



Final Agenda

TUC Young Workers Conference 2017



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Apprentices

Section one

Motions

Employment, Economy and Equality

1 Equality is not a luxury

Conference believes that the TUC has an important role to play in supporting the work of affiliates to deliver equality in the workplace. Conference also believes that the current political and economic climate has led to calls and actions to ‘roll back’ what might have been seen as settled rights at work in respect of equality. Conference further believes that the rise of hate crimes following the referendum decision to exit the European Union is an indicator of how equality and respect have not been successfully embedded in our society. Conference agrees that this represents a crisis of inequality, and that we are going back to a society in which inequality is seen as the norm, which will be exploited by employers to divide workers against each other. Conference agrees that this crisis of inequality requires concerted work to resist the erosion of our rights, and for the TUC to work with affiliates and through its own structures to make this a priority issue. Conference calls on the Young Workers Forum to request that the General Council urgently call a high-profile summit on the subject of defending equality, such summit to initiate proposals towards a movement-wide campaign to defend existing workplace equality rights, and to advance the case for equality. Conference recommends that representatives of all affiliates and the chairs and vice-chairs of the TUC’s equality committees be invited to attend this summit.

UNISON

2 Housing

The housing crisis is having a serious impact on young workers.

The lack of affordable social housing is leaving many young workers with no option but to rent privately.

There are now more than nine million people in private rented accommodation.

The private rented sector is characterised by high rents, hidden fees, short-term tenancies and the constant worry of a potential eviction. Renting often means poor living conditions, with a third of private rented homes failing to meet standards.

The housing shortage has resulted in house prices that are now almost seven times average incomes. It is becoming more difficult for young people to save up for a deposit or to cover the costs of a mortgage.

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A catastrophic result of the crisis is the rising level of homelessness. More than 2,000 people a year will have no option other than sleeping rough. Young people are the most likely group to be living in poverty; nearly half of those living in homeless accommodation are aged 16–24.

Conference calls on the General Council to run a campaign in alliance with TUC Young Workers' Forum and housing campaign groups to highlight the impact of the housing crisis and calls for:

- i. the building of over one million new homes over five years
- ii. more social housing available at affordable rents
- iii. rent controls in the private sector
- iv. improved security of tenure for private sector tenants
- v. an end to the housing benefit rules that discriminate against under-35s.

Union of Shop, Distributive and Allied Workers

3 Job security and young workers

Conference is deeply concerned that despite the urgent need to recruit and retain young workers in education, health and other parts of the public sector they continue to experience low pay and job insecurity as a result of government reforms.

Conference is appalled that many young workers in the public sector are unable to secure basic needs, such as affordable and good quality housing.

Conference is further concerned that many key workers remain 'locked' into casualised work and zero hour contracts, which prevents them from living independent lives.

Conference asserts that the failure of government to provide decent pay levels for public sector workers is unfair, unjust and a waste of the talent of young public service workers.

Conference calls on the TUC to:

- i. work with affiliates to expose and challenge unfair and discriminatory employment practices faced by young public sector workers; and
- ii. lobby the government to provide dedicated, good quality and affordable housing for key workers.

NASUWT

4 Apprentices

Conference recognises the over-reliance of apprenticeships to recruit young workers. In the sixth richest economy in the world it's a disgrace that the apprenticeship system is one of the few viable routes into work for young people unless they want to work in low paid, casual or zero hour contract jobs. The government has pledged to create three million apprenticeships by 2020, however, this could in reality see a generation of young people forced into cheap labour with no real prospect of a permanent secure job. The increased reliance on apprenticeships demonstrate further attacks on young workers who are expected to work long hours with low rates of pay in in-secure jobs. It's vital that the TUC campaigns on apprentices and addresses the challenges of unfair pay, terms and conditions. The campaign needs to include the importance of recruiting and organising young workers to strengthen collective bargaining and to include what a union is.

Conference instructs the TUC to:

- i. campaign for permanent jobs and fair conditions for all
- ii. campaign against the casualization of apprentices
- iii. produce TUC recruitment material on the issues faced by apprentices
- iv. co-ordinate a campaign across all sectors against low paid, insecure apprentice jobs.

PCS

Amendment

After "instructs the TUC to", insert new sub-paragraphs:

- i. call on government for a requirement for a recognised qualification to be a mandatory requirement of new apprenticeship standards
- ii. call for an assurance from government that good quality apprenticeships are made more accessible to young people"

ATL

Amendment

Insert new second paragraph:

"Conference also recognises that there are some good, high-quality schemes that pay a decent rate and do lead to proper jobs where they have been introduced through negotiations with the relevant union/s. However, these are currently the exception."

Insert new bullet point:

- iii. call on affiliated unions to ensure they have effective recruitment and organising plans for apprentices"

UNISON

5 Apprentices and public procurement

Conference supports the rapid expansion of the number of high-quality apprenticeships across the construction industry.

