

FIGHTING FOR  
**JOBS, PAY &  
CONDITIONS**



# Implementation Report

6th Policy Conference, Liverpool

18-22 October 2021

Sharon Graham: General Secretary

Tony Woodhouse: Chair - Executive Council





**POLICY CONFERENCE 2018 –  
IMPLEMENTATION OF MOTIONS REPORT**



## IMPLEMENTATION OF MOTIONS PASSED AT UNITE 2018 CONFERENCE

| Motion                           | Action taken as at June 2021   |
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| <b>The Economy</b>               |  |
| Composite 6: Industrial Strategy | <p>The UK government has no industrial strategy, is ideologically opposed to the level of direct intervention, support and investment required to develop any meaningful plan to support UK plc and, despite the rhetoric of Brexit and our ability to 'take back control', has little intention of doing so in a practical way.</p> <p>Given the lack of any comprehensive strategy from government, Unite has developed its own strategy '<i>Manufacturing Matters – Fighting for the future of manufacturing</i>', launched our '<i>SOS4Jobs</i>' campaign and developed our '<i>Magnificent Seven - shovel ready projects to green our economy</i>'. We've used this work to develop our campaigns internally with our stewards and membership and built political and industrial alliances to force political intervention and support. Over this period we've had a number of important successes from Bombardier and Harland and Wolff in Belfast to Wrightbus in Ballymena and Cammell Laird in Birkenhead, all kept open and now thriving operations despite threats to close and risks to thousands of jobs. We retained turbine manufacturing at GE in Rugby, forced the government to place British Steel into the hands of the 'official receiver', effectively nationalising the operations until they were sold on, and secured the reopening of the Appledore shipyard in North Devon.</p> <p>We developed the campaign to secure funding for the next generation fighter aircraft, '<i>Tempest</i>', from the MOD, securing some thirty thousand highly skilled defence jobs and hundreds of apprenticeships while retaining our national capabilities and sovereignty over defence technologies and manufacturing for our armed forces here in the UK.</p> <p>We campaign to re-shore work to the UK and build resilient local supply chains and for government at every level, including our devolved nations, mayors and local authorities, to prioritise UK manufacturing when procuring goods and services from its £294 billion annual procurement budget. Our '<i>Make local – Buy UK</i>' strategy is leading the way in developing the arguments industrially and politically to rebalance our economy, investing in people as well as research and development.</p> <p>We continue to push to ensure the UK's public sector procurement budget is used to support communities dependent on UK manufacturing and its supply chain, and to compel public bodies to prioritise UK content, social benefit and economic impact when procuring, all the time considering the need to transition to an economy that is sustainable, that meets our global environmental obligations and tackles the climate emergency. We continue to argue the case for the UK manufacture of wind turbines and blades for our off-shore wind farms, hydrogen, synthetic and bio-mass fuel generation and the multiple products necessary to decarbonise and retrofit our homes, from heat-pumps to high speed fibre-optic cables.</p> |

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|  | <p>Our automotive sector has campaigned for a ‘just transition’ in terms of Brexit, electrification and autonomous vehicles, with skills and future green technologies at the centre of this and we have been successful in the first stages of this campaign with new electric vehicle (EV) production at Ellesmere Port and Luton (Vauxhall) and a new giga-factory development at Sunderland, Nissan. We need six more giga-factories to support auto transition alongside the manufacture of fuel cells, drive units, motors, inverters and other key components to support our supply chains and ‘Make UK – Buy Local’ strategy. The UK Battery Industrialisation Centre was campaigned for and supported by Unite meaning research and design of batteries of the future are created in the Midlands supporting the sector across the UK going forward creating thousands of new jobs and enhancing skills. Unite has been at the forefront of demands for UK build buses and coaches to green and clean our towns and cities.</p> <p>In relation to reshoring, we continue to push for the removal of barriers to reshoring jobs, including access to affordable energy, skills and finance (whilst protecting employment rights) via a National Investment Bank, providing financial support, both centrally and regionally, to investment projects, while providing access to credit and equity for SMEs and the wider manufacturing supply chain to invest in the UK. Disgracefully we’ve witnessed the loss of public contracts in our print sector, with a failure of government to recognise issues of national security in tenders that led to the loss of the UK Passport to France, and then to its production in Poland. Further, the loss of packaging jobs to Eastern Europe over the period has led to us assisting the development and financing of organisers in Poland to secure union agreements with our multinationals such as Westrock.</p> <p>We continue to look to work with government and the Labour Party in putting forward positive ideas and policy proposals while building the industrial campaigns with our stewards and members to win the investment, product, tooling and training necessary to rebuild and recover our economy from Brexit and Covid. This has been an incredibly challenging period and our thanks and full support should be placed on record for the work of our stewards and safety representatives as well as our officers, staff and membership more generally for the fantastic role they have and continue to play in keeping our people safe, protecting jobs, pay and conditions and building a powerful, confident union for the future.</p> <p>Unite Transport and Food sectors have advanced the industrial strategy in relation to Transport and Food with employers, sector councils, government and Shadow ministers, and Unite Equalities has been involved in ensuring the industrial strategy has equalities embedded into it, and that Unite Equalities activities advance the industrial strategy e.g. sectoral collective as integral to tackling the underlying inequalities exposed by COVID-19.</p> <p>Sectoral collective bargaining is also being advanced in parcels delivery with other unions and employers, safety and training standards in downstream oil distribution continue to be directed by the Downstream Oil Distribution Forum (DODF) and Petroleum Driver Passport achieved by Unite. Unite and other unions with the Food &amp; Drink Federation and its employer</p> |
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|   | <p>members agreed key standards across the sector in relation to COVID-19, and in the bus industry, Unite's actions led to safety standards being set out for the sector by the CPT (Confederation of Passenger Transport).</p> <p>The National Organising and Leverage Department has supported Unite's industrial strategy, including proving support to Rolls Royce reps in developing actions on procurement and against outsourcing and offshoring of jobs.</p> <p>The political department continued to build on its work of 2017 referenced in the composite, including incorporating these demands in motions to Labour Annual and Women's Conferences.</p>   |
| Motion 30: UK Steel and Manufacturing Post Brexit | <p>Steel is a UK foundation industry and essential to the development of the UK economy. The sector employs some 74,000 workers directly and indirectly in our regions and communities and produces approximately 7.3 million tonnes of steel a year, some 65% of UK requirements.</p> <p>The sector has faced many challenges from Brexit tariffs and quotas to below cost imports, high energy costs, to the inequitable calculation of business rates. It is also a transitioning industry attempting to meet the challenges of climate change with a programme of decarbonisation and investment in electric arc and hydrogen alternatives to the use of traditional fossil fuels.</p> <p>Since the 2018 conference we have developed our industrial strategy to protect and advance the interests of our members, protected thousands of jobs and secured a future for British Steel (now under Chinese ownership) via an agreement with government to place it with the official receiver and most recently the nationalisation of Sheffield Forge masters. We continue to work with Liberty Steel and government on a secure future of some 5,000 direct employees following the collapse of Greensill Capital.</p> <p>The '<i>Save our Steel</i>' campaign has been rebranded to take into account the new challenges faced by the sector, as the '<i>Britain We Need Our Steel</i>' campaign. We worked with the industry to re-establish the 'Steel Council' and established several joint work streams that address fundamental issues requiring direct government action, from public procurement and minimum UK content arrangements for infrastructure projects to carbon borders and addressing energy costs. In addition, the union has been at the forefront of the campaign to ensure UK's Steel Safeguards were maintained and extended beyond 30th June 2021.</p> <p>Unite's strategy has been central to developing a long-term vision for decarbonising the steel sector, both within the UK and globally. Only by taking a globally responsible approach, accounting for consumption not just production, can the UK avoid the risk of decarbonising the industry via a programme of deindustrialisation, losing the UK's manufacturing capacity and industrial capabilities alongside thousands of skilled jobs, devastating communities and regions of the UK.</p> |

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|                               | <p>As part of our strategy we work with the industry and supporting research institutions on the development and application of new technologies not yet in use at scale anywhere in the world. Utilising both developing and existing technologies to decarbonise the sector will be central to its long-term future.</p> <p>Massive investment is required to introduce a meaningful programme of carbon capture, usage and storage (CCUS) while replacing natural gas use via the development of green hydrogen alongside sustainable alternative fuels.</p> <p>The union is working tirelessly with the sector on the development of advanced sorting technologies to improve the quality of steel scrap supply, alongside improvements in electric arc furnace technologies to increase the production range available via this process alongside the introduction of alternative ore-based steel production processes.</p> <p>At every step of the way we are acutely aware of the impact the introduction of these technologies could have on well paid, secure, unionised jobs, skills and our communities.</p>   |
| Composite 7: Public Ownership | <p>Since the 2018 Policy Conference Unite has continued to campaign for justice for our members affected by Carillion's collapse. A court case for over 200 of our members who are claiming a protected award for the failure to inform and consult them before the company collapsed is due finally to be heard next year, which will be over four years after the company's collapse.</p> <p>This has been a very complex and difficult case due to the nature of Carillion's collapse and an attempt by the special managers who are conducting the winding up of the company arguing that the company collapsed due to unforeseeable circumstances and so no reward should be made. Unite defeated this argument at the Employment Appeal Tribunal, which was highly significant as it could have resulted in other cases being prevented from progressing in the future.</p> <p>Unite has continued to lobby and publicise the need for changes in the law to toughen up the governance of major companies and the auditing system to prevent such abuses that led to Carillion's demise reoccurring. Despite further high profile corporate failures and several influential reports no major action has been taken in this area.</p> <p>Unite continues to monitor the potential for criminal charges to be mounted against Carillion's directors for major auditing issues and for knowingly operating a company that was trading while insolvent for months if not years.</p> <p>Unite has also been campaigning for a major push toward insourcing of public service contracts as at the time of its collapse half of Carillion's business was in outsourcing.</p> <p>The union has also continued to raise concerns about the long delays to the completion of Carillion's unfinished hospital projects in Liverpool and the Black Country.</p> <p>The political department worked with the Shadow Chancellor to develop the Labour plan to insource council services.</p> |

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| Motion 32:<br>Nationalisation  | <p>Unite was pivotal in securing the progress of Labour Party policy to commit to renationalising the energy sector and continues to make the case that this policy is an issue of energy security and one of public interest.</p> <p>The political department worked with the National Officer to convene discussions between reps, Labour policy officers and academics on how public ownership would best work in the interests of our members.</p>   |
| Motion 36: Public Ownership  | <p>Unite was pivotal in securing the progress of Labour Party policy to commit to renationalising the energy sector and continues to make the case that this policy is an issue of energy security and one of public interest. Unite within local government and health have issued information, advice and guidance on specific strategies to bring services back in-house with some successes. Despite our union's best efforts government continues with a programme of further fragmentation and, as was seen during procurement decisions related to the pandemic, more inclined to pass lucrative contracts to its own supporters with scant regard to transparency and accountability.</p> <p>These demands of the motion were included in Labour's 2019 manifesto.</p>   |
| Motion 40: Change in UK law for companies ceasing trading                      | <p>Unite continued to lobby Labour for such a policy to be included in the transformative UK manifesto of 2019. Unite was at the forefront of the Workers' Rights element of the manifesto with the Legal and Political teams working closely with shadow for business and shadow for employment.</p> <p>In aviation, Unite campaigning around the collapse of Thomas Cook exposed the concentration of the government on repatriation plans after it had failed, rather than taking the necessary steps to keep the airline flying and find a way of preventing the loss of the profitable Thomas Cook Airlines UK. This led to terrible job losses, and demonstrated no lessons learned from the experience of Monarch. This was compounded with the experience of Flybe. Unite continues to call for the Airline Insolvency Review recommendations to be implemented, and Unite's Blueprint and recovery proposals for aviation include this and the vital importance of resilience in the industry and time to enable solutions to be found.</p> |
| Motion 41: Mergers and Acquisitions Legislation – unwanted & hostile takeovers | <p>Unite continued to lobby Labour for such a commission to be included in the transformative UK manifesto of 2019. Unite was at the forefront of the Workers' Rights element of the manifesto with the Legal and Political teams working closely with shadow for business and shadow for employment. Further controls to takeovers are urgently needed and Unite will continue to lobby for such protections from the Government.</p>   |
| Composite 8: Public Transport  | <p>The impact of COVID-19 confirmed transport as a public service, vital to the economy, to our communities and to people's lives, with transport workers recognised as key workers. This has been a priority for all Transport sectors: Passenger, RTCW&amp;L, CAT and DRFW, and is set out in the Unite Transport Strategy '<i>Transport Matters</i>'.</p> <p>Our ongoing campaigning for public ownership of rail, for municipalisation and public ownership of buses, has been strengthened by support from Labour Mayors. In all our meetings with them and with local authorities, government,</p>   |

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|                                    | <p>Department for Transport, Treasury, and the Shadow Transport and Treasury teams, we have made the case. Through the impact of COVID-19, the Government has been forced to accept the failure of the franchise system in rail, and the public support needed for the bus industry also demonstrates the failure of the deregulated privatised system.</p> <p>Unite's Blueprint for aviation sets out the need for sector support when government safety requirements prevent travel, but for this support to properly require commitments to protect jobs, terms and conditions, green investment, and for the Government to take a stake on behalf of the public, as well as public ownership and control of the key aviation infrastructure.</p> <p>We have continued to make the case with Labour Party and the 2019 manifesto built on the 2017 manifesto commitments in relation to public transport and public ownership, which we continue to promote:</p> <p><i>"Labour will build a sustainable, affordable, accessible and integrated transport system, founded on the principle that transport is an essential public service. Cutting emissions will drive our transport policies. ... Labour will ensure that councils can improve bus services by regulating and taking public ownership of bus networks, and we will give them resources and full legal powers to achieve this cost-effectively, thereby ending the race to the bottom in working conditions for bus workers....Labour will deliver improvements for rail passengers by bringing our railways back into public ownership, using options including franchise expiry. This will enable us to make fares simpler and more affordable, rebuild the fragmented railways as a nationally integrated public service, cut the wastage of private profit, improve accessibility for disabled people, ensure safe staffing levels and end driver-only operation. Our publicly owned rail company will steer network planning and investments. It will co-ordinate mainline upgrades, resignalling, rolling stock replacement and major projects. We will implement a full, rolling programme of electrification. Our model will ensure continuity of skills, jobs and supply chain capacity to reduce costs, improve productivity and support the economic benefits of Labour's Green Industrial Revolution."</i></p> |
| Motion 39: East Coast Rail Bailout | <p>Since the 2018 Policy Conference, Unite has continued to campaign for public ownership of rail, and the East Coast mainline service between London and Edinburgh has been awarded to LNER (London North Eastern Railway), the publicly-owned train operator, until June 2023 with an option to extend until 2025. In September 2020, the impact of COVID-19 on rail, this vital part of UK infrastructure, forced the Government to finally accept the franchise model has failed, and it announced it has been ended. However, Unite and other rail unions continue to campaign for the Government to commit to both the East Coast service staying in public ownership permanently, and for rail services to be run as a publicly owned public service, rather than, as the National Officer for Rail Harish Patel stated at the time, "the proposed new model which will allow privateers a renewed opportunity to feed off the taxpayer and passengers".</p>  |

| <b>Defence Diversification</b>                    |   |
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| Executive Statement 1:<br>Defence Diversification | <p>Unite has established a Combat Air Strategy Group with representatives from across our defence industries and major supplies to develop our defence campaigning and lobbying activity.</p> <p>The focus of the campaign has been on the protection and enhancement of UK capability and capacity to design, engineer and manufacture our defence requirements here in the UK, ending years of government policy to buy 'off the shelf' from overseas providers.</p> <p>Working with the Confederation of Shipbuilding and Engineering Unions (CSEU), industry and government we have built a successful campaign to secure funding for the initial development of a next generation fighter aircraft, the Tempest programme. We continue to work with the Labour front bench and MOD officials to ensure the programme receives enough long term UK government support and funding to go from design to prototype and on to production. The programme will create and safeguard some 30,000 thousand highly skilled UK jobs alongside hundreds of apprenticeships while avoiding buying 'off the shelf' from the US or our becoming a junior partner with small work packages supporting another overseas programme.</p> <p>We continue to work with Labour and government on the development of a detailed and meaningful UK defence strategy and a wider industrial strategy to protect UK supply and the procurement locally of product and services supporting UK defence. We continue to argue the case for the re-establishment of a UK Defence Diversification Agency.</p> <p>Unite has supported and worked with the CSEU 'Keep Britain Afloat' campaign to ensure that the three Fleet Support Ships (FFS) for the two Royal Navy aircraft carriers are designed, manufactured and maintained in the UK. The campaign has stopped government thus far from giving the contract to a foreign shipyard.</p> |
| <b>Political &amp; Labour Party</b>               |   |
| Emergency Motion 2:<br>Football Lads' Alliance    | <p>Following the conference motion calling for the union to tackle the rise of the far-right, Unite launched its highly successful 'Unity over Division' initiative led by AGS Steve Turner and which focuses on giving members the confidence and arguments to challenge the narrative of hate and division. A range of education and training materials have been produced including: a video of testimony of Unite members who have been victims of racism and homophobic attacks; a myth-busting booklet and a range of training modules for 'Unity over Division' courses. The materials are constantly updated to reflect the current political trends.</p> <p>There have been regional events bringing together reps, members, activists and officers followed by bespoke company-based training. So far over 1000 reps and workers have either attended our events or have been trained in 'Unity over Division' courses. The work has been delivered in many sectors and regions. Unite has introduced a practical and measurable charter</p>  |

