

TUC Young Workers' Conference 2022

FINAL AGENDA

TUC Young Workers' Conference 2022

<i>Saturday 2 April</i>	<i>9:00am – 5:00pm</i>
<i>Sunday 3 April</i>	<i>10:00am – 2:00pm</i>

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MOTIONS

1 Young people and the fight against climate change - reducing transport emissions

Young people will be most damaged by a failure to act to fight climate change and we welcome the mass activity of young people around this issue, including during and after COP26. We note transport is the UK's largest emitter of Greenhouse Gases and that we can cut harmful emissions by expanding public transport to encourage people out of cars and onto public transport. But the Covid – 19 pandemic has created a public transport crisis, driving down passenger numbers and driving up private car use. Services are being cut and thousands of transport workers jobs are under threat - and with them the skills and services so essential for decent public transport, whilst also denying young people the opportunity to begin a career in public transport. The public transport crisis particularly impacts on young workers who are less able to afford rising fares and young workers in large parts of the country lack easy access to reliable bus and rail services. If we can make public transport more affordable, available and attractive to young people we can begin to introduce a step change in attitudes that will encourage people to use public transport when they are younger and then throughout their lives, so helping to reduce carbon emissions. Conference therefore agrees to develop campaigning to dovetail with the TUC's other campaigning to highlight the benefits of affordable, available publicly owned transport for young people whilst supporting the fight against climate change.

RMT

2 Young Workers for a Green New Deal

This conference agrees that:

- i. Like COVID-19, the climate crisis exposes and exacerbates inequalities throughout society.
- ii. Environmental breakdown threatens workers and livelihoods.
- iii. COP26 failed to agree emission reductions and actions to stay below the 1.5°C limit.
- iv. We are headed for a 2.9°C increase.

We believe that:

- a) Young workers will be disproportionately affected by climate change's long-term effects.
- b) Workers must be central to any climate programme, which means unshackling trade unions
- c) Immediate, rapid, and large-scale emissions reductions can prevent catastrophe.
- d) Unions must fight for a worker-led just transition; combining efforts to address climate change, wages and conditions, and unemployment.
- e) No conflict exists between moving from carbon-intensive industries and defending members from job losses.

We call on the TUC to:

- 1) Campaign for an international, socialist Green New Deal shifting power into the hands of workers.
- 2) Support:
 - Democratic public ownership and workers' control of sectors crucial to decarbonisation (including energy, transport, finance);
 - Government programs (including education, training) creating millions of well-paid, unionised green jobs;
 - Mass investment in green technologies, renewables, the decarbonisation of industry;
 - Expansion, electrification of integrated public transport (including railways, buses), free at the point of use;
 - Banning fracking;
 - Climate challenge preparation funding for fire/rescue services, flood defences, resilient infrastructure;
 - Retrofitting homes to the highest energy-efficiency standard,
 - Repealing all anti-TU laws so workers can take industrial action over wider social and political issues;
 - Organising to decarbonise industries and the global supply chain;
 - Legal recognition of climate refugees' right to asylum.

PCS

Amendment - GMB

In line 11, subparagraph point e):

remove "moving from" and replace with "decarbonising"

after the word "losses" insert "if we follow an international worker-led industrial response, not unilaterally tear down our industries"

In third bullet point under line 14:

in between the words "technologies" and "renewables" insert "such as hydrogen, new nuclear,"

In fifth bullet point under line 14:

remove "Banning" and replace with "Recognising the government's moratorium on"

after the word "fracking" insert "and believing that any changes to this must be made against strong environmental and safety criteria in a conversation led by the workers involved"

3 Making the Climate Crisis a Priority for the Trade Union Movement

Addressing the climate crisis is one way to find a more just world. Trade unionism is about justice for workers and in turn the world. Without a healthy climate, better rights at work

alone will not provide a more just planet for trade union members, particularly younger people who will have to deal with the full effects of this crisis.

