

CONGRESS 2024 GENERAL COUNCIL REPORT



TUC
Changing the world
of work for good

CONTENTS

TUC General Council members 2023-24	07
General secretary's introduction	08

SECTION 1 PROTECTING THE RIGHT TO STRIKE AND WINNING A NEW DEAL

1.1 Campaign to protect the right to strike	12
1.2 Industrial action	13
1.3 Employment rights	14
1.4 New deal for workers	15

SECTION 2 BUILDING A FAIRER ECONOMY

2.1 The economy	18
2.2 Pay and the national minimum wage	19
2.3 Industry and climate	20
2.4 Workers' capital, corporate governance and executive pay	21
2.5 Trade	22
2.6 Social security and sick pay	22
2.7 Pensions	23
2.8 Transport	23
2.9 Arts and creative sector	25
2.10 Working time and flexible working	25
2.11 Health and safety	25
2.12 Covid public inquiry	26

SECTION 3 BUILDING A STRONGER, MORE DIVERSE MOVEMENT

3.1 Introduction	28
3.2 Anti-racism	28
3.3 Tackling and preventing sexual harassment	29
3.4 Protecting equalities	30
3.5 Regional update	34
3.6 Solidarity Hub	36
3.7 Helping the movement grow	37
3.8 TUC Education	38
3.9 Online training and support for union reps	38
3.10 Webinars	40
3.11 Training 500 new Black reps	40
3.12 TUC Union Reps Connect 2023	41
3.13 TUC Leading Change	42
3.14 TUC Organising Academy	42
3.15 Digital Lab	42
3.16 Digital organising and Megaphone	42
3.17 Promoting trade unionism, union finder and social media	43
3.18 Supporting union operations	44
3.19 TUC Comms Awards	44

SECTION 4 WINNING A BETTER FUTURE FOR WORKING PEOPLE

4.1 Introduction	46
4.2 AI and rights at work	46
4.3 Public services	46
4.4 Investing in the NHS workforce: a path forward	48

4.5 The education workforce: a year of mounting challenges	48
4.6 Social care	49
4.7 Local government	50
4.8 Civil service and justice	50
4.9 UK skills system: investing in the future, today	50
4.10 International	51
4.11 Tackling the far right	54

SECTION 5 WORKING TOGETHER AS THE TUC

5.1 Developing the TUC	56
5.2 TUC strategy	56
5.3 Finance Committee	56
5.4 Congress House - managing our estates	56
5.5 Congress Centre - a valued venue	57
5.6 Our people, learning and development	57
5.7 Senior staff movements	57
5.8 IT strategy and information services	57
5.9 Congress and Congress Awards	58
5.10 TUC Women's Conference	58
5.11 TUC LGBT+ Conference	58
5.12 TUC Disabled Workers Conference	58
5.13 TUC Black Workers Conference	58
5.14 TUC Young Workers Conference	59
5.15 Trades Councils Conference	59
5.16 TUC finances	59
5.17 Development Fund	60
5.18 Statement of accounts	60
5.19 Prospects and developments	60
5.20 TUC Library Collection	60

OBITUARIES	62
-------------------	-----------

APPENDICES

1 Attendance	64
2 Committee membership	66
3 Accounts	72
4 TUC rules and standing orders	94
5 TUC General Council statement and guidance on sexual harassment	110

Index	113
Index of resolutions	117

TUC GENERAL COUNCIL MEMBERS 2023–24



Matt Wrack
TUC Congress president 2024

The TUC brings together more than five million working people who belong to our 48 member unions. We support trade unions to grow and thrive, and we stand up for everyone who works for a living. Every day, we campaign for more and better jobs, and a more equal, more prosperous country.

TUC mission statement

Andrea Bradley EIS	Charlie Gray GMB	Ged Nichols Accord	Niamh Sweeney NEU
Amanda Brown** RCM	Andy Green Unite	Libby Nolan UNISON	Steve Turner Unite
Joanne Cairns Usdaw	Martyn Gwyther Unite	Steve North UNISON	Suzanne Tyler* RCM
Sarah Carpenter Unite	Fran Heathcote** PCS	Dave Penman FDA	Dave Ward CWU
Mike Clancy Prospect	Farzana Jumma GMB	Barbara Plant GMB	Simon Weller ASLEF
Michelle Codrington-Rogers NASUWT	Daniel Kebede NEU	Naomi Pohl Musicians' Union	Paul Whiteman NAHT
Mark Dickinson Nautilus International	Ian Lawrence Napo	Louise Regan NEU	Sarah Woolley BFAWU
Angela Duerden Unite	Paddy Lillis Usdaw	Roy Rickhuss Community	Matt Wrack FBU
Maria Exall CWU	Brian Linn Aegis	Patrick Roach NASUWT	Tony Wright UNISON
Sue Ferns Prospect	Mick Lynch RMT	Dean Rogers SoR	Paul Nowak TUC general secretary
Paul Fleming Equity	Annette Mansell-Green BDA	Maggie Ryan Unite	<small>*Until January 2024 **From January 2024</small>
Martin Furlong RCP	Susan Matthews Unite	Mark Serwotka* PCS	
Steve Gillan POA	Christina McAnea UNISON	Gary Smith GMB	
Jo Grady UCU	Gloria Mills CBE UNISON	Liz Snape MBE UNISON	
Sharon Graham Unite	Julia Mwaluke UNISON	Claire Sullivan CSP	

PAUL NOWAK

GENERAL SECRETARY

© Stefan Rousseau/PA Images/Alamy Stock Photo



Welcome to the 156th TUC Congress in Brighton.

As always, Congress is a chance for unions to come together, celebrate our achievements and democratically decide our priorities for the future. With 48 affiliates representing over five million members in every walk of working life, it's a chance for working people across the country to make our collective voice heard.

And this year, we meet with genuine optimism. The election of a Labour government in July offers real hope to trade unions and working people. After 14 years of Conservative rule, we have a chance to rebuild Britain and shape a fairer, greener, more equal future.

At the heart of Labour's agenda is its New Deal for working people – a plan to make work pay. This will deliver the biggest upgrade to workers' rights in a generation, tackling the zero-hours contracts, fire and rehire and low pay that blight the lives of millions of workers.

“ At the heart of Labour's agenda is its New Deal for working people – a plan to make work pay. This will deliver the biggest upgrade to workers' rights in a generation, tackling the zero-hours contracts, fire and rehire and low pay that blight the lives of millions of workers. ”

Crucially, the New Deal will also level the playing field for unions. We can now look forward to new rights to access workplaces, both physically and digitally, turbocharging our organising efforts. We will also benefit from streamlined recognition processes, boosting campaigns at the likes of Amazon. And we will see the repeal of the anti-trade union legislation, from the Trade Union Act to the unworkable, undemocratic minimum service levels introduced in last year's Strikes Act.

Whereas the Tories attacked unions – and workers' fundamental right to strike – Labour will work with us to tackle inequality, fight discrimination and rebuild our shattered public services. This political change is hugely welcome – and it presents real opportunities for our movement to grow. When Congress met in Liverpool last year, our focus was on defeating minimum service levels: this year, the Act that delivered them looks set to be removed from the statute book.

The past year has been another momentous period for us. Hundreds of thousands of workers have taken strike action for a fair deal right across the economy, with unions winning scores of industrial victories. In a year when we marked the 40th anniversaries of the miners' strike and GCHQ, the TUC has been proud to stand shoulder to shoulder with all workers and unions involved in industrial action.

As unions have stood up and won for workers, we have recorded a welcome rise in our net membership of 90,000. But there can be no room for complacency. Our membership is ageing and we're not organising enough young workers. Union density in the private sector, where most people work, has been sliding for years. And we're still not as diverse as the workers we represent – and aspire to represent.

▼ Paul meets with apprentices on a visit to Hinkley Point C in Somerset
© Jess Hurd



That's why we need to become a movement of all, and for all: women and men, Black and white, young and old, LGBT+ and non-LGBT+, disabled and non-disabled. We are on track to achieve the target of training 500 new Black reps and activists we set out last year – but more needs to be done. I am determined that we hardwire equality into every aspect of our organising, bargaining and campaigning work. And we must tackle the scourge of sexual harassment in our workplaces – and that includes within our own movement.

If we are to rebuild our collective strength, we must recruit workers right across the economy – private as well as public, services as well as manufacturing, rural as well as urban. With Labour in power, there should be no no-go zones for our movement.

“ If we are to rebuild our collective strength, we must recruit workers right across the economy – private as well as public, services as well as manufacturing, rural as well as urban. With Labour in power, there should be no no-go zones for our movement. ”

Unions must also adapt to a fast-evolving economy. Technological change and artificial intelligence are transforming whole industries and the jobs we do. Climate change and the transition to net zero are already reshaping key sectors such as transport, energy and manufacturing. And the explosive growth of insecure working makes it harder for us to organise the workers most in need of collective representation and a collective voice.

But we should face the future with confidence. Throughout our history, we've shown the value of workers joining together, organising together and fighting together. Times may change, the world of work may change, the economy may change, but the fundamental need for strong unions backed by strong collective bargaining rights remains. Unity really is strength.

INTRODUCTION

PAUL NOWAK GENERAL SECRETARY

“ In this country and around the world, working people share the same aspirations for decent jobs, fair pay, a voice at work, strong rights, good public services and affordable housing. ”

Our movement has always been proudly internationalist, and our 2024 Congress takes place against the backdrop of conflict, division and uncertainty across the world. Earlier this year, I visited Ukraine, where I saw the terrible realities facing its workers: surgeons working through air raids, rail workers striving to keep trains running, power workers under rocket attack. Those workers need our support and solidarity, alongside stronger rights, better wages and funds for economic reconstruction.

As I write, we also have wars in Yemen, Sudan and elsewhere, alongside the humanitarian catastrophe in Gaza. What we have seen there is appalling, with indiscriminate bombing, children starving, and civilians targeted. In April, the headquarters of our sister trade union centre the PGFTU was bombed by the IDF. As well as being a trade union building, it was also a bakery and a nursery for 380 children.

Throughout the conflict, the TUC has supported the calls of the global trade union movement. We have demanded the return of all hostages, an immediate ceasefire and respect for international law. Above all, we have said the only route to peace lies in a two-state solution built on a safe and secure Israel, and a safe, secure and free Palestine.

Our movement must also work internationally to address the far-right threat. Russia, China and other countries already have authoritarian governments. Italy and Hungary have far-right leaders, with the nationalist right prospering elsewhere in Europe. And in America, convicted criminal Donald Trump is the Republican Party's candidate in November's presidential election.

Despite all these challenges, I remain optimistic about the future. The election of a Labour government here in the UK shows that progressive change is possible - with the electorate emphatically rejecting the Tories' culture wars and politics of division. In this

country and around the world, working people share the same aspirations for decent jobs, fair pay, a voice at work, strong rights, good public services and affordable housing.

That's why the TUC will keep banging the drum for an economy that rewards work not wealth. With Labour in power and that New Deal on the horizon, we have a once-in-a-generation opportunity to go for growth and win fairness for working people. Let's take that chance.

Have a great Congress.

Solidarity to all.



SECTION 1

PROTECTING THE RIGHT TO STRIKE AND WINNING A NEW DEAL

PROTECTING THE RIGHT TO STRIKE AND WINNING A NEW DEAL

1.1 Campaign to protect the right to strike

The General Council led a strong and high-profile campaign against the Conservative government's attempt to undermine the right to strike using the Strikes (Minimum Service Levels) Act that became law in summer 2023.

Conservative ministers sought to impose minimum service levels (MSLs) on specific sectors by pushing regulations through Parliament paving the way for workers to be required to cross picket lines during disputes.

Initially regulations were passed for the ambulance service, passenger rail and border security services, with fire and rescue added later.

MSLs were also threatened for hospital services and schools, colleges and universities.

The legislation could lead to workers who lawfully voted to take strike action being told to attend work – and sacked if they didn't comply.

It could also lead to unions facing huge damages for breaches of the complex and onerous rules.

In line with composite 1, a Special Congress was held in December to determine TUC strategy to resist MSLs.

“Despite anti-union rhetoric from the Conservative government, in their first year the new laws failed to make any impact.”

A General Council statement set out how the TUC would support affected unions, resist the new laws, mobilise workers and seek the repeal of the legislation.

Despite anti-union rhetoric from the Conservative government, in their first year the new laws failed to make any impact. This is testament to the steadfast campaigning across our movement to defend our fundamental right to strike.

In line with resolution 5, the TUC has undertaken significant campaign activity to defend the right to strike, including:

- › briefing MPs and peers to oppose the draconian regulations imposing MSLs in specific sectors and to continue to support repeal of the laws

- › planning and mobilising for a demonstration in Cheltenham in January 2024 celebrating our history and recommitting the union movement to resist MSLs

- › producing media interventions and providing TUC spokespeople for interviews to continue to state the case against this unworkable and undemocratic law

- › publishing high-quality 'protect the right to strike' social media content, which has reached millions of people

- › holding a webinar for reps – attended by 1,700 workers – updating them on the impact of the new law

- › creating a guide for reps on dealing with MSLs in the workplace

- › supporting PCS in its legal challenge against MSL regulations affecting border security workers and continuing our wider legal challenge to these undemocratic laws – leaving no stone unturned internationally and in UK courts

▼ As part of the Protect the Right to Strike campaign, the TUC supported a march and rally in Cheltenham to commemorate the 40th anniversary of the union membership ban at GCHQ
© Jess Hurd



- › calling on all employers and public bodies to oppose this counterproductive legislation, including by securing commitments from the Welsh and Scottish governments as well as city mayors and council leaders that they will not implement MSLs

- › providing advice to unions at risk of being subject to work notices and sharing best practice responses across the movement

- › preparing to provide support at short notice to any union or worker subjected to a work notice, including by holding an emergency demonstration of solidarity.

The TUC also made an extensive submission to the International Labour Organization's (ILO) Committee of Experts on the Application of Conventions and Recommendations (CEACR) setting out the myriad ways the UK legislation contravened the UK's international obligations.

Legal advice commissioned by the TUC allowed affiliates to determine their legal strategies to supplement ongoing political and industrial opposition to MSLs.

The General Council will continue to robustly oppose MSLs and seek their repeal under the new government.

1.2 Industrial action

Industrial campaigns have delivered real gains for workers, across both public and private sector employers. Unions have deployed industrial campaigns to win significant pay rises for working people, with many double-digit pay settlements being secured, supporting workers to push back against the cost-of-living crisis.

Increasingly, unions are also winning recognition agreements across the private sector by deploying strong industrial campaigns.

PROTECTING THE RIGHT TO STRIKE AND WINNING A NEW DEAL

The TUC has hosted two roundtables to support unions in their industrial campaigns. The first shared intelligence on maximising ballot turnout, to beat the current restrictive legislation on industrial action. The second roundtable focused on industrial campaigning to secure recognition for collective bargaining.

The TUC is currently undertaking some academic research to understand common characteristics of successful industrial campaigns, and will be sharing that intelligence with unions in due course.

While large-scale public-sector disputes have not featured as prominently in 2024 as in the previous year, there have nonetheless been some ongoing high-profile disputes despite the Conservative government's attempts to stifle industrial campaigns by MSL legislation.

In rail and in the border force, in particular, union action was not prevented by the new Act. In fact, where employers threatened to restrict the impact of strike action by using the legislation, union responses meant this threat was quickly withdrawn.

“Where employers threatened to restrict the impact of strike action by using the legislation, union responses meant this threat was quickly withdrawn.”

1.3 Employment rights

The General Council opposed several attempts from the former Conservative government to water down employment protections.

Conservative ministers launched another attempt to rescind the ban on agency workers being supplied to replace workers who are on strike.

A previous regulation was quashed by the High Court after unions joined together to successfully seek a judicial review.

The TUC made a strongly worded submission to the government consultation setting out our opposition to dropping the ban, to ensure that workers are able to robustly defend their pay and conditions.

The General Council also campaigned against the Conservative government's proposals to reintroduce tribunal fees.

We warned that introducing fees in employment tribunals and employment appeal tribunals would price workers out of accessing justice.

Following UNISON's legal challenge, in 2017 the Supreme Court ruled that employment tribunal fees were unlawful because they priced workers out of accessing justice and discriminated against women.

By planning their reintroduction, Conservative ministers failed to learn lessons from past mistakes and ignored clear legal principles set out in the Supreme Court judgment.

The TUC coordinated a joint statement with campaign groups including Citizens Advice, the Joseph Rowntree Foundation and the Fawcett Society and ensured that our opposition was reported in the media.

Employers continue to employ agency workers and independent contractors via umbrella companies.

This is driven by financial incentives paid to umbrella companies for being added to a preferred supplier list, which can even include fitted kitchens and holidays for recruitment agency directors. This then

▼ Zero-hours contracts are due to be banned by the Labour government as part of its New Deal
© Kali/iStockphoto



incentivises non-compliant umbrella providers (who because of non-compliance have higher margins) to offer large bonuses to gain access to potential clients.

The TUC has highlighted that workers working under these arrangements experience a multitude of problems ranging from a lack of transparency over core terms and conditions to unwittingly becoming embroiled in fraudulent tax arrangements with serious financial consequences.

We responded to a government consultation on regulating umbrella companies by calling for a ban on the use of umbrella companies, and recommended

immediate steps that could be taken to clamp down on some of the worst behaviour.

The TUC has worked with Unite and frontline charities to develop a joint set of recommendations to improve conditions and prevent the exploitation of seasonal workers. Through engagement with the relevant government departments, we have been actively campaigning for reforms to the seasonal work visa. The TUC met with the then shadow immigration minister on several occasions to raise concerns about how the current immigration system is facilitating the exploitation of vulnerable migrant workers, with a view to securing key reforms under the new Labour government.

1.4 New deal for workers

A better deal for workers is desperately needed.

The UK has had a long experiment with an ultra-flexible labour market that benefits exploitative employers at the cost to working people.

The result has been a lacklustre economy and flatlining wages, but in response the Conservative government sought to tilt the balance even further against workers.

The Trade Union Act 2016 and the Strikes (Minimum Service Levels) Act 2023 are both viciously anti-union laws designed to hamper the ability of working people to defend their terms and conditions.

Labour's New Deal for working people offers a huge opportunity to repeal these anti-union measures, in line with resolution 1. It sets out a new framework giving workers much stronger individual and collective rights.

With more than four million workers in insecure working arrangements such as zero-hours contracts, reforms such as the right to a normal hours' contract and reasonable notice of shift changes will be transformative.

SECTION 1

PROTECTING THE RIGHT TO STRIKE AND WINNING A NEW DEAL

▼ Keir Starmer and Paul Nowak at Congress House
© Stefan Rousseau/PA Images/Alamy Stock Photo



In line with resolution 6, the General Council focused on campaigning for the development and implementation of a comprehensive New Deal for workers.

In particular, the TUC established a working group of affiliates to refine and develop proposals to tackle one-sided flexibility and insecure work.

The General Council has worked closely with the Labour Party, trade unions affiliated to the Labour Party and our wider group of affiliates to develop our policies on key elements of the New Deal.

The TUC's campaigning work has repeatedly highlighted the need for the New Deal and widespread support for the measures among voters. Even many bosses support the New Deal, with polling showing that 70 per cent of managers support Labour's proposed changes to employment law.

In line with resolution 74, we have continued to push for implementation of the New Deal in full, as the best means of ensuring that working people can improve their pay and working conditions.

Fair pay agreements are a crucial part of the New Deal. Establishing sectoral bargaining is key to addressing the decline in collective bargaining coverage, especially in the private sector, and raising pay and working conditions.

The TUC has continued to work with unions to develop proposals for sectoral collective bargaining, focusing on sectors where unions are keen to establish fair pay agreements.

The TUC has convened a Social Care Fair Pay Agreements Working Group, comprising representatives from UNISON, GMB and Unite, to develop proposals for a fair pay agreement in social care. Final proposals, covering the aims, the process for developing a social care fair pay agreement and areas that should be covered in the negotiations, were agreed by the working group in May and endorsed by the executive committee in July.

The TUC has also been working with the RMT and Nautilus International to consider the best way to establish mandatory sectoral pay and employment standards for the short sea ferry sector.

► Homeowners have seen their mortgage interest payments double in the last three years
© Dan Kitwood/ Getty Images



SECTION 2

BUILDING A FAIRER ECONOMY

BUILDING A FAIRER ECONOMY

2.1 The economy

Over the last year, as the Conservative government's economic policy failed to deliver, working people have continued to experience huge pressures on their living standards. UK disposable income growth has been the weakest of all G7 economies. The UK is one of only three OECD economies with household/consumer demand below the position before the start of the pandemic.

In the three years to April 2024, prices were up 21.3 per cent on the consumer price index (CPI) measures and 27.9 per cent on the retail price index (RPI) measure. The disparity between official measures of inflation remains a concern and a new trade union inflation group has been set up to progress resolution 19.

Despite very recent real wage growth, real average weekly earnings still remain slightly below their 2008 levels. This 16-year pay squeeze is the worst on record and, according to historical estimates, is the worst for two centuries. If wages had instead grown at the pre-financial crisis rate over the past 16 years, the average worker would now be earning £14,700 more a year. The worst inflation for 40 years has had nothing to do with workers, but by portraying

“UK disposable income growth has been the weakest of all G7 economies. The UK is one of only three OECD economies with household/consumer demand below the position before the start of the pandemic.”

workers' pay as an inflationary threat, the Conservative government sought to unfairly blame working people for its own failure to deliver decent living standards.

Alongside increased costs, households and businesses have faced the steepest rise in interest rates for more than 40 years, with the Bank of England base rate rising from 0.10 per cent to 5.25 per cent in under two years. Homeowners have on average faced mortgage interest payments that have more than doubled, increasing 115 per cent between April 2021 and April 2024. Households and businesses with loans have also faced steep rises in debt service payments.

Under the Conservative government, the labour market also showed signs of deterioration. Unemployment was rising, with the most recent data in June 2024, when the unemployment rate was 4.4 per cent. The number of people unemployed has risen by 157,000 across the same period. There has also been a drop in employment (down by 359,000 on a year ago), as well as a fall in vacancies (though they still remain relatively high). A

particular concern is record high levels of people out of work due to long-term sickness - 2.83 million working-age people are now out of the labour market due to ill health, up from around 2 million in 2019.

Weak incomes and weak spending have been critical factors in the prolonged stagnation of gross domestic product (GDP). TUC analysis shows that the period from 2010 to 2024 was the worst for economic growth since modern records began after the Second World War.

The problem with the economy is not that workers have too much, but that they have too little. TUC work has set out that strong public services, improved rights at work and increased public investment will strengthen worker incomes, spending and growth. This includes investment in green infrastructure and affordable housing, in line with composite 7.

At the same time, it is right that those with the broadest shoulders should pay their fair share. In line with composite 6, the TUC has continued to campaign for a more

▼ Organising low-paid workers, like cleaners, is a key plank of the fight for a £15 minimum wage
© Valentin Russanov/Getty Images



progressive tax system on wealth and excess profits and, in line with resolution 28, for the restraint of profiteering, particularly by banks and energy companies. Our new research, including analysis with TaxWatch showing a £36bn tax gap, advocates for increased HMRC staffing. Our spring budget submission highlighted international evidence on the case for progressive taxation, while TUC analysis made the case against the Conservative government's cuts to the bank surcharge.

2.2 Pay and the national minimum wage

The TUC has continued to campaign to get wages rising across the economy. Our regular interventions have maintained a strong media focus on the pay crisis facing workers.

Throughout the year, we made the case for a £15 minimum wage for all workers regardless of age, in line with resolution 41. This included submitting evidence to the Low Pay Commission calling on the government to set out a plan to rapidly reach a £15 minimum wage. We also led a delegation of unions to give oral evidence to the Low Pay Commission. Following submissions by

the TUC and affiliates, the Conservative government announced an increase in the national living wage to £11.44 an hour from April 2024, and an expansion of headline minimum wage coverage to all workers aged 21 and over.

The TUC Minimum Wage Enforcement Group has continued to meet, bringing together unions, advice agencies and relevant government departments and enforcement bodies.

We continue to contribute to the work of the Living Wage Foundation, promoting the voluntary living wage as a minimum rate for the lowest-paid workers.

