&A discussion.

**Speakers:** Hannah Reed, Senior Employment Rights Officer, TUC; Owen Jones, author, columnist and activist; Ronnie Draper, General Secretary, BFAWU; other speakers tbc

**Chair:** tbc

**Venue:** Room 6, Brighton Centre

12.45

UNISON

**A UK PROGRESSIVE MIGRATION POLICY PROTECTING WORKERS’ RIGHTS**

In the context of Brexit, the Free Movement of people has found itself at the top of the political agenda – in parliaments, political movements and trade unions. But the debate has become narrow and negative, and dominated by anti-migrant propaganda. The Alliance for Free Movement has launched a series of events and campaigns in partnership with a variety of organisations, unions and campaigns to promote a wider informative debate on what a UK progressive migration policy would look like post-Brexit. How can we promote a progressive migration policy and protect all workers’ rights at the same time?

**Speakers:** Diane Abbott MP; Christina McAnae, Assistant General Secretary, UNISON; Luke Cooper, Another Europe is Possible; Klara Skrivankova, Anti Slavery International; Agata Adamowicz, Ritz Cinema Strike

**Chair:** Hugh Lanning, Alliance for Freedom of Movement

**Venue:** Room 8, Brighton Centre

12.30

Unite

**GOOD WORK? – HOW THE TAYLOR REVIEW FAILS INSECURE WORKERS**

**Venue:** Regency Suite, Hilton Brighton Metropole, Brighton seafront

12.45

**Unite the union/ Peace in Kurdistan and Freedom for Ocalan campaign RESISTING DICTATORSHIP IN TURKEY AND BUILDING A DEMOCRATIC ALTERNATIVE IN SYRIA – THE CRITICAL ROLE OF THE KURDS IN DEFINING A NEW MIDDLE EAST**

As Turkey slides towards authoritarian and dictatorial rule under Erdogan it is more important than ever that unions and wider society build real and effective solidarity with trade unions and all progressive forces to resist it. The Kurdish political

movement has long been at the centre of the struggle for democracy, tolerance and inclusiveness in Turkey and it is vital that we strengthen our links with those forces in this critical time. It is also vital that we recognise the crucial role that Kurdish forces have played in the fight against Daesh in Syria and the unique opportunity that now exists to create a real, democratic and inclusive society. Join the discussion.

**Speakers:** Michelle Allison, Kurdistan National Congress (KNK) women representative; Elif Sarican, Kurdistan Students' Union; Christine Blower, NUT International Secretary; Stephen Smellie, Branch Secretary, UNISON South Lanarkshire; Doug Nicholls, General Secretary, General Federation of Trade Unions.  
**Chair:** Simon Dubbins, International Director, Unite.  
**Venue:** Regent Room, Grand Hotel

## TUESDAY EVENING

17.45

Campaign against Climate Change  
**ANOTHER WORLD IS POSSIBLE:  
JOBS AND A SAFE CLIMATE**

As the impacts of climate change are increasingly felt, urgent action is needed. Yet May's weak and divided government puts deregulation first. But the Campaign Against Climate Change believes that another world is possible, with workers leading the transition to a low carbon economy. So how can we ensure trade unions move beyond false divisions of jobs versus the environment? And how do we take a proactive role in creating new climate jobs and prioritising the needs and rights of workers in the transition?

**Speakers:** Chris Baugh, Assistant General Secretary, PCS; Diana Holland, Assistant General Secretary, Unite; Barry Gardiner MP, Shadow Secretary of State for International Trade  
**Chair:** Suzanne Jeffrey, Campaign Against Climate Change  
**Venue:** Room 1a, Brighton Centre

18.00

Communist Party  
**WHAT KIND OF EU EXIT?**

Fringe meeting for TUC delegates with speakers from England, Scotland, Wales and Ireland. All welcome. Ground floor with disabled access.

**Speakers:** tbc  
**Chair:** tbc  
**Venue:** Friends' Meeting House, Ship Street

17.45

Derbyshire Unemployed Workers' Centres  
**THE STORY OF HIDDEN  
EXPLOITATION**

The Sports Direct campaign shone a light

on the abysmal working conditions in their Derbyshire Warehouse. As a result of this, and years of anecdotal evidence, the Derbyshire Unemployed Workers' Centres, Chesterfield Unite Community, Sheffield Hallam and Salford Universities have now put all sectors under the microscope to find the stories of those unable to raise a grievance for fear of loss of hours or jobs. Together we have produced a report that tells the story of hidden exploitation. Come along and hear the evidence and join in the discussion. Now is the time to act!

**Speakers:** Steve Turner, Assistant General Secretary, Unite; Professor Helen Richardson, Sheffield Hallam University; Dr Daiga Kamerade, University of Salford; Owen Espley, War on Want Economic Justice Campaigner.  
**Chair:** Colin Hampton, Derbyshire Unemployed Workers' centres.  
**Venue:** West Bar, Brighton Centre  
*Food and Drink available, sponsored by Thompsons Solicitors*

18.30

Labour Representation Committee  
**TORIES OUT! UNITE OUR MOVEMENT  
TO DEFEAT AUSTERITY**

Britain is a more unequal society than at any time since WW2. With global capitalism in control of the political agenda there is an urgent need for a major shift of wealth and power in favour of ordinary people. Come along to our TUC 2017 Fringe meeting and hear the case for workers' rights, civil liberties and the political representation of the working class. The LRC is a democratic organisation committed to fighting for a socialist future. [www.l-r-c.org.uk](http://www.l-r-c.org.uk).

**Speakers:** Matt Wrack, FBU; Mark Serwotka, PCS; Maria Exall, CWU; Ronnie Draper, BFAWU; ASLLF Women's Committee; Laura Watson, ECP; Lloyd Russell-Moyle, MP for Brighton Kemptown (invited)  
**Venue:** Friends Meeting House, Ship Street BN1 1AF

17.45

Palestine Solidarity Campaign  
**JUSTICE NOW – MAKE IT  
RIGHT FOR PALESTINE**

For the past 100 years Palestinian rights have been disregarded. As we approach the centenary of the Balfour Declaration – on the 2nd November – which built the path for their dispossession, we are demanding justice and equal rights for Palestinians now. Come along to the PSC fringe meeting to hear about the current situation in Palestine, and how to support the campaign to mobilise for the national march and rally: Justice Now! Make it right for Palestine, on Saturday 4 November in central London.

**Speakers:** Aimee Shalan, CEO, Medical Aid for Palestinians; Ben Jamal, Director, Palestine Solidarity Campaign; Mick Whelan, General Secretary, ASLEF; Mark Serwotka, General Secretary, PCS; Hugh Lanning, Chair, Palestine Solidarity Campaign; Paul Glover, Chair UNISON International Committee  
**Chair:** Philipa Harvey, NEU/  
TUC General Council  
**Venue:** Room 1b, Brighton Centre

17.35

TUC Digital Hub  
**EMAIL: THE MOST EFFECTIVE  
CAMPAIGN TOOL FOR UNIONS?  
(DIGITAL SKILLSHARE)**

All of us send and receive loads of emails every day. Many get ignored. So what makes a great email? How can you ensure that your Campaign email is opened, read, and acted upon? We'll learn how to turbocharge our campaigns using emails.

**Speaker:** Ali Torabi, TUC Digital Campaigner  
**Venue:** Stand 76, First Floor, Brighton Centre

18.00

TUC Digital Hub  
**TUC TOOLS FOR YOUR CAMPAIGNS  
(DIGITAL SKILLSHARE)**

The TUC operates a campaigning platform for affiliates. It can help run online petitions and identify supporters or potential members for union campaigns. We'll show the tools and outline how they could help your union or branch, using practical examples.

**Speaker:** John Wood, TUC Digital Manager  
**Venue:** Stand 76, First Floor, Brighton Centre

17.45

TUC Disabled Workers' Committee  
**LAUNCH OF DISABLED  
PEOPLE'S SUMMIT**

Disabled People have been fighting for their right for independent living for over 45 years. Since 2010 austerity cuts have been used to erode disabled people's access to social care and other vital services. The Disabled Workers Committee invites you to the launch of a Disabled People's Summit to be held later in the autumn which will bring together organisations of disabled people to plan how we can re-establish our rights effectively.

**Speakers:** Ellen Clifford, Reclaiming Our Futures Alliance; Fran Heathcote, PCS; Angela Hamilton, Unison; Sharon Rose, Disability Advice Centre  
**Chair:** Sean McGovern, Co-chair, TUC Disabled Workers' Committee  
**Venue:** Room 8, Brighton Centre



Illustration: leillo.com

## RIGHTS AT RISK

Brexit under this government means social and employment protections are under threat. Will the EC's 'social pillar' help? ETUC confederal secretary Esther Lynch tells Paul Ames how European trade unions are fighting to get the best for British workers and for those who want to come and work in the UK.

► **MUCH OF THE** government's Brexit strategy may be a muddle, but Theresa May seems to be clear about at least one thing.

"We will ensure that workers' rights are fully protected and maintained," the prime minister told parliament in March. "Indeed, under my leadership, the government will

not only protect the rights of workers but build on them."

Reassured? European trade unionists at the sharp end of the separation process see little evidence that May's Tory team are battling for workers' interests in the bargaining with Brussels.

"All the signals point to the opposite," says Esther

Lynch, Confederal Secretary of the European Trade Union Confederation (ETUC). "There's already a clear intention to remove some existing rights."

Lynch is Brexit point-person for the ETUC, which represents 60 million workers in 39 European countries through its 89 national trade union confederation members.

Lynch fears talk among top Tories of creating “Singapore-on-the-Thames” indicates they’re planning for a low-tax, low-regulation, low-wage, race-to-the-bottom drive to undercut the UK’s European neighbours.

“Indications are that what they attempting to do is ... to use a competitive advantage by having lower taxes, fewer standards when it comes to making products, health and safety, environmental protection, working time, all of those rules,” she warns. “Of course, the greatest risk there is workers’ rights.”

To avoid that, the ETUC is campaigning for a Brexit deal that commits the UK not only to respect existing European Union employment laws, but to stay aligned with future improvements in social standards.

The aim is to secure a “threshold of decency” below which neither side will fall.

“We’ll compete on all sorts of things with each other, but not below certain standards already set out in EU employment rights,” Lynch says. “It’s important that the deal makes sure that the UK complies not only with existing laws, but also with future ones. A threshold of decency should move upwards, not down.”

### **The social pillar**

Lynch points to the European Pillar on Social Rights, which was proposed by the European Commission in April and is expected to be adopted by EU governments at a “Social Summit” in Stockholm on 17 November. The initiative aims to strengthen guarantees of equal opportunities, fair working conditions and social protection.

European unions are working

to counter efforts by employers to water down the proposals, and to keep governments from backsliding, so that the initiative brings real progress, not just grand rhetoric.

### **Backed with legislation**

The social pillar needs to be backed up with legislation in areas such enhanced parental leave; banning zero-hour contracts; extending labour rights to the self-employed; setting standards on internships, probation periods and dismissal criteria; and confirming collective bargaining rights.

“If those types of hard law initiatives are adopted under the European Pillar of Social Rights, then the prospect of what Europe has to offer changes considerably,” says Lynch. “We think that is really important. It’s about getting Europe back on track.”

One upside of the Brexit vote – combined with surges in support for populist politicians across much of Europe – is that it has jolted the EU into giving a new priority to social concerns, after years of dogmatic adherence to austerity policies.

ETUC General Secretary Luca Visentini has spoken of the EU facing a “last chance” to deliver on promises of a fairer, more social Europe that would assuage working people’s anger.

“The majority of trade union

**“The social pillar needs to be backed up with legislation in areas such enhanced parental leave.”**

members (in the UK) voted to remain, but those that voted leave may have felt that the European project wasn’t working for them now, and more importantly wasn’t going to work for their children,” says Lynch, a former legislation and social affairs officer at the Irish Congress of Trade Unions.

“So we told the European Union that this has to be a wakeup call,” she adds. “It needs to get Europe back to what it originally was, which was both an economic and social project.”

The ferocity of employers’ response to some of the social pillar’s proposals may be a fair indication that it is on the right track, Lynch says. Emma Marcegaglia, president of the bosses’ lobby BusinessEurope, for example, has blasted proposed improvement to parental leave provisions as a threat to competitiveness, job creation and social dialogue.

“Employers have gone ballistic and have thrown everything to try to stop the European Pillar of Social Rights getting anywhere,” says Lynch. “I haven’t witnessed a campaign like it from the employers for a long time, it’s non-stop.”

In response, the unions are “going to be really stepping up over the coming months” to make sure that the EU adopts not only the Pillar of Social Rights but makes its provisions a legal reality.

### **Enforcing existing rights**

As well as working to get Britain to sign up to European social rights post-Brexit, the ETUC wants to make sure there are legal enforcement mechanisms to ensure UK governments and employers aren’t able to wriggle out of their commitments.

“Workers have to be able to complain if the UK isn’t living up to its promises and commitments to comply with EU employment rights. Imagine we get that commitment into the deal, we would then need a robust, reliable complaints mechanism,” Lynch explains.

Effectively, that means maintaining a role for the European Court of Justice – supposedly a no-go for May and anathema to hardline Brexiteers. Their drive to deprive British workers of recourse to the EU court shows the shallowness of May’s talk of maintaining labour rights, Lynch says.

“You can’t have two courts deciding the same question,” she points out. “It’s as if they are going to promise to comply with the standards but with their fingers crossed behind their backs, because the Court is the only place where they can be held to account.”

The pressing need for a firm judicial framework as Brexit starts to bite is quickly becoming apparent, with European expats in Britain and UK migrants in the EU already starting to face discrimination due to the uncertainty of their future status.

“We are already hearing from workers and unions that people are being discriminated against: in terms of promotion, in terms of being put on research teams, all sorts of ways,” Lynch says.

So it’s urgent we guarantee the status of migrants on both sides and the status of around 60,000 trans-frontier workers who routinely cross UK/EU borders for their jobs.

“At the moment, they go through a very quick queue, but after Brexit the length of that queue is going to get a lot longer and a lot more complicated,” she warns.

**“It needs to get Europe back to what it originally was, which was both an economic and social project.”**

“There are all sorts of ways where high-level principles can be undermined by the on-the-ground reality.”

### **Barnier and the ETUC**

The ETUC is raising its concerns in frequent discussions with the EU’s chief Brexit negotiator Michel Barnier and his team.

“He’s very open to meeting with the ETUC,” Lynch says.

“He has included the right principles, the principle of a level playing field, of not concluding a deal that would allow the UK to have an unfair competitive advantage of fiscal, environmental or social dumping or employment rights.”

“But what he hasn’t done yet is bring forward the type of nitty-gritty laws that would be needed to make sure that employers live up to their side of the bargain,” she adds. “The big missing piece in our discussions at the moment with the EU is a proper understanding of how much of a player in this the employers are.”

The ETUC is also in regular contact with national governments in the EU member countries, who will have to sign off on the eventual Brexit deal. General Secretary Visentini met with French President Emmanuel Macron in July after bilateral talks earlier this year with prime ministers or labour ministers of 14 other EU countries.

### **No weakening of TUC’s role**

As an important ETUC affiliate, Britain’s TUC gets access to those discussions.

“We have a negotiating team and the TUC are part of that team,” says Lynch. “This shows the real value of the solidarity approach of trade unions. I think we’re the only group here in the Brussels that in its approach to solving the problem, has people from both the UK and Europe ... we can get a better outcome for everybody if we all work together.”

Several ETUC affiliates are from countries outside the EU and whatever Brexit takes, they’ll be no weakening of the TUC’s role in the European confederation, or that solidarity between unions on both sides of the Channel.

“Absolutely not,” says Lynch. “The TUC is a very important member, very influential, very well respected. That will continue.”

► *Paul Ames is a journalist based in Lisbon and Brussels covering EU affairs.*



Esther Lynch,  
Confederal  
Secretary of  
the European  
Trade Union  
Confederation  
(ETUC).



TUC delegates support Colombian trade union leader, Huber Ballesteros, who was arrested on false charges of rebellion and financing terrorism

# SECOND TIME LUCKY

Colombian trade union leader Huber Ballesteros finally joins us in Brighton after his sensational arrest four years ago. Kevin Maguire reports.

► **IT'S A SAFE BET THE** journey of rebel with a cause Huber Ballesteros was far smoother than the last occasion he prepared to visit Congress.

Weeks before he was due to fly from Colombia to Britain in 2013 and speak from the platform at Brighton, the strife-torn South American country's most celebrated trade unionist and best-known opposition figure was arrested in a raid on the headquarters of CUT, the Colombian TUC, on criminally fabricated charges of rebellion and financially assisting terrorism.

