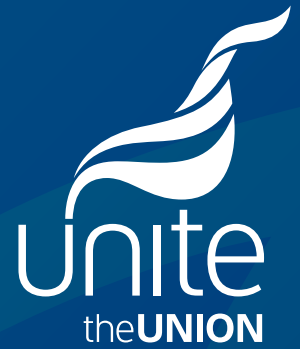


FIGHTING FOR
**JOBS, PAY &
CONDITIONS**



Final Agenda

6th Policy Conference, Liverpool

18-22 October 2021

Sharon Graham: General Secretary

Tony Woodhouse: Chair - Executive Council



6th Policy Conference

18 – 22 October 2021

Final Agenda

AGENDA FOR CONFERENCE

1. Chair's opening address
2. Adoption of Standing Orders
3. Standing Orders Committee Report
4. Obituary
5. General Secretary's Keynote Address
6. Executive Council Report to Conference including:
 - i. Report on implementation of proportionality under Rule 11(2)
 - ii. Report on changes to lay members expenses under Rule 21
7. Consideration of general policy motions and composite motions
8. Election of Standing Orders Committee for the 7th Policy Conference 2023
9. Election of the Appeals Committee
10. Political, International and other speakers.

6th POLICY CONFERENCE: MOTIONS & AMENDMENTS

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A ECONOMY & INDUSTRY

1 Manufacturing Matters

Conference notes with growing concern the devastation being caused to our manufacturing heartlands by a toxic mix of underinvestment, short-term profiteering and government failure to either directly intervene to protect foundation and transitioning industries or develop a comprehensive industrial strategy to support them.

Conference believes that the uncertainty over our future relationship with our largest trading partner, the European Union and fear of a no deal Brexit at the end of 2020, is having a catastrophic impact on industry confidence, foreign direct investment and the future product plans of global corporations with investment options.

Further, conference recognises growing public pressure for regulators to address public health concerns over emissions and the climate emergency, to transition our economy to a carbon neutral and particulate free future. This rapid transition is impacting our whole economy but in particular our manufacturing industries; from energy generation to vehicle manufacturing, construction to steel. This transformative green industrial revolution must place workers and our unions, as well as our communities centre stage if we are to secure the just transition we demand and ensure that nobody is left behind, we protect jobs and skills, apprenticeships and opportunities for future generations.

In this already challenging environment our members are confronted with the introduction of new technologies; automation, artificial intelligence and the digitalisation of work, 'Industry 4.0'.

In the face of this rapidly changing world of work, conference congratulates our manufacturing shop stewards and officers on the coordinated political and industrial strategies they have developed, ensuring our union leaves no stone unturned in the fight to protect our members. With agreements negotiated, investments and protections secured and battles won, we have saved thousands of manufacturing jobs at companies including; General Electric, Harland & Wolff, Cammell Laird, Bombardier and Wrightbus.

Conference further congratulates the unions manufacturing combine on the development of its Manufacturing Matters Industrial Strategy. This comprehensive strategy links our industrial and political work, putting our union at the heart of the fight to address the industrial and political challenges above alongside our campaigning to address the long term structural issues driving our demand for a just transition and secure, sustainable jobs; corporate governance, automation, artificial intelligence, digital and developing technologies, skills development and retention, a just transition and green industrial revolution, trade union rights, collective bargaining and industrial democracy.

Conference believes that the strategy should form the basis of our union wide efforts to build workplace confidence and long-term power, uniting our industrial, political and community pillars to address the challenges of climate change and industry 4.0 in a coordinated and integrated way.

To this end conference calls on the Executive Council to provide every support to the Manufacturing Combine, our shop stewards and officers in their efforts to deliver a secure, sustainable future for UK manufacturing based on:

- confident, knowledgeable, well organised workplaces supported by a powerful, well resourced shop stewards movement;
- our being at the heart of discussions on a green new deal and a just transition to sustainable jobs. Ensuring that no community or region is left behind as we transition our economy and the world of work;
- our ensuring that the development and deployment of new technologies, automation, artificial intelligence and the digitalisation of work benefits working people with our fair share of the wealth we create, shorter working time, early retirement, job sharing alongside lifelong learning and retraining opportunities

**London & Eastern/Regional Committee
South East/Regional Committee**

2 Manufacturing Matters

Conference notes that our union has a proud history of fighting for rights at work, health and safety and for the best possible terms and conditions for our members in the manufacturing and supply chain.

For many years members continue to be threatened by job insecurity, poor health and safety and undercutting of terms and conditions.

This conference resolves to:

- fight for further recognition agreements in manufacturing businesses and relevant supply chain companies to ensure a protection of industry wide standards to prevent undercutting of smaller suppliers
- defend and extend the level of health and safety protection for members
- to increase union density amongst agency staff within manufacturing and the supply chain to have greater industrial strength
- to hold Regional manufacturing conferences in order to build a union wide strategy on manufacturing and to ensure that all members engage in protecting manufacturing.

West Midlands/Regional Committee

Amendment

Second bullet point, add at end “including campaigning for the fundamental right to safe and healthy work for all workers on all contracts, and fully enforced by enforcement authorities.”

North West/0522M Preston & South Ribble Branch

3 Manufacturing Matters: An Industrial Strategy of our Own

Unite believes:

- the last decade of Tory misrule has seen over 600,000 job losses across manufacturing. The situation in the automotive sector is one of growing crisis. One in three employers have axed jobs, while production, sales and investment have continued to fall. The next decade will determine the future of the industry.
- the Tory Government has clearly demonstrated its utter unwillingness to act to secure the future of UK manufacturing or intervene to defend jobs.
- the Government’s Industrial Strategy is woefully insufficient to secure a post-Brexit future for UK manufacturing or to achieve a ‘just transition’ which meets the challenges of climate change while defending jobs.
- as the largest trade union for manufacturing, Unite must lead from the front by supporting shop stewards to develop our own strategies which defend jobs and secure a sustainable future for manufacturing on our own terms.

Unite resolves:

- to continue developing the *Manufacturing Matters* campaign into a political, industrial and collective bargaining strategy for securing the future of UK manufacturing. This should include:
 - further developing the #BuyLocalBuildUK campaign to support sustainable and socially beneficial procurement of UK manufactured goods, in collaboration with all relevant industrial sectors.
 - developing a new approach to post-Brexit international trade and fostering meaningful solidarity between workers forced to compete within multinational employers and across international supply chains.
 - developing our own ‘just transition’ strategy at workplace, company and national levels to proactively take the lead on how our industry meets the climate change challenge, while ensuring the cost of transition is not handed down to automotive workers through attacks on pay and conditions or by offshoring jobs.
 - to commit to a renewed collective bargaining strategy led by shop stewards through national committees or combines and overseen by National Industrial Sector Committees to develop trade union power which prepares to meet any future threats of site closures head on.

North East, Yorkshire & Humber/Automotive RISC

4 Manufacturing Matters - Procurement

Conference welcomes Unite's Manufacturing Matters strategy document published in 2019.

Given that we face a long period of Tory rule during a time of immense change including Brexit, potential trade agreements with the EU, USA and other trading blocs Conference calls upon the Executive Council to revisit the document in consultation with members working in manufacturing industries and where necessary to revise the strategy to meet the changed circumstances Manufacturing now face.

Post-Brexit Britain will be a very challenging environment, economically, socially and politically. Clear politics rooted in workplace experiences, understandable and clearly presented in language used and understood by members can rebuild the unity so badly damaged by the Brexit experience.

Procurement policy is one such strategy. We are particularly concerned that the Procurement strategy doesn't fall off the agenda, but on the contrary becomes a major campaigning activity amongst the membership and becomes a vital tool in the defence of manufacturing jobs.

We speak a lot about the need to talk the language and meet the aspirations of the members. The membership must be given ownership of Manufacturing Matters to forge the politics of resistance and struggle on the shop-floor.

North East, Yorkshire and Humber/Regional Committee

5 Supporting Manufacturing

Conference is concerned for the future of UK manufacturing. The lack of an Industrial Strategy from Government is compounded with the uncertainty of leaving the European Union, Automation, Digitalisation and Climate Change.

Conference calls on Unite to be at the forefront to save UK Manufacturing through proactively demanding and shaping an Industrial Strategy with the Government and employers. This tripartite approach should stop the short termism of UK Manufacturing and benefit all parties.

This would involve positive procurement policies, be it for defence to Local Government contracts and the use of local steel, chemicals, pharmaceuticals, packaging, and engineered manufactured equipment.

Conference calls on Unite to ensure our Shop Stewards and Learning Reps are involved in the development and transition to green technology and Industry 4.0. The upskilling and retraining of our members within industry is vital to the survival of UK Manufacturing.

Scotland/Aerospace & Shipbuilding RISC

6 Positive Procurement Policy Post Brexit

Conference calls on the Executive Council to lobby government to pursue a national buy British procurement policy that supports the UK manufacturing sector.

In a post Brexit world support for UK manufacturing jobs will be even more important. In addition in an increasingly fragile world where political tensions continue to rise we should not lose sight of the peace and stability that we have enjoyed across Europe over the last 70 years.

We therefore, believe it will be vitally important that UK plc maintains sovereign capability in all areas including national security. A positive procurement policy could also include financial support and targets to tackle the climate change crisis that is fast approaching the point of no return, this could incorporate a green energy action plan that could form part of a wider diversification strategy.

Aerospace & Shipbuilding NISC

7 UK Procurement Legislation

Conference calls upon Unite the Union to seek changes to UK Procurement Legislation at National, Regional and Local Government level.

We are calling for changes to make it a legal requirement that UK based Manufacturers are invited to tender as part of any internal procurement using taxpayer's money are included and that economic, social and environmental impacts are taken into consideration in the process.

All too often we hear that by awarding a contract to a foreign bidder that submits the lowest bid it delivers value to the tax payer. It doesn't take into consideration the impact it has on our manufacturing industry. We are told by our Union that for every £1 spent internally 36% goes back to the treasury in some form of taxation.

The Government says it is committed to training the next generation of engineers, scientist's etc. and providing students with the skills for the future but what it does not commit to is providing Jobs in the ever-changing manufacturing landscape. So, to remedy this issue we need to change the law and ensure that all UK based manufacturers are invited to tender bids and Economic, Social and Environmental impacts are factored in as we move into the next digital industrial revolution.

North East, Yorkshire & Humber/Engineering, Manufacturing & Steel RISC

8 Collective Bargaining 2020+

Conference congratulates delegates at the 2019 Rules Conference for taking the historic decision to incorporate Collective Bargaining into our Unite Rule Book for the first time.

Conference agrees that bringing workers under collective bargaining agreements remains the most effective means of redistributing wealth, improving wages and conditions and increasing workers collective power at the workplace.

To this end, Conference welcomes the *Work, Voice and Pay* programme developed by the Executive Officer, and commits to working with the Organising and Leverage Department and all Unite sectors to begin to develop a meaningful industrial strategy, including:

- identifying our major employers.
- creating Shop Steward Combines and key agreements for each relevant industry.
- gathering industrial information, including our collective agreements.
- building proactive leverage.

Automotive NISC

Amendment #1

New bullet point at end:

- issue EC Guidance in relation to principles for collective bargaining agreements including minimum standards for democratic engagement and involvement of members, grouping of workplaces, coverage of collective agreements, cooperation with other trade unions, collective bargaining on pay and equalities, right to take industrial action.

Community, Youth Workers & Not for Profit NISC

Amendment #2

Last paragraph, line 3: after “sectors” insert “and regions/nations”

London & Eastern/230 Central London Taxi Branch

Amendment #3

Last paragraph, line 3: after “sectors” insert “and regions”

London and Eastern/Community, Youth Workers & Not for Profit RISC

9 Collective Bargaining Across Different Sectors

Conference recognizes that international corporations conduct their businesses globally, across different industries, with no restrictions as to how they organize their business in pursuit of profit.

It is this flexibility which give these employers the dynamic ability to monopolize across industry with no restraint.

In this global market where we see many of the same corporations operating across our sectors, we need to be as flexible in our approach with Collective Bargaining, and recognize that that we must organize across industry, where the same business operates across different industrial sectors of our union, to gain leverage and collective power.

Conference calls upon Unite's Executive Council to form a National Organizing Campaign and Strategy, under Unites Work, Voice, Pay program led by our Executive Officer Sharon Graham.

It is only by organizing across industry and forming collective agreements across our sectors that we can harness our collective power.

London & Eastern/1912 Babcock Heathrow Branch

10 Automation, Digitalisation and a shorter working week

Conference welcomes Unites position regarding automation, digitalisation and the shorter working week. However in the light of the 2019 General election result and the probability of a Tory anti trade union Brexit, conference believes it is imperative to reaffirm our commitment to protect our members and future proof UK manufacturing accordingly.

Commitment to:

1. campaigning for a shorter working week with no loss of pay
2. constant monitoring and strengthening of our excellent New Technology Agreement
3. defending all worker's rights post Brexit
4. further lobbying of Parliament for a Minister for Manufacturing
5. campaigning for collective bargaining throughout the Manufacturing industry.

Conference believes all of the above are reasonable requests and with the prospect of our Union being the subject of unprecedented Tory attacks Unite are prepared and willing take the fight to them on behalf of our members.

Engineering, Manufacturing & Steel NISC

11 Recommendations for the Collective Bargaining Agenda Concerning Artificial Intelligence in the Workplace

Conference considers that local level employee participation should take place early in the development and deployment of new technologies including AI and robotics. It is essential and important to inform and consult union representatives in the workplace. But consultation is not sufficient and we need to establish collective bargaining agreements covering data collection, data management, data bias, data ownership, training and terms and conditions of employment.

Data collection. Where employers are using technology to collect data from workers on their work performance the union needs to incorporate protections in its agreements. Collective bargaining should include the following:

- justification, suitability and the principle of minimum invasion
- precision; safeguarding that the methods for data collection are sophisticated enough to collect only the data related to the intended workplace
- ethics and identifying what should not be collected
- improvement; creating mechanisms jointly with social partners through which data collection is, monitored, evaluated and meliorated
- accountability
- governance.

Data Management. There are new additional concerns when it comes to managing the data, once gathered. Firstly, there is the issue of data security. Secondly, is the issue of data ownership. It could be that worker generated data is shared with other systems and used in wider analysis, with the individual worker having little or no influence over where her/his information on ends up. Data Access is therefore critical as a collective bargaining demand.

In addition, in a society with a more wide-spread use of computer systems, the value of data can be expected to increase. If employers are collecting data on worker activity, the workers are in effect generating more value. Such an increase in productivity should be reflected in worker pay and benefits. Key topics for collective bargaining negotiations include:

- justification and prior consultation
- ownership/access
- digital legacy
- compensation

Data analysis bias. Negotiations should centre on principles for avoiding bias, such as:

- transparency
- equality
- safeguards

Graphical, Paper, Media & IT NISC

12 Collective Bargaining Priorities for Protecting Employment against Technological Disruption

Artificial Intelligence is already prevalent in our workplaces and the imminent impact of 5G technology that will facilitate the Internet of Things will increase the risk of human labour being displaced in favour of automated systems. Training and working time strategies are critical to protecting our members' livelihoods.

Training: It is critical therefore that all workers regardless of their role should be trained to acquire basic digital skills just as previously we identified the basic skills of literacy and numeracy. Training cannot be seen though as a response to imminent job disruption. Regular dialogue needs to take place to evaluate job roles in the workforce and their risk of displacement through automation and AI. Additionally, it will not be possible as it is not now to avoid or mitigate all potential redundancies. So, union negotiators need to promote retraining payments and training subsidies as part of any redundancy compensation packages to facilitate a rapid re-entry into the labour market.

Working Time, Work-Life Balance and Equality: A key tool and term that must form part of the collective bargaining agenda is the Right to Disconnect. This cannot be a voluntary arrangement or an unenforced entitlement. It has to be an agreement that is defined and managed properly. In addition, collective bargaining should be seeking to reduce hours and days and claims for the four day week, the nine day fortnight should be promoted over and above reductions in the working day or shift that can more easily be eroded by “circumstances”.

North East Yorkshire & Humber/GPM & IT RISC

13 Automation in the Workplace

Conference welcomes the opportunity to raise the effects of automation and digitalisation in the workplace. To ensure the continued protection of hundreds of thousands of decent unionised jobs, which are now at risk from a significant and rapid rise in the use of new technologies across all sectors within the North West.

Conference recognises that “Industry 4.0” could provide opportunities for high skilled job creation, supporting the introduction of new technology in areas such as the manufacture of green energy technology and the manufacture of electric vehicles and its necessary infrastructure. However, historically advances in technology have not generally proved positive for workers, or for our class. With many of us currently witnessing the demise of thousands of jobs across all sectors here in the North West.

Conference therefore welcomes the report into the “Threat of Automation” from Unites Organising and Leverage Department, for the stark clarity it brings in identifying existing and future risks, and the need for an adequate response to address the challenges faced by automation and digitalisation.

We therefore call for any future response to include a commitment by a future Labour Government to support the introduction of National and Regional workplace technology agreements as part of its broader Industrial strategy, addressing the challenges that automation and digitalisation bring to the workplace.

Conference also seeks the development of a National Automation Strategy to include the potential social impact this will have on our communities by increasing inequality and hardship in areas already suffering from austerity, low paid precarious work and lack of direct investment here in the North West.

North West/Regional Committee

Amendment

Delete paragraph 1 and replace with:

New Technology is an inevitable and unavoidable part of the modern workplace. This is not something we should be afraid of or resist, but something we should embrace and take ownership of, as many technological advances can bring huge benefits to employees, making jobs safer, easier and more efficient. However, we should not be complacent or reactive to this situation, but rather pro-active: looking ahead to what increased automation in the workplace may bring, and be prepared for the advance of technology: future-proofing our workplaces against any negative impact that new technology and automation might have.

To this end, Unite must lay down clear and precise conditions under which we are prepared to engage with such technology: produce unmistakable rules as to what is, and is not, acceptable to us:

- technology or automated systems which improve safety and efficiency or reduce stress and fatigue to the employee are acceptable uses of automation.
- any automation or technology which would increase stress or workload, or which would, directly or indirectly, result in a reduction in employees' terms and/or conditions or otherwise adversely impact the worktime quality of an employee, whether intentionally or not, will not be acceptable under any circumstances.

Delete final paragraph and replace with:

This Conference therefore resolves to:

- produce a National Strategy for New Technology and Automation, including the above points, to be distributed to all Regional Secretaries, RISCs and branches, so as to provide a uniform and coordinated response to the subject of automation in the workplace
- build a national Unite policy based on the National Strategy, incorporating, but not limited to, the above points, to be adopted as policy by Unite and to be reviewed regularly to keep pace with new technology, whilst still maintaining the above criteria.

North West/48 Stagecoach Stockport Branch

14 Workforce Skills

Conference recognises the central importance of workforce skills, in particular craft skills, for the continued success of the manufacturing sector, including in Northern Ireland, into the future. In today's globalised, capitalist economy shareholders demand offshoring to secure increased profits and returns through a race-to-the-bottom on pay and terms and conditions. It is the existence of workforces holding high levels of craft skills which offer a lynchpin to secure investment and the high-value-added manufacturing jobs that provide a lifeline to many working-class communities.

The provision of training and, in particular, apprenticeships in such craft skills is therefore vital. Those entering apprenticeships should not be subject to punitive rates of pay justified by employers on the basis of age or the application of differential training rates.

This conference calls on the Unite Executive to fully resource a campaign to ensure apprentices receive, on day one, rights and entitlements, including payment of the Living Wage as determined by the independent Living Wage Foundation. Furthermore we call on the union to spearhead an engagement with the relevant political representatives and Ministers to make sure that the craft trade is presented as an attractive option and properly promoted to young people in schools and other educational providers.

Ireland/Aerospace & Shipbuilding RISC

15 Apprenticeships

Conference understands that apprenticeships can be a wonderful route into employment and provide the opportunity for people to earn while they learn.

Conference is clear that apprenticeships need to be well-funded, provide training and lead to a meaningful job and should not be used as cheap labour and need the protection of a union around them.

Apprenticeships provide the chance to 'earn and learn' in a wide range of jobs, giving apprentices the chance to develop skills, experience and qualifications and a sustainable job at the end of training.

Conference asks that Unite runs a positive campaign for apprenticeships across all sectors. This has to include monitoring sectoral schemes, organising apprentices and we call upon the Executive council to mount an industrially focussed campaign to deliver an Apprenticeship Charter.

Conference believes that this should include a campaign kit to ensure apprenticeships deliver positive outcomes. Unite should then actively approach employers to sign the Charter. The Charter must contain the rights of apprentices and the responsibilities that we expect employers to undertake in support of their future workforce.

Conference ask that this be done over the next 6 years

Scotland/Unite Construction RISC

16 Working Time

Conference notes that the European Court of Justice (ECJ) has considered the extent to which employers are required to have a system in place to measure the time worked by their workers. The case was brought by Spanish trade unions against Deutsche Bank, with the trade unions seeking a declaration that the bank needed to set up a system recording the actual number of hours (including overtime) worked each day by its workers. The bank argued that Spanish law did not require this, as long as overtime hours were recorded.

The ECJ ruled that, to ensure rights held within the Working Time Directive (WTD) and the Charter of Fundamental Rights are given effect, member states must introduce an "objective, reliable and accessible system" to measure the time worked each day by each worker – a potentially significant burden for employers.

The UK's implementation of the WTD has been similar to Spain's: until now, employers have not been specifically required to measure or record daily hours of work or rest periods. All that is required of employers under the UK's Working Time Regulations (WTR) is to keep and maintain records in relation to the 48-hour limit on average hours worked per week (for workers who have not opted out), and in relation to the limits on night work. The ECJ's decision means that the WTR is not compliant with the WTD provisions.

The requirement to maintain records under the WTR is not a right that gives an individual employee grounds for action in the employment tribunals or courts. Instead, enforcement of the record-keeping obligation falls to the Health and Safety Executive (HSE) and local environmental health departments, on the basis that the WTD's primary objective is to protect workers' health and safety. Failure to keep working time records in relation to the 48-hour weekly limit and night work is an offence, and can result in a criminal fine. As matters stand, however, HSE guidance states there is no requirement to keep specific records of all time worked and rest periods taken.

Conference calls on the Executive Council to seek UK Government and HSE compliance by updating their guidance whether it be because of commitment to shadow EU standards in the event of Brexit or because the ECJ decisions continue to be enforceable in the UK.

Furthermore, any communication from management issued outside of contractual working hours and that requires a response or to perform a work activity by the employee should be deemed working time and this too requires monitoring.

North West/GPM&IT RISC

17 Modern Industrial Nation – 21st Century Infrastructure

This Committee recognises that for the UK to be a modern industrial nation it will require a 21st Century infrastructure that links all parts of the country.

Unite commits to campaigning for the appropriate investment in the UK's infrastructure and calls for all Government procured contracts to ensure:

- full trade union participation
- appropriate levels of training/apprenticeships
- a fully diverse workforce

It is only through such investment that the UK can begin to rebuild its industrial base.

Unite Construction, Allied Trades & Technicians NISC

18 Trade Union Facility Time

Conference notes that in a fair and democratic society workers have a fundamental right to form or join an independent trade union. These rights are enshrined in the Universal Declaration of Human Rights, the International Labour Organisation convention, and the European Convention on Human Rights.

Conference notes that facility time for trade union representatives has been under pressure for some time. A combination of ideological opposition to trade unions in some areas, and massive cuts in public sector funding, have led employers to slash facility time, and to clamp down on the use of facility time in outsourced areas.

As the amount of facility time is reduced so the pressure on existing activists and branches increases, particularly at a time when the government's austerity budget is putting even greater pressure on activists through yet more restructuring, redundancy and outsourcing. Conference congratulates those branches which have fought back against cuts in facility time, and welcomes the campaigning, research and political work carried out at all levels of the union on this issue.

Conference calls on Unite to:

- 1) continue to campaign vigorously for facility time to be made available to elected representatives so that they can perform their duties;
- 2) promote the benefits of facility time for workplace employment relations in the press and media and on social media;
- 3) call on committees and combines to work with employers and employer umbrella groups at UK and national levels to promote the benefits of facility time, utilising model agreements where appropriate;
- 4) ensure that best practice is promoted amongst Unite branches in terms of agreements with employers for facility time.

Recognising that there is a clear and immediate problem as a result of the continuing assault on facility time Conference calls on the Unite Executive Council to urgently:

- a) promote the development of new activists, so that the burden on existing activists can be more evenly shared by:
 - i. encouraging branches through the to set realistic targets for the development of new activists;
 - ii. encouraging branches to have in place a mentoring system to support and develop new activists;
 - iii. further developing and extending the flexible training options available, including distance and e-learning short courses, so that more new activists can access reps training more easily.
- b) encourage branches to pool resources where appropriate in order to relieve the pressure on individual activists, either through sharing work or resources as in the case of joint branch shop front/resource centre or the employment or the joint employment of staff; and to support such initiatives by ensuring that there are in place appropriate processes to enable branches working with their region can access written guidelines about how this can best be done;
- c) provide advice and support to branches on best practice in terms of both facility time agreements, including model agreements, and the allocation of facility time, in those cases where the employer agrees to provide it;
- d) investigate the usefulness and costs of providing a helpline for activists who feel that they want to talk to someone about the pressure of their work on behalf of members;
- e) keep under review the provision and use of facility time with a view to showing the benefits as part of the campaign by Unite for the provision of facility time. Looking not only at the pressure on individual activists but also the consequences for employment relations in the workplace including the negative effects on consultation and representation;
- f) work with the Labour Party to campaign to defend facility time, briefing individual elected politicians at all levels, developing model motions for councils and pushing for debates in the UK parliament and the parliaments and assemblies of the devolved nations;
- g) report progress in respect of facility time to National and Regional Industrial Sector Committees.

London & Eastern/Health RISC

Amendment

New bullet point:

- h) Review the immediate problem of zero facility time for our reps in certain sectors (such as hospitality) with a view to exploring time-off and funding options for representatives who have to conduct Unite activity in their own time. Such a review to be conducted by the EC in conjunction with our constitutional committees.

London & Eastern/1426 Great Yarmouth & District Branch

19 Implementation of Employment Charter

Conference has seen the benefit of the use of the Construction Charter, initially looking for implementation by Local Authorities as part of their procurement process, but also to include a wider base of signatories.

The main use and benefits can and is as captured in one agreed Local Authority Charter as below:

The Unite Construction Charter is aligned to the Council's Ethical Procurement Policy and contains many beneficial clauses including essential points on Health and Safety, standards of work, apprenticeship training and implementation of appropriate nationally agreed terms and conditions of employment.

It is Conference's view that Unite should adopt a policy to negotiate the introduction and implementation of such Charters across any sector where such employment rights, health & safety, training and use of any appropriate national agreement are relevant. Further that the signing up to such Charters should not be restricted to a political agenda but to be included as part of any procurement for any clients, contractors and their supply chain, but could also be a feature of Recognition Agreements.

It should also be noted that such Charters introduction should assist officers, organisers, reps and other activists in relation to their day to day activity on behalf of the union and its members in such workplaces to ensure the terms of reference, within the Charters, are correctly and consistently policed and adhered to.

North West/Unite Construction RISC

Amendment

Final paragraph, line 3, after "members" insert "and all signatory bodies"

North West/0541 Liverpool Construction Branch

20 The Road from Casualisation

Conference observes that the rise of casualisation has had an increasingly detrimental impact upon the landscape of organised industrial labour.

We have seen bargaining groups across our industry sign agreements allowing for agency and fixed term labour to be introduced in their workplaces in ever increasing amounts. We have simultaneously noticed the correlation between this dilution of trade union bargaining power and the erosion of wages and terms and conditions.

We have heard the arguments put forwards by our own company and lamentably by fellow trade union bargaining groups that "allowing casual labour in prevents redundancies".

We have heard the derogatory references about a “soft top” or “cannon fodder”.

So between believing that the core workforce do not have their interests at heart and not wishing to be singled out by their employer. Why would these workers join a union and why would they risk their precarious employment to increase terms and conditions for a core workforce that they are only temporarily aligned to.

It is our belief that firstly if a job is to be done let it be done by a worker with the security of employment to live without the fear of re-engagement, without the threat of being labelled a troublemaker and being let go.

The casualisation of employment saved not a single job. It simply created a two tier workforce divided in their priorities and unable to stand against their employer in common cause.

It is further the belief of this branch that casualisation is in no small part responsible for the erosion of terms and conditions across the breadth of industry and in turn responsible for the ebbing numbers of trade union membership. With the twin issues of casualised workers without the security or longevity of employment to consider joining and the reduced bargaining power for core workers leading to apathy and fatigue as membership offers less protection and a lessened ability to increase terms and conditions.

Therefore we call upon the policy conference to adopt the following policy:-

Unite stands against the signing of agency/contractor casualization agreements.

Unite believes that such agreements weaken our ability to bargain and contrary to the flowery language of employers amount to little more than a deliberate union busting tactic.

Unite believes that work should offer the ability to live a fulfilling life and should be free of the constant peril of a contract coming to an end.

Unite believes that all workers should have dignity in their employment and not be considered a human shield for core workers higher up in an aristocracy of labour.

Unite urges bargaining groups wherever possible to reverse the tide of casualization by negotiation of reduced agency/contractor ratios and where possible eliminating the scourge of these malignant agreements entirely.

North West/64 BAe Systems Warton & Salmesbury Manufacturing Branch

21 Fair Tips 2.0

At the 2014 Unite Policy Conference a motion for Fair Tips was overwhelmingly passed. From that point onwards tens of thousands of low paid workers had the opportunity to receive gratuities from the customers without impunity. This was the start of the end of

unscrupulous employers taking these well-earned rewards and using them as means of making up the workers' pay.

We have come a long way, but we cannot just sit back give ourselves a deserved pat on the back. This conference recognises that we should re-invigorate our desire to continue to support our colleagues in the hospitality sector.

This conference calls upon the union to identify new and innovative ways to ensure that the previously draconian and outrageous deductions of pay made by hospitality employers are kept in check. This conference wishes the union to explore modern means of ensuring the customers have facilities giving them the chance to identify a Fair Tip employer. This could be as a mobile device app, or an advertising campaign. The options are not limited and all avenues should be explored.