The TUC has also coordinated the Our Work Matters: justice for outsourced workers campaign. Organising low-paid workers is a key plank of the fight for £15, with this collaborative joint union campaign connecting low-paid outsourced workers including cleaners, security guards and other facilities management workers. Regional TUC campaigns have allowed workers to share organising tactics and undertake training. We have also supported workers to lobby politicians and create solidarity networks.

BUILDING A FAIRER ECONOMY

▼ A new publicly owned national energy champion company would support good jobs, clean power and lower bills
© Ashley Cooper/Getty Images



2.3 Industry and climate

Our work in this area has been guided by composites 3 and 5, and resolutions 17 and 18.

The TUC has campaigned for investment in a strong and sustainable domestic steel industry. We made the case for improved procurement rules to support domestic production and for a strategic government plan including transitioning to clean steel.

Our wider work has focused on securing a worker-led transition to net zero. Key activity included:

- › pushing the former government to invest in the climate and environmental workforce, including by future-proofing skills and making training fully accessible and funded
- › promoting collective bargaining processes with trade unions in net-zero industries
- › lobbying government to recommit to its climate commitments and for a Just Transition Commission

- › preparing an updated version of the handbook for green reps in the workplace, and pushing for facility time for green reps

- › supporting International Trade Union Confederation (ITUC) engagement with the United Nations Framework Convention on Climate Change (UNFCCC) negotiations, including the ITUC delegation at COP 28 in Dubai.

We published proposals (including the report *Public Power: turning it into reality*) for a new publicly owned national energy champion company to be set up. This would support

good jobs, clean power and lower bills. TUC commentary on energy company profiteering regularly gained high-profile media coverage, and contributed to Labour's manifesto commitment to set up Great British Energy.

In line with all four resolutions and composites, the TUC expanded its work on future-proofing industry and jobs:

- › In the pilot year of our Worker-led Transition project, the TUC focused on automotive and steel, working with national trade union officers and convenors to provide research support, coalition-building with climate groups, and training to workplace reps. We secured funding to expand the project to cover additional high-carbon manufacturing sectors.

- › Our analysis showed that 660,000 to 834,000 jobs in UK steel, automotive and other manufacturing and supply chain industries could be offshored without rapid decarbonisation. Shifting these industries to net zero could future-proof jobs for current workers and future generations. Our *Pulling All the Levers* report called on government to implement a clean industrial strategy to defend jobs.

“ Our analysis showed that 660,000 to 834,000 jobs in UK steel, automotive and other manufacturing and supply chain industries could be offshored without rapid decarbonisation. ”

- › The TUC published the *Invest in Our Future* report calling for public investment in the first term of a new government to future-proof industrial jobs and infrastructure, keep homes warm, improve transport connections and meet climate targets.

The TUC's TUSDAC committee met bimonthly, and we introduced a regular meeting of the TUC's energy unions.

2.4 Workers' capital, corporate governance and executive pay

The TUC continued to coordinate Trade Union Share Owners (TUSO), an initiative bringing together union funds to collaborate over voting and engagement with companies. In November 2023, TUSO hosted a well-attended in-person investor seminar on freedom of association in collaboration with UNI Global. Speakers set out the benefits of freedom of association to both workers and sustainable businesses, including the union contribution to a just transition in the energy and automotive industries. An Amazon worker also described their experience of unionising the firm's Coventry warehouse.

TUSO has also been working on a collective approach to asset managers to enable members to vote according to TUSO voting guidelines in pooled funds.

In June, the TUC responded to a government consultation on non-financial reporting, opposing the proposal to exempt medium-sized companies from the requirement to produce a strategic report and raise the employee threshold for medium-sized companies to 500.

The TUC was represented on the Institute of Chartered Accountants in England and Wales's (ICAEW's) corporate governance committee, the Wates Coalition responsible for corporate governance principles for large private companies, and the High Pay Centre's board.

In line with emergency resolution 2, we continued to make the case for corporate governance reform to ensure the interests of workers are better prioritised.

BUILDING A FAIRER ECONOMY

2.5 Trade

The TUC retained the vice-chair of the UK-EU Domestic Advisory Group for the UK-EU Trade and Cooperation Agreement (TCA). We used this position to raise concerns with business groups, the European Trade Union Confederation (ETUC), and EU unions and businesses that the Conservative government's Retained EU Law Act and Strikes (Minimum Service Levels) Act contravened the UK's commitments to maintain a level playing field on rights in the TCA.

As a result of these concerns being raised, in October the European Commission raised an official concern with the former government.

The TUC developed trade union objectives for the 2026 review of the UK-EU Agreement. We then secured support for these from the businesses and civil society groups on the Domestic Advisory Group, in its report released in April.

The TUC held meetings with Nick Thomas Symonds MP, then shadow cabinet minister responsible for the UK-EU agreement. He supported our objectives and spoke publicly about the need for the UK to follow EU standards on employment rights.

“The TUC continued to highlight the failure of the UK's social security system to provide an adequate safety net.”

In March, the TUC wrote to the trade secretary asking for UK-Israel trade talks to be halted following the ruling of the International Court of Justice that it was 'plausible' Israel was committing genocide in the Gaza conflict. We also called for an end to both arms sales to Israel and trade in goods from the Occupied Palestinian Territories.

The TUC campaigned against trade talks between the UK and Gulf States, India and Turkey due to ongoing abuses of human and labour rights in these countries. We worked closely with then shadow trade ministers to raise concerns about these trade talks and about the UK acceding to the Comprehensive and Progressive Agreement for Trans-Pacific Partnership (CPTPP) trade agreement. This contains countries such as Vietnam and Brunei where independent unions are banned. Then shadow trade minister Gareth Thomas MP and shadow exports minister Tan Dhesi MP raised these concerns in parliament and the media.

2.6 Social security and sick pay

Our work in this area was informed by composites 8 and 9 and by resolution 79.

The TUC continued to highlight the failure of the UK's social security system to provide an adequate safety net. We showed that the rising cost of living was making it even harder to survive on benefits.

We called on the former government to set a path to significant and permanent improvements in the levels of social security. We set out the need to stop policies that needlessly take money out of families' pockets, including harsh benefit deductions, the arbitrary benefit cap and the five-week wait in universal credit. We also developed a proposal for how the new government could plan to address social security challenges.

We further developed our campaign for decent sick pay for all. We published a press story, responded to the Work and Pensions Select Committee inquiry into statutory sick pay, and gave oral evidence to the Work and Pensions Select Committee, setting out the case for change.

▼ The TUC urged the Conservative government to scrap policies that take money out of families' pockets, like the arbitrary benefit cap and the five-week wait in universal credit
© Matt Cardy/Getty Images



More widely, the TUC continued to highlight the problems with universal credit and make the case for its replacement, following on from our 2020 publication *A Replacement for Universal Credit*. This included raising the issues faced by self-employed people on universal credit, along with atypical workers and those on insecure contracts.

We also continued to work with affiliated unions to campaign for free school meals for children.

2.7 Pensions

The TUC continued to advocate for the interests of working people in the pension system. We engaged with government, select committees and regulators through consultation processes and roundtables.

We used these opportunities to argue for better funding regulation for defined benefit (DB) schemes, improvements to defined contribution (DC) schemes through consolidation of small pots, and better processes to turn savings into retirement incomes. We also sought to promote a wide range of collective defined contribution (CDC) schemes.

The TUC pensions conference in March focused on our priorities in an election year and included an opening keynote from then shadow work and pensions secretary Liz Kendall MP. Sessions focused on expanding auto-enrolment and increasing employer pension contributions, the state pension age, and the role of pension funds in investing in a just transition to a low-carbon economy.

The TUC also worked with the Committee on Workers' Capital to jointly organise a seminar for trustees, encouraging investors to promote high employment standards and responsible corporate behaviour in companies they invest in.

In line with composite 10, we made a submission to the Women and Equalities Committee inquiry into the rights of older people, highlighting the issue of digital exclusion.

2.8 Transport

As set out in composite 4, the TUC continued to make the case for sustainable investment in transport services and infrastructure. We strongly and publicly opposed the decision to cancel phase two of HS2 and maintained constructive external engagement on the best way forward for rail investment.

BUILDING A FAIRER ECONOMY

▼ The TUC joined RMT and Nautilus International in a demonstration in Parliament Square to commemorate the second anniversary of the P&O Ferries scandal
© Trades Union Congress



In our response to the former government's proposals on adapting the transport system to the realities of the climate emergency, we made a clear case for the importance of worker voice in the relevant decision-making processes, and for a more ambitious and interventionist role for government. This included providing both written and oral evidence to the independent Rail and Urban Transport Review, where we were also represented on the review panel.

We published new research - *Fare Outcomes: understanding transport in Welsh cities* - on the transformative impact that transport investment can have on the economic prospects of cities. We also set out options for funding that investment at a local level. Our public work highlighted the continued disgraceful cost of travel in the UK through media interventions demonstrating the vastly lower costs across Europe for equivalent journeys.

In line with emergency resolution 1 and resolution 14, the TUC supported the successful union campaign to prevent the Conservative government's planned railway ticket office closures.

Two years on from the illegal mass sackings at P&O, we worked with affiliates in the UK and international partners to shine a light on the Conservative government's inaction. In line with resolution 15, we made the case for a mandatory seafarers' charter that takes account of the need for collectively bargained agreements. We progressed this work in the media, at demonstrations and in evidence sessions in parliament.

“ The TUC produced an AI Bill with the input of creative unions, setting out regulations on the use of AI in the workplace to enhance workers' rights. ”

2.9 Arts and creative sector

The arts and culture sector employs 700,000 people, of whom half are self-employed. The TUC has long campaigned for improved rights for self-employed workers, as well as for a crackdown on bogus self-employment. Across the year we continued to develop our policy in this area.

Pay in the sector is annually £6,000 lower than in other industries. The TUC policy of a £15 minimum wage would improve pay across industries, and our calls for strengthened labour market enforcement would ensure workers are paid at least the legal minimum. We have made this case to the Low Pay Commission, supporting resolution 9. We have also supported union campaigns for fairer pay, in line with resolution 10, and for a properly funded BBC, in line with composite 20.

There is a growing risk that artificial intelligence (AI) will infringe on the rights of workers in this sector. The TUC produced an AI Bill with the input of creative unions, setting out regulations on the

use of AI in the workplace to enhance workers' rights related to algorithmic management. We continue to engage with the creative unions to develop our response in the sector.

In line with composite 2, we have called for government funding for the arts to be brought up to the European average. The TUC is also campaigning on equitable arts funding for every region and nation across the UK. Our regional offices have produced local cultural manifestos and hosted events on organising in creative industries.

The TUC has also taken part in meetings of the Federation of Entertainment Unions throughout the year.

2.10 Working time and flexible working

After the Flexible Working Bill reached royal assent in July 2023, the TUC responded to the new Acas statutory code of practice and promoted the new legislation to union reps via webinars and online learning. We also responded to a call for evidence on non-statutory flexible working. We continue to call for further improvements to flexible

working legislation, promoting our calls for a right to flexible working and an advertising duty, and continue to engage with Labour on the need for wider legislative changes.

We published research showing half of new fathers and partners don't get the flexibility they ask for at work. This rises to two-thirds for those in lower-income households and demonstrates the limitations of a right-to-request system for flexible work.

We also produced a report - *Making Hybrid Inclusive* - on BME workers' experiences of hybrid working following the Covid-19 pandemic, showing how workplace racism impacts on flexible working. Much of our work highlighted the importance of flexible working in the recruitment and retention of staff, supporting resolution 16.

2.11 Health and safety

Noting resolution 78, the TUC campaigned to ensure that the health, safety and welfare of workers is protected by strong union organisation and a growing network of health and safety reps with access to high-quality advice and guidance.

SECTION 2

BUILDING A FAIRER ECONOMY

▼ The TUC organised a national training event for health and safety reps in May
© Jess Hurd



For the first time, we organised a national training event, bringing together hundreds of safety reps. This marked the 50th anniversary of the Health and Safety at Work Act and featured a series of introductory courses. These targeted women, Black workers and young members, who are underrepresented in the safety rep role.

In response to last year's General Council statement on RAAC, TUC Education produced a range of resources to support workplace activists. These included webinars focused on inspections, working in extreme

temperatures, and stress. We also launched a brand new reps' course and produced supplementary education resources on safety in the built environment, preceded by an 'inspections week of action'. This enabled hundreds of safety reps to take coordinated action inspecting their workplaces for structural risks including RAAC.

2.12 Covid-19 public inquiry

In line with composite 11, the TUC has been a core participant in inquiry modules examining government decision-making in Westminster, Scotland, Wales and Northern Ireland, as well as in the early stages of the module looking at the impacts on the NHS and healthcare workforce. Representatives from the TUC, TUC Cymru, STUC and ICTU-NI gave powerful testimony and, for the first time in the inquiry, some of our NHS frontline members gave evidence in the courtroom.

Our legal representatives from Doughty Street Chambers - supported by Thompsons Solicitors - put questions directly to former ministers. We held Boris Johnson, who was prime minister during the pandemic, to account about messages that showed the 'no surrender' attitude that he and other ministers took towards trade unions. We questioned Rishi Sunak, who was then chancellor, on his failure to provide financial support for working people to self-isolate, and pressed cabinet secretary Simon Case and former adviser Dominic Cummings to acknowledge that not enough support had been given to the poorest to isolate. We also asked then health secretary Matt Hancock MP to confirm his support for increasing statutory sick pay.

► Delegates vote at this year's Black workers conference
© Jess Hurd



SECTION 3

BUILDING A STRONGER, MORE DIVERSE MOVEMENT

BUILDING A STRONGER, MORE DIVERSE MOVEMENT

3.1 Introduction

The TUC continues to prioritise equality as we seek to build a more diverse, more inclusive and more representative movement. In line with resolution 31, the campaign for equal pay and equal treatment for all workers, regardless of background, remains at the heart of our work. And through our four core equality strands, we continue to challenge the structural inequalities facing Black workers, women, LGBT+ workers and disabled workers.

Building a stronger movement also demands we step up our work in the regions and Wales, and invest in our digital capabilities. Meanwhile, TUC Education continues to deliver innovative programmes to train and develop our movement's greatest asset - our reps.

3.2 Anti-racism

The TUC's Anti-Racism Task Force (ARTF) has launched the Anti-Racism Tracker, a resource designed to help affiliates implement the commitments from the anti-racism manifesto. Our Implementation and Oversight Group (IOG), which will operate for the next five years, is crucial for advancing anti-racism efforts within the trade union movement. The IOG met regularly throughout

“Through our four core equality strands, we continue to challenge the structural inequalities facing Black workers, women, LGBT+ workers and disabled workers.”

the year and launched an independent evaluation to assess the relevance, effectiveness, impact and sustainability of the task force's work.

The TUC has established Black activist programmes nationwide to address barriers faced by Black activists in trade union structures. Completed by nearly a hundred Black members, these programmes aim to network Black activists with key figures in the movement.

Inequalities have been a central focus of the Covid-19 Inquiry. The TUC and other core participants successfully argued for a report on institutional racism for module one, which has since been used in all modules to understand decision-making during the pandemic.

The anti-racism activist network held its third event on the theme of survival and solidarity. This event addressed attacks on civil liberties, the impact of the cost-of-living crisis on BME communities, and the

importance of international solidarity. Workshops were facilitated by migrant organisations, social justice groups, trade unionists and TUC staff.

In response to the persistent threat from the far right, the TUC has developed and begun delivering training to help reps and activists challenge divisive narratives in the workplace. This includes courses such as winning workplace unity, handling difficult conversations in the workplace, and building a trade union response to the international rise of the far right.

We also made a submission to the Independent Chief Inspector of Borders and Immigration's (ICIBI) inquiry into the immigration system, particularly regarding the social care sector. The submission highlighted issues such as low pay, unlawful recruitment fees, debt bondage and lack of access to trade union support.

▼ McDonald's faces widespread accusations of bullying and sexual misconduct in its UK restaurants
© Anthony Devlin/Getty Images



3.3 Tackling and preventing sexual harassment

Our work to tackle and prevent sexual harassment in workplaces and in our movement continues, in line with composite 12.

Following many months of uncertainty, the Worker Protection Bill finally received royal assent in October 2023, and the preventative duty will come into effect from October 2024. The new legislation will require employers to take reasonable steps to prevent sexual harassment of their employees. By taking a more proactive approach, the intention of the duty is to help

shift the onus from victim-survivors on to employers to challenge the workplace cultures that enable sexual harassment and make their workplaces safer through a risk-based approach, supported by good policy and practice and safe reporting routes.

But there is still much more to be done and we will continue to campaign to win third-party protections, end the misuse of non-disclosure agreements (NDAs) and ensure Black women's voices and experiences shape the discussion. These voices are critical to developing solutions to tackling workplace sexual

harassment. Much-needed research in this area is being led by the Black Women's Advisory Group, which has commissioned research working with Queen Mary University of London.

The TUC was also invited by the Bakers, Food and Allied Workers Union (BFAWU) to give evidence alongside them to the Business and Trade Select Committee in November 2023. This concentrated on investigations into McDonald's, and its negative culture that has seen many workers - but particularly young women - experience bullying, harassment and sexual harassment.

BUILDING A STRONGER, MORE DIVERSE MOVEMENT

“The TUC focused on developing new training to support leaders of the movement to tackle sexual harassment and build preventative cultures.”

Our work to ensure that the trade union movement is also a safe place for staff and members continues.

Following a report published in October 2022 by the TUC Executive Working Group, established in 2021 to help support the movement to tackle and prevent sexual harassment in our own ranks, the TUC focused on developing new training to support leaders of the movement to tackle sexual harassment and build preventative cultures. That training has now been successfully piloted and independently evaluated by the Child and Woman Abuse Studies Unit at London Metropolitan University. More information about the training and other resources can be found on our bespoke resource page Tackling and Preventing Sexual Harassment, which we also launched this year.

Following the completion of the pilot and in line with resolution 36, the Executive Working Group has been reconvened and has taken forward several actions this year to support culture change across our movement. Many of these actions are being launched at Congress, including surveying unions to understand the work

they are doing to tackle and prevent sexual harassment within their own organisations. We are also developing a statement of commitment/ General Council statement on the actions needed to drive culture change, providing training on the misuse of non-disclosure agreements (NDAs) and settlement agreements for trade union professionals, and taking forwards work to develop our own safe and confidential reporting line. We hope that this will enable us to support affiliates in procuring their own safe and confidential reporting lines.

3.4 Protecting equalities

Women

At TUC Women's Conference 2023, it was announced that former TUC general secretary Frances O'Grady would lead a review for the Labour Party of how to close the gender pay gap. The TUC has facilitated this work through participation in roundtables and submitting evidence, research and good practice into the review.

In line with resolution 37, the TUC made a series of interventions on our Equal Pay Day, held on 21 February, marking the point at which women start getting paid in comparison to men. The gender pay gap currently stands at 14.3 per cent, and at current rates will take over two decades to close. But we know that the pay gap is wider in some sectors, with big variations by age. For disabled women, the pay gap is 30 per cent.

We know that the crisis facing the childcare and early years' sector is having a disproportionate impact on women. When families do not have access to affordable childcare and early years' education, it is typically women who are forced to leave the labour market or reduce their hours. And we know the childcare and early years' workforce, which is underpaid and undervalued, is made up of predominantly young women workers.

In line with resolution 63, we have continued to highlight these issues and helped establish the Early Years and Childcare Coalition, working with affiliates and stakeholders to campaign for commitments to rescue and reform the childcare and early years' sector, with the TUC sitting on the coalition's steering group. We also submitted evidence to the Review of Childcare and Early Years carried out by the Labour Party, led by Sir David Bell.

Recognising the parallels between the crises facing social care and the childcare and early years' sector and the disproportionate impact this has on women, the TUC launched our Strategy for the Care Workforce in 2023. This sets out the building blocks for a fair deal for workers in those sectors that will lay the foundations for high-quality care and education.

The TUC was invited to submit evidence to the Women and Equalities Select Committee on the impact of the cost-of-living crisis on women. Our submission highlighted a range of areas from low pay, insecure work and universal credit to caring responsibilities that must be tackled to ensure that the structural inequalities faced by women are addressed. The TUC also gave oral evidence to the committee in January 2024.

Black workers

The TUC Race Relations Committee (RRC) has worked on a range of issues to advance racial equality in workplaces and the union movement.

The RRC held a fringe event at Congress 2023 discussing the current immigration system and its adverse effects on Black communities. This discussion highlighted the urgent need to investigate the full extent of the damage caused by creating a hostile environment on the lives of people who have a legitimate right to live in the UK and access public services.

▼ Susan Matthews of Unite at this year's Black Workers Conference in London
© Jess Hurd



In line with resolution 38, the TUC continues to highlight the immense damage caused by the Conservative government's hostile environment narratives.

We held another fringe event at the TUC Black Workers Conference, focusing on the Windrush Compensation Scheme's inadequacies, noting that only one per cent of appeals are successful. The

TUC will continue to call for an official independent inquiry into the harmful immigration policies and practices that have gravely impacted the Windrush Generation.

This year's International Day for the Elimination of Racial Discrimination took place on Saturday 21 March. The TUC supported the UK demonstration, which focused on challenging the Conservative government's unlawful

BUILDING A STRONGER, MORE DIVERSE MOVEMENT

migration policy. In preparation for the march and rally, we collaborated with organisations such as Stand Up to Racism to organise a trade union conference. This conference focused on how reps and activists can fight structural racism in the workplace through organising, ethnic monitoring and addressing pay gap disparities, as well as combating far-right thinking in our workplaces and communities.

Addressing the ethnicity pay gap is a crucial step in tackling the structural racism faced by BME workers. Given the magnitude of this challenge, mandatory pay reporting would be a significant step towards addressing the £3.2bn pay penalty experienced by BME workers.

The Labour government's commitment to introducing mandatory ethnicity pay gap reporting as part of a new Race Equality Act is a step in the right direction. This would extend the right to equal pay, currently enjoyed by women, to BME workers, and the TUC is working with Labour to shape these proposals.

The RRC will continue to campaign for additional measures such as ethnic monitoring and regular reporting, which are essential for employers to identify and address patterns of inequality in the workplace. Pay gap reporting needs to be supported by a

▼ The panel at this year's LGBT+ Workers Conference held at Congress House in London
© Jess Hurd



comprehensive approach to ethnic monitoring systems. It is crucial that recognised unions in workplaces work with employers to establish objectives and action plans. Unions must leverage workers' power and voice, as well as collective bargaining, to advocate for race equality in the workplace.

LGBT+ workers

The TUC engaged with Labour ahead of the general election to highlight the priority areas we want the new government to address for LGBT+ people. Our key asks included:

- › introducing a full, no-loopholes, trans-inclusive ban on conversion therapy
- › strengthening and equalising the law on hate crime
- › requiring employers to create and maintain workplaces and working conditions free from harassment, including by third parties
- › tackling health inequalities, taking account of the specific and intersectional disparities LGBT+ people face so that they can access treatment.

In line with resolution 40, the TUC has taken active steps to protect trans and non-binary rights, including the continuation of our Trade Unions for Trans and Non-Binary Rights Network. The second meeting of the network took place on 24 February at the Mechanics Institute in Manchester, with 70 delegates taking part.

The TUC marked Trans Awareness Week by promoting our guidance and materials on supporting trans and non-binary workers. For Trans Day of Remembrance, we remembered trans people killed around the world, specifically highlighting 16-year-old Brianna Ghey from Warrington, murdered in February 2023.

As well as calling for a fully inclusive ban on conversion therapy, we continue to call for action to tackle trans hate crime and for measures to promote trans-inclusive healthcare.

The TUC has also responded to government consultations on LGBT+ issues including the DfE consultation Guidance for Schools and Colleges: Gender Questioning Children. Working with affiliated unions with members in schools, the TUC submitted a response echoing their key concerns.

To better understand LGBT people's experiences of bullying, harassment and discrimination at work, the TUC has conducted new quantitative research on these issues. This

“ For Trans Day of Remembrance, we remembered trans people killed around the world, specifically highlighting 16-year-old Brianna Ghey from Warrington, murdered in February 2023. ”

research will inform guidance on supporting young LGBT+ workers to flourish, in line with resolution 39.

Disabled workers

The Disabled Workers Conference motion to Congress 2013 highlighted the impact of the planned closure of railway ticket offices on disabled people and other disadvantaged groups.