In a sustained demonstration of the global power of workers' unity, trade unionists from around the world campaigned for his release, led by TUC and Irish unions and Justice for Colombia. Regular union and political delegations went see him in prison and

put continuous pressure on government ministers in Bogota and London, while exasperated diplomats were harried until visibly exasperated with the persistence of his supporters.

He was finally released in January this year after an agonising 42 months behind bars, during which the regime even denied him proper treatment for

diabetes. So for a persecuted activist never convicted of an offence Brighton is unfinished business, and an opportunity to express gratitude for the UK and Irish labour movements' international solidarity.

In a message before he headed to the airport and hopefully this time a seat on a flight, Ballesteros declared: "The work of JFC and the trade unions affiliated to the TUC was of huge importance over the years I was in prison. The political pressure in response to my situation and the violations committed by the Colombian judicial apparatus was possible thanks directly to the work of JFC.

"It is a great honour for me to participate in the TUC conference and it is something I want to do so that I can express my gratitude to all the trade unionists, as well as to the

**"It is a great honour for me to participate in the TUC conference and it is something I want to do so that I can express my gratitude."**

union leaders from both the TUC and its affiliated unions, for all the work and solidarity that they carried out over the three and a half years which it took to regain my freedom.”

The inspiring Ballesteros risks his life daily in one of the globe’s most unequal nations, a land scarred by deep poverty and obscene wealth pockmarked with appalling human rights abuses, a country where trade unionists and opposition activists continue to be targeted despite a peace deal to end the 50-year civil war that claimed more than 200,000 lives.

Before becoming a union leader, Ballesteros was a local councillor in the 1980s for a Patriotic Union party which saw around 3,000 members murdered by the army and paramilitaries in a case named “political genocide” at the Bogota Supreme Court.

### Members killed

As vice-president of the Fensuagro agricultural workers’ union, the second largest group of organised labour in Colombia, he’s suffered more than 100 members killed since the mid-1980s when organising in plantations owned by large landowners and international corporations.

The executive committee member of the CUT is also a national organiser of the Patriotic March, an opposition movement launched five years ago which bring together more than 2,000 unions and peasant and political organisations to fight for peace and social justice.

More than 130 supporters have already been killed. At the moment of his arrest, Ballesteros was one of the major spokespersons for nationwide strikes in energy, transport, health and agriculture against

the workers’ rights being sacrificed to the free trade policies of hardline Colombian President Juan Manuel Santos.

While British trade unionists stood shoulder to shoulder with Ballesteros, Theresa May feted Santos with the full royal works on a state visit to London in the Tory prime minister’s desperate scramble for post-Brexit trade deals.

Alas, Ballesteros’ freedom outside prison is restricted when he’s forced to travel everywhere in an armoured vehicle with bodyguards.

Since his January release, 10 frightening threats have been issued against him and his closest family, including his partner Mayerli Hurtado Motta and their daughter Victoria Andrea Ballesteros Sanchez. These included graphic threats of sexual violence and dismemberment. On Facebook Hurtado Motta received a picture of a dead woman and the message: “Let’s see if Ballesteros will still want to continue with his pacifist guerrillero ideas when he finds your body like this.” Ballesteros Sanchez, a young activist in Cauca, received the same picture and the message: “It’s not your fault but your father doesn’t understand that we’re giving you all the time to leave.”

### History of assassinations

Menaces aren’t lightly dismissed in a state scarred by a long, bloody history of assassinations, and particularly so when many of those sent to the TUC’s guest were signed with the logo and picture of a rifle used by the self-styled Autodefensas Unidas de Colombia, or AUC.

The tell-tale insignia of the AUC, a feared paramilitary and drug-trafficking group operating in the 1990s and first half of the 2000s, was emblazoned



on a threat to his family at the end of July via WhatsApp.

The AUC brand Ballesteros a “military target” spreading socialism and “Castro Chavista” ideals who the authorities should “return to jail”. Direct threats to kill, rape and maim were reinforced by psychological warfare.

Right-wing enemies even sneaked into a house he uses in the city of Popayán. The trespassers departed without stealing anything but left the front door and window open to let him know they know where he sleeps.

### Unbowed determination

I had the privilege of meeting likeable Ballesteros on a JFC delegation late last year and his unbowed determination and enthusiasm were both humbling and infectious.

“I have a lot more enemies than even Jeremy Corbyn”, he quipped in his prison cell, although unlike the Labour leader those of the Colombian are armed and dangerous.

Days later Carla Lopez, Minister of Labour and the only Leftie in the Santos Cabinet, freely told us Ballesteros was held on “trumped-up charges” and shouldn’t be detained.

Now, as Ballesteros was about to say before he was rudely interrupted four years ago...

► *Kevin Maguire is associate editor (politics) of the Daily Mirror.*

A Patriotic March poster in support of Ballesteros

# TOGETHER WE CAN BREAK THE PAY CAP



Photo: Andrew Aitchison 8905.07017

After seven years of pay restraint, and with inflation rising, our members need a pay rise. If we campaign together we have the best chance of breaking the 1% pay cap. Hear speakers representing members from across the public sector call for a united campaign to defeat the public sector pay cap.

**12.45–2pm, Tuesday 12 September, Room 1A**

### Speakers

Mark Serwotka (General Secretary PCS)  
Len McClusky (General Secretary UNITE)  
Max Hyde (Past president NUT)  
Matt Wrack (General Secretary FBU)

**Chair** Janice Godrich (President PCS)



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# SUNDAY

*The programme may be subject to change*

**Music:** The Cole Porter Sextet  
Afternoon performance

## 16.00-19.00

*Approval of tellers and scrutineers*

*Introduction of sororal/fraternal delegates and visitors*

*Obituary and silence for world peace*

*GPC Report: GPC Chair Linda McCulloch*

## HOUSING

*GC Report Section 1: The Economy*

**Motion 03** Building a new housing consensus

Para 1.1 Introduction

Para 1.5 Housing

*President's address and vote of thanks: Moved  
by Kevin Courtney, seconded by Sue Ferns*

## BREXIT

*GC Report Section 2: Brexit*

**Motion 18** Brexit, the Single Market and rights at work

**Motion 19** Workers' rights post-Brexit

**Motion 20** Influencing the Brexit deal

**Motion 21** Implication of Brexit for STEM

Para 2.1 Post-referendum campaign

Para 2.2 ETUC

Para 2.3 After Brexit

Para 2.4 Article 50

**Motion 22** Free movement of labour

**Motion 23** Valuing NHS staff from the EU

**Motion 24** EU workers in the creative industries

**Motion 25** Freedom of movement for performers

**Motion 26** Convention on International Trade  
in Endangered Species (CITES)

*Address by Glenis Wilmott – Sororal  
delegate from the Labour Party*

*End of session*

► *Continued from page 10*

But she insists unions are winning too. The past 12 months has seen the GMB's "gig economy" victory over the taxi hailing firm Uber and Unite's high profile campaign against Mike Ashley and the working practices at Sports Direct. And then that historic win by UNISON on tribunal fees.

"Those big legal cases give a very strong public message that unions are here to campaign for, and win, fairness at work. That unions can win against appalling employment practices and unjust government decisions."

## The power of unions

So as delegates gather in Brighton she's characteristically upbeat. "I do hope that what Congress gives is a message of not just what is wrong with the world but the power of unions to change it. Let's not engage in the long trade union history of celebrating glorious defeats. Where we have been successful, let's celebrate that. Let's build on that success."

But delegates beware. As chair of this year's proceedings

Mary is unlikely to look kindly on anyone using sporting references – particularly football ones – in their speeches. "I am absolutely fed up of the quick way to jovial chumminess in the TUC of telling a joke about football. If there are any references (by delegates) to football at Congress then their speaking time will be cut to zero."

Don't say you weren't warned!

► *John Moylan is a writer and a former BBC Industry Correspondent.*



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# MONDAY

*The programme may be subject to change*

Music: Pianjo & Co  
Morning and lunchtime performance

**09:30–12.45**

## **HEALTH AND SOCIAL CARE**

*GC Report Section 4: Good Services*

- Motion 57 Health and social care: transformation, integration and cuts
- Motion 58 Social care for all
- Motion 59 STPs
- Para 4.1 Introduction
- Para 4.3 The NHS and social care
- Motion 60 Public health – an investment in the future
- Motion 61 Renewing our work on mental health
- Motion 62 Mental health funding crisis
- Motion 63 Medical equipment shortages
- Motion 64 NHS breast screening programme: moving forward
- Motion 65 Development of mandatory allied health professional (AHP) workload and workforce planning tools
- Motion 66 Whistleblowing

*General Secretary's Address including General Council Statement on Campaign Plan 2017–18*

## **GREAT JOBS**

*GC Report Section 3: Respect and a Voice at Work*

- Motion 27 Insecure working practices
- Motion 28 Insecure work and underemployment
- Motion 29 A new deal for workers
- Motion 30 Atypical working and self-employment
- Motion 31 BEIS Select Committee Inquiry
- Motion 32 Technology and employment
- Para 3.1 Introduction
- Para 3.2 Employment rights and the Trade Union Act
- Para 3.4 Tackling insecure work and the Great Jobs Agenda
- Para 3.5 Workers' voice
- Para 3.7 Migration and domestic workers
- Para 3.8 Decent work and Playfair
- Para 3.9 Global supply chains
- Motion 33 Trade union rights restriction
- Motion 34 Wage protection
- Motion 35 Worker representation on public sector boards

*End of session*

**2.15–5.30**

*Special feature – Celebrating Public Service Workers*

## **REGULATION AND SAFETY**

*GC Report Section 1: The Economy*

- Motion 04 Grenfell Tower fire
- Motion 05 School buildings (safety)
- Motion 06 The safety risks of light-touch regulation
- Para 3.6 Health and safety

## **PUBLIC SECTOR PAY**

*GC Report Section 4: Good Services*

- Motion 42 Ending austerity and the pay cap
- Motion 43 Public sector pay
- Motion 44 Public sector pay
- Motion 45 NHS funding and public sector pay
- Motion 46 Workers need a pay rise
- Motion 47 Fair pay overdue
- Motion 48 Public sector pay
- Para 4.2 Public sector pay
- Para 4.7 Public Services Liaison Group
- Para 4.8 Public Services Forum
- Para 4.10 Devolution

## **CHILDREN AND YOUNG PEOPLE**

- Motion 54 Child poverty
- Para 4.11 Social security and a decent safety net
- Motion 55 Joint working for the wellbeing of all children and young people
- Motion 56 Child health and wellbeing strategy

## **PENSIONS**

*GC Report Section 3: Respect and a Voice at Work*

- Motion 36 Expanding auto-enrolment
- Para 1.9 Pensions
- Para 1.10 Tax
- Para 1.11 Trade
- Para 1.12 International development
- Para 1.13 Learning and skills
- Para 1.14 Low pay, the national minimum wage and the living wage

*End of session*

## Support for Trade Unions plus a whole lot more...

For 120 years the GFTU has been providing unique support to Trade Unions.

Visit us on stand 54 to 56 at this year's Trades Union Congress and find out more about our work, or visit [www.gftu.org.uk](http://www.gftu.org.uk). Where you can find out more about our professional support networks, Trade Union Education and Leadership Development programmes, back office support, partners and campaigning initiatives.

Pioneering new education methods and subjects the GFTU continues its vital education role.

Our hotel and meeting centre Leicestershire, provides a wonderful setting for training, conferences and events, and a great venue for weddings, parties and night's out!! Don't miss out on the special weekend break offer in the New Year below and some other great opportunities...



## A great read from Workable Books

Workable Books is a new joint publishing venture between the GFTU and New Internationalist, a leading international publisher. It specialises in books across a broad spectrum of subject's about the world of Trade Unions and their members. Our first two books show the range of what we will publish.

### Workers Play Time – Volume 1, £9.99

A collection of plays born from the great struggles of the Trade Union movement including;

- Out! On the Costa del Trico (1976)
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### Trade Union Education – Transforming The World, £9.99

A collection of essays that challenges us to move Trade Union Education forwards through new theories and examples of practice. A refreshing breath of fresh air to challenge where we currently find most Trade Union Education, covering; history, context and challenges, the power of popular education techniques, trade union activism, community and social movements, practical examples of transformative new work and learning tips.

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Take a look through the exciting range of sustainable, ethically sourced range of fantastic gift ideas at the New Internationalist Ethical Shop....

Don't leave your Christmas gifts to the last minute – this is a really exciting gift selection for the people in your life that deserve something a little different!!

**Any profits made will be used to support the GFTU's Trade Union education programme.**

## Two night break offer - only £79 per person

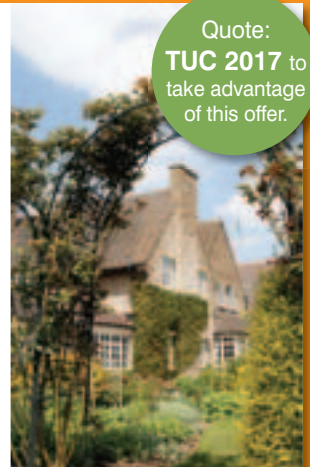
**Quorn Grange Hotel** are delighted to offer you an exclusive leisure break for Trade Union members.

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## Don't miss the 2017 GFTU Liberating Arts Festival

**3-5 Nov 2017, University of Exeter**

Explore with some of our greatest performers and artists how cultural workers can assist the organising, campaigning and education work of trade unions.

**On-line bookings [www.gftu-liberatingarts.org.uk](http://www.gftu-liberatingarts.org.uk)**

**Booking early strongly recommended!**

# TUESDAY

*The programme may be subject to change*

Music: Cassiopeia  
Morning and lunchtime performance

## 09:30–12.45

### TRANSPORT

*GC Report Section 1: The Economy*

- Motion 11 A safe, secure, accessible,  
publicly owned railway
- Para 1.6 Environment, energy and industrial policy  
Para 4.9 Transport
- Motion 12 British shipping
- Motion 13 The superyacht sector
- Motion 14 Transport policy – bus services

### CREATIVE INDUSTRIES

- Motion 15 Valuing entertainment workers
- Motion 16 1% for Art

### ORGANISING

*GC Report Section 5: Strong Unions*

- Motion 71 Valued workers
- Para 5.1 Introduction
- Motion 72 A new model of trade unionism
- Para 5.2 Trade union membership
- Para 5.3 Supporting stronger unions
- Para 5.4 Young people
- Para 5.5 TUC Education
- Para 5.6 Unionlearn and the Union Learning Fund
- Para 5.9 English regions
- Para 5.10 Wales TUC
- Para 5.11 Trades councils/UWCs
- Motion 73 Collective bargaining – good for  
football and good for all
- Motion 74 Apprentices

*Special feature – Reaching Out to Young Workers*

### CIVIL SERVICE

*GC Report Section 4: Good Services*

- Motion 67 New settlement for the civil service

### PROBATION

- Motion 68 Probation inspection and professional standards
- Motion 69 Probation crisis
- Para 4.6 Justice
- Motion 70 Social security

*End of session*

## 2.15 – 5.30

*Video and presentation of Congress awards*

- Para 6.7 Congress awards

### INDUSTRIAL POLICY

*GC Report Section 1: The Economy*

- Motion 01 A strong economy that works for all
- Motion 02 Infrastructure investment
- Para 1.2 The economy and labour market
- Para 1.3 An unbalanced economy
- Para 1.4 Working time
- Para 1.7 Corporate governance and workers' capital
- Para 1.8 Corporate governance and executive pay

*Guest speaker – Rt. Hon. Jeremy Corbyn MP,  
Leader of the Opposition*

- Motion 07 Save our Steel
- Motion 08 An economic and social audit of the City
- Motion 09 Rebuilding the finance sector
- Motion 10 Climate change
- Motion 17 Defence, jobs and diversification

### EDUCATION

*GC Report Section 4: Good Services*

- Motion 49 Education funding crisis
- Motion 50 School funding
- Motion 51 Access to educational psychologists  
for all schools and colleges which  
is free at the point of delivery
- Para 4.4 Education
- Motion 52 Excessive and unnecessary education  
workload: setting pupils a better example
- Motion 53 Post-16 education
- Para 4.5 Further education and skills