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|  | which is negotiated with many public and private sector employers including: Birmingham, Bristol, Caerphilly, Cardiff and Swansea councils; PandrolGlobal; Wincanton logistics; and Arriva East Midlands.  |
| Motion 105: Extension of the Franchise       | The political department supported extending voting rights to EU Citizens ahead of the 2019 General Election, and giving the vote to those 16 and over. We are now working hard on fighting the Tory plans to introduce the requirement to bring photo ID to polling stations in order to vote. This disproportionately affects the young and those with lower incomes.  |
| <b>Improving Health &amp; Safety</b>         |  |
| Composite 15: Mental Health – A Union Matter | <p>The recommendations and observations of Composite Motion 15 have been or are being implemented by the Education Department.</p> <p>Significant elements of our thinking and practice about mental health were incorporated into our range of education courses. We established a Mental Health Task Force convened by the Director of Education which ensured that we have dovetailed mental health elements into all education materials for the whole range of Unite reps, from shop stewards, workplace reps, equality reps, health and safety reps, union learning reps, and most recently, our environmental reps.</p> <p>In addition, all our equalities courses have mental health awareness and mental health first-aid stitched onto the course materials and the tutoring. Plus, of course, we have mounted scores of bespoke Mental Health Awareness courses across all our regions and countries.</p> <p>Moreover, two significant brochures on mental health have been published by the union.</p> <p>In 2020 <a href="#">we</a> published the '<i>Unite Mental Health Guide for Reps and Negotiators: preventing stress and promoting good mental health at work</i>' and in 2021 we produced a companion pamphlet '<i>Mental Health at Work: whose business is it anyway?</i>' This is a guide for Unite Reps to facilitate and lead the agenda for mentally healthy workplaces.</p> <p>In a direct response to Composite Motion 15 the union decided to go towards improving health and safety and then attempt to tackle the stigma attached to mental health in July to provide support for the union introduced the 'Unite Reps' mental health support and assistance programme' which is a free confidential counselling and well-being support service which was made available to all Unite reps, their partners and their dependents.</p> <p>This is a service which is available 24/7, 365 days a year, offering support with counselling, cancer care, , advocate support, infertility, pregnancy health information, life coaching, loss, pain coaching, mediation, career guidance, legal information, financial information, consumer information and international support.</p> <p>Mental health remains a vital priority for Unite Equalities, and the Unite Equality Reps Conference held in 2021 confirmed they are playing a vital role in supporting members on mental health issues. Our campaign for statutory rights for union equality reps includes this aspect of their important role.</p> |

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|  | <p>In Road Transport Commercial, Warehousing &amp; Logistics, Unite has led an industry-wide initiative with Mates in Mind to bring together key employers across the sector, with the Shadow Minister and Government Minister, Department for Transport and trade bodies. The sector has also piloted mental health support for Unite shop stewards/reps.</p> <p>In Civil Air Transport, a major survey of Unite members in BA exposed the very serious mental health impacts of their shameful 'fire and rehire' tactics, which was reported to the Transport Select Committee by AGS Diana Holland, and following Flybe entering into administration at the outset of the pandemic, a members' survey also exposed the mental health pressures on our members from dealing with the benefit system alongside redundancy, which were brought to the attention of the Department for Work and Pensions.</p> |
| Motion 72: Workplace Health & Wellbeing Representatives            | The considerations articulated in the motion have been taken on board, as have the calls made upon the union to design and deliver programmes of mental health awareness training for all representatives. The mental health awareness achieved in the workplace and wider community through our actions and publications on the mental health union awareness campaign has promoted good practice in relation to mental health well-being and has been conducted through the Executive Council and our statutory committees.  |
| Motion 74: Classifying Stress as a Reportable Occupational Disease | <p>The Unite Health &amp; Safety Unit has raised this matter direct with Health and Safety Executive (HSE) via industrial advisory committees and the HSE Chair. HSE cite that stress-related ill health is a complex issue and it's very difficult to link stress-related health conditions to specific types of work activity.</p> <p>The H&amp;S Unit has fed into joint union representations on this matter run by the TUC via the TUC H&amp;S Specialists Committee, and supported campaigns run by Hazards.</p> <p>Running alongside this, we are advising reps that concerns around bad management of stress, using HSE stress management standards as a base line, can still be reported to HSE via a dedicated union reporting line, which Unite and others unions pushed to have in place.</p>  |
| Motion 75: Occupational Health in the Workplace                    | <p>The Unite Health &amp; Safety Unit responded to the Government consultation 'Health is Everyone's Business' in July 2019, together with attending several round table' groups.</p> <p>Unite highlighted the need to enhance existing provision within the NHS, as opposed to relying on private occupational health care providers, to lead the way in supporting employer-run schemes with adequate funding, ensure there was adequate provision and new ways of supporting people to enter, re-enter and stay in work that included supportive measures to achieve reasonable adjustments.</p> <p>The Unit also worked, and continues to do so, with employers and industry partners to set up occupational health support that enhances existing provision, such as the Joint Industry Board occupational health scheme free to member companies. The</p>  |

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|   | <p>provision of good occupational health support, processes and resources are a major topic for the Unit when engaging with employers on national forums.</p> <p>Occupational health is a major topic in the revised Unite H&amp;S guide.</p>  |
| <b>Global Solidarity</b>                          |  |
| Motion 68: Yemen – humanitarian aid and ceasefire | <p>Unite has worked extensively in the last three years to support and promote peace and social justice throughout the Middle East region, including efforts in Turkey, Syria, Iraq and Palestine. In relation to Yemen, Unite has added its name to various statements and calls for an end to the conflict and an end to the block on the passage of humanitarian aid.</p>   |
| Motion 69: Refugee Rights Campaign                | <p>Unite continues to support refugee and asylum seekers' rights and the key campaigns: the right to work, the right to join a trade union, £10/hour minimum wage, access to education, health and other public services, the closure of detention centres.</p> <p>COVID-19 has brought into sharp focus the reality of "no recourse to public funds", and the Government was forced to lift this restriction in relation to the pandemic.</p> <p>Unite has joined Maternity Action in campaigning for the rights of pregnant women who are refugees, asylum seekers and who have "no recourse to public funds", including active support for justice for our members who are migrant domestic workers, and working with Doctors without Borders.</p> <p>Unite was a key participant in the Permanent People's Tribunal session held in London, which examined the Government's "Hostile Environment" policy, and exposed the resulting terrible injustices, racism, exploitation and inequalities in a wide range of industrial sectors. Unite also participated in a panel discussion "Under an Equal Sky" – alongside a special exhibition of 'Remembrance, Migration and Refugees' at Canterbury Cathedral.</p> <p>Unite's 'Unity over Division' campaign continues to play an important role at all levels in challenging the divides being created between workers.</p> <p>Unite has consistently supported the rights of refugees and deplored the stigmatisation and scapegoating of refugees that arrive in the UK fleeing wars, persecution and hunger. Defending the rights of refugees has always featured as part of Unite's wider work against racism, discrimination and xenophobia as well as the support for efforts to ensure that EU nationals are not targeting and discriminated against following the Brexit vote.</p> |
| Emergency Motion 3: Latin America                 | <p>Unite has fully supported the work of Justice for Colombia and backed all its efforts to maintain pressure on the UK Government to fully support the peace process and to maintain pressure on the Colombian Government to honour the agreement. Unite has continued to work with Colombian trade unions both bilaterally and through the various global union federations.</p>   |

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|   | Unite campaigned for the release of Jesus Santrich following his unlawful detention and members of the Unite Executive Council were present in Colombia when he was freed from prison. The recent killing of Jesus was reported to the Unite Executive and his role in promoting peace remembered. Unite has also participated in the various solidarity events organised by Justice for Colombia in relation to the recent uprisings and demands for social justice in the country.  |
| Motion 70: Mexico   | Unite has continued to work with the Mexican union Los Mineros through the Workers Uniting structure to which it is now affiliated. Various solidarity actions have been undertaken and regular contact has been maintained with the union's president, Napoleon Gomez, following his successful bid to get elected to the Mexican Senate and support of the reforming government of Manuel Lopez Obrador.  |
| Emergency Motion 5: Brazil                                | Unite has played a full role in solidarity work to support the resistance to far right Brazilian President Bolsonaro and for the freeing of the jailed former President Ignacio Lula. Through the global union federations Unite has also been working actively with Brazilian unions and has supported them in various industrial struggles during the period. Unite has maintained its affiliations to the Venezuela and Nicaragua solidarity campaigns and continued to participate in their events on a regular basis.  |
| Emergency Motion 4: Turkey / Kurds and progressive forces | As the situation in Turkey and the wider Middle East has continued to deteriorate and Turkey has intensified its repression and military actions against the Kurds and wider civil society opposition, so Unite has intensified its solidarity work with the Kurds and all progressive forces. Two delegations to North East Syria were undertaken and numerous Unite officials and lay members have travelled to Turkey to witness trials of trade unionists and provide support. The Freedom for Ocalan Campaign has continued to grow and gather strength and influence with Unite playing a key role in these developments. Extensive work has also been undertaken with women's solidarity groups in Turkey and Syria and work has been undertaken with many MPs in relation to the deteriorating human rights situation in Turkey.  |
| Motion 71: Israel / Palestine                             | <p>Unite has been at the forefront of the UK trade union movement's solidarity work with the Palestinians and has supported and participated in many initiatives and actions since the last National Policy Conference.</p> <p>Prior to COVID-19 at least two delegations to Palestine were organised each year and since COVID-19 Unite has continued to be at the centre of the work of the Palestine Solidarity Campaign. Unite has signed many statements and made numerous declarations of support and solidarity with the Palestinians and for those in the appalling situation in Gaza.</p> <p>Unite has also intervened politically and exercised maximum pressure to develop a better position in the Labour Party, this has been undertaken through the grassroots platform Labour &amp; Palestine and also directly with briefings for MPs. Work on the Boycott, Divestment and Sanctions campaign also continued in Unite companies such as HSBC, HP and included work to fight off legal challenges and the pending legislation.</p> |
| Emergency Motion 6: Gaza                                  | Please see response above.  |

| <b>Brexit</b>                    |  |
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| Executive Statement 2:<br>Brexit | <p>The union worked as requested both in negotiations with the Tory government under Theresa May and through the Labour Party to secure a Brexit deal on the lines called for, with the General Secretary leading personally. As everyone knows, Boris Johnson secured a much worse Brexit than we wanted, and we continue to work to protect our members' jobs, pay and conditions, as well as for adherence to EU standards on workers' rights and other issues.</p> <p>Despite our best endeavours to secure the aims of our 2016 policy on Brexit and the terms of our withdrawal from the European Union, the government secured agreement at Westminster that removed the UK from both the customs union and single market.</p> <p>Despite a successful campaign to oppose the catastrophic consequences of a no-deal departure, the UK withdrawal from European Union was completed in such a way as to remove us from those industry level institutions developing standards and regulation of great benefit to working people such as Euratom, REACH and EASA. The Government delivered its Brexit with a large majority in Westminster following the 2019 election and the consequences of this are being felt across the economy.</p>   |
| Motion 1: Brexit and Ireland     | <p>While successfully avoiding the imposition of a hard land border in Ireland, the withdrawal of the UK from the EU has led to the establishment of a customs border in the Irish Sea creating its own issues for the movement of goods and products/services from Britain. The longer-term political and economic consequences of the Government's actions are yet to be felt. The union's preferred option of a continuance of the customs union between the UK and EU was lost.</p> <p>Despite our extensive campaign work and representations to politicians across the spectrum, the Conservative Government of Boris Johnson implemented a 'hard' Brexit which resulted in the need for border and customs controls either on the island of Ireland or on the Irish sea. On January 1<sup>st</sup> 2021 the Northern Ireland Protocol came into force – effectively meaning Northern Ireland (NI) would remain in the EU single market for goods (but not services), that European rules on trade and state intervention would largely remain in force (on goods produced in Northern Ireland). Although Northern Ireland remains within the UK customs union, the likelihood of goods transiting from Britain through Northern Ireland to the EU (Republic of Ireland) means that all goods moving from Britain to NI require customs declarations.</p> <p>The full implementation of the Northern Ireland protocol has been repeatedly delayed due to the absence of political infrastructure and the potential for severe economic dislocation. As we forecast even before the 2016 referendum, the imposition of Brexit-related border controls has led to significant economic impacts and a sharp rise in tensions. Unite was to the fore in defending our members working in ports who were subject to threats and intimidation and in our members working on buses who were caught up in riots in April 2021 (including one occasion when a bus driven by a Unite member was torched as he was driving it).</p> |

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|   | <p>Unite will continue to advocate against the consequences of this hard Tory Brexit in Ireland, north and south. Any moves by the Tory government to withdraw from the NI Protocol will only raise the prospect of even further destabilisation and economic dislocation as this will force a hard land border north-south. We remain opposed to border controls north-south or east-west, we will defend all rights at risk from a hard Tory Brexit and strive to unite working-class people from all backgrounds.</p>   |
| Emergency Motion 1:<br>Brexit and Gibraltar | <p>Unite continues to support the right to self-determination of its members in Gibraltar and works to build cooperation and solidarity between the people of Gibraltar and Spain. Good relationships continue between Unite and Spanish federations CC.OO and UGT. Tensions however continue to flare up at the border consequent on the politics of national and regional authorities and the Spanish government's response to growing nationalism and right wing electoral success.</p> <p>Unite continued to engage with the sister unions in both Spain and Gibraltar, plus business bodies via the Cross Frontier Group to lobby governments on both sides of the frontier on the issues of mutual interest concerning Brexit. Unite also continued a prominent role in the Inter Regional Trade Union Group to ensure that union's key aims in any Brexit deal were well represented. The union has also continued crucial dialogue with the Government of Gibraltar regarding any potential Brexit deal, articulating clearly what would be acceptable to the union's members and critically what would not. The union in Gibraltar has also engaged via the International Department with the ETUC on the issues pertaining to Brexit.</p> <p>In advance of a 'hard Brexit' for Gibraltar, an in principle agreement was reached between the UK, Spain and Gibraltar for a proposed framework for the future relationship of Gibraltar with the European Union. The in principle agreement seeks to negotiate a treaty to set out the terms of that future relationship which would include Gibraltar's membership of the Schengen Zone. In July 2021 the European Union issued the draft mandate for negotiations on the treaty which does not reflect the agreement reached between Spain and Gibraltar, with the mandate contents breaching red lines for the parties on both sides of the frontier and indeed Unite. These issues will need to be resolved for a treaty to be agreed and to avoid Gibraltar's exit from the European Union.</p> |

| <b>Pensions &amp; Retirement</b>   |  |
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| Motion 96: The Future of State Pension                                     | During this unprecedented time Unite has been focusing on fighting hard to maintain the implementation of the 'triple lock' whereby the state pension increases each year in line with the rising cost of living seen in the Consumer Prices Index (CPI) measure of inflation, increasing average wages, or 2.5%, whichever is highest.  |
| Motion 97: How do we improve the quality of life for our ageing population | <p>The issues addressed in Motion 97 have formed the basis of the work of the Retired Members National Committee over this period. The ongoing poverty faced by millions of pensioners continues as does the relentless attack of the Government on elements of the social contract, from the removal of funding for the free TV licence for the over 75s to the review of free bus travel, winter fuel allowances and the 'triple lock'.</p> <p>The motion identifies the real solution to this being the election of a progressive Labour government and proper funding of state pensions and social support.</p> <p>We continue to work with the TUC, National Pensioners Convention and Scottish Pensioners Forum on a positive programme of action, campaigning and policy development to address growing issues of isolation and mental health amongst the elderly, social care and housing needs, as well as digital exclusion.</p> <p>We take our campaigning work onto the streets with regular street stalls and public demonstrations in our communities while building the political case for support in our devolved nations as well as within Labour and Westminster.</p> <p>The political department pursued commitments to increase the state pension, maintain winter allowance and other benefits from Labour.</p> |
| Motion 98: Fuel Poverty  | <p>Unite has extensively engaged with politicians in Stormont and Westminster to seek the extension of the Warm Home Discount Scheme to households at risk of fuel poverty in Northern Ireland. All Northern Ireland MPs indicated their support for the extension of the measures as a result. In response, the Conservative Government claimed that the extension of the Warm Home Discount scheme was a devolved matter (this is untrue as it was implemented by Westminster in both Scotland and Wales).</p> <p>Unite retired members met with the chair of the Stormont Finance Scrutiny Committee to raise the demand for this to be implemented by Stormont given claims by the Westminster government that fuel poverty was a devolved matter. The existence of an all-Island electricity market may potentially explain why it was not extended to Northern Ireland originally but there is no obstacle to it being implemented now. We continue to campaign to seek the extension of the Warm Home Discount Scheme to Northern Ireland included in the draft programme for government in the next Stormont Executive (due in 2022). Our retired members' branch recently made a submission to the Executive to this end.</p>   |