In line with resolution 14, the TUC used its social media presence, petitions, parliamentary lobbying and other engagement strategies to campaign for ticket offices to stay open. Our petition on Megaphone received almost 70,000 signatures, while we promoted our video for social media to 126,000 followers on X (formerly Twitter).

Working with the RMT and other affiliated unions, we successfully stopped the ticket offices closing, with the Conservative government's U-turn a major victory for our movement.

Over the year, the TUC has continued to campaign for disability pay gap reporting,

marking Disability Pay Gap Day on 14 November 2023. Our new analysis found the pay gap is 14.6 per cent, with disabled women facing an even bigger pay penalty of 30 per cent, equivalent to £3.73 an hour.

Our analysis revealed the disability pay gap is now higher than it was a decade ago, when the first comparable pay data was recorded. It generated strong media coverage across a wide range of publications.

The TUC also produced a suite of social media graphics for trade unions to use to mark Disability Pay Gap Day on their channels.

The TUC continued to highlight the shocking treatment of disabled people in the UK under the Conservative government, in line with composite 8. We drew attention to changes to disability related benefits, highlighting the negative impact that conditionality and back-to-work narratives have had on disabled people. We also produced blogs and contributed to several consultations and inquiries, including the Department for

BUILDING A STRONGER, MORE DIVERSE MOVEMENT

Work and Pensions consultation looking at work capability assessment (WCA) activities and descriptors, and the Work and Pensions Committee Disability Employment Inquiry.

The TUC continued to engage with the Labour Party ahead of the general election, highlighting priority areas for disabled workers including pay gap reporting, reasonable adjustments, the social model of disability and the integration of the UN Convention on the Rights of Persons with Disabilities (CRPD) into UK law.

3.5 Regional update

Midlands

The TUC Midlands region, as well as the wider TUC, continued to provide support to the GMB in its fight for recognition at Amazon in Coventry.

The region has received assurances that the newly established East Midlands Combined Authority (CA) will grant a board level seat for trade unions. The West and East Midlands CAs have now committed to introducing bus franchising, delivering a long-term TUC campaign goal. In addition, the West Midlands CA is adopting a memorandum of understanding to ensure

union rates are respected in the cultural sector and has also committed to working with the TUC and unions to develop a wide-ranging industrial strategy for the region.

Our Dying to Work campaign continues to attract support, and TUC Midlands joined Usdaw to meet with Morrisons. We are hopeful that 100,000 Morrisons employees will soon be covered by the Dying to Work Charter.

In June, a successful Silk Mill Festival was held in Derby.

Northern, Yorkshire & the Humber

The TUC's Northern, Yorkshire & the Humber region has been campaigning hard throughout the year protecting the right to strike, arguing for a just transition, and advancing worker's rights in sectors such as healthcare, education, culture and retail. We continue to support workers involved in industrial action.

We participated in the Norwegian LO Youth Exchange, hosted an IG Metal trade unionist from Germany, and held an international discussion on protecting the right to strike with a delegation from IndustriAll Europe ahead of the Durham Miners' Gala.

To capture devolution opportunities, we are holding Trade Union Liaison Group meetings with the mayors and leaders of three of the five devolved authorities in the region. We are calling for increased support for trade union education and lifelong learning, real fair work opportunities, and improved transport, health and social care provision.

London, East & South East

The region launched a regional Black activists' programme in April, with a first intake of 20 reps from nine unions. We also established a regional planning group with representation from CWU, GMB, PCS, RMT, UNISON and Unite to support the national Our Work Matters campaign organising outsourced workers. Colleagues are now sharing information and materials about their organising work and helping to focus our support work.

In London we have supported the launch of the London Union Learning Project, funded by the devolved Greater London Authority adult education budget. We are hosting the three project staff members, with the expanding project already working directly with five unions. Our AGM in April saw the election of Kathy Mazur from RMT as our regional president. She is the first woman to fill this post, a step towards ensuring our structures reflect the diversity of the region.

▼ Paul Nowak, Matt Wrack, Sharon Graham and others about to lay their wreaths at this year's Tolpuddle Martyrs' Festival
© Jess Hurd



South West

Alongside industrial disputes support, TUC South West has maintained pressure against the Strikes (Minimum Service Levels) Act, raising concerns with local and regional decision-making bodies and politicians. In January, the region also proudly hosted the national demonstration and rally to Defend the Right to Strike, while celebrating the long campaign to secure union rights at GCHQ.

TUC South West continue to develop regional solidarity networks for young, Black and women activists, providing bespoke training opportunities. These included sending a young workers' delegation to participate in the Norwegian LO Youth Exchange.

The region is ramping up its anti-racism campaigning to coordinate workplace action days and produce campaigning materials with affiliates.

We continue to represent and coordinate unions affected by the Plymouth and South Devon Freeport, ensuring investment benefits local workers and boosts skills. We maintain a strong trade union voice in the West of England Combined Authority structures, and represent workers in the Bristol and Cornwall living wage committees and the One City Approach Board. A Gravity Site union working group is also being established.

We held a vibrant Tolpuddle Martyrs' Festival just after the election, attracting thousands of trade unionists to discuss the key issues affecting workers, take part in lively workshops and celebrate the successes of the movement.

North West

Across the North West, the TUC has continued to support unions taking industrial action, helping them win for members. PCS took months of action at National Museums Liverpool to win a cost-of-living payment, UNISON won its long running rebanding dispute at Arrowe Park, and the RMT won a double-digit pay rise for members working for outsourcing firm Rail Gourmet. The general secretary made numerous picket line visits, backed with support from the TUC's Solidarity Hub.

BUILDING A STRONGER, MORE DIVERSE MOVEMENT

Our work supporting union learning reps (ULRs) has grown, with training delivered for new and existing reps to boost the network of ULRs across the North West.

We have supported the ongoing campaign for a Hillsborough Law Now, and brought together our unions to develop a regional response to the far-right and fascist threat.

TUC Cymru/Wales TUC

We have established a series of initiatives to ensure workers from all backgrounds have the skills and confidence to contribute to the work of unions. Our Black Activist Development Programme and Newid! – our scheme for young trade unionists – are producing a strong and visible cohort of keen and effective trade union campaigners. We are also set to launch a new Women's Development Programme. Our work on tackling sexual harassment continues, as does our work on supporting the delivery of the Anti-Racist Wales, Disability and LGBTQI Welsh Government action plans, through the structures of the Workforce and Social Partnership Councils.

We have continued to support and coordinate unions taking industrial action in sectors including education, health, transport, the civil service and more. This industrial action has led to improved pay and conditions, demonstrating

the value of collective power. Our Congress reaffirmed its commitment to save our steel industry by working with affiliated unions and the Welsh Government to support the workforce at Tata and surrounding communities, mapping the impact on the supply chain.

Since May 2022, we have placed an increased emphasis on preparing workers for the workplace of the future. The Wales Union Learning Fund is the bedrock of our offer to workers and unions across the country. Working with affiliates, we have trained thousands of workers – with a particular focus on those who may not have had previous opportunities for self-advancement.

We have produced reports on artificial intelligence (AI) and a just transition to a green future, while Professor Jean Jenkins produced a final report as part of the Commission on Devolution and the Future of Work. This work will continue through a TUC Cymru General Council subgroup focusing on the constitutional future of Wales, including the devolution of justice.

Our future work will take place in the context of a new Social Partnership Duty that falls on all public bodies in Wales and calls on them to ensure the voice of unions is heard clearly in their decision-making. The duty is part of the new Social Partnership and Public

Procurement (Wales) Act. A huge amount of work has been prompted by the legislation and the work required to enact it, as well as the Welsh Government's increased commitment to social partnership and trade unionism more broadly. For example, collective bargaining coverage is now a national indicator in Wales – one of the measures by which the nation's progress to achieving its wellbeing goals is monitored.

3.6 Solidarity Hub

The TUC Solidarity Hub project continues to grow and develop, along with our range of support services for unions undertaking industrial action. We have now supported 25 unions in dispute, including balloting advice, media support, using new technologies to engage and organise, training, picket line support, sharing best practice, research, digital support and much more.

The national dispute intelligence database has now captured over 1,000 industrial disputes across 34 different unions since its inception in early 2023. Over 400 union wins have been recorded as part of that process, with 40 wins now captured in detail through first-hand testimony from reps on the ground and published as part of our Solidarity Stories collection.

▼ Workers at Drax power station striking for better pay is one of many actions featured on the TUC's Solidarity Hub website
© Unite



The Solidarity Stories section of our website features a wide range of unions winning across all sectors of the economy and demonstrates how unions are winning on pay, recognition, terms and conditions, fire and rehire and health and safety.

The data populates our weekly campaigners and communicators email, which includes a detailed industrial action list for the week ahead encouraging solidarity and support for unions taking action.

We hosted two roundtables through networks built through the Solidarity Hub project. In November, we brought

together senior union officials with responsibility for ballots and industrial action strategies in their respective unions. Our second roundtable in March 2024 focused on winning union recognition and the barriers faced in growing the movement, which included a presentation from the Central Arbitration Committee (CAC).

Using our extensive and comprehensive data on industrial action, we are also in the process of producing research for the movement on industrial action. This will focus on dispute trends, organising lessons and factors that contribute to unions winning.

3.7 Helping the movement grow

The TUC continues to support the development of organising skills and strategies through our Organising Academy training and sharing of good practice in organising strategies.

On a sectoral level, the TUC has brought together unions, including UNISON, GMB, PCS, RMT, Unite and CWU, and activists to collaborate in campaigns to organise outsourced workers. The Our Work Matters campaign has held national events in Congress House and in parliament, making the case for insourcing and progressing union campaigns for improved pay, proper contracts and better sick pay arrangements.

This campaign is now being modelled at a local level, with regional TUCs taking forward actions to convene unions and workers in this sector.

Noting resolution 75, plans to hold a high-level roundtable on organising in the private sector were postponed due to the general election. We reconvened this discussion to ensure the TUC and trade unions are well equipped to make the most of the opportunities in Labour's New Deal for working people.

BUILDING A STRONGER, MORE DIVERSE MOVEMENT

Table 1: Number of reps trained by course in each TUC region* and Scotland in 2023

Course title	LESE	Midlands	Northern	North West	South West	Scotland	Totals
UR Stage 1	149	1,220	17	355	0	176	1,917
Emp Law	45	196	0	12	39	1	293
H&S 1 and 2	134	555	11	140	62	92	994
ULR	27	4	19	35	0	29	114
Specialist	89	135	0	128	0	33	385
Short	3,490	2,111	76	438	1,342	41	7,498
Diploma	111	32	21	14	23	38	239
TOTALS	4,045	4,253	144	1,122	1,466	410	11,440

*There was no college provision in the Northern, Yorkshire & the Humber region for most of the year. However, the TUC has recently signed a new partnership agreement with The Northern College.

3.8 TUC Education

TUC Education provides unions and union reps with high-quality training that enables them to organise, campaign and represent members collectively and individually. Our training is delivered in classrooms via our partnerships with further education (FE) colleges in England and Scotland and also online via digital platforms and webinars. We want to deliver our training to reps in whatever way they find most accessible and useful, whether that is in a classroom, online or a combination of both.

In 2023/24, TUC Education had partnership agreements with 15 FE colleges in England and Scotland that ensure delivery of National Open College Network (NOCN) accredited training via the TUC's core course programme, and union courses that are mapped to the TUC Passport to Progress accreditation framework.

TUC Education via FE colleges ensures that training for union reps is accredited through NOCN, but this form of provision has faced challenges over the year due to the fragmentation of the adult education budget and cuts to funding for Level 2 courses. The TUC continues to engage with both our partner colleges and combined authorities to ensure that all union reps can attend training as close as possible to where they work and live.

In 2024, the TUC commissioned Exeter University to conduct a review of trade union education provision in England and Wales. The report's findings and recommendations were scheduled to be reported to the TUC executive committee after the general election.

Details of the full TUC Education offer to unions and reps can be found at tuc.org.uk/training

3.9 Online training and support for union reps

During 2023-24, the TUC Education digital learning team provided training support to CWU, NASUWT, RMT, SoR, Unite, UCU, UNISON, Nautilus International and BALPA. The team also worked with BALPA, SoR and Nautilus International on the development of bespoke courses for their workplace reps.

“During the year, a new flexible version of Union Reps was piloted. The training used innovative online tools and methods combined with tutor-facilitated sessions to deliver the course, with extremely positive feedback.”

NASUWT and the CWU worked with the team to develop their own bespoke versions of the TUC's digital credential programme.

During the year, a new flexible version of Union Reps was piloted. The training used innovative online tools and methods combined with tutor-facilitated sessions to deliver the course, with extremely positive feedback. A full roll out of this version of reps' core training covering Union Reps 1, Health & Safety 1 and ULR training will be rolled out later in 2024 and early 2025.

During 2023, TUC Education trained over 2,500 reps via its online learning platform. This figure does not include courses delivered by trade union studies centres in Wales and Scotland and by colleges that used non-TUC hosted learning platforms.

Table 2: Number of reps attending courses by union in 2023

Union	10-day	Short/specialist	Diploma
Accord	3	0	0
ASLEF	46	15	7
AUE	1	-	-
BALPA	-	6	-
BDA	-	23	-
BFAWU	10	1	2
Community	2	153	1
CSP	61	85	1
CWU	12	142	40
FBU	8	180	9
FDA	2	1	-
GMB	425	375	24
HCSA	2	-	-
Napo	7	2	-
NASUWT	1	-	9
NEU	-	33	10
NUJ	1	1	-
PCS	77	796	23
POA	10	20	-
Prospect	8	4	2
NASUWT	3	1	0
NEU	2	11	9
NUJ	0	0	1
PCS	75	938	23
PFA	0	0	0
POA	19	3	5
Prospect	1	3	5

BUILDING A STRONGER, MORE DIVERSE MOVEMENT

Table 2: Number of reps attending courses by union in 2023 (cont'd)

Union	10-day	Short/ specialist	Diploma
RCM	1	11	4
RMT	26	8	9
SOR	2	42	1
TSSA	4	1	1
UCU	14	316	3
UNISON	108	1,635	45
Unite	1,516	2,756	49
URTU	1	37	-
Usdaw	516	1319	4
Not known	263	76	33
TOTALS	3127	8,038	277

Our most popular courses were Union Reps and Health & Safety Stage 1. In total 1,138 new reps were trained online, which represents a significant increase on the previous year's figures.

Plans are underway to create a fresh and comprehensive programme of Union Reps advanced courses. These courses aim to offer reps an enhanced and specialised training experience, focusing on key workplace issues. The intention is to provide reps with more extensive and in-depth knowledge and skills.

3.10 Webinars

During the last year the TUC Education webinar series was attended or seen by over 11,500 union reps. Over 2,000 reps engaged with the webinar on minimum service levels and over 2,500 engaged with the employment law update.

3.11 Training 500 new Black reps

At Congress 2023, the general secretary committed the movement to training 500 new Black reps. Since then, the number of Black reps trained at TUC Education centres on either core courses or bespoke union programmes was as follows:

- › attending introductory courses for union reps or health and safety reps - 534
- › attending TUC Education webinars - 1,334.



▲ Members enjoy a cuppa during a Union Reps Connect event in 2023 © Jess Hurd

3.12 TUC Union Reps Connect 2023

We held Union Reps Connect 2023 at Congress House in November, with 375 union reps from across the UK attending. Feedback showed that:

- › those who attended gave the event a 9/10 satisfaction rating

- › 93 per cent said that they would recommend the event to other reps

- › the most popular workshops covered disability and adjustments, bully proofing and building a health and safety culture

- › the most popular plenary sessions were the employment law update and hearing from workplace reps

- › 97 per cent of attendees agreed that the event increased their knowledge and skills.

Table 3: Webinars

Title	Date	Registrations	YouTube views	Total
Redundancy law - what you need to know	June 2023	836	683	1,519
Employment charters	September 2023	73	81	154
Understanding the risk: RAAC in the workplace	August 2023	380	278	658
Minimum service levels - what you need to know	January 2024	1,404	730	2,134
Protecting workers from cold temperatures at work	February 2024	546	244	790
Bargaining for better pay	February 2024	694	311	1,005
What you should know about workplace restructures	March 2024	1,323	502	1,825
Understanding misinformation/ disinformation and its impact on you	March 2024	647	263	910
Employment law update - 2024	May 2024	2,073	717	2,790
TOTALS	-	7,976	3,809	11,785

BUILDING A STRONGER, MORE DIVERSE MOVEMENT

3.13 TUC Leading Change

Leading Change is a training and development programme for senior officers in trade unions. The 2023/24 Leading Change course had 24 participants representing 11 TUC affiliates.

The programme ran over five modules, covering the organising challenges facing unions, unions and digital, governance and equality, and winning political change. The final module saw Leading Change return to Harvard University and the Harvard Law School Center for Labor and a Just Economy.

3.14 TUC Organising Academy

The TUC Organising Academy provides organising training for union officers, organisers and support staff, covering the key skills and knowledge required to run and support successful organising campaigns. The Academy is run in partnership with The Manchester College.

In the academic year 2023/24, the Organising Academy trained 56 union officers on the Diploma Course and Supporting Award courses from unions including BDA, CSP, CWU, FBU, GMB, NASUWT, NEU, RCM, TSSA, UCU, UNISON, Unite and Usdaw.

“The Digital Lab has developed shared resources to help affiliates plan to keep their members’ data safe and protect their operations from disruption.”

The TUC has recently commissioned a review and rewrite of the TUC’s Organising Academy syllabus and training materials, to be introduced in 2025.

3.15 Digital Lab

The TUC’s Digital Lab programme is now in its fifth year. It networks leaders and digital practitioners across the TUC’s affiliate unions, to explore areas of best practice in digital change for unions.

The challenges unions face around digital have grown in the last year. Organised cyber attacks against trade unions internationally have become more common and more severe. In response, the Digital Lab has developed shared resources to help affiliates plan to keep their members’ data safe and protect their operations from disruption.

Other major themes over the year have included supporting unions in transitioning to a newer generation of membership technologies, and understanding the challenges and potential around artificial intelligence (AI).

The Digital Lab has produced events, training and reports, and coordinated with unions to share experiences across the movement. The aim is to help TUC affiliates’ digital projects to succeed – more quickly and with reduced risk or cost.

Particular work in this area has focused on methods for increasing member retention rates to help underpin unions’ efforts to grow membership, and improving the accuracy of member data, to enable more effective mobilisation in ballots.

3.16 Digital organising and Megaphone

Building a stronger union movement means using the best tech, tools and techniques at our disposal to recruit members, get them active and help win disputes and campaigns.

The TUC’s Megaphone platform enables unions to run online petitions and digital actions to build pressure on employers, recruit new members, engage existing members and build public support.

▼ Kate Bell of the TUC and Gary Smith and Barbara Plant from the GMB, delivering a petition to Amazon’s UK headquarters to protest Amazon’s union-busting at its Coventry warehouse. The petition was gathered using Megaphone.org.uk
© Andy Aitchison



The platform has now been used by 25 different unions. More than 70 petitions were started by unions in 2023–24. Almost 1.1 million people have now taken action in support of a union campaign, and the Megaphone solidarity email list has become a vital resource for the movement.

Megaphone supporters are regularly asked to join a union, to recruit others to the union, to promote campaigns in their workplaces and communities, to donate to strike funds and to take other actions that strengthen the movement.

In 2024, the TUC has continued growing our offer to unions with expert advice on integrating digital tactics into campaigning and organising. This has included supporting the use of peer-to-peer text messaging during strike ballots, identifying new ways to find and engage workers online, running online calls to encourage member activism, and using WhatsApp effectively to reach members.

3.17 Promoting trade unionism, union finder and social media

Our social media promotes the TUC’s key campaigns, our affiliated unions’ disputes and trade unionism in general. We look to grow audiences of union members and the wider public, as well as key stakeholders including politicians, journalists and other decision-makers.

SECTION 3

BUILDING A STRONGER, MORE DIVERSE MOVEMENT



“ The general secretary’s speech to Congress achieved 2.5 million views, and our support for the CWU’s Royal Mail campaign secured 2 million views. ”

This year, our social media followers grew to a total of 570,000, up from 473,000. We had a large number of viral posts, including content breaking the news of attacks on the right to strike, policy calls to tax wealth, and criticism of the Conservatives’ record in government.

We achieved 140 million video views from a number of viral videos on a range of issues. The general secretary’s speech to Congress achieved 2.5 million views, and our support for the CWU’s Royal Mail campaign secured two million views.

The TUC’s union finder tool continues to be an invaluable online service designed to help users find and join a trade union. Over the past year, we have seen a consistent rise in users engaging with the tool, particularly during HeartUnions week, which saw a 39 per cent increase in usage.

3.18 Supporting union operations

Following the TUC review, we built our support to affiliates through a new programme of work supporting their backroom operations. We held the first Union Ops Connect event in November 2023, welcoming 71 staff from 31 TUC affiliates who work in internal services such as finance, HR and IT. This included sessions supporting professional development and learning, alongside sharing best practice and networking. We received good feedback and will be running the event again in 2024.

We launched a new collaborative procurement service to support affiliates to get the best deals from the purchases they make. And we are procuring a safe reporting harassment helpline to be available for all affiliates to take up.

3.19 TUC Comms Awards

Due to the general election, this year’s TUC Comms Awards will be held in October. Some 23 unions have entered across six categories, with a total of 63 entries. Categories to be judged are best union journal; best recruitment and organising communication; best campaign communication(s); best media story; best use of social media; and best communication from a smaller union.



SECTION 4

WINNING A BETTER FUTURE FOR WORKING PEOPLE

WINNING A BETTER FUTURE FOR WORKING PEOPLE

4.1 Introduction

Workers continue to experience serious pressure in the workplace. Across the public sector workers are challenged by increasing demand and fewer staff, as the Conservative government persistently failed to tackle workforce recruitment and retention crises in every sector.

In the private sector, while unions have won some significant pay victories, the continuing failure to secure any meaningful economic growth results in ongoing tensions with employers who seek to make workers pay the price.

Our economy continues to witness massive under-investment in all areas, including the crucial area of skills, at the same time as we begin to see the impact of artificial intelligence (AI) and associated technologies influencing workplaces and the nature of work.

4.2 AI and rights at work

In April the TUC launched our draft Artificial Intelligence (Employment and Regulation) Bill after extensive work with experts from unions and other stakeholders, including from politics and academia.

“Our public sector workforce stands as a beacon of resilience, shouldering immense challenges from working in crumbling school buildings to understaffed hospitals.”

The Bill establishes concrete rights and obligations in key areas such as consultation, transparency, explainability and equality to ensure the responsible adoption of AI.

Baroness Dawn Primarolo chaired a high-profile launch event in Congress House, with worker testimony and contributions from barristers at Cloisters Chambers, then shadow employment rights minister Justin Madders MP and colleagues from AFL-CIO and Microsoft.

Responding to the Conservative government's AI white paper, the TUC convened the AI Working Group, which, along with the Institute for the Future of Work, produced guidance for union reps on algorithmic impact assessments. Political interventions included an AI Summit open letter to then prime minister Rishi Sunak with Connected by Data and the Open Rights Group, and participation at five Labour Party conference AI fringe events.

The TUC also contributed to union training, presenting at union conferences, branch meetings, TUAC, Spanish union CCOO and TUC Reps Connect. Wales TUC undertook worker focus group research and in January 2024 published an AI research report.

Building further on composite 13, in May the TUC launched a creative sector AI working group and completed an AI project strategic review (with Connected by Data).

4.3 Public services

Our public sector workforce stands as a beacon of resilience, shouldering immense challenges from working in crumbling school buildings to understaffed hospitals. Chronic underfunding, rampant outsourcing and pay constraints have created critical staff shortages, putting huge strain on an already overstretched system.

Instead of recognising public sector workers' dedication, the Conservative government attacked their right to strike and firefighters' collective bargaining rights (condemned

▼ Like many who work in the public sector, firefighters had their right to strike and collective bargaining rights attacked by the Conservative government
© Vuk Valcic/Alamy Stock Photo



by the TUC in line with resolution 65), attempting to undermine their ability to advocate for themselves and for better public services. This anti-worker agenda extended to civil servants, who were subjected to unfair public criticism from ministers. In line with composite 14 and resolution 51, we have consistently advocated for fair funding for services and fair pay for the workforce, including submissions to both the autumn statement 2023 and spring budget 2024. Investment is vital to address:

- › record backlogs in health
- › the fragmented social care system
- › struggling councils
- › overcrowded classrooms and prisons
- › the public sector recruitment and retention crisis.