Bectu/Prospect members, in the form of Film Strike for Climate, whose aim is to encourage the film and TV industry to lead culturally on environmental issues, and Bectu/Prospect's environment reps & sustainability groups, are working towards changing the culture within our organisation, but also with employers.

Conference also notes that the TUC has resources on how to go green at work. There's still more to do though, and this issue is the most pressing one for everybody on this planet. In the spirit of organisations starting to find their own way to lead the culture in their work sectors, conference asks the TUC to:

- i. Make sure all TUC media content and events pay union-endorsed rates when engaging freelancers and contractors
- ii. Undertake environmental risk assessments for TUC events, such as Congress and equality conferences.
- iii. Encourage the use of environmental risk assessments for other events, including when engaging freelancers and agencies to support projects (e.g., what's the carbon impact?)
- iv. Make climate crisis a priority for the TUC by regular inclusion on the TUC's social media & email communications, and by regularly updating & signposting to its environmental resources.

Prospect/Bectu

4 The Recruitment and Retention of Young Teachers

Conference asserts that the recruitment, retention and development of young teachers are critical to ensuring high educational standards for all children and young people. Conference is concerned that whilst teachers and other school staff have stepped up during the pandemic to continue to educate and support children and young people, their efforts have been cheapened with a continued erosion of their pay. Conference further asserts that the teacher recruitment crisis and worsening teacher morale will not be addressed by a measly pay award, as young teachers face other rising cost of living pressures. Conference is further concerned that young teachers are continuing to report that the workload pressures of teaching is having a harmful effect on their health and wellbeing and driving them out of the profession. Conference believes that unless young teachers can identify a clear career path, with appropriate pay increments, the Government's short-sighted teacher recruitment pledge is doomed to fail. Conference calls on the TUC to:

- i. support affiliates' campaigns to publicise and challenge the damaging effect of the Government's policies on the career progression of young teachers;
- ii. support the work of affiliates in campaigning against the continued injustices faced by young teachers.

NASUWT

5 Tackling the Mental Health Crisis

Research reveals a positive link between a healthy working environment and output, productivity, and sickness absence. Ignoring this costs UK employers up to £45bn per year. For every £1 spent on mental health provisions, employers get back £5 in reduced absence, presenteeism and turnover. Mental ill-health is a leading cause of absence in the UK, accounting for 12.7% of sickness absence days taken. Concerning young workers, recently Youth Voice Census showed that 1/3rd of young people in work struggled with their wellbeing, while the 2018 Britain's Healthiest Workplace survey showed 17.2% of employees aged 18-20 were suffering from depression and 53.3% experienced sleeping problems. In Education around 25% of new teachers leave within their first 3 years. The reasons largely relate to workload, occupational stress, and burnout. Mental ill-health must not be an inevitable part of working life. This increasing challenge over recent years exacerbated by COVID-19 must be tackled. Conference calls on the TUC/affiliated unions to:

- i. Work with Government and employer bodies to improve compliance with the Equality Act 2010.
- ii. Work with employers to better consider the risk of work-related stress and anxiety particularly among their young workforce and take steps to remove or reduce this risk.
- iii. Campaign to end the causes and practices of 'presenteeism' (staff coming into work when unwell) and 'leavism' (using allocated time off, like annual leave, for sickness or to catch up). Both prevalent amongst younger workers; and
- iv. Work with members/ reps to bring a new determination and resolve to tackling workplace mental ill-health.

NEU

6 Young Workers Mental Health

Conference notes the impact of the COVID pandemic on the mental health of young workers. A recent YouGov survey found that young people and women had taken the hardest financial and psychological hit from the pandemic. Half of those aged 18-24 in the UK say the pandemic badly affected their mental health, against a quarter of those over 55. Lockdown restrictions isolated many young workers who were unable to access usual support networks. Furthermore, the job and financial insecurity that occurred as a result of the disproportionate impact on sectors, such as retail, reliant on young workers has triggered poor mental health in young workers at a time they need to re-navigate their lives and careers. Although some employers have taken steps to address health and wellbeing concerns, the uncertainty of the future, coupled with the ongoing cost of living crisis, is having a negative impact on the mental wellbeing of our young workers. Conference believes there is now a mental health crisis amongst young workers.