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| Motion 99: Funeral Poverty                                       | Unite supported the campaign and the MPs raising this issue in the Commons to get the Government to act, and a commitment was made in the Labour manifesto.  |
| Motion 100: Challenging the mass media portrayal of older people | Unite has worked hard to develop joint initiatives between our Retired and Young Members alongside the National Pensioners Convention and TUC to generate intergenerational solidarity and a better understanding of the realities facing millions of workers in retirement. The grossly offensive portrayal of pensioners as rich and secure in their later years having denied opportunities to younger generations is being addressed via this joint work and a positive narrative to address another attack on class unity by our enemies.   |
| Motion 101: Carers' Allowance                                    | Unite continues to work with the National Pensioners Convention and TUC on the campaign to secure justice for pensioners, an end to pensioner poverty and recognition of the role played by carers in pension. The injustice of denying carers' allowance to those in pension adds to the pressure felt by those providing vital care to partners and family members in need and has formed a key element of discussions with Labour on the introduction of an integrated National Care Strategy and Service funded from general taxation.   |
| <b>Industrial</b>  |  |
| Composite 16: Automation   | <p>The National Organising and Leverage Department has continued to work with NISCs and branches wishing to pursue strategies on automation including the promotion of New Technology Agreements. We worked with Labour Party policy makers in the run up to the last election – using outcomes of NISC workshops to highlight how workers should get their ‘piece of the pie’. We flagged up the increased dangers of automation from COVID-19 and included it in the development of new model COVID-19 Agreements, homeworking agreements and the development of Crisis Leverage. The Organising and Leverage Department produced a paper on insecure and non-permanent work which was followed by an analysis of all Unite sectors and the development of the ‘top 10’ strategy. The current ‘Action on Amazon’ campaign also highlights automation issues – Amazon uses new technology for spying on and to sweat its workforce. It is also a key developer of this technology.</p> <p>Investment in the digitalisation of work continues apace. Automation and artificial intelligence (AI) are impacting on the work of our members in every sector of the economy to varying degrees.</p> <p>Work with the union’s industrial sectors has assisted in the development of a training programme for representatives and the development of draft technology agreements to be agreed with employers aimed at protecting jobs and conditions of employment through reduced working time and other measures agreed via collective bargaining.</p> <p>At a European level a lot of work has been done within the GPM&amp;IT and Finance sectors in Uni-Europa and draft agreements for multinational companies developed to support unions. Unite has assisted in the development of the Ten principles to support Collective Bargaining for Remote workers, including the ‘Right to Disconnect’.</p> |

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|                                    | <p>Unite plays a leading role in the TUC working party on Artificial Intelligence and the launch of working party's report '<i>The TUC Manifesto Dignity at Work and the AI Revolution</i>' that sets out the legal and employment framework for AI and ADM (automated decision making). Further, on-going work is being undertaken by the group to assist unions and workplace representatives in addressing the challenges of automation and AI.</p> <p>Specific action from Unite Equalities on automation has included :</p> <ul style="list-style-type: none"> <li>• a briefing on Women and Automation and a successful National Women's Committee event on the impact of automation on the nature of work in jobs that women predominantly do, discriminatory algorithms and the importance of union equality reps having the tools to negotiate with employers. We also contributed case studies and members' interviews to the 2019 TUC Gender and Automation study ;</li> <li>• Unite motion to TUC Black Workers Conference on 'Automation and its impact on Black Workers' was voted to go to from the Conference to TUC Congress, where it was then agreed by all;</li> <li>• Key issues on Black &amp; Asian Ethnic Minority workers and automation and apprenticeships were raised by Unite in an article published in the Voice newspaper, which was distributed at TUC Black Workers Conference. The NBAEM Committee is now gathering evidence and good practice on the impact of automation on BAEM workers, and is looking to conduct a survey of BAEM members on protections needed in industrial agreements to safeguard jobs;</li> <li>• Unite motion at CSEU Congress 2019: 'Digitalisation and Automation and its impact on women and black workers' was agreed to be taken forward alongside the shorter working time campaign, building on the legacy 35-hour campaign and the final establishment of the Alex Ferry Foundation.</li> </ul> |
| Composite 17: Shorter Working Time | <p>Prior to the pandemic agreements were reached with a small number of companies to reduce the working week, notably at Bentley in Crewe where the workforce achieved a 35-hour week. There are other examples of members securing shorter working hours through negotiation.</p> <p>During the pandemic members in manufacturing, factories, shipyards and workshops agreed to new systems of work, changed shift patterns and flexible responses to the restrictions placed upon them. Many of our members in these industries negotiated, in some instances advantageous working patterns and a better work life balance, sweeping away the old arguments put forward by employers and demonstrating there is a clear appetite for change across the UK.</p> <p>Working in conjunction with the Confederation of Shipbuilding and Engineering Unions (CSEU), Unite is involved in preparing the ground to secure shorter working time in the manufacturing sector through industrial negotiations. The CSEU has provided funding through the Alex Ferry Foundation to prepare the arguments for shorter working time, including shorter working</p>   |

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|  | <p>weeks, longer holidays, flexible shift patterns etc. and are due to prepare a report for later this year on this issue with a view to an industrial strategy being developed to achieve shorter working time.</p> <p>It should be noted that rather than push for “politically driven 4-day week” it is clear that in order to secure shorter working time and to continue to maintain it, it must be done via industrial means and collective bargaining. There has been much media interest in political announcements from various governments about a move to a 4-day week, however research by the CSEU with our sister unions has shown that some of these pronouncements have been for political reasons and have no foundation.</p> <p>Working through the CSEU, Unite moved a motion calling for a Working Time Alliance to be created which draws together other organisations campaigning for shorter working time, to approach employers and government to work with unions on shorter working time, to deal with automation, climate change and changes to the world of work, to introduce a German style permanent furlough scheme to protect jobs, and to support training and re-skilling and to campaign for a programme of investment to secure this.</p> <p>The Unite Manufacturing Reps Combine met with the IG Metall in Germany to look at working time arrangements in that country including the 28-hour week agreement and flexible working and continues to look at all beneficial changes to working time.</p> <p>Research work is currently being undertaken by Strathclyde University and it is hoped to launch a campaign on securing reduced working time sometime in the near future.</p> <p>Working time in transport remains a vital issue, and campaigns around fatigue and against government relaxation of drivers' hours protections have been extensive with employers, sector bodies, government, shadow ministers, and with the European and International Transport Workers Federations. We have also held powerful fringe meetings on the issue of working time and fatigue at Labour Party Conferences.</p> <p>Unite Equalities campaigning strongly supports the importance of ensuring shorter working time, secure flexible working, and positive work-life balance policies can support workers' childcare and caring responsibilities. Collective bargaining around shorter working time is also important to prevent pregnancy and carer discrimination, as well as to support reasonable adjustments required by disabled workers, particularly with fluctuating conditions, including Long Covid and mental health.</p> <p>Unite continued to lobby Labour for such policies to be included in the transformative UK manifesto of 2019. Unite was at the forefront of the Workers' Rights element of the manifesto with the Legal and Political teams working closely with shadow for</p> |
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|                               | <p>business and shadow for employment. Unite has been at the forefront of the New Deal for Working People, adopted by the TUC and can take credit for these demands now being common place within the movement. We will continue to promote this workers' charter, under a New Deal for Workers.</p> <p>The deployment of automation and digital technologies alongside the political and industrial desire to secure full employment and a better work life balance are leading to the development of strategies to deliver shorter working time via collective bargaining and political action. Unite worked on the development of Labour's proposals for a shorter working week contained in the Party's 2019 manifesto.</p> <p>Industrially, shorter working time has been agreed in a number of companies in response to the Covid pandemic as a measure to protect and secure jobs.</p> <p>Unite policy was included in the 2019 Labour manifesto and we have continued to raise during discussions on workers' rights.</p>   |
| Composite 18: Dignity at Work | <p>Across Unite Equalities, dignity and respect at work remains a major priority, and the Unite Dignity at Work Negotiators' Guide is being updated and supplemented by short guides to specific forms of harassment. Long-standing campaigning by Unite, the TUC and others, for a requirement on employers to prevent workplace harassment and to reinstate protections from third party harassment, has finally resulted in the Government announcing it intends to do this. Our campaign for ratification of ILO Convention 190 on Violence and Harassment in the World of Work is ongoing (further details below, see Composite 13).</p> <p>In Civil Air Transport, supporting members in public-facing roles has continued to be prioritised. As well as representing our members who have to deal with disruptive passengers, Unite continues to play a full part in the global campaign against 'air rage', and has highlighted to government the importance of clarity and transparency over COVID-19 procedures and vaccination verification processes for international travel, in order to prevent the growing numbers of incidents our aviation members in public-facing roles on the ground and in the air are having to deal with.</p> <p>Unite continued to lobby Labour for such policies to be included in the transformative UK manifesto of 2019. Unite was at the forefront of the Workers' Rights element of the manifesto with the Legal and Political teams working closely with shadow for business and shadow for employment. Unite has supported our Reps with additional resources at the front line, direct access to officer legal support, updated newsletters (particularly through Covid) and is developing Apps. In Hospitality in particular, Unite has adopted an aggressive stance with bad employers, ensured our reps are supported in recruitment, updates on legal rights and developed the Hospitality Charter, with demands including for a hospitality commission. This work will continue.</p> |

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| Motion 86: Setting an Agenda for Excellent Apprenticeships | <p>Prior to the pandemic Unite had continued to press for an increase in the number of skilled apprentices being taken on, notably in manufacturing, engineering, science, etc. This included an increase in the number of young women apprentices and apprentices from a BAEM background. We were also in discussions with one major employer in regard to promoting skilled apprenticeships in manufacturing in schools, including amongst young people who come from a disadvantaged background and also young people who had not considered manufacturing, engineering or science as a career path. The pandemic had a major impact on this work and within a matter of months the number of apprentices being taken on into these reduced by 78%.</p> <p>There was also concern that apprentices were being laid off and so the Unite representatives on the Sector Skills Councils lobbied the Government to ensure that apprentices who were facing redundancy be kept on and their salaries continued to be paid via the Apprenticeship Levy. Unfortunately the Government did not fully respond but made some changes that protected apprentices in their last months of training.</p> <p>Unite, the TUC and the CSEU were instrumental in bringing together sector skills bodies in manufacturing and engineering, chemicals, pharmaceutical and nuclear and food and drink and major employers federations under the banner of the Manufacturing Skills Taskforce which is lobbying hard for the Government to recognise that there needs to be a national skills plan post-Covid recovery. The Taskforce has also considered the future of the Apprenticeship Levy and at the time of writing is still lobbying political parties, including Labour, on all matters relating to the future of skills, apprenticeships and the levy in the UK.</p> <p>In addition, the Government have introduced proposals for “flexible apprenticeships”. Unite has been instrumental in advising the Government it will not accept low quality apprenticeships including “flexible apprenticeships” that are exploitative and do not provide the quality apprenticeships that will be needed for the future. A number of large companies already provide training for smaller companies within their supply chains which are negotiated and supported by unions. However, there is concern that some less reputable employers will see an opportunity to use “flexible apprenticeships” to their own company advantage and divest themselves of employment responsibilities. Through the various bodies, the Sector Skills Councils and the Manufacturing Skills Taskforce, the Government has been warned that any attempt to put into question the employment status of “flexible apprenticeships” will not be accepted. At the time of writing these discussions with the government through the Manufacturing Skills Taskforce, the unions, TUC and CSEU are ongoing.</p> <p>The onset of Covid meant a necessary campaign to defend apprenticeships. Unite challenged government, and worked with Labour, calling for protection of apprenticeships:</p> <ul style="list-style-type: none"> <li>• Extended and flexible wage support;</li> </ul> |
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|                          | <ul style="list-style-type: none"> <li>• No apprentice redundancies;</li> <li>• Extend flexibility in use of Apprenticeship Levy funds;</li> <li>• Furloughed apprentices wage protection at 100%;</li> <li>• Levy funds to support continued employment;</li> <li>• For an “apprenticeship continuity guarantee” to ensure every apprenticeship is preserved;</li> <li>• Procuring authorities utilise every potential placement for construction apprentices, and positive action for apprenticeship diversity, gender and BAEM;</li> <li>• Campaign on direct employment through procurement identifying link between bogus self-employment and negative impact on training and apprenticeships.</li> </ul> <p>Unite is on a number of Construction Leadership Council (CLC) groups and has campaigned to ensure that the skills plan adopted by CLC addresses solving skills need, shortages and gaps through high-quality training, apprenticeships</p> <p>Unite submitted a response to the ILO regarding a global framework for quality apprenticeships. The union is campaigning for a framework delivering high quality apprenticeships and traineeships across all sectors of the economy.</p> <p>Unite is lobbying and calling for the abolition of the derisory Apprentice National Minimum Wage (currently £4.30 per hour for apprentices in their first year of training, regardless of age), that collectively bargained apprentice rates take precedence, and in the absence of collective bargaining that apprentices at least receive the NMW commensurate to their age group.</p> |
| Motion 87: Future Skills | <p>The UK faces a skills crisis following years of underinvestment in skills training, apprenticeship provision and the upskilling/reskilling of the current workforce. The failure of both government and industry to invest in people and skills over many years has, coupled with voluntary separation and early retirement programmes, lost vital skills and knowledge from the UK, to the point that the security of our national capabilities in a number of areas are under threat.</p> <p>The union lobbies government and industry to address this and works very well with Cogent and Enguinity on strategic skills requirements and the development of apprenticeship and graduate programmes with industry partners. AGS Tony Burke is directly involved with both bodies on behalf of the union. The union argues and campaigns with industry federations and companies directly to secure a strategic review of the apprenticeship levy. A report on this work was provided to the 2019 Sector Conferences.</p> <p>We work with employers on the development of apprenticeship programmes and training schools with access to suppliers as well as direct employees. Enguinity have presented an analysis of the issues involved in UK skills needs to the manufacturing combine and, in cooperation with our employers, we are developing our skills campaign based on these findings.</p>  |

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|  | <p>In transport Unite has long campaigned with employers, government, trade bodies and in the media to highlight the real causes of the skill shortages in availability of drivers, and to challenge the Government to address these through investment in decent training, pay and other standards, terms and conditions, rather than relaxation of drivers' hours protections.</p> <p>Unite has raised serious concerns with all parts of the food, drink and agriculture sector regarding skills shortages particularly resulting from poor government preparations for post-Brexit.</p> <p>Unite Equalities continues to work closely with Women in Science and Engineering (WISE) to encourage women to enter into STEM careers and apprenticeships. Aviation and Aerospace companies with Unite, signed up to more action to tackle shortages through appealing to women who are seriously under-represented.</p> <p>Unite's motion 'Tackling under-representation of women, BAEM and disabled workers in apprenticeships' was agreed at the 2019 CSEU Conference calling for action throughout the shipbuilding, engineering and manufacturing sectors.</p>  |
| Motion 90: Organising Young Workers                              | <p>COVID-19 has had a huge impact on young workers and they have been disproportionately affected by the pandemic in terms of job losses and furlough. However, our young members have continued to organise.</p> <p>Imaginative campaigns have also meant we have won the last two 'Youth Award' for the TUC Congress Awards. In 2019 London and Eastern Young Members Committee and Mary Summers, young member and now regional officer, took the award. Mary led a great campaign against Greenwich Leisure Limited (Better), who run outsourced council leisure centres, for not paying the 'living wage' for 18-21 year olds. This is despite numerous councils being accredited 'living wage' organisations. The campaign led Greenwich Leisure Limited (Better) across several London councils being forced to pay the London Living Wage for 18-21 year olds.</p> <p>In 2021 Unite young member Lois McCallum won the 'Youth Award' for organising hundreds of young workers at the University of Sheffield who were being exploited on zero hour contracts. Lois was elected as a Unite representative at the Sheffield University student union just before the pandemic started in the UK and led a campaign that ended zero hour contracts, negotiated 100% furlough payments and contractual sick pay at her workplace.</p> <p>Joint campaigning and organising activity between the National Young members and National Women's Committees has resulted in specific activities to support organising of young women in Unite.</p> |
| Motion 91: Worker Co-operatives as opposed to Workplace Closures | The political department worked with the Shadow Chancellor to develop these ideas and commitments.  |