Investing in our workforce is essential – an empowered and well-paid public sector workforce is the foundation

for rebuilding public services. In line with composite 15 and resolution 68, the TUC consulted extensively with the Public Services Liaison Group on public sector pay review body reform. This consultation resulted in a number of high-level recommendations, agreed by the TUC's executive committee in May 2024, aimed at rebuilding trust and delivering benefits for public sector workers.

WINNING A BETTER FUTURE FOR WORKING PEOPLE

▼ After years of being ignored, special educational needs (SEN) support staff urgently need their pay and terms and conditions reviewed
© Caia Image/Getty Images

4.4 Investing in the NHS workforce: a path forward

Despite continuing under immense strain to deliver vital healthcare to millions, NHS workers faced a challenge to their right to strike from the Conservative government. In the last year, the former government consulted on imposing minimum service levels in ambulance and hospital services. The TUC condemned this legislation as impractical, undemocratic and potentially unlawful.

In line with resolution 54, our submission to the spring budget 2024 highlighted the significant disparity in investment in our health system compared to the EU average. This underfunding has demonstrably led to record waiting times for hospital treatment and cancer care. Additionally, target ambulance response times are routinely exceeded, putting patients' lives at risk.

The TUC has continued to advocate for urgent action to tackle the record vacancy levels within the NHS workforce - the backbone of our healthcare system. We have argued that government policymaking should be focused on retaining the experienced and skilled staff the NHS already has, stemming the flow of workers leaving the sector. Expanding and widening participation routes into the NHS, such as through apprenticeships as set out in



resolution 55, is also crucial. As emphasised in resolution 56, we must also maintain the quality of training and ensure sufficient capacity to properly onboard new recruits.

By addressing the root causes of industrial action - underfunding and inadequate pay - the new government can build solid foundations for a constructive relationship with NHS workers and unions. This, in turn, will allow the NHS to focus on what truly matters: delivering high-quality patient care. Investing in the NHS workforce through fair pay, improving retention with more flexible working options, and expanding recruitment routes is not just about boosting staff morale; it's about ensuring a well-functioning healthcare system for all.

4.5 The education workforce: a year of mounting challenges

The education workforce across all sectors - early years, schools, universities and further education - also faces immense challenges, threatening the quality of education and workers' wellbeing.

In line with composites 17 and 18, the TUC has highlighted how funding constraints in schools have limited resources for special educational needs (SEN) pupils and support staff, placing an extra burden on already stretched teachers and school leaders. Teacher shortages - particularly acute in STEM subjects - have exacerbated this pressure, leading to unsustainable workloads and

“ The TUC convened a working group on international recruitment in social care with the Department of Health and Social Care, and became a founding member of the Unseen Care Hub. ”

less individual attention for the students who need it most. The TUC has also highlighted the deteriorating state of school buildings, following last year's General Council statement on RAAC.

The Conservative government's underfunded expansion of early years' entitlements neglected to consider the workforce needed to deliver sufficient provision, with new TUC research underlining the realities facing undervalued and poorly paid early years' educators. As a result, parents - especially those from low-income backgrounds - have experienced difficulties finding spaces. This impacts on children's readiness for primary school and potentially widens development gaps.

In the TUC's oral evidence to the House of Lords Industry and Regulators Committee, we highlighted evidence that funding cuts in further education colleges have restricted course offerings and resources, hindering quality and efforts to widen participation. In line with resolution 62, we highlighted how recruitment and retention challenges have been caused by low pay, heavy workloads and precarious contracts.

University workers have responded to attacks on pay, pensions and working conditions with industrial action. Increasingly precarious employment, combined with heavy workloads, creates a constant struggle, driving burnout and demoralisation.

The TUC has continued to make a strong case for a coherent, fully funded national workforce plan in education. It should focus on mitigating staff shortages through improved retention, manageable workloads, and better working hours. The plan should also consider the impact and implementation of technology, ensuring it is done in consultation with the workforce and their representatives. Without such a plan, delivering quality education to all students is significantly compromised.

4.6 Social care

This year the TUC coordinated action between unions and campaigned for proper funding, decent pay and consistent standards in social care, in line with composite 14.

We have worked with affiliates to spotlight the exploitation faced by social care workers. Together, we called for improved pay and conditions for care workers in a cross-sector roundtable convened by the then minister for social care and raised national minimum wage breaches with HMRC and other agencies.

Responding to affiliates' concerns, the TUC convened a working group on international recruitment in social care with the Department of Health and Social Care, and became a founding member of the Unseen Care Hub. We provided evidence to the Independent Chief Inspector of Borders and Immigration's (ICIBI) inspection on social care and worked with the Gangmasters and Labour Abuse Authority (GLAA) on new proposals to extend licencing to the care sector.

The TUC also engaged with former shadow ministers on establishing a National Care Service with decent pay and conditions at its heart, and worked with affiliates on proposals for a Social Care Fair Pay Agreement. We also provided expert input into several major academic studies and participated in the International Labour Organization's (ILO) conference discussion on decent work in the care economy.

WINNING A BETTER FUTURE FOR WORKING PEOPLE

“Local government bore the brunt of Conservative public funding cuts, with around 20 per cent of local authorities at risk of financial failure in the next year.”

4.7 Local government

The TUC has continued to advocate for a fair funding settlement for local government that provides the capacity for local authorities to meet their responsibilities while also addressing the unequal funding distribution between authorities across the country. More so than any other area, local government bore the brunt of Conservative public funding cuts, with around 20 per cent of local authorities at risk of financial failure in the next year. This number is projected to rise to 127 councils over the next five years if no substantial financial interventions are made. Sticking plaster funding announcements are no longer enough.

In support of our advocacy efforts, the TUC is conducting research with local authority leaders. This research aims to understand the real-world consequences of local government financial shortfalls. Additionally, we have commissioned work with the New Economics Foundation to

build the social and economic case for preventative spending in local government. This research can inform and influence any future review of local government finance.

4.8 Civil service and justice

The TUC is committed to supporting unions' efforts to reverse the huge damage that 14 years of Conservative austerity did to our civil service and justice system. This commitment extends to protecting standards upheld by those in public life, in line with resolution 64.

Following on from its consistent attempts to shrink and weaken the civil service, this year we saw a renewed attack from the Conservative government on the fundamental right to strike. As we stated in our response to the then government's consultation on minimum service levels (MSLs) for the border force, its proposals would do nothing to address the consequences of underfunding the border force and wider civil service.

As stated in composite 19, the TUC recognises the urgent need for a root-and-branch review of the whole criminal justice system. We want the emphasis to be on creating a justice system that is fully funded, with improved terms and conditions so that we have a system that is fair, accessible and decent for all. We have advocated for this with all political parties.

4.9 UK skills system: investing in the future, today

Our skills system is in disarray. Over the course of 14 years of Conservative government, funding cuts, the abolition of the Union Learning Fund and the elimination of adult skills entitlements resulted in a significant decline in lifelong learning and training opportunities.

As part of our work furthering the priorities identified in resolution 62, the TUC has collaborated closely with affiliated unions to campaign for greater investment in skills. We advocate for the vital role trade unions and union learning reps play in supporting workers to pursue training and upskilling opportunities – vital in a highly dynamic and changeable labour market.

Responding to the House of Lords Industry and Regulators Committee's call for evidence into the skills the UK economy needs for the future, the TUC provided

▼ Luc Triangle, general secretary of the ITUC, is congratulated on his speech to Congress by Paul Nowak
© Jess Hurd



oral and written evidence. Our response emphasised the crucial role unions play in supporting millions of workers across all sectors with training and development. We highlighted the negative impact of Conservative government funding cuts and employer deficits in employer-led upskilling and training, and the declining quality of apprenticeships. The TUC showcased how unions address this through collective bargaining and promoting lifelong learning. Concrete examples of unions' positive impact in workplaces, alongside UK and international evidence, were provided.

As part of the TUC's commitment to skills development, we have pursued restoration of funding for the highly successful Union Learning Fund. We have commissioned a feasibility study that will explore how we can support unions' vital work in member learning and development and revitalise our network of union learning reps. The report will identify the union advantage in the skills space, highlighting areas where trade union engagement in learning and skills adds value by enhancing skills participation and improving economic outcomes.

4.10 International

The TUC welcomed UNISON's Liz Snape as the new General Council international spokesperson. Her first mission was representing the TUC at DISK's Congress in Istanbul, helping prepare our work with it on supporting trade unionists in the textiles sector.

At the International Trade Union Confederation (ITUC), the TUC supported the candidature of Luc Triangle as the new general secretary. Luc addressed TUC Congress in Liverpool, and shortly after was confirmed as general secretary by a special ITUC Congress. Paul Nowak, Liz Snape and Stephen Russell

WINNING A BETTER FUTURE FOR WORKING PEOPLE

represented the TUC at the ITUC General Council, with Kate Bell, Steve Turner (Unite), Rosa Crawford and Stephen Russell representing us on the European Trade Union Confederation (ETUC) executive committee, where we pushed for a resolution on Palestine.

At Congress, the other international speakers were Liz Shuler (president, AFL-CIO) and Eric Campos (general secretary, CUT Chile), who marked the 50th anniversary of the Pinochet coup.

In line with composite 21, the general secretary joined the ITUC-led delegation to Ukraine in May, the only national leader to do so. He met both the FPU and KVPU and with energy and health workers, with the *Mirror* carrying his story in a guest editorial. With the NEU, we also financially supported the ETUC's first-ever solidarity summit on Ukraine, held in Lublin, Poland. Our report on labour rights in Ukraine, *Resistance and Reconstruction* - which highlighted the lack of consultation with unions over plans to rebuild the country's infrastructure - was launched globally at a reconstruction event in Warsaw. Unions have since finally been invited to participate in formal reconstruction discussions.

► On a visit to Ukraine in May, Paul Nowak saw how ordinary people were keeping the country going in a time of war and hardship
© Tymchenko Mykola

The TUC continued to support the work of Justice for Colombia, and seconded our senior international officer, Mariela Kohon, to work for the progressive Colombian government and the UN on the peace process.

On Brazil, the TUC instituted regular contact meetings with CUT Brazil's international department, focusing on trade, the far right, and the Lula-Biden initiative on workers' rights.

On Turkey, the TUC visited both KESK and DISK and spoke in support of their case at the International Labour Organization (ILO).



The TUC delegation to the ILO annual conference (3-14 June) participated fully in its main committees. The UK worker delegate, Amanda Brown (RCM), was voted on to the top tier of the ILO's governing body. The TUC's Stephen Russell joined the Committee on the Application of Standards, speaking on worker cases on Australia, Belarus, Eswatini and Turkmenistan, and led the workers' group on the Philippines case. The Care Economy Committee was supported by Abigail Hunt (TUC), while Rob Miguel (Unite) covered the two-year standard-setting discussion on a Convention on Biological Hazards.

▼ Palestinian ambassador Dr Husam Zomlot (ninth from the left) with members of the General Council at Congress House in May
© Trades Union Congress



Eliza Ampomah (TUC) led on the Fundamental Principles and Rights at Work Committee. She was also our L7 delegate, helping to get TUC priorities into the L7 statement, including on artificial intelligence (AI), ahead of the G7 leaders' meeting in Italy, which aimed to strengthen the rules-based international system.

The TUC campaigned against the Economic Activities of Public Bodies Bill, liaising with affiliates and the Right to Boycott coalition in line with composite 22. MPs and Lords drew on our briefings as the Bill was debated, and the Bill did not pass through parliament before the election.

“ The TUC campaigned against the Economic Activities of Public Bodies Bill, liaising with affiliates and the Right to Boycott coalition in line with composite 22. ”

In response to the escalating violence in Palestine and Israel, the General Council issued two statements (October 2023 and May 2024). We unequivocally condemned the attacks on Israeli civilians by Hamas in October 2023, and we called for an immediate and permanent ceasefire, respect for international law, accountability, and unimpeded access to humanitarian aid in Gaza. The TUC has also called for an end to settler violence in the West Bank and de-escalation of hostilities in the region. In January, we held an event for

General Council members, and in May the Palestinian ambassador, Dr Husam Zomlot, made a historic address to the General Council, followed by a joint press statement. We twice wrote to Lord Cameron, then secretary of state for the Foreign, Commonwealth and Development Office (FCDO), and met the FCDO. The TUC has also maintained a constructive relationship with the (then) shadow minister for North Africa and the Middle East, and maintains regular contact with unions and NGOs in the region.

WINNING A BETTER FUTURE FOR WORKING PEOPLE

▼ Representatives from nine unions attended a TUC-funded training course on tackling the far right
© Jess Hurd



In June, representatives from nine unions (BFAWU, Community, Equity, FBU, GMB, NEU, PCS, UNISON and Unite) attended a TUC-funded residential training course on tackling the far right. Titled The International Rise of the Far Right: building the trade union response, the level-three political education course has been developed in conjunction with Trademark Belfast. Sessions for unions who were not able to register are likely to run in 2025.

At our LGBT+ Workers Conference, we hosted a panel focused on tackling far-right narratives around homophobia and transphobia. We have continued to source case studies and workplace examples from affiliates as we curate our support, directing unions to a new online hub on our website. We will continue to develop this work, and the intersectional challenges posed by the far right, using examples internationally and in workplaces across the country.

We launched a new TUC Aid project, which aims to build the capacity of trade unions in Cameroon to influence the African Continental Free Trade Agreement, jointly funded by the Trade Union Unit Trust Charitable Trust and NASUWT. This is part of a wider project managed by ITUC Africa. The TUC is also developing a project in Palestine with the PGFTU and Arab TUC, and another with Tucoswa in Eswatini.

Festival in May and pledged TUC support for its campaigns, and we supported the CTUM's call for UK textiles firms to divest from junta-controlled areas of Myanmar.

4.11 Tackling the far right

Through the ETUC executive committee, TUC representatives advocated for increased European cooperation to challenge the far right, leading to ETUC action ahead of the EU elections and work to disseminate constitutional means for unions to exclude far right activists. Globally, we continued work with the REDES anti-fascist network, and sent our support to Argentine unions striking in opposition to new president Milei's far-right policies.

The TUC wrote to the new UK government, flagging serious human and labour rights violations in the Philippines that broke the terms of the UK's trade deal. Kate Bell addressed the Hong Kong Labour



SECTION 5

WORKING TOGETHER AS THE TUC

WORKING TOGETHER AS THE TUC

5.1 Developing the TUC

After a period of consolidation, we have continued to develop our backroom functions and prepared the ground for major change in the coming years.

5.2 TUC strategy and behaviours

In January 2024, the TUC agreed a new strategy to guide our work for the next three years.

Our overall priorities and policy are set by the TUC's member unions, working through Congress, the executive committee and General Council. This strategy guides TUC staff in responding to those democratic priorities, meaning we can prioritise and make the most of our resources.

Over the coming three years, the TUC has five key aims:

- › Aim 1 - A growing union movement that reflects the diversity of today's working class and has the power to intervene effectively for workers.
- › Aim 2 - Workplaces where every worker has strong rights and is protected from discrimination.
- › Aim 3 - A fairer economy that delivers secure jobs and rising wages and supports strong public services.

“ Our staff continue to raise the profile of the TUC in all aspects of their work, delivering on our aims, values and aspirations during a very challenging time for the TUC and the wider movement. ”

- › Aim 4 - An economy where workers can shape and are prepared for the challenges of the future.
- › Aim 5 - A strong TUC that is sustainable, effective and a great place to work.

We have also developed a set of behaviours to guide us in how we go about delivering the strategy and how we conduct ourselves at work.

5.3 Finance Committee

The Finance Committee was set up in May 2023 to provide the General Council with strategic oversight and assurance of TUC finances, by overseeing the development of an overarching longer-term financial direction and plan for the TUC. This included setting an affiliation fee rate that is sustainable to the TUC and affiliates. The committee is not responsible for operational matters. Membership comprises general secretary members of the executive committee or their named delegate, the president, general secretary and assistant general secretary.

In the current year, the committee has agreed a way forward for the TUC's affiliation fee, agreed the budget for 2024 and scrutinised the accounts for 2023. It has considered the difficult decision to sell Congress House and purchase a new building, our approach to regions and nations, and our strategy for grant funding.

5.4 Congress House - managing our estates

Congress House was built as a monument to trade unionists who died during both world wars. It has served as a fantastic home for our movement.

Following notice that major work would be required to meet incoming environmental standards, we spent much of the year assessing the strategic and financial costs and benefits of Congress House, our main asset. After considering detailed analysis, the finance committee agreed that the TUC will seek a buyer for Congress House and look to purchase a fit-

for-purpose building that will better support the TUC and our unions in the decades ahead. This decision was endorsed by the executive committee and General Council.

We consulted with our staff, affiliates and experts at every stage of this process to ensure we made the best decision for our movement.

The decision to look to move from Congress House was incredibly difficult. But it is in the best interests of the TUC - and the millions of working people we serve and represent - for us to find a new home for trade unionism. Our commercial and property activity has always existed to serve this greater purpose and we will always put the needs of unions and their members first.

5.5 Congress Centre - a valued venue

Demand has been building back strongly for the wide range of meetings, conferences and events hosted by Congress Centre. However, the decision to move from Congress House will also mean the eventual closure of Congress Centre. In the meantime, the team continues to provide a valued service for the TUC, our affiliates and external clients.

5.6 Our people, learning and development

Our staff continue to raise the profile of the TUC in all aspects of their work, delivering on our aims, values and aspirations during a very challenging time for the TUC and the wider movement.

Wales TUC/TUC Cymru was impacted by a review of its external funding. On a more positive note, the TUC successfully secured funding for work around the green agenda and appointed new staff to support workplace reps.

As part of our ongoing work and commitment to equality, diversity and inclusion we ran a well-received staff awareness programme. We developed a second talent and leadership programme for Black staff. We undertook a sexual harassment climate survey and drew up an action plan, leading to first responder training, mandatory sexual harassment and dignity at work training, and the commissioning of a reporting helpline service.

The TUC is reinvigorating staff learning and development with the election of additional union learning reps and the formation of a joint learning and development group. We are also exploring new ways of encouraging learning and development, including the offer of individual learning accounts.

5.7 Senior staff movements

Following a difficult budgetary round, we looked very carefully at vacancies and took some tough decisions to cancel, reshape or move posts. Matilda Quiney left her role as head of management services and administration at the end of August, and Kevin Rowan will be leaving his role as head of organisation, services and skills later in 2024 with a view to a limited restructure of senior roles. Three other TUC staff were elected as Labour MPs at the general election on 4 July: Antonia Bance in Tipton and Wednesbury; Anneliese Midgley in Knowsley; and Lee Barron in Corby and East Northamptonshire. They have been fantastic colleagues, and we wish them and all other leavers well for the future.

5.8 IT strategy and information services

The TUC was proud to achieve Cyber Security Essentials standard, building on improvements to our information and system security over the last few years, and spread this work to affiliates. We agreed a strategy towards internal use of artificial intelligence (AI). We transferred more data to our CRM system and strengthened our email marketing. And although

WORKING TOGETHER AS THE TUC

progress was delayed on the implementation of a new finance system because of staff turnover, we are now working hard to build and implement the new system.

Our information line supported nearly 5,600 public enquiries in 2023. Of these, 80 per cent were from people who wanted to know how to join a trade union, encouraged by increased union activity and media presence.

5.9 Congress and Congress Awards

The TUC held a successful 2023 Congress in Liverpool. Delegates at our annual showcase event debated a wide range of issues including the pay crisis, industrial action and Conservative attacks on workers' right to strike. Deputy Labour leader Angela Rayner addressed Congress and we delivered a full programme of fringes, events and speakers.

We were proud to present our Congress Awards in Liverpool. Charlie Gough from Usdaw won the Congress Award for Youth; Simon Wilde from GMB won the Health and Safety Rep Award; Sarita Healey from NEU won the Organising Award; Heather McKenzie from NEU received the Women's Gold Badge; and Afshan Ali from RCM won the Union Learning Rep Award.

“ More than 250 people attended the conference, held in the ACC Liverpool Arena, debating a range of issues. ”

5.10 TUC Women's Conference 2024

The theme of this year's Women's Conference was A New Deal for Women. More than 300 women from across the movement came together to debate key issues including preventing violence against women and girls, recognising the value of paid and unpaid care, and empowering women in trade unions.

We hosted panels discussing tackling and preventing sexual harassment in the trade union movement, and the situation facing women in Gaza, Israel and the Middle East. We also held several workshops, including focus groups to support our research into Black women's experiences of sexual harassment.

5.11 TUC LGBT+ Workers Conference 2024

More than 250 people attended our LGBT+ Workers Conference in Congress House, with delegates debating key issues including international LGBT+ rights, the far right and hate speech/crime, LGBT+ health, trans rights, and LGBT+ representation within the media.

We hosted two panel discussions, on combating the far right and on advancing trans and non-binary rights after the general election.

5.12 TUC Disabled Workers Conference 2024

The theme of our Disabled Workers Conference was Nothing About Us Without Us. More than 250 people attended the conference, held in the ACC Liverpool Arena, debating a range of issues including the social model of disability, reasonable adjustments, political change, accessibility, benefits and the United Nations Convention on the Rights of Disabled People.

We hosted two panel discussions on pride in disability, and on ensuring disabled workers thrive after the general election.

5.13 TUC Black Workers Conference 2024

The conference theme was Here to Fight, Here to Stay. Delegates discussed racism in the labour market, focusing on issues such as outsourcing, precarious employment, health inequalities, pay disparity, minimum service levels legislation and employment practices.

▼ Delegates at the TUC LGBT+ conference debate key issues at Congress House in June
© Jess Hurd



Workshops and fringe sessions covered topics including the rise of the far right, trade union organising, and tackling the sexual harassment experienced by Black women.

5.14 TUC Young Workers Conference 2024

The theme of conference was The Present and The Future. More than 100 young trade unionists debated a New Deal for young workers, the impact of AI, minimum service levels (MSLs) and attacks on trade unions. Workshops and panels covered topics

including tackling sexual harassment, promoting anti-racism, winning strike ballots, speaking to camera, organising young workers and advancing international solidarity.

5.15 Trades Councils Conference 2024

Held in Congress House at the beginning of June, delegates debated a range of issues from attacks on the right to strike to the need for international peace. Noting resolution 77, those present also reflected on the unique role played by trades councils in bringing unions and communities together, not least during industrial

disputes. The conference was addressed by the general secretary and, in a year when we mark the 40th anniversary of the Miners' Strike, by John Dunn from the Orgreave Truth & Justice campaign.

5.16 TUC finances

The annual statement of accounts and balance sheet as at 31 December 2023 is set out in Appendix 3. It shows a total deficit across all funds of £11.0m, including asset revaluations and FRS102 pension accounting adjustments. Continuing difficulty in the central London commercial property market led

WORKING TOGETHER AS THE TUC

to a significant fall in net assets and this was compounded by the decline in pension scheme asset value. The operating deficit on ordinary activities of £768,000 comprises deficits of £628,000 and £270,000 on the administration and Congress House dilapidations funds respectively, as well as surpluses of £94,000 and £36,000 on the development and external grants funds respectively.

5.17 Development Fund

In 2023, 10 per cent of the affiliation fee was allocated to the Development Fund, alongside some external funding, and this was used to promote new work and General Council priorities in the following areas:

- › building and diversifying our movement
- › getting wages rising and tackling the cost-of-living crisis
- › defending rights at work and the right to strike
- › the Covid-19 public inquiry.

The development fund showed an operating surplus of £94,000. Of the £1,350,000 available to fund this work, £300,000 was ringfenced at the start of the year as a 'reactive fund' to provide additional funding for campaign requirements arising within the year. The 2023 operating surplus of

£94,000 is the net unused balance of this reactive fund. £200,000 of the reactive fund was awarded to cover legal costs for the ongoing Covid-19 public inquiry.

5.18 Statement of accounts

The administration fund (covering day-to-day office running expenses and staff costs) produced a deficit on ordinary activities of £628,000. Ordinary income was marginally lower than budgeted, with a negative outturn on conferencing and property rental income being partially offset by a positive outturn on affiliation fees driven by higher member numbers than projected. Investment income was also much higher than anticipated. Ordinary expenditure was considerably lower than budgeted, primarily due to measures taken to reduce payroll costs. The development fund is shown above, while during the year £270,000 of expenditure was incurred on the dilapidations fund. The external grant fund produced a surplus of £36,000.