Conference calls on the TUC to:

- i. Campaign to strengthen employment rights from day one for young workers, including increasing the amount of statutory sick pay to reflect an individual's normal earnings

- ii. Call on employers to assess the impact their policies, practices and procedures (including pay and conditions) have on workers' mental health and act upon the findings
- iii. Campaign for better investment in mental health services, including providing young workers with the tools and skills to manage good mental health.

USDAW

7 Mental Health, Burnout, And the Right to Disconnect

Conference notes that the pandemic has exacerbated young workers' concerns about mental health, whether that is due to working in stressful conditions on the front line, or due to isolation from friends, family and support networks. In particular conference notes the impact of the pandemic on young workers' wellbeing and work/life balance, specifically with regard to the Right to Disconnect. This conference notes that the Right to Disconnect is the ability to not engage in work-related electronic communications such as e-mails or messages during non-work hours. Conference believes that mental health is a workplace issue which must be addressed by trade unions in negotiations with employers and by positive legislation supporting workers' rights.

This Conference asks the TUC Young Workers Forum to:

- i. Develop a campaign around the issues of stress, mental health, burnout, and mentally healthy workplaces, and for the 'right to disconnect';
- ii. Work with TUC General Council and trade unions to share successes in campaigning around mental health issues and to promote the TUC's work on mental health to young members;
- iii. Campaign and raise the impact of the Right to Disconnect on wellbeing across the trade union movement;
- iv. Call on the TUC General Council to lobby the government over the introduction of a Right to Disconnect Bill.

UNISON

8 Impact of Covid-19 on Young Workers

Covid-19 has impacted the whole world but young people have felt it especially hard. Education has been majorly impacted with learning being moved virtually and all the issues that entails. Many of our healthcare students have had difficulties accessing their clinical placements and when they have, they have had to deal with treating high risk patients or redeployed to work on wards and with covid patients so early in their careers. For those who are newly graduated they have had to face an environment of a precarious job market and massive upheavals both at home and work. The Royal College has heard from many new graduates who have come out into the private sector who are then struggling to set up their new business and who lack confidence as they are not getting the numbers of patients needed or have been limited in being able to find support locally during lockdown. All of these many issues and much more mean we are seeing an increase in stress and anxiety

amongst our young members causing us much concern. We therefore call upon the TUC to highlight the need to support young workers who have been hit hard by this pandemic.

The Royal College of Podiatry

9 Building Back Fairer for Young Workers

This Conference:

Notes the findings from the COVID-19 Marmot Review highlighting the damage caused to young people's wellbeing through Pandemic response measures; whilst also noting the poor state of health equity already present in England prior to the impacts of COVID-19.

Recognises the damage caused by widening social, economic, environmental and health inequalities in general, as well as those specific to the COVID-19 pandemic.

Highlights the impacts on young workers through increased employment precarity and limited welfare support.

Further notes that health inequality and access to wellbeing support also impacts isolated workers, such as seafarers, for whom the pandemic severely restricted access to shore-leave for welfare purposes, repatriation, and opportunities to access medical care ashore – with many young maritime professionals being stranded far from home having to work months over their agreed tours of duty with limited physical and mental health support.

Resolves to:

- i. Campaign for the recommendations of the Marmot Review to Build Back Fairer for young people and widen and improve health equity and opportunities;
- ii. Continue supporting young workers, especially those in precarious and atypical employment, in organising and campaigning for improvements to social, economic, environmental and health inequalities
- iii. Support initiatives to increase opportunities for young workers to find quality employment and career opportunities;
- iv. Encourage unions to enhance support and improve the mental and physical health and wellbeing of the young workers they represent and;
- v. Support young maritime professionals in seeking fair treatment by national governments and access to shore leave, medical care and repatriation when working abroad.