*Ballot results for the General Council*

*End of session*

# WEDNESDAY

*The programme may be subject to change*

Music: Hampshire String Quartet  
Morning performance

**09:30–12.45**

## **EQUALITY**

*GC Report Section 3: Respect and a Voice at Work*

**Motion 37** Organising against racism in the workplace

Para 3.3 Equalities

**Motion 38** A better deal for black workers  
in the labour market

**Motion 39** De-criminalisation of sex work

**Motion 40** Ending the gender pay gap

**Motion 41** Northern Ireland same-sex  
marriage and the DUP

*Video presentation and guest speaker – Huber Ballesteros*

## **INTERNATIONAL SOLIDARITY**

*GC Report Section 5: Strong Unions*

**Motion 75** Solidarity with all progressive forces and  
the Kurdish population of Turkey

Para 5.7 Global union organisations

Para 5.8 Global solidarity

**Motion 76** Human rights in Qatar

## **TUC ORGANISATION**

*GC Report Section 6: TUC Admin and Organisation*

**Motion 77** TUC review

Para 6.1 Developing the TUC

Para 6.2 Our people, learning and development

Para 6.3 Congress House improvements

Para 6.4 Congress Centre – a valued venue

Para 6.5 IT strategy and information services

Para 6.6 Affiliations and mergers

Para 6.8 Congress

Para 6.9 General Council

Para 6.10 Senior staff and internal structure

Para 6.11 Women's Conference

Para 6.12 Black Workers Conference

Para 6.14 LGBT+ Conference

Para 6.15 Young Workers Conference

Para 6.16 Trades Councils Conference

Para 6.17 TUC Trade Union Communications Awards

Para 6.18 TUC finances and Appendix 3

Para 6.19 TUC library

**Motion 78** Support for affiliates involved in trade disputes

**Motion 79** Accessibility of venue for the TUC

**Disabled Workers Conference**

Para 6.13 Disabled Workers Conference

## **ANY UNFINISHED BUSINESS**

*GCR appendix 1: Attendance 2016–17*

*GCR appendix 2: Committee membership 2016–17*

*GCR appendix 4: Disputes between unions*

*GCR appendix 5: TUC rules and standing orders*

## **CLOSING OF CONGRESS**

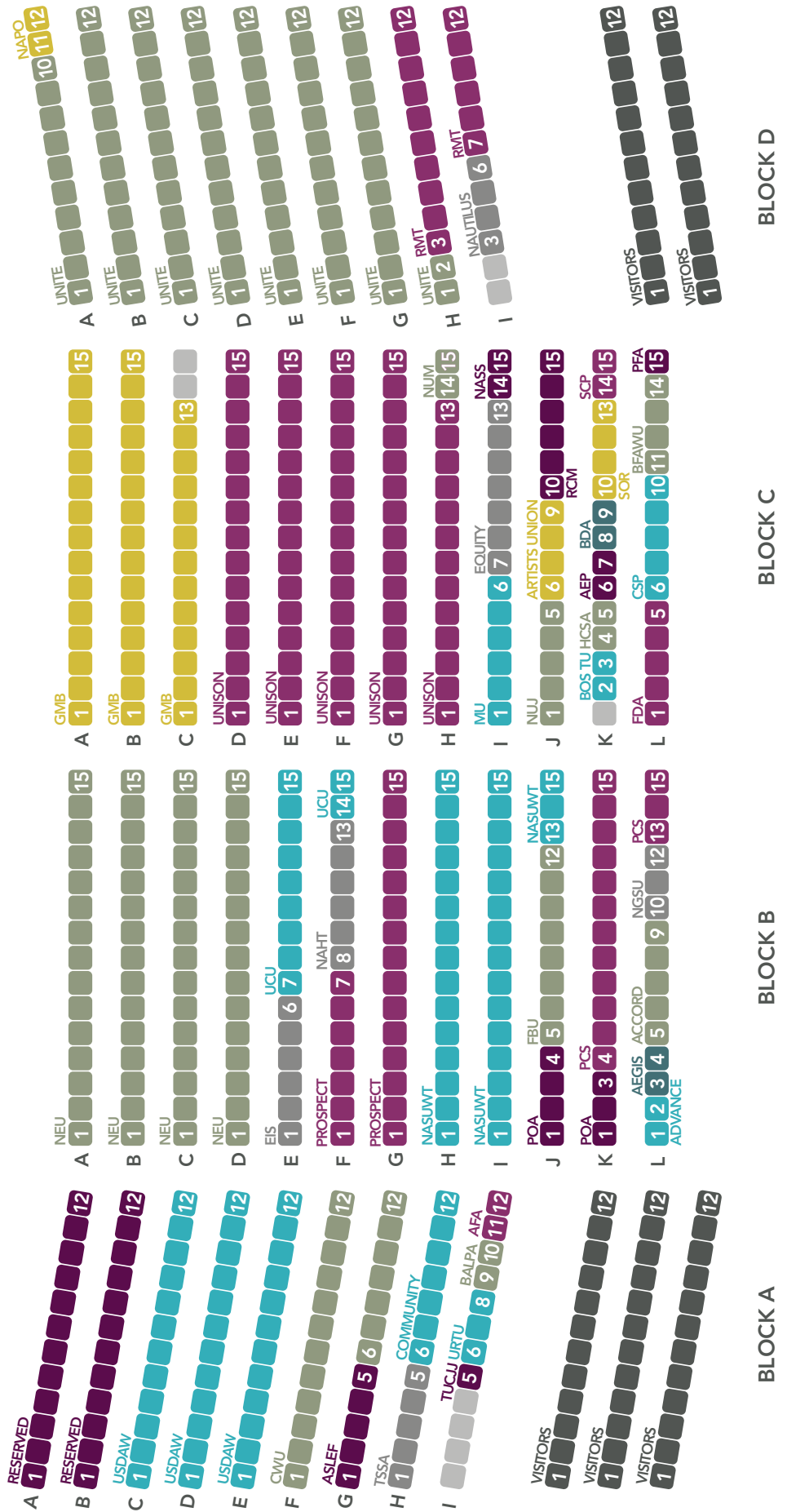
*Adopt General Council's report*

*General Council Retirements*

*Presentation of Gold Badge and Congress bell to President*

# SEATING PLAN

Delegate totals:  
 Male 279  
 Female 239  
 Total 518



# DELEGATES LEND US YOUR EAR!

As you settle into your seats take a few moments to admire the talents of our specially invited young musicians. They're on a mission to entertain you.



The Cole Porter Sextet

## **The Cole Porter Sextet** Playing Sunday afternoon

The Cole Porter Sextet are a group of friends currently studying music for A level at Reading School. Versatile multi-instrumentalists and singers, each member is capable of taking the lead, and the band work collaboratively to achieve their innovative results. They play music ranging from classic American songbook, Blue Note standards and re-workings of contemporary classics, as well as their own original material.

**Group leader:** Richard Meehan

## **Pianjo & Co**

### Playing Monday morning and lunchtime

Pianjo & Co are a folk group with an indie twist. They were formed in September 2016 at the East Sussex Academy of Music as part of the bespoke pre-professional course, which helps them to develop their skills working independently as a musical ensemble.

The folk influences ring out through the instrumental line up: piano, banjo, accordion,



Pianjo & Co

drums (or cajon), double bass and guitar. All overlaid by the blending of a male and female vocalist. Pianjo & Co write their own material as well as bring a new feel to some popular indie tunes.

**Group Leader:** Lynette Le Riche

## **Cassiopeia**

### Playing Tuesday morning and lunchtime

The band were unable to give us their details at the time the Guide went to print (blame the summer holidays!) so here is some information about their name. According to a Greek legend, Cassiopeia is queen of Ethiopia and mother of Andromeda by Cepheus.

The sea god Poseidon placed her figure among the stars in an upside-down position to punish her for having been pretentious. Cassiopeia was very proud of her beauty. She claimed that she and her daughter Andromeda were more beautiful than the sea-nymphs, the Nereids.

**Group Leader:** Alastair Roberts-Rhodes



Hampshire String Quartet

## **Hampshire String Quartet**

### Playing Wednesday morning

The Hampshire County Youth String Quartet has been together since October 2016. They are all members of Hampshire County Youth Orchestra and Chamber Orchestra and attend various schools and colleges in the county. They have performed at a variety of events and are thrilled to be playing at Congress this year.

**Group Leader:** Juliet Balch



**Brought to you by Music for Youth and the National Union of Teachers (now part of the NEU). See the Programme of Business for playing times.**

**Music for Youth major sponsors:** National Union of Teachers, Royal Albert Hall  
**Sponsors:** ABRSM, Vivendi  
**With funding from:** Creative Scotland, DfE, National Lottery Fund, Arts Council England





# THE MISSING GENERATION

Reversing the decline in young workers who are members of trade unions is key to improving their labour market outcomes, says the TUC.

► **OF ALL THE WORKFORCE**, young workers in the private sector are least well-placed to get the benefits of union organisation in their workplaces – while being more likely to experience low wages and exploitation at work. And many now grow up in a world where they know no-one amongst their friends and family who are in unions or work in recognised workplaces.

At Congress last year, Frances, committed the trade union movement to renewing itself – and to organising the missing generation of young workers.

So the TUC has developed

the Reaching Young Workers programme. Its aims are two-fold: to raise the profile of unions amongst young people, and to reform the model of trade unionism so that it works for young workers.

## **Young workers in core jobs face particular challenges**

**Low pay:** Young people in general are more likely than any other group to be in low-paying jobs: despite accounting for 21.7 per cent of the working population, 21–30 year olds make up 27.5 per cent of workers in low-paid

sectors such as manufacturing, retail, accommodation, food and beverage services, social work and leisure.

More worrying still, workers in their late 20s are earning less than those born between 1966 and 1980 did at their age: the first time that a generation has fallen behind another since records began.

**Insecurity at work:** many young workers work in sectors where the concentration of insecure jobs is highest, and young people aged 16–24 are the group most likely to be working on a zero-hours contract or in agency or casual work.

### **Lack of training and poor opportunities for progression:**

we found that nearly two-thirds (65.6 per cent) of Britain's young core workers had neither participated in or been offered training in the previous three months.

### **Underemployment:**

Britain's young core workers are especially likely to be underemployed – they are 60 per cent more at risk of underemployment than employees in general. And particularly strikingly, more than a third of part-time workers amongst Britain's young core workers (35.7 per cent) said that they work part-time because they are unable to find a full-time job.

### **Juggling work and family life:**

More than more than a quarter (28.7 per cent) of Britain's young core workers are responsible for a dependent child, significantly higher than amongst other employees of their age group.

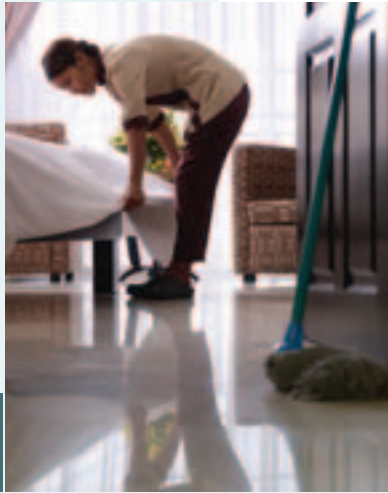
### **Lacking a voice at work:**

just 9.4 per cent of Britain's young core workers are union members, and just 16.5 per cent are covered by union negotiated terms and conditions.

### **How can young workers fight back?**

Above all, the strongest theme coming out of this phase of research was the workers' sense that they lacked the ability to speak up and change anything. Despite facing so many difficulties at work, not a single respondent in our surveys and WhatsApp groups felt they could challenge the status quo in a viable way. Several wrote that they felt their best option if facing difficulties was simply to quit.

Findings from the face-to-face interviews indicated that young



Shutterstock

workers enjoyed some of the social aspects of work, while for others their jobs represented a 'stop gap', or just a means of earning some money. At the same time, young workers expressed a clear desire for promotion and development – but described how pay and shift work were considerable barriers. This was particularly evident for young parents. Like all workers, young workers faced several challenges at work; these ranged from poor managers to challenging colleagues.

In exploring some of the barriers to joining a union and unionising several issues relating to interpersonal

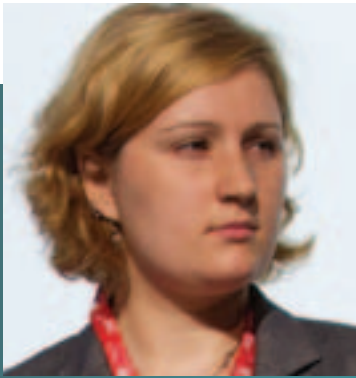
**“Workers in their late 20s are earning less than those born between 1966 and 1980 did at their age: the first time that a generation has fallen behind another since records began.”**

dynamics were identified: many respondents were wary of management, concerned about their reputation at work, and uncertain how any action they could take could would have any desirable impact. Those in the most precarious jobs feared it could cost them their employment. And throughout there was a lack of knowledge and understanding about unions and how they can help overcome the identified barriers at work.

The insights from this research should help the TUC and unions consider how to build a new offer of trade unionism that works for young workers. It is clear that what we have currently does not work for Britain's young core workers – and that merely investing in informing them about unions without any wider change to how unions engage with young workers will not lead to a stampede into membership.

The TUC's next steps are to build these insights into a structured innovation process, alongside the key unions organising in the private sector and our partners Good Innovation. We are looking for new products that have the potential to bring Britain's young core workers into unions. In 2017 we are finding and testing those ideas, co-producing real prototypes with young workers, and starting to pilot them. And in 2018 we hope to launch the innovations publicly as part of the celebrations for our 150th anniversary.

► *This article quotes at length from “I Feel Like I Can't Change Anything”: Britain's young core workers speak out about work published by the TUC in March and free from the TUC website, together with statistical sources and other material on young workers.*



**Clare Coatman manages the TUC's programme to reach younger workers. She tells us her own story of exploitation at work and how that spurred her to join a union and make a difference.**

► "I went into work at eighteen and bounced between contracts for quite a few years. Effectively I was an employee, but I was made to register as self-employed. I was exploited into working way over my hours and I suffered terrible management. For most of that time I accepted it as part of the deal and was still grateful to have a job. And even when I wanted it to stop, I usually felt powerless to change anything because I didn't know how.

### **Rep's role is key**

It was a couple more years before I experienced the benefit of a union. I joined because for the first time I was in a workplace where there was already recognition and a rep came to talk to me. After that I quickly became a rep myself. Now I manage the TUC's Reaching Younger Workers programme (and, as you'd like to think, have never been treated so well in a job).

Sadly, for the vast majority of young workers there is no rep in their workplace. This structural problem is one of three reasons we know of why younger workers aren't joining.

The second reason is that we've seen a shift in how people see the world. Younger people are more likely to think first about the

individual approach rather than a collective one. This doesn't mean trade unionism doesn't have anything to offer them – very far from it. But it does mean that we need to rethink how we communicate and what we emphasise, particularly at the start, when we first try and engage non-members.

### **Image problem**

And third, we've got an image problem. Younger workers tend to see unions as not for them: for the public sector not the private sector, for your career not your job, for older workers not younger ones. They also see unions as risky to associate with – that if it's known they're a member it will be harder to do well in work.

The challenge of bringing younger workers to unions is significant – but we're up to it. For the last two years we've been listening and learning more about young worker's lives and how they feel about work.

We have identified three key barriers to collective organising standing between us and young workers.

First, young workers tend to have low expectations; they don't identify as having problems at work. If anything they consider themselves fortunate. It's common for them to say, "I have to be at work half an hour unpaid every day for briefings and debriefings, but

overall I'm treated fairly."

Second, there's a lack of trust between colleagues in workplaces where young workers work. It's common to hear, "I could never talk to a colleague about a shared issue – they'd be straight behind my back to the boss and then I'd be in trouble."

And third, they feel a sense of futility. When young workers have tried to change things in the past nothing has happened. It's common to hear, "Why would I put my neck on the line to try and change something if it's never going to get better anyway?"

### **Three new models**

We took all of that research and came up with possible solutions. We have developed three new models to engage young workers. We've mocked up what these models could look like and are testing them again with young workers we've never spoken with before. Grounding each decision in evidence gives us our best shot of finding the right solution. We'll take the model that shows the most promise and, working with unions, run a full pilot in 2018.

There isn't a magic fix; we need to take young workers on a journey. I'm committed to helping unions reach younger workers – even if I have to step outside of my comfort zone. I hope you are too."