Our union has led the way before and must continue to so.

South East/6016 Brighton & Sussex University Hospitals Branch

B EQUALITIES

22 Equality at the Heart of the Union

Unite education programme has been the bedrock of our union. Providing knowledge, understanding and confidence to members and reps to negotiate decent terms and conditions and equality for all in their workplaces.

Conference recognises that the Equality Act 2010 has given protection to workers and individuals; however the election of a Tory Government is of great concern as it could see areas of legislation which improved equality being removed or weakened.

Conference notes with alarm the sharp increase in the number of hate crimes and attacks on those who do not fit a certain criteria, criteria driven by a right wing element.

All areas of society are at risk – including LGBT+, women, BAEM, disabled and migrant workers, and their allies and supporters are increasingly being abused and attacked.

Conference is concerned that the narrative and behaviours of the far right are becoming identifiable within some workplaces and regrettably has given confidence to some workers and reps to openly voice these views.

As a union we must continue to challenge behaviours based on ignorance, hatred, discrimination and bullying which breach our union's policies. Education is one of the most effective ways to achieve this.

This conference believes that equalities issues are not just the domain of union equality reps but that all of us as members, reps and officers of this union must have an understanding of equalities as an industrial issue and that knowledge must be kept up to date through union education.

Conference welcomes the positive steps that Unite has taken to ensure that Equality is at the heart of this union within its industrial sectors; however conference now calls for further strengthening of measures to improve equality training for members, reps, lay and full time officers.

Conference therefore asks that the following measures should be taken and become policy of our union, and that this work should be managed by the AGS for Equalities, Director of Education, National Officers for Equalities, and EC members, Chairs and Vice-Chairs of National LGBT+, Women, BAEM and Disabled Members Committees:

- all Unite Workplace Reps' courses should have a full section dedicated to Equalities
- all Regions to deliver a minimum of two Equalities courses each year
- an audit of all members education records should be carried out to monitor how many have attended and completed an equalities course

- regular communications should be sent out to ALL branch officials to encourage all reps and branch officers ensure their equalities knowledge and understanding is up to date
- equalities must be an agenda item on all Unite constitutional meetings and National Combine meetings
- to renew our campaign for statutory rights for Union Equalities Reps

National LGBT+ Committee

23 Taking Action on Equality in Unite

Conference notes with alarm the growth in extremism and the rise of far right across the UK.

Conference is concerned that elements of far-right ideology could infiltrate the union and the movement more generally unless we take steps to prevent it.

Conference, therefore, calls upon the EC to:

- reaffirm Unite's commitment to equality and diversity within our union;
- take action to eliminate discrimination, harassment and victimisation from within the union by ensuring that all lay members and staff/officers are aware of their obligations to protect the union's commitment to equality for all, and diversity of membership;
- advance equality of opportunity between people who share a protected characteristic and those who do not;
- foster good relations between people who share a protected characteristic and those who do not.

Wales/LGBT+ Committee

Amendment #1

Add to list of bullet points:

- that all Unite Rep training and education courses include an activity that will educate and train Unite Reps to fight far right ideology and activities in their workplaces and in their communities

Education NISC

Amendment #2

Add to list of bullet points:

- take action to minimise the influence on members of 'fake news', hate material and conspiracy theories on social media and other online platforms. Because the very core of Unite principles could be undermined by the shattered reality that such platforms enable, this should include lobbying for regulation of the online world that is fit for democracy and social cohesion.

Scotland/157 BAe Prestwick Branch

24 Equality Representatives

Conference notes that workplace Equality Representatives are a key resource for establishing equality priorities and implementing them in the workplace.

Conference is disappointed that currently equality representatives have no legal right to time off to undertake their trade union equality duties.

Despite this lack of legal recognition conference is proud of the work done by Unite Equality Representatives within many workplaces.

Conference is also pleased to note that many employers have excellent policies on equality in the workplace and excellent track records when it comes to equalities issues.

To enhance the excellent work already undertaken by employers and representatives, Conference calls upon all employers within the sector to lead the way in recognising the value of trade union Equality Representatives and to afford equal status and recognition rights to all Equalities Representatives.

Conference therefore calls upon the Union to organise a campaign to encourage employers to voluntarily agree to full recognition of all Equality Representatives in line with the recognition given to all other union representatives (e.g. Workplace Representatives, Health and Safety Representatives, etc).

Furthermore, conference calls upon the Union to lead the way in campaigning for legal recognition for all Equalities Representatives.

Wales/Finance & Legal RISC

Amendment

Add at end:

Conference calls on the Executive Council to develop EC Guidance on the development of union Equality Reps, setting out minimum standards for the following which should be included in recognition agreements and the Unite model recognition agreement:

- the number of union Equality Reps to be elected or appointed;
- the union Equality Reps' election constituencies;
- the role of union Equality Reps in ensuring equality issues are on the negotiating and consultation agenda with the employer;
- time off for union activities, meetings and training;
- access to facilities;
- access to represent members on different sites if relevant.

National Women's Committee

25 Paternity Leave

Conference believes that that husbands, partners, should get a minimum amount of paternity leave. We are asking our Union to lobby the government, we are asking this so fathers/partners can take time away from work to bond and help with stress and anxiety without the family suffering a financial detriment.

North East, Yorkshire & Humber/Food, Drink & Agriculture RISC

26 Domestic Abuse

Law in the UK is not adequately supporting people who experience domestic abuse. However, internationally we have seen a shift, the Philippines, Italy, Canada and New Zealand, countries that have introduced laws that give workers the right to special paid leave and in some cases this leave is also available to carers of survivors.

In 2018, Labour committed to introducing legislation similar to that in New Zealand, however, while we are subject to delays in the introduction of much needed employment rights; Conference realises we all have a role in helping people who experience domestic abuse and negotiating for paid leave is an integral part of the role trade unions have in relation to people who work.

Conference also notes that employers in local communities and have a duty of care to provide support to any member of staff experiencing domestic violence and abuse; to protect workers at risk of attack or during difficult periods under the Health and safety at Work Act (1974), the Management of Health and Safety at Work Regulations (1992), Reporting of Injuries, Diseases and Dangerous Occurrences Regulation (1995). Conference therefore knows that it would be appropriate for Unite to negotiate an extension to these

provisions through our national collective agreements to support workers in accessing support to enhance statutory duties.

It is widely noted by organisations such as: Respect and Refuge that people experiencing abuse often worry about retaining their job, having access income and gaining economic independence from their abusers. If employers send a clear message that they provide vital practical support through paid leave this will be pivotal for workers to secure new, safe accommodation and access support and assistance without the added fear of losing much needed income and employment.

In addition, Public Services International recognises that:

“Domestic violence is... a workplace issue. It affects workers and their work environment, just as being ill affects workers and their capacity to work. The stress, emotional and physical exhaustion and physical consequences can lead to absenteeism, reduced productivity, and lack of focus, which can cause workplace accidents. Survivors of violence lose an average of 10 days a year dealing with the impact of violence – from addressing injuries, attending to legal matters including police and courts, finding safe accommodation, seeking counselling, and attending to the needs of their children.”

It’s imperative that every employer has a Domestic Abuse Policy with contractual paid leave provision. In line with the decision at Unite Policy Conference in 2018, Conference calls on Unite to campaign to get support for this politically and to incorporate into all collective agreements to seek paid leave through national and local bargaining.

Conference believes that workers should be entitled to a minimum of 21 days paid leave at their usual rate of pay for those affected by domestic abuse with the ability for discretion to take additional days should they be needed. In addition, we believe there should be no prerequisite for notice to be given in order to take this leave, this will enable people to respond to unanticipated circumstances as they arise.

Therefore, this conference calls upon Unite to:

- work to introduce paid special leave for those affected by domestic abuse (including carers) through local negotiations;
- campaign for recognition of policies that support workers and appropriate statutory rights for workers who are or have been affected by domestic abuse.
- work with the TUC to work on the introduction of Domestic Abuse policies with the inclusion of paid special leave (in addition to contractual holiday and sick leave entitlements) for all workers;
- to introduce on a high profile Unite campaign on Domestic Abuse to highlight it as a workplace issue and include the call for statutory rights for domestic abuse survivor’s.

South East/6243 Southampton City Council & District Branch

27 Unite Women's Network

Conference notes:

- that Unite currently has functioning Women's committees both nationally and regionally within the current Unite Equality Structures that adequately deals with but limited to, the organising and campaigning aspects of the Union. This currently excludes women members who are not yet representative of workers.
- that outside of those currently active within these structures, hundreds of thousands of female workers are struggling: with little access to facility time, trade union activity, familial responsibilities or caring responsibilities which see's their ability to become active within Unite the union severely limited.

This Conference further notes that female trade union membership is still failing to adequately recover after a dramatic collapse in 2016 and 2017 to just 25%.

Conference resolves to call on the Executive Council to construct a pilot Unite Women's Network to be managed by the Women's Committee and the Equalities Officer with a review to be undertaken by the relevant Assistant General Secretary, National Officer and National Women's Committee. This scheme would aid in attracting, recruiting and training the next generation of female work place leaders and support the women members in our movement to become activists and realise their potential.

Wales/Regional Women's Committee

28 Women exercising their right to choose are not criminals – decriminalise abortion now

Conference notes:

- abortion has been decriminalised across Australia after the remaining state where it was illegal, New South Wales (NSW) voted to reform its laws.
- in the absence of a functioning Stormont government in Northern Ireland in July 2019 MP's passed the Northern Ireland (Executive Formation) Act which contained a provision placing a duty on the government to regulate to provide for access to abortion in Northern Ireland. The removal of sections 58 and 59 of the Victorian 1861 Offences Against the Persons Act means abortion will no longer be a criminal offense in Northern Ireland. This now opens the door to putting services in place in Northern Ireland so women can access safe free legal abortions. This is a massive victory for women in Northern Ireland.
- in the UK (England and Wales) we are still governed by the archaic Offences Against the Person Act of 1861. Now is the time to push with greater confidence and force to decriminalise abortion in the rest of the UK.

Conference believes:

- all women in the UK and NI should have unrestricted access to safe, free, legal and local abortion.
- the general public is pro-choice- 70%
- the British Medical Association, the Royal College of Obstetricians and Gynaecologists and Royal College of Midwives have all called for decriminalisation.
- it's time for our law to catch up with modern medicine.
- every child should be a wanted child every Mother a willing Mother.

Conference calls on the EC to:

- redouble effort to use their structures within our union to ensure members are kept up to date with decriminalisation campaign
- publicise Abortion Rights Campaign and encourage all branches to affiliate in line with national policy
- encourage members lobby their MP's to support decriminalisation.

London & Eastern/0045M Norwich Medical Branch

29 Promoting a National Independent Living Support System

Conference, social care is in chaos. Describing these services as in a position of meltdown would be no exaggeration. As far back as July 2015 the "Dilnot Commission", set up in July 2010 by David Cameron's coalition Government, spoke of deferring a cap on lifetime social care charges – these changes have since been postponed indefinitely.

In March 2017 Theresa May's government promised to publish a green paper on social care. This did not materialise. Again in 2019 the Green Paper was pledged. Once more, the government did not take any action on this issue.

Unite and the TUC now have the creation of a National Independent Living Service as policy. Given it is our policy we must now lobby parliament and force this government to properly address social care and independent living

Therefore, this Conference calls upon the government to establish a National Independent Living Support Service (NILSS). A Service that:

- gives new universal right to independent living
- is enshrined in law and delivered through a new national independent living service co-created between government and Disabled people,
- is funded separately through general taxation and managed by central government,
- is free at the point of need,
- is led by disabled people and delivered locally in co-production with disabled people.

National Disabled Members' Committee

30 Meaningful Sector Employment for People with Disabilities

Conference notes, the Scottish Government published 'A Fairer Scotland for Disabled People', in 2016. It outlines a delivery plan to 2021 for the United Nations Convention on the Rights of Persons with Disabilities and contains 5 Ambitions and 93 Actions to support over a million disabled people in Scotland.

One of these five ambitions is employment, and a number of actions are laid out to address gaps in employment between disabled people and the rest of the working age population. Disabled people make up 20% of the population yet make up just 11% of the private sector workforce and 11.7% of the public sector workforce.

Disabled adults are often unable to get a foot on the ladder. Despite actions to tackle this, progress seems slow and information and support is not reaching those who need it. This is compounded by cuts to local Government funding impacting on the availability of advice and support staff.

Disabled people gaining work report that the support is not in place to sustain employment and the awareness of existing support schemes such as Access to Work need to improve. Employers who use long term conditions and resultant absence rates as a reason to terminate employment against the person's wishes should also be held to account.

Conference therefore calls on National to lobby the Scottish Government to work with Cosla and other public sector bodies to act now to improve the employment prospects of disabled adults. We seek a specific commitment for the Public Sector to commit a percentage of overall employment, fair paid meaningful work to be set aside for disabled people who currently receive PIP or legacy benefits and who want to work. We recognise that this will require improved linkage to Access to Work and other schemes that can support and maintain this employment.

Scotland/Regional Disabled Members' Committee

31 A legal right for Disabled People to have a space on buses

Conference, notes that the ruling of the Supreme Court back in 2017 in the case of Paulley vs First Bus went a long way to giving disabled people to access to travel.

Conference, further notes that there still isn't a legal requirement for the wheelchair space to be vacated by an able person. This can often lead to conflict between the driver and passengers.

Conference calls on the Executive Council to work alongside other unions to lobby the current and any future government to ensure that a disabled person has the legal right to a space on a bus.

South West/Passenger RISC

32 Unite to work in conjunction with TUC Disability Passport

Conference calls for Unite to work in conjunction with the TUC Disability Passport.

Conference notes that the TUC Disability Passport gives disabled people the facility of only going through their illness once and not repeatedly.

We call on the Executive Committee to actively encourage the case of a Disability Passport in workplaces as soon as possible.

South West/Disabled Members Committee

33 Putting the Social Model of Disability at the heart of our Union

Conference notes:

- that Unite officially supports the “social model” of disability as it seeks to underpin our disabled members fight for their place in a fairer and more equal society.
- that in the last Parliamentary survey (April-June 2019) 7.7 million people of working age (16-64) reported that they had a disability, equating to 19% of the entire UK workforce.

Conference further notes that whilst there have been regional initiatives to work to build a mass awareness campaign within our membership structures and Officers corps and within the workplace surrounding the key issues raised within the Social Model of disability. These efforts to raise awareness and implement the Social Model within every section of our Union has not been replicated across the union nationally

Conference therefore mandates our Union’s Executive Council to construct and jointly launch a national campaign with our Disabled Members’ structures to raise awareness and understanding of the Social Model of Disability throughout our Union, our members, our officer corps and within our staff structures.

We also mandate our Executive to work alongside our Education Department to ensure that all training courses incorporate the Social Model of Disability and lessons on how to incorporate it within the workplace to empower our lay representatives to fight for equality for our disabled membership.

Wales/Regional Disabled Members’ Committee

34 Disability Related Absence

We request that Unite Executive Council and the Union’s officials commit to a campaign to raise awareness amongst disabled members and for employers along with their management teams to be educated in the reasonable adjustment to separate disability related absence from absence due to sickness.

The result of the campaign will:

- raise awareness amongst disabled members of the reasonable adjustment
- deter employers from discriminating against disabled members by treating them in the same manner as non-disabled members and needlessly taking them through disability and capability procedures
- persuade employers to include triggers within absence policies to separate disability related absence from absence due to sickness include mechanisms linking current absence policies to existing or newly created disability policies
- help retain the experience and loyalty of disabled employees rather than lose them, have to recruit and start afresh
- give employees the impression that their employer is sympathetic, considerate and progressive
- help maintain disabled employee morale
- encourage employees to disclose impairments that might otherwise have an impact on their attendance.

We request that Unite commit to the above campaign at the earliest opportunity to avoid disabled members' jobs being put unnecessarily at risk by their employers' failure to make a reasonable adjustment through ignorance, misinterpretation or misunderstanding.

North East, Yorkshire & Humber/204/11 Yorkshire & Humber Energy & Utilities Branch

35 The commercialisation of Pride

Conference acknowledges that the UK Pride Movement started in London in 1972 as a protest against the treatment of LGBT+ communities & we feel in recent years this fundamental principle has been lost.

We openly support that Pride be a joyous, family event but more importantly it should be a free, community based event with a prevalent Trade Union presence.

There have been concerns from both the Scottish region & nationally about taking part in the bigger Prides whereby we now favour involvement in the various Free Pride events throughout the UK.

We call on the Executive Council to:

- maintain the position that Pride be a protest not a commercial opportunity
- affiliate & support Free Prides throughout the UK.

Scotland/Regional LGBT+ Members' Committee

36 Sexual Harassment of LGBT+ People in the Workplace

We have seen recently the effectiveness of the #MeToo movement which has succeeded in focusing the eyes of the world on the problem of sexual harassment at work.

However, the voices of LGBT+ people have not been heard clearly enough in discussions around this issue. It is essential that we change this and ensure that the voice and experiences of the LGBT+ community are in the ongoing debate and search for solutions.

The TUC carried out a survey “Sexual harassment of LGBT people in the workplace” (2019) the first of its kind on this issue which showed shockingly high levels of sexual harassment and sexual assault. For example:

- Around seven out of ten LGBT+ workers experienced at least one type of sexual harassment at work (68 per cent)
- Almost one in eight LGBT+ women (12 per cent) reported being seriously sexually assaulted or raped at work.
- Approximately two thirds of those who were harassed did not report it
- One in four of those who did not report the harassment as they felt they would have to ‘out’ themselves at work.

The report found that many of the incidents of sexual harassment were linked to the sexualisation of LGBT+ identities and the misconception that these identities solely focus on sexual activity.

People influenced by these stereotypes see being Lesbian, Gay, Bisexual or Trans as an invitation to make sexualised comments or ask inappropriate questions about an LGBT person’s sex life, particularly if an individual is ‘out’.

Unite the Union’s LGBT+ members believe that the Government must act urgently to put the responsibility for tackling this problem where it belongs – with employers.

We call upon Unite the union to campaign for:

- stronger legislation that places a new legal duty on employers to prevent sexual harassment, with real consequences for those who don’t comply.
- the Government to introduce a new legal duty on employers to take preventative steps to stop sexual harassment happening
- the Government to strengthen the role of key regulators such as the Equality and Human Rights Commission (EHRC) and the Health and Safety Executive (HSE)
- the Government to reintroduce and improve legislation to protect workers from third-party harassment.

South West/Regional LGBT+ Members’ Committee

37 LGBT Education

Conference notes the recent debates of LGBT education in schools.

In Birmingham parents have been campaigning outside schools to protest against LGBT education. We oppose this action and believe that all children should be taught about everything to do with sexuality, gender and preference.

This matter has been taken to court and an injunction put in place. We believe that this type of protest affects children's education. Our education system has the rights and responsibility to promote, tolerance, acceptance and mutual respect.

We call upon the union to support LGBT education within schools.

West Midlands/Regional LGBT+ Members' Committee

38 Migrant Women Workers

Conference welcomes the valuable work carried out by the Unite Migrant Workers Education Project, the Unite Justice for Domestic Workers campaign and the telephone helpline to give legal advice to members from the European Union in relation to their immigration status.

Conference further welcomes the work of the Unite Executive Council in tackling human trafficking and unscrupulous gangmasters in the agriculture sector.

Conference is deeply concerned that the Government's 'hostile environment' immigration policy is being used by abusive men to threaten and control women, and the Government's focus on immigration enforcement over support for women is trapping too many women in violent situations.

Conference notes that women who have come to the UK as spouses of UK nationals for example, as refugees, or due to abuse and exploitation as trafficking victims in some cases, are unable to get away from terrible abuse and violence because of their lack of citizenship and individual rights.

Conference rejects the current Government's policy of a points based immigration system based on skill and salary thresholds which continues their racist 'hostile environment' policy and make it far more difficult for women than men to obtain a visa to work in the UK.

Conference believes that a higher proportion of women than men currently work in hospitality, social care, cleaning and catering sectors of the economy. Migrant workers in these sectors should have decent employment rights including the right to join a union.

Conference calls on the Unite Executive Council to make the case for a fair immigration policy in post Brexit Britain that:

- puts protection of women from violence and abuse before enforcement of immigration controls
- ensures there's a 'firewall' between public services and immigration control so women can get help safely
- expands the 'Destitute Domestic Violence Concession' (a small, temporary measure to help a limited group of migrant women) eligibility criteria to more women and making it last for a longer period
- puts an end to internal immigration checks in workplaces, support services, GP surgeries, hospitals, schools and colleges
- ensures strict enforcement on employers in sectors most exposed to exploitation of migrant labour

Conference believes that effective regulation, including frequent compliance checks, enforcement and penalties must be put in place to stop abuses by agencies, to end human trafficking and modern day slavery.

National Women's Committee

39 Migrant Workers

Conference calls on the Unite Executive to examine more fully the policy position on migrant workers particularly when it comes to the specific equalities issues which they encounter in the workplace and in society.

Conference believes that Migrant workers are often subject to discrimination in their working lives. This is an equalities issue which needs to be recognised, when it comes to shaping policies.

Conference believes that in Unite we rightly pride ourselves on our international trade union solidarity and alliances, we are a diverse trade union, but united in our fight against a narrow view of nationalities. A worker, is a worker and has rights worth fighting for regardless of their nationality or ethnic origin.

Conference rejects the current Government's policy of a points based immigration system based on skill and salary thresholds which continues their racist 'hostile environment' policy.

Conference maintains its commitment to protecting, organizing and supporting European workers, opposing a regressive immigration system which undermines collective bargaining and migrant's rights, and introducing comprehensive and effective labour market regulations to tackle abuse of migrant workers by employers.

Conference believes that the Migration Advisory Committee proposals for a three tier visa system will create division and discrimination and fuel a toxic political environment setting worker against worker. For example, in Higher Education, the cohort of migrant workers is usually a diversity of those who work in academic, technical and traditional support roles, such as cleaners, porters and janitors.

Conference recognises that in most industries you will find migrant workers who are over-qualified for the jobs that they are working in. Eurostat, the statistical office of the European Union, suggests that the reality is that many migrants are highly-qualified but struggle to find jobs that match their skills. In addition, the VISA based system for workers constrains earnings and restricts migrant workers to a single employer.

Conference is deeply concerned that there is little or no recognition of the equality and other issues that this group of workers will face as foreign nationals, through the abuse of low pay and higher rates of labour rights abuse. Worse, this can mean that the perception that migration is to blame for worsening wages and conditions is fueled and it can seem instinctive to respond by reducing or restricting migrant workers.

Conference further believes that the inclusion of students in general migration statistics is wrong and resolves to campaign for the Government to end this practice which would provide a more accurate picture of the number of migrants coming to the U.K. to work.

Conference believes Brexit means these issues around migrant workers matter now more than ever before. Recognising the importance of enforcing labour standards is particularly important now as Brexit is leading to significant changes to the UK's migration policy. Unfortunately, the discussions around post-Brexit migration have focused almost exclusively on immigration enforcement and border control.

Conference believes positive action must be taken to support workers living in the UK in accessing decent jobs, vacancies should be advertised locally, employers should be required to provide apprenticeships and training and we need to end the race to the bottom in the UK labour market providing decent, secure, well paid jobs for all workers.

Conference further believes that compulsory registration and license to practice for workers in key sectors such as construction, youth work, transport and social care are essential to ensure workers have appropriate and relevant qualifications and checks.

Conference believes that Unite's policy for migration should focus around labour protections for migrant and UK workers which include:

- sectoral collective bargaining
- legal extension of collective agreements to cover posted workers
- robust and transparent regulation of employment agencies
- employer liability through subcontracting chains
- ensuring migrant and posted workers are entitled to the correct pay, terms and conditions of employment
- strict enforcement of employers in sectors most exposed to exploitation of non-UK labour.

Conference believes that effective regulation, including frequent compliance checks, enforcement and penalties must be put in place to stop abuses by agencies to end human trafficking and modern day slavery.

Education NISC

40 Resisting the hostile environment: standing up for migrant rights

Conference recognises that through our trade union activities we should support organising initiatives that advocate migrants' rights and lobby government to support migrants' rights.

People awaiting confirmation on their immigration status (including asylum seekers only have the right to work within the narrow parameters imposed on them by the Home Office - often de facto forcing them into unemployment. This makes life incredibly difficult and can force people into exploitative work and exploitative housing conditions.

These people also have no recourse to public funds (NRPF), meaning they are at high risk of homelessness and destitution because they cannot access mainstream housing or welfare benefits in addition to employment. We recognise that people are going to move country, and many jobs don't offer adequate security. In the interest of supporting all people at the sharpest end of working class, we believe that access to public funds necessarily need to be expanded, and universalised where possible.

These conditions contribute to people working in unregulated labour markets, which only benefits exploitative business owners, rogue landlords and the right wing.

All of this relates directly to the "hostile environment". There is a large body of research suggesting that the intensification of border enforcement leads only to riskier routes of passage and more difficult living conditions domestically.

Conference calls on Unite to raise awareness to it members concerning:

- the lack of rights for migrants, in and outside the workplace – and how this is negative for all workers

Conference calls on Unite to campaign to:

- expand and universalise recourse to public funds
- expand and universalise right to work for people awaiting immigration confirmation
- cease the Hostile Environment

London & Eastern/Young Members' Committee

41 Immigration after Freedom of Movement

Unite notes:

- the Tory government's post-Brexit immigration policy will replace Freedom of Movement with a regressive system which continues their racist 'hostile environment' policy and plans to introduce an "Australian-style points system".
- such a system puts increased power over migrant workers into the hands of the most unscrupulous employers and undermines collective bargaining for all workers.
- that border controls that criminalise migrants have consistently failed. Our union's approach to immigration prioritises protections for all workers, including migrant workers.
- that the objective of our union is to 'organise, recruit and represent workers', and 'to defend and improve the social and economic well-being of members and their families.' This applies to all Unite members, regardless of their country of origin, and immigration status.

Unite resolves:

- to oppose any regressive immigration system proposed by the Tory government which divides and threatens diverse working class communities.
- to develop proposals for labour protections for migrant and UK workers which include:
 - sectoral collective bargaining
 - legal extension of collective agreements to cover posted workers
 - regulation of employment agencies
 - employer liability through subcontracting chains
 - legal obligations to pay posted workers the union-recognised 'rate for the job'
 - strict enforcement of employers in sectors most exposed to exploitation of non-UK labour

East Midlands/LE19 Leicestershire GPM Branch

42 Online Migrant Workers Forum

Conference calls to support, formulate and organise an online migrant workers support network as a forum for Unite members, giving them a clear forum to raise issues, supporting migrant workers with an online translator facility and helping migrant workers in the workplace by encouraging and supporting them to be workplace representatives. Also, this can be a great tool for organising, educating and recruiting members and winning for them in the workplace.

We call on the EC to have this in consideration to be done as soon as possible before the end of the year 2020 and not letting the Brexit to become a heavy burden on the shoulders of our migrant workers members and families.

West Midlands/7229 2 Sisters Food Products Branch

C GLOBAL SOLIDARITY, INTERNATIONAL & EUROPE

43 Brexit

The result of the 2016 Brexit Referendum represented a turning point in the relations and history of the United Kingdom, the European Union, and the Republic of Ireland as a member of the EU. It also will transform political, social and economic relations between these islands. As such it has profound implications for Unite members and working people throughout Britain and Ireland.

The Tories have negotiated a hard Brexit opening the door on attacks on workers' rights and pay, jobs and basic environmental and social protections.

Northern Ireland is the most exposed region on these islands to the consequences of a Tory Brexit.

The last minute agreement arrived at by the Tories and the EU was designed to reduce the possibility of friction in cross-border and all-Island trade, but it did so at the cost of raising the prospect of sea border checks which are even more damaging to workers in Northern Ireland. Checks on goods entering Northern Ireland from Britain are unavoidable if a hard land border is to be avoided – given the agenda of the Tories who seek the loosest possible relationship between Britain and the EU to enable a race-to-the-bottom on workers' rights and to advance cut-cost trading deals with other countries and regions.

The consequences of such checks and trading barriers pose severe threats to Northern Ireland manufacturing, in particular companies with deeply integrated production supply chains with Britain. In addition, sea border checks will increasingly shift existing East-West retail and wholesale trade routes North-South – posing the likelihood of a likely sharp inflationary increase – while wages continue to stagnate and social welfare payments are tied to UK wide levels. Working-class living conditions in Northern Ireland are likely to be caught in a scissors of rising retail costs and stagnating incomes.

At the same time, Brexit-related customs delays pose a threat to production flows in companies in the Republic depending on 'just-in-time' component supplies, creating a risk to jobs and livelihoods.

Conference commends the work of the Executive in promoting the interests of our members in both Northern Ireland and the Republic throughout the post-referendum period. At every stage, Unite has led the way with our analysis which identified the risks from a Tory Brexit deal that posed the unacceptable alternative of either a hard border north-south or east-west.

Looking forward, this Conference mandates the Executive Committee to bring forward a proactive strategy to defend workers' interests in a post-Brexit context.

Unite must campaign for publicly-funded stimulus programmes either side of the border to sustain jobs and skills in critical economic sectors facing economic dislocation and secure government intervention, as appropriate through nationalisation, to safeguard our members' jobs and skills. Our union will campaign to maximise opportunities for manufacturing and to defend and optimise wider supply chains throughout the island of Ireland in the interests of our members jobs, as well as to retain the most robust legal workers', environmental and social protections.

Irish Executive Committee

44 Post Brexit and Self-Determination in Gibraltar

Conference recognises the emergency motion passed at the 2018 policy conference which signalled Unite's intention to "build further on this solidarity of working people and will, should the Brexit talks fail to produce an acceptable solution, demand that the UK government and labour movement support the right of Gibraltarians to determine their own future and that they be fully economically and politically supported in the event of a so-call "hard Brexit".