Conference notes that the number of construction apprentices is shamefully low and that dropout rates remain unacceptably high.

Conference is concerned that the apprentice brand is continually devalued by low skilled training schemes that do not provide any jobs, or sustainable employment, and are merely box ticking exercises in public tender processes for major contractors and consortiums.

Conference believes that in order to build an economy that delivers opportunity and a real legacy for young people in all communities across the UK, then skilled apprenticeship jobs must be tied to public sector construction contracts.

Conference considers that this investment in people delivers lasting change and supports the development of vocational education leading to long term, sustainable employment supporting the UK economy and skills.

Conference calls on the government and public agencies with responsibility for the procurement of major infrastructure projects to ensure that contract compliance stipulates the minimum number of high level construction apprentices to be employed and trained and that the evidence to support this policy is a key part of the tendering scoring process.

UCATT

6 The Living Wage for under-25s

Conference notes that although the government has introduced a National Living Wage of £7.20 per hour, this rate only applies to workers aged 25 and above.

Conference concludes therefore that anyone under 25 years old is only entitled to earn, no less than the much less generous National Minimum Wage. Conference is aware that until April 2017, 17-year-olds are paid £3.30 per hour, 18- to 20-year-olds are paid £5.30 per hour and 21- to 24-year-olds are paid £6.70. Conference is concerned that the wage gap between the different age groups will, over time, grow even bigger. Conference believes that this will cause the under-25s to be more vulnerable to exploitation by the worst employers focused solely on how little they can pay for labour. Conference believes that the differential between under and over 25s pay, may also disadvantage workers just over 25. Conference assess that people just over 25 may be less likely to be considered for work/ overtime by certain employers, on the basis that employees under 25 are cheaper to hire. Conference identifies that there is a need to establish a campaign which will mobilise workers to fight for the National Living Wage and preferably the Living Wage as assessed by the Living Wage Foundation, to be the guaranteed rate for all workers, irrespective of

age. Conference resolves that it will itself campaign and fight for the same level of Living Wage to be the minimum due to the under- and over-25s.

RMT

Amendment

Add at end:

“Conference instructs the TUC to:

- i. launch a wide public campaign decrying the government’s effort to create an underclass of cheap young labour and to call for the age cut off for the ‘living wage’ to be abolished
- ii. agree to combat any further attempts by the government to increase the age at which the National Living Wage is implemented.”

PCS

7 The Alternative Old Boys Network

Conference notes that underrepresentation and inequality of opportunity are rife in the creative industries. Low or no pay is often at the heart of this inequality, with unpaid work frequently perceived as the only way to gain the necessary experience required to eventually be paid for your skills. This increasingly means that only those with private income are able to establish sustainable careers in the arts. Joint research undertaken by Goldsmiths and LSE into social class and the acting profession has revealed that a number of actors have been turned down for parts owing to prejudice regarding their social background, or have been unable to accept jobs for which the pay was too low to be financially viable. Arts Emergency offer a mentoring service called ‘The Alternative Old Boys Network’ which gives emerging creatives from lower socioeconomic backgrounds access to a network of established professionals, encouraging them to develop the kinds of personal networks and contacts so vital in industries where success can be determined by who you know. Conference resolves to raise the profile of Arts Emergency across TUC affiliate unions, and to encourage members of affiliate unions to support the Alternative Old Boys Network.

Equity

8 Protecting freelance workers

The Musicians’ Union (MU) is concerned by the ongoing exploitation of young artists as freelance workers. The music industry contributed £4.1bn towards the UK economy in Gross Value Added in 2015. Musicians, composers, songwriters, performers and lyricists alone contributed £2bn to the UK economy. Music tourism generated £3.7bn in total direct and indirect spend in the UK in 2015. These economic benefits are important, but are based on foundations that include exploitation through low pay, often no pay, and bad practice by unscrupulous engagers such as ‘pay-to-play’ whereby artists are expected to play in order to play a

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gig. The MU represents 30,000 musicians across the UK. The MU hears from musicians about unfair terms and conditions every day, but together, we work hard to challenge bad practice and the exploitation of young musicians as freelance workers. Conference calls on the TUC to recognise the importance of freelance workers to the economy, to research the impact of low / no pay and exploitation on young freelance workers, and support such trades union campaigns and initiatives that seek to end exploitative practices in the creative industries.

Musicians' Union

9 Maritime training and industry growth

Conference encourages government investment in UK maritime education and training so it retains its world-leading status. It calls for:

- i. a review of tax relief schemes so the UK remains attractive to ship-owners whilst promoting the training and employment of UK-resident seafarers
- ii. security of 100 per cent financial support for the cost of training UK-resident seafarers
- iii. improvement of the system for issuing foreign seafarers with Certificates of Equivalent Competency, delivering more opportunities for British seafarers on UK ships. Conference further urges government – with support from unions and industry bodies – to develop a national maritime strategy.