# THE UNIONS AND DELEGATES

## ACCORD

Simmons House  
46 Old Bath Road  
Charvil, Reading RG10 9QR  
Tel: 0118 341 808  
Out of hours media number:  
07973 642592  
Email: info@accordhq.org  
Email (officials and staff):  
firstnamesurname@accordhq.org  
Web: accord-myunion.org  
Twitter: @gednichols  
Membership  
Male 7,812 | Female 15,517 | Total 23,329  
General secretary Ged Nichols

### Delegates

Vickie Bullough Steve Gillen  
Tom Harrison Richard Joyce  
Ged Nichols  
1 female 4 male – total 5

## ADVANCE

16/17 High Street  
Tring HP23 5AH  
Tel: 01442 891122  
Email: info@advance-union.org  
Web: advance-union.org  
Membership  
Female 2,177 | Gender unknown 5,012  
Total 7,189  
General secretary and press officer  
Linda Rolph

### Delegates

Gerry Moloney Linda Rolph  
1 female 1 male – total 2

## AEGIS

Aegon UK plc  
Edinburgh Park  
Edinburgh EH12 9SE  
Tel: 0131 549 5665  
Email: kiyal.eresen@aegistheunion.co.uk  
Web: aegistheunion.co.uk  
Membership  
Male 1,866 | Female 3,073 | Total 4,939  
General secretary Brian Linn  
Delegates  
Brian McDaid Fiona Steele  
1 female 1 male – total 2



## AEP

Association of Educational  
Psychologists  
4 The Riverside Centre  
Frankland Lane  
Durham DH1 5TA  
Tel: 0191 384 9512  
Email: enquiries@aep.org.uk  
Web: aep.org.uk  
Membership  
Male 662 | Female 2,732 | Total 3,394  
General secretary Kate Fallon  
Delegates  
Kate Fallon Lisa O'Connor  
2 female 0 male – total 2



## AFA-CWA

Association of Flight Attendants  
c/o 32 Wingford Road  
London SW2 4DS  
Tel: 020 8276 6723  
Email: a.king@unitedafa.org  
Web: afanet.org  
Twitter: @afa\_cwa  
Membership  
Male 160 | Female 375 | Total 535  
President Anthony King  
Delegates  
Elisabeth Schwaabe Michael Eric Schwaabe  
1 female 1 male – total 2



## ASLEF

Associated Society  
of Locomotive Engineers  
and Firemen  
77 St John Street, Clerkenwell  
London EC1M 4NN  
Tel: 020 7324 2400  
Email: info@aslef.org.uk  
Web: aslef.org.uk  
Membership  
Male 18,218 | Female 1,103 | Total 19,321  
General secretary Mick Whelan  
Delegates  
Dave Calfe Cliff Holloway  
Garry McKenney Simon Weller  
Mick Whelan  
0 female 5 male – total 5



## AUE

Artists' Union England  
c/o Theresa Easton  
Ouseburn Warehouse, 36 Lime Street  
Ouseburn, Newcastle upon Tyne NE1 2PQ  
Email: info@artistsunionengland.org.uk  
Web: artistsunionengland.org.uk  
Twitter: @ArtistsUnionEngland  
Membership  
Male 95 | Female 182 | Total 277  
General secretary Theresa Easton  
Delegates (two attending at a time)  
Pam Foley Angela Kennedy  
Martin Sundram Richard Whitby  
2 female 2 male – total 4



## BALPA

British Air Line Pilots  
Association  
BALPA House, 5 Heathrow Boulevard  
278 Bath Road, West Drayton UB7 0DQ  
Tel: 020 8476 4000  
Email: balpa@balpa.org  
Web: balpa.org  
Twitter: @BALPApilots  
Membership  
Male 7,330 | Female 470 | Total 7,800  
General secretary Brian Strutton  
Delegates  
Leo Nugent Brian Strutton  
0 female 2 male – total 2



## BDA

British Dietetic  
Association  
Charles House, 148/149 Great Charles  
Street, Queensway, Birmingham B3 3HT  
Tel: 0121 200 8021  
Email: tusecretary@bda.uk.com  
Email (officials and staff):  
initial.surname@bda.uk.com  
Web: bda.uk.com  
Membership  
Male 444 | Female 8,440 | Total 8,884  
Head of employment relations  
Annette Mansell-Green  
Delegates  
Martin Jones Annette Mansell-Green  
1 female 1 male – total 2



## **BFAWU**

### **Bakers, Food and Allied Workers' Union**

Stanborough House,  
Great North Road, Stanborough  
Welwyn Garden City AL8 7TA

**Tel:** 01707 260150

**Email:** info@bfawu.org

**Web:** bfawu.org

#### **Membership**

Total 18,145 (gender split not available)

**General secretary** Ronnie Draper

#### **Delegates**

George Atwall Elizabeth Dinning

Ronnie Draper Sarah Woolley

**2 female 2 male – total 4**



## **BOS TU**

### **British Orthoptic Society Trade Union**

Salisbury House, Station Road  
Cambridge CB1 2LA

**Tel:** 01353 665541

**Email:** bios@orthoptics.org.uk

**Web:** orthoptics.org.uk

**Twitter:** @BIOS59799033

#### **Membership**

Male 95 | Female 986 | Total 1,081

**Chair** Rowena McNamara

#### **Delegates**

Claire Shaw Jamie Spofforth

**1 female 1 male – total 2**



## **BSU**

### **Britannia Staff Union**

Court Lodge, Leonard Street  
Leek ST13 5JP

**Tel:** 01538 399627

**Email:** bsu@themail.co.uk

**Email (officials and staff):**

firstname.surname@britannia.co.uk

**Web:** britanniasu.org.uk

#### **Membership**

Male 338 | Female 820 | Total 1,158

**General secretary** John Stoddard



## **COMMUNITY**

465c Caledonian Road  
London N7 9GX

**Tel:** 020 7420 4000

**Email:** info@community-tu.org

**Web:** community-tu.org

**Twitter:** @CommunityUnion

#### **Membership**

Male 25,684 | Female 6,202 | Total 31,886

**General secretary** Roy Rickhuss

#### **Delegates**

Tracy Barlow Jan Bownes

Dean Cox Chris Rice

Roy Rickhuss Jacqueline Thomas

**3 female 3 male – total 6**



## **CSP**

### **Chartered Society of Physiotherapy**

14 Bedford Row  
London WC1R 4ED

**Tel:** 020 7306 6666

**Email:** enquiries@csp.org.uk

**Email (officials and staff):**

surname.firstnameinitial@csp.org.uk

**Web:** csp.org.uk

**Twitter:** @thecsp

#### **Membership**

Male 7,990 | Female 32,060 | Total 40,050

**Director of employment relations**

and **union services** Claire Sullivan

#### **Delegates**

Alex Mackenzie Michelle Slack

Claire Sullivan Jill Taylor

Gary Watt

**3 female 2 male – total 5**



## **CWU**

### **Communication Workers Union**

150 The Broadway  
London SW19 1RX

**Tel:** 020 8971 7200

**Email:** info@cwu.org

**Email (officials and staff):**

initialandsurname@cwu.org

**Web:** cwu.org

**Twitter:** @CWUnews

#### **Membership**

Male 154,051 | Female

36,576 | Total 190,628

**General secretary** Dave Ward

#### **Delegates**

Daniel Coles Tom Cooper

Katie Dunning Maria Exall

Tony Gilkes Kate Hudson

Mick Kavanagh Tony Kearns

Andy Kerr Jane Loftus

Erin Massey Jim McKechnie

Terry Pullinger Sajid Shaikh

Amarjite Singh Joyce Stevenson

Jeffrey Till Dave Ward

Rob Wotherspoon

**6 female 13 male – total 19**



## **EIS**

### **Educational Institute of Scotland**

46 Moray Place  
Edinburgh EH3 6BH

**Tel:** 0131 225 6244

**Email:** enquiries@eis.org.uk

**Email (officials and staff):**

initialandsurname@eis.org.uk

**Web:** eis.org.uk

**Twitter:** @eisunion

#### **Membership**

Male 12,308 | Female 41,310 Total | 53,618

**General secretary** Larry Flanagan

#### **Delegates**

David Baxter David Belsey

A.N.Other Nicola Fisher

Larry Flanagan Susan Quinn

**3 female 3 male – total 6**



## **EQUITY**

Guild House  
Upper St Martin's Lane  
London WC2H 9EG

**Tel:** 020 7379 6000

**Email:** info@equity.org.uk

**Email (officials and staff):**

initialandsurname@equity.org.uk

**Web:** equity.org.uk

**Twitter:** @EquityUK

#### **Membership**

Male 20,757 | Female 21,084 | Total 41,841

**General secretary** Christine Payne

#### **Delegates**

Maureen Beattie Adam Burns

Emmanuel Kojou Mary Lane

Louise McMullan Christine Payne

Stephen Spence

**4 female 3 male – total 7**



## **FBU**

### **Fire Brigades Union**

Bradley House, 68 Coombe Road  
Kingston upon Thames KT2 7AE

**Tel:** 020 8541 1765

**Email:** office@fbu.org.uk

**Email (officials and staff):**

firstname.surname@fbu.org.uk

**Web:** fbu.org.uk

**Twitter:** @fbunational

#### **Membership**

Male 31,507 | Female 2,335 | Total 33,842

**General secretary** Matt Wrack

#### **Delegates**

Tam McFarlane Alan McLean

Ian Murray Michael Nicholas

Andy Noble Samantha Rye

Matt Wrack

**1 female 6 male – total 7**



## THE UNIONS

### FDA

8 Leake Street  
London SE1 7NN  
**Tel:** 020 7401 5555  
**Email:** info@fda.org.uk  
**Email (officials and staff):**  
firstname@fda.org.uk  
**Web:** fda.org.uk



**Membership**  
Male 7,940 | Female 8,853 | Total 16,793

**General secretary** Dave Penman

#### Delegates

Robbie Davis                      Gareth Hills  
Vicky Johnson                    Dave Penman  
Lynda Priestley

**2 female 3 male – total 5**

### GMB

22 Stephenson Way  
London NW1 2HD  
**Tel:** 020 7391 6700  
**Email:** info@gmb.org.uk  
**Web:** gmb.org.uk  
**Twitter:** @GMBPressOffice



**Membership**  
Male 307,475 | Female  
296,904 | Total 604,379

**General secretary** Tim Roache

#### Delegates

Judith Batson	Sheila Bearcroft
Liz Blackman	Justin Bowden
Gwylan Brinkworth	Kevin Buchanan
Amanda Burley	Margi Clarke
Dave Clements	Ida Clemo
Bob Crosby	Craig Dawson
Neil Derrick	Annette Drylie
Kevin Dudding	Brendan Duffield
Brian Farr	Jean Foster
Gordon Gibbs	Christine Golding
Margaret Gregg	Kamaljeet Jandu
Lisa Johnson	Ann Leader
Dawn Lovatt	Maria Ludkin
Eddie Marnell	John McDonnell
June Minnery	Joe Morgan
Allison Morrell	Cathy Murphy
Jake O'Malley	Jo Pitchford
Tim Roache	Malcolm Sage
Kath Slater	Cath Speight
Kathleen Walkershaw	Sharon Yates

**23 female 17 male – total 40**

### HCSA

**Hospital Consultants and  
Specialists Association**  
1 Kingsclere Road  
Overton, Basingstoke RG25 3JA  
**Tel:** 01256 771777



**Email:** conspec@hcsa.com  
**Web:** hcsa.com

**Membership**  
Male 2,361 | Female 671 | Total 3,032

**General secretary** Eddie Saville

#### Delegates

Paul Donaldson                    Eddie Saville

**0 female 2 male total – total 2**

### MU

**Musicians' Union**  
60–62 Clapham Road  
London SW9 0JJ  
**Tel:** 020 7582 5566  
**Email:** info@theMU.org  
**Web:** theMU.org  
**Twitter:** @WeAreTheMU



**Membership**  
Male 21,545 | Female 8,958  
Gender unknown 104 | Total 30,607

**General secretary** Horace Trubridge

#### Delegates

Kathy Dyson                      Andy Gleadhill  
Dave Lee                          Eileen Spencer  
Horace Trubridge                Barbara White

**3 female 3 male – total 6**

### NACO

**the co-operative trade union**

6a Clarendon Place  
Hyde SK14 2QZ  
**Tel:** 0161 351 7900

**Email:** info@naco.coop

**Web:** naco.coop

**Twitter:** @NACOtradeunion

#### Membership

Male 801 | Female 440 | Total 1,241

**Interim general secretary** Bob Lister

### NAHT

**National Association  
of Head Teachers**  
1 Heath Square, Boltro Road  
Haywards Heath RH16 1BL



**Tel:** 0300 30 30 333

**Email:** info@naht.org.uk

**Email (officials and staff):**

firstname.surname@naht.org.uk

**Web:** naht.org.uk

**Twitter:** @NAHTnews

#### Membership

Male 8,191 | Female 20,947 | Total 29,138

**General secretary** Paul Whiteman

#### Delegates

Nick Brook                          Magnus Gorham  
Anne Lyons                          Andy Mellor  
Judith Stott                          Paul Whiteman

**1 female 5 male – total 6**

### NAPO

160 Falcon Road  
London, SW11 2NY  
**Tel:** 020 7223 4887



**Email:** info@napo.org.uk

**Web:** napo.org.uk

**Twitter:** @Napo\_News

#### Membership

Male 1,416 | Female 3,845

Gender unknown 11 | Total 5,272

**General secretary** Ian Lawrence

#### Delegates

Ian Lawrence                      Yvonne Pattison

**1 female 1 male – total 2**

### NASS

**National Association  
of Stable Staff**  
The Racing Centre, Fred Archer Way  
Newmarket CB8 8NT



**Tel:** 01638 663411

**Email:** admin@naoss.co.uk

**Web:** naoss.co.uk

#### Membership

Male 878 | Female 1,127 | Total 2,005

**Chief executive** George McGrath

#### Delegates

Laurie Bell                          George McGrath

**0 female 2 male – total 2**

### NASUWT

Orion House  
5 Upper St Martin's Lane  
London WC2H 9EA



**Tel:** 020 7420 9670

**Email:** nasuwt@mail.nasuwt.org.uk

**Web:** nasuwt.org.uk

**Twitter:** @nasuwtunion

**Facebook:** /nasuwt

#### Membership

Male 77,769 | Female 217,796

Total 295,565

**General secretary** Chris Keates

#### Delegates

Robert Barratt	Lynn Bayliss
Anne Brimacombe	Wayne Broom
Fred Brown	Neil Butler
Michelle Codrington-Rogers	Nigel De Gruchy
Brian Cookson	Ruth Duncan
Kathy Duggan	Alan Hackett
Harold Gurden	Debbie Hayton
John Hall	Dave Kitchen
Chris Keates	Alison Morgan
Dan McCarthy	Abdullah Muhsin
Jennifer Moses	Patrick Roach
Paul Nesbitt	Jane Setchfield
Sue Rogers	Nick Trier
Peter Taylor	Russ Walters
Kathy Wallis	Chris Weavers
Craig Warne	Gareth Young

**12 female 21 male – total 33**

### NAUTILUS INTERNATIONAL

1–2 The Shrubberies  
George Lane  
South Woodford, London E18 1BD  
**Tel:** 020 8989 6677



**Email:** enquiries@nautilusint.org

**Email (officials and staff):**

initialandsurname@nautilusint.org

**Web:** nautilusint.org

**Twitter:** @nautilusint

#### Membership

Male 14,073 | Female 552 | Total 14,625

**General secretary**

Mark Dickinson

#### Delegates

Ronnie Cunningham              Mark Dickinson  
Michael Toop                          Olu Tunde

**0 female 4 male – total 4**

## NEU

### National Education Union (the merger of ATL and NUT)

7 Northumberland Street  
London WC2N 5RD  
Tel: 020 7930 6441

#### And at

Hamilton House, Mabledon Place  
London WC1H 9BD  
Tel: 020 7388 6191

#### Membership

Male 112,624 | Female  
351,081 | Total 463,705

#### Joint general secretaries

Dr Mary Bousted and Kevin Courtney

#### Delegates ATL

Louise Atkinson	Victoria Barlow
Kathryn Booth	Mary Bousted
Graham Easterlow	Nansi Ellis
Shelagh Hirst	Mark Holding
Julie Huckstep	Clare Kellett
Kim Knappett	Joe Lord
Kevin Morris	Julia Neal
Andy Peart	Peter Pendle
Adrian Prandle	Hank Roberts
Ralph Surman	Niamh Sweeney
Josie Whiteley	