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| Motion 92: Challenging Increasing Workloads   | <p>The Unite Health &amp; Safety Unit has put together several guides related to this subject, particularly relating to fatigue, working hours, and work life balance.</p> <p>The H&amp;S Unit has also feeds into discussions at the TUC Health and Safety Specialists around the fact British workers put in the longest hours in Europe, supporting joint campaign:</p> <ul style="list-style-type: none"> <li>To significantly reduce working time in the coming decades, including moves towards a typical four day week;</li> <li>To all for four additional bank holidays a year, curbs on unpaid overtime, and stronger rights to flexible working and parental leave.;</li> <li>For government to actively enforce statutory paid annual leave, rest breaks and the right not to work more than 48 hours a week on average;</li> <li>These rights should be enforceable both by complaint to a government enforcement agency and by taking a case to Employment Tribunal.</li> </ul> <p>The H&amp;S Unit attends and participates in many national forums both with regulators and employers, developing tools and guidance around work life balance and workers wellbeing.</p>   |
| Motion 93: Direct Labour Organisations  | <p>The political department has pursued commitments around insourcing of services – including construction/Direct Labour Organisations (DLOs) - and increasing and improving apprenticeships, ending casualisation and creating unionised work.</p>  |
| Motion 94: Collective Bargaining and Solidarity Action in Workplaces, Industries and Services | <p>Unite continued to lobby Labour for such policies to be included in the transformative UK manifesto of 2019. Unite was at the forefront of the Workers' Rights element of the manifesto with the Legal and Political teams working closely with shadow for business and shadow for employment. Unite has been at the forefront of the New Deal for Workers, adopted by the TUC and can take credit for these demands now being common place within the movement. We will continue to promote this Workers' Charter, under a New Deal for Workers. Unite has increased its Dispute Fund to £46million, has increased Strike Pay to £70 per day through Covid and has been successful again and again in defeating 'fire and rehire'.</p> <p>Our representatives and officers have worked on the development of strategies across company combines and supply chains to promote, advance and secure collective bargaining protecting the interests of our members.</p> <p>We continue to oppose and defeat attempts to undermine collective bargaining and union agreements and the worst abuses of employers attempting to 'fire and rehire' our members have been fought and in the majority of cases defeated by our members taking industrial action.</p> |

| <b>Equalities</b>                                |  |
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| Composite 13: Sexual Harassment and Sexual Abuse | <p>Unite continues to support reps and officers to negotiate policies to prevent sexual harassment and all forms of harassment, support survivors of domestic violence and abuse, and to ensure fair and transparent procedures for representation when it is needed. New Unite sexual harassment materials have been developed for use alongside the Dignity at Work guide, which is also being updated. Unite Education courses fully include these issues and there is a specific course on dealing with harassment. The Unite Domestic Violence and Abuse guide has also been updated and was launched during Unite National Women's Week 2020 with a plenary session on 'Ending violence and harassment' which was open to all women members.</p> <p>Unite joined the TUC and an alliance of other unions, charities and women's rights groups in a new campaign to end sexual harassment in the workplace, #ThisIsNotWorking, which has resulted in government committing in 2021 to introduce a new duty on employers to protect all their staff from sexual harassment at work including reinstating protections on third party harassment, first introduced under Labour in 2010. This followed on from years of campaigning by Unite, including work with the TUC on the need for a duty on employers to take action to prevent harassment in the work place. The AGS for Equalities, Diana Holland, gave oral evidence to the Women &amp; Equalities Select Committee inquiry into Enforcement of the Equality Act 2010 reinforcing our written demands on these issues.</p> <p>We also responded to the Government Equalities Office consultation on Sexual Harassment in the Workplace, attended a confidential round table discussion organised at ACAS on Non-Disclosure Agreements, particularly on sexual harassment, responded to the BEIS consultation on "<i>Confidentiality clauses (workplace discrimination and harassment)</i>", contributed to the survey of housekeeping workers regarding sexual harassment, and spoke at the 'Tackling Voluntary Sector Sexual Harassment' Forum organised by Inside Government, issued a statement through the TUC to call on parliament to suspend the Tory MP accused of rape, and we continue to focus on dignity at work policies across parliament, including with Labour MPs at the Ministry of Labour meeting.</p> <p>LGBT+ History Month 2021 focused on <i>Sexual Harassment in the Workplace – Why is it an LGBT+ issue?</i> and arranged a fringe meeting at TUC LGBT+ Conference, highlighting sexual harassment faced in particular by LGBT+ women, BAEM and disabled workers.</p> <p>We lobbied MPs in relation to the Violence against Women Bill around the need to implement ILO Convention on Violence and Harassment in the World of Work, including gender based violence, amendments to address stalking, and advocacy support for women reporting sexual assault and rape to the police. We also issued a statement through the TUC and produced a Unite Live article following the murder of Sarah Everard, and participated in the Labour Party Justice and Home affairs Commission where we met with Shadow Solicitor General, and the Shadow Minister, on violence against women and girls, including historically poor outcomes for rape victims and the underfunding of domestic violence services.</p> |

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|                              | <p>Internationally, building on years of Unite action the ILO Convention on Violence &amp; Harassment in the World of Work has finally come into force globally. Our priority now is to ensure the UK Government ratifies and acts. In advancing this campaign, we have worked with the Global Federations IUF, ITF and BWI industrially, and the ITUC and TUC.</p> <p>We participated and spoke at USW and Teamsters Women's Conferences and campaigned jointly with the ITF on XPO in the USA where sexual harassment and serious health and safety abuses were exposed and acted on.</p> <p>Branches and regions are involved the White Ribbon campaign to End Violence against Women, in November, and it regularly features in the Unite Equalities calendar. Additionally,</p> <p>International Women's Day each year has included action on sexual harassment and violence against women including 2020 solidarity with the woman in Cyprus following the #WeBelieveHer legal case.</p> <p>We organised a fringe meeting on Unite for Equality and Against Labour Exploitation and Human Trafficking at Labour Party Conference, which highlighted the ILO Convention on Violence and Harassment. We also attended the Women's Aid AGM where we raised issues and demands from years of campaigning and negotiating by Unite.</p> <p>We produced a 'COVID-19, Impact on Women' briefing which includes sections on the increase in domestic violence and abuse with negotiating guidance for reps.</p> |
| Composite 14: Period Poverty | <p>Period Dignity was first discussed and raised at National Women's Week as a campaign issue, and launched by Unite Campaigns and Communications department at Labour Party conference with a campaign video and support through Unite Live.</p> <p>The National Women's Committee has called for negotiating with employers to make sure the provision of sanitary towels is both for employees, and customers, service users, students and school pupils.</p> <p>The campaign has been taken up by National and Regional Women's Committees and has been successful in getting many employers to pledge, sign up and provide practical support.</p> <p>The campaign has been raised in Unite's councillors' network and we met with Bloody Good period campaign to look at developing a good employment guide.</p> <p>One of our reps won the award at the East Midlands TUC for the Period Dignity campaign.</p> <p>Internationally, Unite spoke at USW Women of Steel Conference 2018 and IUF Women's Committee 2019, highlighting our Period Poverty Campaign, we met with ACSTA to support Dignity! Period Campaign in Zimbabwe and promoted it at the TUC</p>   |

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|   | <p>Women's Conference, and have been actively involved in the ITF sanitation campaign and activities on period dignity for World Toilet Day 19 November.</p> <p>Reps have been informed that women often experience Covid-19 like symptoms of headache and fever due to menopause or menstruation and it is important to ensure members are not disciplined if they have mistaken these symptoms.</p>   |
| Motion 62: Menopause at Work  | <p>Menopause awareness training continues to be rolled out in the regions and in workplaces, and we continue to support reps and officers to negotiate policies and represent our members.</p> <p>Campaigning has led to a parliamentary inquiry into the workplace treatment of women going through the menopause being set up to examine: the nature and the extent of discrimination and the impact on wider society; the economic impact of menopause discrimination and how businesses factor in the needs of employees affected; and how practices addressing workplace discrimination relating to menopause can be implemented.</p> <p>Activities around period dignity have fully included key issues around the menopause as well (for more details please see Composite Motion 14).</p>   |
| Emergency Motion 8: Irish Repeal the 8 <sup>th</sup> – Women's Choice | <p>Unite continued our efforts to secure the extension of the right to women's bodily autonomy (i.e. the right to abortion) north of the border in conjunction with the wider trade union movement and women's campaign groups. Following continued obstruction by the DUP, who used their veto in the Assembly, the measure was introduced in 2019 through Unite intervention via the Labour Party's Stella Creasy in Westminster. This was a historic victory for women's equality in Northern Ireland; indeed the rights enshrined by the legislation passed in Westminster brings access to abortion in Northern Ireland up to the standard throughout the rest of the UK and significantly further than the rights won in the Republic of Ireland.</p> <p>Unfortunately, while there is now access to abortion services, the lockdown and NHS cutbacks have meant that provision is patchy. Stormont has not moved to properly resource this service and there have been moves, supported by politicians from both sides of the community, to attempt to curtail the rights afforded to women elsewhere in the UK. Following a vote in March 2021 when only 12 of the 90 MLAs in Stormont voted for full abortion rights, the Westminster government intervened to ensure full roll-out of abortion services passing legislation which compels Stormont to properly resource and plan this service.</p> <p>Unite continues to campaign to ensure full rights for women, north and south.</p> |

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| Composite 10: Brexit and Equalities | <p>Unite notes that since the vote to leave the EU there has been an increase in the numbers of hate crime incidents that have been recorded by the police, a significant increase in the number of race related incidents seen in the workplace and a 147% increase in reports of homophobic hate crime.</p> <p>Unite is also concerned that LGBT rights and other equality legislation in Britain could be at risk and further under attack if our eye is taken off the ball by the right wing using Brexit as an attempt to undermine our hard-won rights.</p> <p>Unite is committed to:</p> <ul style="list-style-type: none"> <li>• Continue to work with all other trade unions and equality organisations and structures to ensure that equality and human rights does not fall off the agenda during any trade union involvement in the Brexit negotiations;</li> <li>• Put in place a campaign to educate the membership on: <ul style="list-style-type: none"> <li>◦ other benefits of immigration;</li> <li>◦ other dangers of hate crime.</li> </ul> </li> </ul> <p>Ensuring hard-fought-for equality rights are not undermined, including through government seeking to use post-Brexit as an excuse, has been, and remains a priority: “Moving forward on Equality – No turning back the clock!” We have continued to develop a trade union approach related to equality rights, Brexit check, immigration, migrant workers and opposing hate crime, and set up a Unite Helpline for EU workers. In government, TUC and FLEX meetings, we have emphasised that this is part of the bigger picture since attacks are also targeted at Black and Asian ethnic minorities, women, disabled, LGBT+, the working class and socialists; and we have assisted Labour MPs with their arguments at the Immigration and Social Security Co-ordination (EU Withdrawal) Bill Committee.</p> <p>Our campaign “Protecting LGBT+ Rights after Brexit - No Return to the 1950’s” has continued with leaflets, posters, badges and a banner, and ensured a specific section on LGBT+ rights, as well as all equality rights, in our Brexit Check materials, and in all our responses to government consultations.</p> <p>The ‘Unity over Division’ campaign continues to address hate crime, racism and fascism, and Unite submitted a motion to TUC Black Workers Conference on ‘Brexit and the Rise of the Far Right across Europe’, and an amendment to a motion to the TUC LGBT+ Conference on the rise of homophobic, biphobic and transphobic bullying and ‘banter’ linking it to the rise of the far right and supporting the ‘Unity over Division’ campaign.</p> |
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| Composite 11: Rights for Disabled People                                    | <p>The importance of ensuring disabled workers are not facing unfair redundancy selection, pay losses or other forms of disability discrimination related to sickness absence procedures has massively grown in importance since this motion was agreed.</p> <p>We have produced a new briefing 'COVID-19, Impact on Disabled Members' which includes negotiating guidance for reps around sickness absence and disability. An additional guide on Long Covid is also being developed and the section on sickness absence and disability has been updated in the Unite Negotiators' Guide 'Disability Equality at Work'.</p> <p>Ensuring the Social Model of Disability is on the Industrial Bargaining Agenda has continued, and training sessions organised for all full-time officers, staff and reps.</p> <p>The Unite National Disabled Members Conference 2021 has built on the trade union movement's call for Disability Passports to record reasonable adjustments, which should assist in preventing sickness absence discriminatory treatment. The Government has now announced that it will pilot "Access to Work Passports" and campaigning will continue to make passports a reality. In the meantime, we continue to support reps and officers to negotiate policies and represent disabled members on reasonable adjustments</p>   |
| Motion 47: Improving the face of our union by increasing employee diversity | <p>The union has undertaken a number of initiatives to improve employee diversity. We have a fully updated Equal Opportunity and Diversity Policy Statement. We are currently piloting a revised recruitment and selection skills course for all employees and EC members who are involved in recruitment including shortlisting and interviewing. This course brings into focus the ethical aspects of recruitment and highlights the importance and benefits of diversity to the union as an employer and to our members with regard to the service they receive, the campaigns we run and, ultimately, how well-judged recruitment impacts what the union is able to achieve.</p> <p>The HR, Training &amp; Development Department has been working with the BAEM Officers' Network on various race related initiatives, two of which are currently in the pipeline. We are piloting a programme of Race Awareness sessions which, once finalised, will be delivered to all Unite employees and will be mandatory. This pilot commences at the beginning of August. We are also looking to introduce a Race Charter for the union which is currently being worked on.</p> <p>The first Unite Trade Union Officer Apprenticeship programme commences this Autumn – one of the aims of the apprenticeship for Unite is to enable those who are underrepresented in our union, and who may have been previously put off from applying, to become officers by undertaking a supported training programme.</p> <p>We also regularly seek to update our equalities data by asking employees to provide their ethnicity so that we are able to gain valuable data on the diversity of our employee base.</p> |

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|  | <p>Unite Equalities has continued to support positive action through equalities education to encourage the full diversity of our members to build their involvement at all levels, and has worked with HR to actively encourage effective monitoring and positive action, including drafting templates for use.</p> <p>Specifically, tackling under-representation of women and BAEM National Officers, the BAEM Strategy led to 3 Regional BAEM Officers being appointed to act as National Officers for 12 months – comprising 4 months each covering the role of National BAEM Officer and 8 months working alongside a National Industrial Sector Officer. The following year, there were a small number of National Officer vacancies, including the National BAEM/Equalities Officer, and 2 of those who had participated were appointed and are now National Officers of the union. Additionally, before appointments were made for other National Officer vacancies, opportunities were provided for 4 women and 2 men Regional Officers to act as National Officers for several months.</p>  |
| Motion 49: Equality Impact Assessments | <p>COVID-19 has exposed and deepened serious underlying inequalities, devastatingly making the case for Unite's campaigning on Equality Impact Assessment as called for in this motion.</p> <p>Building on existing Unite education and research materials, we have now produced a full guide to Workplace Equality Impact Assessments – 'Making sure your workplace is Fair for All'. The guide highlights that every change, and particularly at the moment, changes related to COVID-19 needs to be looked at both in terms of health and safety risk assessment and also equality impact assessment. This guide has been very well received and acted on.</p> <p>To support the guide, we also established a new course on Equality Impact Assessment which has been held in every region. Unite Equalities supported this development, working with Unite Education, and held a tutor training session and Regional Women's and Equality Officers coordination meetings. The Guide is also made available to all reps throughout Unite Education.</p> <p>The importance of Equality Impact Assessment was included in the Unite response to Baroness Lawrence's 'Review into the impact of Coronavirus on BAEM communities, and in meetings with government, and in consultation responses. We have continued with our campaign for the reintroduction of mandatory Public Sector Equality Impact Assessments.</p> <p>One of Unite's motions to TUC Congress 2020 called for Equality Impact Assessments, which was supported by all unions, and it has been included in motions to TUC Women's, Black Workers, Disabled Workers and LGBT+ Workers Conferences.</p> <p>Equality Impact Assessment was a keynote session at the well-attended Unite Equality Reps Conference 2021, with Rob Miguel and Susan Murray, and a plenary session on Equality Impact Assessments took place at the 2020 National Women's Week which was open to all women members.</p> |

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| Motion 50: Unconscious Bias            | <p>The issue of ‘unconscious bias’ has been included in Unite Equalities education, and delivered in regional and workplace courses. Unite Equalities piloted unconscious bias briefing sessions.</p> <p>Appreciating that Unite Rep’s need a better understanding of the impact of unconscious bias, we have put in place a number of documents exercises and resources into our education courses. Working in concert with the national equalities department we’ve been able to produce programmes of unconscious bias training for Unite Reps.</p>  |
| Motion 54: Asylum Seekers              | <p>In addition to points raised above on Motion 69 and Composite 10 on these issues, we have been working with LGSMigrants, Lesbians and Gays Support the Migrants, in conjunction with ITF to put pressure on airlines into ending their contracts with the Home Office that see them carry out forced deportation of refugees and migrants on their flights. LGSMigrants had some success in persuading Virgin to cease facilitating involuntary deportation of refugees and migrants on their flights.</p> <p>Unite National LGBT+ Committee produced :</p> <ul style="list-style-type: none"> <li>• ‘<i>Love is Love, STOP the Killings</i>’ postcard and online petition to campaign against killing of LGBT+ people in Chechnya. Postcards were delivered to the Russian embassy;</li> <li>• a poster, postcard and online petition for our campaign ‘Supporting LGBT+ rights across the globe – Stop homophobia, biphobia and transphobia in the commonwealth Now!’ Postcards were presented to government ;</li> <li>• updated Unite LGBT+ international leaflet ;</li> <li>• a CAT specific version of the updated LGBT+ international leaflet to support our members in the sector.</li> </ul> <p>These campaigns were advanced through meeting with Labour MPs to put pressure on the Government to act and at a fringe meeting at the 2019 TUC LGBT+ Conference. The Shadow Secretary of State for International Development addressed Unite’s National LGBT+ Conference.</p> <p>The NLGBT+ Committee is working with Unite International Department to produce a report on LGBT+ rights globally with recommendations for union action and solidarity, including the international LGBT+ developments in Global Union Federations.</p> <p>The political department have briefed MPs to support any and all mechanisms that end the hostile environment and as a union we have supported demonstrations under the banner of ending the hostile environment.</p> |
| Executive Statement 3: Gender Identity | The EC statement developed through close collaboration between Unite National Women’s and National LGBT+ Committees agreed at Policy Conference 2018 continues to be advanced. This has included at the TUC, in drawing up Unite’s response to the Government consultation on reform of the Gender Recognition Act, in our participation in the Future of Legal Gender Project at Kings University, and in our response to the government consultation on toilet access.  |