During 2023, our calculated FRS102 pension scheme position moved from a £23,571,000 surplus to a £20,160,000 surplus. This negative movement of £3,411,000, together with the operating deficit of £768,000, the gain of £2,609,000 on sale

of investments, fixed asset sale and deferred tax, and the property revaluation loss of £9,430,000 has reduced the TUC's funds from £84,264,000 to £73,264,000.

5.19 Prospects and developments

A budget for the 2024 administration fund has been agreed by the General Council. This showed a projected deficit of £413,800, with efforts being made to minimise this. The General Council approved an affiliation fee increase of 5 per cent for 2024.

The TUC has retained its Fair Tax accreditation.

5.20 TUC Library Collection

Located at London Metropolitan University, the TUC Library provides a wide range of resources on both the history and current activities of trade unions, industrial relations, labour history and adult education.

Six exhibitions are currently available to loan: The Life of Mary Macarthur; the History of Young Workers; 150 years of the TUC; the 1984/85 Miners' Strike; the Russian Revolution; and American and British Labour Relations.

▼ Volunteers from the Black Trade Union Oral History Project
© Trades Union Congress



The TUC Library is also collaborating with the Coalition of Black Trade Unionists (UK) on a Black Trade Union Oral History Project, and is seeking volunteers to interview and be interviewed. To get involved please visit: <https://tuclibrary.blogs.londonmet.ac.uk>

Our educational history websites - The Union Makes Us Strong, Workers' War, Winning Equal Pay and Britain at Work - contain image archives and oral history and can all be accessed from www.unionhistory.info

TUC Library can be found on social media at:

facebook.com/tuclibrary

pinterest.co.uk/tuc_library

[X.com/TUC_Library](https://x.com/TUC_Library)

Enquiries, visits and inductions are very welcome and can be organised through Jeff Howarth at:

London Metropolitan University
The Wash Houses
Old Castle Street
London E1 7NT
tuclib@londonmet.ac.uk
020 7320 3516

OBITUARIES

Christine Esteve, who died last August, worked in a creative and marketing role in the TUC's press department from 1980 to 1988. Subsequently, she became a project director with Unity Trust Bank before moving to France.

Charles Diver, who died last September, worked as a bar manager at the TUC's National Education Centre in north London from 1992 to 2000.



Ken Jackson, who died in July, was general secretary of the Amalgamated Engineering and Electrical Union (AEEU) from 1995 to 2001, and joint general secretary of Amicus (now part of Unite) from 2001 until 2002. He also served on the TUC General Council from 1993 to 2001. After working as an electrician with the RAF, he joined the Electrical Trade Union (ETU), which later became the Electrical, Electronic, Telecommunications and Plumbing Union (EETPU). He assumed responsibility for the union's North West region in the 1980s, becoming general secretary of the merged

AEEU in 1995. Knighted by Tony Blair's government in 1999, he was also vice president of the Trade Union Committee for European and Transatlantic Understanding.



Jane Loftus, who died last November, was CWU president and chair of the union's postal executive, and a member of the General Council from 2019 to 2023. She joined the Post Office in 1982, soon becoming a union rep, before moving to the Royal Mail, where she was a hugely effective representative of workers at local, divisional and national level. She was elected to the CWU's executive in 2002, becoming national president in 2009. A passionate champion of women trade unionists, she was a proud internationalist, peace campaigner and activist with Stand Up To Racism.



Richard Rosser, who died in April, was general secretary of the TSSA from 1989 until his retirement in 2004, serving on the General Council from 2000 to 2004. A determined champion of transport and travel industry workers, his leadership of TSSA came at a turbulent time. This included the privatisation of Britain's railways, during which he played a pivotal role securing union recognition and terms of service with the various companies that took over from British Rail. He started working full-time for the TSSA in his early twenties after the union spotted his skillful negotiating on behalf of London Underground workers. A Labour councillor during the 1970s, he was also chair of Labour's NEC in 1997-98 and, upon his retirement, was created a Labour peer as Baron Rosser of Ickenham. He served as shadow defence minister and shadow spokesperson for transport and home affairs in the Lords.



APPENDICES

ATTENDANCE

2023-24

General Council

To date, six full meetings have been held during the Congress year.

Member	Attendance	Member	Attendance	Member	Attendance
Andrea Bradley	1	Farzana Jumma	5	Patrick Roach	6
Amanda Brown**	0	Daniel Kebede	5	Dean Rogers	4
Joanne Cairns	5	Ian Lawrence	3	Maggie Ryan	1
Sarah Carpenter	6	Paddy Lillis	1	Mark Serwotka*	2
Mike Clancy	6	Brian Linn	5	Gary Smith	1
Michelle Codrington-Rogers	4	Mick Lynch	2	Liz Snape MBE	3
Mark Dickinson	4	Annette Mansell-Green	4	Claire Sullivan	5
Angela Duerden	3	Susan Matthews	1	Niamh Sweeney	4
Maria Exall	5	Christina McAnea	1	Steve Turner	4
Sue Ferns	6	Gloria Mills CBE	2	Suzanne Tyler*	2
Paul Fleming	1	Julia Mwaluke	2	Dave Ward	4
Martin Furlong	5	Ged Nichols	3	Simon Weller	5
Steve Gillan	4	Libby Nolan	2	Paul Whiteman	5
Jo Grady	1	Steve North	3	Sarah Woolley	2
Sharon Graham	0	Dave Penman	4	Matt Wrack	6
Charlie Gray	4	Barbara Plant	0	Tony Wright	2
Andy Green	0	Naomi Pohl	2	Paul Nowak	6
Martyn Gwyther	5	Louise Regan	3		
Fran Heathcote**	2	Roy Rickhuss	0		

*Left in January 2024
**Joined in January 2024

Executive Committee

To date, six full meetings have been held during the Congress year.

Member	Attendance	Member	Attendance	Member	Attendance
Joanne Cairns	4	Daniel Kebede	4	Gary Smith	2
Sarah Carpenter	4	Paddy Lillis	2	Liz Snape MBE	2
Mike Clancy	5	Mick Lynch	6	Claire Sullivan	6
Mark Dickinson	4	Christina McAnea	3	Steve Turner	3
Maria Exall	6	Gloria Mills CBE	2	Dave Ward	3
Sue Ferns	5	Ged Nichols	5	Simon Weller	4
Steve Gillan	4	Dave Penman	4	Matt Wrack	5
Jo Grady	5	Barbara Plant	4	Paul Nowak	6
Sharon Graham	1	Patrick Roach	6		
Fran Heathcote**	2	Mark Serwotka*	3		

*Left in January 2024
**Joined in January 2024

At the time of writing, the General Council has held six meetings during the Congress year. At the first meeting, held jointly with the outgoing General Council of the 2023 Congress, Matt Wrack was elected as chair and he will preside at the 2024 Congress.

It was agreed that the Executive Committee should consist of existing members, with the addition of Mick Lynch, Jo Grady and Daniel Kebede. Upon Mark Serwotka's retirement in January 2024, it was agreed that Fran Heathcote would replace him on both the General Council and the Executive Committee.

During the course of the year, key themes in the General Council's work have included the trade union response to artificial intelligence, the situation in Palestine and Israel, support for unions and members involved in industrial action, defending the right to strike and campaigning for a new deal for working people. The General Council has also taken forward the work of the TUC's Anti-Racism Task Force and action to address sexual harassment in the trade union movement and the workplace.

COMMITTEE MEMBERSHIP

2023-24

General Council lead responsibilities

Lead spokesperson

Paul Nowak
(general secretary)

Senior representative

Matt Wrack
(president)

Specific areas of responsibility

Anti-Racism Task Force

Patrick Roach

Digital

Mike Clancy

Disabled workers

Martyn Gwyther

Employment rights

Paddy Lillis

Environment and sustainable development

Sue Ferns

Europe

Steve Turner

Health and safety

Clare Sullivan

International

Liz Snape MBE

Learning and skills

Joanne Cairns

Lesbian, gay, bisexual and transgender+ rights

Maria Exall

Public services

Christina McAnea

Race equality

Farzana Jumma

Trades union councils

Steve Gillan

Women

Annette Mansell-Green

Young workers

Charlie Gray

Finance Committee

Matt Wrack (chair)
FBU

Steve Gillan
POA

Gary Smith
GMB

Sarah Carpenter
Unite

Paddy Lillis
Usdaw

**Liz Snape MBE/
Christina McAnea**
UNISON

Mike Clancy
Prospect

Ged Nichols
Accord

Claire Sullivan
CSP

Mark Dickinson
Nautilus

Dave Penman
FDA

**Maria Exall/
Dave Ward**
CWU

Dr Patrick Roach
NASUWT

Disabled Workers Committee

General Council

Martyn Gwyther
(chair)
Unite

Kudisia Batool
(secretary)
TUC

Farzana Jumma
GMB

Sarah Woolley
BFAWU

Elected at annual conference

Julian Allam
Unite

Jonathan Bellshaw
CWU

Amy Bishop
Prospect

Nigel Braithwaite
Musicians' Union

Val Cooke
Usdaw

Kathryn Downs
NASUWT

Ann Galpin
NUJ

Paul Greany
RMT

Austin Harney
PCS

Colleen Johnson
NEU

Dawn Lovatt
GMB

Steve McGurk
Community

Chris Mort
Unite

Patricia Roche
UCU

Sian Stockham
UNISON

Irene Trench
Unite

Sarah Warren
Equity

Lesbian, Gay, Bisexual and Trans+ Committee

General Council

Maria Exall (chair)
CWU

Kudisia Batool
(secretary)
TUC

Brian Linn
Aegis

Michelle Codrington-Rogers
NASUWT

Simon Weller
ASLEF

Elected at annual conference

Darran Brown
ASLEF

Taranjit Chana
GMB

Holly Cooper
UCU

Bradley Corrigan
CWU

Julia Georgiou
NHBCSA

Dettie Gould
UNISON

Nathan Graham
Unite

Kacey De Groot
NEU

Asa Haycock
NASUWT

David Hope
GMB

Yemisi Ilesanmi
PCS

Dean Ismay
GMB

Phil Jones
Unite

Jay Lovell-Watson
RMT

Manish Maisuria
UNISON

Claire Mullaly
Prospect

David Murphy
UCU

Sarah Pitt
CWU

Denise Rayner
Unite

Becks Tebbett
NASUWT

Susanna Venables-Fisher
WGGB

Debbie Wilson
Usdaw

COMMITTEE MEMBERSHIP

2023-24

Pensioners Committee

Unions			
	Norman Jemison UCU	Pat Roche UCU	Bob Pinkerton TUC Northern Pensions Advisory Group (<i>observer</i>)
Derrick Baker MBE GMB	Rosie Macgregor UNISON	TUC/National Pensioners Convention	Yvonne Washbourne TUC Midlands Pensioners (<i>observer</i>)
David Chinn BALPA	Ian Millington NASUWT FRMA	Nicola Smith (<i>chair</i>)	Marion Wilson National Pensioners Convention (<i>observer</i>)
Ron Douglas RMT	Mike Moriarty Prospect	Jack Jones (<i>secretary</i>)	
Brian Gibson PCS	Geoff Page Usdaw	Jennifer Foxon Midlands TUC Pensioners (<i>observer</i>)	
Irene Graham Unite	Roy Rix Unite	Rosie Pickard Yorkshire & the Humber TUC (<i>observer</i>)	

Race Relations Committee

General Council			
Farzana Jumma (<i>chair</i>) GMB	Dean Rogers SoR	Ruth Duncan NASUWT	Melecia Mullings RMT
	Elected at annual conference	Denise Henry NEU	Sandra Okwara UNISON
Michelle Codrington-Rogers NASUWT	Anwar Ali RCP	Christopher Knight Community	Nitin Rajyaguru UCU
Daniel Kebede NEU	Olan Apantaku RMT	Shivanti Lowton UCU	San Senik ASLEF
Susan Matthews Unite	Mark Anthony Bastiani CWU	James Minto UNISON	Mohammed Shafiq PCS
Gloria Mills CBE UNISON	Taranjit Chana GMB	Abdi Mohamed GMB	
Dr Patrick Roach NASUWT	Pat Davis Unite	Ali Moosa CWU	

Trades Union Councils Joint Consultative Committee

General Council	Regions and Wales		
Steve Gillan (<i>chair</i>) POA	Jane Aitchison Yorkshire & the Humber (from March 2024)	Andrew Coburn East of England	Martin Levy Northern
Dave Allan Unite	Kevin Allsop North West	Pamela Fitzpatrick South East	Martin Mayer Yorkshire & the Humber
Jo Grady UCU	Dave Chapple South West	Mick Houghton South East (from April 2024)	Katrine Williams Wales
Simon Weller ASLEF		Nick Kelleher West Midlands	Cecile Wright East Midlands

TUC Aid trustees

Michelle Codrington-Rogers (<i>chair</i>) NASUWT	Stephen Russell (<i>acting secretary</i>) TUC	Sue Ferns Prospect	Gloria Mills CBE UNISON
Mariela Kohon (<i>secretary</i>) TUC	Kate Bell TUC	Jo Grady UCU	

TUC educational trustees

Sue Ferns (<i>chair</i>) Prospect	Martin Furlong RCP	Paul Nowak TUC	Sarah Woolley BFAWU
Carl Roper (<i>secretary</i>) TUC	Gloria Mills CBE UNISON	Mark Serwotka PCS	
Kate Bell TUC	Ged Nichols Accord	Liz Snape MBE UNISON	

TUC trustees

Steve Gillan POA	Dave Penman FDA	Barbara Plant GMB
----------------------------	---------------------------	-----------------------------

COMMITTEE MEMBERSHIP

2023-24

Women's Committee

General Council

Annette Mansell-Green (*chair*)
BDA

Kudisia Batool
(*secretary*)
TUC

Andrea Bradley
EIS

Joanne Cairns
Usdaw

Sarah Carpenter
Unite

Michelle Codrington-Rogers
NASUWT

Angela Duerden
Unite

Maria Exall
CWU

Sue Ferns
Prospect

Jo Grady
UCU

Sharon Graham
Unite

Farzana Jumma
GMB

Susan Matthews
Unite

Gloria Mills CBE
UNISON

Julia Mwaluke
UNISON

Libby Nolan
UNISON

Kat Owens
UNISON

Barbara Plant
GMB

Naomi Pohl
Muis

Louise Regan
NEU

Maggie Ryan
Unite

Liz Snape MBE
UNISON

Niamh Sweeney
NEU

Suzanne Tyler
RCM

Sarah Woolley
BFAWU

Elected at annual conference

Ajaz Aslam
NASUWT

Mairead Canavan
NEU

Sian Caulfield
CSP

Patricia Davis
Unite

Jacqueline Green
PCS

Joanna de Groot
UCU

Jane Jones
Usdaw

Jackie Marshall
POA

Margaret McKee
UNISON

Lorraine Monk
AUE

Lebo Phakoe
Usdaw

Davena Rankin
UNISON

Jessica Robinson
RMT

Jean Rogers
Equity

Diana Scott-Brown
RCP

Jean Sharrocks
CWU

Deborah White
NASUWT

Hailey Willington
MU

Young Workers Forum

Quincy Raymond*
(*chair*)
CWU

Ben Spencer**
(*chair*)
CWU

Thom Kirkwood
(*vice chair*)
NEU

Alice Arkwright
(*secretary*)

General Council

Charlie Gray
GMB

Elected at annual conference

Eluned Anderson*
Community

Rose Baker**
PCS

Wade Bestwick
Unite

Hannah Brady*
NEU

James Braithwaite*
RMT

Ruben Brett*
UNISON

Honey Butterworth**
FDA

Kira Chan**
NASUWT

Timothy Clamp*
NEU

Faye Funnell
RCP

Charlie Gough
Usdaw

Sjaan Heemskerk**
UNISON

Pablo John*
GMB

Zaine Mansuralli**
FDA

Kierin Offlands**
RMT

Gareth Owen**
NASUWT

Simon Percelay*
FDA

Tom Plater
Musicians' Union

Mais Robinson**
Equity

Jenny Scowcroft
Prospect

**Shannon
Skye Connor***
CWU

Samuel Smith**
GMB

Issy Waite
GMB

Frederick Waters*
FDA

Jack Whiston
Community

**Megan Wilson-
Ibbotson***
UNISON

Standing Orders Committee

James Braithwaite*
RMT

Charlie Gray
GMB

Quincy Raymond*
CWU

Ben Spencer**
CWU

*Until March 2024
**From March 2024

ACCOUNTS

Statement of the General Council's responsibilities

Trade union law requires the General Council to prepare financial statements in accordance with applicable law and United Kingdom Generally Accepted Accountancy Practice for each financial year which give a true and fair view of the state of the affairs of the Trades Union Congress (TUC) and of the surplus or deficit of the TUC for that period. In preparing those financial statements, the General Council is required to:

- i. select suitable accounting policies and then apply them consistently
- ii. make judgements and estimates that are reasonable and prudent
- iii. state whether applicable accounting standards have been followed
- iv. prepare the financial accounts on the going concern basis unless it is inappropriate to presume that the TUC will continue to operate.

The General Council is also responsible for keeping adequate accounting records which disclose with reasonable accuracy at any time the financial position of the TUC and to enable them to ensure that the financial statements comply with the Trade Union and Labour

Relations (Consolidation) Act 1992. It must also establish and maintain a satisfactory system of control over its accounting records, its cash holdings and all its receipts and remittances.

It is also responsible for safeguarding the assets of the TUC and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Independent auditor's report to the members of the Trades Union Congress

Opinion

We have audited the financial statements of Trades Union Congress for the year ended 31 December 2023 which comprise the Statement of Comprehensive Income, Balance Sheet, Statement of Changes in Equity, Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- › give a true and fair view of the state of Trades Union Congress's affairs as at 31 December 2023 and of its transactions for the year then ended
- › have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- › have been prepared in accordance with the requirements of the Trade Union and Labour Relations Act 1992.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the union in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the officers' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the union's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the officers with respect to going concern are described in the relevant sections of this report.

Other information

The officers are responsible for the other information contained within the annual report. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

- › proper accounting records have not been kept
- › a satisfactory system of control over its accounting records, cash holdings and receipts and remittances has not been maintained
- › the financial statements are not in agreement with the accounting records and returns.

Responsibilities of officers

As explained more fully in the statement of officers' responsibility set out on page 72, the officers are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the officers determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

We have been appointed as auditor under section 33 of the Trade Union and Labour Relations Act 1992 and report in accordance with section 36 of that Act.

In preparing the financial statements, the officers are responsible for assessing the union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the officers either intend to liquidate the union or to cease operations, or have no realistic alternative but to do so.

ACCOUNTS

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [frc.org.uk/auditorsresponsibilities](https://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the union operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Trade Union and Labour Relations Act 1992 together with the financial reporting standards. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the union's

ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the union for fraud. The laws and regulations we considered in this context for the UK operations were health and safety legislation, employment legislation and taxation legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the officers and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management and the Executive Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly

planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to union's members as a body. Our work has been undertaken so that we might state to union's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the union and the union's members as a body, for our audit work, or for the opinion we have formed.

Crowe UK LLP
Statutory Auditor
London
31 May 2024

ACCOUNTS

Trades Union Congress Statement of comprehensive income for the year ended 31 December 2023

	Note	Admin fund £'000	Dev'ment fund £'000	Ext grant fund £'000	Dilap'tions fund £'000	Total £'000
Income						
Affiliation fees		14,219	1,350	-	-	15,569
Property rental and service charges		3,411	-	-	-	3,411
Investment income		296	-	-	-	296
Sales and publications		120	2	2	-	124
Donations and grants received		190	125	2,337	-	2,652
Total income		18,236	1,477	2,339	-	22,052
Expenditure						
Staff costs	2	11,462	267	1,487	-	13,216
Property charges	3	2,640	45	170	270	3,125
Office expenses	4	1,552	246	92	-	1,890
Projects and campaigns	5	283	779	233	-	1,295
International affiliation fees	6	1,917	-	-	-	1,917
Travel and meetings		255	36	49	-	340
Congress		361	-	-	-	361
Trade union education		(9)	-	268	-	259
Grants and donations	7	7	10	4	-	21
Depreciation	9	348	-	-	-	348
Taxation	8	222	-	-	-	222
VAT recovered		(174)	-	-	-	(174)
Transfer between funds		-	-	-	-	-
Total expenditure		18,864	1,383	2,303	270	22,820
Net (deficit)/surplus on ordinary activities		(628)	94	36	(270)	(768)
Other finance adjustments -						
pension schemes	15	(598)	-	-	-	(598)
(Losses) on disposal of investments	10	(57)	-	-	-	(57)
(Losses) on disposal of fixed assets		(19)	-	-	-	(19)
Change in fair value of investments	10	407	-	-	-	407
Change in fair value of investment property	9	(3,837)	-	-	-	(3,837)
Deferred tax on change in fair value	8	873	-	-	-	873
Operating (deficit)/surplus		(3,859)	94	36	(270)	(3,999)
Other comprehensive (expenditure)/income						
Change in fair value of freehold property	9	(5,593)	-	-	-	(5,593)
Pension scheme actuarial loss	15	(2,813)	-	-	-	(2,813)
Deferred tax on other comprehensive (expenditure)/income	8	1,405	-	-	-	1,405
Other comp'sive expenditure for the year		(7,001)	-	-	-	(7,001)
Total comprehensive (expenditure)/income for the year		(10,860)	94	36	(270)	(11,000)
Funds brought forward 1 Jan 2023		76,041	7,526	5	692	84,264
Funds carried forward 31 Dec 2023		65,181	7,620	41	422	73,264

Trades Union Congress Statement of comprehensive income for the year ended 31 December 2022

	Note	Admin fund £'000	Dev'ment fund £'000	Unionlearn £'000	Ext grant fund £'000	Dilap'tions fund £'000	Total £'000
Income							
Affiliation fees		14,202	1,400	-	-	-	15,602
Property rental and service charges		3,008	-	-	-	-	3,008
Investment income		199	-	-	-	-	199
Sales and publications		168	-	-	1	-	169
Donations and grants received		227	15	-	2,045	-	2,287
Total income		17,804	1,415	-	2,046	-	21,265
Expenditure							
Staff costs	2	11,622	284	-	1,231	-	13,137
Property charges	3	1,724	92	-	110	40	1,966
Office expenses	4	1,616	33	-	58	-	1,707
Projects and campaigns	5	280	1,189	-	214	-	1,683
International affiliation fees	6	1,809	-	-	-	-	1,809
Travel and meetings		232	74	-	56	-	362
Congress		693	-	-	-	-	693
Trade Union education		4	-	-	250	-	254
Grants and donations	7	6	11	-	130	-	147
Depreciation		249	-	-	-	-	249
Taxation	8	134	-	-	-	-	134
VAT recovered		(212)	-	-	-	-	(212)
Transfer between funds		(203)	14	197	(8)	-	-
Total expenditure		17,954	1,697	197	2,041	40	21,929
Net (deficit)/surplus on ordinary activities		(150)	(282)	(197)	5	(40)	(664)
Other finance adjustments -							
pension schemes	15	(1,109)	-	-	-	-	(1,109)
Gains on disposal of investments	10	19	-	-	-	-	19
Changes in fair value of investments	10	(1,474)	-	-	-	-	(1,474)
Change in fair value of investment property		(5,488)	-	-	-	-	(5,488)
Deferred tax on changes in fair value	8	1,622	-	-	-	-	1,622
Operating (deficit)/surplus		(6,580)	(282)	(197)	5	(40)	(7,094)
Other comprehensive income/(expenditure)							
Change in fair value of freehold property		(8,002)	-	-	-	-	(8,002)
Pension scheme actuarial gain	15	3,418	-	-	-	-	3,418
Deferred tax on other comprehensive income	8	2,033	-	-	-	-	2,033
Other comp'sive (expenditure) for the year		(2,551)	-	-	-	-	(2,551)
Total comprehensive income/(expenditure) for the year		(9,131)	(282)	(197)	5	(40)	(9,645)
Funds brought forward 1 Jan 2022		85,172	7,808	197	-	732	93,909
Funds carried forward 31 Dec 2022		76,041	7,526	-	5	692	84,264