Gibraltar voted 96% in favour of remaining in the EU in the 2016 Brexit referendum, this result was surpassed by the 2002 referendum where 99% voted in favour of remaining British, rejecting any idea of joint sovereignty with Spain. Whilst Unite continues to welcome the commitments from the Government of Gibraltar to ensure that all social and workers' rights emanating from EU legislation are enshrined in Gibraltarian law, the UK election result in December 2019 and the disastrous handling of Brexit and the deal reached by the Tory government has given rise to fresh concerns of union members in Gibraltar.

Critical to the Gibraltarian economy is to ensure continued good co-operation and fluidity through the border with Spain for all persons, goods and services, whilst continuing to ensure that Gibraltar's voice is heard in a post-Brexit discourse and the right to self-determination to remain British is protected and supported. The early days of the Tory government have not provided confidence that workers' rights will be protected post Brexit and that the interests of few will be prioritised over the many to the detriment of all Unite members including those living and working in Gibraltar.

Conference agrees that the interests of those living and working in Gibraltar are best served politically, outside of Gibraltar, through the collaborative offices of the UK Labour Party. Therefore Conference agrees that Unite should engage its influence through the UK Labour Party to ensure that those working and living in Gibraltar are represented in the post-Brexit debate and settlement, along with continuing to promote and protect the right of self-determination of Gibraltarians in observing the wishes expressed in the outcome of the 2002 referendum.

Gibraltar AAC

45 Protecting UK Industry Following Brexit

Conference recognises the importance of protecting the NHS, the price of medicines and food safety, amongst other things, in trade deal negotiations with the EU, US and other countries, but also recognises the importance of securing trade deals which protect UK industry and jobs.

Conference, therefore, is concerned that the Government may be prepared to trade-out the UK defence industry as a quid-pro-quo for protecting other aspects of trade deals, in particular with the US. It is already anticipated that the amount of the UK's defence equipment budget spent in the US will reach 25% this year (2020), and could rise even further. Conference is also concerned that any damage caused by Brexit to the UK's civil aerospace industry would impact the defence aerospace industry, for which there is a shared supply base.

The UK defence industry is heavily unionised and supports over 140,000 direct and 120,000 indirect jobs with a turnover of circa £23bn and £9bn in exports. Hence, the impact of yet more of the UK defence budget being spent abroad could be disastrous, impacting tens of thousands of jobs, not just in defence, but also across the wider UK manufacturing and engineering sectors.

Conference, therefore, calls upon the Executive Council, its National Officers and the General Secretary to run a campaign to raise awareness amongst parliamentarians and the public of the contribution made by the UK's defence industry to the economy including the jobs it supports and the importance of retaining a UK sovereign defence industrial capability to ensure the UK can act independently to defend its interests.

They are also called upon to lobby the Government as a matter of urgency in advance of trade deals talks to ensure the UK's defence industry is not just protected but promoted in trade deal negotiations with other countries and to press the Government to spend more of its defence budget in the UK.

South East/Aerospace & Shipbuilding RISC

46 Supporting UK Industry in Brexit Trade Deals

Conference recognises the importance of protecting the NHS, the price of medicines and food safety, amongst other things, in trade deal negotiations with the EU. US and other countries, but also equally recognises the importance of securing trade deals which protect UK industry and jobs.

The UK aerospace industry is the second largest in the world, behind that of the U.S. In 2018, total UK civil aerospace turnover totalled over \$44.6 billion, and the sector had approximately a 17% global market share. Over 250,000 people have jobs across many sectors in the UK which depend upon the aerospace sector. Of those, 111,000 are directly employed in well paid jobs, with 90% employed outside of London and the South East. The industry turns over nearly £36bn annually. Research and development is also considerable, totally circa £1bn per year from industry alone.

The UK aerospace industry is the crown jewel for UK exports and, even though the UK does not produce large civil aircraft, 90% of domestic aerospace production is exported. A single company, Airbus, directly employs around 13,000 people at its UK division Airbus UK, with estimates that it supports another 140,000 jobs in the wider UK economy. The UK-headquartered Rolls Royce Group is the world's second largest maker of aircraft engines. It has over 50,000 employees, of whom about 23,000 are based in the United Kingdom. It supports many thousand more jobs in the wider UK economy.

This conference, is concerned that the Government plans to diverge from European regulations would add cost and complexity to UK manufacturing and jeopardise export success. The UK aerospace industry, which has a highly-regulated global supply chain, relies on membership of EASA to maintain common safety and certification standards that are also acceptable to the US safety agency, the Federal Aviation Administration.

With circa £34bn in exports, the risks posed by Brexit are considerable. Taking Airbus as an example again, it is heavily dependent upon the free flow of goods and employees between the UK and the rest of Europe. Anything which impacts this could have serious implications for the future of the aerospace sector in the UK, potentially impacting tens of thousands of jobs across many sectors.

This conference, therefore, calls upon the Executive Council, its National Officers and the General Secretary to run a campaign to raise awareness amongst parliamentarians and the public of the contribution made by the UK's civil aerospace industry to the economy including the jobs it supports, the importance of ensuring that the alignment with European regulations is maintained, and that there are no obstacles put in the way of the free movement of goods and people between the UK and the rest of Europe in a trade deal with the EU.

South West/8001 Filton Aerospace and Support Staff Branch

47 Multinational Companies and Globalisation

Conference recognises the impact of globalisation on our members who work for multinational companies where the desire for increased global profits sometimes comes at a detrimental cost to workers terms and conditions of employment. National trade unions have, for too long, been on the back foot in trying to challenge global multinationals which has led to a race to the bottom by driving down workers' rights by playing worker off against worker in different countries.

The European Union has for a long time provided UK trade unions with employment and social rights which have allowed us to represent our members' interests in Global Multi Nationals across national boundaries. It is now becoming clear that the current Tory government will take every opportunity to undermine our employment and social rights within global multinational companies and Unite must be ready to fight back.

Conference calls on the Executive Council to:

- ensure Unite campaigns and fights against any changes to European employment and social rights which could have a detrimental impact on our members;
- carry out an urgent review of our position on all EWCs where Unite is the lead trade union in order to develop a strategy to ensure UK workers can continue to be involved in Multinational companies at a European level after the UK exists the EU;
- continue to work with European trade union federations and other trade bodies;
- build and develop stronger links with national trade unions within multinational and seek to develop Global trade union networks;
- develop global trade union networks and target key global companies in all sectors for global framework agreements.

East Midlands/Regional Committee

48 Multinational Companies – Protecting Workplace Rights post Brexit

Conference recognises that the intensification of globalisation, short term financially-driven strategies, company restructuring and a continued objective of multinational companies (MNC) to put profit before people are all contributing to increased pressure on many Unite members. MNC's are not confined by national boundaries, unlike trade unions, which has enabled them to maximise their opportunities to drive down social, employment, environmental, health and safety and trade union rights by playing government off against government and worker off against worker.

While in the past European employment and social rights, such as directives on The European Company Statue, Collective Redundancies, Transfers of Undertakings, Information and Consultation and European Works Councils have attempted to ensure that workers are guaranteed information and consultation rights and worker participation, it is clear that these rights are now under threat for UK workers since the decision for the UK to leave the European Union.

The current Tory government has already stated that there will be no level playing field in any future relationship with the EU. It is therefore important that Unite acts now to preserve employment and social rights and importantly UK workers participation in information and consultation structures of MNC's.

Conference calls on the EC to:

- ensure Unite officers and representatives approach employers to request they sign up to 'Brexit Agreements', pledges or collective agreements safeguarding existing rights even if they are removed from legislation
- continue to campaign to ensure UK employees and representatives continue to be covered by existing and future EWCs and renegotiate agreements if necessary;
- ensure we maintain our involvement and affiliations in European trade union federations and continue to ensure Unite officers and representatives remain active in these structures;
- ensure that there is coordination between Reps and Officers who are active within the Global and European trade union federations to ensure there is a joined up message from Unite on the challenges facing our members in multinationals.
- work within global trade union federations to develop stronger links and cooperation in multinationals, and seek to develop more Global trade union networks;
- continue to pressure MNC's to sign up to Global Framework agreements and core ILO labour standards;
- develop bilateral links with sister unions who have members in the same companies as Unite members.

East Midlands/GPM&IT RISC

49 Combatting Nationalism and Division

Conference notes that the election of a far-right Tory government with a huge majority of over 80 seats has definitively ended the leave-remain debate and that the battle now shifts to the type of Brexit that will take place.

Given the repeated statements made by the Prime Minister, Chancellor and government advisors, such as Dominic Cummings, it is abundantly clear that the government:

- has no intention of extending the transition period if no trade deal is reached and that a 'hard-Brexit' will follow;
- will only make a deal on the basis that the UK will be free to 'de-align' itself from EU standards on labour, the environment and consumer protections;
- aims to turn the UK into a 'Singapore' type model off the coast of mainland Europe;
- aims to align itself internationally with other far-right nationalist leaders such as Trump, Bolsonaro, and Netanyahu;
- will seek to undermine, divide and destroy the European Union from the outside;

Conference believes that Unite was absolutely right to oppose leaving the EU and that Unite correctly recognised the short-sighted, nationalist and far-right nature of the leave project. Unite warned that Brexit would be a huge threat to jobs, rights and social stability and all evidence so far points towards enormous economic damage being done in our key industries and to massive threats looming for rights and social stability.

In this changed context conference therefore instructs the Executive Council to ensure that Unite uses all its industrial, political and international muscle to:

- protect members' jobs and living standards by fighting for the most frictionless trade and maximum access possible to the single market upon which millions of jobs are dependent;
- protect members' rights by insisting the UK government sign up to fully respect EU labour, environmental and consumer rights and standards in any new free trade deal;
- lobby the EU and Member States of the EU to ensure that they do not accept any watering down of EU labour, environmental and consumer rights and standards in any new free trade deal;

It is also essential that Unite maintains its internationalist perspective and continues to play its full role through the European and International trade union federations to which it affiliates, through the Workers Uniting structure with the North American USW and Mexican Los Mineros unions, and through strengthening strategic alliances with any other trade unions that share this perspective.

Finally, Conference also believes a further rise in racism and intolerance is highly likely in this new environment and it is absolutely imperative that as a trade union, which has a tradition of standing up to and challenging right-wing xenophobic dogma, we don't fall into the trap of pandering to this hateful and divisive language. This is not a time to fuel nationalistic and populist rhetoric which plays sections of the working class off against each other by emphasising differences of race, ethnicity, or geography, etc. Such an approach will only serve to benefit capital and greedy bosses. Our approach must not join the populist 'blame' game and scapegoat sections of the working class, such as migrant labour, or raise borders higher, but must strive to organise and unionise all workers to fight for decent and higher wages and conditions to cut across the nationalist and racist divisions capital and greedy bosses try to create.

East Midlands/Aerospace & Shipbuilding RISC
East Midlands/DE26 Toyota Motor Manufacturing Branch

50 Workers Uniting and International affiliations – strengthening international solidarity and cooperation

Conference recognises that the intensification of globalisation, the rise of right wing populism in many parts of the world, the potential impact of Brexit and short term financially driven strategies that continue to put profit before people, are all contributing to increased pressure on our NHS and on all workers.

We are proud of the work the Unite has done in the past fighting for trade justice and fair trade deals, our efforts to stop TTIP were exemplary. However we are extremely concerned that the trade deal that the Johnson government will strike with Trump will essentially be TTIP on steroids. The NHS, worker rights, human rights, environmental rights and public services are all under very real threat from this government.

Unite will fight back against any attack on our NHS and on our rights, but we cannot do it alone, Unite has a long a proud history of international solidarity and the need to continue to build and strengthen that solidarity has never been clearer.

In the context of Brexit, with our right wing government cuddling up to the US, and with the prospect of a US/UK trade deal, it is also essential that Unite strengthens and develops it's relationships with trade unions in North America. Our relationship with the United Steelworkers under Workers Uniting has proved an excellent mechanism to achieve industrial solidarity between workers across the Atlantic. We need to strengthen and deepen this association as well as broaden our relationships across the entire North American trade union landscape.

But it is also essential in this volatile climate Unite maintains and develops its European and International work across the board. To this end conference instructs the EC to re affirm and maintain our affiliations and activities with the European and International federations that we are affiliated to.

Conference calls on Unite to:

- play a full and active part across all federations at both European and Global level and co-ordinate activities in all federations to maximise our influence
- continue to develop our relationships in the European federations in order for them to fight in the European parliament to ensure that any trade deal with the EU protects workers' rights and our NHS.
- continue to develop our international relationships and our multinational work in the global and European federations to ensure that our NHS cannot be used as a trade bargaining chip and that workers cannot be pitted against each other by governments and multinationals
- continue to develop the Workers Uniting project especially in the health sector areas to ensure support and solidarity from the USW health workers in our fight against any US health care system being imposed in the UK
- further develop dialogue and cooperation with North American trade unions.

North East, Yorkshire & Humber/Health RISC

51 Workers Uniting: Developing a Trade Union Approach to International Trade

Unite believes:

- following the UK's withdrawal from the European Union the Tory government is set on an agenda of securing Free Trade Deals. This will initially include deals with the European Union, the United States and Japan.
- it is highly likely these deals will be based on TTIP, CETA and similar deals which threaten public services and pit the interests of different industrial sectors against each other.

- neither defending the neo-liberal 'rules based system' of international trade nor Trump-style protectionism offers any solutions to working people and the trade union movement.

Unite resolves to:

- develop a new approach to international trade based on international solidarity between workers in different industries, countries and trade unions.
- commit to a policy of refusing to allow workers in different industrial sectors or countries to be pitted against each other.
- develop a collective bargaining agenda which meets the industrial impact of these trade deals head on.

North West/0740M Bebington #1 Branch

52 Black Lives Matter and International Solidarity

This conference notes the impact of the Black Lives Matter movement in highlighting the many ways in which Black and Asian people are systematically discriminated against not only in the US but in the UK and across Europe.

It has given rise to a greater public understanding of the role and legacy of the slave trade and the prevalence of police brutality, and has also highlighted the huge contribution made by Black and Asian communities across the world. We thank those who have taken action to challenge injustice and to fight oppression.

We note the highly successful events that Unite has put on to both celebrate the contributions of our BAEM members, and to tackle hate speech and racism in our communities, and the Unity over Division work.

We also note that Unite has a proud tradition in supporting international solidarity, and that links have been built with unions and communities across the globe.

Workers everywhere face huge challenges as a result of the Covid-19 pandemic and our disabled and BAEM colleagues have been affected disproportionately. We must ensure that action is taken to address historic wrongs and to invest in new jobs which offer real opportunities to people.

Conference pledges to:

- ensure that we fight for equality impact assessments in all relevant workplace consultations, to uphold the rights of BAEM members
- tackle racism within workplaces and communities via proactive education and campaigning
- run education courses on international solidarity, which allow members to learn more about the impact of imperialism and colonialism, as well as about the struggle for self-determination and equality

- build international links which recognise the particular struggle of BAEM workers by encouraging Branches to form direct links with branches in other unions that Unite has a relationship with and/or via solidarity campaigns supported by Unite
- ensure that all delegations to international events and solidarity visits are able to address the fight against racism.

Community Youth Workers & Not for Profit NISC

53 Crisis in India and Kashmir

Conference is concerned with the deteriorating situation facing democracy in India. The assault on students at Jawaharlal Nehru University in January, is only one example of the violent repression conducted against Indian public universities, trades unions, civil society organisations, religious minorities, and ordinary citizens carried by members and supporters of the country's ruling Bharatiya Janata Party (BJP) and extremist militant organisations such as RSS, VHP and Bajrang Dal allied to it.

Such violence is adjunct to the lethal attacks carried out by Indian police and paramilitary forces against the massive and peaceful demonstrations against authoritarian measures introduced by the BJP, such as the National Register of Citizens (NRC) and Citizenship Amendment Act (CAA), as well as the building of large concentration camps across the country;

Such planned, co-ordinated, and state-backed violence against citizens, combined with a raft of legislative and judicial measures aimed at destroying India's secular constitution, and legitimized by propaganda channelled through social (the so called 'IT cells') as well as more traditional media such as television and print, amounts to nothing less than a fascist takeover of 'the world's largest democracy'

India's slide into fascism has grave consequences not only for the country, but for the region and the world as a whole because it is at the forefront of the current global geo-political tilt towards various forms of authoritarianism and will go a long way towards making the latter the 'new normal';

India's ruling party and its militant and religious extremist allies receives significant material and ideological support from abroad, notably the UK and the US, where they have forged close ties with leading political parties, businesses and academic and cultural institutions.

Conference also notes the major humanitarian crisis taking place in the Kashmir region. Unite is deeply concerned about the overall prevalence of human rights violations in the region including the enforced disappearance of civilians; the state endorsed sexual violence of women by armed forces; The house arrest and imprisonment of mainstream politicians and activists and restrictions on journalistic freedom.

Therefore conference instructs the Executive council to:

- call on the British government, political parties, relevant institutions such as the U.N. to condemn and demand an immediate cessation of state-sponsored violence and repression against citizens, members of minority communities and students
- call on all British businesses and institutions to cease from engaging or offering any indication of support for the BJP and its extremist militant affiliates and allies such as RSS, VHP and Bajrang Dal.
- call for the restoration of basic human rights including the freedom of speech and communication, the lifting of curfews, and to allow the humanitarian aid organisation and international observers to Kashmir.
- call for the reinstatement of the Special status of Kashmir accepting that Kashmir is a disputed territory and the people of Kashmir should be given the right to self-determination in accordance with UN resolutions.

Scotland/267 Rolls Royce Branch

54 Palestine

Conference is appalled at the deteriorating situation facing Palestine and the rights of Palestinians.

The unrelenting violence against the Palestinians; the demolition and destruction of Palestinian homes; the ongoing occupation and the expanding of illegal settlements of the West Bank, East Jerusalem and the siege of Gaza, the threats to the funding of UNRWA, undermine any prospect of a just and lasting peace and leaves millions of Palestinians vulnerable and in poverty.

Unite is appalled by the conservative manifesto pledge to prohibit support by public bodies for the Palestine led campaign for Boycott, Divestment and Sanctions This is a clear indication that Boris Johnson will be following the lead of the right wing administrations of Trump and Netanyahu in his approach to the situation facing the people of Palestine.

Unite unequivocally condemns the series of steps by the Trump led US administration that defy international law, deny the core collective rights of the Palestinian people, and undermine peace, including the denial of the illegality of settlements, the move of the US Embassy to Jerusalem.

Conference is also appalled at the stated aim of Prime Minister Netanyahu to illegally annex parts of the West Bank.

Conference therefore instructs the Executive council to ensure that Unite:

- reiterates its full support for its existing policy of Boycott, Divestment and Sanctions, called for by Palestinian civil society, in support of full equality and justice for the Palestinian people, and the right of UK citizens, public bodies and civil society organisations to campaign on BDS

- calls on the UK government to make clear that it will not follow the lead of Trump in moving its Embassy to Jerusalem, and accepting the illegal the annexation of the Golan Heights
- opposes any proposed solution for Palestinians, including Trump's 'deal', not based on international law and UN resolutions recognising the Palestinian's collective right to self-determination and to return to their homes
- supports the work of Palestine Solidarity Campaign and others in campaigning to oppose the proposed law to prohibit public bodies from supporting BDS campaigns
- encourages all regions and branches to affiliate to the Palestine Solidarity Campaign
- supports the work of Labour and Palestine in developing progressive Labour Party policy on Palestine
- exerts influence on the international trade union federations to which Unite affiliates to build wider and stronger support and international solidarity for the Palestinians

**South West/Regional Committee
Health NISC**

Amendment

New bullet point between existing penultimate and last points:

- opposing the shrinking and fearful space for debate on Palestine in the Labour Party and support PSC activists inside the party who have suffered 'trumped up' disciplinary action on dubious charges

London & Eastern/Norfolk Area Activists' Committees

55 International Holocaust Remembrance Alliance (IHRA) definition of antisemitism

Conference notes:

1. Our previous support for the Palestinians and its long history of opposition to all forms of racism:
2. Previous criticism of the 'European Union Monitoring Committee Working Definition' on Anti-Semitism because it conflated criticism of Israel with anti-Semitism. The EUMC definition was scrapped in 2013 by the EU's Fundamental Rights Agency and removed from its web site.
3. The close similarity between the IHRA and EUMC definitions, which the Government have adopted, including their conflation of anti-Semitism with criticism of Israel.
4. The use by at least two University Vice-Chancellors (Exeter, Central Lancashire) of the IHRA definition of anti-Semitism, at the instigation of the Government, to ban Israel Apartheid Week from campuses.

Conference affirms:

- our condemnation of all forms of racial or religious hatred or discrimination;
- our commitment to free speech and academic freedom;
- the importance of open debate on Israel/Palestine.

Conference resolves that:

- the trade union movement should dissociate itself from the IHRA definition of anti-Semitism
- adopts the universally understood and accepted definition of anti-Semitism, as proposed by Brian Klug of Oxford University, that “Antisemitism is a form of hostility to Jews as Jews, where Jews are perceived as something other than what they are”

Conference believes that false accusations of ‘anti-Semitism’ against supporters of the Palestinians can only be of help to genuine anti-Semites.

Conference Instructs the Executive to distribute to all union branches and TUC LESE.

South East/6246 Brighton Branch

56 Free Software, Cloud Computing & Latin America Solidarity

Conference condemns the abortive attempts to further tighten sanctions on the Venezuelan government through the US government’s Executive Order 13884, in particular the potential chaos that the blanket revocation of Adobe Creative Cloud licensing would have caused for Venezuelan IT systems, despite these sanctions later being abandoned as a result of corporate pressure from Adobe.

Conference notes, happily in this case, the impact upon the Venezuelan government would have been minimal due to the steps taken by Chavez to transition to Free Software in public administration systems, especially Presidential Decree No. 3390.

If Internet-based services were based on a distributed peer-to-peer model, as opposed to a centralised client-to-server one, the threat of blanket revocation would never even have been a possibility.

Conference notes that cloud computing, in its traditional centralised form, was raised as an issue at Unite’s 2019 sector conferences due to the loss of server maintenance jobs and that promotion of distributed systems may go some way to addressing these concerns in the long term.

Conference affirms its support for the principles of Free Software, copyleft intellectual property licensing and the culture of creativity and collaboration (as opposed to the isolated and passive culture of consumption pushed by multinational tech giants) that they encourage.

Conference commits to:

- further extend its support for the Hands Off Latin America campaign, and offer its solidarity to all countries resisting any US imperialism.
- lobby the UK government to publish free and open research and standards into the mass public adoption of decentralised and distributed communication and social media platforms that would, by their very nature, be robust and resilient to sabotage or manipulation attempts by foreign powers.

- propose a policy motion committing any future Labour government to give the Minister for Digital and the Creative Industries responsibilities for preparing (within 90 days) and implementing a plan for the transition to free software and standards in all levels of government and public work, in line with the details set out in Presidential Decree No. 3390, at the next appropriate Labour Party conference.

South West/GPM&IT RISC

57 Latin America

Conference notes the reverses suffered by the Left in the recent period in Latin America. These reverses will have detrimental effects on local people and on all of us as citizens of the world.

On every occasion when the political Right has regained power there has been an attack on working people, their standards of living and their unions. Invariably these attacks have been linked to attacks on the indigenous population of Latin America whose position had improved immeasurably when the Left was in power.

In Chile and Ecuador workers are under attack. In Bolivia, the coup government is explicitly against the indigenous population. In Brazil, the burning of the Amazon will have a negative impact on all of us as this will be a major accelerator of climate change.

Conference welcomes the election of progressive governments in Mexico and Argentina. Conference also welcomes the just release from jail of former Brazilian president and leader of the metal workers' union, Lula.

Conference of course recognises the hand of the USA in the coup in Bolivia and in other reverses for the Left. The US is attempting regime change in Nicaragua and Venezuela and is a major supporter of the Duque regime in Colombia.

Cuba is outstanding in resisting the US but has had to withstand invasion and a blockade that has been repeatedly condemned in the highest assembly of countries, the UN General Assembly. At the UN, the US's only consistent ally in its battle with Cuba has been Israel.

Conference therefore declares its continued support for the working class and indigenous peoples of Latin America and their unions. Conference also welcomes the work of UK based solidarity campaigns and urges our regions and branches to affiliate to and support these groups:

- Cuba Solidarity Campaign
- Venezuela Solidarity Campaign
- Nicaragua Solidarity Campaign
- Brazil Solidarity Initiative
- Justice for Colombia.

London & Eastern/128 Trade Union Employees Branch

58 Colombia

Conference notes that Colombia continues to be one of the worst in the world for workers and the worst country in which to be a trade unionist.

Conference is deeply concerned at the continuing deteriorating situation facing trade unionists and civil society activists in Colombia and there has been over twenty killings of activists already this year.

Unite stood in solidarity with the CUT and the Colombia trade union movement in November 2019 during the national strike over government plans for economic and pension reform which will further erode labour rights and living conditions. A core demand of the strikers was also the full implementation of the 2016 peace agreement, an end to violence against trade unionists, social activists and former guerrillas.

It is extremely alarming that the Colombian government has failed to guarantee security despite hundreds of social activists having been killed since the agreement was signed in November 2016, including a sharp rise in murders of trade unionists. The worst affected trade union has been our Workers Uniting sister union FENSUAGRO, which has seen at least 32 members killed.

Unite notes the UN Verification Mission in Colombia's statement in January 2020 that full implementation of the peace agreement is vital to tackling the human rights crisis. Unite welcomes the British ambassador to the UN's call for increased protection for reintegrating former guerrillas who also face shocking levels of violence, with 173 FARC members murdered up to December 2019, as well as the importance of ensuring accreditation and access to income-generating projects for former guerrillas.

Unite is proud of the work it has done within Workers Uniting in supporting the Justice for Colombia's peace process work, and the specific projects with FENSUAGRO union on human rights and the organising campaign with USO oil union.

Unite congratulates JFC on its tireless campaigning to support Colombian trade unionism, highlight human rights abuses and hold the Colombian government to account over its obligations to the peace agreement.

Therefore, Unite commits to:

- continue to lobby the British and Irish governments to pressure their Colombian counterparts to fully implement the peace deal;
- continue to campaign in defence of peace, human rights and social justice in Colombia;
- continue to work with colleagues in Workers Uniting on projects that help organise workers and bring justice to trade unionists in Colombia;
- support JFC by encouraging regions and branches to affiliate and participating in JFC delegations.

North East, Yorkshire & Humber/408/25 North East Health Branch

59 Turkey, Kurds and the Middle East

Conference is outraged at Turkey's continued slide towards authoritarianism and President Erdogan's continued use of extreme violence and repression against civilians - both inside and outside the borders of Turkey.

Conference notes with anger and disgust the Turkish backed invasion of North East Syria, which, as we saw in Afrin, is leading to ethnic cleansing and potential genocide against the Kurdish population and other ethnic and religious groups. This invasion was little more than an ISIS rescue mission designed to help jihadis re-establish themselves in the region, as shown in the many films of jihadis filming their atrocities - including that of the murder and mutilation of civilians and of the female politician Hevrin Khalaf. It is also utterly appalling that Turkey – a NATO member – is using chemical weapons against civilians with impunity and in clear violation of international law.

The people of North and East Syria were not only at the forefront in stopping and defeating ISIS, they are also developing a society which reflects the very core values of the trade union movement – those of grass roots democracy, inclusiveness, equality for all ethnicities, ecology, and women's liberation. We owe them our support and solidarity.

Conference is proud of the work that Unite has done to stand in solidarity with all the progressive and democratic forces in Turkey, North East Syria (Rojava) and the wider region. Our union's support for Turkish trade unionists and civil society has been of critical importance, as has our union's support for delegations to visit North East Syria and for the campaign to gain the freedom of imprisoned Kurdish leader Abdullah Ocalan. Ocalan's ideas are the inspiration for the new society being built in North East Syria and it is clear that there will be no peace in Turkey or the wider region unless he is released in order to play his full role in building a lasting and just peace.

Conference therefore instructs the Executive Council to ensure that Unite continues to:

- provide support and solidarity to the independent trade union federations in Turkey - DISK and KESK - in their fight to defend workers' rights and resist government oppression;
- affiliate to and support the work of the Freedom for Ocalan campaign and encourage all regions and branches to also affiliate;
- support and participate in solidarity delegations to North East Syria;
- build pressure on the UK government to end its support for the Turkish government and to take actions against its unlawful aggression and support for barbaric jihadi groups;
- push the International and European trade union federations to become more proactive in supporting progressive Turkish unions, the Kurds and wider civil society in their struggle for the respect of human and workers' rights;
- pressure International and European trade union federations to stop holding events in Turkey until the situation improves;
- encourage its members to cease using Turkish airlines or holidaying in Turkey.

London & Eastern/7031L GPM London Print Branch

D GREEN INDUSTRIAL REVOLUTION

60 Climate Change & Just Transition

Conference notes that both the UK and Scottish governments have declared a climate change emergency.

Conference notes the contribution made to this decision by Sir David Attenborough, protests by Extinction Rebellion and schoolchildren led by Greta Thunberg.

Conference is aware that Just Transition is about the fair treatment of workers and communities most affected by change as we move to a lower carbon world.

Change is already happening. While UK international policy makers and others talk of a Just Transition, it is action that is now required.

This must deal with the global climate change emergency but, in doing, must also secure futures for workers within industries that may be detrimentally affected, ensuring a collective response supporting investment in their futures and that of their communities.

Conference notes that the UK, including Scotland, still does not have a plan that puts workers, their future skills and affected communities at the heart of energy policy. Unite members across the Oil & Gas and Chemicals sector, most specifically those engaged in offshore oil and gas, refining and chemical/pharmaceutical production are highly skilled and can be central to the future development of the UK economy, including the development of a low carbon future.

Therefore, Conference pledges to build a worker led campaign for a future that works for all, demanding the implementation of progressive policies that deliver the maintenance of jobs and skills. This includes influencing strategic political decision making around the future of the affected sectors and energy policy focussing on the potential in these areas to both protect existing jobs and ensure skills utilisation, while embracing new opportunities in emerging markets such as offshore renewables, decommissioning and carbon capture storage projects.