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|                                      | <p>National Women's and LGBT+ Committee representatives with National officers for Equalities have met to discuss policy development in relation to Gender Identity in the light of government announcements, and an NLGBT+ committee sub-group has started having informal discussions with our Trans activists on the issues affecting them and what safeguards they would like to see in any policy position particularly in regards to the Gender Recognition Act.</p> <p>Unite Equalities regionally and nationally continues to support reps and officers to negotiate policies and to support members facing discrimination in relation to gender identity. Social media activity was taken by members of the NLGBT+ Committee, during Trans Awareness Week to raise trans+ visibility, and address the issues trans+ people face.</p>   |
| <b>Campaigning Against Austerity</b> |   |
| Composite 5: Universal Credit        | <p>Unite Universal Credit campaign has involved many separate days of action both physically with stalls, publicity events, demonstrations and protests which all became digital and during the lock-down. The days of action have highlighted the poverty levels of Universal Credit.</p> <p>Unite Community have produced several surveys and have had various successful fringe meetings at LP conference and at the TUC. Unite Community has produced a booklet on how to claim Universal Credit and benefits in general and has provided training for 'welfare buddies' who offer support to claimants.</p> <p>Unite has worked well with the TUC, Labour Party and CLPs and continually calls for a social security system that is fair and fit for purpose.</p> <p>The political department have been actively involved in this campaign, supporting Unite Community by lobbying MPs, organised Zoom meetings with MPs on the issue, pushing motions in Councils, supporting the campaign on social media, including the issue in our ten point plan for the Budget, and provided briefings to MPs for use in debates.</p> <p>Unite has done more than any other union or organisation in campaigning against the cruelty of Universal Credit. Unite successfully moved the position of the TUC and Labour Party to adopt Unite's 'Scrap Universal Credit' policy.</p> <p>Unite has also made submissions to Social Security Advisory Committee consultation on the Government's proposals for managed migration to universal credit and House of Lords Economic Affairs Committee inquiry into the economics of Universal Credit, as well as submitting evidence to the Ministry of Justice review of the Legal Aid, Sentencing and Punishment of Offenders Act review.</p> <p>Unite Disabled Members prioritised action on Universal Credit and produced a Unite Equalities factsheet 'Universal Credit'. The Committee met with the Shadow Secretary of State for Work and Pensions, and put forward the motion 'Stop &amp; Scrap</p> |

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|   | <p>'Universal Credit' to TUC Disabled Workers Conference 2018 which was voted to go to TUC Congress by the conference. There has also been joint campaigning with Unite Community on Universal Credit Days of Action and the Universal Credit report.</p> <p>Unite National Women's Committee has highlighted the impact of Universal Credit roll out on women workers, working with the Labour Assembly against Austerity, and put forward a motion to Labour Women's Conference 2019 which included the call to 'stop and scrap universal credit'. The motion was voted to go to Annual Labour Conference where it was agreed.</p> <p>Unite Equalities has been working closely with the Political Department to ensure that any new proposals take account of 'Stop &amp; Scrap Universal Credit' policy, including welcoming the shadow DWP Secretary of State Jonathan Reynolds confirmation of the policy, and at the Labour Party Work, Pensions and Equality Policy Commission focusing on how Universal Credit affects women, BAEM and disabled workers both in and out of work, and the new social security system needed to replace Universal Credit.</p>   |
| Executive Statement 4:<br>Local Government<br>Funding | <p>The central pillars of the Unite public service industrial work have been to oppose cuts, insource public services and secure progressive social value procurement and funding arrangements for those not for profit and private sector members dependent on public funding. These conditions have been central to our national and local negotiating strategies, including through pay claims, lobbying, campaigning materials and communications. Where members have faced cuts or outsourcing we have supported industrial action and other campaigns to prevent it (add some examples) and also provided materials to help members be on the front foot to work to bring services back in house. It has also been central to our messaging to Labour and we were very successful in integrating these campaigning issues into the 2017 and 2019 Labour policy and manifestos.</p> <p>The same policies have been reflected to government including here in a range of submissions and lobbying documents we have produced over the last 3 years:</p> <ul style="list-style-type: none"> <li>• the sector met with the Shadow Secretary of State for local government to discuss contemporary issues including Labour thinking about funding, insourcing and related issues;</li> <li>• insourcing and public procurement: in July 2019 the Labour Party launched an important policy document <i>Insourcing: Democratising Local Public Services</i> that set out a framework that would have ensured that local authorities operate on a presumption that services must be delivered in-house;</li> <li>• Unite worked closely with the shadow team in the lead up to the launch with party policy officers speaking to our outsourced members in Mears and presenting policy development ideas to the NISC. The policy document set out the historical actions on the presumption to outsource, the legislative programme to change that to a presumption to insource, but importantly it also sets out what could be done without that legislative change and within the existing legal framework, to campaign for insourcing of local government services. The document set out why we must have</li> </ul> |

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|  | <p>the presumption to insource:</p> <ul style="list-style-type: none"> <li>○ <i>'The harms of outsourcing have been well-canvassed and have been clear to many for the past 30 years. They include poor service delivery, a lack of accountability for – and ownership of – areas of essential neighbourhood services, a slashing of worker protections and the power of labour, and an artificially low costing of outsourced projects that has shunted costs to other government departments and the rest of society.'</i></li> <li>○ <i>'The current legislative and policy framework remains tilted in favour of outsourcing at a local government level. That framework must be reviewed in light of the known failures of outsourcing, the increasing evidence of the benefits of insourcing, and the democratic support for insourcing.'</i></li> </ul> <p>Unite in local government utilised the policy initiatives within the document to produce an activists guide '<i>Better Public Services - A Unite Toolkit for insourcing local government services</i>'. This insourcing guide was extremely well received and set out the background to outsourcing, the contemporary framework and actions and guidance on how to campaign to insource public services. '<i>Better Public Services</i>' set out:</p> <ul style="list-style-type: none"> <li>• an 'insourcing first' policy across all council services – committing the council to insource as a default unless there are strong reasons not to (e.g. the need for independence);</li> <li>• introducing a rolling calendar review that sets out details of the contract and clear time lines for when decisions need to be made;</li> <li>• involve trade unions and bring the workforce on-board;</li> <li>• set out clear management structures to make sure that decisions are planned for in a timely fashion;</li> <li>• build the capacity and skills to insource</li> <li>• access to finance – public sector borrowing is cheaper;</li> <li>• a strong Social Value Procurement policy must be introduced for all contracts for goods and services that cannot be insourced.</li> </ul> <p>The guide also provides advice for reps to campaign for insourcing, a model motion and FOI letter.</p> <p>The Local Authorities sector ran a training course titled 'Influencing Local Government' at Wortley Hall. While this was very much a pilot course it was well received by the 22 delegates attending.</p> <p>Sessions included: Understanding Council Structures, Structures and Decision Makers; Campaigning in an outsourced company; Procurement and Insourcing 1<sup>st</sup>; Insourcing a case study; Unite Policy on Insourcing; How do we engage, utilise and influence councillors; navigating devolved structures. The evaluation feedback forms that were completed are extremely constructive.</p> <p>The sector also produced a Community Wealth Building Brief that set out Unite policy on insourcing first. The brief gave context to what the union believes should be the themes of community wealth building in that there should be support for</p> |
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|   | <p>anchor institutions working together in the procurement of goods but not for the delivery of services that should always be subject to an insourcing first policy.</p> <p>In addition the following were actioned:</p> <ul style="list-style-type: none"> <li>• Unite submission to Cabinet Office consultation on Social Value in Government Procurement;</li> <li>• Unite evidence to the NHS Improvement consultation on proposed extension to the review of subsidiaries;</li> <li>• Unite response to the Treasury policy paper on changes to VAT for NHS contracts;</li> <li>• Work opposing the Local Government Exit Cap including Unite response to the MHCLG consultation on Local Authority exit payments;</li> <li>• Contributed to the TUC public procurement and social value round table;</li> <li>• Developed a guide to Wholly Owned Subsidiaries for reps and members.</li> </ul>   |
| Motion 16: Tackling the Impact of Austerity | <p>Unite responded to the Ministry of Housing, Communities and Local Government consultations on ‘Business Rates Retention Reform’ and ‘Review of local authorities’ relative needs and resources’, as well as the NHS England consultation on developing a ‘long term plan for the NHS’.</p> <p>We also responded to the Association for Public Service Excellence (APSE) consultation on the future of local government – both in writing and in an oral evidence session. These covered the serious issues of underfunding and the need for insourcing of local authority services.</p> <p>We have also produced the following:</p> <ul style="list-style-type: none"> <li>• A Social Care in Crisis insourcing guide into the social care crises and what councils can do to rebuild the service through insourcing and ethical procurement;</li> <li>• A campaigning guide for insourcing local authority services (called ‘Better Public services, A Unite Toolkit for Insourcing’);</li> <li>• A blog on the CLASS website, and article in Tribune (in the AGS’s name);</li> <li>• Work in process developing Unite work on insourcing, local authority trading companies, social value and engaged with debates about Community wealth building with the Labour Party focusing them to make sure that insourcing is central. This has included meeting with the Labour Party, TUC and shadow ministers;</li> <li>• Published Unite’s Biomedical Scientists Survey results report as part of a wider campaign against the privatisation of the NHS labs;</li> </ul> |

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|  | <ul style="list-style-type: none"> <li>• Mapped 'privatisation gone wrong' case studies and worked with We Own It (e.g. on test and trace), NHS Support Federation, Keep Our NHS Public and Health campaigns together to campaign against privatisation</li> <li>• With the TUC met with the Cabinet Office on the review of public service outsourcing.</li> </ul> <p>Work is ongoing on mapping our membership across contractors and building profiles of specific companies, particularly in refuse and recycling, leisure, social care and road maintenance. Some key work has been done in GLL, Serco, Suez and Veolia.</p> <p>Unite continues to lead the secretariat for the joint trade unions organising youth and community workers. We have negotiated annual national pay and conditions settlements through the Pink Book agreement. The JNC has further addressed stress and mental health and long working hours for youth and community workers. Our union is engaged in education and training standards with the JNC in an ETS committee hosted by the National Youth Agency. We have met with the NYA and DCMS regularly to ensure COVID-19 guidance for youth workers is clear and follows best practice.</p> <p>The union continues to make the case for a well-funded national independent living service delivered in the public sector with service users able to influence and determine the needs that they have, while ensuring workers have decent pay and conditions, and direct employment. The COVID-19 pandemic shone a light on the conditions for social care workers, with the shortage of PPE, the long working hours, the poor pay and staff shortages. We highlighted the Mencap case for sleep in payments which further demonstrated that the current system of low pay for social care workers is broken. We lobbied national government through the TUC to ensure there was effective guidance for social care workers, we worked with the CQC over whistle blowing guidance for workers in social care and also issued health and safety best practice guidance to members and reps in the social care sector during the lock down periods. We continue to support calls for social care workers to be at called to give evidence in a government inquiry in to COVID-19. We have worked with shadow cabinet members on Labour Party policy on social care. We have responded to government consultations on social care. We set up a social care forum bringing together workers from across the social care sectors, disabled members and community members.</p> <p>We have continued to work with the Justice Alliance to highlight the need for funding for the advice sector and the need to tackle the legal aid desert that has emerged as people are no longer able to claim legal aid for most cases.</p> <p>Unite demands were included in the 2019 Labour manifesto and Unite continue to raise these issues in discussions with the party.</p> |
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| <b>Social Action</b>                           |   |
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| Composite 24: National Health Service          | <p>Unite is at the forefront of health trade unions in calling for a pay rise for NHS workers of £3000 or 15%, whichever is greater. This has been allied with the health trade unions' call for an early and significant pay rise. We have worked with sister unions who share this position in campaigning for this as well producing campaign materials and various literature to support this policy alongside a video and deployment of social media.</p> <p>Unite has supported demonstrations and protests across the country working with campaigning groups against privatisation of the NHS and for better pay for NHS workers. Most recently we have backed the 73<sup>rd</sup> NHS birthday marches and rallies in towns and cities across the UK.</p> <p>Since July 2018 there has been around 20 occasions when health sector members have been balloted for industrial action across the country and in different occupations and professions. Regions and the health sectors have fully supported industrial action on request.</p> <p>Unite demands were included in the 2019 Labour manifesto and Unite continue to raise these issues in discussions with the party.</p> |
| Composite 25: NHS 70 <sup>th</sup> Anniversary | <p>Unite has led the campaign against the Wholly Owned Subsidiary (WOS) companies in the NHS which has effectively seen their progress and proliferation halted after the Government in the Autumn of 2018 effectively raised the barriers and obstacles for NHS trusts to create these entities following our campaign. During the campaign we organised events for reps and officers, supported industrial action, produced factsheets and sent stories to the media on campaigning against WOS and privatisation.</p> <p>Our focus now is to make NHS Trusts insource outsourced services which has been achieved in a handful of trusts across England.</p>   |
| Composite 23: Housing                          | <p>The union has continued to highlight the crisis in the housing sector. We produced 'pay up' materials to support pay campaigning in the housing associations sector, we write to all council leaders encouraging them to ensure housing association contracts embed fair pay and conditions for workers.</p> <p>In the light of COVID-19 we lobbied hard to ensure there could be no evictions during lock down and that the ban on evictions should be extended. We lobbied hard for extra funding for housing and homeless charities during COVID-19. We worked with St Mungo's in supporting the Mayor of London in providing emergency accommodation during the extreme weather support programme.</p>   |

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|   | <p>Unite also responded to the Housing Select Committee's investigation into the 'Long-term delivery of social and affordable rented housing' and the Labour Party's 'Housing Green Paper'.</p> <p>Unite demands were included in the 2019 Labour manifesto and Unite continue to raise these issues in discussions with the party.</p>   |
| Motion 121: Community Rights                | <p>We developed a charter for procurement for local authorities to address the issue of charities and not for profit organisations bidding for project funding, to ensure that pay, conditions, job security, skills, dignity at work, trade union organisation and collective bargaining are part of the ethical procurement policies for councils. The aim being to end the 'race to the bottom' in the tendering processes.</p> <p>Unite also responded to the Housing Select Committee's investigation into the 'Long-term delivery of social and affordable rented housing' and the Labour Party's 'Housing Green Paper'.</p>  |
| Motion 122: Homelessness and Rough Sleepers | <p>The union has continued to highlight the crisis in the housing sector. In the light of COVID-19 we lobbied hard to ensure there could be no evictions during lock down and that the ban on evictions should be extended. We lobbied hard for extra funding for housing and homeless charities during COVID-19 and worked with St Mungo's in supporting the Mayor of London in providing emergency accommodation during the extreme weather support programme.</p>  |
| Motion 123: Grenfell Tower                  | <p>Unite has been at the forefront of support for victims of Grenfell. We are representing over 70 families at the Inquiry, in addition to giving legal assistance for those who suffered injury or loss. We have also assisted families with being rehoused. We continue to campaign politically on all the injustices and inequalities exposed by Grenfell.</p> <p>Unite demands were included in the 2019 Labour manifesto and Unite continue to raise these issues in discussions with the party.</p>   |
| Motion 126: NHS Pay Parity                  | <p>This motion focussed on the growing chasm between NHS pay in Britain and Northern Ireland. Unite, along with three other healthcare trade unions (UNISON, NIPSA and RCN), initiated a wave of strike action at the end of December 2019 which continued into January 2020. This received huge levels of support for the public in our demand for pay parity and despite our relative strength, Unite's position in the strike was very much to the fore of this effort. It is notable that this was the first ever strike (in 103 years) for RCN.</p> <p>So powerful was the popular impact of the strike that it was a key factor which pushed the Stormont political parties to end a three year long suspension of the power-sharing institutions. A core plank of the 'New Decade, New Agenda' agreement which re-established power-sharing was a commitment to deliver NHS pay-parity with England and Wales and the implementation of a pay settlement (ending the strike) was among the very first actions by the incoming Executive.</p> |

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|   | Unite continues to push for NHS pay and we have rejected outright the scandalous 3 percent pay settlement which the Conservative government seek to impose. The NHS strike demonstrated the power of workers when we stand together. Unite's role in ensuring the successful achievement of this objective through a powerful wave of strike action was critical.   |
| Motion 129: NHS Car Parking Costs             | The political department has strongly supported the campaign against car parking charges for NHS workers by lobbying MPs, supporting Early Day Motions (EDMs), ensuring the Unite group make interventions in Parliament and supporting the campaign on social media.   |
| Motion 135: Public Scrutiny over Public money | The union highlighted this issue as part of its campaign to insource services and for our public procurement policy. The union also highlighted this issue during the pandemic and the wasteful contracts of this Conservative government and the lack of PPE for our members.  |
| Motion 136: Justice in Crisis                 | We have continued to work with the Justice Alliance to highlight the need for funding for the advice sector and the need to tackle the legal aid desert that has emerged as people are no longer able to claim legal aid for most cases.  |
| Motion 155: Health & Social Care              | <p>The union continues to make the case for a well-funded national independent living service delivered in the public sector with service users able to influence and determine the needs that they have, while ensuring workers have decent pay and conditions, and direct employment.</p> <p>The COVID-19 pandemic shone a light on the conditions for social care workers, with the shortage of PPE, the long working hours, the poor pay and staff shortages. We highlighted the Mencap case for sleep in payments which further demonstrated that the current system of low pay for social care workers is broken.</p> <p>We lobbied national government through the TUC to ensure there was effective guidance for social care workers, we worked with the Care Quality Commission (CQC) over whistle blowing guidance for workers in social care and also issued health and safety best practice guidance to members and reps in the social care sector during the lock down periods.</p> <p>We continue to support calls for social care workers to be called to give evidence in a government inquiry into COVID-19. We have worked with shadow cabinet members on Labour Party policy on social care. We have responded to government consultations on social care and have set up a social care forum bringing together workers from across the social care sectors, disabled members and community members. Throughout the campaign we have raised the issues and concerns of social care members on PPE, testing and vaccinations. We have also produced briefings and bulletins for members, activists and officers regarding these issues.</p> <p>Unite's Retired Members National Committee has been working in a broad alliance with the National Pensioners Convention (NPC), Scottish Pensioners Forum (SPF) and the union's Health NISC, alongside community and political campaigning organisations, the People's Assembly, Keep Our NHS Public and the Labour Party to develop and campaign for a National Care Service. The campaign led to the inclusion of a demand for a national care service and funding commitment as a core element</p> |