Nautilus International

10 Technology, Automation and Skills

Conference acknowledges the urgency of responding to increasing automation in the workplace and the potential impact on jobs. Alongside this, Conference notes that young workers are both more likely to be in insecure forms of work and have a weaker employment rights framework. This combination means young workers will be disproportionately impacted by headcount reductions as a result of automation.

Furthermore, a report by the DWP has warned that young people are much more at risk of

a digital skills shortage, which excludes them from job opportunities created by automation. Conference believes that the role of unions will be crucial in mitigating the negative impacts of technological advances, through organising, ensuring robust discussions over the impact of technological changes and by shaping the training and skills agenda to ensure it meets the needs of employees. Young workers must be fully involved in these activities.

Conference calls for:

- i. A legal right to collective consultation on the implementation of new technology in the workplace, through which the voices of young workers are heard
- ii. A properly joined up approach to training and skills from the Government, targeted specifically at young people
- iii. Urgent reform of the apprenticeship levy
- iv. Employment law changes including the abolition of minimum wage youth rates and day one employment rights
- v. A significant strengthening of redundancy rights, including increasing statutory redundancy pay the 3 weeks for each year of service, to help protect young workers and ensure that redundancy is not the easy choice
- vi. The introduction of personal retraining budgets.

USDAW

11 Technology and Surveillance

Conference recognises that digitisation, automation and AI in the workplace does not always present as technological replacements of workers but often as a medium of hyper-surveillance, productivity monitoring and means of exploiting low paid workers. This is beginning of the future of working and must be challenged before it creeps into more sectors of the economy and to safeguard the health and dignity of workers. Young workers are disproportionately prevalent throughout sectors where rates of digitisation and automation of managerial responsibilities are expanding rapidly, whilst only 25% of all trade union members are under 35. Paired with the precarious and insecure conditions of many young workers, continuous monitoring is a catalyst to a catastrophic worsening of a mental health crisis. Automated managerial processes, algorithm-based monitoring and hyper-surveillance lead to isolation, indignity and discriminatory workplaces, with staff working longer unpaid hours to mitigate time lost. The state of hypervigilance often spills into private lives causing anxiety and blurring work/life balance.

Conference calls upon the TUC to:

- i. Lobby for substantive, up-to- date legislation in relation to digitisation and workers, particularly home- workers and encourage consistent approaches for unions across all sectors in policy development
- ii. Oppose the unnecessary, excessive gathering of workers' data
- iii. Advocate for increased data reciprocity between employers and workers
- iv. Campaign for human oversight of any automated HR functions and decision making

- v. Recognise the discriminatory effects and biases, intentional or inadvertent, of digital algorithms
- vi. Work internationally with sister unions, fighting against a new 'digital colonisation', where low-income workers are exploited globally.

Unite the Union

Amendment - Prospect/Bectu

AFTER "vi. Work internationally with sister unions, fighting against a new 'digital colonisation', where low-income workers are exploited globally." INSERT:

"vii. Lobby government and employers to support and facilitate a right to disconnect to tackle the 'always-on' culture and blurred boundaries between young people's work and personal lives."

12 Building a Lasting Trade Union Movement - Young Workers are the Future

Conference notes that a TUC study found that 14% of the UK workforce were 16-24 years of age, yet they only make up 4.7% of union members. The trade union movement is heading towards a crisis whereby older activists are retiring and the number of young activists to replace them just isn't making up for it. Young members also have workplace issues which may not affect their older counterparts so representation of young workers across the trade union movement is vital to a strong, relevant trade union movement. Conference believes that there must be a renewed focus on recruiting and organising young workers across the country to build and sustain a lasting trade union movement.

Conference asks the TUC Young Workers Forum to:

- i. Review and develop the TUC's existing advice, guidance and education programmes relating to the use of social media as a recruitment and organising tool;
- ii. Set up a working group to trial alternative methods of recruiting young workers, with a focus on producing innovative recruitment guidance for reps;
- iii. Create and deliver an education programme targeting young members, with a particular focus around issues such as bullying in the workplace, and mental health awareness;
- iv. Develop a national campaign on the importance of getting more young members active. This should have a focus on raising the profile of young trade union members and look to develop materials and resources to promote the importance of trade unions to young workers..