ACCOUNTS

Trades Union Congress Balance sheet as at 31 December 2023

	Note	2023 £'000	2022 £'000
Assets			
Tangible fixed assets	9	43,727	52,521
Investments	10	9,372	11,162
		53,099	63,683
Current assets			
Short-term loans		12	9
Debtors and prepayments	11	2,415	2,630
Cash at bank and in hand		3,303	1,888
		5,730	4,527
Less: current liabilities			
Creditors and accrued expenses	12	2,705	2,194
Net current assets		3,025	2,333
Net assets less current liabilities			
Less: provision for liabilities and charges	13	663	688
Deferred tax	8	2,357	4,635
Net assets before pension asset		53,104	60,693
Pension asset	15	20,160	23,571
		73,264	84,264
Financed by			
Administration fund less revaluation reserve		41,765	47,032
Revaluation reserve		23,416	29,009
Total administration fund		65,181	76,041
Development fund		7,620	7,526
Dilapidations fund		422	692
External grants fund		41	5
Net assets		73,264	84,264

Approved by the General Council on 29 May 2024
- TUC president Matt Wrack

Trades Union Congress Statement of changes in equity for the year ended 31 December 2023

	Admin fund £'000	Reval'n fund £'000	Dev'ment fund £'000	Unionlearn £'000	Ext grant fund £'000	Dilap'tions fund £'000	Total £'000
At 1 January 2022	48,161	37,011	7,808	197	-	732	93,909
Operating (deficit)/surplus for the year	(6,580)	-	(282)	(197)	5	(40)	(7,094)
Gains on foreign exchange	-	-	-	-	-	-	-
Defined benefit pension scheme - actuarial gain	3,418	-	-	-	-	-	3,418
Change in fair value of freehold property	-	(8,002)	-	-	-	-	(8,002)
Deferred tax on other comprehensive (expenditure)/income	2,033	-	-	-	-	-	2,033
At 31 December 2022	47,032	29,009	7,526	-	5	692	84,264
Operating (deficit)/surplus for the year	(3,859)	-	94	-	36	(270)	(3,999)
Gains on foreign exchange	-	-	-	-	-	-	-
Defined benefit pension scheme - actuarial loss	(2,813)	-	-	-	-	-	(2,813)
Change in fair value of freehold property	-	(5,593)	-	-	-	-	(5,593)
Deferred tax on other comprehensive (expenditure)/income	1,405	-	-	-	-	-	1,405
At 31 December 2023	41,765	23,416	7,620	-	41	422	73,264

ACCOUNTS

Trades Union Congress Statement of cash flows for the year ended 31 December 2023

	Note	2023 £'000	2022 £'000
Cash flows from operating activities:			
Cash provided/(used) in operating activities	a	117	(513)
Corporation tax paid on operating activities		(134)	(161)
Net cash (used in) operating activities		(17)	(674)
Cash flows from investing activities:			
Investment income		296	199
Purchase of investments		(2,923)	(3,781)
Purchase of property, plant and equipment		(1,003)	(796)
Proceeds from sale of investments		5,062	3,554
Proceeds from sale of property, plant and equipment		-	11
Net cash provided by/(used in) investing activities		1,432	(813)
Change in cash and cash equivalents		1,415	(1,487)
Cash and cash equivalents at the beginning of the year		1,888	3,375
Cash and cash equivalents at the end of the year		3,303	1,888
Note 'a' reconciliation of net (expenditure) to net cashflow from operating activities			
Net (deficit)/surplus on operating activities		(768)	(664)
Adjustments for:			
Depreciation charges		348	249
Corporation tax		222	134
Investment income		(296)	(199)
Change in short-term loans		(3)	(2)
Change in debtors		215	(389)
Change in creditors (excluding corporation tax)		423	341
Change in provisions		(24)	17
		117	(513)

1 Accounting policies

a. Basis of accounts

The accounts have been prepared under the historical cost basis of accounting and in accordance with applicable Accounting Standards, including Financial Reporting Standard 102 (FRS 102), 'the Financial Reporting Standard in the UK and Republic of Ireland'. These financial statements are presented in pounds sterling (GBP), as this is the currency in which the majority of the TUC's transactions are denominated. They comprise the financial statements of the TUC for the year ended 31 December 2023 and are presented to the nearest pound.

b. Going concern

The General Council have reviewed the TUC's financial performance and reserves position. We have adequate financial resources and are well placed to manage the business risks. Our planning process, including financial projections, has taken into consideration the current economic climate and its potential impact on the various sources of income and planned expenditure. The General Council have, at the time of approving the financial statements, a reasonable expectation that the TUC has adequate resources to continue in operational existence for the foreseeable future. Thus, they continue to adopt the going concern basis of accounting in preparing the financial statements.

c. Affiliation fee income

Affiliation fees are shown in the accounts on the basis of those amounts collected and due from members in respect of the year under review.

d. Property rental and service charges

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

e. Investment income

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

f. Donations and fees income

Donations and fees income is recognised in the accounts on an accruals basis in accordance with the underlying conditions attached to it. Amounts relating to future periods are accounted for as deferred income within creditors. Government grants are recognised on the performance model, when the union has complied with any conditions attaching to the grant and the grant will be received. The grant in connection to the job retention scheme has been recognised in the period to which the underlying furloughed staff costs relate to.

ACCOUNTS

Trades Union Congress Notes to the accounts for the year ended 31 December 2023

g. Tangible fixed assets and depreciation

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

Furniture and fittings: 10% per annum on cost as applicable

Equipment: 20-50% per annum on cost as applicable

Motor vehicles: 25% per annum on cost

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, or if there is an indication of a significant change since the last reporting date.

h. Freehold property

Individual freehold properties are carried at current year value at fair value at the date of the revaluation. Revaluations are undertaken at the end of each reporting period to ensure the carrying amount does not differ materially from that which would be determined using fair value at the balance sheet date. Fair values are determined from market-based evidence normally undertaken by professionally qualified valuers.

i. Investment property

Investment properties are carried at fair value determined on an annual basis by external valuers. Values are derived from the current market rents and investment property yields for comparable real estate, adjusted if necessary for any difference in the nature, location or condition of the specific asset. No depreciation is provided. Changes in fair value are recognised in profit or loss.

j. Operating leases

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

k. Investments

Investments held as fixed assets are stated at market value.

l. Pension scheme

The Trades Union Congress Superannuation Society Limited pension scheme is a defined benefit scheme. The amounts charged to Statement of Comprehensive Income are the current service costs. Actuarial gains and losses are recognised immediately in the Statement of Comprehensive Income.

The assets of the scheme are held separately from those of the Trades Union Congress in a separate trustee administered fund. Pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and a discounted rate equivalent to the current rate of return on high-quality corporate bonds of equivalent currency and term to the scheme liabilities.

m. Critical accounting assumptions and adjustments

The preparation of financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the accounting policies selected for use by the union. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the consolidated financial statements are disclosed below. Use of available information and application of judgement are inherent in the formation of estimates. Actual outcomes in the future could differ from such estimates.

In preparing these financial statements, the following estimates and judgements have been made:

Investments

Quoted investments are disclosed at mid-market values at the Statement of Financial Position date. Unquoted investments are disclosed at their original cost or, where available, at their estimated current value as estimated by an independent third party.

Defined benefit pension scheme

The cost of defined benefit pension plans are determined using actuarial valuations. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases. Due to the complexity of the valuation, the underlying assumptions and the long-term nature of these plans, such estimates are subject to significant uncertainty. After taking appropriate professional advice, management determines the appropriate discount rate at the end of each reporting period. This is the interest rate that should be used to determine the present value of estimated future cash outflows expected to be required to settle the pension obligations. In determining the appropriate discount rate, consideration is given to the interest rates of high-quality corporate bonds that are denominated in the currency in which the benefits are to be paid and that have terms to maturity approximating the terms of the related pension liability. Details of the assumptions used in the calculation of the value of the defined benefit pension scheme can be found in note 15.

Valuation of property

The TUC carries its property at fair value, with changes in fair value being recognised in the Statement of Comprehensive Income for the period in which they arise. Management review the valuation of the properties on an annual basis and, taking the market conditions into account, consider the values included in the accounts to be the fair value of the properties. Further detail of the current valuation of the property can be found in note 9.

Provisions for liabilities

Provisions for liabilities included at the year end have been calculated using the best available knowledge at the time of preparing the financial statements, adjusted for information subsequently received. An element of estimation is therefore required when calculating the provisions.

ACCOUNTS

Trades Union Congress Notes to the accounts for the year ended 31 December 2023

2 Staff costs	2023	2022
	£'000	£'000
Salaries and national insurance	10,857	10,391
Pension contributions	1,803	2,170
Welfare and training	382	296
Termination costs	82	127
Additional banked leave liability	38	70
Advertising and recruitment	54	83
	13,216	13,137

Average staff numbers	2023	2022
	Number	Number
Total staff employed	172	170
	172	170

Key management personnel	2023	2022
	£'000	£'000
Key management personnel are made up of the general secretary, assistant general secretary and senior management team. Compensation consists of salary and benefits including employer pension contributions.		
Key management personnel compensation	835	1,033
	835	1,033

3 Property charges	2023	2022
	£'000	£'000
Rent and rates	844	265
Heating and lighting	651	463
Cleaning	136	98
Insurance	126	107
Building repairs and renewals	372	350
External functions	726	643
Expenditure from dilapidations fund	270	40
	3,125	1,966

4 Office expenses	2023	2022
	£'000	£'000
Communications	73	73
Stationery and printed materials	46	52
Renewals and repairs to office equipment	885	856
Audit fees	56	53
Bank charges	7	7
Legal costs	270	46
Finance	137	170
Consultancy fees	415	450
Provision for doubtful debts	1	-
	1,890	1,707

5 Project and campaign expenses	2023	2022
	£'000	£'000
Printing and publicity	121	91
Media and supporters' work	260	201
Projects and campaigns	79	71
Conferences	91	31
Training and development	31	44
Consultancy fees	713	1,245
	1,295	1,683

6 International affiliation fees	2023	2022
	£'000	£'000
ITUC	964	945
ETUC	875	795
TUAC	78	69
	1,917	1,809

7 Grants and donations	2023	2022
	£'000	£'000
Sundry	21	147
	21	147

ACCOUNTS

Trades Union Congress Notes to the accounts for the year ended 31 December 2023

8 Taxation

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

	2023 £'000	2022 £'000
Over provision in prior years	(2)	(4)
Provision for the year	224	138
	222	134
Deferred tax liability		
1 January 2023	4,635	8,290
(Decrease) in deferred tax on changes in fair value of investment property and investments	(873)	(1,622)
(Decrease) in deferred tax on other comprehensive income/expenditure	(1,405)	(2,033)
31 December 2023	2,357	4,635

Reconciliation of tax charge

As a membership organisation, profits and losses arising from the TUC's membership activities are outside the scope of corporation tax. Profits and losses arising from non-membership activities and income from its investments is subject to corporation tax.

	2023 Total £'000	Tax at 23.52% £'000	2022 Total £'000	Tax at 19% £'000
Income	22,052	-	21,267	-
Foreign exchange gain	-	-	-	-
Gain/(loss) on disposal of investments	(57)	-	19	-
Changes in fair value of investments	407	-	(1,474)	-
Profit/(loss) on sale of fixed assets	-	-	-	-
(Loss) from changes in fair value of investment property	(3,837)	-	(5,488)	-
(Loss) from changes in fair value of freehold property	(5,593)	-	(8,002)	-
Pension scheme actuarial (loss)/gain	(2,813)	-	3,418	-
Other finance adjustments - pension schemes	(598)	-	(1,109)	-
Total income and gains	9,561	-	8,631	-

Non-member activities and investment income chargeable to corporation tax

Income from property	847	199	1,161	219
Income from investments	181	43	(410)	(78)
Chargeable gains	27	6	94	18
Allowable expenditure:				
Investment manager fees	(95)	(22)	(109)	(21)
Gift Aid	(1)	-	-	-
Income tax	-	(2)	-	-
Total chargeable to corporation tax	959	224	736	138

	2023 Total £'000	Tax at 23.52% £'000	2022 Total £'000	Tax at 19% £'000
(Deficit) from TUC membership activities outside the scope of corporation tax	(2,176)	-	(2,762)	-
Unrealised (losses) on investments not subject to corporation tax	(3,430)	-	(6,555)	-
Unrealised (losses) on revalued property not subject to corporation tax	(5,593)	-	(8,002)	-
Actuarial (loss) not subject to corporation tax	(2,813)	-	3,418	-
Total comprehensive (deficit) before corporation tax	(13,053)	-	(13,165)	-
Reconciliation of tax charge				
Current tax	(222)	-	(134)	-
Deferred tax	2,278	-	3,654	-
Total comprehensive (expense)	(10,996)	-	(9,645)	-

9 Fixed assets

	Investment property £'000	Land and buildings £'000	Leasehold improvements £'000	Furniture, fittings and equipment £'000	Motor vehicles £'000	Total £'000
1 January 2023	20,851	30,399	-	2,611	-	53,861
Additions	-	-	139	815	49	1,003
Disposals	-	-	-	(121)	-	(121)
Transfer	-	-	-	-	-	-
Revaluations	(3,837)	(5,593)	-	-	-	(9,430)
31 December 2023	17,014	24,806	139	3,305	49	45,313
Depreciation						
1 January 2023	-	-	-	(1,340)	-	(1,340)
Disposal	-	-	-	102	-	102
Charge for year	-	-	-	(336)	(12)	(348)
31 December 2023	-	-	-	(1,574)	(12)	(1,586)
Net book value						
31 December 2023	17,014	24,806	139	1,731	37	43,727
31 December 2022	20,851	30,399	-	1,271	-	52,521

A charge was registered against the property on 28 March 2006 for £9m in favour of the TUC Superannuation Society Limited.

A valuation of Congress House was undertaken at 31 December 2022 by Farebrother. The basis of the valuation was market value as defined by the RICS Valuation - Professional Global Standards 2022. The investment property element has been valued subject to the current lease terms in place and the freehold property element has been valued assuming full vacant possession.

ACCOUNTS

Trades Union Congress Notes to the accounts for the year ended 31 December 2023

10 Investments	Market value brought forward at 01.01.2023 £'000	Purchases £'000	Sales £'000	Change in market value £'000	Market value carried forward at 31.12.2023 £'000
Quoted					
UK quoted	4,677	1,284	(1,550)	108	4,519
International quoted	6,479	1,639	(3,512)	241	4,847
	11,156	2,923	(5,062)	349	9,366
UK unquoted					
Unity Trust shares	1	-	-	-	1
Union Energy Limited	-	-	-	-	-
MSI Brussels	5	-	-	-	5
	6	-	-	-	6
	11,162	2,923	(5,062)	349	9,372

The change in market value seen above is made up of £57k of losses on disposal of investments (2022: £19k gain) and £407k, of change in fair value of investments (2022: -£1,474k) and £nil of gains on foreign exchange (2022: £nil).

Historical cost	2023 £'000	2022 £'000
Unquoted	6	6
Quoted	8,490	10,686
	8,496	10,692

11 Debtors and prepayments	2023 £'000	2022 £'000
Trade debtors	778	927
Other debtors	794	581
Prepayments and accrued income	843	1,122
	2,415	2,630

12 Creditors and accrued expenses	2023 £'000	2022 £'000
Trade creditors	736	307
Taxation and social security	734	515
Other creditors	204	12
Accruals and deferred income	1,031	1,360
	2,705	2,194

13 Provision for liabilities and charges

A provision has been made to reflect payments expected to arise from redundancy, banked leave and accrued holiday pay.

	2023 £'000	2022 £'000
1 January 2023	688	668
Utilised in year	(62)	(50)
Additional provision charged to staff costs	37	70
	663	688

14 Operating leases

Operating leases are payable for office equipment and office space and receivable for property rentals.

	2023 £'000	2022 £'000
Payable during the year	444	432
Future minimum lease payments due:		
Within one year	159	354
Between two and five years	420	251
After five years	115	160
	694	765
Receivable during the year	1,113	1,181
Future minimum lease payments receivable:		
Within one year	904	1,189
Between two and five years	1,285	3,288
After five years	105	257
	2,294	4,734

15 Pension costs

The Trades Union Congress operates one defined benefit scheme in the UK which offers both pensions in retirement and death benefits to members. Pension benefits are related to the members' final salary at retirement and their length of service. Employer contributions to the scheme for the year beginning 1 January 2022 are expected to be £1.3m. The most recent formal actuarial valuation of the scheme was as at 31 August 2022.

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

ACCOUNTS

Trades Union Congress Notes to the accounts for the year ended 31 December 2023

15 Pension costs (cont'd)

	At 31.12.2023	At 31.12.2022
Rate of increase in salaries	4.20%	3.95%
Rate of increase in pensions in payment		
- RPI, capped at 2.5% per annum	2.20%	2.30%
- RPI, capped at 5.0% per annum	3.20%	3.20%
- RPI, 3% per annum minimum and 5.0% per annum maximum	3.65%	3.50%
Discount rate	4.80%	4.80%
RPI Inflation assumption	3.10%	3.20%
Revaluation in deferment*	2.60%	2.60%
Assumed life expectancies on retirement at age 65 are:		
Retiring today		
Males	87.40	87.50
Females	89.50	89.60
Retiring in 20 years' time		
Males	89.30	88.80
Females	91.10	91.00

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

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

The amounts recognised in the balance sheet are as follows:

	2023 £'000	2022 £'000
Present value of scheme liabilities	(97,775)	(90,367)
Fair value of scheme assets	117,935	113,938
Pension asset	20,160	23,571

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

Liabilities at beginning of year	(90,367)	(148,508)
Current service cost	(1,356)	(3,314)
Interest cost	(4,295)	(2,646)
Contributions by scheme participants	(545)	(514)
Actuarial (gain)/loss	(5,235)	61,053
Benefits paid	4,023	3,562
Liabilities at end of year	(97,775)	(90,367)

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

	2023 £'000	2022 £'000
Fair value of scheme assets at beginning of year	113,938	169,770
Interest income on scheme assets	5,417	3,045
Return on assets, excluding interest income	737	(57,635)
Scheme administrative costs	(522)	(383)
Contributions by employers	1,843	2,189
Contributions by plan participants	545	514
Benefits paid	(4,023)	(3,562)
Fair value of scheme assets at end of year	117,935	113,938

The assets in the scheme were:

	Value at 31.12.2023 £'000	Value at 31.12.2022 £'000
Equities	11,034	11,190
Bonds	7,835	53,144
Equity linked bonds	54,971	6,978
Cash	7,058	7,252
Other	37,037	35,374
Fair value of plan assets	117,935	113,938

Amount recognised in other comprehensive income

Actuarial loss/(gain)	3,550	(61,053)
Return on assets, excluding interest income	(737)	57,635
Charge/(credit) to other comprehensive income	2,813	(3,418)

Amounts recognised in profit and loss

Service cost including current and past service costs and settlements	1,356	3,314
Administrative cost	522	383
Loss on plan introductions, changes, curtailments and settlements	1,685	-
Net interest on the net defined benefit liability	(1,122)	(399)
	2,441	3,298

Employer contributions	(1,843)	(2,189)
Net pension (income)/cost	598	1,109

ACCOUNTS

Trades Union Congress Notes to the accounts for the year ended 31 December 2023

16 Capital commitments

The TUC had contracted commitments at 31 December 2023 for future capital projects totalling £217k (2022: £242k).

17 Related parties

During the year the TUC had transactions with the following charities that are under its control through the appointment of trustees. The outstanding balances are included within other debtors.

	2023 £'000	2022 £'000
TUC Educational Trust		
Owed to TUC:		
Opening balance	256,999	500,000
Payments to TUC	-	(300,000)
Net costs paid through TUC	226,793	56,999
Closing balance	483,792	256,999
Tolpuddle Martyrs Memorial Trust		
Owed to TUC:		
Opening balance	271,015	124,535
Payments to TUC	(271,015)	(124,535)
Net costs paid through TUC	254,571	271,015
Closing balance	254,571	271,015
TUCAid		
Owed to TUC:		
Opening balance	23,703	43,506
Payments to TUC	-	(43,454)
Net costs paid through TUC	(431)	23,651
Adjustment	-	-
Closing balance	23,272	23,703



TUC RULES AND STANDING ORDERS

PART 1 CONSTITUTION

Rule 1 Name, office and membership

- a. NAME AND OFFICE: The name of the organisation constituted by these Rules shall be the 'Trades Union Congress' (hereinafter called 'the Congress'), and its principal office shall be at Congress House, 23-28 Great Russell Street, London WC1B 3LS, or such other places as the General Council of the Congress (hereinafter called 'the General Council') shall from time to time decide.
- b. MEMBERSHIP: The Congress shall consist of such bona fide trade union organisations as satisfy the requirements of these Rules and are affiliated in the manner prescribed by these Rules.

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

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

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

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

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

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

Rule 2 Objects

- a. The objects of the Congress shall be:

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

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

Generally to improve the economic or social conditions of workers in all parts of the world and

to render them assistance whether or not such workers are employed or have ceased to be employed.

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

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

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

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

Rule 3 Affiliation fees

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

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

- a. Each organisation shall by 31 May in each year, inform the General Secretary of Congress of the number of its members as at 1 January of that year.
- b. Each affiliated organisation shall by 30 September in any year, inform the General Secretary of the contribution rate payable by the largest category of members as at 1 January of the year following.
- c. The average of all unions' contribution rates is the sum of each union's contribution rate in accordance with sub-paragraph (b) multiplied by each union's affiliated membership and divided

by the total affiliated membership in the year in which the contribution rate is notified to the General Secretary.

- d. The General Council shall, by 31 October in each year, confirm, increase, or reduce, the percentage figure in accordance with the TUC work programme and priorities as decided by Congress in that year.

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

Rule 4 Composition of General Council

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

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

TUC RULES AND STANDING ORDERS

women members of any organisation in Section A is 100,000 or more that organisation shall nominate at least one woman.

Section B shall consist of members from those organisations with a full numerical membership of 30,000 up to 199,999 members. Each such organisation shall be entitled to nominate one of its members to be a member of Section B of the General Council.

Section C shall consist of seven members of unions with fewer than 30,000 members.

Section D shall consist of four women members all of whom shall be members of an affiliated organisation with less than 200,000 members.

Section E shall consist of one black member who shall be from an organisation with a full numerical membership of 200,000 or more members. Subject to Rule 4 (f), each such organisation shall be entitled to nominate one of its members to be the Section E member of the General Council.

Section F shall consist of one black member who shall be from an organisation with a full numerical membership of 199,999 or less members. Subject to Rule 4 (f), each such organisation shall be

entitled to nominate one of its members to be the Section F member of the General Council.

Section G shall consist of one black woman member who shall be a member of an affiliated organisation. Subject to Rule 4 (f), each such organisation shall be entitled to nominate one of its members to be the Section G member of the General Council.

Section H shall consist of one member representing trade unionists with disabilities.

Section I shall consist of one member representing lesbian, gay, bisexual and transgender trade unionists.

Section J shall consist of one member under the age of 27.

All unions will be entitled to nominate one of their members who is a delegate to Congress for sections H, I and J and election shall be by ballot of all unions entitled to vote at Congress.

Subject to Rule 4 (f), the election of a member of the General Council for any section shall be in addition to, and not in substitution for, any member of the union who is elected as a member of the General Council in accordance with the provisions relating to the election of a member of another section.

b. On 1 June each year or as soon thereafter as is practicable, each affiliated organisation shall be allocated by the General Council either to Section A, B, C or E or F and, where applicable, Section D on the basis of its full numerical membership, as notified to the General Secretary in accordance with Rule 3 and the General Council shall then advise each affiliated organisation of the Section(s) to which it has been allocated and in the case of affiliated organisations allocated to Section A and Section B of the number or numbers of members of the General Council to which they are entitled.

All organisations shall be notified of the arrangements for making a nomination of a member for Section G, H, I and J and organisations allocated to Sections C, D, E and F shall also be notified of the arrangements for making a nomination of a member for the sections to which they are allocated.

c. Members of all sections of the General Council shall take office at the termination of the annual Congress and shall remain in office until the termination of the next annual Congress and shall be eligible for re-election to or continued membership of the General Council.

d. In the event of a member of Section A or Section B ceasing by death, resignation or other cause to be a member of the General Council, the affiliated organisation which nominated that member may nominate a successor to take her or his place. In the event of a member of Section C, D, E, F, G, H, I and J ceasing by death, resignation or other cause to be a member of the General Council, the General Council shall determine how, if at all, the vacancy shall be filled.

e. No organisation may participate in the nomination or selection of members of the General Council unless it shall have paid the fees provided by Rule 3 during the previous year.

f. No affiliated organisation shall be entitled to nominate a member for Section G and, as appropriate, Section E or Section F.