Conference believes that carbon capture technology can help decarbonise the whole economy, enabling energy intensive industries to become more competitive in a low carbon world.

Evidence from the International Energy Agency and the UN Intergovernmental Panel on Climate Change shows that CCS is essential to deliver the UN Paris Climate Change Agreement.

Conference further believes that CCS technology will protect and revitalise energy intensive industries creating and retaining jobs.

Conference notes that in 2015 the UK government scrapped the £1bn funding competition for CCS.

Conference therefore calls for Unite to campaign, with the TUC, the STUC and other bodies to commit the UK and the Scottish governments for CCS technology to be developed as a matter of urgency.

Scottish Executive Committee

61 Sustainable secure jobs in a low carbon world

Conference understands the absolute necessity to deliver a low carbon economy to prevent the climate emergency destroying our planet. Conference supports decisive international action to prevent the catastrophic impact that increasing global temperatures are having on countries and communities across the world.

We understand that to achieve a low carbon economic future international actions are necessary and that the UK and Irish governments must act now to develop new policies to deliver on global emissions targets and transform energy creation.

We call upon our Executive Council to continue to campaign for a Just Transition across all sectors of our economy so that economic and social justice are at the heart of every decision taken to deliver a decarbonised energy system. This should entail the delivery of a national industrial and political strategy inclusive of the impacted sectors that prioritises investment in a decarbonised energy system that delivers a fair and just transition, including the rapid development of Carbon Capture and storage, Energy from Waste, and future fuels to deliver a Green New Deal to all sectors of the UK economy.

Furthermore, Conference is clear that it is our role to ensure that the continued development in the UK and Ireland to deliver well paid secure jobs across all phases of their delivery from construction to operation.

We further call upon the Executive Council to ensure that this is a workers' Just Transition, campaigning that future climate jobs are secure sustainable good jobs delivered through collective bargaining and that those workers and communities whose industries are threatened by the necessary changes to develop a low carbon world have jobs protected and their skills fully utilised in the sustainable industries of the future.

Chemical, Pharmaceutical, Process & Textiles NISC

62 Sustainability, the environment and net zero emissions

Unite members applaud the commitment made by organisation and governments to achieving real reductions in greenhouse emissions, ensuring that the world's ecosystem is global and locally sustainable for generations to come. Recent events have only highlighted the sense of urgency with which such work needs to be carried out.

However, as Trade Union our members must remain our priority. The difficult question of any realistic 'just transition' has quite rightly been at the heart of debate within our movement. Ensuring that both worker rights, their employment and livelihoods are central to any solution.

Unite represents a broad range of workers across all sectors of the economy, which gives a greater ability to understand and see first-hand the overall impact of such change upon our members. Clearly there are industries that are more able to transition given current technology and infrastructure than others, as well as those which require significant technological development in order to achieve the same ends and as such this must be recognised within any future environmental policies adopted by Unite.

Any such policies must:

- protect our members' employment, earnings terms and conditions during any such transition.
- recognise that there simply cannot be a one size fits all approach across industries.
- accept sectoral differences in terms of both practicality, technological constraints and possibility.

Civil Air Transport NISC

Amendment

Delete first bullet point, replace with:

Campaign for a statutory code for quality employment with full protection of terms and conditions in any redeployment, mirror pension packages and full consultation in any changes that involve work functions

Scotland/215 Dounreay Branch

63 Balanced Energy Policy

This Conference, following the Government's commitment to be net zero carbon dioxide (CO₂) emissions by 2050 and subsequent report from the Committee on Climate Change released on the 2nd May 2019, must reaffirm Unite's commitment to a balanced energy policy that puts low carbon energy at its very heart.

The policy should encompass wind, solar, battery storage, hydro, carbon capture and storage, gas, clean coal and nuclear.

We cannot rely solely on wind power as we need to ensure we have a non-weather dependant source of energy as demand for clean energy increases.

Action needs to be taken now for the UK to achieve Net Zero by 2050.

Unite must lead this debate.

A just transition for the workers affected, has to happen.

We must ensure that these opportunities deliver real UK jobs and a sustainable UK supply chain.

Energy & Utilities NISC

64 Employer Involvement in Climate Change

Conference notes that:

- a) The Earth's temperature has already risen by 1 degree above pre-industrial levels. The IPCC report last autumn warned that we only have 12 years to keep global warming to a maximum of 1.5 degrees. Carbon emissions need to be cut by 45% by 2030, and reach zero carbon by 2050 in order to avoid a dangerous tipping point.
- b) The tremendous impact of the school students strikes in shifting government complacency over climate change forcing them to amend the 2008 Climate Change act.
- c) The shift in public attitudes to Climate Change, as quoted in the Government's Department of Business, Energy and Industrial Strategy 2019 public attitudes tracker:
"In March 2019, 80% of the public said they were either fairly concerned (45%) or very concerned (35%) about climate change... the highest since the survey started in 2012... Seven in ten people (69%) said that climate change is already having an impact in the UK."
- d) Unite is a signatory to the 1 million Green Jobs report produced by the Campaign Against Climate Change trade union group

Conference believes that:

- a) opposing Climate Change is a trade union issue
- b) that many pension schemes and employers, especially the banking sector continues to invest heavily into fossil fuel without any visible plan to switch this investment out of fossil fuels to renewable energy
- c) that Unite has a responsibility to engage with employers about the issue of Climate Change and their duty to act responsibly vis-à-vis Climate Change

Conference agrees that the Executive Council will:

- a) produce a set of guidelines and a model policy that reps and officers can agree with employers regarding employer investment strategies.
- b) encourage Union reps and Union members to become member-nominated pensions trustees. Once elected they should be encouraged to join the Association of Member Nominated Trustees who have already significant information available to encourage more ethical investments within pension funds.

- c) encourage reps and officers to raise this with employers and demand that as soon as possible they create and act on a time-scaled plan to disinvest from fossil fuel producers and where feasible switch to investment support for renewable energy.
- d) develop a campaign to call for support for this within our membership.
- e) ensure that Unite as an organisation continues to focus on its carbon footprint and how that can be minimised.

Finance & Legal NISC

65 Climate Change

Conference recognises that many of the production processes used across our industrial sectors can be contributors to greenhouse gases.

Conference also recognises that these processes provide jobs for our members.

However, Conference also recognises that there will be no jobs on a dead planet.

Conference, Unite must consider the potential impact on our industrial sectors of climate change coupled with changing production methods, including the threat from automation, and consequentially take steps to protect jobs and ensure that where there are threats to jobs there is a Just Transition – securing workers’ rights and livelihoods while shifting to sustainable production.

Conference calls on Unite to develop:

- model agreements for negotiating Just Transition which protects jobs
- analysis of each sector’s impact due to climate change
- sector specific education/communication for members on the impact of climate change, including a need for Just Transition which protects jobs.

And for a report to the December 2020 Executive Council on the progress made towards these goals.

Food, Drink & Agriculture NISC

66 Climate Control Action

Conference welcomes the energy, principles and commitment of the school students striking over the climate emergency. We note that the science is unequivocal on the reality of climate change, and the reality that human economic activity is the driving force.

Conference believes the school students' "Fridays for Future" protests have been significant in dragging the arguments over climate change, and the threat it poses to millions of people, to the centre of political discourse, not just in Britain but globally.

Conference welcomes the school students' movement as a profoundly democratic and collective initiative, and recognises these young people as the trade unionists of the future.

Conference believes that the harshest impact of climate change will fall (is already falling) on those least able to protect themselves - the poor and the dispossessed. Conference therefore believes that governmental action is essential if there is to be any hope of minimising this impact and as the transport sector is responsible for over 20% of the carbon released to the atmosphere, any climate solution will inevitably impact on our members in the transport industries.

Conference has no confidence that governments dominated by millionaires and industrialists will seek solutions in the interests of the poor or dispossessed - the vast majority of working people.

Conference therefore resolves:

1. to campaign for the return of a Labour government committed to working for the many, not the few, as a necessary first step to ensuring governmental industrial and environmental policies protect our members as well as the environment;
2. to actively seek contact with the school students' "Fridays for Future" campaign, with the object of initiating dialogue to seek an environmentally-friendly transport policy, which reflect their concerns and our members' interests;
3. to actively seek contact with other unions, in and out of the transport sector, to develop and promote the above to make clear that an economic system driven by a 'Buy cheap, sell dear' philosophy will inevitably lead to a degradation of the environment - globally, but also in the workplace.

Road Transport Commercial, Warehousing & Logistics NISC

67 Fuel Poverty

In 2017, 10.9 per cent of households in England (2.532 million households) were classed as fuel poor. During the same period 23.7% (613,000) of Scotland's households were living in fuel poverty and 7% were living in extreme fuel poverty. This is in spite of the Warm Home Discount (WHD) scheme, introduced in 2011, which placed a legal obligation on medium and larger energy suppliers to deliver support to people living in fuel poverty or a fuel poverty risk group.

In 2019 the Scottish Parliament passed the Fuel Poverty (Targets, Definition and Strategy) (Scotland) Bill in order to reduce fuel poverty. The Bill enshrines in law a commitment to tackle the root causes of fuel poverty and transform homes to be warmer and more energy-efficient. Clearly too many households remain in fuel poverty despite attempts to bring these figures down.

The Warm Home Discount Regulations 2011 and the Warm Home Discount (Reconciliation) Regulations 2011, are being amended to extend the WHD scheme for three years to March 2021.

With unacceptable levels of fuel poverty still blighting the lives of some of the most vulnerable people in our society, this policy conference calls upon Unite the Union to campaign/lobby the Government to continue with the WHD scheme past 2021 and to make this a statutory right for the people living in fuel poverty or a fuel poverty at risk group.

Scotland/Energy & Utilities RISC

68 Climate change and the elderly

Conference notes that the growing climate emergency is having a catastrophic impact across the globe, from rising sea levels to melting ice caps, Australian bush fires to parched wastelands. Our health, both physical and mental, is suffering from dangerously increasing levels of air pollution and whole communities of the poorest and most vulnerable on our planet are being left exposed to waste dumps, chemical pollutants, water and food shortages. We face an environmental disaster and conference congratulates the Labour Party on calling out the issue as a climate emergency in parliament.

Conference further notes:

- that of the millions of people that have already lost their lives, homes and livelihoods as a result of climate change, it is having a disproportionate impact on the health and life expectations of both the very young and elderly; both groups are more acutely vulnerable to the effects of rising temperatures, poor air quality and community upheaval.
- that pensioner poverty and cuts to publicly funded local services here in the UK, has meant that many elderly people living in areas susceptible to flooding, rising sea levels and poor air quality are less able to cope with the resulting conditions; often unable to move home and suffering worsening health conditions, less likely to have adequate insurance protection or the funds to adequately control the temperature in their homes.

Conference accepts that climate change affects all generations but also recognises that its effects on the elderly can be more acute. As representatives of the UK's older generation, Unite retired members' recognise that not only has our generation been a part of the problem, but that we have a special responsibility to generations that follow to ensure that something is urgently done to address its devastating impact.

Conference notes:

- the failure of governments to act collectively or in many cases even recognise the issue of climate change, poses a major threat to the future of our planet and the lives of those who today occupy it, especially the elderly generation. The USA, Saudi Arabia and Australia in particular, are countries in denial of the impact of climate change and by no small coincidence are also heavily reliant on fossil fuel use and/or export to drive their economies
- that objective scientific data is clear and that urgent measures are now necessary to address the growing climate emergency.

Conference congratulates the union and Labour Party for its work on a 'Green New Deal' and 'just transition' ensuring trade unions, workers and communities are at the heart of any transition from fossil fuel use to more environmentally sustainable alternatives.

Conference welcomes the initiative from our manufacturing members on the Manufacturing Matters industrial strategy, detailing how such a transition must involve adequate state intervention, investment and support to protect jobs, incomes, skills and the communities that currently host such jobs.

Conference further congratulates the Union and Labour Party for its active pursuit of a net carbon neutral economy by 2030. We reject the argument of government that a limited range of measures implemented by 2050 are adequate to address the challenges we face.

Conference recognises the role that individuals can play in lowering emissions by changing diet, reducing food waste, and modifying energy use alongside travel patterns, prioritising more sustainable public transport options. However, conference believes it is with the direct intervention of the state that we will see real change towards a more sustainable future.

Much of the technology already exists that would make a dramatic and lasting difference to our planet and the free transfer of such technology to the developing world should form a core element of any global plan, a form of 'environmental reparations' for the damage already caused by the developed world.

Such measures taken should include:

- adoption of Labour's Green New Deal and our unions Manufacturing Matters strategy
- transitioning energy generation alongside heavy energy use industries from fossil fuels to sustainable energy use with investment in a balance of tidal, wind, nuclear and solar energy technologies
- the development of carbon capture and storage alongside hydrogen and biofuel manufacture and distribution
- a just transition to electric and hydrogen powered transport, including investment in UK battery and power train manufacturing alongside recycling capabilities
- shortening supply chains and investing in UK manufacturing to support the unions 'build local – buy UK' manufacturing matters industrial strategy
- retrofitting our housing stock and regulating new build for a carbon free future
- improving our forestry and agricultural management and the reforestation of the UK
- developing public policy supporting an integrated, accessible and affordable public transport

Conference therefore demands that:

- Unite campaigns within the TUC, Labour Party and other sympathetic political and community organisations to deliver the above actions and raise the importance of taking urgent action via a 'green new deal' to address the climate emergency. By

addressing, it's devastating impact on the elderly and the most vulnerable people in our society

- Unite use its resources to force government and corporations we have relationships with to take all necessary steps to support investment in, and the development and use of, technologies that reduce our reliance on fossil fuels.
- Unite lobby the government to support a 'just transition' from fossil fuel to sustainable energy generation and use. With trade unions, workers and our communities at the heart of any discussions alongside the protection of jobs, wages, skills and communities.
- Unite miss no opportunity in challenging climate change denial, whether by governments, corporations or other bodies, using all available economic and political leverage at our disposal.

National Retired Members' Committee

69 Climate Change

Conference notes:

1. The Earth's temperature has already risen by 1 degree above pre-industrial levels.
2. The Intergovernmental Panel on Climate Change (IPCC) in 2018 warned that we only have 12 years to keep global warming to a maximum of 1.5 degrees. Carbon emissions need to be cut by at least 45 percent by 2030 and reach zero carbon by 2050 in order to avoid a dangerous tipping point.
3. Climate change is already impacting all aspects of our lives: from more extreme weather conditions, to reduction of species biodiversity, to the plight of climate refugees to air pollution. Fires in Australia in December 2019 and flooding in Jakarta, Indonesia in January 2020 have again highlighted what the stakes are and the urgency.
4. The tremendous impact of the school students' strikes initiated by Greta Thunberg and Extinction Rebellion (XR) rebellions in shifting government complacency over climate change.
5. The participation of workers in the Earth strikes including solidarity strikes, rallies and protests—most notably in Britain on 20 September 2019.
6. That the 2019 TUC Congress passed a resolution initiated by members of the University and College Union (UCU) calling for workplace action and solidarity with the Earth Strike on 20 September 2020—which was supported by Unite.
7. That school students have continue to call national strikes
8. That the United Nations Framework Convention on Climate Change (UNFCCC) is holding its next major Conference of the Parties (COP) summit in November in Glasgow—COP26. Importantly this will review UN member states effectiveness in implementing the Paris Agreement from the COP21 talks in 2015.
9. That an estimated 500,000 people joined protests at the COP25 talks in Madrid last year after the summit was moved from Chile.

Conference believes:

1. The issue of climate change is affecting and will continue to affect our members' lives; we need strong policies to support our members on this. It is a trade union issue.
2. That our trade unions can make a big difference to the movement against climate change and that a fightback in the workplace is a crucial part of the fight to reduce carbon emissions.
3. That the brilliant stand of the school students deserves our full solidarity. They have given us all hope for the future.
4. That the COP26 summit in Glasgow in November offers an important and unprecedented opportunity in Britain for protests that can pile pressure on governments around the world—not least our own—to take action on climate change.
5. The future of our planet is at risk if we do not organise to force governments to cut emissions at least in line with the 2018 IPPC report.

Conference instructs the EC:

1. To consider affiliating/reaffiliating to the Campaign Against Climate Change which initiated the 1 million climate jobs campaign
2. To fully involve Unite in arrangements for the protests in Glasgow in November. Including by providing adequate transport (chartered train for example).
3. To support the school student strikes in February and March, including solidarity walkouts to join their protests.

East Midlands/DE51 Chesterfield CMA Branch

70 Climate Emergency

1. Conference notes:

- a. That the Earth's temperature has already risen by 1 degree above pre-industrial levels. The Intergovernmental Panel on Climate Change (IPCC) report of autumn 2018 warned that we only have 12 years to keep global warming to a maximum of 1.5 degrees. Carbon emissions need to be cut by 45% by 2030, and reach zero carbon by 2050 in order to avoid a dangerous tipping point.
- b. the urgent need for action on the climate emergency, in response to existing negative immediate impacts such as extreme weather, fires, droughts, floods and loss of habitat and species.
- c. The tremendous impact of the school students strikes in shifting government complacency over climate change forcing them to amend the 2008 Climate Change act.
- d. The shift in public attitudes to Climate Change – see the quote from the Government's Department of Business, Energy and Industrial Strategy 2019 public attitudes tracker below:
 - i. "In March 2019, 80% of the public said they were either fairly concerned (45%) or very concerned (35%) about climate change.....the highest since the survey started in 2012..... Seven in ten people (69%) said that climate change is already having an impact in the UK."

- e. That UNITE the union is a signature to the 1 million Green Jobs report produced by the Campaign Against Climate Change Trade Union Group.
 - f. That the United Nations Framework Convention on Climate Change (UNFCCC) Conference of Parties (COP) (also known as COP 26) will be taking place in Glasgow from 9-20 November 2020.
 - g. That UN 'COP' Climate Change Conferences have become a major focus for campaigners
2. Conference recognises that a just transition (that protects the lives, livelihoods and rights of working people, the poor and the disadvantaged) to a decarbonised economy is not only right, but is the only way the movement against climate chaos will secure the mass support needed to win, and avoid a rich minority protecting themselves at the expense of the planet and the vast majority of people.
 3. Conference joins our Assistant General Secretary Steve Turner in congratulating the school students striking around the world for real climate action and welcomes the decision of the 2019 TUC to support those school students and to call for a solidarity action.
 4. This conference resolves to:
 - a. Publicly state our support and solidarity with the climate strikers and with the wider movement for rapid and effective climate action
 - b. Encourage all units of our union to invite climate strikers and/or speakers from the Campaign Against Climate Change Trade Union Group to speak at their meetings within the next 12 months
 - c. Encourage all units of our union to give practical peaceful support to the climate strikes, without adults taking it over. E.g. promoting the strikes on social media, encouraging members to attend, taking our flags or banner to such events if agreed with the school strikers.
 - d. Call on all units of our union to Organise to make COP26 in Glasgow, 9-20 November 2020, a major focus of campaigning for effective action on the climate emergency
 - e. Call on employers and local authorities to declare a climate emergency and involve workers and communities in planning, implementing and monitoring to rapidly achieve zero carbon emissions, including a planned timetable to end investments in fossil fuels consistent both with a Just Transition and with the scale of the Climate Emergency facing humanity
 - f. Call on employers to recognise UNITE green/environmental reps and give them work time for their activities
 - g. Call on our workplace reps to create UNITE climate action groups at workplace level
 - h. Call on our union to produce guidance on what climate-related demands to include in collective bargaining, including ones which could be the basis of a lawful "trade dispute" under current legislation
 - i. Ensure that our union is visible and seen as a relevant and useful organisations within the climate movement and that participants in the climate movement are encouraged to join our union

- j. Campaign for massive public investment in the jobs required to address climate emergency, including massive improvements in renewable energy, housing improvements (e.g. increased insulation) and public transport.

East Midlands/NN14 Barclays Works Branch

Amendment

Section 1, point f: delete “will be taking place in Glasgow from 9-20 November 2020” replace with “is scheduled to take place in Glasgow in November 2021”.

Section 4, point d: delete “,9-20 November 2020,”.

**East Midlands/Finance & Legal RISC
East Midlands/NN14 Barclays Works Branch**

71 Green New Deal

Conference applauds the section of the 2019 Labour Party Manifesto which called for the development of a new green deal, aimed at combatting climate change and growing well paid skilled unionised manufacturing jobs in the UK. Despite the outcome of the 2019 election many of the ideas contained in the manifesto are still urgently needed and worth fighting for, especially issues around manufacturing and climate breakdown.

Recent TfL contracts to build London buses and trains for Cross Rail highlight the inability of so called market forces to protect jobs in the UK; These contracts have been won by manufacturers based in Europe, with no consideration for the social impact of job loss, further undermining our manufacturing base and hindering the development of manufacturing facilities, skills and supply chains in the UK.

There should be a requirement in all public service procurement contracts for a social impact assessment especially including apprentices for young workers. This is increasingly important as an alternative to precarious employment and youth exploitation by the gig economy. The UK workforce has transferable skills enabling a just transition to a low carbon economy to be a realisable goal.

A growing efficient planned public transport system based on need not greed is a prerequisite of combatting climate breakdown and air pollution in urban centres, in tandem with this is a green - manufacturing and public procurement policy able to match the growing threat posed by climate breakdown.

Unite should now develop the core ideas of Labours New Green Deal and campaign publicly & vigorously with the Labour party for rebuilding a manufacturing economy focused on developing a green economy with combatting climate breakdown and an industrial strategy with well-paid manufacturing jobs as its priorities.

London & Eastern/230 Central London Taxi Branch

72 Addressing Fossil Fuels and Climate Change

Pension funds exist to promote and protect the long term interests of their members, whether they are contributors or beneficiaries, by investing in assets which will continue to yield a return.

Statements by bankers and worldwide pressure to move from an economy based upon the burning of carbon based substances suggest that investments in fossil fuels will decline in value and not continue to yield a return in the future.

This suggests that pension funds should reduce their investment in fossil fuel assets to protect their members.

The rate at which the value of assets and the return from them will decline is uncertain and any strategy for reducing investment in fossil fuels must take account of this uncertainty by having a degree of flexibility whilst ensuring that such reduction is made.

The trustees of the pension fund are instructed to reduce the investment in fossil fuels by at least eight point five percent (8.5%) per annum.

This Unite Union notes that:

1. at least 5% of funds of the Greater Manchester Pension Fund for example are invested in Shell, BP and other fossil fuel companies; it is probable that many other pension funds throughout the country are similarly heavily invested in fossil fuels and that this runs counter to current conventional wisdom
2. fossil fuel assets and investments are likely to become 'stranded assets' with 80% having to be kept in the ground to prevent runaway climate change. Mark Carney, Governor of the Bank of England, has said that the vast majority of fossil fuel reserves are 'unburnable'
3. the majority of local councils nationally, as well political parties have declared climate emergencies
4. several UK local government pension funds, other public sector organisations, universities, faith groups and whole cities and countries including New York and Ireland have committed to divesting
5. UNISON and the TUC campaign for divestment in line with obligations to pension-holders.

This Unite union therefore resolves to:

1. ask to write to all the local authority Pension Funds to request a position statement within 3 months on the potential impact that divesting from fossil fuel assets will have on the GM Pension Fund; this statement should assess the impact that a gradual programme of divestment and diversification over a 2-5 year period will have on the future liability profile of the fund.
2. mandate our union representatives on the Pension Funds to call for and work towards divestment

3. work with trade union representatives and the workforce to involve them in divestment and diversification plans, providing them with a comprehensive assessment of the impacts and benefits of these changes
4. to focus re-investment in areas that minimise climate change and reduce the Fund's carbon footprint; while ensuring the Fund continues to generate a sufficient level of return to ensure the current and future sustainability of the fund.

North West/353 Bury Commercial Branch

73 Environmental Reps

Conference notes the urgent need for action on the climate emergency, both in response to existing negative impacts such as extreme weather, fires, droughts, floods and loss of habitat and species; and to avoid the catastrophic and irreversible climate damage which we increasingly realise the world is on course for, after the 2018 Intergovernmental Panel on Climate Change (IPCC) report.

This conference believes that we cannot longer wait for our government of choice to implement policy to tackle climate change. We believe that a radical refocus on to environmental demands in the workplace is necessary to tackle the impending crisis and to ensure a just transition to a decarbonised economy, protecting jobs and livelihoods

We resolve to:

1. Call on employers to recognise union Green/Environmental reps and give them work time for their activities
2. Campaign for legal recognition of Green/Environmental reps similar to that of Health and Safety Reps.
3. Provide adequate training for reps including carbon literacy training and training to scope supply lines
4. Create climate action groups or subcommittees at workplace level and within our structures
5. Call on employers and local authorities to declare a climate emergency and involve workers and communities in planning, implementing and monitoring to rapidly achieve zero carbon emissions, including ending investments in fossil fuels
6. Carry out a major exercise, along similar lines to the work on automation, to understand the potential impacts of the climate crisis, and the responses to it, on employment in each Unite region and sector
7. Campaign for a legal right to strike and to repeal all legislation that makes it harder to strike over climate
8. Produce guidance on climate-related demands to include in collective bargaining, including demands which could form the basis of a lawful "trade dispute" under current legislation. Include training and/or discussion of this in the work of our industrial sector
9. Start collating victories and good practice in workplaces via Work Voice Pay, providing good practice and benchmarks for employers across all industrial sectors

North West/389 Manchester Social Action Branch

74 Green New Deal

Conference accepts the fact that climate change is a result of global warming caused by human activities. This is a grave danger for future generations.

To take no action will be a betrayal for all yet to come.

With this in mind, Conference asks Unite to endorse “The Green New Deal, a Bill to make it happen” as one of many actions to ameliorate the problem.

South West/8215 University of Bristol Branch

E IMPROVING HEALTH & SAFETY

75 Mental Health in the Work Place

Conference is concerned at the impact mental health issues are having on our members and consequently on their families.

Access to mental health facilities and services from employers range from good to very bad with some employers unconcerned about the mental wellbeing of their employees, therefore adding to the problem.

As a union we cannot stand by and allow our members to suffer, often in silence, when these facilities and services are not available or accessible in the workplace.

Conference therefore calls upon Unite to offer and resource mental health support to any of our members in need.

Passenger NISC

76 Accredited Mental Health Reps and Descriptive Role

Conference is calling upon the TUC to give accreditation to Trade Union Mental Health Reps; equal to that of Workplace Reps and Health & Safety Reps in terms of facility time, relevant training and respect in the role and also to define the role and responsibilities.

Mental Health issues are prevalent in daily life in and out of the workplace and we have a duty of care to all of our members and their families.

Mental Health First Aiders in the workplace play a vital role in supporting our members during difficult times and by having the relevant accreditation will support them in their ever increasingly demanding role.

The rate of suicides in the UK is ever increasing, doctor's surgeries and hospitals are overcrowded, more mental health charities cropping up and people off work due to stress is at an all-time high.

Conference would expect this to be implemented by the end of 2020.

South West/Unite Construction RISC

77 Tackling Alcohol Harm

Conference notes, with concern, the substantial impact that alcohol has on the health and wellbeing of the UK, with over 80 alcohol-related deaths every day. Alcohol is associated with well over a million hospital admissions every year, contributes to around 40% of violent crime, and uses up half of police time. In England, alcohol is the leading cause of ill-health, disability, and death amongst those aged 15-49 and alcohol or drugs are involved in more than three in five applications for children to be taken into care. Yet only one in five people who could benefit from treatment are in specialist care. When someone is harmed by alcohol this also harms their family, their children, their colleagues, and society at large.

While alcohol harm effects our whole society, its impact is not felt equally by all. Despite, on average consuming less alcohol, those with greater socio-economic disadvantage experience more alcohol-related harm. As a society, we need to recognise this inequality and stand shoulder to shoulder with everyone whose life has been impacted by alcohol harm, and take meaningful, non-stigmatising steps to both prevent alcohol harm and provide treatment to those in need.

Conference acknowledges that alcohol production and consumption is an established part of the United Kingdom's economy and society; however, it notes that there are proportionate and substantive steps available to tackle the harm it causes. The World Health Organisation recommends tackling the key drivers of alcohol harm, which are price, promotion, and availability. Policies that address these three areas yield the greatest benefit for the lowest costs. This can be achieved by: targeting the cheapest, strongest alcohol that causes the most harm; protecting children from exposure to alcohol advertising; and empowering local communities to make decisions about alcohol licensing.

Conference calls on Unite to:

1. campaign to reduce alcohol harm, by supporting evidence-based policies locally and nationally and calling for adequate investment in treatment services and to work with those in the Labour movement and wider society to ensure that reasonable, proportionate, and society-wide solutions to alcohol harm remain on the political agenda.
2. call on industries (from manufacturing, distribution to sales of alcoholic drinks including hospitality) to address their responsibilities for diversification and reduction of alcohol harm, and support members in the workforce during this transition
3. review its policies and practice to reduce the risk of alcohol related harm, in relation to events, and conferences, staff and members.

London & Eastern/0375M Medical Practitioners' Union Branch

F ORGANISING

78 Organising in Hospitality and Tourism

Conference notes that the Covid-19 pandemic has highlighted the vital importance to the UK economy of the hospitality and tourism sector at local, regional, and national levels. The failure of the UK government and national assemblies to provide sufficient sector specific support during the critical period placed entire communities at risk. We have seen over the course of 2020/21 how reliant many other sectors of industry are on both hospitality and tourism. It is equally clear that so many of our members from the construction sector reliant on new build hotels, the airline sector, commercial and public transport, food and drink processing and packaging, logistics, the printing industry that provides menus and many more are dependent for job security on a vibrant and successful tourism sector.

When tourism collapses huge swathes of Unite's membership collapses in its wake.

Where employers in the hospitality sector succeed in implementing exploitative practices such as zero hours contracts and fire and rehire strategies without organised, resourced and coordinated fight back from Unite, these practices are inevitably exported to other sectors.

We recognise the crucial role that Unite played in securing the Job Retention Scheme which saved many jobs in the sector and that our Hospitality and Tourism Rescue plan has given hope and inspiration to our member struggling against huge odds to win better conditions.