UNISON

13 Young Member's active involvement

For too long unions have struggled with young member engagement. Unions need to introduce bespoke organising and recruitment campaigns based around precarious

industries with high densities of young members. Joining a union must become the norm in these industries. However, just having members isn't enough. They should be active in the collective bargaining process.

Conference calls for unions to introduce bespoke initiatives to recruit young members as reps. In industries with existing union recognition, existing reps should actively mentor young reps and discover new talent to keep our movement alive.

Conference recognises that young members are often pushed forward for multiple committees and positions for the sake of having a token young member on board. This can lead to members being overwhelmed and reducing engagement with the causes they are interested in.

Conference recognises the successes we have already had in this area, such as hospitality organising in Unite, and the TUC Young Workers' Organising academy. By ensuring full training is given along with support from existing reps, mentoring and discovering talents and passions, we can ensure young members are involved in areas of their unions that matter to them. By ensuring young members become branch officers, workplace reps, health and safety reps and committee members we ensure the Trade Union movement will continue. We call upon unions to ensure their young members are encouraged and supported to become active in their unions, lifting conditions and continuing to fight for good jobs, secure industries and better work-life balances for all.

Unite the Union

14 Accommodate younger workforce/s

This conference notes that Union membership and activism is lowest amongst young workers, and that young workers are more likely to work precarious or casual jobs, in gig-economy style work or in temporary workforces. With this in mind, we call for the TUC to make meetings and conferences more accessible to those working irregular or anti-social hours. We also call for the TUC to review its training and education programs, to make them more relevant to those working precariously.

Equity

15 Universal Basic Income for creative freelancers

Conference notes that freelance musicians received little government support during the Covid-19 pandemic.

Conference also notes that the Omicron variant of Covid-19 has led to restrictions and behavioural changes that impact musicians' jobs, and that new variants in the future may do the same.

Musicians' Union (MU) research shows:

- i. 54 per cent of MU young members did not qualify for either the Self Employment Income Support Scheme or furlough
- ii. 92 per cent of MU young members are worried or very worried about their future career prospects

- iii. Recorded music is not plugging the gap: 82 per cent of MU and The Ivors Academy members earn less than £200 a year from streaming.

One solution could be in the introduction of Universal Basic Income (UBI). If creative freelancers like musicians could access UBI, they could have support during their creation process between engagements. UBI could also support musicians through periods where they are unable to undertake work, such as illness or pandemic, working alongside other key welfare support packages to ensure that everyone is on a level playing field.

Conference notes the 'Intermittence Du Spectacle' provided in France whereby if musicians fulfil minimum required hours of work a year, they can be protected in periods without work and recognises that this may be an interim solution.

Conference urges the TUC to:

- a) Conduct research into UBI for freelance workers
- b) Work with the Musicians' Union on a Young Members campaign for UBI

Musicians' Union

16 Cost-of-living crisis

Conference notes that when the energy price cap is lifted, people will face an average of a 52% increase in their gas and electricity bills because of high gas prices.

Conference notes that supply chain issues are also causing costs of goods to increase, with RPI inflation over 7%.

Conference notes that wages are not keeping up with these rising costs, leaving workers having to make tragic choices such as between "eating and heating".

Conference further notes a worrying debt crisis amongst the lowest paid.

Conference believes that young people are disproportionately impacted by this cost-of-living crisis, which is hitting the lowest paid workers the worst.

Conference believes that our society must support those in need, and support for young workers is needed now.

Conference calls on the TUC to:

- i. Lobby the government to provide immediate targeted support for those on the lowest incomes facing increased household bills
- ii. Support unions as they work to gain real terms pay rises for their members, and to ensure employers pay at least the Real Living Wage as measured by the Living Wage Foundation.
- iii. Raise awareness of debt support services amongst trade union members.

- iv. Support unions to recruit and retain young workers to ensure that young people have union support to help them through the cost-of-living crisis.