Rule 5 Qualifications for General Council

a. No person shall be eligible for membership of any section of the General Council who is not a Congress delegate (as per Rules 17 and 18) and the organisation so represented shall have paid the fees provided by Rule 3 during the previous year.

b. No person shall be eligible for membership of the General Council who has privately assisted, during the year preceding the annual Congress, in the production of anything made by non-union labour, or by such firms as may be declared unfair by the interested trade society, or who has continued to assist privately in the production of anything made by non-union labour, or by such firms as may be declared unfair by the interested trade society, after such matters have been pointed out to her or him.

Rule 6 Nomination of General Council

a. At least eight weeks prior to the date fixed for the commencement of each annual Congress, each affiliated organisation allocated to Section A or Section B in accordance with rule 4(b) shall notify the General Secretary of the Congress of the name(s) of its chosen member(s) on the General Council for the coming year. If a member so nominated shall resign or die before the annual Congress the General Council shall accept a replacement nomination from that organisation.

b. Each affiliated organisation allocated to Section C or Section E or Section F in accordance with Rule 4(b) shall be entitled to nominate one of its delegates for election, as appropriate, to Section C, Section E and Section F of the General Council. Subject to Rule 4(f), each affiliated organisation shall be entitled to nominate one of its delegates for election to Section G, H, I and J of the General Council.

c. Each affiliated union with 200,000 or fewer members shall have the right to nominate one of its women members for election to Section D of the General Council.

d. Nominations for the General Council under (b) or (c) above shall be sent to the General Secretary of the Congress on the appropriate form, which must be signed by the President (or the Chairman) and Secretary of the organisation making the nomination, and must be received by the General Secretary of the Congress at least eight weeks prior to the Monday of the annual Congress.

e. The list of members in Section A or Section B and of nominations to the places in Sections C, D, E, F, G, H, I and J shall be published in the preliminary agenda containing the motions which are to be discussed at the annual Congress. However, if a candidate

TUC RULES AND STANDING ORDERS

for Section C, D, E, F, G, H, I and J dies before the election takes place the General Council shall have the powers to authorise the acceptance of a fresh nomination notwithstanding anything in these Rules and Standing Orders. Ballot papers containing the names of all candidates nominated for Section C of the General Council shall be supplied to the delegations of all organisations allocated to Section C on the day of the election. Ballot papers containing the names of all the candidates nominated for Section D of the General Council shall be supplied to the delegations of all organisations allocated to Section D on the day of the election.

Ballot papers containing the names of all candidates nominated for Section E of the General Council shall be supplied to the delegations of all organisations allocated to Section E on the day of the election. Ballot papers containing the names of all candidates nominated for Section F of the General Council shall be supplied to the delegations of all organisations allocated to Section F on the day of the election. Ballot papers containing the names of all candidates nominated for Section G, H, I and J of the General Council shall be supplied to the delegations of all organisations on the day of the election.

f. Notice of withdrawal of any nomination for Section C, D, E, F, G, H, I and J must reach the General Secretary of the Congress not later than four weeks before the opening of the annual Congress. Where, due to the withdrawal of a candidate before election or to any other cause, there is an insufficiency of candidates to fill the number of seats in the Section concerned, the General Council shall have the power to call for fresh nominations, notwithstanding anything in these Rules and Standing Orders.

Rule 7 Election of the General Council - Sections C, and D, E, F, G, H, I and J.

- a. Members of Section C of the General Council shall be elected at each annual Congress by ballot vote of all affiliated organisations allocated to Section C.
- b. Members of Section D of the General Council shall be elected at each annual Congress by ballot vote of all affiliated organisations allocated to Section D.
- c. The member of Section E of the General Council shall be elected at each annual Congress by ballot vote of all affiliated organisations allocated to Section E.

d. The member of Section F of the General Council shall be elected at each annual Congress by ballot vote of all affiliated organisations allocated to Section F.

e. The members of Sections G, H, I and J will be elected at each annual Congress by ballot vote of all affiliated organisations.

f. In the elections of the General Council for the members of Section C and of Section D and for the Section E, Section F, Section G and Sections H, I and J, each organisation entitled to vote may cast all or any part of the votes to which it is entitled in favour of as many candidates as are to be elected in the election in question. No organisation shall cast more votes than the number to which it is entitled for any one candidate. The number of votes to which each organisation shall be entitled shall be determined on the basis of one vote for every 1,000 members or fraction or part thereof as declared by the organisation in accordance with Rule 3. The candidate(s) in each election securing the highest number of votes shall be declared elected.

g. The ballot papers shall be issued by the scrutineers, and after being filled up shall then be immediately

placed in the box without inspection by the delegates other than those of the organisation voting.

h. Any delegates found guilty of violating this Rule shall at once be reported to Congress, named by the President and expelled. Such delegate or delegates shall not be eligible to attend Congress again for three years.

i. A notification of the penalties likely to be involved in the infringement of this Rule shall be included in the instructions printed on each ballot paper.

Rule 8 Duties of the General Council

a. The General Council shall transact the business in the periods between each annual Congress, shall keep a watch on all industrial movements, and shall, where possible, co-ordinate industrial action.

b. They shall watch all legislation affecting labour, and shall initiate such legislation as Congress may direct.

c. They shall endeavour to adjust disputes and differences between affiliated organisations.

d. They shall promote common action by the trade union movement on general questions, such as wages and hours of labour, and any matter of general concern that may arise between trade unions and trade unions, or between employers and trade unions, or between the trade union movement and the government, and shall have power to assist any union which is attacked on any vital question of trade union principle.

e. They shall assist trade unions in the work of organisation, and shall carry on propaganda with a view to strengthening the trade union movement, and for the attainment of any or all of the above objects.

f. They shall also enter into relations with the trade union and labour movements in other countries with a view to securing united action.

g. They shall have authority to invest and administer the funds of the Congress and to make grants to any organisation or person, whether in Great Britain, or abroad, for such purposes as it seems desirable, but in so doing they shall have regard to the directions, if any, from time to time given by Congress. They shall also have authority to raise funds

for any special purpose and to invest and administer such funds and to make grants therefrom.

h. For the purpose of carrying out the objects of the Congress, of conducting its affairs and in relation to the matters specifically referred to in this Rule the General Council shall have power to utilise the funds and property of the Congress, to enter into any transaction and by any one or more of their members or appointed officers to execute in the name and on behalf of the Congress any deeds or documents that may be necessary.

i. The General Council shall have power whenever they deem necessary to convene a special Congress or Conference to deal with any contingency that may arise, and to arrange the agenda and procedure whereby the business of such meetings shall be conducted.

j. In the event of a legal point arising which, in the opinion of the General Council (after consultation with Counsel) should be tested in the House of Lords in the general interests of trade unionism, the Council shall be empowered to take the necessary action.

TUC RULES AND STANDING ORDERS

k. In order that the trade union movement may do everything which lies in its power to prevent future wars, the General Council shall, in the event of there being a danger of an outbreak of war, call a special Congress to decide on industrial action, such Congress to be called, if possible, before war is declared.

l. The General Council shall prepare a report of their work for submission to the annual Congress and shall include in it a record of the attendances at General Council meetings. The Standing Orders of Congress and the General Council shall be published in each annual report of the proceedings of Congress.

Rule 9 Appointment of committees

The General Council shall appoint such committees as they consider necessary to deal with aspects of their business.

Rule 10 Wales TUC

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

i. matters which are within the powers of the Welsh Government and legislature; and

ii. matters which are wholly specific to Wales.

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

Rule 11 General Secretary

a. The General Secretary shall be elected by Congress, and shall be ex officio a member of the Congress and the General Council. She or he shall remain in office so long as her or his work and conduct give satisfaction to the General Council and to the representatives attending Congress, and shall retire from the service of the Congress upon reaching the age of 65.

b. The annual Congress preceding the date of retirement of the General Secretary shall elect a General Secretary Designate who shall become General Secretary on the retirement of her or his predecessor. Should a vacancy otherwise occur between the annual meetings of the Congress, the General Council shall have power to fill such a vacancy temporarily.

c. The General Council shall determine the salary and conditions of service of the General Secretary, and shall

provide her or him with all necessary assistance, office accommodation, and facilities for conducting the business of the Congress and the General Council.

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

Rule 12 Industrial disputes

a. It shall be an obligation upon the affiliated organisations to keep the General Secretary of the Congress informed with regard to matters arising between them and their employers and/or between one organisation and another, including unauthorised and unconstitutional stoppages of work, in particular where such matters may involve, directly or indirectly, large bodies of workers. The General Council or the General Secretary shall (if either should consider it necessary) disseminate the information as soon as possible to all organisations which are affiliated to the Congress and which may be either directly or indirectly affected.

b. The general policy of the General Council shall be that unless requested to do so by the affiliated organisation or organisations concerned, neither the General Council nor the General Secretary shall intervene so long as there is a prospect of whatever difference may exist on the matters in question being amicably settled by means of the machinery of negotiations existing in the trades affected.

c. If, however, a situation has arisen, or is likely to arise, in which other bodies of workpeople affiliated to Congress might be involved in a stoppage of work or their wages, hours and conditions of employment imperilled, the General Council or the General Secretary may investigate the matter by calling representatives of the organisation or organisations concerned into consultation, and may use their influence or her or his influence (as the case may be) to effect a just settlement of the difference. In this connection the General Council or the General Secretary, having given an opportunity to each organisation concerned to present its views on the matter and having ascertained the facts relating to the difference, may tender their or her or his considered opinion and advice thereon to the organisation or organisations concerned. Should the organisation or

organisations refuse such assistance or advice, the General Secretary shall duly report thereon to the General Council and/or the General Council shall duly report thereon to Congress or deal with the organisation under Clauses (b), (c), (d) and (h) of Rule 13.

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

Rule 13 Disputes between affiliated organisations

a. Where disputes arise or threaten to arise between affiliated organisations, the General Council or the General Secretary of the Congress shall use their or her or his influence (as the case may be) to promote a settlement.

b. It shall be an obligation on the affiliated organisation or organisations concerned to notify the General Secretary when an official stoppage of work is contemplated in any dispute between affiliated organisations, whether relating to trade union recognition, trade union membership, demarcation of work, or any other difficulty. No affiliated organisation shall authorise such a stoppage of work until the dispute has been dealt with under the provisions of Clauses (e) to (h) of this Rule.

c. Where a dispute between unions has led to an unauthorised stoppage of work, it shall be an obligation of the affiliated organisation or organisations concerned to take immediate and energetic steps to obtain a resumption of work.

d. The affiliated organisation or organisations concerned shall notify the General Secretary as soon as possible of any stoppage of work which involves directly or indirectly large bodies of workers, or which, if protracted, may have serious consequences. In addition to such notification, the affiliated organisation or organisations concerned shall inform the General Secretary of the causes and circumstances of the dispute and of the steps taken or proposed by it or by them to secure a resumption of work.

TUC RULES AND STANDING ORDERS

- e. Either upon notification from an affiliated organisation as required by Clause (b) or Clause (d) of this Rule, or upon the application of an affiliated organisation, or whenever she or he considers it to be necessary, the General Secretary may investigate cases of dispute or disagreement between affiliated organisations and may decide on the most appropriate method of resolving the issue. Where she or he considers it appropriate, the General Secretary may refer any such case to a Disputes Committee of the Congress for resolution in accordance with the Regulations governing procedure in regard to disputes between affiliated organisations (as amended by the General Council and adopted by the Congress from time to time). In the event of such a reference, the General Secretary may summon affiliated organisations to appear as parties before a Disputes Committee and shall require such organisations to submit to that Committee any information, which she or he or the Committee considers to be essential to enable the Committee to adjudicate upon the case.
- f. If an affiliated organisation refuses or fails to respond to a summons by the General Secretary to appear before a Disputes Committee, the General

Secretary shall investigate the circumstances of such a refusal or failure by calling representatives of the organisation into consultation and inviting the organisation to give reasons for its conduct. If, after such investigation, the General Secretary does not withdraw her or his summons and the organisation persists in its refusal or failure to appear before the Disputes Committee the General Secretary shall report the matter to the General Council who may deal with the organisation under Clause (h) of this Rule as if it were a case of failure by that organisation to comply with an award of a Disputes Committee.

- g. If an organisation which is a party to a dispute fails or refuses to submit its case to a Disputes Committee as provided by this Rule, the Disputes Committee may proceed to make an award in the absence of that organisation and in any event it shall not be permissible for that organisation to raise the dispute at any annual Congress.
- h. Affiliated organisations summoned by the General Secretary to appear as parties before a Disputes Committee shall be bound by any award of the Disputes Committee and shall comply forthwith with such award. Should any such

organisation refuse or fail forthwith to carry into effect such an award (in whole or in part) the General Council having received the award may report on the matter as they think fit to all affiliated organisations, and/or may either:

- i. deal with the organisation under clauses (b), (c), (d) and (h) of Rule 13, or
- ii. report the matter to the next annual Congress to be dealt with as that Congress may decide.

Rule 14 Conduct of affiliated organisations

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

be investigated. In the event of the organisation failing to attend, the investigation shall proceed in its absence.

- b. If after an investigation under:
 - i. clause (a) of this Rule; or
 - ii. an investigation under clause (c) of Rule 11; or
 - iii. an investigation and report to the General Council by the General Secretary of the Congress under clause (f) of Rule 12; or
 - iv. an investigation by a Disputes Committee under clauses (e) and (g) of Rule 12 and a refusal or failure to comply with its award under clause (h) of Rule 12;

it appears to the General Council that the activities of the organisation may be detrimental to the interests of the trade union movement or contrary to the declared principles or declared policy of Congress, the General Council shall notify the organisation of that fact, specifying the grounds on which that charge is made and inviting the organisation to present its views to the General Council. If, after considering those views, the General Council decide that the said activities are detrimental to the interests of the trade union movement or contrary to the declared

principles or declared policy of Congress, the General Council shall direct the organisation to discontinue such activities forthwith and undertake not to engage therein in the future.

c. Should the organisation disobey such direction, or fail to give such undertaking, the General Council are hereby empowered in their discretion to order that the organisation be forthwith suspended from membership of the Congress until the next annual Congress.

d. The General Council shall submit a report upon the matter to the next annual Congress.

e. No affiliated organisation shall circularise, either in writing or by general oral communication, other affiliated organisations upon any matter concerning the business of the Congress, without first securing the General Council's authorisation for such circularisation.

f. Should any such unauthorised circularisation take place concerning a motion for the agenda of the annual Congress or any special Congress or conferences, and the General Council after investigation decide that those responsible for such motion connived at, or were

party to, or concerned with such circularisation, the motion shall not be included in the agenda.

g. The General Council may investigate any violation of the provisions of Clauses (e) and (f), and if after such investigation they decide that any organisation has acted deliberately in such violation they may deal with the organisation by investigation, suspension and report under the terms of Clauses (b), (c) and (d) of this Rule.

h. Any affiliated organisation dealt with under this Rule shall have the right to appeal to the next annual Congress and may appoint delegates in accordance with Rules 17 and 18 to represent the organisation upon the appeal and at the annual Congress if the appeal is allowed. Congress shall upon such appeal have final authority to deal with the matter by way of re-admission, further suspension or exclusion from membership of the Congress.

TUC RULES AND STANDING ORDERS

Rule 15 Trustees, auditors and accounts

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

b. AUDITORS: The accounts of the Congress shall be audited annually by a chartered or incorporated accountant to be appointed

by the General Council. The accountant shall be given access to all books and documents of the Congress and shall be given all information or explanations with regard to the accounts that she or he requires. The accountant shall be required to submit a report to the General Council as soon as practicable after the audit.

c. ACCOUNTS FOR THE YEAR: In order that affiliated organisations may have an opportunity of perusing the financial statements prior to each annual Congress, the financial year shall close on 31 December. The audit shall then take place and printed Balance Sheets, duly certified by the Auditors, shall be sent with the complete agenda to the secretary of each organisation not less than 14 days before each annual Congress.

Rule 16 Amendment of Rules and Standing Orders

a. The General Council may between each annual Congress make any amendment to the Rules and Standing Orders that they deem necessary subject to any such amendment being confirmed by the next annual Congress, providing that any such amendment shall in any event be

binding upon all affiliated organisations and their members until overruled by Congress.

b. Affiliated organisations may (subject to the provisions of Rule 24) put forward motions for the amendment of the Rules and Standing Orders for the consideration of such annual Congress.

PART 2 ARRANGEMENTS FOR ANNUAL CONGRESS

Rule 17 Preliminary arrangements

a. The General Council shall select the place for the annual Congress and shall have the powers to invite representatives of public bodies and other institutions to attend the sittings thereof.

b. The General Council shall meet during the week prior to the date of each annual Congress for the purpose of completing the arrangements there for.

Rule 18 Representation at annual Congress

a. Affiliated organisations shall be entitled to be represented at the annual Congress by one delegate for every 5,000 members or fraction thereof, (save for unions with fewer than 5,000 members who shall be entitled to two delegates) provided always that they have paid the fees prescribed in Rule 3.

b. Not later than seven weeks prior to the Monday of the annual Congress the names and addresses of the delegates shall be sent to the General Secretary of the Congress on the appropriate form which must be signed by the President (or Chairman) and Secretary of the organisation such delegates will represent.

c. A credential card shall not be issued to any affiliated organisation which has failed to comply with the foregoing conditions.

d. In addition, the annual Trades Councils Conference may elect a further delegate, who must be a member of a registered Trades Council, to attend Congress and move the motion submitted to Congress by the Trades Councils Conference.

Rule 19 Delegates' qualifications

a. Each annual Congress shall consist of delegates who must be financial members of the affiliated organisation they are to represent and actually working at their trade at the time of appointment, or full-time paid officials of such affiliated organisation. However, unemployed members of an affiliated organisation shall not be debarred from acting as delegates.

b. The above qualifications shall not, however, debar a person from acting as a delegate who is not a full-time paid official and who has temporarily left her or his normal full-time work as an employee in trade or industry to undertake Parliamentary duties, provided that, at the time of her or his attending Congress, she or he is occupying a national post designated under the Rules of the appointing affiliated organisation.

Rule 20 Congress President

a. The President of the Congress shall be appointed by the General Council at their first meeting after each annual Congress.

b. The duties of the President shall be to preside at all meetings of the General Council, an at all special Congresses or Conferences for one year following the date of her or his appointment, and at the annual Congress concluding her or his term of office. She or he shall then become first Vice-Chair of the General Council for a period of one year thereafter.

Rule 21 General Purposes Committee

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

TUC RULES AND STANDING ORDERS

b. Each nominee for the General Purposes Committee must be nominated by her or his own organisation. Nominations shall be submitted on the appropriate form which must be signed by the President (or Chair) and Secretary of the organisation and shall reach the General Secretary of the Congress at least eight weeks prior to the Monday of the annual Congress.

c. The members of the General Purposes Committee shall appoint from their body a chair and secretary. The duties of the General Purposes Committee shall be:

- i. to co-operate with the movers of motions and amendments in order that composite motions may be obtained wherever possible
- ii. to have circulated to the delegates copies of the composite motions they have approved
- iii. to submit to the President of Congress a programme of all motions and amendments approved by them as being in accordance with the Rules and Standing Orders, together with all suggestions for the proper conduct of the business of the annual Congress

iv. to report to the General Council any violation of the Rules or Standing Orders that may be brought to their notice, together with any recommendation agreed upon.

Rule 22 Tellers and ballot scrutineers

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

Rule 23 Voting

The method of voting at Congress shall be at the discretion of the President, by electronic vote. Each affiliated trade union will have a weighted vote, related to its affiliated membership to the TUC.

Rule 24 Motions for Congress

a. Motions for the Congress must be submitted on the appropriate forms and be signed by the President (or Chair) and Secretary of the organisation submitting such motions and must be received by the General Secretary of Congress not later than eight weeks before the Monday of the annual Congress.

b. Such motions shall be sent to each affiliated organisation not less than six weeks before the annual Congress. The order in which these subjects are to be discussed shall be decided by the General Council in consultation with the General Purposes Committee of Congress.

c. An affiliated organisation shall be allowed not more than two motions, apart from organisations with more than one million members who will be allowed one additional motion for each additional 500,000 members or part thereof. In addition each of the equality conferences, the Young Workers Conference and Trades Union Councils' Conference will be allowed to choose one motion carried by that conference for submission to Congress. In order that important labour questions may not be omitted from the discussion of the annual Congress, the General Council are empowered to place not more than three motions on the annual Congress agenda.

d. All amendments to the motions submitted by affiliated organisations must be received by the General Secretary of Congress not later than four weeks before the Monday of the annual Congress. An affiliated organisation shall be allowed not more than

two amendments apart from organisations with more than one million members who will be allowed one additional amendment for each additional 500,000 members or part thereof. These must be submitted on the appropriate forms and be signed by the President (or Chair) and Secretary of the organisation concerned.

e. Notwithstanding the provisions of this Rule, the General Council or any affiliated organisation shall, subject to the approval of the General Purposes Committee, be permitted to submit an emergency motion for the consideration of the delegates to Congress. No such permission shall, however, be granted unless agreed to by at least two-thirds of the votes cast by the delegates to the particular annual or special Congress.

f. Motions shall not exceed 250 words in length. Amendments shall not exceed 50 words in length. These provisions shall apply to original motions and emergency motions but not to composite motions nor to motions selected to go forward to the Congress Agenda by the equality conferences, Young Workers Conference and Trades Union Councils Conference.

Rule 25 Delegations

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

Rule 26 Date of annual Congress

a. Unless otherwise decided by the General Council, the date for the opening of each annual Congress shall be the Sunday before the second Monday in September.

b. To enable affiliated organisations to comply with the various requirements of these Rules where time limits are fixed by reference to the date of the annual Congress, the General Council shall, in the event of any change in such date, direct that notice of such change shall be given to affiliated organisations in due time.

Rule 27 Standing Orders

a. HOURS OF MEETING: Delegates shall assemble at 4pm prompt on the first day of each annual Congress and at 9.30am on each succeeding day. On Sunday Congress shall adjourn at 7pm and each day thereafter (Monday to Wednesday) Congress shall adjourn at 12.45pm and reassemble at 2.15pm and adjourn for the day at 5.30pm on Monday and Tuesday and shall conclude no later than 4pm on Wednesday.

b. AGENDA: A complete agenda of the motions and amendments submitted under Rule 24 shall be sent, not later than 19 days before the opening of each Congress, to the affiliated organisations which have paid up to the last preceding quarter the fees due under Rule 3.

c. GENERAL COUNCIL'S REPORT: After the opening of each annual Congress, the General Council shall present their report for the past year, which shall be circulated for discussion. The items of the report shall be discussed seriatim and not as a whole: each speaker to be limited to three minutes. Such report shall be given precedence over all other

TUC RULES AND STANDING ORDERS

business provided that where a motion on the agenda bears directly upon any part of the report, such motion may at the discretion of the President be taken in conjunction with such part of the report.

d. LIMITATION OF SPEECHES:

The mover of the motion shall be allowed five minutes, the seconder three, and any or each succeeding speaker three minutes. A delegate shall not speak more than once on a question, except the mover of the original proposition, who shall have the right to reply.

e. ORDER OF SPEAKERS:

The President shall determine the order of speakers. If the President calls a delegate to order, or for any other purpose connected with the proceedings, the delegate speaking shall cease their contribution and no other delegate shall speak until the President has authorised the discussion to proceed.

f. PRESIDENT'S RULING:

Should any delegate cause disturbance at any session of annual or special Congress, and refuse to obey the President when called to

order, she or he shall be named by the President, and shall be expelled from the conference for the remainder of the session, and shall not be allowed to take part in the Congress proceedings without the consent of Congress delegates.

g. CLOSURE:

The Previous Question, Next Business, or the Closure may be moved and seconded only by those delegates who have not previously spoken during the debate, and there shall be no speeches on such motions. Should the closure be carried, the mover of the original motion shall have the right to reply in accordance with Rule 27, clause (d). Should the President consider that there is no practical difference of opinion among the delegates, she or he shall have power to stop the discussion and submit the proposition to the vote of the Congress delegates.

h. SPECIAL MEETINGS:

In the case of special Congresses or conferences the above Standing Orders shall be adhered to wherever applicable as closely as possible.