Over the last few years our sector has worked hard to raise the unions profile and to grow the membership. During this pandemic the number of joiners each month has been very high and to keep them in membership with all the challenges that they face even holding onto their jobs is our challenge.

Hospitality and tourism are viable sectors. At some point the nations will re-open and hospitality and tourism will return. Thousands of Unite representatives will therefore again have the opportunity to engage with hospitality workers when engaged in their own trade union duties.

Our reps all use bars, restaurants and hotels and are therefore in direct one to one contact with staff at all levels. We all have the opportunity to start 'organising' conversations extolling the benefits of Unite membership and collective representation.

On this basis we call upon Unite to:

- A. issue hospitality recruitment materials to all constitutional committees of the union with a view that they promote the sector in meetings and in hotels and bars when they travel
- B. constitutional chairs to promote the importance of our reps engaging with hospitality workers whenever possible during the course of their duties (whether on training courses, attending committees, conferences or in our communities)

- C. Service Sector RISCs and RISC Secretaries assume the key responsibility to follow up on new contacts and members and to ensure an organising strategy is in place for hospitality and tourism in their respective regions.

Service Industries NISC

79 Precarious Workers

Conference believes that precarious workers are some of the most overlooked workers not just in society, but within our movement.

With precarious work having doubled in size in the past three years and the Tories despicable Trade Union Bill, it is clear that precarious workers need our movement now more than ever.

With precarious worker's success in campaigns such as, Better than Zero in Scotland and Unite Hospitality in which employers were held accountable for appalling practices such as withholding pay and tips, it is clear that these workers can be powerful in creating change and winning against bad bosses when empowered and supported by the trade union movement.

We therefore call on the Executive Council to:

- carry out a review of our current structures in order to consider precarious workers who are not in unionised work places.
- commit to renew funding for organising across all precarious work sectors such as retail and hospitality as well as for apprentices in order to properly organise these work places.
- provide the needed support for workers setting up branches within precarious work places.
- implement a mentoring scheme in which precarious workers can be inspired on how the Trade Union movement can win change
- put pressure on the Government to introduce a statutory right to a contract of at least 16 hours, to raise the minimum wage and equalise it for young people, and make workers' rights enforceable from day one of employment.

Scotland/Regional Young Members' Committee

80 Organising Precarious Workers

This conference calls on Unite to carry out research into the unionisation of precarious workers, identifying and analysing both successful and unsuccessful strategies used by Unite and other unions, with the aim of developing an organising strategy which addresses the unique challenges in organising those in less secure work.

As work becomes increasingly insecure in many sectors, the rise of the so-called 'gig economy' challenges the effectiveness of traditional organising models and the appropriateness of current union structures. If we are to attract and retain members and

activists who are in precarious employment in union-hostile workplaces, Unite must develop an organising strategy which will be effective in these situations.

The union must also commit sufficient resources, time and appropriately-trained organisers to support workers who are at risk of harassment, of having their hours cut, or of losing their jobs for even mentioning the union to their colleagues.

Employment abuses such as the overuse of fixed-term and low-hour contracts, bogus self-employment, and the targeting and harassment of union members all contribute to the culture of fear in many workplaces. Fear and insecurity at work harm workers' mental and physical health, their financial resilience, and their ability to provide for their families. That is why it is vital that Unite prioritises organising these workers and develops the new organising, education and industrial models that will be needed to achieve this. These models and strategies should be developed based on sound research and as a matter of urgency as the world of work becomes increasingly precarious and workers need unions more than ever.

Ireland/RI/B5010 English Language Teachers Branch

81 Precarious Workers

Conference notes the precarious work being carried out in today's society. There are disproportionate number of BAEM workers in this type of work. They are often employed by agencies and therefore with little control over their work and are vulnerable. They are often released after 13 weeks and then await the next call.

These workers are often bullied as they have very little protective rights. We need a better way to encourage them to join the union and an easier way to stop their contributions once they are not working.

We call upon the union to devise a strategy with a view to retaining temporary vulnerable workers.

West Midlands/Regional BAEM Committee

82 Growing Unite and our BAEM Membership

Conference notes:

- that union density within the BAEM communities is still disastrously low with Asian and Chinese ethnicity groups both registering below 20% of the population across both genders in stark comparison to their White British counterparts on 23% for men and 27% for women respectively
- that members of the BAEM community face unfair prejudices and racial prejudices within society, most significantly since the empowerment of the far right since the Brexit vote in 2016 which in 2018/19 has risen to 103,379 recorded instances of hate crime in England and Wales. (Hate Crime, England and Wales 2018/19).

Conference resolves:

- to mandate Unite's Executive Council to work alongside our existing BAEM membership structures, relevant officers and the Organising Department to form a national recruitment campaign specifically targeting BAEM communities and workers
- to mandate the Executive Council to work alongside the Education department to construct a programme of courses to bolster our BAEM representatives skillsets and to prepare specific BAEM members to take up a leadership role within the union.

Wales/Regional BAEM Committee

83 Organising Young Workers in 2020 and beyond

Conference notes that younger workers are disproportionately affected by the Gig economy and unsecure employment.

As a result of this and the Conservative Party's anti trade union laws, unions are finding it difficult to organise in sectors of the economy where young workers are far more likely to work such as within the hospitality and retail sectors where there is a high-turnover of staff, casualisation and, poor employment contracts.

The trade union movement needs to adapt its organising strategy in order to reach out to younger workers if it is to continue standing up for the working class in the future and more importantly grow our union.

This conference further notes that leading young members within Unite the union have already been involved in successful campaigns to recruit and organise young workers from traditionally non-unionised workplaces, two of the most successful of which was the London and Eastern Region's campaign against the GLL and, the efforts to organise within the hospitality sector in the Scottish region.

This conference resolves to call on the union and the Executive Council to support the creation of a new fit for purpose Unite the union young workers organising and recruitment strategy that will be developed by the young members, alongside industrial officers and the organising department. This young workers strategy will seek to recruit, educate and organise a new generation of young workers, specifically targeting the unorganised workplaces referenced above.

Wales/Regional Young Members' Committee

G PENSIONS & RETIREMENT

84 State Pension, Ill Health Early Retirement

Conference notes the difficulty experienced by people that are approaching retirement age who suffer from long term- cronic, life shortening and dihibilitating illness. With sucessive governments raising the age at which the state pension can be drawn, the chances of cronically sick people with reduced life expectancy being able to draw any of their state pension is fading. Such people face stressfull and degrading assesments to claim PIP and other disability benefits.

Most occupational pensions have a provision whereby the policy holder becomes permanently incapacited, a payout will be triggered and recent changes in private pension legislation have allowed people to draw some or all of their money at fifty-five, but no such provision exists with the state pension.

Conference calls on the government to impliment changes in legislation to allow people that have paid sufficient National Insurance contributions and are permanently incapacitated to be allowed to draw their state pension from the age of fifty-five. A single assesment supported by an appropriate medical consultant and once a decission is made there would be no further assesments, except where fraud is suspected. The pension would replace in work incapacity type benefits but run along side disability benefits such as PIP that are payable after retirement.

East Midlands/Food, Drink & Agriculture RISC

85 Back to 65

Conference, with the recent General Election just a blur in the rear-view mirror the possibility of five or even ten years of tor rule sounds very depressing, especially for our members having to work longer.

For a person born from 5th October 1954 the state pension age is 66 years of age, increasing again to 67 years of age by 2028 and again to 68 by 2039.

Even before the GE the Conservative Party were already proposing a default retirement age of 70 and beyond.

Now they are in power this remains a real threat to all working people especially in our automotive industry. Imagine working on a production line in your seventies. It's totally unacceptable and typical of this current government.

Our union has previously run the 68 is too late campaign, but during the election we heard no mention of reducing pensions retirement ages. Of course, 68 is too late, but we must strive as a union to reduce these increasing retirement ages going forward, not working longer.

Now is the time for Unite to strengthen our campaign for better state pension benefits and the reintroduction a common-sense state pension age of 65.

We call upon conference to re-engage in the Unions campaign for a back to 65 retirement age for a better-quality retirement for all our members.

London & Eastern/Automotive RISC

86 State Pension

Conference notes that recent changes to the state pension age means that the age at which working people can claim their state pension is increasing and that it will continue to increase to reach 67 for both men and women in 2028. It further notes that the state pension age is being kept under review and could increase further. In one of the richest countries in the world this is completely unacceptable and this motion calls on Unite to campaign vigorously against any further rises in state pension age. Furthermore this motion believes that any further increase risks a situation where working people literally are forced to continue in employment until ill health or death removes them from work and continued increase in the age workers can claim their state pension also risks employers' dismissing employees when ill health prevents workers from fulfilling their employment contract. These practices leave workers facing an insecure and uncertain future in their later years.

Conference believes that a campaign to reduce the retirement age would address this and also help resolve issues of under-employment and youth unemployment. This motion calls on Unite to welcome the clear statement by Labour to leave the State pension age at 66 and also calls on Unite to commission independent research on the benefits to individuals and the wider society of reducing the state pension age to 60 for both men and women. We believe with that with technology the aim of a longer and healthier retirement is a goal our union should aim for.

We further note that WASPI women face an uncertain and difficult financial future, we recognise and welcome the recent manifesto commitment from the Labour Party to compensate those affected, and we call for targeted and additional support for all women who have been affected by these changes ask our union to campaign for the Government to introduce financial compensation for the women who have already been affected and will be affected by the process of equalisation and the acceleration of equalisation caused by the Pensions Act 2011, and (re)affirm our commitment to seeing justice done for 1950s born women.

Scotland/Automotive RISC

87 Pension Protection Fund

Conference calls upon the union's Executive Council to campaign vigorously to increase the Pension Protection Fund present compensation cap of 90% of what an individual's pension was worth at the time their employer became insolvent.

Given the recent 2018/2019 PPF Annual Report and Accounts showed £321 billion in fund assets with consolidated reserves of £6.7 billion, this conference believes the time has come for the level of PPF compensation to now increase to 100% of what an individual's pension was worth at the time their employer became insolvent.

West Midlands/Automotive RISC

88 Pensions in Retirement

Conference notes that retirement pensions in Great Britain are the lowest in Europe at 29% of normal earnings.

The two tier system of pension provision is totally insufficient to maintain any dignity and quality of life in retirement.

The TUC has little policy on retirement age pensions other than to support the NPC aspiration of £220 per week pension with no strategy on how to achieve this.

In reality it would mean £60-£90 per week increase.

At present the £130 per week pension is equivalent to £6760 per year.

Those on £160 per week receive £8320 per year. In most instances this is less than half the OECD recommended pension level on poverty.

Many suggestions have been mooted on how to achieve a decent retirement age pension, but no real strategy on how to do it.

It therefore calls on conference to request the Executive Council to;

1. Set up a Working Party to draw up a ten year strategy to achieve a retirement pension of 50% normal earnings.
2. The Working Party to consist of 3 members of the Retired Members National Committee, one of whom shall be a woman; 1 AGS and 2 EC members, 1 who must be a woman.
3. The report back from the Working Party must be completed in time for a formal resolution from Unite the Union to the 2021 TUC conference.

North East, Yorkshire & Humber/Regional Retired Members' Committee

Amendment

Insert after 2nd paragraph:

‘It also maintains the inequality between the two schemes which needs addressing; i.e. the pre-2016 has only the basic element uprated by the triple lock, whereas the whole of the post-2016 pension is triple-locked. The gap from April '21 is now an additional £1 making a total difference of £42 a week.’

London & Eastern/Regional Retired Members’ Committee

89 National State Pension

At present the full weekly state pension under the “new” system is £168.60 and under the “old” system is £129.20, representing an annual income of £8767 or £6718 respectively. By comparison the National Living Wage/National Minimum Wage is set at £8.21 per hour for someone over 24. Thus someone of that age working a 40 hour week receives £328.40 a week – equivalent to £17076 annually. However for a fair comparison income tax and National Insurance must be considered. The annual income tax personal allowance is £12500, and so someone whose only income is the basic state pension is not liable for income tax nor (because they are pensioners) for National Insurance. However in the scenario above a “living/minimum wage” employee would pay £1013 in tax and £915 in National Insurance giving a residual income of £15248. That is more than twice as much as a pensioner on the “old” system and 1.7 times that of one on the new system.

In the light of the demise of most final salary schemes and private pensions producing a very low yield, we call upon Unite the Union to campaign for a more meaningful pension closer to the minimum wage, which would alleviate future pensioner poverty and pensioners would no longer need to rely on handouts, such as the over 75s free TV licence, the winter fuel allowance, etc., thus producing dignity in retirement.

North West/Regional Retired Members’ Committee

90 National Pensioners Convention

Conference recognises the importance of Unite supporting the National Pensioners Convention (NPC) both locally and nationally. We urge branches to affiliate to the NPC to ensure they have the funds to continue their work on behalf of pensioners. NPC groups should be allowed to meet in Unite offices free of charge.

South West/Regional Retired Members’ Committee

Amendment

Title: add “and Scottish Pensioners’ Forum”

Line 2: between ‘Convention (NPC)’ and ‘both locally and nationally’ add “and, in Scotland, the Scottish Pensioners’ Forum (SPF)”

Line 2: between ‘the NPC’ and ‘to’ add “or SPF”

Line 3: between ‘NPC and ‘groups’ add “or SPF”.

Scotland/Regional Retired Members Committee

91 Dignity for Older People

Conference calls for the TUC to lobby for the following at its earliest convenience:

- for all men and women to be entitled to dignity and security in retirement and calls for intergenerational fairness preventing attacks on future pensioners and calls for:
- a state pension set above the official poverty level, at around €220 a week and linked to the triple-lock of the higher of earnings, prices or 2.5%.
- greater funding for the NHS, an end to privatisation in the health service and a national care service funded from general taxation that is free at the point of delivery and without means-testing.
- maintenance of universal pensioner benefits such as free bus travel, a £500 winter fuel allowance, free prescriptions and the reinstatement of the TV licence for the over 75s, fully funded by government.
- a minimum of 85,000 homes to be built each year that are both affordable and suitable for older people whilst recognising the specific barriers that to downsizing that that older people face.
- it is also time for a Commissioner for Older People independent from government who can champion and safeguard the rights of older people and who has the legal powers and responsibilities to enact positive change.
- a Brexit deal that safe-guards equality, the payment of up-rated pensions, the EU health insurance card and the rights of those UK pensioners living abroad.

West Midlands/Regional Retired Members’ Committee

H POLITICAL & LABOUR PARTY

92 Unite for a new voting system

Conference notes that the UK is one of only three major developed countries to use a First Past the Post voting system for general elections.

There is a consensus among experts that First Past the Post has a strong right wing bias wherever it is used, leading to parliaments and governments that are on average much more right wing than the voters.

This corresponds exactly with the UK's experience. Most votes went to parties to the left of the Conservatives in 18 of the last 19 general elections, yet the Tories have been in power for 63% of this time. Instead of building a society 'for the many', this has created one of the most unequal societies in the developed world, with some of the most restrictive trade union laws.

Conference believes we need a Labour government to reshape society in the interests of workers and our communities. But it is imperative to realise that the current voting system offers no protection against later Conservative governments tearing up these hard fought gains as they have in the past. The world's most equal and progressive societies all use forms of Proportional Representation which prevent rule by a right-wing minority and lock in the hard-won victories of their Labour movements.

Conference therefore resolves to:

- adopt a policy of opposing First Past the Post and instead supporting moves to explore, select and introduce a new voting system for the UK
- call for the Labour Party to do the same and to commit to including the voting system for general elections in the remit of its planned constitutional convention.

South West/Education RISC

93 Voting System Reform

Conference notes that the UK is one of only three major developed countries to use a First Past the Post voting system for general elections.

There is consensus among experts that First Past the Post has a strong right wing bias wherever it is used, leading to parliaments and governments that are on average much more right wing than the voters.

This corresponds exactly with the UK's experience. Most votes went to parties to the left of the Conservatives in 19 of the last 20 general elections, yet the Tories have been in power for 63% of this time. Instead of building a society "for the many", this has created one of the most unequal societies in the developed world, with some of the most restrictive trade union laws.

Conference believes we need a Labour government to reshape society in the interests of workers and our communities. But it is imperative to realise that the current voting system offers no protection against later Conservative governments tearing up these hard fought gains as they have in the past. The world's most equal and progressive societies all use forms of Proportional Representation which prevent rule by a right-wing minority and lock in the hard-won victories of their Labour movements.

Conference therefore resolves:

- to adopt a policy of opposing First Past the Post and instead supporting moves to explore, select and introduce a new voting system for the UK
- to call for the Labour Party to do the same and to commit to including the voting system for the general elections in the remit of its planned constitutional convention.

London & Eastern/0480M London Finance & Legal Services Branch

94 *THIS SPACE IS INTENTIONALLY BLANK*

95 *Make Votes Matter – Electoral Reform*

Conference notes that the UK is one of only three major developed countries to use a First Past the Post voting system for general elections.

There is consensus among experts that First Past the Post has a strong right wing bias wherever it is used, leading to parliaments and governments that are on average much more right wing than the voters.

This corresponds exactly with the UK's experience. Most votes went to parties to the left of the Conservatives in 18 of the last 19 general elections, yet the Tories have been in power for 63 per cent of this time. Instead of building a society "for the many", this has created one of the most unequal societies in the developed world, with some of the most restrictive trade union laws.

Conference believes we need a Labour government to reshape society in the interests of workers and our communities. But it is imperative to realise that the current voting system offers no protection against later Conservative governments tearing up these hard fought gains as they have in the past. The world's most equal and progressive societies all use forms of Proportional Representation which prevent rule by a right-wing minority and lock in the hard-won victories of their Labour movements.

Conference therefore resolves:

- I. to adopt a policy of supporting moves to explore, select and introduce a new voting system for the UK
- II. to call for the Labour Party to do the same and to commit to including the voting system for general elections in the remit of its planned constitutional convention.

South East/6240 Portsmouth Branch
South West/049 Bournemouth Branch

96 For a new socialist Clause 4 – in the words of Tony Benn

Conference notes:

- Unite is affiliated to Labour Party and that the union has a strong voice into the policies and working of the party.
- the decision of the 2019 Labour conference to establish an NEC review to look into a new wording for Clause 4.
- we also note that 62% of local Labour Party delegates voted to maintain the original 1918 wording, which committed the Party to common ownership of the means of production.

Conference believes:

- Unite wants Labour Party to be the party of the working class rather than party of the bosses.
- to fulfil this obligation, we also believe we should pay tribute to the great contribution of the late Tony Benn to the Labour Party.
- as a result, we believe that Labour Party should enshrine into its constitution a new Clause 4, using Tony Benn's own words. This reads as follows:

We stand for the inherent rights of all people to useful work, good homes, education, health care and dignity in retirement, free from all forms of discrimination.

We believe that these rights cannot be fully realised under capitalism where human values are subordinated to the demand for profit. Our aim is to abolish the obstacles to the realisation of those aspirations.

As a socialist party, we do not exist to manage capitalism. We aim to bring about a fundamental transformation of society, which will give to everyone a chance to live a full and satisfying life.

We will adopt the means necessary for that purpose by, amongst other things, the common ownership, under democratic control and management by working people, of the commanding heights of the economy, including the banks and finance houses, the land and all the companies which dominate our economy.

We stand for a democratic socialist society based upon the principle from each according to their ability to each according to their need.

This Conference resolves:

That this would be a fitting testament to Tony Benn and this Conference calling Unite to support the new Clause 4 in the forthcoming Labour Party Conference using above wording.

London & Eastern/Education RISC

97 For a new socialist Clause 4 – in the words of Tony Benn

Conference notes the decision of the 2019 Labour Conference to establish an NEC review to look into a new wording for Clause IV. We also note that 62% of local Labour Party delegates voted to maintain the original 1918 wording, which committed the Party to common ownership.

To fulfil this obligation, we believe we should pay tribute to the great contribution of the late Tony Benn to the Labour Party. As a result, we believe that the Party should enshrine into its constitution a new Clause IV, using Tony Benn's own words.

This reads as follows:

We stand for the inherent rights of all people to useful work, good homes, education, health care and dignity in retirement, free from all forms of discrimination. We believe that these rights cannot be fully realised under capitalism where human values are subordinated to the demand for profit. Our aim is to abolish the obstacles to the realisation of those aspirations.

As a socialist party, we do not exist to manage capitalism. We aim to bring about a fundamental transformation of society, which will give to everyone a chance to live a full and satisfying life. We will adopt the means necessary for that purpose by, amongst other things, the common ownership, under democratic control and management by working people, of the commanding heights of the economy, including the banks and finance houses, the land and all the companies which dominate our economy. We stand for a democratic socialist society based upon the principle from each according to their ability to each according to their need.

Conference believes this would be a fitting testament to Tony Benn. We therefore agree to submit a resolution to the next Labour Party Conference calling for a new Clause IV using the above wording.

South East/6263 South East Building & Contracting Branch

I RIGHTS FOR WORKERS AND THEIR UNIONS

98 Conservatives degrading labour rights and the right to strike

Conference notes that proposals put forward by Johnson are part of a restrictive legislative assault on workers and their unions begun 40 years ago with no let up, not even during the Blair and Brown years. It is no surprise therefore that workers in the UK have got a progressively smaller share of the national GDP and suffer from some of the most insecure working conditions in Europe.

Johnson's Queen's Speech indicated that his regime intends to legislate in two key areas:

- on European rights
- to further restrict the right to strike.

The Queen's Speech gave every indication that employment rights derived from the European Union – working time, holiday pay, maternity rights, discrimination – would not be contained within the Withdrawal Agreement Bill but have been hived off to a yet to be published Employment Bill.

This seems to be a likely backtrack on Johnson's earlier vacuous comment to "protect and enhance workers' rights as the UK leave the EU, making Britain the best place in the world to work."

The proposed Employment Bill will, apparently, also contain an "Oliver Twist" provision whereby workers may request "a more predictable contract" although this will be short, by some distance, of a ban on zero hours contracts as, for example, has happened in New Zealand.

The government also intends to further restrict the right to strike by means of the introduction of Minimum Service Agreements that would ensure a partial provision of a service that may otherwise be strikebound, aimed specifically at the passenger transport industries.

It will be the case that unions will have to negotiate with the employers they are in dispute with their own strikebreaking arrangements – if there is no MSA the courts would be asked (by the employer, by a passenger, who knows) to declare the strike unlawful.

Labour's offer on employment rights in 2017 and 2019 represented the most progressive reform of trade union and worker rights in a generation; it would have repealed the Trade Union Act 2016 and many of the anti-union provisions from the Thatcher and Major period and ensured that workers had dignity restored to their working lives.

Conference call on the Executive Council to defend the labour rights proposals set out in Labour's 2017 and 2019 Manifestos and to further work with Labour to develop a package of reform that would set right the wrongs of the past 40 years.

Conference welcomes and supports the work of the Institute of Employment Rights and the Campaign for Trade Union Freedom in developing these ideas and campaigning for them.

London & Eastern/10 “Ben Tillet” London Docks Branch

Amendment #1

Delete final three paragraphs, replace with:

Labour’s offer on employment rights in 2017 and 2019 represented the most progressive reform of trade union and worker’s rights in a generation. Conference welcomes and supports the work of the Institute of Employment Rights and Campaign for Trade Union Freedom in developing these ideas and campaigning for them.

Time moves on, our union, other unions and the wider labour movement must now be mobilised to vigorously campaign against the new round of anti-union laws that have been signalled in the Employment Bill.

We must resist the renewed Tory assault; we must campaign for the repeal of anti-union laws; we must pursue those manifesto proposals in any future discussion with Labour on developing a campaign to replace the restrictive Tory labour code with a new, progressive legal framework.

London & Eastern/1365 Stansted Airport Branch

Amendment #2

Add new paragraph at the end of the motion:

Conference welcomes the Supreme Court’s judgment in Uber BV and others v Aslam and others which was handed down on 19 February 2021. It calls on the Executive Council to campaign in support of a new universal status of ‘worker’ to replace the current definitions which make workers who are not ‘employees’ eligible for fewer rights than ‘employees’. The onus should be on employers to prove a contractor is self-employed, rather than workers having to prove they are not self-employed.

North West/0176 Burnley Branch

99 Mass Action on Anti-Union Laws

This union believes that:

The election of the Boris Johnson's Conservative government represents a renewed threat to the pay, jobs and working conditions of workers, as well as our trade union rights.

The Conservative manifesto contained a commitment to introduce new anti-union legislation, targeted specifically at the rail and transport unions which we believe will be extended to other sectors. The Tory government has therefore made no secret of its intention to act decisively against workers in the interests of big business.

Within hours of the General Election result we witnessed judicial and political mechanisms being used to suppress industrial action. The High Court ruled against strike action across the Royal Mail, despite the Communication Workers Union's overwhelming result of a 97% vote in favour of action on a 76% turnout. This served as an early expression of an increasingly worker-hostile environment. The judgement received implicit support from the new government and will further embolden employers wishing to impose job cuts and detrimental changes to our working conditions.

Events in France have shown that trade unions can mobilise masses of workers and achieve victory over injustice. In early 2020, the Macron government, elected with a huge majority, was forced to give significant concessions to the movement due to militant, co-ordinated strike action.

This union resolves:

- to break bad laws through organised action if necessary; after all, our trade union rights were won through decades of struggle and civil disobedience
- to call on the TUC and its affiliated unions to prepare the union movement for attacks by the Conservative government by means of a special conference open to all union members or democratically elected delegates
- to call on the TUC to organise demonstrations demanding repeal of all anti-union laws
- to ensure that no union fights alone. If any union is targeted by anti-union laws, Unite will lead others in rallying to their aid, supporting any action the targeted union deems necessary
- should the TUC fail to act - as it has so often in the past - to organise the campaign ourselves in a coalition of the willing.

London & Eastern/1111 Housing Workers Branch

100 Defend the Right to Strike

Conference notes the Conservatives put an election pledge to create new laws to force workers to provide a minimum service during transport strikes into the Queen's Speech on 19th December 2019. This flagged their intention to bring such a bill in this Parliament.

Conference believes:

- (1) that the UK has the toughest anti-trade union laws in Europe, the Tories already made balloting for strike action considerable harder with the 2016 legislation. Unchallenged and given the opportunity they will keep making it harder and harder for workers to take effective collective action;
- (2) if the Bill goes through Parliament to impede the effectiveness of transport strikes the government may try to do similar things in other industries;
- (3) it is only by coming together as a union movement that these attacks can be stopped, we need unity and solidarity of the entire movement;

- (4) it is no coincidence that the Tory government is bringing this legislation following an important series of strikes on the railways by RMT to defend the role of the guard on our trains.

Conference calls on the Executive Council to urge the TUC to call a national campaign against this legislation which should include a national Day of Action.

South West/001408 Bristol Area Health Sector Branch

101 Outcome of General Election

This union believes that:

- the election of the Boris Johnson led Tory government represents a renewed threat to the pay, jobs and working conditions of workers as well as trade union rights
- it will act in the interests of big business.

This union notes that:

- the government's implicit support for the High Court decision to prevent strike action in Royal Mail despite the national CWU ballot result of a 97% yes vote on a 76% turnout
- the Tory manifesto commitment to introduce new anti-union legislation, targeted specifically at the rail and transport unions but we believe would be extended to other sectors

This union believes that:

- there needs to be an immediate meeting of the TUC and the unions to discuss and prepare the union movement for attacks by the Tory government
- no union or unions must be allowed to fight alone – if any union is targeted by anti-union laws, all others must come to their aid, supporting any action they deem necessary

This union resolves that our union EC to call on the TUC to:

- i. organise a special conference open to all Branch activists on opposing the anti-union laws
- ii. organise a Saturday London demonstration in 2021 on the demands: Stop the Tory anti-union laws, defend the transport unions and the CWU – workers' unity against the Tories

West Midlands/6030 Birmingham South Branch

102 Strengthening Agency Workers Regulations

Conference calls on the Executive Council to lobby the government to strengthen the Agency Workers Regulations, to prevent employers from introducing “At Will” contracts by the back door.

Evidence has emerged that some companies are incentivising agency working by paying higher net pay than that earned by permanent workers doing work of equal value. The Agency Workers Regulations permit this.

Many companies which are subsidiaries of multinationals are vulnerable to attempts to impose “At Will” contracts: whereby workers can be dismissed without notice and without compensation.

There are already multiple divisions in our workplaces, with permanent workers alongside temporary agency workers, workers on fixed term contracts and the notorious zero hours contracts, all of which undermine collective bargaining and union organising.

By setting a ceiling as well as a floor in the Agency Workers Regulations, there can be some protection for all categories of employees alike against these new forms of abuse.

North West/Engineering, Manufacturing & Steel RISC

103 Decriminalisation of sex work

Conference believes that sex work is work. While it is gendered, stigmatised and often precarious work, it is work that pays the rent, bills, and puts food on the table for thousands of people across the UK. Criminalisation makes sex work dangerous. Instead of attempting to eradicate the sex industry through further empowering the police and immigration enforcement, we believe that the trade union movement should support sex workers in their demands for safety, labour rights and dignity at work.

As a result of the coronavirus pandemic - including the worst economic crisis since records began - sex workers are struggling to earn enough to survive, all while more people are turning to sex work to keep afloat. It is therefore even more urgent that these workers have the solidarity and support of other workers and trade unions.

Current laws means that sex workers are unable to legally work together to increase their safety, and are discouraged from reporting crimes committed against them for fear of being arrested themselves. People should be able to work in the sex industry without threat of criminal sanctions or police harassment. Decriminalisation means sex workers can report suspected cases of trafficking to police without self-incrimination. Anti-trafficking and anti-slavery law must not obliterate the right of adult individuals to gain livelihoods by selling sex. Whilst we recognise the importance of anti-trafficking and anti-slavery initiatives, their reliance on the criminal justice system do not make sex workers safer and fail to bring them justice.