12 females 9 males – total 21

#### Delegates NUT

Jackie Baker	Sian Bassett
Rachel Baxter	Paulina Blackstock
Sian Bloor	Julia Brandreth
Amanda Brown	Chris Brown
Paul Busby	Sarah Carter
Kevin Courtney	Caroline Cowie
Anne Cray	Jenny Day
Tony Fenwick	Avis Gilmore
Jerry Glazier	Philipa Harvey
Dave Harvey	Robin Head
Melissa Hind	Mandy Hudson
Amy Johnson	Clare Jones
Alex Kenny	Sally Kincaid
Roger King	Gawain Little
Amanda Martin	Heather McKenzie
Andrew Morris	Ian Murch
Annette Pryce	Michelle Rees
Louise Regan	Anne Swift
Kiri Tunks	David Wilson

22 female 15 male 1 other – total 38

## NGSU

### Nationwide Group Staff Union

Middleton Farmhouse  
37 Main Road, Middleton Cheney  
Banbury OX17 2QT  
Tel: 01295 710767

Email: [ngsu@ngsu.org.uk](mailto:ngsu@ngsu.org.uk)

Email (officials and staff):

[firstname@ngsu.org.uk](mailto:firstname@ngsu.org.uk)

Web: [ngsu.org.uk](http://ngsu.org.uk)

#### Membership

Male 3,914 | Female 8,726 | Total 12,640

General secretary Tim Poil

#### Delegates

Christine Cooper Nicola Huddleston  
Tim Poil

2 female 1 male – total 3



## NUJ

### National Union of Journalists

Headland House  
72 Acton Street  
London WC1X 9NB  
Tel: 020 7843 3700 (switchboard)

Email: [info@nuj.org.uk](mailto:info@nuj.org.uk)

Email (officials and staff):

[firstnameandsurnameinitial@nuj.org.uk](mailto:firstnameandsurnameinitial@nuj.org.uk)

Web: [nuj.org.uk](http://nuj.org.uk)

Twitter: @NUJofficial

#### Membership

Male 18,633 | Female 11,913 | Total 30,546

Acting general secretary (for Michelle

Stanistreet) Seamus Dooley

#### Delegates

Tim Dawson	Sian Jones
Rhetta Moran	Pennie Quinton
Michelle Stanistreet	

4 female 1 male – total 5

## NUM

### National Union of Mineworkers

Miners' Offices  
2 Huddersfield Road  
Barnsley S70 2LS  
Tel: 01226 215555

Email: [chris.kitchen@num.org.uk](mailto:chris.kitchen@num.org.uk)

Web: [num.org.uk](http://num.org.uk)

#### Membership

Male 745 | Female 5 | Total 750

National secretary Chris Kitchen

#### Delegates

Chris Kitchen	Nicky Wilson
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0 female 2 male – total 2

## PCS

### Public and Commercial Services Union

160 Falcon Road, London SW11 2LN  
Tel: 020 7924 2727

Web: [pcs.org.uk](http://pcs.org.uk)

Twitter: @pcs\_union

#### Membership

Male 75,145 | Female 109,509

Gender unknown 648 | Total 185,302

General secretary Mark Serwotka

#### Delegates

Ian Albert	Chris Baugh
Sarah Broad	Paula Brown
Janice Godrich	Fran Heathcote
Zita Holbourne	Louise Kowalska
Mark Leopard	Kevin McHugh
Gordon Rowntree	David Semple
Mohammed Shafiq	

6 female 7 male – total 13



## PFA

### Professional Footballers' Association

20 Oxford Court, Bishopsgate  
Manchester M2 3WQ

Tel: 0161 236 0575

Email: [info@thepfa.co.uk](mailto:info@thepfa.co.uk)

Email (officials and staff):

[initialandsurname@thepfa.co.uk](mailto:initialandsurname@thepfa.co.uk)

Web: [thepfa.com](http://thepfa.com)

Twitter: @PFA

#### Membership

Male 3,157 | Female 86 | Total 3,243

Chief executive Gordon Taylor OBE

#### Delegates

Nick Cusack

0 female 1 male – total 1



## POA

### The professional trade union for prison, correctional and secure psychiatric workers

Cronin House, 245 Church Street  
London N9 9HW

Tel: 020 8803 0255

Email: [gs@poauk.org.uk](mailto:gs@poauk.org.uk)

Web: [poauk.org.uk](http://poauk.org.uk)

#### Membership

Male 21,247 | Female 8,774 | Total 30,021

General secretary Steve Gillan

#### Delegates

Andy Baxter	Neil Burge
Steve Gillan	Julian Holford
Jackie Marshall	Joseph Simpson
Glyn Travis	

1 female 6 male – total 7



## PROSPECT

New Prospect House  
8 Leake Street, London SE1 7NN  
Tel: 020 7902 6600

Email: [enquiries@prospect.org.uk](mailto:enquiries@prospect.org.uk)

Email (officials and staff):

[firstname.surname@prospect.org.uk](mailto:firstname.surname@prospect.org.uk)

Web: [prospect.org.uk](http://prospect.org.uk)

Twitter: @ProspectUnion

Facebook: /prospectunion

#### BECTU Sector of Prospect

Head Office  
373–377 Clapham Road  
London SW9 9BT  
Tel: 020 7346 0900

Email: [info@bectu.org.uk](mailto:info@bectu.org.uk)

Web: [bectu.org.uk](http://bectu.org.uk)

Twitter: @bectu

Facebook: /bectuofficial

#### Membership

Male 83,115 | Female 29,419

Gender unknown 27,794 | Total 140,328



## THE UNIONS

### Delegates

John Chadfield	Mike Clancy
Mike Dick	Gillian Donaldson-Selby
Sue Ferns	Kevin Garside
Andrea Gauld	Cora Green
Steve Grey	Richard Hogben
Neil Hope-Collins	Kay Huntbach
Gordon Hutchinson	Tom James
Craig Marshall	Denise McGuire
Claire Mullaly	Satnam Ner
Andrew Pakes	Ele Wade
Kieren Walters	

**8 female 13 male – total 21**

### RCM

#### Royal College of Midwives

15 Mansfield St  
London W1G 9NH  
Tel: 0300 303 0444

Email: [membership@rcm.org.uk](mailto:membership@rcm.org.uk)

Email (officials and staff):

[Firstname.Lastname@rcm.org.uk](mailto:Firstname.Lastname@rcm.org.uk)

Web: [rcm.org.uk](http://rcm.org.uk)

Twitter: @MidwivesRCM

Facebook: /MidwivesRCM

#### Membership

Male 146 | Female 35,257 | Total 35,403

#### Chief executive

Professor Cathy Warwick CBE

#### Delegates

Janet Ballintine	Kate Evans
Karen Godfrey-Edwards	Natalie Linder
Jon Skewes	Gill Walton

**5 female 1 male – total 6**

### RMT

#### National Union of Rail, Maritime and Transport Workers

39 Chalton Street, London NW1 1JD  
Tel: 020 7387 4771

Email: [info@rmt.org.uk](mailto:info@rmt.org.uk)

Email (officials and staff):

[initial.surname@rmt.org.uk](mailto:initial.surname@rmt.org.uk)

Web: [rmt.org.uk](http://rmt.org.uk)

Twitter: @RMTunion

#### Membership

Male 72,724 | Female 11,919 | Total 84,643

#### General secretary Mick Cash

Katherine Burke	Mick Cash
Christopher Davidson	Edward Dempsey
Mary Jane Herbison	Paul Howes
Sean Hoyle	William Jones
Michael Keal	Geoff Kite
Karlson Lingwood	Ross Marshall
Michelle Rodgers	Steven Shaw
Glenroy Watson	Raymond Williams

**3 female 13 male – total 16**

### SCP

#### The Society of Chiropodists and Podiatrists

Quartz House, 207  
Providence Square  
Mill Street, London SE1 2EW  
Tel: 020 7234 8620

Email: [enq@scpod.org](mailto:enq@scpod.org)

Email (officials and staff):

[initialoffirstnameinitialofsurname@scpod.org](mailto:initialoffirstnameinitialofsurname@scpod.org)

Web: [feetforlife.org](http://feetforlife.org)

Twitter: @SCP\_PodiatryUK

Facebook: /scpod

#### Membership

Male 2,534 | Female 6,978 | Total 9,512

#### Interim chief executive and general

secretary Dr Rosemary Gillespie

#### Delegates

Katie Collins Leigh Holloway

**2 female 0 male – total 2**

### SOR

#### Society of Radiographers

207 Providence Square, Mill Street  
London SE1 2EW

Tel: 020 7740 7200

Email (officials and staff):

[firstnameandsurnameinitial@sor.org](mailto:firstnameandsurnameinitial@sor.org)

Web: [sor.org](http://sor.org)

Twitter: @SCoRMembers

#### Membership

Male 21,120 | Female 5,536 | Total 26,656

Chief executive officer Richard Evans

#### Delegates

Richard Evans Steve Herring  
Gill Hodges Paul Moloney

**1 female 3 male – total 4**

### SUWBBS

#### Staff Union West Bromwich Building Society

2 Providence Place  
West Bromwich B70 8AF

Tel: 0121 796 7720

Email: [staffunion@westbrom.co.uk](mailto:staffunion@westbrom.co.uk)

Web: [staffunionwestbrom.co.uk](http://staffunionwestbrom.co.uk)

#### Membership

Male 163 | Female 315 | Total 478

Chair Vacant



### TSSA

#### Transport Salaried Staffs' Association

Walkden House, 10 Melton Street  
London NW1 2EJ

Tel: 020 7387 2101

Email: [enquiries@tssa.org.uk](mailto:enquiries@tssa.org.uk)

Email (officials and staff):

[surnameandfirstnameinitial@tssa.org.uk](mailto:surnameandfirstnameinitial@tssa.org.uk)

Web: [tssa.org.uk](http://tssa.org.uk)

Twitter: @TSSAunion

#### Membership

Male 13,344 | Female 5,150 | Total 18,494

General secretary Manuel Cortes

#### Delegates

Mick Carney Manuel Cortes  
Jill Murdoch Fliss Premru

Mary Sithole

**3 female 2 male – total 5**

### UCAC

#### Undeb Cenedlaethol

#### Athrawon Cymru

Prif Swyddfa UCAC  
Ffordd Penglais  
Aberystwyth SY23 2EU  
Tel: 01970 639950

Email: [ucac@ucac.cymru](mailto:ucac@ucac.cymru)

Web: [ucac.cymru](http://ucac.cymru)

Twitter: @AthrawonCymru

Facebook: /AthrawonCymru

#### Membership

Male 843 | Female 3,219 | Total 4,062

General secretary Elaine Edwards

### UCU

#### University and College Union

Carlow Street, London NW1 7LH  
Tel: 020 7756 2500

Email: [hq@ucu.org.uk](mailto:hq@ucu.org.uk)

Email (officials and staff):

[initialsurname@ucu.org.uk](mailto:initialsurname@ucu.org.uk)

Membership and subscription:

[membership@ucu.org.uk](mailto:membership@ucu.org.uk)

Web: [ucu.org.uk](http://ucu.org.uk)

Twitter: @ucu

#### Membership

Male 50,925 | Female 53,269 | Total 104,194

General secretary Sally Hunt

#### Delegates

Douglas Chalmers	Julia Charlton
Pauline Collins	Joanna De Groot
Rob Goodfellow	Sally Hunt
Vicky Knight	Rhiannon Lockley
Dave Merritt	Victoria Showunmi
Sean Vernell	

**8 female 3 male – total 11**





## UNISON

UNISON Centre  
130 Euston Road  
London NW1 2AY  
Tel: 0800 0 857 857

**Email (officials and staff):**  
initial.surname@unison.co.uk

**Web:** unison.org.uk

**Twitter:** @unisontweets

### Membership

Male 278,966 | Female 933,928  
Total 1,212,894

**General secretary** Dave Prentis

### Delegates

James Anthony	April Ashley
Andrew Baker	Andrew Beech
Amanda Berger	Nicole Berrisford
Josie Bird	Lynn Booth
Kendal Bromley-Bewes	Belinda Burton
Jean Butcher	Jane Carolan
Linda Crowther	Ruth Davies
Ash Dhobi	Michelle England
Sarah Feeny	Sean Fox
Paul Glover	Dettie Gould
Malcolm Gray	John Gray
Tony Green	Angela Greenhalgh
Margaret Greer	Angela Hamilton
Mike Hines	Linda Hobson
Abiola Kusoro	Conroy Lawrence
Diana Leach	Lilian Macer
George McIrvine	Gordon McKay
Margaret McKee	Lucia McKeever
Roger McKenzie	Mark McSheehy
Bev Miller	Gloria Mills
Gillian Nixon	Roz Norman
David Owen	Dave Prentis
Nicky Ramanandi	Davena Rankin
Angela Roberts	Carol Sewell
Stephen Smellie	Penny Smith
Eleanor Smith	Liz Snape
Irene Stacey	Sian Stockham
Chris Tansley	Sarah Taylor
Janette Tomlinson	Mark Trask
Adrian Turner	Brian Walter
Glen Williams	
Asha Wolfe-Robinson	

**40 female 22 male – total 62**

## UNITE

Unite House  
128 Theobald's Road  
London WC1X 8TN  
Tel: 020 7611 2500

**Web:** unitetheunion.org

**Twitter:** @unitetheunion

### Membership

Male 943,133 | Female 309,391  
Total 1,252,524

**General secretary** Len McCluskey

### Delegates

Suzanne Abachor	Hamid Abdul
Paul Ainsworth	Susan Ambler
Lynne Baird	Terri Bates
Howard Beckett	Carol Beckford
Mary Brannigan	Richard Britton



Darran Brown  
Tony Burke  
Gail Cartmail  
Ged Cooney  
Adrian Cowley  
Jason Cronin  
Patricia Davis  
Donna Donnelly  
Tony Fashesin  
Arslan Ghani  
Ryan Guest  
Geoff Hayward  
Thaddeus Iwu  
Mike Jenkins  
Andy Jones  
John Kemp  
Roy Khan  
Ian Lidbetter  
Susan Matthews  
Bridie McCreesh  
Stuart McGhie  
Sean McGovern  
Tom Murphy  
David Pearce  
Julie Phipps  
Nicola Redwood  
Maggie Ryan  
Jane Stewart  
Jasmin Suraya  
Jayne Taylor  
Kevin Terry  
Aleksandra Tomczak  
Mark Turner  
Scot Walker  
Tony Woodhouse  
Tracey Young  
**29 female 51 male 1 other – total 81**

## UR TU

**United Road Transport Union**

Almond House, Oak Green  
Stanley Green Business Park  
Cheadle Hulme SK8 6QL

Tel: 0800 52 66 39

**Email:** info@urtu.com

### Membership

Male 10,000 | Female 200 | Total 10,200

**General secretary** Robert F Monks

### Delegates

Alex Harris	Brian Hart
-------------	------------

Robert Monks  
**0 female 3 male – total 3**



## USD AW

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

188 Wilmslow Road  
Manchester M14 6LJ

Tel: 0161 224 2804

**Email:** enquiries@usdaw.org.uk

**Web:** usdaw.org.uk

**Twitter:** @UsdawUnion

### Membership

Male 193,709 | Female 241,080  
Total 434,789



David Buist  
Thomas Butler  
Bob Collins  
Brian Costigan  
Tony Croak  
Ann Crozier  
Brett Davis  
Stephanie Dunne  
Andy Fielding  
John Gillespie  
Bronwen Handyside  
Diana Holland  
Guy James  
Michael Johnson  
Jim Kelly  
Mahf Khan  
Kenneth Lang  
Philipa Marsden  
Len McCluskey  
Linda McCulloch  
James McGinn  
Martin McMullin  
Andrew Murray  
Lewis Phillipson  
Mark Pryor  
Sheila Rowley  
Azza Samms  
Joyce Still  
Phil Sykes  
Osbourne Taylor  
Agnes Tolmie  
Jimmy Towers  
Steve Turner  
Tracey Whittle  
Andrew Yeardeley

**General secretary** John Hannett

### Delegates

Jeff Broome	Sharon Churchill
Diane Conlan	Valerie Cooke
Tony Dale	Iain Dalton
Nej Darej	Patricia Dawson
Peter Devine	Brendan Duggan
Lynn Goodwin	Janet Haggis
John Hannett	Kevin Harrison
Julie Hart	Alan Higgins
Clare Jones	Susan Kenny
Ed Leach	Paddy Lillis
Karl Lockley	Linda Macfarlane
Jim McFadyen	Stephen McLaughlin
Heather Neagle	Michelle Owens
Stephen Peaty	Raktima Sarkar
Dennis Stinchcombe	Joanne Thomas
Janette Thomas	Angie Walsh
Andrea Watts	Wendy Willis
Fiona Wilson	

**19 female 16 male – total 35**

## WGGB

**Writers' Guild of Great Britain**

134 Tooley Street  
London SE1 2TU

Tel: 020 7833 0777

**Email:** admin@writersguild.org.uk

**Web:** writersguild.org.uk

**Twitter:** @TheWritersGuild

### Membership

Male 790 | Female 501 | Total 1,291

**General secretary** Ellie Peers



## TRADES COUNCILS DELEGATE

Moz Greenshields

## SUMMARY

Number of affiliated unions: 49

### Membership

**Male:** 2,638,743

**Female:** 2,861,791

**Gender split not available:** 51,715

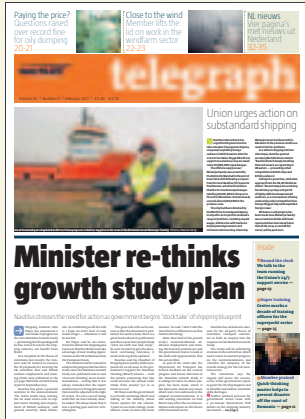
**Total:** 5,552,249

Total membership figures for previous years are in the TUC's Annual Report, available from TUC Publications 020 7467 1294

Delegates' names may be subject to change due to the early deadline of the Guide for print. Please advise the TUC if any attendee name is omitted or inaccurate, as changes can be included in the official Report of Congress published later in the year.