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|   | <p>of Labour's 2019 manifesto. COVID-19 has exposed the crisis in social care and the desperate need for a national scheme free at the point of use and funded from taxation. We continue to campaign politically and within our communities for progress with national and devolved governments with the support of Labour at Westminster.</p>   |
| <b>Rights for Workers and their Unions</b>                        |   |
| Composite 19: Trade Union Freedom                                 | <p>Unite continued to lobby Labour for such policies to be included in the transformative UK manifesto of 2019. Unite was at the forefront of the Workers' Rights element of the manifesto with the Legal and Political teams working closely with shadow for business and shadow for employment. Unite has been at the forefront of the New Deal for Working People, adopted by the TUC and can take credit for these demands now being commonplace within the movement. We will continue to promote this workers' charter, under a New Deal for Workers.</p>  |
| Motion 106: Campaign for Trade Union Rights                       | <p>Unite continued to lobby Labour for such policies to be included in the transformative UK manifesto of 2019. Unite was at the forefront of the Workers' Rights element of the manifesto with the Legal and Political teams working closely with shadow for business and shadow for employment. Unite has been at the forefront of the New Deal for Working People, adopted by the TUC and can take credit for these demands now being commonplace within the movement. We will continue to promote this workers' charter, under a New Deal for Workers. In addition we have continued to resource Unite Community to promote trade union rights and we continue to develop our 'Unite in Schools' programme.</p> <p>We continue to campaign for and develop clear policy commitments to collective trade union freedoms with the Campaign for Trade Union Freedom, the Institute of Employment Rights and the Labour Party. We sit on Labour's 'Power in the Workplace' working group and assisted in the development of Labour's manifesto commitments to trade union rights in the 2019 manifesto.</p> |
| Motion 111: Banning sub-contracting work during industrial action | <p>Unite continued to lobby Labour for such policies to be included in the transformative UK manifesto of 2019. Unite was at the forefront of the Workers' Rights element of the manifesto with the Legal and Political teams working closely with shadow for business and shadow for employment. This has included promoting the right to strike, and changing laws around the use of agency labour during a strike. Separately, Unite has taken employers to the Supreme Court to prevent inducements being used to undermine strike action.</p>  |
| Composites 20 & 21: Precarious Employment                         | <p>Unite continued to lobby Labour for such policies to be included in the transformative UK manifesto of 2019. Unite was at the forefront of the Workers' Rights element of the manifesto with the Legal and Political teams working closely with shadow for business and shadow for employment. In sectors where the abuses of precarious work are most seen, such as hospitality, Unite has launched specific demands, such as the 'Hospitality Charter'.</p> <p>Unite continues to take blacklisting litigation against construction companies and to support gaining worker status under current legislation.</p>  |

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| Motion 114: Gig Economy                       | Unite continued to lobby Labour for such policies to be included in the transformative UK manifesto of 2019. Unite was at the forefront of the Workers' Rights element of the manifesto with the Legal and Political teams working closely with shadow for business and shadow for employment. Unite continues to campaign for companies to pay their correct tax. We continue to organise in those sectors where the worst working practices occur.  |
| Composite 22: Ageism and National Living Wage | <p>Following extensive campaigning, from 1 April 2021, the National Living Wage part of the National Minimum Wage applies to those aged 23 and 24, as well as those aged 25 and over. While this is a major achievement, inequalities remain, and Unite continues to give written and oral evidence annually to the Low Pay Commission regarding the rate of the National Minimum Wage, the 'real' Living Wage, including calling for the immediate uplift to £10, (which has continued to be verified by Landman Economics), ending the unfair age rates and supporting the TUC motion to move forward to £15.</p> <p>Unite research department has strengthened Unite's evidence through arranging sessions for members and reps from different industrial sectors directly affected, including in relation to the unfair age rates, to speak to Low Pay Commissioners about what is needed. This has been extremely effective.</p> <p>Unite demands were included in the 2019 Labour manifesto and Unite continues to raise these issues in discussions with the party.</p>  |
| Motion 110: Strengthening TUPE Legislation    | Unite continued to lobby Labour for such policies to be included in the transformative UK manifesto of 2019. Unite was at the forefront of the Workers' Rights element of the manifesto with the Legal and Political teams working closely with shadow for business and shadow for employment. Specifically Unite ensured the abuses of TUPE were understood by Labour prior to the General Election and obtained commitments that a future Labour government would address these abuses.   |
| Motion 117: Direct Action                     | <p>The National Organising and Leverage Department has a history of involvement in campaigns in which activists have taken direct action including Crossrail and the London Olympics Bonus. We continue to take the potential for direct action into consideration as part of all Leverage Campaigns.</p> <p>Training trade unionists in a mass fashion and securing statutory paid time off for attending courses is a relatively recent development in the movement. Throughout the late 1970s, 80s and 90s, the main transmission belt was the TUC education service which provided skills for workplace reps and for health and safety Reps.</p> <p>The predecessor unions of Unite were the beneficiaries of this skills-based provision. With the creation of Unite, the Executive Council took a very progressive stand to re-orientate education to realise the three pillars of Unite under the umbrella of our 'Strategy for Growth' and our determination to establish organising and educating our reps and members in order to undertake successful negotiations and actions.</p> <p>We adopted a much more political approach involving direct action under our rubric 'Beyond Functionalism' and produced a book of the same name which is distributed to all our workplace reps on courses. In addition, we have produced a whole</p> |

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|  | <p>variety of pamphlets featuring direct action and most recently a 36 page pamphlet on "Stanley Taggart: an ordinary man who helped make it an extraordinary day". This is an account of when Stanley stood up to the challenge of fascists when they came to his town of Stockton in September 1933. This pamphlet is yet another example of direct action which we teach on all our education courses. We need our workplace reps to emulate the Julia Varleys, Benny Rothmans, Betty Gallachers, and many other lay activists about whom we have written pamphlets, education resources and case studies.</p> <p>Our national political education programme has been very successful. 'Unity over Division' reinforces a belief that (as in Motion 117) when conventional industrial or political messages may not have achieved our goals, then we have to take effective direct action. Such has been the success of the pamphlet that a video has been commissioned to celebrate the battle of Stockton.</p> |
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#### **Energy & Environment**

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| Composite 9:<br>Atmospheric Pollution | <p>Unite Education Department, in support of Composite Motion 9, has deliberately dovetailed sentiments expressed in the motion regarding atmospheric pollution into all our education and environment activities.</p> <p>We have called for local authorities and the Executive Council to make representations to government and its agencies, the Labour Party, the TUC, etc.</p> <p>Presently the Unite Environment Taskforce is working with Labour Party at all levels from the Leader's Office to Constituency Parties and environmental groups to secure action on air quality, etc.</p> <p>In terms of high-profile campaigning we have launched our Unite Environment Charter and part of this is to recognise, building on Composite Motion 9, our advocacy of a 'Just Transition' and for environmentally friendly energy sources including safe nuclear energy, solar and geothermal.</p>  |
| Motion 44: Clean Energy               | <p>Reinforcing the sentiments expressed in this motion, the union has affiliated to Trade Unions for Energy Democracy (TUED), whose main base is within the Labour faculty of the City University of New York.</p> <p>In terms of working collaboratively with the TUC and with other unions, the Unite Education Department has developed and delivered a whole range of education courses for every category of Unite Rep and for every sector emphasising the prerequisite of a 'Just Transition' and the opportunities to advocate and negotiate for transitioning existing skills, factoring in equalities and social justice into our campaigning too.</p> <p>Already we have engaged the vast majority of Unite National Industrial Sector Committees (NISCs) by means of formal meetings for our 178 Regional Industrial Sector Committees, we have fashioned a 45 minutes interactive session which we are timetabling onto four separate sessions during the working week and repeating that formulation to the following week in order</p> |

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|  | <p>to cover all the existing shift patterns which our members are working.</p> <p>In the meantime we have published four issues of the union's Environment Quarterly, all of which feature our ambitions for clean energy.</p>   |
| Motion 45: Backing of UK Coal Industry                             | <p>Since the 2018 National Policy Conference Unite has continued to defend and support our members' jobs in the open cast coal mining industry. We have sought to expose the myth that by ceasing UK coal production the UK will create a greener economy. We have at every opportunity tried to explain the simple equation that lowering UK coal production leads to a corresponding increase in imported coal.</p> <p>Unite has remained an active member of the Coal Combine that seeks to coordinate pressure on the Government to support the use of UK coal, where coal is a necessary part of the industrial process. Unite has produced written submissions in support of planning applications for new open cast coal mines, spoken at planning hearings in support of applications, encouraged our sponsored MPs to sign EDMs, and issued press releases in support of UK coal over imported coal.</p>  |
| Emergency Motion 10: Swansea Bay Tidal Lagoon                      | Unite supported this campaign, and was part of the main group campaigning for it. We worked closely with Welsh Government and business to get the project approved, but unfortunately the UK Government turned it down. We are still working to build support for tidal lagoons. The UK Government have since said they are looking at other tidal lagoons in Wales.   |
| Emergency Motion 7: National Grid Dispute - USA                    | Unite undertook all the requested actions submitted in the motion and worked extensively to support the USW members locked out by National Grid. A delegation of Unite officers and officials travelled to the US to demonstrate support for the locked out workers while interventions were made with the UK management to help try and resolve the dispute.  |
| <b>Union Administration &amp; Membership Services</b>              |  |
| Motion 138: Unite Branches – access to Unite resources and support | This is regularly considered with Regions to ensure branches get appropriate support.  |
| Motion 139: Helping Unite Activists Communication with Members     | <p>Within the confines of the General Data Protection Regulation (GDPR) Unite has continued to promote access to members, to develop facilities for branches to have their own websites, newsletters and direct contact with their members. The development of workplace and branch apps is ongoing. Membership times have now been created in each and every region.</p> <p>The union and the digital department recognises the requirement to keep in timely contact with our members. During the pandemic it has never been more important to utilise technology in order keep our members informed of changes in the workplace across our nations. In order to deliver this requirement the union has embarked on an ambitious mass communication system. This new system directly interfaces with our membership system to ensure we meet all of our legal obligations under GDPR to respect members' wishes if they do not wish to receive certain communications from us. It allows the member to opt-out through a couple of clicks of regional, sectoral, political, surveys and affiliate communications so they</p> |

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|  | <p>can still receive communications which are relevant to them. The system satisfies all of the requirements previously requested and will also have the capability to develop mailing communications on the fly by creating custom queries and email templates to specific employers, workplaces or any other membership field in order to deliver what is required to our members. This was first used for the Unite all members' survey and will shortly be rolled out across our organisation. Once this training has been rolled out, guidelines will be produced regionally and will be distributed to activists.</p> <p>Further to this system we are now in the development process of creating self-hosted campaigning websites which allows for members who have previously opted out of email communications from Unite to opt back in to said communications. This will complete the lifecycle process for our members ensuring that we respect their wishes to only receive communications they feel is relevant to them.</p>   |
| Motion 141: Strike Funds   | <p>The union's national strike fund now stands at some £45 million and supports workers with day one strike payments of £70 per day. No UK union matches this commitment to support its members on strike.</p> <p>The Executive Council continues to work on encouraging the union's branches and company combines to develop their own strike funds to use in support of their members taking of industrial action. The Rolls Royce strike fund was successfully used in support of members recently engaged in a long dispute with the company at Barnoldswick site and instrumental in the success of this dispute.</p>   |
| Motion 144: Sustainable learning opportunities for all Unite members | <p>One of the major decisions taken at the 5th Unite Policy Conference in July 2018 was that the Executive Council (EC) would make a policy to ensure that the 'Learn with Unite' offer becomes an integral part of Unite's organising strategy, guaranteeing our current and future members long-term education skills and support opportunities.</p> <p>In March 2021 the Conservative Government implemented its myopic and sneering cuts to public spending by jettisoning the Union Learning Fund. Since then the union's Executive Council has fulfilled its policy obligations and maintained and financed the 'Learn with Unite' programme of individual and collective support for our vast membership. Currently, we have over three quarters of a million individuals signed up with Unite through Learning Agreements with their employers.</p> <p>The decision at our last policy conference and by the EC recently was in recognition of the benefits brought through the learning agenda and its support for Unite's broad industrial strategy including raising the profile and membership of Unite, particularly in non-recognised areas, redeployment of members due to gaining qualifications and, significantly, the role and function of 'Learn with Unite' as an integral part of our organising strategy.</p> <p>Collectively and individually the benefits of our 'Learn with Unite' programme cannot be underestimated. The creation of our Learning Centres in our members' workplaces gives the union a visibility and a direct positive link with swathes members.</p> |

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|  | The resilience of the 'Learn with Unite' team has been demonstrated throughout the pandemic: the take-up of virtual courses by individual members stuck at home working or on furlough has been a phenomenal success for our union. The Government's intention to get our union to discontinue the first class support which 'Learn with Unite' delivers to hundreds of thousands of our members has failed lamentably.  |
| Motion 146: Review of Unite Carers' Policy       | The Unite Carers Policy as developed with the Unite Finance Department in conjunction with Unite Disabled Members, was reviewed in line with the motion, involving Finance Director, Ed Sabisky, and EC Disabled Members Representative and Chair National Disabled Members Committee, Sean McGovern. It will be further reviewed in line with the next constitutional period.   |
| Motion 150:<br>Safeguarding the Union's Heritage | <p>At the very creation of Unite the union a decision was taken by the Executive Council that all the predecessor unions' historical records, banners, ephemera etc. should be catalogued and safeguarded for public access and posterity. A national procedure was set up between the Director of Education and external curators, especially for our displays at Esher Place to ensure the preservation and security of the artefacts to create a permanent safekeeping of heritage items and archives.</p> <p>Working in concert with the Modern Records Centre at the University of Warwick, and specifically their senior archivist, Helen Ford, the transference of the archives, historical records, minutes, pamphlets, books, etc. has been successfully achieved.</p> <p>Certain items such as banners were transferred on loan to the People's History Museum in Manchester and with the creation of our National Conference and Education Centre at Birmingham, special arrangements are being made to display lots of our larger items such as banners, murals and statues. These transferences are still ongoing as we haven't, as yet completely evacuated Esher Place.</p> <p>In the meantime the securing and the collection of archives continues; only recently we acquired the minutes of the predecessor unions in the banking and finance sector for the minutes of the Guildford branch from 1961 to 2009; indeed hardly a week goes by without members or their children or grandchildren donating artefacts, photographs, and medals to us.</p> <p>Our ambition is to house our most interesting heritage items for access by our members and their families by putting our histories on public display in our national headquarters at Holborn, in our regional and national offices throughout the UK and Ireland and also in public venues such as at Warwick and the Peoples' History Museum.</p> |
| Motion 151:<br>Administration                    | The motion, which concerns transfer of branches, has been actioned as requested.   |

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| Motion 152: Lone Worker Policy | <p>The HR Department, working together with facilities and health and safety, have successfully trialled an alarm system for vulnerable individuals working alone called SOLO.</p> <p>The union does not currently have a written lone worker policy but we have safety measures in place where lone working is unavoidable in our offices; and where employees feel vulnerable working alone, for example, when visiting employer sites, it is an expectation that they will have their union phones with them and will inform their line management of their whereabouts. This has clearly not been a widespread issue for the union during the pandemic in terms of site visits due to lockdown, or in offices, the majority of which remain closed.</p>  |
| Motion 154: Environment        | <p>As of July 2021, Unite has approximately 75 active office sites in the UK, Ireland, the Channel Islands, Gibraltar and the Isle of Man. Around 40% of these sites use a combination of gas and electricity, with the remainder using electricity only. The number of gas sites has reduced in the past five years, and has the potential to be reduced further.</p> <p>The vast majority of sites in England, Scotland and Wales are now on fixed term contracts with a single gas supplier and a single electricity supplier. The contracts are for supplies that provide a mix of renewable and non-renewable energy. We have the option to switch to a fully renewable supply with our current electricity supplier in the very near future, and the cost of doing this is quite low.</p> <p>We may also have future opportunities to install technology at our sites that will allow us to switch to lower carbon forms of energy, such as heat pumps, or to produce a proportion of energy ourselves, for example via solar panels.</p> <p>In tune with Motion 154, Unite has been campaigning for investment in renewable and low carbon energy and for the government and employers to support all our industries in the 'Just Transition' from old to new technologies. To that end we have been constantly communicating with our members as workers and citizens that we need to vigorously campaign for a sustainable affordable accessible integrated public transport system. Moreover, we need Unite reps to promote energy-efficient workplaces -including recycling waste, water and the energy used in the workplace. To that end in the building of our Conference and National Education Centre in Birmingham, we have invested in low carbon energy sources and renewables.</p> <p>We have produced four Environment Quarterly reports, a document entitled "Tackling the climate change crisis – balanced energy, just transition and climate jobs", and we have also created a Unite Environment Taskforce comprising of lay activists, officials and researchers plus our allies in the wider environmental and labour movement. We are committed to practising what we preach in the way we work.</p> |

## 5<sup>th</sup> Policy Conference 2018

### **Motions remitted to the Executive Council including proposals and EC recommendations**

The following motions were remitted for consideration by the Executive Council either by the mover through the medium of the Standing Orders Committee or following debate in the conference. The proposals for recommended action are set out in the right hand column.