This should include but not be limited to:

- a) maximising employment of British seafarers in the UK, especially in coastal shipping, passenger and freight ferries, offshore windfarms, offshore oil and gas exploration and decommissioning
- b) ending support for the Red Ensign Group of registers and encouraging British ship-owners to return to the UK flag
- c) promote the employment of UK-resident seafarers on routes between UK ports, including the North Sea offshore sector
- d) ensure all existing health, safety, environmental and employment legislation is maintained following the UK's withdrawal from the EU
- e) apply the National Minimum Wage, Living Wage and the Equality Act to all vessels engaged in UK waters.

Nautilus International

Young Workers and Unions

10 Organising young workers in precarious employment

Unite welcomes the TUC report *Living for the Weekend*, highlighting how the group of young workers which need a union most are those less likely to be trade union members. Work is often insecure, without meaning, low paid, with little opportunities for progression. While average wages have still not recovered their pre-crash levels, the falls experienced by young workers are greater than for employees on average. Furthermore, statutory minimum wage for younger workers continues to be less than older workers. The report concludes that young workers in precarious employment experience significantly poorer working conditions, due to historically low membership density and collective bargaining coverage. Unite has achieved historic wins against employers such as Sports Direct, Pizza Express and the hotel sector; industries identified by the report as priorities for the trade union movement. Young members have been vital to these successes through Unite's Decent Work for All campaign. Since the campaign launched there has been a net increase of over 20,000 young workers joining Unite.

Conference calls upon the TUC to:

- i. establish an organising strategy for precarious workers building upon the agreed General Council motion from 2014
- ii. continue its practical support to affiliates organising young workers in precarious work
- iii. highlight and communicate the successes of affiliates in sectors of the labour market identified by the report
- iv. develop research and present findings of successful methods in which affiliates can modernise their communication strategies for young workers, particularly focusing on how to engage with young workers in non-recognised workplaces.

Unite

11 Trade unions and education

Conference calls on trade unions to embark on a new education agenda that will reach out across the upcoming generations. This has become necessary for the survival and continued growth of our movement.

In a number of work areas, there are a disturbing number of young people who are either unaware of the purpose of trade unions, or do not even know what a trade union is. The continued lack of political education in our comprehensive schools has, in no doubt, made this lack of awareness more common, which consequently means it is up to our movement to supplement this shortfall.

Motions

We have to go further with regard to youth engagement, educating young people about our movement and what our movement should mean to them, which is better working conditions, fair pay and a future where union membership provides protection against exploitative employers.

Conference, the aim of our motion is to:

- i. encourage all trade unions to commit necessary resources to a new youth education agenda.

The broad aims of which should be to:

- a) engage more with the Students Union giving them the resources and information to educate their young members about union support beyond education into the work place
- b) spend resources on a social media advertising campaign targeted specifically at young people to provide awareness about the value of the trade union movement
- c) engage their own youth membership on the other alternative ways they can reach out to young people.

Conference, we submit the motion.

GMB

12 Precarious employment

Conference notes the TUC report, *Living for the Weekend*, which was published in 2016. Conference notes the key issues faced by young people and identified in the report: low pay, little or no progression, zero-hours contracts, undervalued and now disproportionately affected by new and emerging sectors that make up the 'gig' economy. Conference notes that only 9.3 per cent of low and middle earning 21- to 30-year-olds are in a union. Conference believes that trade unionism is still relevant and crucial to young workers and workers in these new sectors.

Conference calls on the TUC to:

- i. coordinate a sustained campaign that looks to develop awareness of the need to come together
- ii. lead an awareness campaign that promotes the benefits of joining a union working in schools and colleges and brings unionism into the environments and social areas that young people frequent, as the *Living for the Weekend* report sets out.

Community

Public Services

13 Fair education for all

The government's green paper, *Schools that Work for Everyone*, sets out proposals to expand selective education in England. The proposals would enable existing grammar schools to expand, allow new selective free schools to open and allow existing comprehensive schools to become selective.

The green paper also proposes to link university tuition fees to the sponsorship of academies or free schools. The green paper makes no mention of children and young people with special educational needs and disabilities (SEND) yet it is clear that they would be significantly disadvantaged from the proposals on selective education. Evidence from the DfE and Edubase shows that in the 2015/16 school year, the proportion of SEND pupils with statements or Education, Health and Care (EHC) plans was less than 0.1 per cent in grammars compared with 2.4 per cent in secondary modern schools and 1.8 per cent across schools as a whole.

Well-documented research shows that selective systems entrench social inequality and social segregation.