We call on Unite to:

- Support the unionisation of sex workers and improvement of their working conditions, including occupational safety and health.
- Bring a decriminalisation motion to the next TUC policy conference in 2021
- Campaign against any attempt to criminalise clients, often referred to as the Nordic Model or a 'Sex Buyer Law', or any law criminalising the advertisement of sexual services (similar to FOSTA/SESTA in the US) in the UK

London & Eastern/785 North London Voluntary Sector Branch

104 ILO Convention on Violence and Harassment at Work

Conference deplores the unacceptable level of sexual harassment in all its forms endured by employees in the workplace.

Conference notes that within the hospitality membership of the Service Sector a survey showed the majority of workers had either directly experienced or witnessed workplace harassment of sexual nature.

Conferences welcomes the initiatives of the International Union of Food and Allied Workers to address this is signing Global anti Sexual Harassment agreements with global employers such as Melia, AccorInvest and Sodexo.

Unite has itself carried out pioneering work on this area and has negotiated many agreements.

Therefore in order to strengthen our position and further challenge harassment in the workplace conference agrees that Unite should actively campaign for UK ratification of ILO Convention 190 on Violence and Harassment at Work.

London & Eastern/Services Industries RISC

105 Employee Privacy and Monitoring in the Workplace and Home Office

With many normally office-based workers having shifted to working from home during the Covid-19 pandemic employers are turning to more and more sophisticated methods of keeping a track of their employees.

Employee monitoring and surveillance in the workplace, including the use of CCTV or monitoring of email and internet usage, are not new issues. However, with the shift to homeworking, even previously informal interactions between employees can now be captured over the chat, audio and video technology platforms being used by employers to keep their employees connected and working. In addition, the use of GPS tracking data, once primarily an issue for mobile workers and parts of the gig economy, is also now an increasing concern for employees working from home.

The move to remote working during the pandemic has seen a surge in employer interest and demand for increasingly sophisticated software tools. Tools that track keyboard and mouse activity, scan email and content for key words, take regular screenshots, record audio and video, provide a record of the apps and software being used and how they are used, and the documents being worked on. The data available to employers is ever increasing, data that can be used not only to monitor activity but also analysed to provide productivity scores or an assessment of an employee's performance.

These tools are marketed to employers as driving productivity and keeping work and projects moving, and on introduction to the employee presented as an assistance to them. However, such tools make possible a level of micromanagement which works to undermine trust, leading to increased employee dissatisfaction and higher stress levels. Then there are genuine concerns over employee privacy and now privacy within the employee's home, especially if employees are unaware of the level of monitoring that is taking place or of how the data that is gathered is being used. The current pandemic also raises questions around the monitoring and potential use of employee health and biometric data.

During the pandemic, recent shifts in working practices and an increase in home working, have been driven by necessity. However, many employers have already indicated some of those shifts will be more permanent; with increased remote working being seen as an opportunity to reduce office-based costs.

It is therefore vital the level of employee protection keeps pace with these developments and employees' fundamental rights to privacy.

Unite is committed to:

- researching recent developments in employee monitoring and surveillance and the impact of the pandemic on their usage by employers.
- providing guidance to members and their representatives on issues related to employee monitoring and surveillance.
- campaigning for stronger privacy rights for employees, covering the workplace and remote working both mobile and from home, with legislation that keeps pace with technology and ensures transparency of use by employers and access to data for employees.

London & Eastern/GPM & IT RISC

106 Overuse of Covert CCTV Recording

Conference calls on the Executive Committee to prosecute a campaign on the overuse of covert CCTV recordings which we believe is an invasion of privacy and breaches article 8 of the ECHR Act. Also, with the introduction of new technology we request that pressure is brought to bear on the Government to make sure that employees do not suffer a detriment to personal life.

Wales/Docks Rail Ferry & Waterways RISC

Amendment:

Add at end:

Conference believes that overuse of CCTV at work is just one aspect of the “surveillance state.” The surveillance of workers and their organisations has been going on for years.

The Undercover Police Inquiry – UCPI, chaired by Judge Mittings – established by Teresa May in 2015 after the exposure of police infiltration of the Laurence family campaign for justice for their murdered son Stephen – had only in November 2020 started to take evidence.

There are references in the files of the Special Demonstration Squad to the Pentonville 5, dockers jailed during the time of Ted Heath in the early 1970s.

The surveillance state has taken a new sinister, development with the introduction by the Government of the Covert Human Intelligence Sources (Criminal Conduct) Bill, the SpyCops Bill that will give immunity from prosecution for the most serious criminal actions by the undercover secret police in Britain.

Most Labour amendments to the Bill were defeated in the Lords including the trade union exclusion amendment; this defeat will be taken as *carte blanche* for infiltration, the police and MI5 paradoxically emboldened by the fact that Parliament expressly repudiated this specific limitation of their powers.

Throughout it was difficult to understand why the Labour leadership maintained an abstain line to the SpyCops Bill in Parliament; Conference express its solidarity with the Shadow Front Benchers who resigned so they could oppose the Bill.

Conference calls for an early repeal of the Bill, assuming it becomes law, by an incoming Labour Government.

London & Eastern/128 Trade Union Employees Branch

107 Solidarity & Policy Support for EU27 Workers

Conference:

1. expresses solidarity with Unite’s many EU27 members currently facing uncertainty over their future rights to live and work in the UK;
2. pledges to carry out impact assessment of all policies on the rights of its EU27 members and commits not to adopt policies harmful to those rights;
3. calls for the creation and maintenance of guidelines for Officers and Workplace Representatives to support them in casework involving individual and collective threats at workplace level to EU27 member rights, including the ongoing right to work, or the use of uncertainty over future rights by unscrupulous managers to discriminate against EU27 workers

4. pledges to adopt or maintain policies and support campaigns around the post-Brexit settlement which do not prejudice or jeopardise the ongoing workplace rights of EU27 citizens in the UK.

London & Eastern/7046E Cambridge University Press Branch

108 Workplace rights and a hard Brexit

Conference recognises the government has already said it will no longer follow established European regularity alignment once the UK leaves the European Union.

Conference recognise this is fluid situation and from the drafting of this motion more detail will have been disclosed and as much suppressed in equal measure

Conference seeks assurances that all established EU work place rights are enshrined into UK law through primary legislation rather than secondary legislation and all outstanding ECJ interpretations honoured in full.

We and our European colleagues have fought hard for our work place rights, to allow them to be abolished so to enable this government to try to implement its low tax, laissez-faire investment strategy which will make Thatcher's failed monetarist policy of the eighties, which led to unprecedented levels unemployment and the decimation of whole communities, seem mild in comparison.

We seek a strategy of unity across all our sectors and call for all affiliated Trade Unions to put on record they will not allow any of our existing work place rights such as the working time directive and Health and Safety regulations to be watered down or abolished by Boris Johnson and the Tory Government.

Conference asks the Executive Council and General Secretary that if believable reassurances are not forthcoming from government in the near future we shall put on record our commitment to take collective action across all our sectors and seek support from the greater Trade Union movement to protect our rights, up to and including National Strike Action.

North West/628 Port of Liverpool Branch

109 Changes to the Workplace Relations Act 2015 (RoI)

Conference directs the Executive Council to lobby the Irish government to seek appropriate amendments to the Workplace Relations Act 2015 to allow the Director General and Adjudication Officers of the Workplace Relations Commission to entertain a complaint referred to them up to the expiration of the period of 6 years beginning on the date of the contravention to which the complaint relates.

Ireland/Unite Construction RISC

J SOCIAL ACTION

110 NHS – Halt the Extortion Charges by Staff Agencies

Conference calls on all 4 national health services to immediately implement a cap on the prices charged by locum doctors, consultants and agency nurses.

This cap should be no more than the normal rate for the job, plus 20%. These measures are required to put a halt on the modern day extortion racket of private agencies stripping vast sums of public money from all services and putting it in to the hands of private profiteers.

At the same time, we call on the four governments to urgently re-set the supply chain for our clinical and medical staffing for the future. This will ensure that the NHS and its patients will no longer be held to ransom by those more interested in the pound rather than the patient.

Scotland/Health RISC

111 National Health Service

The National Health Service is one of Labour's proudest achievements a dearly loved public institution which we all benefit from. It is the envy of the world and is the best in the world.

A decade of Tory health cuts and privatisations has pushed our greatest institution to the brink; our hospitals are crumbling, equipment is outdated, IT systems are inadequate and community facilities are neglected, we are having to cope with around 100,000 staff vacancies in NHS England, including a shortage of 44,000 nurses and 15,000 fewer hospital beds.

The Tories declared they would "throw money at the NHS" in 2019 and the concern is that this will support the transformation plans of the STPs (now called Healthier Together) to continue to privatise and soften us up for an American style system where we have to buy insurance before we get any kind of health service.

In all of this staff are under tremendous pressure yet still we deliver for everyone.

Conference calls on Unite to campaign for:

- agenda for Change terms and conditions to be put into law
- safe staffing limits for all staff
- investment in training and developing NHS staff throughout their careers.
- re-introduce a fully adequate training bursary for nurses, midwives and allied health professionals.
- a review of tax and pension changes implemented by the Tory government to ensure that the workforce is fairly rewarded and that services are not adversely affected.
- provision of mental health support for staff

- creating a working environment within the NHS that is safe, flexible and free from harassment, bullying or violence.

South West/Health RISC

Amendment

Add bullet point at end of list:

- an end to all further privatisation, the internal market, and the government's proposed "NHS Reform Bill", which, if enacted, will bring private providers even closer to the heart of the NHS.

South East/6259 Bracknell Branch

112 Restoring our NHS after privatisation, cuts and Covid-19

Unite reaffirms its policy on defending the NHS passed at 2018 Policy Conference.

Conference applauds the tremendous work by all NHS workers under huge strain during the Covid-19 pandemic. Too many staff contracted the virus at work, becoming ill with tragic and even fatal results.

Each catastrophic stage of the Tory government's response to the Covid-19 pandemic has confirmed that policy and exposed the terrible consequences of decades of privatisation and cuts. Our union must take the lead in campaigning to restore a publicly owned, comprehensive and free to use NHS. Health workers and the whole trade union movement need to fight to save the NHS.

The Covid-19 crisis has exposed the Tories' determination to use the pandemic to accelerate their privatisation agenda and the failings of profit-driven big business. Massive sums of public money have been given to profit-making unaccountable corporations. Among the consequences have been failures in PPE supply, testing, contact tracing, care of non-Covid-19 patients and social care.

Instead of reversing past cuts and bringing all services back into public hands with democratic community control, the government has awarded massive sums of public money to profit-making unaccountable corporations. Among the consequences have been failures in PPE supply, testing, contact tracing, care of non-Covid-19 patients and social care.

These failures have led to deep economic effects which have hit members and their families in many industries, where workers are being made to pay the cost of this capitalist failure.

Threats to the NHS from privatisation have escalated with continuing moves to 'Integrated Care Systems', out-sourcing and 'wholly owned subsidiaries' which are steps towards fully privatised services run for profit. Trade deals negotiated by the Tory government will see

further profiteering from the NHS and especially its pharmaceutical and medical supplies contracts.

Patient care is damaged by too few, under-paid and under-resourced staff. The strain of trying to cope also takes a heavy toll on health workers' own health and well-being. The numbers who caught Covid-19 at work and became seriously ill or died is shocking.

Unite recognises the same underlying issues affect the whole NHS, including the devolved nations, although cuts and out-sourcing are locally enacted. Local health workers' disputes against their employers, and community campaigns against cuts, must not be left to fight alone but wherever possible co-ordinated into a national campaign.

Unite applauds the work done by health campaigns such as Health Campaigns Together and Keep Our NHS Public. We agree to continue to work with them and others to build strong community campaigns. However, we recognise that the trade union movement needs to head a national fight to defend the NHS.

Conference resolves:

1. Regional offices to publicise any local industrial dispute of health workers throughout the union and in particular to all branches in the region affected, calling for solidarity messages, donations and to organise an urgent solidarity regional demonstration, along with other trade unions (taking all necessary physical distancing and other Covid-19 precautions).
2. Regional offices to arrange visits by Unite health workers in dispute to other Unite-organised workplaces and branches to build solidarity. These can be online or outdoors as appropriate.
3. National Executive and Regional Committees to campaign for TUC support for industrial action by NHS workers supported by solidarity action by all trade union members and their families.

EM/NG32 Nottinghamshire Health Branch

113 Ramp up the fight for our NHS

Conference calls on Unite to campaign for:

- Agenda for Change terms and conditions to be put into law
- safe staffing limits for all staff
- investment in training and developing NHS staff throughout their careers
- a training bursary for nurses, midwives and allied health professionals which is fully adequate
- a review of tax and pension changes implemented by the Tory government to ensure that the workforce is fairly rewarded and that services are not adversely affected
- provision of mental health support for staff
- creating a working environment within the NHS that is safe, flexible and free from harassment, bullying or violence
- strengthening of our campaign against NHS privatisation

The National Health Service is one of Labour's proudest achievements; a dearly loved public institution which we all benefit from. It is the envy of the world and is the best in the world.

A decade of Tory health cuts and privatisations has pushed our greatest institution to the brink; our hospitals are crumbling, equipment is outdated, IT systems are inadequate and community facilities are neglected, we are having to cope with around 100,000 staff vacancies in NHS England, including a shortage of 44,000 nurses and 15,000 fewer hospital beds.

The Tories declared they would "throw money at the NHS" in 2019 and the concern is that this will support the transformation plans of the STPs (now called 'Healthier Together') to continue to privatise and soften us up for an American style system where we have to buy insurance before we get any kind of health service.

In all of this NHS staff are under tremendous pressure yet still they deliver for everyone.

We now face at least five more years under a Tory government with its' ideological conviction that privatisation is best, the still looming risk of a "hard" Brexit and the installation of the UK as a subservient junior trading partner of the US, where profit-hungry multinationals are already demanding privatisation of our NHS.

West Midlands/Coventry & Warwickshire AAC

Amendment

Last bullet point, add at end "in collaboration with other unions"

Add to list of bullet points:

- full support for any pay claim put forward by NHS workers
- full PPE for all NHS staff and outsourced workers that need it
- exposing and stopping the corrupt handing over of £millions in public money to private companies to carry out work which should be carried out by the NHS

London & Eastern/524 Central London Voluntary Sector Branch

114 Fighting Back Against Local Government Cuts

Conference notes the following:

- 640,000 council jobs lost since 2010
- 49.1% fall in central Government funding from 2010 -2018
- £1.3 billion in further proposed cuts
- Private contractors cutting pay, conditions and services

Unite branches and regions continue to fight resolute and tireless campaigns against cuts, outsourcing and privatisation. Unite should be proud of its role in fighting against local government cuts. Unite takes on Tory councils and Tory cuts. But we do not shy away from challenging Labour Councils when they make unfair and unjust decisions that impact our members and communities. Unite will use every tool in our arsenal from negotiation, lobbying, community campaigning to leverage, legal action and industrial action to fight cuts and privatisation all the way.

This conference welcomed the development of the Labour Party as an anti-austerity party under the leadership of Jeremy Corbyn.

Unite will campaign for the new leadership to build on the commitments to fight austerity and make sure that local government workers and users of services don't pay the price of COVID-19!

Unite also welcomes the Labour Party document entitled "Democratising Public Services", which strongly calls for insourcing of all council services.

We reject all forms of privatisation and outsourcing, including so called social enterprise, false worker co-operative and volunteer based models. We do not believe that the role of Local Government is to fill gaps in provision by setting up small companies. Local government services belong with local government.

Conference is therefore extremely concerned, disappointed and our members are angry that Labour Councils continue to make cuts and privatise our services. We also note the negative role played by Labour councillors on the boards of organisations which tender for services.

Conference agrees that Unite must now adopt a policy calling on Labour Councils to set legal, balanced no cuts needs based budgets.

Unite must insist that all councils are held to account reminding Labour Councils when it comes to privatisation Labour Party policy is to halt privatisation and to in-source.

The stakes are high, if we do not fight now, using the best and most effective methods, local government will disappear. For this reason, we call on Labour local authorities to work with Unite in a joint campaign.

No cuts, no privatisation, no more austerity.

We demand properly funded local government services now and for the future.

Local Authorities NISC

115 Local Government at Breaking Point

Conference is disgusted at the continual slaughter of local government services over the past 10 austere years which has resulted in employees receiving the full brunt of the blame when failings happen.

With over 15% of the working population in the public sector, the majority are fearing the worst as the impact of the March budget will most certainly result in a further attack on jobs, particularly those who are frontline trying to deliver services which are at breaking point.

Conference calls for a high profile political and press campaign nationally and in the devolved regions to call out the impact of the continuous cuts across local authorities has on employees, individuals and in communities. In addition, this Conference calls on all RISCs, working with NISCs, to develop a robust strategy to resist and reverse these attacks on workers and communities.

Scotland/ Local Authorities RISC

116 Public Service Cuts

This conference notes:

- that the election of a Conservative Government will mean a renewed attack on public services, despite the promises and lies from Boris Johnson.
- that for our members this means a double whammy attack on them both as employees in public services and service users.
- that the impact will hit our members in contracted services just as hard, if not harder.

This conference agrees:

- that our union strategy and previously agreed position is that of a fightback union as demonstrated by members taking action in the NHS, local government and contracted out services.
- that we have example after example of members taking heroic action in disputes across the country.
- that now is the time to unite and co-ordinate campaigns nationally so that we build on those wins and build a national campaign to save our public services which can only be done through a co-ordinated national campaign of mass action by putting our agreed position on fighting cuts into action.

London & Eastern/2050 Greenwich Local Government Branch

117 Fighting Cuts

This Conference reaffirms Unite's opposition to all cuts, whoever implements them and wherever they occur. This policy has raised our standing inside the public sector as a fighting-back union.

Local authorities have been particularly hard hit by ten years of Tory-led austerity. By May 2019, almost 60p of every £1 in central funding had been taken from councils, amounting to a cut of almost 22% of expenditure on services.

Councils of all political persuasions have made cuts including so-called 'financially sensible' Tory councils, like Northamptonshire and Somerset, who have been forced into effective bankruptcy or near bankruptcy. The solutions imposed have been more cuts, rises in council tax and or increases in charges for services, which is having a detrimental effect, particularly on pensioners.

Labour councils have also made cuts, and increasingly councils are resorting to policies that both reduce expenditure and raise revenue, which is affecting retired people.

These include:

- the selling off of public land to property speculators for the development of flats or houses, normally not at genuinely affordable prices. This brings in revenue to buy the land, resulting in the loss of public space, and increased revenues in council tax, but in most cases does nothing to deal with genuine housing need when such new buildings sell for several multiples of the average wage or pensions in a council area.
- the increased establishment of trading companies, legally separate from but run by councils, which are used to avoid union-negotiated agreements on pay and conditions. These are similar to the 'wholly owned subsidiaries' in the NHS. We welcome Unite's recent pamphlet 'Insourced Public Services' as a first step to fighting to take services back in-house.
- the buying of property, particularly retail outlets such as malls, as a means of generating new income; this at a time when the retail outlets are diminishing as a result of tight consumer spending and the competition of digital shopping.

These practices and others have inherent risk, including from the cycle of the capitalist economy. They are not sustainable in maintaining public services in the long term. Only a substantial rise in public spending can do that.

Having lost the General Election campaigning is our only way forward to restore funding to local councils. Unite can lead the way on this by strengthening its campaigns with the NPC, other unions and campaigning bodies.

London & Eastern/Regional Retired Members' Committee

118 Campaign Against Council Cuts

Conference reaffirms Unite's opposition to all cuts, whoever implements them and wherever they occur. This policy has raised our standing inside the public sector as a fighting-back union.

Local authorities have been particularly hard hit by ten years of Tory-led austerity. By May 2019, almost 60p of every £1 in central funding had been taken from councils, amounting to a cut of almost 22% of expenditure on services.

Even before the Covid pandemic, councils of all political persuasions had made cuts including so-called 'financially sensible' Tory councils. Northamptonshire and Somerset were forced into effective bankruptcy or near bankruptcy; of course, the solutions imposed on working people in all these cases have been more cuts, rises in council tax and or increases in charges for services.

But Labour councils have also made cuts, and we recognise that this was an issue in the 2019 general election, with disillusion amongst Labour voters at the failure of Labour councils to improve the standards of living in their districts. A determined struggle for increased funding would have raised confidence in deprived working-class communities that Labour would act against Tory central government.

Increasingly councils are resorting to policies that both reduce expenditure and raise revenue, at the expense of their workforce, jobs, and the residents of the council area. These include:

- the selling off of public land to property speculators for the development of residences, normally or mainly not at genuinely affordable prices. This brings in revenue to buy the land, resulting in the loss of public space, and increased revenues in council tax, but in most cases does nothing to deal with genuine housing need when such new buildings sell for several multiples of the average wage in a council area.
- the increased establishment of trading companies, legally separate from but run by councils, which are used to avoid union-negotiated agreements on pay and conditions. These are similar to the 'wholly owned subsidiaries' in the NHS. We welcome Unite's pamphlet 'Insourced Public Services as a first step to fighting to take services back in-house'.
- the buying of property, particularly retail outlets such as malls, as means of generating new income; this at a time when retail outlets are diminishing as a result of tight consumer spending and the competition of digital shopping, a process that was accelerated by the collapse of physical retail due to the pandemic.

These practices and others have inherent risk, including from the cycle of the capitalist economy, but which the lockdown has accentuated and highlighted. They are no sustainable basis to maintain public services in the long term other than a substantial rise in public spending can do that. The myth of the 'magic money tree' has been blown open by the billions of pounds found by the government to protect public services from the collapse in revenue caused by the closure of services, increased public assistance and other actions during the pandemic that have simultaneously reduced revenue and increased expenditure.

London & Eastern/1228 Waltham Forest Council Branch

119 Insourcing of Services

Conference notes that for many thousands of public sector workers who have over the years been TUPE'd over from the public to mainly private organisations may almost certainly had the services outsourced even further will very likely during that time seen a reduction in their pay, holiday leave, attacks on sick leave and other reductions in their working conditions compared to fellow public sector staff – this has been very prevalent within the NHS for example.

For many public sector staff the effects on their pay and overall pension can be immense following downbanding and outsourcing even where there has been pay protection, the length of which could depend on the relevant public/private sector organisation that is outsourcing yet further.

Conference recognises that many of these negative changes will usually affect lower banded staff, many of whom will be women or BAEM staff. Conference notes that added to this that some outsourced staff will be badly treated and in places like 'second-hand staff'.

Therefore, Conference whilst reiterating Unite policy of insourcing that services such as the health sector are brought back to the NHS, Conference further resolves:

- to campaign to ensure all outsourced services are brought back into the public sector
- Unite to lead through the TUC that for a thorough review to be done to ensure all staff who have been negatively affected over the years and mandates the Executive to ensure that this is carried through both the TUC and Labour Party conferences
- Unite to lead a campaign for compensation for the financial losses that those staff have faced from the privatised sectors.
- where opposition to the above exists with talk of the law, to seek through Parliamentary means for a change in the law to ensure that the compensation is granted.

London & Eastern/7116L North Middlesex University Hospital Branch

120 Public Services

Conference notes that after decades of failed privatisation, there is a need to build incredible publicly owned public services.

We should make sure that public ownership is efficient, effective, accountable, caring, innovative – and so wildly successful that no future Government can ever dismantle it. We should now campaign that a future Labour Government makes public services democratic and accountable to the people who use them, and to a wider society. Public services should foster a participatory culture where everyone is able to be involved in public services. A new, independent, democratically accountable organisation should be created with statutory powers to represent public service users and to hold publicly owned companies to account to prevent future privatisation attempts.

North East, Yorkshire & Humber/SEC/1 E&M & SI – South Yorkshire Branch

Amendment

Add at end of first sentence: “, as part of a socialist planned economy.”

In the second paragraph, third line, delete “Labour” replace with “socialist” - at the end of the third sentence, delete “in public services.”

Delete final sentence and replace with: “Publicly owned industries and services should be run with full workers’ control and management, involving the participation of trade unions in conjunction with service users.”

London & Eastern/1228 Waltham Forest Council Branch

121 End Unfair Evictions

Abolish section 21 of the 1988 Housing Act, end ‘No Fault’ evictions and return to indefinite tenancies.

Conference notes:

- due to the lack of sufficient social housing, the proportion of people renting privately has doubled since 2004; half of 18-35s, 1 in 4 families with children, and growing numbers of older people now live in privately rented homes
- most of England’s 11 million renters are on tenancies with fixed terms of six months or a year; after this period has ended, landlords can evict their tenants with just two months’ notice, without giving them a reason. These ‘no fault evictions’ were introduced under section 21 of the 1988 Housing Act; before this, renters had much greater security and it was difficult for landlords to evict tenants who paid the rent on time and looked after the property.
- evictions are the number one cause of homelessness, 80% of evictions are on no-fault grounds, and 63% of private renters who were forced to move in 2016 were evicted not due to any fault of their own but because the landlord wanted to sell or use the property
- insecurity harms quality of life, the threat of eviction gives landlords huge power over tenants, who may be afraid to complain about disrepair, harassment or big rent increases
- in Germany, the Netherlands and Sweden, tenancies are indefinite, meaning blameless tenants cannot be evicted
- in 2017, the Scottish government made tenancies indefinite and banned no-fault evictions
- the End Unfair Evictions campaign run by Generation Rent, Tenants Union UK, the New Economics Foundation, Acorn, and the London Renters Union, was launched in June 2018
- 50,000 people signed the 38 Degrees petition[8] to abolish section 21 and many groups and individuals support the campaign, including Labour Party leader Jeremy Corbyn, the Times, the London Assembly, the Resolution Foundation and Age UK.

On the 15th of April 2019, Theresa May agreed to open a consultation on ending section 21, and introducing indefinite tenancies.

This conference believes:

- abolishing section 21 and introducing indefinite tenancies would help to make renting more secure, improve standards, increase tenant confidence and ultimately contribute towards making renting a viable long-term alternative to home ownership or social rent for the millions who currently cannot access either.
- since insecure tenancies make it difficult for renters to complain and organise for their rights, removing section 21 and introducing indefinite tenancies would make it easier for new tenant unions like Tenants Union UK, the London Renters Union and Acorn to organise to defend their members.

This conference resolves that Unite support the End Unfair Evictions Campaign, including by publicising campaign events and activities as appropriate.

North West/Manchester Area Activists' Committee

122 Fighting for an Accessible Welfare System

Conference calls for the National Executive Council to:

- 1) lobby the Department of Work and Pensions (DWP) to invest in further ongoing and comprehensive support, in addition to the arrangements with Citizens Advice Scotland, including and support for strategic role that local authorities have and the funding for voluntary and community organisations who assist disabled people in making and maintaining Universal Credit online claims.
- 2) lobby the (DWP) to provide paper forms and other Methods of managing Universal Credit claims as a reasonable adjustment.
- 3) campaign for all benefit forms to be accessible, both online and as hard copy and for British Sign Language interpretation of the forms to be available.

Conference notes that eligibility and assessment processes for welfare benefits and public services are rapidly moving to online platforms. For example, applications for Council Tax Support, Housing Benefit and Access to Work and Universal Credit almost invariably need to be made online.

Conversely, Personal Independence Payments (PIP) can only be applied for using a paper form, with no online option available.

Some disabled use assistive technology to access and complete everyday tasks. This can include screen and text readers, speech inputs software and alternatives to standard keyboards.

For many, the online process has simplified the task of filling in a paper form but for those who rely on assistive technology they can find that their local software is not compatible with the online form.

However, disabled people who do not rely on assistive technology can also find the forms daunting and the questions intrusive.

Conference further notes that Black disabled people are often particularly impacted by digital exclusion.

Low paid Black disabled workers and those on zero hour's contracts or doing manual or shift work, may not have the financial resources to invest in digital technology at home and may not have access at work either.

With Libraries facing cuts, often the only option is a costly internet café, which may be unaffordable.

Although Government has claimed there has been assistance available to complete Universal Credit online applications through the Universal Support contracts it has entered into with local authorities, housing associations, citizens' advice and some local charities.

In reality this can amount to little more than explaining to applicants that they need to complete the online form and then assisting them to do so.

When maintaining a Universal Credit Support claim is dependent on a constant set of online interactions through their Universal Credit journal.

South East/6232 Oxfordshire Branch

Amendment

Add new point 4 in first section:

Campaign for a right to advice, placing an obligation on local authorities to fund independent advice on social security and other social welfare law, with funding to be allocated for this purpose by central government.

London & Eastern/785 North London Voluntary Sector Branch

123 Automating Poverty

Currently we are going through a major technological revolution in the 21st Century. Will the benefits be obtained for our members, communities and society is a principal question.

At the moment we see this revolution leave its footprint on the manufacturing, transport, food, energy, health and public services sectors of our union. We do not see a common

wealth, but redundancy and cheap labour for millions of workers even has we deploy our smartphones.

This revolution harnesses the full use of sophisticated algorithms, software and hardware applications, namely artificial intelligence, to be applied to smart tools in factories, transport, food and health, etc. As we are 'marketed' we invariably pay for these devices and then pay again to cover obsolescence. Whilst the companies selling these products and systems are registered in countries where tax is the minimum.

Now not only are our members facing the indignity of no work, but government departments (DWP) and local authorities buy programs which are loaded into black box computers to create obstacles to minimise/stop universal credit benefit payment. This includes our retired members faced with physical and mental problems.

There is international evidence as far as field, as India, Australia, North America and even England which support these findings of complicated systems riddled with IT jargon.

We must react urgently by implementing the following, so Conference calls on:

1. General Secretary and EC (Executive Council) to get TUC support to campaign for the implementation of parliamentary law for regulation of this technology which will impact on privacy, ethics, safety and information.
2. Unite Regional Education Officers produce courses which educate members on knowhow and advisory techniques. This to include members beset with health problems.

East Midlands/Nottinghamshire AAC

124 The Digital Divide

Conference is aware that our retired members are concerned that many older people and those on low pay simply do not have access to digital technology and for them cash remains the most effective way of managing their limited finances. Banks have closed many of their branches as they expand their electronic banking facility which has a disproportionate impact on the poorest in our society. Older people prefer dealing face-to-face with their bank rather than over the phone or online. Nearly 4 million people aged 65 or over are simply not connected to new technology and have never used the Internet either because they are unable to afford the cost of a computer and broadband service or they are simply unable to use the technology.