# FORTY YEARS OF EXCELLENCE

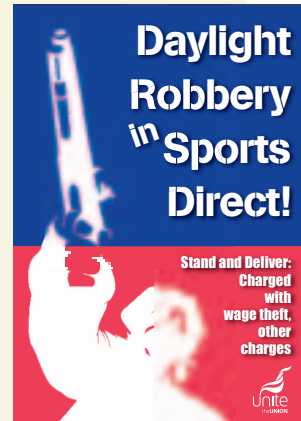
The annual competition for honours among union comms reached its 40th birthday, with Nautilus International steaming to prizes in three categories.



Best Membership Communication *print journal*  
Nautilus International – Telegraph



Best Membership Communication *digital*  
Nautilus International – [nautilusint.org](http://nautilusint.org)



Best Campaign Communications  
Unite – Sports Direct shame



Best Recruitment/New Member Communication  
NASUWT – Induction planner

► **IT WAS PLAIN SAILING FOR ONE** union in the TUC's awards for the best union media products for members. Nautilus International picked up two top prizes and a highly commended across both offline and digital categories of the competition.

Many other unions entered several categories at once, proving the breadth and range of union comms and showcasing the quality of their engagement with members and activists. The TUC encouraged unions to submit digital products alongside traditional media and show how they were reaching out to new audiences.

In honour of the 40th birthday of the competition we also included a 'best innovation' category, which inspired many of you to submit some fantastic work, old and new. The judges this year commented on how clear tone of voice and great presentation brings strength to the 'union brand', and encouraged continuing investment in top-class journalism and design. We are grateful as ever to our judges and we thank College Hill Press and Thompsons Solicitors for helping us with the costs of the competition.



Best Designed Communication  
GMB – Respect ASOS workers



Best Communication for Reps and Activists  
Usdaw – Network magazine

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Annual salary	Monthly cost
Up to £2,000	£1.30
£2,001-£5,000	£3.50
£5,001-£8,000	£5.30
£8,001-£11,000	£6.60
£11,001-£14,000	£7.85
£14,001-£17,000	£9.70
£17,001-£20,000	£11.50
£20,001-£25,000	£14.00
£25,001-£30,000	£17.25
£30,001-£35,000	£20.30
over £35,000	£22.50

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the public service union

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# THE GIG IS UP

TUC research reveals who is most affected by the rise in insecure jobs.

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## ► THERE IS EVIDENCE

that the increase in insecure work is compounding existing labour market disadvantage, with women, minority ethnic groups and those in poorer regions of the UK more likely to be working this way.

Around the same number of men and women (1.6m) are in insecure jobs. However, because there are more men than women in the labour market, women are more likely to be in insecure work, with almost 11 per cent of women in insecure employment compared to just over 9 per cent of men. The majority of the increase in insecure work since 2011 has come from women, who account for 58 per cent of the increase in insecure jobs.

Black and minority ethnic workers are over a third more likely than white workers to be in temporary or zero-hours work. One in 13 BAME employees is in an insecure job, compared to one in 20 white employees.

Black workers in particular face insecurity at work, and are more than twice as likely as white workers to be in temporary and zero-hours work. One in eight black workers is in these forms of work, compared to one in 20 white workers.

Workers in the North-East, the region with the lowest GVA per head in 2015, are most likely to have seen employment in their area dominated by insecure work. Since 2011, two out of three jobs created in the north-east have

**“Women are more likely to be in insecure work, with almost 11 per cent of women in insecure employment.”**

been in insecure forms of work.

Analysis of the industrial sectors in which insecure work is growing the fastest shows that it is in traditional professions – often those in which cost pressures are intense – that the rise of insecure jobs has been concentrated.

For example, in the top ten of occupations where insecure work is growing:

- Those working in hospitality (such as waiters in restaurants and pubs) make up one-fifth of the increase: the number in insecure work more than doubled, rising by 146,000 (+128 per cent) since 2011.
- Residential care accounts for one-tenth of the increase in precarious working: the number of care home workers facing insecurity has risen by 133 per cent since 2011.
- Education workers account for over one-tenth of the increase: the number in insecure work has risen by 82,000 since 2011 (+42 per cent).



**Simon, 51, is a Brighton-based actor and musician. Six years ago he got a professional teaching qualification in the belief that this might lead to work with greater security.**

"I've always been a jobbing actor and musician, doing all kinds of things, including teaching. I decided to do a PGCE as most institutions now require their teachers to have teaching qualifications to meet the requirements of OFSTED and the QAA. I had a young family by then and I wanted some element of security. I've worked at my main place of work, a tertiary college, for three years now. I have a contract but it doesn't tell me how many days I'm going to get. In fact, it states that you won't necessarily be offered any work at all. It just offers terms of employment should they give you any. There's no holiday pay or sick pay or pension. I have been ill a couple of times and you have to try to get your lessons covered by others.

I was teaching three courses this year. Each lesson needs to be planned and I produce any resources I feel I need. Tutors like me are asked to attend departmental meetings too and contribute to future strategy but we're not paid for that. There's

training we're expected to do also, for which we're offered a nominal payment, though nothing like the day rate.

I work for another institution on a similar annual contract, although that one stipulates the days I'm going to do. I don't know right up until the middle or end of August what work I'm going to be offered by either of these institutions for the next academic year. I'd like to know much earlier really, so I could talk to the various people concerned and try to negotiate suitable times for both and plan my other work around it. Everything feels very last-minute.

This insecurity does impact on my life. I have young children. It means I have to keep other work going, 'just in case', so I work a lot of hours. However, I guess it also means that I won't be spending summer planning lessons I don't know yet if I'm going to be teaching.

All the teaching around seems to be like this. I was looking at an advert for yet another institution and they wanted you to have all the experience and all the qualifications, yet they were offering £12 an hour and no job security."

► *Names and picture have been changed*

We asked policy analysts to tell us in just a few sentences what actions would be the most effective in solving Britain's decent jobs crisis. Here are a few personal thoughts:

“ The government should ban robots. But from conversations about the future of work rather than the workplace itself. The benefits would be huge. We can stop wasting money on books that predict all jobs will be lost at exactly the same time as UK employment hits record highs. And time would be freed up.

Bill Gates could stop proposing a silly robot tax and instead invent some badly needed new tech. Far from too many robots we are investing far too little and partly as a result UK productivity and wages are a disaster.

Of course automation brings challenges, from employment shifts to worrying control of some workers. But we need to stop robot angst distracting us from bigger immediate challenges: not that there isn't any work in Britain but that too much of it is insecure and too few people are getting a pay rise for doing it.

A robot chat ban could help improve the world of work and stop some poor quality science fiction."

Torsten Bell, Director,  
The Resolution  
Foundation

“The single most effective policy measure to remove workplace insecurity would be an immediate ban on zero-hours contracts (ZHCs). Having recently completed an in-depth research project for the TUC exploring the impact of workplace insecurity on workers, the unambiguous message from every worker interviewed was a resounding call to eliminate ZHCs. Contrary to the messages forwarded by government (and sadly regurgitated in the Taylor Report) our research found no evidence that ZH contracts were a ‘choice’ or a preferred option for workers. Instead, we discovered disturbing levels of fear, vulnerability and hardship were experienced daily by workers on ZHCs. As one interviewee remarked, “it’s a pauper’s contract, you can’t sustain a life”.

Dr. Kirsty Newsome, Reader in Employment Relations, Associate Dean Research, Sheffield University Management School



Shutterstock

**“The government should ban robots. But from conversations about the future of work rather than the workplace itself. The benefits would be huge.”**

“We need to build institutions that can more effectively distribute economic power. Unlike many countries in Europe, we do not have strong social partnerships between employers, trade unions and the state. As part of the industrial strategy, we should create strong sectoral institutions that are tasked explicitly with creating good jobs and driving up conditions, pay and workplace innovation through collective bargaining. To strengthen the voice of workers within these institutions, we should massively expand union membership through auto-enrolment, with the option of an opt-out for those that actively choose not to be a member.”

Miatta Fahnbulleh, Director of Policy & Research, IPPR

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# FINDING FOOD WITHIN HALF A MILE

Naomi Marks seeks out places to eat close to the Congress action.

## ► WHEN RESOLUTIONS ARE

no longer enough to sustain body and soul, there's little need to wander far to refuel. There are plenty of options within a stone's throw of The Brighton Centre and many of the conference hotels.

But let's make that stone a real flyer and call it 500 metres.

If the weather is fine and time short, cross the road, take the steps or ramp down to the esplanade and directly opposite the conference centre find the **World Famous Pump Room** (121-122 Kings Road Arches). Pernickety types may take issue with this cafe's name, but they surely can't with the value of its offerings. Toasties and sandwiches (£2.30 to £4.20) use Chewy Brown, a locally acclaimed bread from the wonderful Real Patisserie; sausage rolls (from £2) are from the Brighton Sausage Company (aim: to produce the best sausage you have ever tasted"); and the coffee comes from Red Roaster ("locally roasted for people that care about their coffee and where it comes from"). While we're being local, admire the local basketball talent as you eat.

Two minutes' stroll east along the esplanade, towards the pier, is one of Brighton's little treasures, **Jack & Linda Mills**

**Traditional Fish Smokers** (197 King's Road Arches, daytime only). Enjoy one of their succulent hot-grilled mackerel rolls (£4) or fish soup (£3) at a high table next to the beached boats from the Brighton Fishing Museum (volunteer run, free and worth a quick visit, incidentally). Look seaward and check out construction of the Rampion Offshore Wind Farm, now adding an interesting vertical dimension to the Brighton horizon. It's not quite on a par with the year-old in-your-face i360 tower but it's just as controversial locally.

Turn back west and for more of a meal, **Lucky Beach** (183 Kings Road Arches; tel. 728280\*) specialises in burgers made with "natural dry-aged" beef. These and their sandwiches, which are more light meals, all come in at under £10. Further west, and just past the i360, is local celebrity chef Michael Bremner's recently

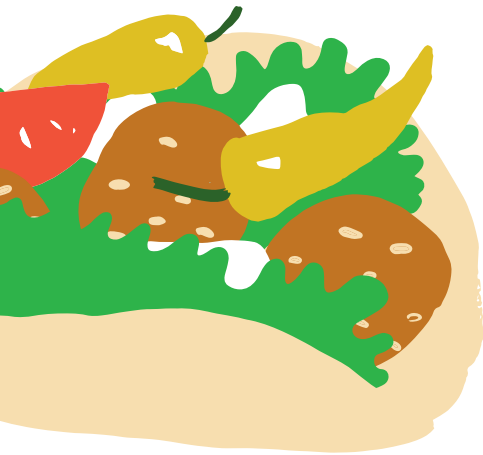
**"There are plenty of options within a stone's throw of The Brighton Centre and many of the conference hotels."**



opened bistro-style outlet **Murmur** (91-96 Kings Road Arches; tel. 711900), named after the murmuring starlings whose offshore choreography can be enjoyed every evening. Here, the emphasis is on healthy eating as well as local sourcing. Main meals range from £12 to £18 and there's a good choice of meat and fish, with a couple of veggie options.

By the playground, the **Bucket and Spade Cafe** (26-28 Kings Road Arches; tel. 220222) offers burgers, panini, salads and all-day breakfasts around the £10 mark. It's cheaper breakfast menu, available from 9am, is particularly popular with locals.

For more of a fine-dining eating experience along the front, the view from **Alfresco** (26 Kings Road Arches; tel. 206523), the Deco-style pavilion opposite the old West Pier, is unbeatable. Alfresco offers modern Italian food in an airy setting and is a good choice for a group



booking. The three-course set menu is £35. For a more intimate dining experience, a short hop from the conference centre is the superb **Riddle & Finns** (139 Kings Road Arches; tel. 821218). This specialises in seafood, though vegetarian options are available. Evening meals again are far from budget, but a two-course set menu is available until 7pm at £14.95. Booking for **Riddle & Finns** – which also has a private dining room for hire – is strongly advised.

Traditional seaside fish and chips, although much in evidence, can be a little hit and miss along the front. Two notable exceptions are up at street level, a little west from the conference centre: **The Regency Restaurant** (131 Kings Road; tel. 325014), and the **Melrose Fish Restaurant**, next door (tel. 326520). Both have good local reputations earned over decades, the **Regency** perhaps pipping the **Melrose**

in popularity (and ostentatious decor). Cod and chips: £8.20 in the former; £7.25 in the latter.

Next to the **Melrose**, find the diner-style **The New Club** (133-134 Kings Road; tel. 730320). Choose this venue for brunch, or if you've brought your toddler along to Congress. They cater well for all ages.

Turn right and find yourself in Preston Street, renowned (some might say notorious) for its eateries. Along its stretch and new to the scene is **Halisco** (64 Preston Street; tel. 875812) a little Mexican street food restaurant where you can eat between fabulously brash murals of President Trump peering over his wall and the rather more savoury Diego Rivera and Frida Kahlo. The food, served in plastic 'raffia' baskets, is delicious and as authentic as it gets in Brighton. Try the crispy egg with sticky ancho, chorizo and pickled cucumber

**“Try the crispy egg with sticky ancho, chorizo and pickled cucumber.”**

(£3.75) for a starter. Note, this is a cash-only establishment.

Also worth mentioning along Preston Street is **Ephesus** (80-82 Preston Street; tel. 329989) for good, mid-priced Turkish food cooked over an open charcoal grill. Though if you want the best and possibly the cheapest Mediterranean takeaway in town, step for a moment out of our 500m comfort zone and head to Brighton's international supermarket **Taj The Grocer** (95 Western Road – turn left at the top of Preston Street). Here, kofta or falafels wrapped in Lebanese





*\*All Brighton numbers are prefixed with 01273*

bread with all the trimmings will set you back just £2.95.

Pubs offering good food near the Brighton Centre include the **Lion & Lobster** (24 Sillwood Street; 327299), a lovely, traditional establishment with truly excellent food served upstairs in its restaurant (set menu, £20 for two courses) or downstairs in the pub. It includes 'boards', such as The Gardener: beer-battered halloumi, spicy vegetable bhaji, feta, freekeh salad with pomegranate, zingy courgette filo, figs, basil humus and harissa dip, £12.50. It also has a late menu of pizzas, light bites and bowls to share available from 10pm. Sundays are dedicated to roasts up till 5pm. But be warned: if you want a seat downstairs on Monday, you'd best book. It's quiz night – with a free pizza per table.

**The Regency Tavern** (32/34

Russell Square; tel. 325652) is the place for gilt, glitz and a fancy Italianesque menu (alongside traditional fare including "Brighton's best bangers and mash"). Note though, there's no food on a Monday, and again it's roasts only on Sundays.

**The Hop Poles** (13 Middle Street; tel. 207566), long renowned for good food, is featuring a new menu from the

**"Mains include scrumpy and maple-baked whole ham hock with Marmite chips, poached eggs and truffle hollandaise."**

former head chef at Riddle & Finns, information enough to recommend it. Mains include scrumpy and maple-baked whole ham hock with Marmite chips, poached eggs and truffle hollandaise (£13) and a katsu chicken burger (£10.50). A variety of ciabatta served with chips and salad are more moderately priced at £7.95.

A block east from here, and just making it into our 500m net, find the **Curry Leaf Cafe** (60 Ship Street, Brighton BN1 1AE). This serves exquisitely spiced street food, dosai and naan wraps at lunchtimes with an expanded dinner menu in lime and grass green surroundings. Check them out on the way home if you can't make it during Congress. They have a kiosk at Brighton station.