Rule 28
Suspension of Rules and Standing Orders

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



► Paul Nowak joins the stewarding team on the final day of Congress 2023
© Jess Hurd

TUC GENERAL COUNCIL STATEMENT AND GUIDANCE ON SEXUAL HARASSMENT

Statement on sexual harassment

1. The TUC General Council is committed to promoting equality for all and to eliminating all forms of harassment, prejudice and unfair discrimination, within our own structures, within our own employment practices and through bargaining with employers.
2. Following union research highlighting the scale of the problem of sexual harassment and media interest in cases of sexual harassment across a range of sectors, from entertainment to politics, the General Council reaffirms its commitment to eliminating all forms of sexual harassment and violence against women.
3. TUC research has highlighted the scale of sexual harassment in workplaces across the country, across all sectors, and all industries. Over half of all women have experienced some form of sexual harassment in their working lives.
4. The Equality Act 2010 defines sexual harassment as unwanted conduct of a sexual nature which has the purpose or effect of violating someone's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.
5. Sexual harassment can take many forms. It could take the form of indecent or suggestive remarks, questions or jokes, or suggestions about someone's sex life, the display of pornography in the workplace, the circulation of pornography (by email, for example), unwelcome and inappropriate touching, hugging or kissing, requests or demands for sexual favours, or any unwelcome behaviour of a sexual nature that creates an intimidating, hostile or humiliating working environment.
6. The TUC recognises that both men and women can experience sexual harassment but all evidence points to sexual harassment being overwhelmingly directed at women and overwhelmingly perpetrated by men.
7. We recognise that both victims and perpetrators come from all walks of life and that sexual harassment may be combined with other forms of prejudice and discrimination, for example based on age, race, class, sexuality, gender identity or disability.
8. TUC research on sexual harassment has highlighted that sexual harassment is not only perpetrated by employers or colleagues, it is often perpetrated by a third party such as a customer, a patient, or another member of the public.
9. TUC research found that casualisation and lack of job security were linked to sexual harassment and presented barriers to reporting and challenging harassment. TUC research also found that sexual harassment was more prevalent in male-dominated sectors.
10. We recognise that sexual harassment is a form of violence against women and it both reflects and reinforces existing power dynamics in society.

11. Sexual harassment and other forms of violence against women can have negative impacts on the self-esteem and mental health of the person experiencing it. It can also have a damaging effect on the working life of the person experiencing it, causing them to avoid the perpetrator at work, causing them to leave their job, or, in cases of victimisation, leading to their demotion or dismissal. In a trade union context, sexual harassment may lead to women avoiding union meetings, avoiding putting themselves forward for election to union positions, or even leaving the union altogether.
 12. Many trade union members will have experienced some form of sexual harassment in their working lives. Recent research by the Equalities and Human Rights Commission found that where victims of sexual harassment had reported the problem to a trade union representative, they had a more positive outcome. Yet we also know from TUC research that too few women report sexual harassment to anyone at all, including their union representative. Trade unions have a role to play not only in reacting to allegations of sexual harassment but also in actively promoting the importance of reporting sexual harassment to the relevant trade union representative, and fostering an environment where women feel safe and confident in doing so.
 13. The TUC General Council affirms its commitment to eliminating sexual harassment and all forms of violence against women. Furthermore, the TUC General Council calls on affiliated unions to:
 - ensure that all unions have effective policies on sexual harassment in place and communicated to all staff and reps, as both employers and as democratic membership organisations
 - ensure all unions have fair and effective procedures in place to deal with complaints, which recognise the value of including an independent expert presence
 - implement sexual harassment policies in union branches or other relevant structures
- place sexual harassment and all forms of violence against women at the top of union bargaining, campaigning and organising agendas
 - work with relevant civil society organisations such as the End Violence Against Women Coalition
 - circulate this statement to members and make members aware of our commitment to ending sexual harassment at union education courses, conferences and other events.

Guidance on procedures relating to harassment and discrimination

1. The TUC rules are explicit and robust in stating its commitment to promoting equality and eliminating all forms of harassment, prejudice and discrimination.
2. Rule 1b states: "It shall be a requirement of affiliation that an organisation has a clear commitment to promote equality for all and to eliminate all forms

TUC GENERAL COUNCIL STATEMENT AND GUIDANCE ON SEXUAL HARASSMENT

- of harassment, prejudice and unfair discrimination, both within its own structures and through all its activities, including its own employment practices.”
- Rule 2a states that the objects of Congress are: “To promote equality for all and to eliminate all forms of harassment, prejudice and unfair discrimination, both within its own structures and through all its activities, including its employment practices.”
 - Where a matter relating to discrimination or harassment within an affiliated union is brought to the attention of the general secretary of the TUC, the TUC general secretary may wish to conduct an initial investigation in respect of any contravention of TUC rules.
 - Following consultation with the TUC president, the TUC general secretary, or whom they designate, is empowered to convene a panel to investigate whether or not the union has complied with the TUC’s rules in relation to equality and discrimination.
 - As is the case in the TUC disputes procedure, such a panel will be drawn from the General Council and may include a legally qualified person or another independent third party with relevant expertise. In the case of an allegation relating to sexual harassment, for instance, the general secretary may wish to appoint an independent expert from an equalities or women’s rights organisation.
 - Depending on the outcome of the investigation, the panel may wish to make recommendations to the union that may be enforced in the form of an award, in line with the existing disputes procedures.
 - Should any information regarding individual complaints be submitted to the committee they will be treated in confidence, in line with best practice.
 - Should the panel make an award, the General Council will receive a report in line with point 7.

INDEX

A

Acas
flexible working 25

adult
education 38
skills entitlement 50

agency workers
employment rights 14

AI see artificial intelligence (AI)

AI Working Group 46

Amazon 8, 21, 34

ambulance service
minimum service levels (MSLs) 48

anti-racism 28
Black Workers Conference 58
campaigning 35
International Day for the Elimination of Racial Discrimination 31-2
Wales TUC 36
young workers 59

Anti-Racism Task Force (ARTF) 28
Executive Committee 65

apprenticeships 51
NHS 48

Arab TUC 54

Argentina 54

artificial intelligence (AI) 42, 46, 53, 59

arts and creative sector 25
Executive Committee 65
TUC strategy 57
Wales TUC 36
young workers 59

Artificial Intelligence (Employment and Regulation) Bill 46

arts and creative sector 25

atypical workers 23

austerity 50

automotive industry
just transition 21

B

banking sector
profiteering 19
taxation 19

BBC funding 25

benefits
disability-related 33-4

system 22
universal credit 22-3, 31

Black Activist Development Programme
Wales TUC 36

Black activists
programmes 28, 34, 36
solidarity network 35

Black Trade Union Oral History Project 61

Black Women’s Advisory Group 29

Black workers see BME workers

Black Workers Conference 31, 58-9

BME communities
cost-of-living crisis 28

BME workers 26, 31-2
flexible working 25
sexual harassment 58, 59
structural racism 32
TUC staff 57
union membership 9
workplace rep training 40

border force
border security workers 12
industrial action 14
minimum service levels (MSLs) 50

Brazil 52

Britain at Work (TUC website) 61

Brunei
trade with 22

bullying and harassment 29, 41
LGBT+ workers 32, 33
reporting 44
see also sexual harassment
bus franchising 34

C

Cameroon 54

cancer care 48

Care Economy Committee 52

Central Arbitration Committee (CAC) 37

childcare crisis 30

Citizens Advice 14

city mayors 13, 34

civil liberties 28

civil service 47, 50
Wales TUC 36

Coalition of Black Trade Unionists (UK) 61

collective bargaining 9, 14, 16, 20, 51

ferries 24

firefighters 46-7

race equality 32
Wales TUC 36

Colombia 52

Committee on Workers’ Capital 23

Comms Awards 44

Comprehensive and Progressive Agreement for Trans-Pacific Partnership (CPTPP) 22

Congress 2023 58

Congress Awards 58

Congress Centre 57

Connected by Data 46

construction
RAAC 26

Convention on Biological Hazards 52

conversion therapy 32, 33

COP 28 20

coronavirus pandemic
BME workers 25

Covid-19 public inquiry 26, 28, 60
UK economy 18

corporate governance 21

cost of living 22
crisis 13, 28, 60
effect on women 31

Covid-19 see coronavirus pandemic

creative sector see arts and creative sector

criminal justice system
see justice system

culture sector
workers’ rights 34

cyber attacks
trade unions 42

D

Defend the Right to Strike rally 35

Demonstrations
minimum service levels (MSLs) 13

Development Fund 60

devolved governments 13

devolved mayors 13, 34

digital 42
capabilities 28
credentials programme 39
inclusion for older people 23

Leading Change 42
organising 42-3

Digital Lab 42

disability pay gap 33

Disability Pay Gap Day 33

disabled workers 33-4, 58
adjustments for 41
women
pay gap 30, 33

Disabled Workers Committee 67

Disabled Workers Conference 33, 58

DISK Congress 51

Diver, Charles 62

diversity 28-33
TUC strategy and behaviours 56
union membership 8

Domestic Advisory Group 22

Durham Miners’ Gala 34

Dying to Work (TUC campaign) 34

E

Early Years and Childcare Coalition 30

early years education 48, 49
crisis in 30

Economic Activities of Public Bodies Bill 53

education sector 23, 47, 48-9
adult 38, 50

early years 30, 48, 49
fair deal for workers 31
school buildings 46, 49
Wales TUC 36
workers’ rights 34

election see general election

employment
law 41
rights 14-15, 22
tribunals 14
vacancies 18, 48

energy industry
just transition 21
profiteering 19, 21

environmental issues
climate 9, 20
infrastructure 18
industry 20-1
just transition 21, 23, 34, 36
transport sector 9, 21, 24
Wales TUC 57

INDEX

Equal Pay Day (TUC campaign) 30
equality
 Leading Change 42
 race 32
 union membership 9
Esteve, Christine 62
Eswatini 54
ethnic monitoring 32
Europe
 arts' funding 25
 transport costs 24
European Trade Union Confederation (ETUC) 21, 52, 54
 Ukraine 52
European Union 54
 UK-EU Trade and Cooperation Agreement (TCA) 22
Executive Committee
 member attendance 65
 strategy and behaviours 56
executive pay 21
Executive Working Group 30

F

facility time
 green reps 20
far right 32, 54, 58, 59
 international threat from 10
 response to 36
 workplace rep training 28
Fare Outcomes: understanding transport in Welsh cities (TUC publication) 24
Fawcett Society 14
Federation of Entertainment Unions 25
Finance Committee 66
financial crisis 18
fire and rehire 8, 37
firefighters
 collective bargaining 46-7
 flexible working 25
 NHS 48
Flexible Working Bill 25
Fundamental Principles and Rights at Work Committee 53
funding cuts 50
 local government 50
 training 51
further education 48, 49
future-proofing industry 21

G

G7 18, 53
Gangmasters and Labour Abuse Authority (GLAA) 49
Gaza see Palestine
GCHQ 8, 35
gender pay gap 30
General Council
 employment rights 14
 members 7, 64-5
 minimum service levels (MSLs) 12, 13
 statement of responsibilities 72
 TUC strategy and behaviours 56
general election 8, 37, 38, 44, 53
 disabled workers 34, 58
 LGBT+ workers 32
 pensions 23
general secretary
 introduction 8-10
governance 42
 Leading Change 42
Gravity Site union working group 35
Great British Energy 21
gross domestic product (GDP)
 UK economy 18
Gulf States
 trade with 22

H

harassment see bullying and harassment
hate crime 32, 33, 58
health
 cancer care 48
 inequality 58
 LGBT+ workers 32-3
health and safety 25-6, 41
 Solidarity Hub 37
Health and Safety at Work Act
 health sector 47, 48
 Wales TUC 36
 workers' rights 34
 workforce 46
 Covid-19 public inquiry 26
HeartUnions Week (TUC campaign) 44
High Court
 employment rights 14
High Pay Centre 21

Hillsborough Law Now campaign 36
History of Young Workers (TUC Library Collection) 60
homeowners
 UK economy 18
homophobia 54
Hong Kong Labour Festival 54
housing 18, 21
HS2 23
human rights 22

I

immigration system 31
Implementation and Oversight Group (IOG) 28
Independent Chief Inspector of Borders and Immigration (ICIBI) 49
India
 trade with 22
individual learning accounts 57
industrial action 13-14, 35, 48
 Executive Committee 65
 Solidarity Hub 36, 37
 Strike action 8, 34, 43, 44, 46-7, 59
 university workers 49
 Wales TUC 36
 young workers 59
IndustriALL Europe 34
industry
 environmental issues 20-1
inflation
 UK economy 18
information line, TUC 58
insecure working 9, 15, 16, 23, 31, 58
Institute of Chartered Accountants 21
Institute for the Future of Work 46
institutional racism 28
interest rates
 UK economy 18
International Court of Justice
 Israel 22
International Day for the Elimination of Racial Discrimination 31-2
International Labour Organization (ILO) 49, 52
 right to strike 13
International Rise of the Far Right: building the trade union response (TUC course) 54

international solidarity 10, 28, 34, 51-4, 59
International Trade Union Confederation (ITUC) 51-2
 environmental issues 20
Invest in Our Future (TUC publication) 21
Israel 53, 58, 65
 trade with 22
IT strategy and information services, TUC 57-8

J

Jackson, Ken 62
Joseph Rowntree Foundation 14
just transition 21, 23, 34, 36
Just Transition Commission 20
justice system 14, 50

L

labour rights 22
Leading Change 42
learning and skills
 adult 50
 investment in 20
 lifelong 34, 50, 51
Lesbian, Gay, Bisexual and Trans+ Committee 67
LGBT+ workers 32-3, 54, 58
LGBT+ Workers Conference 54, 58
Living Wage Foundation 19
local government 47, 50
Loftus, Jane 62
London, East & South East region 34
London Union Learning Project 34
long-term sickness 18
Low Pay Commission 19, 25

M

McDonald's
 bullying, harassment and sexual harassment 29
Making Hybrid Inclusive (TUC publication) 25

manufacturing industry
 environmental issues 9, 21
medium-sized companies
 employee threshold 21
Megaphone platform 33, 42-3
Middle East 58
Midlands region 34
migrant workers
 employment rights 15
Miners' Strike, 40th anniversary 8, 59, 60
minimum service levels (MSLs) 8, 12, 13, 58
 border force 50
 NHS workers 48
 young workers 59
Minimum Wage Enforcement Group 19
mortgage interest rates
 UK economy 18
Myanmar 54

N

National Care Service 49
national dispute intelligence database 36
national minimum wage 19
 social care sector 49
National Open College Network (NOCN) 38
net zero 9, 20, 21
new deal for working people 8, 10, 15-16, 37
 Executive Committee 65
New Economics Foundation 50
Newid!, Wales TUC 36
NHS 48
 Covid-19 public inquiry 26
 hospital staffing 46
 non-disclosure agreements (NDAs) misuse of 29, 30
North West region 35-6
Northern, Yorkshire & the Humber region 34
Norwegian LO Youth Exchange 34, 35
Nothing About Us Without Us Disabled Workers Conference 58
Nowak, Paul see general secretary

O

O'Grady, Frances
 gender pay gap 30
older workers 23
Open Rights Group 46
Organising Academy 37, 42
Our Work Matters (TUC campaign) 19, 34, 37
outsourcing 19, 34, 35, 37, 46

P

P&O Ferries 24
Palestine 10, 22, 52, 53, 54, 58, 65
parents
 flexible working 25
Passport to Progress accreditation framework 38
pay 18, 19
 early years education 49
 equal 28, 58
 executive 21
 fair 16
 further education 49
 gap 32
 disability 33
 gender 30
 industrial action 13, 36
 low 8, 19, 31
 NHS 48
 outsourced workers 37
 public sector 46, 47
 sick 22-3, 37
 social care sector 28, 49
 Solidarity Hub 37
 TUC strategy 56
Pensioners Committee 68
pensions 23
 university workers 49
petitions
 Megaphone platform 43
Philippines 54
Plymouth and South Devon Freeport 35
precarious employment 58
 education sector 49
prison service 47
private sector 46
 collective bargaining 16
 industrial action 13
 union membership 8
procurement 20, 44

Public Power: turning it into reality (TUC publication) 20
public sector 50
 industrial action 13, 14
 recruitment and retention 46, 47
public services 46-7
 immigration 31
 TUC strategy 56
 UK economy 18
Public Services Liaison Group 47
Pulling All the Levers (TUC publication) 21

R

RAAC 26, 49
Race Relations Committee (RRC) 31, 68
racism see anti-racism
Rail and Urban Transport Review 24
regions 28, 34-6
 arts funding 25
 TUC strategy 56
Replacement for Universal Credit, A (TUC publication) 23
Reps Connect 46
Resistance and Reconstruction (TUC publication) 52
retail sector
 workers' rights 34
Retained EU Law Act 22
Right to Boycott coalition 53
rights
 access to trade unions 8
 artificial intelligence (AI) 46
 Defend the Right to Strike rally 35
 employment 14-15, 22
 human 22
 labour 22
 strike action 13, 44, 46-7, 50, 59
 Executive Committee 65
 international 34
 NHS workers 48
 trans and non-binary 33
 workers 34
 workplace 56
Rosser, Richard 62
Royal Mail campaign 44
Russian Revolution (TUC Library Collection) 60

S

safety see health and safety 25
school buildings 46, 49
seafarers' charter 24
seasonal workers
 employment rights 15
self-employment 23
 arts and creative sector 25
settlement agreements
 misuse of 30
sexual harassment 9, 29-30, 58
 BME workers 59
 Executive Committee 65
 TUC General Council statement and guidance 110-12
 TUC strategy 57
 Wales TUC 36
 young workers 59
sick pay 22-3
 Covid-19 public inquiry 26
 outsourced workers 37
sickness
 long-term 18
Silk Mill Festival 34
skills see learning and skills
social care sector 16, 28, 47, 49
Social Care Fair Pay Agreement 16, 49
social media 12, 33, 43-4
Social Partnership and Public Procurement (Wales) Act 36
social security 22-3
Solidarity Hub 35, 36-7
South West region 35
special educational needs (SEN) education 48-9
staff shortages 46
 education sector 48-9
Stand Up to Racism 32
standards in public life 50
state pension age 23
steel industry 20, 21
 Wales TUC 36
STEM subjects 48-9
Strategy for the Care Workforce (TUC campaign) 31
stress 26
Strikes (Minimum Service Levels) Act 8, 12-13, 15, 22, 35
supply chain 36
 environmental issues 21
support staff
 education sector 48-9

INDEX

T

Tackling and Preventing Sexual Harassment (TUC resource page) 30
Tata 36
taxation 19
employment rights 15
wealth 44
technology 9
education sector 49
textiles sector 51, 54
ticket office closures 24, 33
Tolpuddle Martyrs' Festival 35
trade 22
Trade Union Act 8, 15
trade union education review 38
trade union inflation group 18
Trade Union Liaison Group devolved authorities 34
Trade Union Share Owners (TUSO) 21
Trade Union Unit Trust Charitable Trust 54
trade unions
affiliation fees 56
Black activist programmes 28
building and diversifying 37, 60
cyber attacks against 42
digital organising 42-3
international solidarity 10
membership 9, 42
Black workers 9
recruitment 43, 58
organising 42, 59
promoting 43-4
recognition
Solidarity Hub 37
right to access 8
training 46
worker skills 50
Trade Unions for Trans and Non-Binary Rights Network 33
Trades Councils
Conference 2024 59
Trades Union Councils Joint Consultative Committee 69
training and skills 50-1, 57
workplace reps 38-40
Trans Awareness Week 33
trans rights 58
transphobia 54
transport sector 23-4
environmental issues 9, 21
rail 14, 23, 24
ticket office closures 33
HS2 23

Rail Gourmet 35
road
automotive industry 21
bus franchising 34
sea
ferries 16, 24
Plymouth and South Devon Freeport 35
Wales TUC 46
TUAC 46
TUC
accounts 76-92
AI Bill 25
AI Working Group 46
campaigns
Dying to Work 34
Equal Pay Day 30
Heart Unions Week 44
Organising Academy 42
Our Work Matters 34, 37
Strategy for the Care Workforce 31
Comms Awards 44
development 56-61
finances 59-60
auditor's report 72-5
Financial Committee 56
International Rise of the Far Right: building the trade union response, The (training course) 54
IT strategy and information services 57-8
Library Collection 60-1
Megaphone platform 33, 42-3
publications
Fare Outcomes: understanding transport in Welsh cities 24
Invest in Our Future 21
Making Hybrid Inclusive 25
Public Power: turning it into reality 20
Pulling All the Levers 21
Replacement for Universal Credit, A 23
Resistance and Reconstruction 52
regions 34-6
rules and standing orders 94-108
staffing 57
Tackling and Preventing Sexual Harassment (resource page) 30
trustees 69
webinars 12, 40, 41
websites 61
TUC Aid 54

trustees 69
TUC Education 28, 38-40
TUC educational trustees 69
Turkey 52
trade with 22
TUSDAC 21

U

UK economy 9, 18-19
TUC strategy and behaviours 56
under-investment in 46
UK-EU Trade and Cooperation Agreement (TCA) 22
Ukraine 10
ITUC delegation to 52
umbrella companies
emploment rights 14-15
UN Convention on the Rights of Persons with Disabilities (CRPD) 34
unemployment 18
UNI Global 21
Union Finder (TUC tool) 43-4
Union Learning Fund 50, 51
union learning reps (URLS) 36, 50, 51, 57
Union Ops Connect event 44
Union Reps Connect 41
unionfinder 43-4
United National Framework Convention on Climate Change (UNFCCC) 20
United States 10
universal credit 22-3, 31
universities 48
industrial action 49
Unseen Care Hub 49

W

Wales TUC 36, 46, 57
Wates Coalition 21
webinars 12, 40, 41
Windrush Compensation Scheme 31
Winning Equal Pay (TUC website) 61
women activists
solidarity network 35
Women and Equalities Committee 23

Women and Equalities Select Committee 31
women workers 26, 30-1
disabled
pay gap 30, 33
tribunal fees 14
Women's Committee members 70
Women's Conference 2024 58
Women's Development Programme
Wales TUC 36
work capability assessments (WCAs) 33-4
Worker Protection Bill 29
Worker-led Transition (TUC project) 21
workers' capital 21
working time 25
childcare crisis 30
education sector 49
flexible 25, 48
workplace inspections RAAC 26
workplace reps
environmental issues 21
flexible working 25
green 20
health and safety 25, 26
minimum service levels (MSLs) 12
safety 26
training and support 28, 38-40
TUC Education 38-40
union learning reps (ULRs) 36, 50, 51, 57
Wales TUC 57

Y

young workers 26, 59
activists 35
childcare and early years workforce 30
union membership 8
Young Workers Conference 59
Young Workers Forum members 71

Z

zero-hours contracts 8, 15

INDEX OF RESOLUTIONS

Resolutions, including composite and emergency resolutions, carried at the 2024 Congress, and where they are referred to in this General Council report.

Resolutions

Resolution 1	15
Resolution 5	12
Resolution 6	16
Resolution 9	25
Resolution 10	25
Resolution 14	24, 33
Resolution 15	24
Resolution 16	25
Resolution 17	20
Resolution 18	20
Resolution 19	18
Resolution 28	19
Resolution 31	28
Resolution 37	30
Resolution 38	31
Resolution 39	33
Resolution 40	33
Resolution 41	19
Resolution 51	47
Resolution 54	48
Resolution 55	48
Resolution 56	48
Resolution 62	49, 50

Resolution 63	30
Resolution 64	50
Resolution 65	47
Resolution 68	47
Resolution 74	16
Resolution 75	37
Resolution 77	59
Resolution 78	25
Resolution 79	22

Composites

Composite 1	12
Composite 2	25
Composite 3	20
Composite 4	23
Composite 5	20
Composite 6	19
Composite 7	18
Composite 8	22, 33
Composite 9	22
Composite 10	23
Composite 11	26
Composite 12	29
Composite 13	46
Composite 14	47, 49
Composite 15	47
Composite 17	48
Composite 18	49
Composite 19	47, 50
Composite 20	25
Composite 21	52
Composite 22	53

Emergency resolutions

Emergency resolution 1	24
Emergency resolution 2	21