Conference calls on the EC to campaign for a rational strategy to address the impact of these changes and see how we can ensure that whatever your age or income, everyone has access to these goods and services.

East Midlands/Regional Retired Members' Committee

125 Campaign against unfair overdraft charges

Conference calls on Unite to launch a national campaign to raise public awareness of the bank and building society overdraft changes that came into effect on 6 April 2020, with the aim of forcing finance companies to act within the spirit of the regulator's 2019 ruling that banned fixed overdraft fees, and charging higher prices for unarranged overdrafts than for arranged overdrafts.

The Financial Conduct Authority (FCA) ruling was intended to protect the most vulnerable who can least afford to pay the charges. However, finance companies have sought to recoup the £720 million per year they stand to lose from unauthorised fees, by charging everyone more.

This is unfair and frankly unacceptable.

Furthermore it was surely not the FCA's intention to penalise everyone in order to level the playing field, and once again demonstrates the callous attitude finance company bosses have towards loyal customers at a time when the gap between the wealthy and the strugglers continues to widen.

The impact of the changes on customers who occasionally dip into their agreed overdraft, or have lived within their authorised overdraft facility for years, is immense, as early indications of charges demonstrate:

- Nationwide increase from 50p/day to 39.9% percent annual interest
- HSBC increase from 19.9% to 39.9%
- First Direct increase from 15.9% to 39.9%
- M&S Bank increase from 15.9% to 39.9%
- Barclays increase from 75p+/day to 34.9%
- NatWest increase from 19.9% and £6/month to 39.9%
- RBS increase from 19.9% and £6/month to 39.9%
- Santander change from £1-£3/day to 39.9%

The FCA Chief Executive explained the regulator's stance in 2019:

The overdraft market is dysfunctional, causing significant consumer harm. Vulnerable consumers are disproportionately hit by excessive charges for unarranged overdrafts, which are often ten times as high as fees for payday loans. Consumers cannot meaningfully compare or work out the cost of borrowing as a result of complex and opaque charges that are both a result of and driver of poor competition.

Our radical package of remedies will make overdrafts fairer, simpler and easier to manage. We are simplifying and standardising the way banks charge for overdrafts. Following our changes we expect the typical cost of borrowing £100 through an unarranged overdraft to drop from £5 a day to less than 20 pence a day.

The decisive action we are taking today will give greater protections to millions of people who use an overdraft, particularly the most vulnerable.

Conference, as representing customer-facing employees of UK finance institutions, argues that the new charges listed above prove there is no ability for customers to shop around when everyone is charging the same. The FCA's desire to see simpler charges and increased competition has been undermined by the usual cartel of finance companies. Whilst the increase in charges makes a mockery of the FCA's expectation the charges would see a drop to 20p a day for the average borrower.

Many of our customers will have been unaware of the financial impact the changes would make on their disposable income, and as noted by an experienced banking sector colleague, the general agreement on money advice sites is that those who will be hardest hit are the "repeat users" - the people who spend much of the month in their authorised overdrafts. For many customers, once they have an overdraft, it is very difficult, nigh on impossible, for them to get out of it. They simply don't have the available funds to do so.

The higher interest rates for these individuals will add up to more than the small amount they will gain from the fixed fees having been removed, especially at the rate being proposed by the majority of banks.

Colleagues from across the finance industry stand together to say enough is enough. It is time for our employers to stop their cynical practices and take their obligations to their customers seriously. Conference calls on the Unite executive to authorise this campaign that will be spearheaded by the Unite Finance and Legal NISC.

North East, Yorks & Humber/Finance & Legal RISC

126 Care Home Contracts

Many private care homes in addition to charging high fees to residents and / or families continue to make charges even after the resident has died or been moved to alternative accommodation. These fees can be charged for weeks and sometimes months depending on the wording of the contract. This may be despite the care home having rapidly re-let the accommodation. The fees charged can be exorbitant for service users and their families who may be left with the burden of paying the fees or facing legal action, a liability that can be hard to face having just lost a loved one.

Many care homes also terminate contracts without notice if in the opinion of the management the resident has acted in a manner that is not acceptable to them. Older people often move into care homes at short notice without fully understanding terms of their contract which are usually written in legal format difficult for some to understand. Independent legal advice is rarely taken and often the older person will be suffering from poor health and they and their families may be suffering stress during this time of crisis and may be just relieved to have found accommodation.

Conference calls for the Executive Council to raise awareness of these issues with the National Pensioners' Convention, the Scottish Pensioners' Forum, Age UK, the TUC, the Scottish TUC and the Labour Party.

Conference also asks that these unfair practices are widely publicised and to campaign for legislation to remove unfair practices specific to care homes including the charging of fees after death and the right to terminate contracts at short notice.

South East/6236 Southampton Geographical Branch

127 Bring Residential Care for older people back into public ownership

The experience in recent years of private providers of residential care in the UK, such as Southern Cross, the Four Seasons Care Group and Care UK, shows that the private, for-profit sector cannot be relied upon to provide either the quality of care or the continuity of care to which our older people have a right. The logic of market competition and the requirement to make a profit have resulted in a relentless 'race to the bottom' in terms of staff wages and conditions and the threat or actuality of home closures when profit rates fall.

That same market competition means that even so-called 'not for profit' providers are often driven by financial, rather than care, criteria and when faced with threats to their commercial viability, will make cuts and closures in the same way as private providers. Government cuts to local authority budgets add to the pressure on those providers to focus on better-off self-funding clients rather than those who rely on local authority funding.

We believe that the quality of care which older people experience in residential homes should not be shaped by their income, by the fluctuations of the market or by the commercial viability of the provider.

As a response therefore to the current crisis in residential care for older people, this Conference:

- i) recognises and supports the valuable work being done by trade unions in organising workers across the whole social care sector;
- ii) agrees that social care, including residential care, should be provided on the same basis as health care has been until recently in the UK – funded out of general taxation and free at the point of need;
- iii) agrees that where a private sector provider is facing bankruptcy or liquidation, local authorities should be supported by central government to take over the running of homes in their area to ensure continuity both of provision and of employment for the staff in these homes;
- iv) calls on a future Labour Government to end the market in social care and ensure that properly-funded high-quality residential care for all who require it, shaped by the involvement of older people and their families and consistent with the principle of supporting independent living;
- v) agrees to make the above demands central to Unite's local and national campaigning activities over the next 12 months and to set up a small interest group to ensure this happens.

Scotland/Regional Retired Members' Committee

128 Older People – Fuel Poverty, Social Care and Older Peoples Rights

Conference welcomed the decisions made by the 2019 sectoral conference which covered many issues of importance to our retired members but also to our wider membership. The issues included:

- transport Policy and the need for a properly UK integrated public transport policy
- the provision of public toilets
- the state pension and the triple lock
- social care – a demand for a universal care system like the NHS.

The fact is that the UK has a rising number of older people as a proportion of the population and this trend will continue.

However there are growing inequalities:

- there is recent evidence that the rise in life expectancy has stopped and may be going into reverse
- there are huge variations in life expectancy between affluent and poor areas up to 18 years difference in many places
- fuel poverty is growing and is compounded by the fact that many people live in older housing stock
- ageism and abuse of older people is increasing and for a lot of people over 75 loneliness is a growing problem.

Although there has been some progress, e.g. in Scotland with the provision of free personal care, in order to attain a decent society where people can age well radical action is required. For too long the issue has been kicked into the long grass with debates about care costs being demonised as “a dementia tax” etc.

The Welsh Government commissioned a report on paying for social care which suggested a common insurance fund to pay for the increase in the cost of adult social care; a system of enhanced social insurance.

The Westminster Parliament’s view is that, in principle, the personal care element of social care should be delivered free to everyone who has the need for it, but that accommodation costs should continue to be paid on a means-tested basis.

In order to deal with these problems Unite will campaign for:

- the most effective way of reducing the numbers of older people living in fuel poverty – not just for today but for tomorrow too – is to significantly improve the energy efficiency of our housing stock. This would also contribute to a reduction in carbon emissions
- a UK wide policy is required to provide care free at the point of need funded by an increase in taxation and/or National Insurance. Consideration should be given to

extending National Insurance contributions to those, who pay income tax, beyond the state retirement age in order to support this and be intergenerationally fair

- England should have an Older Peoples Commissioner in order to protect and promote the rights of older people throughout England, scrutinising and influencing a wide range of policy and practice to improve their lives.

Wales/Regional Retired Members' Committee

129 Power of Attorney access

Conference notes the media constantly bombard us with reports of the ageing population and the increasing strain this is putting on our public services. What gets no coverage at all is the difficulties, for the individual and their nearest and dearest if they are unable to manage their own affairs.

The solution to these difficulties is to register a Power of Attorney when older people are fit and well. Unfortunately the number of us who do this is very small.

There are various reasons for this. One is apathy and "it will never happen to me" attitude. But it is also costly and complex to varying degrees depending on where you live in the UK.

This conference notes that Unite should:

- 1) campaign on the importance of the need for everyone to register a Power of Attorney
- 2) for legislation to change to simplify the process of registering a Power of Attorney to make it accessible for all.

South East/Regional Retired Members' Committee

K UNION ADMINISTRATION & MEMBERSHIP SERVICES

Constitutional Administration

130 Review of Constitutional Committee Meeting Frequency

Conference calls upon the Executive Committee to carry out a review of the current arrangements of holding four meetings per year for each constitutional committee; with the exception of the Executive Committee. The review should highlight, assess and determine as to whether or not there would be a benefit to the union if that number was reduced.

Reasons why such a reduction could be a benefit:

- improved methods of communication have reduced the need for four meetings per year.
- reduce the pressures on Unite representatives in terms of getting paid release.
- reducing such pressure could result in higher attendance to a reduced number of meetings.
- reduction in the cost for the union, e.g. four to two meetings equates to a 50% reduction in costs.

East Midlands/Automotive RISC

131 Transport into London from Heathrow Airport

Conference believes that Unite should reverse its policy regarding Heathrow Express Travel between London Heathrow Airport and Central London (Paddington).

This policy is mainly directed at members from Ireland and Scotland who travel into London Heathrow for meetings in London. Travel on the Heathrow Express is not permitted and members have to find alternative methods of transportation into London

Given the figures on attacks both physical and sexual on the London Tube, Unite should ensure that our members' safety is paramount

Our women members are reporting concerns over their safety, particularly when travelling in evenings and night. Some are paying to travel safely out of their own pockets.

This is not an acceptable state of affairs and must be remedied.

Scotland/Finance & Legal RISC

Education & Training

132 Pre-Retirement Courses

Conference believes that the Pre-retirement Seminars organised by Unite raise awareness and have been of great benefit to those members who are approaching retirement and those members who have recently retired. The presentation of financial advice given on pension schemes, the state pension, investments, wills, Lasting Power of Attorney, estate planning and probate, and equity release has been invaluable.

Retired Members Branch representatives have been given the opportunity at these seminars to explain the benefits of continued membership by transferring to Retired Members Plus membership and this has enabled Unite to retain many members.

Conference asks the Executive Council to give a commitment that these Pre-retirement Seminars are convened annually/quarterly/twice a year on a regional/national basis and made available to as many members who are approaching retirement as possible and to recognise the important part Retired Members play in the organisation, including involvement in many campaigns on matters related to older persons.

Conference suggests that there are other topics arising that members need advice on such as the purchase of Retirement Apartments and Funeral Plans. Conference recommends that these topics should also be included in the seminar agenda.

Furthermore, Conference asks the Union Officers to negotiate time off for members to attend these pre-retirement seminars.

East Midlands/Leicestershire & Rutland AAC

133 Pension Education

Conference calls upon Unite to develop women only courses around TUPE and pensions. Over the past few years women have been disproportionately affected by changes to their pensions and are often unaware of how it works. The same is true with TUPE. We have a smaller number of women reps in the region who may sometimes feel intimidated when dealing with issues which may be more difficult to understand.

Many women are unaware of how pensions work. We believe that separate education courses should be held to encourage women to increase to their knowledge around pensions and TUPE.

Conference calls upon the National Women's Committee to work with the Education Department on devising some bespoke courses around these two topics.

West Midlands/Regional Women's Committee

134 Mental Health Training

Conference notes that mental health problems among the countries workforce are increasing. Stress and depression are common these days amongst our workers. The fact that over 75,000 veterans are suffering with PTSD many of whom are employed in unionised workplaces. The lack of workforce awareness of mental health within the work places is a big issue. Every workplace rep at some point, will come in to contact with a colleague who has mental health issues, be it stress, depression, eating disorders or PTSD etc.

A standalone mental health module should be taught to all stewards. We believe such module would be informative and helpful to reps and would give them knowledge and information around the different types of issues they might come across within their workplace.

Conference calls upon the Education Department to implement this by December 2020.

West Midlands/Regional Disabled Members' Committee

Employment with Unite

135 Improving Unite Job Adverts, Recruitment & Selection Process

We have seen how the lack of appropriate job advertisements have disproportionately disadvantaged BAEM members across our trade union movement.

Currently, there is no uniform procedure when job vacancies become available within our union. While there is a structure in some regions that promote publicising of vacancies to all their regional committees, this is not the practice in all regions. It is crucial that the union recognises the under-representation of BAEM workers throughout the union employment structures and encourage members to apply for vacancies within the union.

Conference calls on the Executive Council to ensure that:

1. any future employment advertisements are sent to all Regional Equalities Constitutional Committees;
2. the union continues with its non-discriminatory processes in job adverts, recruitment and selection;
3. mandatory guidelines are provided to Regional Secretaries to set up plans of action on publicising job vacancies, recruitment and selection procedures to address BAEM under-representation;
4. these guidelines are shared with all Equalities Constitutional Committees.

National BAEM Committee

136 National Youth Co-ordinator Role

Conference believes that the youth movement of our union are critical in our ability to grow and empower a new generation of trade unionists. The youth of our union have been at the forefront of several dynamic, ground-breaking campaigns, including organising within precarious work, hospitality and continuing to build the internal structures of our union.

Conference notes the comments from the General Secretary at Unite Policy Conference 2018, pledging to re-examine the role of a National Unite the Union Youth Coordinator following an intervention from the Scottish Youth Committee. To date, this has not been achieved.

Conference understands that this role was discontinued by the Union, despite the unprecedented levels of support, membership growth and youth engagement the role contributed towards for our members. This role was imperative in achieving success within Unite's organising strategy.

Conference notes that no prior engagement or consultation was taken with any youth committee structure within Unite before this role was removed by the Executive. In totality, this conference believes this was, at best, a gross oversight and, at worst, a circumventing of democratic procedures.

Youth members within our movement are vital if we are to survive as a union. We are not PR or photo-call fodder; we are the frontline of organising youth members throughout the UK, ensuring the continued growth of youth members within our structures.

Conference believes that a National Youth Coordinator provides a structure of support for youth members throughout the union. Further believes, the Youth Coordinator role provides greater empowerment, activism and development for young members. Conference understands that, as part of the remit, the Youth Coordinator was responsible for improving member density within regions with little to no youth membership or committee structures. With the removal of the role, this conference believes Unite are missing a prime opportunity to educate and develop young activists throughout every part of the country, within every region.

Conference resolves the following:

- to seek an immediate update from the General Secretary as to what examination– if any – has taken place since National Policy Conference 2018, with respect to the re-introduction of the National Youth Coordinator role
- to implore the General Secretary to hold an urgent meeting with delegates from the Unite National Young Members Committee to work collaboratively together for the re-introduction of the position

- to fully implement, advertise and employ a Unite National Youth Coordinator Officer, the terms and conditions and remit of which being agreed through a partnership with Unite National Young Members Committee.

**National Young Members' Committee
East Midlands/Young Members' Committee**

137 Unite Agency Workers

Agency work has become one of the greatest barriers to union activity and organising in the modern day, with our members having to battle the precarities of temporary employment on a daily basis. Whether this be as agency workers, who have virtually no stability in their working lives with the employers taking on and laying off agency staff as they please, or as workers during industrial action, who see their employers using agency staff to undercut the strike action, making it extremely difficult to win.

We need to recognise that while some workers want the flexibility of short-term contracts that agency work brings, many work through agencies because that is the only work available to them.

Unite, being Britain's largest union, employs thousands of workers across the country. It is vital that we play an exemplary role in how we as a union use agency and temporary staff in our offices and in any building or other projects that might be undertaken. This means that when we do have to use agency staff, they should be properly organised and unionised, with union agreed pay and working terms and conditions.

In offices where we do have to use agency staff for temporary posts, those staff should be given the opportunity to apply for permanent posts if and when they become available. We must take a leading role in eradicating the use of agency workers where we can and not succumb to immoral hypocrisy when it comes to hiring staff.

As a result, Conference calls for:

- a zero-use policy of agencies that do not guarantee minimum union recognised pay, terms and conditions for workers within Unite.
- to eliminate the use of temporary contracts within Unite where possible.
- to allow for sufficient time and notice when a position becomes available and for it to be advertised on a permanent basis from the start.

It is not enough to be Britain's largest union if we do not aim to also be its most progressive one.

North East, Yorkshire & Humber/SEC/2 E&M and SI Sectoral – Humber Region Branch

Greening the Union

138 Sustainable and Responsible Hospitality

Unite the Union's principles are founded on creating a fairer society for all workers without detriment to employees working conditions and local and environmental standards.

Unite the Union regularly orders food on behalf of meeting delegates and members on training courses.

Therefore Conference demands that all Unite the Union branches and regional offices recognise the need to source food from sustainable and ethical providers.

Conference calls upon all Unite the Union branches and offices, wherever possible, to implement the following actions without delay:

- all lunches provided are delivered by union recognised local businesses who do not employ their staff on zero hour contracts and pay the living wage.
- food provided must be sourced sustainably and have as little impact on our environment. Tea, Coffee and Sugar should be fairtrade.
- food and drink must be served with crockery and cutlery and washed up in the dishwasher to reduce single use plastic and paper plates.
- we must seek to minimise waste and reduce left over lunches. When practicable; adhering to food safety guidelines, seek to ensure that any left over food is used in the most sustainable fashion possible - be it donation to local charitable organisations, being made available to people living on the street, or if no longer suitable for human consumption that it is used in either animal feed, or composting.

It is important that Unite the Union communicates these actions when providing food to its delegates, so members understand the reasons behind the practice, their role in implementing this change and the promotion in similar behaviour in their own workplaces and home environments.

We call on Unite the Union branches and offices to implement these actions without delay.

East Midlands/Community Youth Workers & Not for Profit RISC

Amendment

Insert after 1st paragraph:

Unite the union recognises that the hospitality sector has suffered a period of low trade union density and lack of collective bargaining rights as a consequence of an assault on hospitality workers' terms of employment. This has been exacerbated by opportunistic employers using the cover of the coronavirus pandemic.

Delete 1st bullet point, replace with:

- source food and drink from local business that have not made moves to exploit the Covid-19 pandemic to further wage assault on hospitality workers' working conditions, be that fire-and-rehire, abuse of JRS or failure to ensure a safe working environment for staff; instead Unite should use, where possible, and encourage local businesses who pay the Living Wage and who provide guaranteed employment status to staff; Unite recognises that in order to achieve this last point the union acknowledges the need for additional resources to be devoted to organising in the sector.

Penultimate paragraph, add at end:

It is important that Unite members bear this in mind and exemplify such solidarity in their practice when engaging hospitality workers.

Ireland/NI/B0053 Belfast Hospitality Branch

139 New Builds

Conference notes Labour Party Policy on introducing a "zero carbon homes standard" for new build homes which embraces better energy efficiency standards and renewable energy sources.

The policy will mean the day to day running of the new home would not add additional carbon to the atmosphere and could mean all new homes would be fitted with solar panels, super-efficient insulation and triple glazed windows.

Conference instructs Unite the Union to adopt this policy for all their future new build projects, and work towards existing builds becoming carbon neutral where financially viable.

East Midlands/Energy & Utilities RISC

140 Reduce, Reuse and Recycle

As the largest trade union in the country we hold a number of diverse responsibilities, but the overriding priority is the support and welfare of our members.

This can come in a number of ways from salaries, terms and conditions and job protection to welfare and safety.

As a large organisation we need sometimes to take an overview and determine how we might look and evolve in the future and, to this end, this Education RISC for Scotland asks that we should commit fully now to examining the initiative to combat climate change and determine how Unite can support this.

If predictions are correct then we are likely to see significant changes during the lifetimes of the current generation with potentially serious impact upon food production and world economies.

It has become apparent that the concerns relating to climate change has become a driving force, especially among young people, and this Education RISC for Scotland believes it would reflect well upon all of our activities if we can be seen to respect this and encourage support for sustainability, reduction, reuse or recycling of material.

This has the potential to reinforce that we are a trade union with a conscience and we can begin this process in fairly small ways initially by encouraging recycling at events and conferences and ensuring recycling facilities are available at all Unite buildings.

Simple collection points for paper and cans with a collection agreement from a local authority would demonstrate our commitment to do what we can to contribute to the fight against climate change and to mitigate the impact upon our environment.

Therefore, this motion moves that whenever Unite representatives gather together either at Unite premises or at external events, that the event organiser do everything possible to ensure that local procedures are in place to support recycling of all relevant materials.

Scotland/Education RISC

141 A Carbon Negative Unite

Conference notes the biggest threat to us all is climate change and if nothing is done very soon it will be too late.

We have seen reports showing that the planet is getting hotter with the hottest years being the most recent. We have also seen what is happening to our planet, with the increasing fires in Australia to the droughts and the extreme weather around the world.

Conference also notes the excellent work that our officers, staff and activists do on a daily basis, but with the travel we do in the workplace, around the country and around the world, this work contributes to the greenhouse gases in the atmosphere.

As a Union we have a duty to our members and to everyone on our beautiful planet to ensure that we operate as a climate neutral Union in the shorter term and in the longer term to become carbon negative.

Conference demands that Unite, as an organisation, be carbon neutral by 2024, and become carbon negative by 2030, with the aim to remove all climate changing gasses we have put into our atmosphere since we were formed as our founder Unions.

The Executive Council should set up a sub-committee and nominate an appropriate officer, ideally a role of an assistant general secretary, dedicated to oversee the carbon use of the Union as a whole, including that of activists, officers and employees, including others that work either directly or indirectly for the Union and ensure that by 2024 we become carbon neutral and carbon negative by 2030. This sub-committee should report back to the Executive Council and be on the agenda for the first day of each Executive Council meetings.

Updates of the progress should be made on the website on a monthly basis, on a part of the website that is easy to find for all to see, ideally the home page. Updates should also be

made by the Executive Council when they report back to the regions and NISCs. Further updates should be made at all future policy, both sectorial and national conferences and rules conferences.

East Midlands/NN48 Northants RTC Branch

Information & Communications Technology

142 IT for Branches

Conference must raise awareness amongst members by informing all branches of all relevant and up to date information which would assist branches in informing its members of all the current requirements of our union's policies. This must be sent out from Head Office or Regional Office in a format that is acceptable to all branches, being aware that some branches unfortunately do not have all the IT skills to accept this as the only way to receive the relevant information. The Union Executive Council should agree to give permission that branch funds can be used to purchase new and up to date computers sourced by the union so branches may in the future be able to receive communications by computers being compatible with Unite's. We would wish this to be done before the next Unite Rules Conference.

South East/6241 Weybridge Branch

Trade Union Councils

143 Support for Trades Councils

This conference recognises the vital role that Trades Councils play in our movement at grassroots level. Trades Councils are key to supporting workers in dispute and organising May Day and Workers Memorial Day events each year. Showing Trade Unionism at work in the community.

To support this work Conference agrees:

- that every branch should be affiliated to its local Trades Council
- Unite activists will be encouraged to be delegates to Trades Councils
- Community Branches and Area Activist Committees will work with their local Trades Councils in organising events and campaigns
- Unite Reps education courses will have slots about Trades Councils
- Unite will support Trades Councils having a representative on the General Council of the TUC
- Trades Councils should have a delegation to congress larger than the current one delegate
- Trades Councils delegations to congress should be able to speak and vote on any motion or other business
- Unite will support any motions to Trades Union Congress in line or broadly similar to this policy.

South West/001401 Bristol Finance & Legal Branch

L COVID-19 AND THE CORONAVIRUS CRISIS

144 Adapting to New Ways of Communicating/Holding Meetings

Since early 2020 the global pandemic has gripped every aspect of people's lives in ways that most of could not have imagined. Many of our members and their families have been impacted emotionally and physically, for which the full long-term impact will be unknown for many years. However, the delivery of an effective vaccine has given real hope to return to some sort of normality.

During the pandemic much of society had to quickly change and adapt, especially in the workplace. Many of our members lost their jobs, were furloughed, or had their terms and conditions changed, whilst others have had their working lives potentially changed forever with the emergence of home working. During this time, the union has had to adapt and learn in how to support all our activists and members by moving online. Whilst the online world cannot replace face to face interaction with our activists and members the online world has shown that the union can function and engage with our activists and members in ways that we had not had to before.

As more and more workplaces are now looking to move towards hybrid working models for their employees, the union should also learn from our experiences.

This conference calls upon the union to ensure before the next Policy Conference:

- all union constitutional meetings offer facilities to join and fully participate in meetings online
- the union invests in IT infrastructure and hardware that allows for hybrid meetings to take place in all regions and offices of the union
- the union offers face to face or online meetings with members.

East Midlands/Regional Committee

145 A Radical Recovery

Covid-19 has spotlighted the stark inequalities that exist within capitalist society. At the same time, the crisis has provided the opportunity for a fundamental review of how we define value and reward.

In stark contrast to the woeful performance of the Conservative Government, it was those who have cared for the sick, kept our streets clean, transported our key workers and ensured food and other essential products remained available, who have led the struggle to overcome the effects of this deadly virus.

Conference notes:

- the disproportionate impact of Covid-19 on those from Black and Asian ethnic minority communities, those living in poverty, disabled people and those low paid, but essential workers, many of whom have worked on the front-line throughout the pandemic
- the shamefully slow and wholly inadequate response by Government and many employers to the evident threat posed to front-line workers and the tragic death toll of such workers in transport, social care, the NHS, Security, retail and elsewhere
- the excellent response by Unite at all levels to the failures of those who should be responsible for Health and Safety at work, in ensuring measures were introduced to protect our members
- the central role of Unite in forcing Government to introduce Job and Income protection schemes during the crisis
- the damage done to our industries and to job security – and the disproportionate impact on young workers and black and ethnic minority young workers in particular

Our Union must now defend our members' interests and lead demands for a fundamental re-distribution of wealth and power by:

- developing 're-balancing' pay campaigns across all Sectors, building an even bigger Strike Fund to support members in struggle
- prioritising and focusing on the issues affecting young workers to build the next generation of trade union activists and leaders
- building on the work of the inspirational Black Lives Matter movement and ridding our workplaces and institutions of all forms of systemic discrimination
- addressing the multiple Health and Safety, isolation and mental health issues arising from the likely continuation in many sectors, of home working; this must include the impact on women in terms of the increased prevalence of domestic violence and the disproportionate caring responsibilities that they shoulder, and on young workers struggling in new jobs without the support and proximity of fellow workers
- providing political education for our workplace representatives
- intervening within the Labour Party to ensure the demands of working people are taken up politically and ensuring safeguards (Test and Trace and financial support for those self-isolating) are in place for this and any future health crisis.

All of the above demands will be dependent upon the development of a strong industrial base, quality apprenticeship accessible to all and a just transition to a Green Economy with millions of well-paid and secure jobs.

Delivering this ambitious programme will require full resourcing and coordination between the various departments, Sectors and Regions within Unite, headed up by a Covid Recovery Task Force.

London and Eastern/Regional Committee

146 Organising Home Workers During and Post the Covid Crisis

Conference notes the Scottish Government's position that, beyond level 0, "home working will continue to be an important mitigation for controlling the virus" and "businesses should support employees to do this where possible".

Conference also notes that, post pandemic, many employers - and many workers - will seek to continue homeworking, either fully or as part of a "blended working" approach.

Conference, therefore believes that there is a need to further develop organising and bargaining strategies relating to homeworking.

Conference believes that these strategies must be based on consideration of both the potential advantages and disadvantages of homeworking.

Conference notes that examples of the potential advantages of homeworking can include:

- an improvement in safety, with risks associated with being in workplaces eliminated or substituted by homeworking
- an opportunity to build family friendly methods of working
- An opportunity for more autonomy/control over work schedules, with more satisfaction and less stress
- Less commuter time with less stress and environmental benefits
- Greater involvement, accessibility and inclusiveness through virtual meeting platforms

Conference also notes that examples of potential disadvantages can include:

- safety concerns, particularly around non-provision of proper equipment, the mental health implications of isolation, the stress of family demands impacting on work schedules and the working of excessive hours.
- increased costs, e.g. utility bills and, in some cases, work equipment and materials.
- less autonomy, particularly if employers take advantage of individual isolation to set unrealistic targets and increase employer surveillance through, for example, the use of webcams placed on IT equipment to monitor who is in the room and when the worker gets up and leaves the desk and/or the use of equipment monitoring the keyboard usage of workers.
- the advertising of homeworking jobs on less pay and poorer terms and conditions than comparable office-based jobs.
- equality and other issues, such as evidence of an increase in domestic violence and specific impacts on workers living with disabilities etc.

Conference welcomes the production by Unite of a "template homeworking framework agreement" covering many of these points.

However, Conference believes that there is a need for further strategy and policy development in this area, with the aim of identifying:

- additional bargaining demands to build on minimum standards
- how we can ensure that all officers and shop stewards are fully informed, trained and supported to deliver homeworking agreements
- additional steps to meet the challenge of organising, recruiting and retaining homeworkers in membership.