► *Naomi Marks is a local journalist.*





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**Paul Embery, TUAEU**  
National Organiser

*Chair: Jacqui Johnson,*  
former President, UCU

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e: [tuaeue2@yahoo.co.uk](mailto:tuaeue2@yahoo.co.uk)

Labour leave [www.labourleave.org](http://www.labourleave.org)



Trade Unionists Against the EU



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CHIROPODISTS  
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## KEEPING WORKERS ON THEIR FEET

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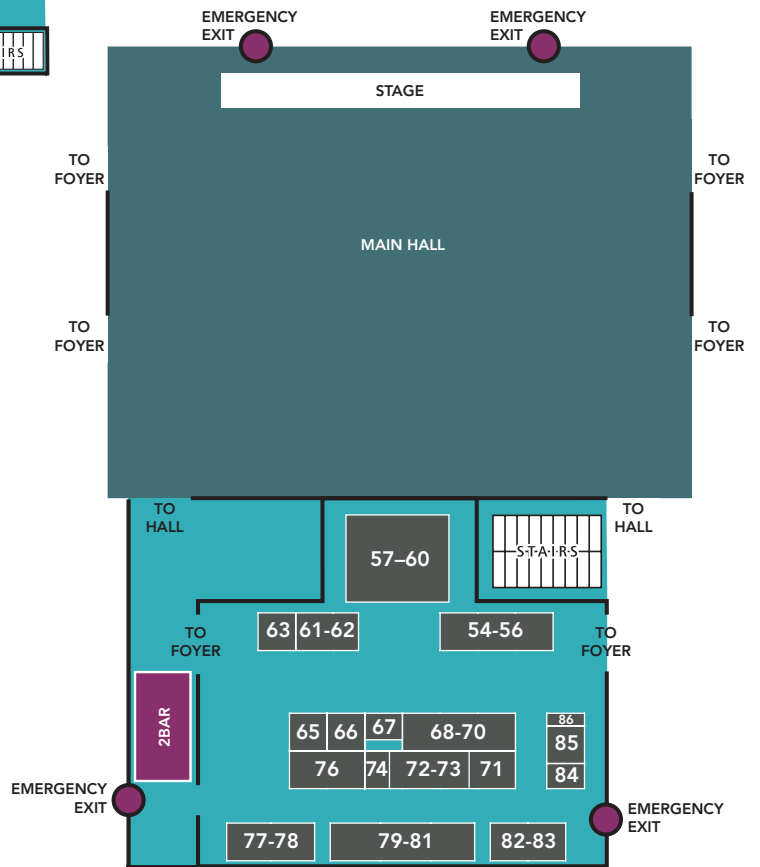
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Email: shane.enright@amnesty.org.uk

[www.amnesty.org.uk](http://www.amnesty.org.uk)

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### STAND 65

#### APT Solutions

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On-Line Balloting, Join-On-Line, Member MyPage and Mobile Membership Cards.

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### STAND 32

#### Burma Campaign UK

28 Charles Square  
London N1 6HT  
Tel: 020 7324 4710

Email: info@burmacampaign.org.uk

[www.burmacampaign.org.uk](http://www.burmacampaign.org.uk)

Burma Campaign UK campaigns for human rights, democracy and development in Burma. Since 2016, Burma has a government led by the National League for Democracy (NLD), but genuine democracy remains a long way away. The NLD are forced to share power with the military, who retain ultimate control of the



country. The Burmese army commits serious human rights abuses, including rape, torture and forced labour. Labour activists in Burma remain at risk of arrest and imprisonment for their work.

### STANDS 52-53

#### Business Centre

#### sponsored by Karlson

Karlson, 40 Clifton Street, London EC2A 3DX  
Tel: 0207 426 1343

[www.karlsonuk.com](http://www.karlsonuk.com)

Print and document solutions experts Karlson UK will once again be running the Congress Business Centre (Internet Café). Delegates will have full use of cutting-edge technology and a free printing, copying and scanning service for the duration of Congress. Karlson experts will be on hand to demonstrate the advantages of secure follow-me print software, and other ways to make an organisation's paper processes more compliant in time for in-coming GDPR regulations next year.



### STAND 5

#### Campaign for Nuclear Disarmament (CND)

162 Holloway Road, London N7 8DQ  
Tel: 020 7700 2393

Email: enquiries@cnduk.org

[www.cnduk.org](http://www.cnduk.org)

CND campaigns for a nuclear-free world. We oppose the replacement of Britain's nuclear weapons system, Trident, which will cost £205 billion of public money. We support the United



Nations' treaty to prohibit all nuclear weapons globally and are working to get our government to support it. We work with MPs, activists and civil society to bring about change. Come and talk to us about how you can get involved.

### STAND 63

#### Century One Publishing

Alban Row, 27–31 Verulam Road

St Albans AL3 4DG

Tel: 01727 739187

Email: creative@centuryonepublishing.uk

[www.centuryonepublishing.uk](http://www.centuryonepublishing.uk)

Century One Publishing is a full-service contract publisher, delivering exceptional integrated publishing solutions to trade unions. We are small, friendly and flexible and work as an extension to your own team. We can take your magazine from start to finish – from devising the editorial strategy, to developing a design, editing, and advertising sales, through to the final stages of production, print and distribution. We also have some innovative digital experiences to show you.



### STAND 18

#### Charity Bank

Fosse House, 182 High Street

Tonbridge TN9 1BE

Tel: 01732 441944

Email: enquiries@charitybank.org

[www.charitybank.org](http://www.charitybank.org)

Could your Trade Union improve the return on its cash reserves and support good causes? As an ethical savings and loans bank, Charity Bank uses its savers' money to make loans to charities and other organisations where the loan is being used for a social purpose. With us, your savings become part of a social mission: they might be used to build affordable homes, launch community projects or support disadvantaged people into paid employment. Talk to us about your deposit needs today.



### STAND 24

#### Class (Centre for Labour and Social Studies)

128 Theobalds Road

London WC1X 8TN

Tel: 020 7611 2569

Email: info@classonline.org.uk

[www.classonline.org.uk](http://www.classonline.org.uk)

The Centre for Labour and Social Studies (CLASS) is a trade union-based think tank. Since its inception CLASS has become a major voice challenging mainstream narratives on issues from high pay to class and race. CLASS seeks to inspire the labour movement and influence policy to ensure the political agenda is on the side of everyday people.



### STAND 7

#### Conference English Riviera

Riviera International

Conference Centre, Chestnut Avenue

Torquay TQ2 5LZ

Tel: 01803 206324

Email: nharding@ricc.co.uk

[www.conferenceenglishriviera.com](http://www.conferenceenglishriviera.com)

Torquay – on the English Riviera – is one of Britain's top coastal conference resorts, offering a wide choice of conference facilities and services. Conference English Riviera can help you choose between the purpose-built conference and



exhibition complex, the Riviera International Centre, and top 3, 4 and 5-star business hotels. In addition, Torquay can offer in excess of 5,500 bedspaces across all types of accommodation including small guesthouses, self-catering establishments and top resort hotels.

### STANDS 72–73

#### Communication

#### Workers Union (CWU)

150 The Broadway, Wimbledon

London SW19 1RX

Tel: 020 8971 7251

Email: gsoffice@cwu.org

[www.cwu.org](http://www.cwu.org)

The Communication Workers Union represents just under 200,000 members in various industries, such as postal, telecoms, mobile and financial services – our members connect the country. The CWU is a leading campaigning union that combines a powerful mix of both traditional and innovative methods. You can follow our progress on Twitter @CWUNews @DaveWardGS. #TheCWU



### STAND 2

#### Cuba Solidarity Campaign

c/o Unite

33-37 Moreland Street, London EC1V 8BB

Tel: 0207 490 5715

Email: campaigns@cuba-solidarity.org.uk

[www.cuba-solidarity.org.uk](http://www.cuba-solidarity.org.uk)

CSC campaigns for the end of the illegal US blockade of Cuba; the return of the illegally US occupied Guantanamo Bay; and for respect of Cuba's sovereignty and independence, free from foreign interference. Visit our stand to join or affiliate; for the latest news on Cuba and CSC; for information on events, campaigns and study tours; or to buy from our range of t-shirts, music, books, chocolate, coffee and other Cuba related gifts.



### STANDS 75–76

#### TUC Digital Hub

Congress House, Great Russell

Street, London WC1B 3LS

Tel: 0207 467 1269

Email: jwood@tuc.org.uk

[www.tuc.org.uk](http://www.tuc.org.uk)

Join us at the Digital Hub during Congress 2017. We'll have device charging lockers to help refresh your phones and tablets, and a seating area to help you refresh yourself. Whilst you're here you can hear presentations and book digital surgery sessions to find out how the TUC and unions are changing to make the most of the opportunities of new technology.



### STAND 39A

#### Department for Work and Pensions (DWP)

Communications Department

Caxton House, Tothill Street

London SW1H 9NA

Email: Access2work.communications@

dwp.gsi.gov.uk

[gov.uk/access-to-work](http://gov.uk/access-to-work)

Visit the Access to Work stand and find out about the support available for someone with a disability or mental health condition to start work or stay in work. An Access to Work grant can pay for things like specialist equipment, travel to and from work and support workers. The individual



doesn't have to pay it back and it doesn't affect other benefits. To be eligible the person applying must have a disability or long term health condition. [gov.uk/access-to-work](http://gov.uk/access-to-work)

### STAND 17

#### Dying to Work Campaign

24, Livery Street

Birmingham B3 2PA

Tel: 07919 102 472

Email: lbarron@tuc.org.uk

The TUC Dying to Work campaign seeks to get protection from dismissal for terminally ill workers who can be sacked on capability grounds. In 2016 the campaign launched a voluntary Charter that employers can sign committing them to supporting and protecting terminally ill workers, the Charter now covers almost 400,000 workers across the UK. Come and visit our stand and get your Charter to take to your employer and protect those workers facing terminal illness.



### STAND 67

#### Electoral Reform Services

The Election Centre,

33 Clarendon Road, London N8 0NW

Tel: 020 8365 8909

Email: enquiries@electoralreform.co.uk

[www.electoralreform.co.uk](http://www.electoralreform.co.uk)

Electoral Reform Services is the UK's leading provider of ballot, election and voting services. We work with over 90% of the UK's trade unions and offer unrivalled knowledge of the legislation governing the sector. Changes brought in by the Trade Union Act open the door for new ways to engage members. Visit Stand 67 to find out how we can help and to see a demonstration of our online voting platform, used by hundreds of membership organisations.



### STANDS 61–62

#### Fire Brigades Union

Bradley House, 68 Coombe Road

Kingston-Upon-Thames

Surrey KT2 7AE

Tel: 0208 541 1765

Email: office@fbu.org.uk

[www.fbu.org.uk](http://www.fbu.org.uk)

The FBU is the democratic, professional voice of firefighters and other workers within fire and rescue services across the UK. We represent the vast majority of wholetime (full-time) and retained (part-time, on-call) operational firefighters and control staff.



### STANDS 57–60

#### GMB

22 Stephenson Way, London NW1 2HD

Tel: 020 7391 6700

[www.gmb.org.uk](http://www.gmb.org.uk)

GMB union represents over 620,000 members across Britain. We organise across the public and private sectors to get a better deal for working people. From the NHS, schools and local government to energy, manufacturing, food and the gig economy – we fight every day for better pay, terms, conditions and a decent standard of living for our members. Follow us on Twitter at: @GMB\_Union. Like us on Facebook at: [www.facebook.com/GMBUnion](http://www.facebook.com/GMBUnion)



### STANDS 54–56

#### General Federation of Trade Unions



## EXHIBITORS

The Lodge, 84 Wood Lane  
Quorn, Loughborough LE12 8DB  
Tel: 01509 410967  
Email: ianr@gftu.org.uk  
www.gftu.org.uk

The GFTU has been supporting trade unions for 118 years. Founded in 1899 by the TUC after the engineering employers' lockout, the GFTU continues to provide solidarity and strength and has continued to adapt and modernise to provide a host of free and cost-effective services to affiliates.

### STANDS 54-56

#### TC Branding Group

Saxon Court, Grymsdyke Farm  
Main Road, Lacey Green, Bucks HP27 ORB  
Tel: 01844 275700  
Email: sales@tc-group.co.uk  
www.tc-group.co.uk

TC Branding group has been supplying promotional gifts to many of the UK's trade unions for over 30 years. Our extensive portfolio of gifts include pens, clothing, mugs, exhibition stands, flags, banners and much more. We aim to ensure that the manufacturers we use adhere to acceptable working conditions and that all staff have access to a union if required, or a proper staff forum to protect their legal working conditions and rights.

### STAND 9

#### Golden Charter

Canniesburn Gate, 10 Canniesburn Drive  
Bearsden, G61 1BF  
Tel: 0141 931 6075  
Email: louise.gold@goldencharter.co.uk  
www.goldencharter.co.uk

Golden Charter is the UK's largest funeral plan provider and a provider of later life services. Owned by an association of independent funeral directors, our company was founded in 1989 with the aim of safeguarding the future of local, often family run businesses. We've been in business for over 25 years – and with access to over 3,000 reputable independent funeral directors across the UK, you can plan ahead with confidence.

### STAND 14

#### Institute of Employment Rights / Campaign for Trade Union Freedom

4th Floor, Jack Jones House  
1 Islington, Liverpool L3 8EG  
Tel: 0151 207 5264  
www.tradeunionfreedom.co.uk  
www.ier.org.uk  
Tel: 0151 207 5265

The Institute of Employment Rights (IER) and the Campaign for Trade Union Freedom (CTUF) work together to promote fair rights and free unions. Currently our focus is on resisting the Trade Union Act and promoting our Manifesto for Labour Law. Visit the stall. Pick up a bag of free books. Take out a subscription. Make a donation to support our work or just sign up for email alerts. Join the resistance. Let your voice be heard.

### STAND 6

#### Justice for Colombia

75-77 St John  
Street, London EC1M 4NN  
Tel: 020 7324 2490  
Email: info@justiceforcolombia.org  
www.justiceforcolombia.org

Justice for Colombia (JFC) is a TUC-backed organisation that campaigns against the human rights crisis in Colombia and supports Colombian civil society in its struggle for human rights, labour rights, peace and social justice. Founded by the trade union movement in 2002, JFC promotes links of solidarity between British and Irish trade unions and organisations in Colombia, gives a political voice internationally to Colombian civil society and are official advisors to the Colombian peace process.

### STAND 86

#### Labour Research Department

78 Blackfriars Road  
London SE1 8HF  
Tel: 020 7902 9819  
Email: shenaz@lrd.org.uk  
www.lrd.org.uk

The Labour Research Department (LRD) is an independent research organisation providing trade unions with up-to-date information on workplace issues: employment law, health and safety, pay, pensions, equal opportunities and more. We undertake commissioned research and publish specialist booklets plus the magazines *Labour Research*, *Workplace Report*, *Safety Rep* and *Fact Service*. Labour Research is celebrating its 100th birthday and we will be launching an appeal. Visit us for more information, online demonstrations and our latest publications.

### STAND 37

#### Latcham Direct

1 Western Drive,  
Hengrove, Bristol BS14 0AF  
Tel: 0117 311 8200  
Email: marketing@latchamdirect.co.uk  
www.latchamdirect.co.uk

Latcham Direct offers a range of cross-channel digital, print, marketing and fulfilment solutions to customers across the UK. We enable the effective management of secure data and the delivery of highly personalised campaigns that increase customer/member engagement and retention through digital platforms as well as print and direct marketing. Working closely with our customers, we can support the entire process and support bespoke projects as well as traditional print campaigns.

### STAND 40

#### Millertech

340 Gray's Inn  
Road London WC1X 8BG  
Tel: 020 7278 2081  
Email: hitesh@millertech.co.uk  
www.millertech.co.uk

Established in 1984, MillerTech has over 30 years' experience providing powerful, flexible and comprehensive software solutions to the membership marketplace. Dedicated entirely to the NFP sector, we have implemented solutions across 150 NFP organisations including trade unions, charities, associations, fundraisers and healthcare providers. Our client's membership ranges from hundreds



to millions, with their user-base numbering from a few to thousands. MillerTech has a rich history of delivering successful innovative solutions. Come and see us on Stand 40.

### STAND 38

#### Morning Star

52 Beachy Road, London E3 2NS  
Tel: 07780 220442  
Email: calvintucker@peoples-press.com  
www.morningstaronline.co.uk

The Morning Star is Britain's only socialist daily paper. Published six days a week and available in print from your local newsagent or as an e-edition from morningstaronline.co.uk, the Star is the paper of the millions, not the millionaires. Supported by nine national trade unions and one region, the Star reports the stories that matter to workers and the Left. Please pop by to our stand for a free copy and a chat.