| Motion/Composite   | Action taken as at June 2021   |
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| <p><b>Composite #12: Gender Identification</b> (incorporating Motions 56, 57, 58)</p> <p>Conference calls upon Unite to vigorously promote the cause of transgender people in the workplace by championing their rights and campaigning for all employers and businesses to nurture and respect their transgender workers and customers, supporting their needs before, during, and after transition.</p> <p>A workplace should be a nurturing and respectful environment for all employees, but in particular it should be a place without threat, ridicule, or intimidation based on gender identity. There should be no question of withholding gender-appropriate facilities, equipment or uniform from transgender employees.</p> <p>We believe that trans people have the right to use whichever bathroom facilities best matches their identity.</p> <p>Unite recognizes and values the gender self-identification of all of its members. Can we ensure that all forms (hard copy and on-line) have the option for our members to self-identify as per their preference?</p> <p>Recent months have seen a barrage of hate speech directed at the transgender community in the right-wing press and media from an unholy alliance of political dinosaurs as this Government prepares the ground for a revised Gender Recognition Act. This has contributed to an upsurge in hate and discrimination against the community by fostering a perception that they are a group of people that can be mistreated with impunity. This is in conflict with the Equality Act 2010 which recognises transgender as a protected characteristic to prevent continued discrimination both in the workplace and the wider world. Yet in 2018 transgender people are frequently still the target of harassment, often resulting in their losing or feeling obliged to quit their job.</p> <p>We believe that trans people have the right to self-identify and we as an organisation will fully respect an individual's decision without prejudice or judgement.</p> | Executive Statement 3: Gender Identity carried. No further action required |

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| <p>We believe that trans rights are not in opposition to women's rights. We therefore should be seeking to work holistically to challenge the discrimination faced by our trans comrades. This means that transwomen are entitled to attend any women's meeting that are facilitated or supported by this organisation. Transwomen attending women's groups does not in any way violate our safe spaces policy.</p> <p>Whilst the trade union movement has made great progress in challenging prejudice and discrimination against other minorities, we recognise that current legislation and discourse continue to oppress the rights of transgender people.</p> <p>We will be proactive in challenging transphobic comments and intimidation of our trans-comrades and in supporting our trans brothers and trans sisters in their fight for acceptance and equality</p> <p>Conference believes that compromise agreements which sweep discrimination under the carpet should be outlawed and calls upon the leadership of Unite to prepare a campaign at the earliest opportunity for employers to take transgender issues seriously at all levels rather than seeking to camouflage any incidents to protect their reputation.</p> <p>As the UK's largest trade union, Unite should further our position as champions of transgender rights by enhancing our literature and resources in this area of equalities including ensuring that all reps and officers receive adequate training in how to support trans members beginning at the earliest opportunity.</p> |  |
| <p><b>Motion 21: Defence Diversification Strategy</b></p> <p>Unite represents tens of thousands of workers in the British defence industry. However, since the end of the Cold War, site closures have resulted in many thousands of job losses. At a time of greater austerity and tightening government spending, members working in defence are finding our jobs increasingly exposed to short term priorities from both the government and employers. These priorities have resulted in the steady decline of jobs that have negatively impacted on our communities.</p> <p>Conference supports the initiatives taken by reps and members to lead industrial campaigns to prevent employers implementing redundancies, closing sites and off-shoring work.</p> <p>Conference recognises that, it is our members who have previously devoted significant time and energy to promote defence diversification initiatives. However, each of these initiatives has fallen on deaf ears as both employers and government have shown no interest in protecting our members' jobs and communities.</p>  | <p>Executive Statement 1: Defence Diversification carried. No further action required.</p> |

Unite's support for defence diversification was developed to respond to the concerns of members working on the Successor submarine and its supply chain. However, pressures on jobs now affect a growing number of our members working on defence related contracts in the following sectors - Aerospace and Shipbuilding, Construction, Engineering and Manufacturing and the M.O.D and government departments.

Conference notes the many successes with defence diversification in the US that have saved tens of thousands of jobs. In the UK the record is poor in comparison. One positive example is at Babcock International who have sought to diversify their product portfolio and are increasingly exploring the development of new technologies in energy renewables, oil and gas to reduce their dependency on defence contracts.

These examples show it is possible to convert and transfer skills developed for defence related work where there is a profit to be made or the political will.

The recent general election has shown that the Tories are vulnerable and there is a real possibility that a Labour government with a new set of priorities can be elected. Jeremy Corbyn's Labour party is committed to supporting defence diversification as part of a wider industrial strategy in line with Unite policy. We have a unique opportunity to work with a future Labour government in developing a defence diversification strategy.

Some of our major sites that are dependent on defence contracts now face significant job cuts. Defence diversification is an urgent priority for the next Labour government and we pledge to be at the forefront of building political and industrial pressure on the Labour Party, the government and employers to support the development of alternatives to defence work that can help keep our members employed in well paid and secure employment.

Conference believes that combining an effective industrial defence of jobs with an effective defence diversification strategy to develop alternative employment will strengthen our ability to stop the decline in jobs.

Conference welcomes initiatives taken by Unite to create strategies to proactively develop alternatives to job losses such as the automation strategy to counter the rapid development of new technology or the oil strategy to help meet the challenge of moving to a low carbon economy

Conference resolves to ensure that our support for a defence diversification strategy takes advantage of the recent favourable political developments in the Labour Party, the successes with the Unite automation strategy and the many examples of successful diversification programs that already exist.

Conference instructs the Executive Council to act upon the following commitments:

1. Provide resources to develop a defence diversification strategy similar to that successfully developed to face the challenges to jobs with the onset of automation.
2. Identify the current and future threats to UK defence jobs across different sectors in Unite.
3. Develop a cross sector industrial strategy based upon the successful Rolls Royce combine initiative to build industrial pressure on employers and government to stop redundancies and closures and to engage with reps and combine committees to investigate alternatives to defence related work.
4. Engage with affected NISC's and RISC's to build a team of senior reps in affected sectors to help combine the industrial strategy with the defence diversification strategy across the union.
5. Invite the TUC to meet with Unite reps from our Executive Council to plan the initial steps for setting up a Defence Diversification Agency and call upon the Labour Party to honour their commitment to set up a Defence Diversification Agency when in government.
6. Report on progress to NISC with written reports prepared for RISC's every quarter.

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| <p><b>Motion 48: Under Representation at Constitutional Conferences</b></p> <p>Conference notes that our union Unite rules include equality objectives and structures as a fundamental principle. However, Conference notes that there is ongoing under representation of BAEM and women at top table at constitutional conferences such as Rules, Policy and Equalities have under representation of BAEM at the top table.</p> <p>Conference we call the new Executive Council to convene an urgent practical plan for all Unite constitutional conference top tables to have a minimum proportionality of BAEM and women representatives and action the following:</p> <ul style="list-style-type: none"> <li>• every Unite committee top table at Conference and Unite delegation meeting to have a minimum proportionality of women and BAEM members represented</li> <li>• draw up an action plan to deliver BAEM representation at all conference top tables by 2020.</li> </ul>                    | <p>The importance of Unite fully reflecting the diversity of people in membership, workplace and branch reps, at committees and conferences, is built in to Unite Rules. This being reflected in top tables at Unite constitutional conferences is importantly raised by this motion, which was remitted for further discussion. The decision of the EC to ensure diverse EC leadership positions, and the election of a BAEM Vice-chair has been a positive development in this regard.</p> <p>As we approach the next set of constitutional conferences, the need for diversity of top tables will be brought to the attention of all Regions and Sectors. Additionally, the 2019 Rules Conference established a Unite Equality Task Group to examine steps needed to further tackle under-representation, and it is confirmed that this issue will also be brought to the attention of the Task Group.</p> |
| <p><b>Motion 51: Black and Asian Ethnic Minority Activity Based Budgeting</b></p> <p>Conference is concerned about the lack of Activity Based Budgeting for the equalities constitutional committees. This conference believes this is an excellent opportunity to update our union equalities policies to be truly imbedded and inclusive within our Unite structures. Conference the regional and national BAEM committees note the lack of provision for our annual events and collaborative working with other BAEM community campaign group on key issues.</p> <p>Conference note the disparate/disparity in our union amongst the constitutional equalities committee and the lack of funding for equalities regional and national constitutional committees activities. However, there are some good practices taking place across our union for example in East Midlands all constitutional equalities committees is allocated a yearly budget from their financial general purposes committee</p> | <p>Unite Black &amp; Asian Ethnic Minorities and Unite Equalities activities overall have, in common with all parts of the union, massively been impacted by the pandemic. However, in responding, we have found ways to more closely coordinate and increase the impact of events and activities, and the use of online platforms like Zoom, has played an important part in extending both reach and involvement. The National BAEM Committee has reached out to the United Steelworkers</p>  |

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| <p>(F&amp;GPC). The regional BAEM committees and other equalities committees seek provisions for annual events, campaign, and annual activity that celebrate our unique diversity, while recognising our differences.</p> <p>Conference notes there is a constant struggle for our equalities committees to be allocated any appropriate set budget for important activity relating to historically events and /or campaign. This motion is calling for an introduction of a new budgeting system that would meet the needs of all equalities constitutional committees and lessen denigrate, belittling, and deprecate embarrassment that all our equalities committees' faces going to the Financial and General Purpose Committee (F&amp;GPC) with begging bowl".</p> <p>Conference notes this acknowledgement of the equalities committee's budget is vital to sought through to have an activity-based budget build into the strategy for equalities delivery within our union. This system of activity based budgeting should be rolled out throughout all regional equalities constitutional committees. Conference equalities committees have noted the deplorable behaviour by some regions regarding activity funding for equalities. Conference activity based budgeting to support equalities has never been suggested up until now for implement in anyway. Conference further notes that they will be a lack of clarity about the budgeting process and the funding of all equalities committees. Conference this provision for an equality activity – based budgeting can be taken from a fraction of regions allocated 1% budgets.</p> <p>Conference call upon Unite to take practical steps to implement this pragmatic progressive practice from East Midland Region (F&amp;GPC) (who have good practices of appropriate allocate set yearly budget for all its equalities constitutional committees.)</p> <p>Conference therefore requests that the Executive Council (EC) and the Assistance General Secretary (AGS) implement ways how to guarantee:</p> <ul style="list-style-type: none"> <li>a) develop standard principle that applies to equalities based funding</li> <li>b) provide guidance for all regions (F&amp;GPC)</li> <li>c) recognition that this issues of funding is a real issues for all equalities</li> <li>d) based budgeting for BAEM and all Equalities committees</li> <li>e) adequate pool funding is set for all regions equalities committee</li> </ul> | <p>(USW) and held powerful, effective and inspiring global events around Black Lives Matter, the disproportionate impact of COVID-19, and political developments across the world impacting Black &amp; Asian ethnic minority people. There have also been a wide range of regional and national events around commemorating the elimination of slavery and Black History Month.</p> <p>In addition to building on these positive developments that have taken place, the need for our union's role on equalities and specifically Black &amp; Asian ethnic minority workers' safety, jobs, pay, progression, dignity and respect is greater than ever. Unite action to support Black &amp; Asian ethnic minority women in particular is vital. Ensuring that this is recognised throughout the union is an absolute priority for Unite.</p> <p>In relation to the specific budgeting points in the motion, it remains the case that should any Regional Equalities Committee be facing particular financial difficulties, the National Equalities Committees and Unite Equalities nationally can be involved. It is also the case that a positive practice currently takes place in some regions, where an overarching equality plan of activities is drawn up by each of the 4 Regional Equalities Committees for the coming period, and then in agreement with the Regional Women's &amp; Equalities</p> |
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|  | <p>Officer and Regional Secretary, the F&amp;GP confirms appropriate funds to support these activities, to be drawn down in order to implement the equality plan. In line with the forthcoming constitutional conferences and committees cycle, it is confirmed that this is being brought to the attention of all Unite Regions by Unite Equalities AGS.</p>  |
| <p><b>Motion 55: Migrant Workers</b></p> <p>Conference asserts that the most effective means of defending the rights of migrant workers, and preventing a race to the bottom with regard to the terms and conditions of all working people, is to ensure that migrant workers are organised.</p> <p>Conference notes that, during 2017, there was a sharp rise in hate crime in Britain, Northern Ireland and the Republic of Ireland, including against migrant workers. We further note that Unite has been to the forefront in defending migrant workers and their communities, and challenging exploitation, in all regions. In particular, Unite has highlighted the exploitation of agency workers, who are disproportionately likely to be migrants. Abuses suffered by migrant workers, as in one recent case in which Unite was involved in the Republic of Ireland, include failure to pay collectively agreed wage rates or provide wage slips; in other cases social insurance contributions are not paid and workers face exorbitant deductions from their wages for over-crowded and substandard accommodation.</p> <p>Although Conference acknowledges that migrant members are given every opportunity to participate in the structures and activities of the Union, given the particular challenges facing migrant workers throughout these islands we believe that additional resources need to be devoted to organising and supporting migrant workers and therefore call on the Executive Council to provide for:</p> <ul style="list-style-type: none"> <li>• appropriate national and regional structures to facilitate communication and an exchange of experiences between migrant workers throughout our union;</li> <li>• relevant Unite printed materials to be translated into the main languages used by migrant workers in each of the regions, recognising that these translation needs will differ from region to region;</li> <li>• an additional organising resource in each region, appropriately trained and dedicated to organising and supporting migrant workers, supporting other officers and organisers, and liaising on behalf of Unite with the relevant civil society organisations and advocacy groups.</li> </ul> | <p>Please also see actions on implementation of Composite 10.</p> <p>The rise in hate crime has been a major campaign issue taken up by 'Unity over Division' and all Unite Equalities: Women, BAEM, Disabled members and LGBT+, as well as across regions and sectors. The Unite Equalities poster and meme message has been widely reproduced and welcomed :</p> <p style="padding-left: 40px;"><i>"Now is the time for:<br/>UNITY not division<br/>EQUALITY not discrimination<br/>TRADE UNION RIGHTS not<br/>exploitation<br/>SOLIDARITY not hatred".</i></p> <p>In addition:</p> <ul style="list-style-type: none"> <li>• The Unite migrant workers organising leaflet and shop stewards/reps checklist card have been updated;</li> <li>• Unite monitoring has been amended to include the opportunity for members to indicate that they are migrant workers;</li> </ul> |

- A number of specific organising activities have taken place that have increased Unite membership and reps amongst migrant worker members, and steps taken to ensure that workers employed through agencies targeting recruitment outside the UK are fully part of organising activities;
- A range of information is available through Unite in different languages, and work is currently taking place to strengthen access to both translation and interpretation, in response to some recent experiences that arrangements in place have not been working effectively;
- A very positive event for European members was held around Solidarity, Brexit and rights in London & Eastern region, building on the earlier National Conference held “Migrant Workers – Our Industrial Voice”;
- We participated in a number of meetings with FLEX (Focus on Labour Exploitation) to provide Unite input into their corporate accountability blueprint and post-Brexit visa schemes document;
- We met with the Joint Council for the Welfare of Immigrants (JCWI) to

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|   | <p>discuss provision of helpline support, and Unite Legal Advice line established to provide support on EU and immigration/migration issues;</p> <ul style="list-style-type: none"> <li>• We attended the national working group with a view to pilot training for reps to challenge the ideas that bolster support for racist and anti-migrant positions.</li> </ul>   |
| <p><b>Motion 65: International Women's Day 2019</b></p> <p>Conference notes:</p> <ol style="list-style-type: none"> <li>According to an International Labour Organisation report, women undertake two and a half times more social reproductive labour than men. In Britain there are over 6.6m family members and friends providing unpaid care in the UK and 58% are women.</li> <li>In 2017 over 50 countries held demonstrations on International Women's Day calling for guaranteed reproductive freedoms, radically improved labour rights and protections and an end to violence against women.</li> <li>The Women's Budget Group shows that tax and benefit changes since 2010 will have hit women's incomes twice as hard as men by 2020. Women will be £1,003 a year worse off by 2020 on average; for men, this figure is £555.</li> <li>In France in 2017 two unions (the CGT and SUD) walked out on International Women's Day in solidarity with their women members.</li> </ol> <p>Conference believes:</p> <ol style="list-style-type: none"> <li>That women have continued to be disproportionately impoverished and marginalised by austerity measures since 2010.</li> <li>That women still undertake the majority of necessary social reproductive labour (domestic work, child care and caring responsibilities) and this labour is essential for the creation of profit. Women make up the vast majority of the social care workforce, with 86% of care workers, home carers and senior care workers being women.</li> <li>Austerity has greatly impacted on women through the increased pressures it has put on social</li> </ol> | <p>The importance of International Women's Day has continued to be a major priority in Unite women's activities, and this motion was brought to the attention of the National Women's Committee as a remitted motion. The following highlights key activities Unite has organised around IWD each year since the 2018 Policy Conference, alongside Unite's involvement in TUC, STUC, WTUC, ICTU and Global Union Federation's International Women's Day actions:</p> <p><b>International Women's Day 2019</b></p> <ul style="list-style-type: none"> <li>• Widely distributed a short video with powerful inspirational messages from National Women's Committee delegates throughout sectors and regions/nations, highlighting what they thought it was important for women to campaign for in the workplace.</li> </ul> |