Conference calls for measures to:

- ensure that our membership records are complete and more regularly updated in order that we can effectively communicate with existing members working from home and involve them in online discussions and meetings.
- map workforces (as well as workplaces) and reach out to potential members who are working from home.
- improve our communications to reach out to homeworkers, including additional resource regarding our digital communications.
- learn from previous campaigns to communicate and organise remote workers (e.g. our offshore workers campaign).
- apply lessons from homeworking surveys and campaigns conducted and/or supported by Unite and other unions (including internationally).
- conduct more face-to-face post-Covid doorstep/household communication with members and potential members, with a particular role for Community Organisers resourced to build community organising teams.
- provide both “stand alone” training on organising homeworkers and the integration of sessions on this in general shop stewards courses.
- build collective actions of homeworkers, including “a right to disconnect” and pressure for legal changes around electronic balloting.

Scotland/Executive Committee

147 Covid-19 Pandemic

Over the period of the Covid-19 pandemic in the UK, Unite has led the way in ensuring that workers receive the best possible advice and support. This has led to a number of concession by central government including the introduction and adaptation of the Job Retention Scheme.

Unite is seeking agreements with all employers and government support, to maintain normal pay to those who self-isolate.

On 9 April the Government confirmed that employees who are self-isolating or on sick leave can be placed on ‘furlough’ and paid in accordance with the new job retention scheme. However, one area that central government has repeatedly failed to address, is in respect of calls to provide support for no loss sick pay provision for those without contractual provision entitlement.

This had an inarguable dramatic impact on infection levels and spread, particular in areas like Health & Social Care and as was seen had a terribly devastating loss of life impact in

Care Homes. The evidence also shows that the elderly, infirm, BAEM communities and socially deprived areas in particular, were disproportionately affected.

Conference calls upon Unite to continue to lead a campaign in conjunction with sister unions, the Labour Party and other supportive organisations for the introduction of full sick pay entitlement for all individuals unable to attend work. This should be mandatory at a time of national crisis like the global pandemic.

South West/Regional Committee

148 Organising During Covid & Beyond

Conference notes that the TUC's New Deal makes sensible points about organising workers in the pre-Covid environment, but hardly any of these were put into practice. The employers' opportunist attacks on workers during the pandemic has shown that real organisation, not just trade union membership, is the key to resistance and fighting back.

Some features of this have been:

- a. key workers: while key workers have been widely applauded, government and employers have still sought to suppress pay and conditions; initiatives such as the Key Workers' Summits in the West Country have united key workers and helped them fight back
- b. home working & IT: home working has seen workers separated from their workmates, and employers have sought to exploit this. However, IT savvy workers have also found ways to use what employers see as the means of control, to unite and manage their own situation
- c. community organisation: tenants have been at the forefront of the struggles to resist exploitation, and tenants and community unions, based on trade unions, but geared to reacting quickly with widespread mobilisation, have proved invaluable
- d. gig economy: the iniquities of the gig economy have become even clearer during the pandemic, but TUC-affiliated unions have been slow to understand the nature of the workforce, and to develop appropriate ways of organising
- e. TU structures: the formal structures of many TUC affiliated unions have been weak in response to the crisis; workers in insecure employment tend to be unrepresented on committees, and so the structures tend to preserve the status quo, rather than respond to new circumstances
- f. industrial action: while the legal route to industrial action has been used effectively during the pandemic, so have more informal actions; collective actions have to be suitable for the issue at hand, and timely.

All these phenomena show that trade unions are only effective and sustainable if they are able to respond quickly and effectively to any developments. Trade unions must become enabling, not monolithic.

Conference instructs Unite to canvass the views of all Unite NISCs, RISCs and Branches on the good and bad examples of trade union action and organisation during the pandemic,

and prepare a paper for the Executive Council (to be presented before the end of 2021) drawing these lessons and recommendations together for organising in the “new normal” workplace post-Covid.

West Midlands/Regional Committee

149 Impact of Covid-19 in the workplace

Conference fully recognises and celebrates the work being done by the cornerstone of our union; our workplace reps and activists, in supporting members throughout the Covid pandemic. We are concerned that our reps are being pushed to their limit through the pandemic and are having to contend with an increased number of issues concerning the mental health impact of Covid on workers and their families.

Conference notes that in this years’ Unite reps survey over eight in ten respondents reported having to deal with an increase in members reporting mental health-related issues, an 18 point rise on the 65% which topped Unite’s May 2020 reps survey.

Conference understands that these mental health issues have been caused, and in some cases, intensified by a variety of pressures including job security, isolation as a result of lockdown, unreasonable work demands, financial concerns, and anxiety over health and safety when returning to the workplace.

Conference further notes the disproportionate impact of caring responsibilities within families, and that women carers are more likely to report symptoms of mental ill-health. Conference understands the disproportionate impact of mental ill-health on women, who most often carry out these roles as well as working. Conference notes that ONS reported that women reported significantly higher levels of anxiety than men at every point from the beginning of the pandemic in March 2020 to February 2021.

Conference further recognises that for far too many women home just isn’t a safe place. This is shown by the statistics which identified increased numbers of women being killed during the pandemic and in the evidence that calls to, and contacts with the National Domestic Abuse helpline, reached more than 40,000 calls during the first three months of the Covid-19 restrictions. Conference recognises that it is vital that services are supported to address domestic abuse and packages are put in place to resource organisations that provide services for victims of domestic abuse.

Conference therefore calls on the Executive Council to:

- build on the excellent Unite mental health toolkit by rolling out a package of tailored educational courses specifically to consider the impact on workplace reps dealing with mental health issues in the workplace.
- deliver access to counselling services for reps that have suffered mental health issues due to the stress of supporting members throughout the pandemic.

- provide access to bespoke and targeted support and education by joint working with relevant support organisations to support women reps and members with caring responsibilities.

Chemical, Pharmaceutical, Process & Textile NISC

150 The Devastation Caused by the Pandemic

Conference notes the way in which the pandemic has both highlighted and worsened the deep structural inequalities within the UK and between different parts of the world. The pandemic has hit at the same time as the climate emergency is affecting communities with devastating effect.

Our Government has not protected us, and has rewarded profiteering rather than investing in the economy we need.

The pandemic has affected some communities disproportionately – especially disabled people, BAEM communities, front line workers and women. Tragically, many have lost their lives.

We congratulate all those in our movement who have fought for safety and security for our members, their families and communities.

Workers need trade unions more than ever at the moment, and we need to fight for a just settlement and to oppose the ramped up austerity that the Tories are offering.

We call for Unite to draw up a radical action plan to address the new situation and to lead a campaign for real change including:

- stronger rights at work – including an end to fire and rehire
- adequate resources to support children and young people to recover and develop their potential
- a decent pay rise for front line workers who have kept our society going
- investment in public services to address social need – including community resources, an Independent Living Service and energy efficient council housing
- a green industrial revolution
- a minimum income guarantee that delivers dignity for all
- a people's vaccine.

We should use a range of strategies including education, industrial action and mobilising our communities - building a progressive mass movement for change.

Community, Youth Workers & Not for Profit NISC

151 Covid-19: Economic Recovery through Investment in Education and Skills

Conference notes that the Government had no plan for dealing with a pandemic and failed to support remote learning during lockdown, leading to “unequal experiences” in schools and adult education.

Conference is appalled by the Government decision to close the Union Learning Fund, cuts to higher education funding, and a woefully inadequate £1.7bn catch up programme for schools and further education colleges.

Conference notes that universities in England face a wave of departmental closures and job cuts as the financial pressures of the pandemic forces widespread restructuring. Arts and humanities courses are expected to bear the brunt of potential cuts that could affect thousands of staff. Yet despite warnings at the beginning of the coronavirus pandemic, international and domestic student numbers hit record highs this year.

Conference welcomes the work of Unite to encourage young people, and young women in particular, into apprenticeships to negotiate decent pay and working conditions, good apprenticeships with high level skills and the prospect of a real job at the end of it.

Conference believes that investment in education and skills will be the cornerstone of the economic recovery, including investment in publicly owned publicly accountable community schools and further education colleges, providing essential access to adult learning through the union learning fund, investment in vocational training and apprenticeships delivered through further education colleges. Investment in higher education restoring grant funding for students and abolishing tuition fees as well as investing in the research and development funding needed to support our industries in the challenges of a just workers transition to a low carbon economy.

Conference calls on the Executive to build on our union learning projects and retain our union learning organisers.

Conference further calls on the executive to form a skills task force, formed of activists from all industrial sectors, to develop a coordinated campaign to ensure the following;

- restore funding cuts to schools, further and higher education.
- replace the apprenticeship levy with a new effective system of apprenticeship funding.
- reinstate the Union Learning Fund
- develop an industrial strategy for the skills needed to rebuild our economy post Covid19
- co-ordinate a campaign to ensure skills is central to our collective bargaining demands
- work with the Unite Union Learning Team to negotiate union learning agreements across Unite work places.

Education NISC

152 Covid-19 Crisis

Conference recognises that the Covid-19 pandemic continues to have an unprecedented impact upon the lives of our members and their families.

Whilst we acknowledge the effort that the Government instigated in its effort to contain the pandemic, we cannot ignore the elevated loss of life and suffering caused by the delay in implementing the lockdown restrictions.

Out of the ashes of this current crisis, we as a nation must ensure that future pandemics and emergencies are fully prepared for and lessons learned today are not ignored due to policy reviews.

To this end, Conference resolves to:

- campaign with the wider Trade Union movement for a full, independent public inquiry into the Government's handling of the pandemic as well as that of the World Health Organisation, to ensure that the full facts are made known on why earlier intervention was not taken when the transmissibility of the virus was known
 - this inquiry to have the power to recommend civil and criminal prosecutions of those in public office who are proven to have failed in their duty of care to protect UK citizens
- campaign to ensure Government policies commits to a 'workers first' manifesto pledge that guarantees protection of employment and earnings throughout future National crises and ensures the funding be supported through windfall taxes on profits and emergency higher rate tax bands.

Conference recognises that the above measures are only the start of a plan to ensure future generations of working people and their families do not pay for the mistakes of the policy planners and Governments of today.

Energy & Utilities NISC

153 Global Pandemic

The current Covid global pandemic has had a devastating and unparalleled effect on our members, their families and loved ones and communities worldwide. The UK government response has been nothing short of catastrophic and we cannot allow this to ever happen again. We are now in a world where the next pandemic or global catastrophe could be imminent and we cannot afford to be complacent.

On this basis conference calls upon our Union to establish a Pandemic Charter based on the needs and requirements of all sectors in order to protect all of those impacted by the fallout. Conference further requests that following the formulation of the charter our Executive Council will lobby Parliament with the intent of establishing the charter as law.

Conference requests as a minimum the following fundamental points should be considered when formulating the document:

- all workers regardless of role, ability or level of earnings forced into furlough schemes or similar should be paid a minimum of 90% of average earning for the duration of such a scheme
- all workers to be paid full pay whether absent through sickness, having to self-isolate or similar as a result of a pandemic and enforced absence not recorded as sickness regardless of company policy or contract
- abolition of fire and rehire culture. All employees made redundant or laid off given the right to return on a minimum of the same terms and conditions of original contract of employment.

Conference believes that this is a just and fair request and will form the basis of a charter that will future proof our members against further pandemics or similar and is recommended for acceptance accordingly.

Engineering, Manufacturing & Steel NISC

154 Impact of COVID on cash and bank branches

Conference notes:

- Covid-19 has had a profound impact on people's financial situations – 10.1 million GB adults are showing signs of financial difficulty and 2.4 million are in problem debt; 4.3 million people are behind on household bills including council tax, rent and utilities; 1 in 3 of those who experienced an income shock has experienced hardship including skipping meals and rationing utilities
- 1 million people in the UK do not have a bank account and around 17% of the UK population – over 8 million adults – would struggle to cope in a cashless society
- an estimated 2.2 million people – disproportionately elderly and vulnerable – are entirely reliant on cash on a daily basis; their access had already been impacted by the closure of bank branches and ATMs before the impact of changes due to Covid-19
- the use of cash has declined since the first lockdown, with both shopping and payment behaviours changed in response to the virus, with more online shopping and more contactless transactions
- many retailers have refused to accept cash – one in three people have tried to pay for something in cash and been unable to do so since the first national lockdown
- at the same time banks have used the pandemic to significantly increase the use of online and digital banking
- a Bank of England study shows that Covid-19 risk from handling bank notes should be low
- thousands of Unite members' jobs are directly linked to the use of cash, from drivers to cash centre employees, to bank branch staff; throughout the Covid-19 public health crisis, bank branch staff were classed as key workers and continued to provide a service to the community

- two thirds of the UK's bank branches have closed in the past 30 years; of these around 4,200 have closed since 2015, now one fifth of households are more than two miles from their nearest bank
- Wentworth and Dearne in Yorkshire is the first constituency to lose all of its bank branches; by the end of 2021, it will be joined by four more, a further 21 constituencies are down to their last branch.

Conference believes:

- access to cash and to bank branches, and financial inclusion are not just issues for Unite members in the finance sector but for society as a whole and that:
 - access to cash is important for large numbers of people and should be protected
 - Government and regulators must step in urgently to ensure cash remains viable
 - there should be a "Guarantee to Cash Access" for all, including those in remote and rural areas
 - those providing essential services must allow consumers to pay by cash
 - Government must recognise that the banking sector is a vital public service and as such has social responsibilities
 - bank branch closure decisions must be influenced by the public impact assessments taking into account the needs of the local communities and businesses impacted
 - legislation is necessary to prevent the 'last branch in town' from closing
 - no app or website can replace essential face to face assistance needed by so many customers, especially the most vulnerable and socially excluded in our society.

Conference instructs the Executive Council to campaign for protecting access to cash and bank branches in line with the above, including through action at government and parliamentary level.

Finance & Legal NISC

155 Long Covid

Conference salutes the courage and steadfastness of all the frontline workers treating and nursing all those suffering from Covid 19 with inadequate PPE and a criminally negligent government. The frontline casualties of the pandemic have more than earned society's gratitude, yet in many cases face the consequences with little or inadequate support. By June this year, it is estimated 120,000 UK health care staff and over 1 million people have been affected by Long Covid.

The Covid pandemic is this country's most significant crisis since World War II has highlighted who the crucial people in our society are – very often the lowest paid and over worked, with lower life expectancy.

Conference notes France, Germany, Spain, and many other countries as of May this year, have already classified Long Covid as occupational disease, and are covering the economic

losses of the individuals affected. That the Department of Health and Social Care is dodging the government's responsibilities toward frontline workers in their response to the Covid crisis and that the criteria laid down by government for the Industrial Injuries Advisory Council (IAC) is loaded in favour of employers and is totally arbitrary.

In response to the Covid pandemic and long-standing health inequalities of our society, Conference resolves to:

1. campaign for indefinite full salary pay for all employees of NHS Trusts, associated companies, and the care sector generally, plus all workers involved in the frontline care and transport of Covid patients to and from hospitals and care homes who have had, or have, debilitating conditions following Covid 19 infection
2. the extension of the £60,000 death grant to all families of the frontline workers who died in the course of work caring for and transporting Covid patients to and from hospitals and care homes.
3. commence an immediate increase of social security sickness and universal credit payments to a minimum of the Real Living Wage to be paid from day one of the onset of a debilitating or dangerously infectious illness.

Food, Drink & Agriculture NISC

156 Support the Mental Health of Reps

Since the beginning of the pandemic, there has been a huge focus on the Health and Wellbeing of staff working within the Health sector. As reps in Health (and in other sectors), we have been required to provide additional support to our members as well as face our own challenges related to Covid-19.

Although we acknowledge that there are courses and generic materials provided by Unite to support mental health, we ask that a formal process of support is offered by the union. Reps suffering due to the emotional load related to their duties should not be signposted to a leaflet or left on a GP waiting list. Unite has a responsibility to offer formal psychological support from trained counsellors that reps can easily access via the phone or online sessions should they feel at risk from mental health issues related to their duties.

We ask that Unite provides a graded response to protect and support the mental health of its reps, to include:

- formal network for regional peer supervision
- mental health cafes facilitated by a psychologist or counsellor
- telephone help and supplementary 1:1 sessions offered from a team of trained counsellors or psychologists for reps suffering significant stress or other mental health difficulties related to or exacerbated by their work as a rep.

Health NISC

157 Safeguarding Black and Asian ethnic minority workers against the effects of Covid-19 and future pandemics

Conference applauds the contribution of all workers and in particular the efforts of Black and Asian ethnic minority workers to end the Coronavirus Pandemic. Covid-19 crisis placed a new spotlight on Black and Asian ethnic minority workers and families. Our BAEM members who work in transport, health, social and childcare, food production, and key public services to name just a few, faced the highest levels of risks because they are over-represented in undervalued frontline, low paid, agency and zero hours jobs without access to sick pay, personal protection equipment and adequate health and safety protection.

The risk of Covid-19 related death has been up to four times higher for Black and Asian ethnic minority workers than for those of white workers. They have paid a high price for years of continuous discrimination and inequality and therefore more exposure to the virus, due to social and economic deprivation.

Conference resolves that:

- challenging racism in the world of work requires trade unions to be in the vanguard, responding with robust action plans, collective support and comprehensive strategies to protect BAEM workers
- we will not go back to the old normal of discrimination and exploitation where Black and Asian ethnic minority workers and their contribution to society are invisible, underpaid and undervalued

Conference therefore calls on Unite to continue its campaign for rights of BAEM workers including to:

1. ensure proper attention is paid to addressing workplace health and safety as a key campaign issue and the effects of the pandemic
2. encourage BAEM members to become H&S reps
3. campaign for employers to complete and act upon individual Equality Impact and Risk Assessments for all Black and Asian ethnic minority workers
4. call on all Industrial Sectors to ensure employers review HR/equality policies, to address race equality impacts of this and future pandemics, including measures enabling safe working from home; to access PPE and safety equipment; for safe travel to work, protection of jobs, pay and other entitlements
5. develop a national joint strategy between the Unite Health Sector and the National BAEM Committee to tackle health inequalities, with accountability and targets
6. develop and implement a new Race Equal Normal that challenges racism in the workplace; ends the race pay gap and delivers economic and racial justice for Black and Asian ethnic minority workers
7. ensure Covid-19 is not used to evade recruitment of black and Asian ethnic minority workers
8. ensure workplace Covid-19 cases are properly recorded with a breakdown of race, disability and gender, and a duty placed on employers to report occupational infections of Covid-19 in line with health and safety law

9. raise awareness with Industrial Sectors of the importance of conducting equality impact assessments on any Government support scheme, to ensure BAEM people are able to access the support they need.
10. produce a series of posters/adverts as a campaigning tool with positive images of BAEM workers in various types of workplaces in raising awareness and tackling the issues outlined in this motion.
11. campaign for the Government to:
 - a. introduce a legal requirement for employers to publish their Covid-19 risk assessments in their annual reports with a breakdown of race, disability and gender
 - b. introduce mandatory race pay gap reporting for employers with more than 50 employees
 - c. enact the socio-economic duty, section 1 of the Equality Act 2010
 - d. to work with the Devolved Administrations, to launch a review into the school curriculum to ensure it includes Black British history, colonialism and Britain's role in the transatlantic slave trade
 - e. eliminate institutional racism in all aspects of life including employment, health, housing and education.

BAEM National Committee

158 Covid-19 Crisis, Ensuring Rights of Disabled Workers

Disabled workers have been particularly affected by the pandemic, and the Government's measures in response to it has not been very supportive.

Conference is extremely concerned that:

- a) according to statistics, two in three people who die from Covid-19 are disabled
- b) the coronavirus crisis has had and is continuing to have, a disproportionate effect on the employment prospects of disabled workers and is severely impacting on their jobs, pay and entitlements
- c) deaf and disabled members have lost their jobs and facing extreme hardship as a result
- d) the pandemic has exacerbated existing accessibility, isolation and disability rights barriers
- e) as unemployment increases, disabled workers are perceived to be draining the economy and face increased hate crime.

Conference recognises that:

- i. if you are disabled and male, you are up to 6.5 times more likely to die from Covid-19 than a man who is not disabled
- ii. the rate of death for disabled women is up to 11.3 times greater than women who are not disabled

- iii. Black and Asian ethnic minority workers are up to four times more likely to contract and die of Covid-19
- iv. Workers having to shield are facing particular issues, especially if they cannot work from home
- v. Pre-existing disablist attitudes also mean that employers incorrectly believe that disabled workers are less productive than non-disabled workers; this has led to workers with impairments being much more likely to lose their jobs
- vi. the lasting effects, known as Long Covid, can be extremely debilitating; the National Institute for Health Research has identified that “Long Covid” may not be a single syndrome, but up to four different ones which may be experienced simultaneously. These subtypes include the aftereffects of intensive care, post-viral fatigue, lasting organ damage and symptoms that fluctuate and move around the body
- vii. Equity, the actors’ union, data reveals that at least 40 per cent of its members, and notably including many who are disabled, were ineligible for any form of Covid-related government assistance; additionally, the re-introduction of the minimum income floor for self-employed workers applying for Universal Credit, will ensure the maintenance of a punishing economic environment for disabled self-employed workers
- viii. Existing reasonable adjustments are not always compatible with our new ways of working in a rapidly changing environment.

Conference therefore calls on Unite to continue to campaign for rights of disabled people at work including:

- 1. a legal duty on employers to consider all disabled workers suitability for working from home, including ensuring that employers must rewrite job descriptions so that jobs can be performed from home
- 2. ensure employers meet their legal obligation to make reasonable adjustments
- 3. reform the “Access to Work” fund to make it easier for disabled workers to work from home
- 4. disabled workers to be given a new status of employment protection
- 5. an extension of the furlough scheme, or a creation of a scheme for those who are shielding and cannot work from home
- 6. improving the EHRC Employment-Statutory Code of Practice
- 7. campaign for Long Covid to be explicitly recognised as a disability under the Equality Act 2010
- 8. raise awareness of the effects of Long Covid accompanied by a guide for reps
- 9. provide guidance for reps to insist that employers review HR policies protecting disabled workers in the event of another pandemic
- 10. link up with other union to call upon the TUC to commission research on the specific economic and social plight of disabled self-employed workers and utilise this research to devise a targeted campaign to support the rights of this group of workers; this research should, in particular, focus on how the various government schemes introduced as a result of Covid-19, discriminated against disabled self-employed workers; research to also address the impact on disabled Black and Asian ethnic minority workers

11. Encourage Unite Industrial Sectors to review reasonable adjustments in their workplaces, and to highlight with employers and within their own memberships the disproportionate effect of Covid-19 on disabled members
12. Ensure robust strategies at the bargaining table and beyond to support disabled people to stay in work in more flexible workplaces
13. Produce a series of posters/adverts with positive images of disabled workers, working in the workplace, and at home.

Disabled Members' National Committee

159 The Impact of Covid-19 on LGBT+ People

Conference welcomes the TUC LGBT+ Workers' Committee Statement concerning the impact of Covid-19 on the mental health of LGBT+ workers.

Conference recognises the government's failure to understand the effect that Covid-19 has had on the LGBT+ workers, particularly in terms of mental health and wellbeing, and its failure to address that impact.

Conference acknowledges that it is a well-known, and documented fact that LGBT+ people are at greater risk of experiencing mental health problems than their non-LGBT+ contemporaries. And that higher levels of mental health issues among LGBT+ people are driven by a range of factors such as discrimination, isolation, homophobia, biphobia and transphobia. According to the 2021 Diva/Stonewall survey, 59% of bisexual, 48% of lesbian, 66% of transgender and 50% cisgender respondents consider themselves to have a mental health condition.

Conference recognises that the situation is worsened by the dissatisfaction LGBT+ people feel with health services and with mental health services most often seen as discriminatory.

The LGBT Foundation report Hidden Figures: The Impact of the Covid-19 Pandemic on LGBT Communities found:

- 42% of respondents to their survey reported they would like to access support for their mental health at this time; this rises to 66% of BME LGBT people, 48% of disabled LGBT people, 57% of trans people and 60% of non-binary people
- 1 in 4 respondents said they would like support to reduce their isolation, such as a befriending service
- nearly two thirds (64%) of respondents said they would rather receive support during the pandemic from an LGBT specific organisation; this figure was even higher for BME LGBT people, disabled LGBT people, trans people and non-binary people
- 38% increase in Domestic Abuse calls to the helpline with severe lack of refuges who accept trans women

Conference is particularly aware of the impact domestic violence and abuse has on an individual's mental health and wellbeing.

During the pandemic entire families have been forced together, with lockdown restrictions meaning they have spent more time together than ever before. This is particularly the case for younger LGBT+ people. Social isolation and lack of financial stability has meant that many LGBT+ workers have little option but to move back to live with family members who may be prejudiced or otherwise unaccepting of who they are. This enforced prolonged proximity to intolerant/bigoted family members has in some cases triggered violent and abusive reactions from hostile family members. GALOP, the LGBT+ anti-violence charity, reported a surge in the number of people contacting their helpline during the Covid-19 crisis.

However, even prior to the pandemic, LGBT+ specific support has not always been available. This is true both for mental health support services and services to support LGBT+ survivors of domestic abuse. Since the outset of the pandemic the situation has worsened exponentially, services that were once available either through the NHS or via LGBT+ charities and organisations have ceased to operate making it impossible for LGBT+ people to obtain help either for their mental wellbeing or when fleeing extremely unsafe environments. There is serious concern that LGBT+ specific support services may never recover post Covid-19.

Conference believes that mental health and domestic abuse is a workplace issue and that the government must:

- raise awareness of these issue so LGBT+ workers are not overlooked and can get help
- incorporate LGBT+ specific support and resources in all domestic violence & abuse and mental health work
- properly fund LGBT+ organisations to address the key mental health issues effecting LGBT+ people.

Conference calls upon Unite to not only support the TUC's work and campaign in this area but to instigate its own campaign to ensure LGBT+ specific mental health and domestic abuse support services are enhanced and protected post-pandemic.

LGBT+ National Committee

160 Covid-19 Equality Impact Assessments (EQIA) Now!

The Covid-19 crisis has impacted women with job losses, maternity/pregnancy discrimination, unsafe working practices, working from home issues including domestic abuse, being undervalued as key workers, and serious problems for migrant women workers.

EQIAs are essential for negotiating recent changes to working practices, particularly home-working policies, Risk Assessment, redundancies, working hours, fair pay and conditions.

Government has not performed any EQIA on its Covid-19 measures nor consulted with EHRC when developing guidance.

Conference welcomes the Women's Budget Group report, 'Creating a Caring Economy', calling Government to action to address inequality.

Therefore, conference calls on the union to:

- prioritise protecting everyone's safety, jobs and income
- encourage women to become H&S and/or union equality reps
- train reps to carry out EQIAs
- campaign for mandatory Workplace EQIA - implementing, monitoring its actions
- campaign to extend equality duty to the private sector
- write to MPs for a strategy supporting women through Covid-19, tackling child poverty and addressing Covid's immediate impact through:
 - new redundancy protection for pregnant women/new mothers
 - national Childcare Strategy
 - national funded strategy supporting women facing domestic violence/abuse
 - decent social security – no Universal Credit
 - public sector pay rise
 - National Living Wage increases
 - a trade union rights' framework.

Women's National Committee

161 Care in the Community

Conference notes that care in the community receives scant attention or constructive input from the Government. The lack of an effective policy on care in the community has been highlighted by the effects of the Covid-19 lockdowns over the past 16 months. The lockdowns have had an adverse effect on the whole population, on many businesses not classed as essential and in particular the hospitality Industry. It has had a very severe impact on children's education, the effects of which will not disappear overnight. However the older population was the one most adversely effected by the pandemic, not only did many of them die from the coronavirus, many of those who had no family, suffered greatly from loneliness, which in many cases leads to depression and mental illness.

Conference further notes that the time has come for the trade union movement to tackle this issue and to insist that people in retirement are entitled to be treated with respect and dignity and a professional level of care. The people who provide care in the community must receive proper training and pay including good working conditions.

Conference therefore demands that:

- Unite campaigns within the TUC, Labour Party and other sympathetic organisations such as the NPC and Age UK to force the Government in the UK & Ireland to recognise that care in the community must be reformed, to enable it to become capable of doing the job required of it.
- Government must realize that loneliness is a major problem with many older people and can lead in many instances to severe mental health problems

- what is needed is a universal care system, funded by contributions, similar to the National Insurance contributions, not a system riddled with post code lotteries and profits for private providers and their shareholders
- we ask the NEC to campaign within the TUC and Labour Party and with pensioner organisations such as the NPC and Age UK for a universal care system, funded by contributions from those paying NI contributions so that Britain can provide care and support for those who need it, and a well-paid workforce to provide it
- the creation of a public National Care Service, free at the point of need that can deliver high quality and comprehensive care that meets individual needs, either at home or in residential care
- pooling the risk, funding that is shared across society as a whole and not based on pensioners paying for pensioners or selling lifetime homes to pay for care
- a service which does more than the current system; widening access and improving the quality of care, especially in the area of dignity and safeguarding
- a commitment to professionalise the care sector through improved pay, terms and conditions, training, regulation and the elimination of non-payment for travel between clients
- a recognition that the needs of the private sector are not compatible with the delivery of social care that society expects and older people deserve.

Retired Members' National Committee

162 Covid-19 and Young Workers

Conference notes the significant impact that Covid-19 and the subsequent lockdown has had on young workers.

Young workers have been disproportionately affected by the pandemic as they are more likely to be in low wage jobs, on agency, zero hour, temporary or short-term fixed term contracts and therefore often not qualifying for worker's rights; including sick pay.

The nature of precarious work that young people face along with pandemic has resulted in huge loss of earnings for young workers who didn't start on an equal playing field of secure employment contracts at the beginning of the pandemic.

In addition, young workers have been scapegoated by the government as culprits to the worsening situation and spread of the virus – with the blame often being put on students. Moreover, young workers are more likely to work in public facing roles such as retail and hospitality and therefore at risk of catching the virus compared to those working from home.

Conference notes that young workers have been disproportionately affected by this crisis and therefore we call on Unite:

- to lobby the Government alongside the TUC to make sure young workers are at the heart of any government's Covid-19 recovery strategy with the banning of zero hours

contracts, employment rights from day one and a real living wage that doesn't discriminate on age

- campaign for an increase in the provision of the standard rate of unemployment benefits and statutory sick pay. In line with other European countries.

Encourage all young members to take up both jobs, if appropriate.

Young Members' National Committee

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