### STANDS 13-14

#### NASUWT

Hillscourt Education Centre, Rose Hill  
Rednal, Birmingham B48 8RS  
Tel: 0121 453 6150  
Email: denise.taylor@hotmail.co.uk  
www.nasuwt.org.uk

NASUWT, the teachers' union in the UK, represents teachers and head-teachers in all sectors from early years to further education. NASUWT has a philosophy of 'putting teachers first' and campaigns to improve teachers' pay, reduce workload, remove bureaucracy, achieve a better work/life balance and tackle pupil indiscipline. NASUWT has secured significant improvements in pay and working conditions for teachers. Unrivalled legal and professional services are provided by a network of national, regional and local offices.

### STANDS 82-83

#### National Education Union

Hamilton House, Mabledon Place  
London WC1H 9BD  
Tel: 0207 380 4705  
Email: r.baxter@nut.org.uk  
www.neu.org.uk

The National Education Union brings together the NUT and ATL, forming the UK's largest education union with more than 450,000 members. Together we champion education for our learners and communities and stand up for a well-funded education system where staff have sustainable workloads and good pay.

### STAND 15

#### OH Parsons LLP

3rd Floor, Churchill House  
Chalvey Road East, Slough, Berkshire SL1 3LS  
Tel: 020 7395 7277  
Email: info@ohparsons.co.uk  
www.ohparsons.co.uk

We are a law firm specialising in personal injury, employment, medical negligence, industrial disease, family law and wills and probate, mainly for trade unions and their members. OH Parsons LLP is committed to the welfare of the members whose claims we handle. We support and are actively involved in the social and political aims of the trade union movement. We give our wholehearted support to a successful and campaigning Trades Union Congress.



### STAND 31

#### Palestine Solidarity Campaign

162 Holloway Road

London N7 8DQ

Tel: 020 7700 6337

Email: info@palestinecampaign.org

[www.palestinecampaign.org](http://www.palestinecampaign.org)

PSC campaigns for peace and justice for Palestinians, in support of international law and human rights. PSC is an independent, non-governmental and non-party political organisation with members from many communities across the UK and increasingly throughout the world. PSC is opposed to all forms of racism, including antisemitism and Islamophobia. Join PSC and take part in the mass movement for Palestine and in the campaign for boycott, divestment and sanctions to end Israeli occupation and apartheid.



### STAND 36

#### Pattinson & Brewer

11 Pilgrim Street

London EC4V 6RN

Tel: 07712 839949

Email: jhanley@pattinsonbrewer.co.uk

[www.pattinsonbrewer.co.uk](http://www.pattinsonbrewer.co.uk)

Pattinson & Brewer has fought for better rights for working people since 1890. We have worked with trade unions for over 100 years and we are proud to stand shoulder to shoulder with you. We don't act for employers and their insurers, only for working people. Our lawyers are committed to our movement and to levelling the playing field for your members. Please visit us on Stand 36, or call Jamie Hanley on 07712 839949.



### STANDS 41-43

#### Public and Commercial Service Union

160 Falcon Road, London SW11 2LN

Tel: 020 7801 2820

Email: chrisw@pcs.org.uk

[www.pcs.org.uk](http://www.pcs.org.uk)

The Public and Commercial Services union is the UK's largest civil service trade union, representing around 185,000 members. The vital service our members deliver are suffering because of the government's austerity programme. Come and talk to us about why investing in jobs, pay and services is the only way forward.



### STAND 27

#### Pellacraft Ltd

Hermitage House,

Hermitage Way,

Mansfield, Notts NG18 5ES

Tel: 01623 636602

Email: sales@pellacraft.com

[www.pellacraft.com](http://www.pellacraft.com)

Union-branded merchandise can provide a cost-effective way of promoting your union. With our considerable experience working with many unions, we can help you work out how to get your message across, and with ethically sourced products, we'll ensure your values are upheld. We also offer a complete service. You don't need to worry about graphic design and artwork or holding and distributing merchandise; we can do all of that and much more.



### STAND 16

#### Pitmans Law

The Anchorage, 34 Bridge Street

Reading, RG1 2LU

Tel: 0345 222 9222

Email: law@pitmans.com

[www.pitmans.com](http://www.pitmans.com)

Pitmans has a deep understanding of the complexities of the trade union movement, the political sensitivities that underpin it and the balancing act unions have to navigate as an employer, as well as a representative of your union members. Our comprehensive range of specialist pensions services for unions are designed to help achieve high quality cost effective pensions for staff, reduce risk, manage deficits, limit liability, control costs and generate savings.



### STANDS 79-81

#### National Union of Rail, Maritime and Transport Workers

Unity House, 39 Chalton Street, London NW1 1JD

Tel: 020 7387 4771

Email: info@rmt.org.uk

[www.rmt.org.uk](http://www.rmt.org.uk)

RMT is the specialist industrial transport union representing over 80,000 workers across rail, road, shipping and offshore. RMT has built its reputation as a fighting, campaigning union with our organising culture right at the heart of every aspect of our activities. Visit our stand to learn more about RMT campaigns and enter our free raffle – prizes include Eurostar tickets.



### STAND 45

#### SalaryFinance

1 Hammersmith Broadway

London W6 9DL

Tel: 075 9596 7372

Email: Patrick.fitzgerald@salaryfinance.com

[www.salaryfinance.com](http://www.salaryfinance.com)

SalaryFinance's mission is to help working people get out of debt and into savings. We deliver this through our free financial wellbeing hub, offering financial education, budgeting, borrowing, budgeting and savings to employees across the UK. Founded by the former MD of Google UK & Ireland, Dan Cobley, SalaryFinance is one of the UK's fastest-growing employee benefits. We partner with some of the UK's largest public – and private-sector employers to transform the lives of their employees.



### STAND 1

#### Shrewsbury 24 Campaign

PO Box 92 L19 3WD

Tel: 07927 937773

Email: 24@shrewsbury24campaign.org.uk

[www.shrewsbury24campaign.org.uk](http://www.shrewsbury24campaign.org.uk)

The Shrewsbury 24 Campaign was established in 2006. We aim to overturn the convictions of building workers who took part in picketing during the 1972 national strike. Several were sent to prison. We have spent ten years researching the trials and found fresh evidence to support the case. The government refuses to release documents relating to the trials. The pickets' case is with the CCRC where we remain confident that the convictions will be overturned.



### STAND 71

#### Slater and Gordon

58 Mosley Street

Manchester M2 3HZ

Tel: 0800 916 9084

Email: neil.turnbull@slatergordon.co.uk

[www.slatergordon.co.uk](http://www.slatergordon.co.uk)

Slater and Gordon is a national law firm providing legal services to both unions and their members. We've developed bespoke legal services to meet your needs and expectations including personal injury, employment law, family law, conveyancing, wills and probate, and criminal defence. We pride ourselves on being an approachable, friendly firm and provide a personal, professional service to all our clients. Visit us at Stand 71 to speak to a union-based legal expert or call 0800 916 9084.



### STAND 84

#### The Society of Chiropodists and Podiatrists

207 Providence Square, Mill Street

London SE1 2EW

Tel: 020 7234 8631

Email: mj@scpod.org

[www.scpod.org](http://www.scpod.org)

The Society of Chiropodists and Podiatrists is the professional body and trade union for registered podiatrists. We represent around 10,000 private practitioners, NHS podiatrists and students.



### STAND 66

#### Society of Radiographers

207 Providence Square

Mill Street, London SE1 2EW

Tel: 020 7740 7200

Email: info@sor.org

[www.sor.org](http://www.sor.org)

The Society of Radiographers represents in excess of 29,000 imaging and radiotherapy staff in the NHS and the private healthcare sector. Our stand acts as a contact point for delegates. Delegates and visitors are welcome to discuss with our experienced staff all information on issues affecting healthcare provision.



### STAND 21

#### Thompsons Solicitors

Congress House, Great Russell Street

London WC1B 3LW

Tel: 0800 0 224 224

[www.thompsonstradeunion.law](http://www.thompsonstradeunion.law)

Year after year Thompsons Solicitors has consistently won millions of pounds in compensation for injured or mistreated trade union members, and their families. No other law firm has our commitment to the trade union and Labour movement. No other law firm refuses on principle to act for insurers or employers. We fight harder, longer and with more integrity. Find out more at [www.thompsonstradeunion.law](http://www.thompsonstradeunion.law) or speak to us on 0800 0 224 224.



### STAND 11

#### Trade Union Friends of Israel

38 Great Smith Street

London SW1P 3BU

Tel: 07768693943

Email: stevescott@bitud.org.uk

[www.bitud.org.uk](http://www.bitud.org.uk)

Trade Union Friends of Israel (TUPI) was established to strengthen the links between



## EXHIBITORS

the Histadrut (the Israeli TUC), the Palestinian General Federation of Trade Unions (PGFTU) and the British trade union movement. TUI aims to promote efforts towards finding a just and lasting peace settlement for both Israelis and Palestinians, to initiate dialogue by taking British delegations to meet with both Israeli and Palestinian trade unionists; to build support for the Peace Process in the UK by providing meetings and briefings for British trade unionists. TUI is committed to supporting all efforts towards a peaceful settlement of the Israeli/Palestinian conflict. Our view is that workers, through organised labour, can support efforts to build peace, not division and conflict.

### STAND 36A

#### Trust Reservations

Archway House, River Street, Windsor

Tel: 01753 841 666

Email: sales@trustreservations.com

www.trustreservations.com

We are the official booking agent for accommodation at the TUC and you can book your accommodation now for future years' conferences and individual bookings! At Trust Reservations we are able to offer access to all the major hotel groups (UK and abroad). By using our team's extensive experience in the hotel world, as agents and ex-hoteliere, you can discuss with us the pros and cons of venues, enabling you to make the right decision. We also have access to over 800,000 UK and world-wide discounted holiday venues and destinations via our sister website [www.trustvacations.com](http://www.trustvacations.com). Please come and meet us on the stand to discuss further.



### STAND 40A

#### Sussex Downs College

Denton Island,  
Newhaven BN9 9BN

Tel: 030 300 38699

Email: [tuc@sussexdowns.ac.uk](mailto:tuc@sussexdowns.ac.uk)

www.sussexdowns.ac.uk

Sussex Downs College continues to offer free, top quality training for reps on a wide variety of topics such as equality and diversity, dealing with workplace stress, employment law, and health and safety. We now have a new offer for members of any affiliated trade union. Free home study courses on equality and diversity, counselling, mental health, and nutrition and health. Launching at TUC Congress – come and see us.



### STAND 22

#### TUC Info Hub

Congress House,  
23–28 Great Russell Street  
London WC1B 3LS

Tel: 020 7636 4040

Email: [info@tuc.org.uk](mailto:info@tuc.org.uk)

www.tuc.org.uk

Come and meet our staff on the TUC Info Hub to learn about TUC campaigns and the services we provide to unions.



### STAND 74

#### Unionlearn

Congress House  
23–28 Great Russell Street  
London WC1B 3LS



Tel: 07917 415 487

Email: [khatch@tuc.org.uk](mailto:khatch@tuc.org.uk)

www.unionlearn.org.uk

Unionlearn is the learning and skills organisation of the TUC and was established in 2006 to support union led learning in England, and works to assist unions in the delivery of learning opportunities for their members as well as managing the Union Learning Fund. Unionlearn believes learning and skills can best be delivered collectively in partnership with trade unions, and provides resources to enable a network of union learning reps and learning centres to support workplace learning. [www.unionlearn.org.uk](http://www.unionlearn.org.uk)

### STANDS 25–26

#### Unionline

250 Shepcote Lane

Sheffield S9 1TP

Tel: 0300 333 0303

www.unionline.co.uk

UnionLine is wholly owned by the CWU and GMB and provides a full range of legal services and benefits that includes personal injury & employment law claims as well as a free advice line that covers any legal matter. Our primary focus is on providing exceptional legal services to our members and their families, whilst maintaining 100% of cost awarded and taking no deductions from their compensation. UnionLine is also the sole legal services provider to the British Dietetic Association.



### STANDS 28, 30, 33–35

#### Unite

Unite House, 128 Theobalds Road

London WC1X 8TN

Tel: 020 7611 2500

Email: [executive.council@unitetheunion.org](mailto:executive.council@unitetheunion.org)

www.unitetheunion.org

Unite is the largest trade union in the UK, with 1.4 million members across all industries in both the public and private sectors. Unite is a democratic and campaigning union which fights back for its members in the workplace, stands up for equality for all and advances its members' interests politically. Beyond the workplace Unite's community membership scheme brings together people from across our nation to campaign for a fairer society.



### STANDS 19–20

#### Unite Legal Services

Unite House, 128 Theobalds Road

London WC1X 8TN

Tel: 020 7611 2500

Email: [neil.gillam@unitetheunion.org](mailto:neil.gillam@unitetheunion.org)

www.unitelegalservices.org

Unite Legal Services has achieved a number of major legal victories for our members, most recently on blacklisting and holiday pay. We provide legal assistance which beats that on the high street in terms of the quality and dedication of the solicitors we use and the compensation won for our members. Our members keep 100% of the damages with no legal fees to pay.



### STAND 8

#### Unity Trust Bank

Nine Brindley Place

Birmingham, B1 2HB

Tel: 0121 616 4115



Email: [Emily.Martin@unity.co.uk](mailto:Emily.Martin@unity.co.uk)

www.unity.co.uk

A commercial bank with a social conscience. We help organisations to prosper and contribute to economic, community and social change. Put simply, we're here to help create a better society. We were established over 30 years ago, with a vision to create a bank that would serve the needs of its customers and enrich society. In 2012, we committed to a new 'double-bottom line' strategy, assessing sustainable financial returns alongside social impact. In December 2015, we became an independent bank. Today Unity Trust Bank remains true to its founding principles and aims to become the bank of choice for socially minded organisations in the UK. We use our customers' deposits to fund lending which supports the communities we collectively serve. Our lending helps to create and protect jobs, and supports the development of community facilities and care provision.

### STANDS 68–70

#### Usdaw

188 Wilmslow Road, Manchester M14 6LJ

Tel: 0161 224 2804

Email: [enquiries@usdaw.org.uk](mailto:enquiries@usdaw.org.uk)

www.usdaw.org.uk

With over 435,000 members, Usdaw is one of Britain's largest trade unions. Usdaw members work in a variety of industries including retail, distribution, home shopping, call centres, food processing and pharmaceuticals. Visit stands 68–70 to find out more about Usdaw and our campaigns.



### STAND 23

#### War on Want

44–48 Shepherdess Walk

London N1 7JP

Email: [jsimpkins@waronwant.org](mailto:jsimpkins@waronwant.org)

www.waronwant.org

Together with our trade union affiliates, War on Want campaigns against harmful free trade deals and for an end to exploitation of workers in supply chains for the UK high street. In the UK, migrant workers employed on precarious contracts face racism and exploitation we stand in solidarity with workers everywhere facing intimidation for trade union organising. In partnership with unions and inspirational groups around the world, we believe the best way to tackle poverty is to support those organisations that are best placed to find their own solutions for social change.



### STAND 39

#### White Ribbon UK

White Ribbon House,

1 New Road

Mytholmroyd, Hebden Bridge

West Yorkshire HX7 5DZ

Email: [info@whiteribboncampaign.co.uk](mailto:info@whiteribboncampaign.co.uk)

www.whiteribbon.org.uk

White Ribbon UK is a campaign working to end male violence against women. We're committed to working closely with Trade Unions, mobilising men to take action to end workplace bullying, intimidation and sexism. Visit our stand to pledge support, give us your ideas and get involved – together we can make a difference.



# Unite at Congress 2017

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Join us at this year's congress for debate and discussions on

**SUNDAY, SEPTEMBER 10**

From 19:30 - 20:30  
Protecting migrant domestic workers

**TUESDAY, SEPTEMBER 12**

From 12:30 - 14:00  
Good work? – how the Taylor review fails insecure workers

**MONDAY, SEPTEMBER 11**

From 12:30 - 14:00  
Trading away the UK: can we trust the Tories on international trade?

From 17:30  
The battle of Grangemouth – a worker's story

Refreshments provided at all events.  
Venue is accessible.

All events will be held in the Regency Suite, the Hilton Brighton Metropole, Brighton seafront.

General Secretary: Len McCluskey  
Chair, Executive Council: Tony Woodhouse



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