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| <p>reproductive work – both paid and unpaid. Reductions in formal care services puts a greater burden on unpaid carers. Between 2005 and 2014 the number of hours of unpaid care given increased by 25% from 6.5 to 8.1 billion hours a year.</p> <p>d. The unseen nature of social reproductive work impacts on both wages and terms and conditions in related industrial sectors and produces a society which undervalues social reproductive work both in households and the workplace.</p> <p>Conference resolves:</p> <ul style="list-style-type: none"> <li>a. To call a 2.5 hour strike on the 8<sup>th</sup> of March 2019 symbolising the two and a half times more social reproductive labour women undertake than men highlighted in the International Labour Organisation report.</li> <li>b. The demands of the strike will be extended access to free childcare, the reversal of all austerity cuts to women's services and the creation of a National Care Service which is free at the point of delivery, has equal standing to the NHS and is funded from progressive taxation at the national level to avoid the entrenchment of regional inequalities.</li> <li>c. To call a national demonstration working alongside women's charities and campaigns.</li> <li>d. For the EC to contact the TUC and other unions encouraging wider participation in the strike.</li> <li>e. For National Officers, Equalities Officers and all union structures and committees to promote and encourage active participation in the strike and demonstration.</li> </ul> | <ul style="list-style-type: none"> <li>• Invited the speaker, Thabitha Khumalo, MDC Leader, who already has close links with Unite to build links between Unite Women activists and women trade union activists in the MDC in Zimbabwe.</li> <li>• Working with Campaigns and Communications Department publicised Unite's full programme of events across its regions bringing a range of issues into sharp focus – from sexual violence to equal pay to period dignity in the workplace.</li> </ul> <p><b>International Women's Day 2020</b></p> <ul style="list-style-type: none"> <li>• Focused on the issue of violence against women and solidarity with the woman in Cyprus following #WeBelieveHer legal case, calling for ratification of the UN ILO convention on violence and harassment in the world of work, and highlighting the need for an employers' duty to prevent harassment at work, domestic abuse policies in the work place, and also the need to reinstate protection from 3<sup>rd</sup> party harassment.</li> <li>• One of the final public events in Unite House Holborn before lockdown involved the AGS, Voice of Domestic Workers, Kalayaan and</li> </ul> |
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|  | <p>others in a migrant domestic workers' International Women's Day event with an exhibition and film.</p> <p><b>International Women's Day 2021</b></p> <ul style="list-style-type: none"> <li>• High level of activity throughout the union, conducted virtually, involving many. Regional Women's Committees organised a series of successful Zoom events addressing issues ranging from Covid-19 to celebrating women's history, building women's activism and a hugely successful online quiz.</li> <li>• The AGS attended the All Party Parliamentary Group launch event of a report aimed at improving representation of women in the transport sector.</li> <li>• Spoke at the meeting "Our Collective Voice : Covid, Work and the Impact on Women", with RWEO Maureen Scott-Douglas, Unite rep in hospitality, Sharon Bailey, journalist Ash Sarkar and Laura Pidcock.</li> </ul> <p>The National Women's Committee also highlighted the need to ensure fair and ethical trade and women's voices to be heard in the negotiations and development of international trade agreements</p> |
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| <p><b>Motion 85: 4 Day, 28 Hour Working Week</b></p> <p>The liberation of workers from excessive work was one of the pioneering demands of the labour movement and it is a cause that urgently needs reclaiming. Our social model means economic growth all too often involves concentrating wealth produced by the many into the bank accounts of the few, without improving the lives of the majority. Growth should deliver not just shared prosperity and improved public services but a better balance between work, family and leisure.</p> <p>The policy of a four day, 28 hour working week with no degradation to current pay or conditions would address this and much more. It would slash unemployment, tackle health conditions ranging from mental distress to high blood pressure, increase productivity, help the environment and improve our work life balance allowing us more time with our families.</p> <p>Our sister union in Germany IG Metall is already calling for a 28 hour week for shift workers and those with caring responsibilities. It is time that Unite joined the fight. Having read the “Threat of Automation” document produced by Unites National Organising and leverage department, it is apparent that automation will affect the vast majority of Unite represented workplaces. The rollout of automation has already started. 94,983 Unite members’ jobs at risk in the northwest, 662,198 Unite members’ jobs at risk throughout the union estimated by the Organising and Leverage Department.</p> <p>It is recognised that each workplace must resolve not to simply hoist the white flag and see those jobs disappear under their stewardship. Although the implementation of the new automation may be inevitable, the nature of its impact upon our members is far from inevitable. As previous generations have struggled for a 12 hour working day, followed by a 10 hour working day and then an 8 hour day (40 hour week). The Confederation of Shipbuilding and Engineering Unions campaigned for a 35 hour working week during the 1980s and in part success managed to shorten the working week in those industries from 39 hours to 37. In fact a significant fund still exists for the purpose of fighting for a 35 hour week. The fund stands at some £30 million.</p> <p>Therefore, Conference calls for a launch of a national campaign for a 4 day, 28 hour working week, coordinating with our sister unions at home and abroad.</p> | <p>Composite 17 carried. No further action required.</p> |
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| <p><b>Motion 95: Pensions</b></p> <p>Pensions are an essential way of saving for retirement. Employer pension contributions form a significant part of overall remuneration, and ought to be more appropriately identified as 'deferred pay'. In effect it is money that has been earned, but is paid out at a much later date.</p> <p>This conference welcomes the changes introducing auto-enrolment of pensions, and the increased uptake of workplace pensions. However, Conference notes the projections of future pensioner poverty, and is concerned about the number of workers who do not have a workplace pension provision, or choose to opt out. In effect they are missing out on remuneration that they have earned.</p> <p>Conference therefore believes that such unused employer pension contributions should be deployed into a non-contributory pension fund for those workers who choose to opt out.</p> <p>Conference is also concerned about those who are not eligible for auto-enrolment into a workplace pension. This is a significant barrier that disproportionately affects part-time workers, and those who hold down multiple jobs that each pay less than the relevant threshold to qualify. Conference therefore instructs the NEC to campaign for the introduction of employer pension contributions for those so affected.</p> | <p>Unite cannot adopt the motion as worded because the third paragraph suggests that 'unused employer pension contributions' should provide a non-contributory benefit to the employees to whom they relate. The motion, although well intended, potentially undermines the whole framework of pension saving. In addition, there are also implications in respect of the incentive for employees themselves to contribute. However, Unite fully supports and is already campaigning for Government to lower the auto-enrolment earnings threshold of £10,000 because of the disproportionate affect this has on lower earners, part-time workers and woman who are being denied this minimum form of pension contribution/saving.</p> |
| <p><b>Motion 103: Labour Party Trigger Ballots</b></p> <p>Conference applauds the decision of the 2016 Unite Policy Conference to support the motion calling for mandatory reselection of MP's. We are all elected representatives and every 3 years, quite rightly, we have to stand for election. Others are allowed to stand and then the membership will democratically decide who they want to represent them. If we have done a good job over the last 3 years then there is every possibility that either the members will re-elect us or even that no other candidates will stand against us. However, if the members aren't happy with our performance then they have an opportunity to choose an alternative candidate to represent them.</p> <p>Conference is concerned that the current Labour Party trigger ballot process is undemocratic and overly complicated. It favours the incumbent candidate and makes it more difficult to hold them to account. Conference does not want to change the position Unite adopted in 2016 to campaign to persuade Labour to adopt mandatory reselection but rather to build on it. Conference is concerned that it could take some time for the Labour Party to change its rules in favour of mandatory reselection and doesn't feel that Unite should have to wait for that to happen.</p>                   | <p>The union voted for a reform of the trigger balloting process, making it easier to initiate, at the 2018 Labour Party conference.</p>   |

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| <p>Conference therefore calls on Unite to adopt a position of all of its affiliated Branches automatically voting for the full open selection procedure whenever a trigger ballot process is invoked by the Labour Party, whether that be for MP, elected Mayor or any other elected position which requires the use of the trigger ballot process.</p>  |   |
| <p><b>Motion 118: Amendment to the Equality Act 2010</b></p> <p>Conference notes that The Equality Act 2010 (the Act) brings all previous discrimination legislation under one umbrella. Its overarching principle is to make it unlawful for employers to treat a worker less favourably because of a protected characteristic. The Act currently incorporates age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, and pregnancy and maternity as 'protected characteristics'. Trade unionism is absent from the list.</p> <p>Although section 146 of the Trade Union and Labour Relations (Consolidation) Act 1992 is intended to protect workers from being subjected to detriment related to their trade union membership or taking part in trade union activities, this is limited in its scope. Participation in strike action, for example, is not classed as a 'trade union activity' neither does it take place at 'an appropriate time' as defined by TULCA.</p> <p>In practical terms, this means that under UK law, although employers cannot subject a worker to detriment because they are a trade union member or because they attend a union meeting, employers can, as was the case throughout the recent dispute with British Airways, lawfully discipline workers for strike related activity and sanction strikers for taking strike action by the removal of non-contractual benefits.</p> <p>Conference notes that much of the inadequate 'protection' for striking workers in the UK is incompatible with European and human rights legislation but that we should not have to fight for years through the courts all the way to the European Court of Justice to seek what should be a basic human right (to withdraw our labour without suffering detriment).</p> <p>Conference is further concerned at what recourse to justice we might have post Brexit.</p> <p>Conference contends that only the classification of trade unionism as a protected characteristic, creating the facility to claim discrimination on the grounds of trade unionism will adequately protect trade union members who take part in lawful industrial action from what is essentially discrimination but cannot currently be classed as such.</p> | <p>Unite, through the legal and political departments, campaigned for the Labour Party to recognise the trade union victimisation that happens in the work place. Unite was at the forefront of ensuring the Labour Party incorporated manifesto commitments to radically facilitate trade union rights in the workplace as central to the new deal for workers. Unite will continue to campaign to expose workplace victimisation for Trade Union reasons.</p> |

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| <p>Conference notes that such an amendment to the Equality Act would provide clarity in the workplace and a clear instruction to employers that they will no longer be able to subvert overarching universal principles of democracy, justice and human rights through legislative domestic loopholes.</p> <p>Conference therefore calls upon Unite, the Trades Union Congress and the Labour Party to campaign to amend the Equality Act 2010 to include “Trade Unionism: the participation in all or any aspects of the system, practices, and beliefs of trade unions including the participation in lawful industrial action and activities stemming from such action”, as a protected characteristic at the earliest opportunity.</p>   |   |
| <p><b>Motion 137: Regional Officer Allocations</b></p> <p>This conference notes that, as it stands, Regional Secretaries are able to allocate Regional Officers to sectors with no regard to those officer's own backgrounds. This leads to a steep learning curve for officers, often parachuted into Sectors where they have little or no first-hand experience. This issue is exacerbated by National Officers being appointed in a similar manner.</p> <p>At best, this wastes union time and resources in training up officers and educating them on national agreements, requisite staffing levels, shift patterns, plus sector-specific tools, technology and challenges necessary to perform their duties effectively. At worst, this leads to officers unable to fully service the sectors in which they are placed.</p> <p>Alongside this, some Regions seem to change officers' allocations on a regular or seemingly ad hoc basis. This presents further frustrations for the Sectors serviced, whose senior reps have often invested time and energy in educating officers on the unique demands of their particular sector.</p> <p>One of the difficulties surrounding the placement of officers into suitable sectors is geographical, especially in rural areas. Another issue is the availability of trained officers in any given area.</p> <p>We call on the union to enact a policy of, wherever possible, assigning officers to sectors in which they have first hand, practical experience. Where this is not possible, we call on the union to ensure NISC members and RISC chairpersons are consulted on the placement of National and Regional Officers to their sector, and that officers are not unduly moved, allowing them to familiarise themselves with the specific challenges of the industrial sector they represent.</p> <p>Where movement of officers is desirable or unavoidable, except in emergency situations arising from ill health or other unforeseen circumstances, an appropriate handover period should be factored in, to ensure sector-specific knowledge can be passed from the outgoing officer to the new, incoming officer.</p> | <p>Regional Secretaries have borne in mind the points raised in the motion in determining officer allocations, and there has been a drop in complaints or issues raised on this matter.</p> |

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| <p>Ultimate responsibility for officers' allocations should remain with Regional Secretaries. The aim of this motion is to increase accountability and ensure explanations are given to appropriate lay members regarding officer placement. This is not designed to enable lay members to instruct Regional Secretaries as to the placement of officers.</p>  |   |
| <p><b>Motion 140: Servicing our Membership</b></p> <p>Conference acknowledges that even though we are recruiting members we have a problem of members leaving the union.</p> <p>Even though there are various reasons for leaving, including being unable to afford our membership fees due to the lack of wage growth within the country, all too often we see the reasons as the union has no influence, or there is no one to talk to.</p> <p>Conference acknowledges the hard work of our Shop Stewards, branches, accredited reps, Regional and National Officers, but they can only do so much.</p> <p>Even though we, ideally, want workplace branches most of our membership are not in organised workplaces and our Branch officials can only do so much. It is getting harder to find companies that will give our branch officials time off to service our members, even the ones that give our branch officials time are cutting back on the facility time.</p> <p>Conference believes that we need a new way of servicing our members. A way that will enable more time to be given to our members, whether it be representation in hearings or to mentor our workplace representatives. A new way to help members organise workplaces and grow our Union.</p> <p>Conference believes that there should be a new role in the Union, somewhere in-between a Branch Official/Accredited Rep and Regional Officer, an officer that will be able to spend more time in workplaces and take the pressure of our Regional Officers.</p> <p>Conference asks the Executive Council to find the funding, without taking funding directly from our branches, to recruit people in this new role.</p> <p>Conference asks that this is carried out before our next policy conference and we expect a full report back before our next policy conference on the progress that is being made.</p> | <p>Unite seeks to be an organising union. An essential feature of being an organising union is that our members are mobilised and enabled to take ownership of their own affairs. The EC of course acknowledges that this will not necessarily happen spontaneously and may need official help and guidance in the first instance but the appointment of an intermediate employed official would almost certainly delay self-activity ever happening.</p> <p>To ensure that the union has sufficient funds to devote to valued and important activities, such as organising, funding industrial disputes and supporting members in other ways, the Executive Council has determined that not more than 40% of income derived from members' contributions may be spent on salaries. The appointment of a new strata of employed officials would certainly break through this cap to the detriment of our collective work</p> |

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| <p><b>Motion 148: Lack of Respect Towards the Retired Members Section</b></p> <p>Conference is disappointed at the lack of respect afforded to the Retired Member's Section; it varies from region to region, and nationally, regarding the facilities that are made available to retired members. The recent retired member's biennial conference showed a typical second class attitude to retired members. We were given the smallest conference room compared to other sections and it was cramped and not conducive to older members. They had to clear tables to get the lunch in; it was all cold food not as compared to other sectors. This type of attitude sends all the wrong messages to retired members.</p> <p>We therefore call upon conference to ensure: -</p> <ol style="list-style-type: none"> <li>1 All Regions do the basics i.e. to provide all functioning branches with retired members' application forms and posters advertising retired member's facilities.</li> <li>2 Ensure that all pre-retirement courses have a retired member present to be used as a recruitment tool for retired members.</li> <li>3 At Regional Committee Meetings a report is given by the retired member's representative on the work undertaken by retired members.</li> <li>4 At Unite the Union Conference's retired members receive the same facilities as those in other sectors.</li> </ol> | <p>Following conference the retired members national committee considered the remitted motion and following this the proposer withdrew the criticism within it relating to their treatment at conference, accepting that this was related to our meeting on the Sunday and all sectors meeting on the day were treated exactly the same way. No member of our union is treated as 'second class'. It was agreed however, to examine opportunities to meet on another day of the conference week in future.</p> <p>Other matters raised in the motion have been actioned with discussions taking place with regional secretaries and the education department. The appropriate bodies at a regional and national level will provide whatever support is required to enable the proper functioning of our retired members section as requested.</p> |
| <p><b>Motion 149: Protecting Unite's reputation online</b></p> <p>While social media offers useful tools to spread Unite's message, it also has the potential to cause serious reputational damage and may expose the union to legal action.</p> <p>Mindful of this, all Unite officers who are clearly publicly identified with Unite, and who use social media platforms to speak on behalf of Unite, must:</p> <ul style="list-style-type: none"> <li>• ensure that all postings are in keeping with policy and Unite rules</li> <li>• are not defamatory, and will not expose Unite to any form of legal action</li> <li>• conform to Unite guidelines, policies and practices regarding bullying and harassment, as well as racism, homophobia and sexism.</li> <li>• avoid personal invective</li> </ul>   | <p>Unite's Communications and Campaigns department leads for the union on social media content and activities, working closely with the regional digital assistants to achieve maximum promotion of union campaigns across key social media channels.</p> <p>While the Communications and Campaigns department has worked with the legal and HR departments to produce best practice guidance for social media, and consulted with the AGSs on this guidance, it is not</p>   |

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| <p>In order to ensure conformity with the above, Unite Campaigns &amp; Communications staff must be facilitated to view postings on such platforms.</p> <p>In addition, officers should not maintain private Facebook, Whatsapp or similar groups in furtherance of Unite campaigns or objectives without the knowledge of Campaigns &amp; Communications staff, and without Campaigns &amp; Communications staff being enabled to view messages in such groups.</p>   | <p>appropriate for the department to police the social media activities of members, staff or officers.</p> <p>The union believes in promoting best practice on social media usage. The social media guidance produced by the Communications and Campaigns department also makes it very clear to all those seeking to use social media to promote the union must not bring the union into disrepute. Our rules are also very clear that Unite members must not engage in any activities that promote division or hate.</p> <p>It is recognised that the union should seek to offer further training for members, officers and staff on social media, not just on how to use the channels positively and productively but on how the mediums are being misused to advance causes and views that are in violation of our union's policies and values.</p> |
| <p><b>Motion 153: Paperless Meetings</b></p> <p>Conference notes that paperless meetings are being promoted within Unite and further recognises:</p> <ul style="list-style-type: none"> <li>a) that the paper and printing industries employ many Unite members whose jobs could be put in jeopardy if this trend becomes the norm; and,</li> <li>b) that paper is completely recyclable, whereas electronic devices are only partly recyclable, and contain components and materials harmful to the environment.</li> </ul> <p>Conference therefore resolves that whenever possible, meetings and conferences will use paper as the preferred medium.</p> | <p>The current Executive Council policy is that where representatives or members attending Unite meetings require or request that their documents be provided in printed hard copy format, these will be made available. This policy has been conveyed to all Regional Secretaries and national officials.</p>  |





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