Conference instructs the TUC to:

- i. work with education trade unions and the NUS to campaign to defeat the proposals set out in the green paper
- ii. campaign for more funding for education in England and Wales to ensure all schools can provide the high quality, inclusive education for all children and young people.

National Union of Teachers

Amendment

Insert new paragraph 3:

“The return to selective education will negatively impact on young people, especially those from lower and middle income households. Fair Education for All is an important campaigning priority for the whole trade union movement.”

In sub-paragraph i., after “work with education trade unions” and before “and the NUS” insert “the TUC Young Workers’ Forum, the rest of the trade union movement”.

USDAW

14 Disability cuts

Conference applauds the publication of UNISON's report *The Damage* on the savage cuts in funding directly affecting services for young people. Conference also notes with alarm research by Scope on how disabled young people and workers suffer

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higher levels of in-work poverty and under- and un-employment than their non-disabled counterparts. Conference agrees that the Young Workers' Forum is well placed to expose and challenge the systematic discrimination faced by young workers with disabilities and therefore, using the recommendations of both Unison and Scope reports as a starting point, will place particular focus on this issue in the coming year. Activities will include using a future meeting of the Young Workers' Forum as the opportunity to develop a campaign plan, which can then be used as the template all affiliates can be asked to adopt. In pursuing this activity, Conference agrees that we should seek to work constructively and collaboratively with other interest groups both within and outside the TUC.

Communications Workers Union

15 Junior doctors – whistle blowing

The notion of a whistle blowing doctor having total protection from his or her employer if they speak out about a patient safety issue or any other wrong doing for that matter seems obvious to all right thinking working people.

However for a junior doctor such protection is complicated by contractual technicality which has led to some hospital doctors being victimised, bullied and in some cases may find themselves without work simply for having the courage to place their patients safety above all else. A junior doctor's contract is held by the employing Trust, but it is Health Education England who have the responsibility to allocate a National Training Number, oversee the training and offer the rotational placements a junior doctor must fulfil to complete their training. In effect it is HEE who hold all the cards but with no contractual accountability.

This creates a flaw in the relationship that exists between all the parties involved. A Flaw that leaves the junior doctor exposed and vulnerable. The HCSA believes that junior doctors who have the courage to speak out about patient safety issues must be properly protected and have statutory rights embedded into their terms and conditions.

A junior doctor who blows the whistle on any wrongdoing should be celebrated and not victimised.

Conference call on the TUC to send a clear message to all parties concerned in the welfare of junior doctors that nothing other than total protection for speaking out must be mandatory.

Hospital Consultants and Specialists Association

TUC and Constitution

16 Change to Rule 37: Motion calling for digital voting at the TUC Young Workers Conference

This conference notes that the Young Workers Conference has for a number of years used digital voting to select the motion to be forwarded from the Conference onto the Congress Agenda. This method has also been used to garner information about the Conference delegations related to demographic characteristics and information regarding union activism, i.e. whether delegates are union reps, safety reps, etc.

Rule 37 of the current constitution and standing orders for the Conference states that:

“The method of voting at the TUC Young Workers Conference on all matters except the selection of the resolution to go forward as a motion to the succeeding Congress and the election of the Vice Chair of the Young Workers Forum both of which will be via a secret ballot, shall be via a show of hands of delegates at the conference.”

Conference asks to change this rule to allow digital voting to be used for all parts of the TUC Young Workers Conference.

Conference instructs that the rule be changed to say:

“The method of voting at the TUC Young Workers Conference on all matters shall be via a digital vote at the conference.”

Prospect

Motions

Composite A

Apprentices

Conference recognises the over-reliance of apprenticeships to recruit young workers. In the sixth richest economy in the world it's a disgrace that the apprenticeship system is one of the few viable routes into work for young people unless they want to work in low paid, casual or zero hour contract jobs.

The government has pledged to create 3 million apprenticeships by 2020, however, this could in reality see a generation of young people forced into cheap labour with no real prospect of a permanent secure job. The increased reliance on apprenticeships demonstrate further attacks on young workers who are expected to work long hours with low rates of pay in in-secure jobs.

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Conference instructs the TUC to:

- i. call on government for a requirement for a recognised qualification to be a mandatory requirement of new apprenticeship standards
- ii. call on affiliated unions to ensure they have effective recruitment and organising plans for apprentices
- iii. call for an assurance from government that good quality apprenticeships are made more accessible to young people
- iv. campaign for permanent jobs and fair conditions for all
- v. campaign against the casualization of apprentices
- vi. produce TUC recruitment material on the issues faced by apprentices
- vii. co-ordinate a campaign across all sectors against low paid, insecure apprentice jobs.

Conference also recognises that there are some good, high-quality schemes that pay a decent rate and do lead to proper jobs where they have been introduced through negotiations with the relevant union/s. However, these are currently the exception.

To be moved by PCS

Seconded by UNISON

Priority in the debate to ATL



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