Community

Amendment - Prospect/Bectu

AFTER "iv. Support unions to recruit and retain young workers to ensure that young people have union support to help them through the cost-of-living crisis." INSERT:

"V. Work with the entertainment unions and other affiliates with an interest in self-employed workers to highlight the impact of the crisis on young freelancers."

17 Apprenticeships

Conference believes that young people entering the world of work for the first time are struggling to get a good start in their careers.

Conference notes that the number of people starting an apprenticeship fell by 23,400 during 2019/20, and the pandemic and lockdowns had a disproportionate negative effect on apprenticeship starts for those under 19.

Conference notes that the apprenticeship levy model is flawed with reports last year that £2bn of the apprentice levy funds had been lost in two years.

Conference believes the levy also lacks flexibility and that more investment is needed in young workers and those who don't already have higher qualifications, as well as to help workers transition into the jobs of the future.

Conference believes the apprentice levy should be funding high quality apprenticeships that are accessible to all.

Conference believes that high quality apprenticeships are the route to future success for young people, and an important and viable alternative to continuing education.

Conference calls upon the TUC to:

- i. Work with and lobby the government to make the apprentice levy more flexible, and more targeted on young people and those with few existing qualifications, including through enabling its use to fund pre-apprenticeship programmes, capacity building, collaborative initiatives at the sectoral and local level, and additional support for English, Maths and Digital skills.
- ii. Campaign for employers to offer high quality and well-paid apprenticeships to young people
- iii. Support member unions to offer their own apprenticeship schemes.

Community

18 Support genuine flexible work post-pandemic

Conference acknowledges that the pandemic is prompting a fundamental rethink of how and where we work. This creates an opportunity to push for types of flexibility that benefit workers, not just employers, and to move away from equating flexible work solely with

homeworking. But, there is also a real risk that the particular interests and concerns of young workers are lost in this transition to new ways of working.

Conference notes that young workers are: •

- i. More likely to be early in their careers and therefore more vulnerable to the downsides of remote working, including having less access to training or interaction with colleagues
- ii. More likely to be renters, and less likely to have a safe and appropriate space to work at home
- iii. More likely to be spied on by their employers whilst remote working, according to research by Prospect
- iv. Less likely to be trade union members and so have less bargaining power and protections at work
- v. Strongly supportive of flexibility that gives them increased agency and control over their working lives, according to TUC and ONS research

Conference also notes that flexibility can be one-sided, and where worker interests are ignored it can lead to insecure forms of work like zero hours contracts. Therefore, conference should: •

- a) Endorse the TUC's Flex for All campaign, calling for day one rights to flexible working
- b) Ask the TUC to produce dedicated organising resources for young workers, as part of the Flex for All campaign, highlighting the specific flexibility issues young workers face.

Prospect/Bectu

19 Tackling Inter-generational Poverty

The UK's education system has one of the steepest socio-economic gradients out of the OECD nations. Our poorest pupils do relatively worse than in any other developed country. Pupils on free school meals are far less likely to obtain 5 "good" GCSEs than their peers and are far less likely to attend University. This results in a cycle that helps to transmit poverty across generations, and hampers social mobility (Hirsch, D., 2007). Whilst politicians claim to be tackling educational disadvantage since 2010 education funding has been cut so that even after some recent changes of policy over ¾ of schools still have less funding per pupil than in 2015-16. Low pay is extrinsically linked to poverty & a cycle of poverty. Recent figures from the Living Wage Foundation showed that 1/6th are earning under the real Living Wage causing Frances O'Grady to comment that 'these ... show that low pay is endemic in modern Britain. Millions are in jobs that don't pay the bills or put food on the table.' In September the Labour Party conference voted unanimously for a £15 national minimum wage to keep up with the costs of living. Conference calls on the TUC to: Bring together a coalition of affiliated unions and other interested groups to tackle the issue of inter-generational poverty. To include calls to have:

- i. A properly funded education system and free lifelong education for all.
- ii. A national minimum wage of £15 an hour, irrespective of age and experience.

- iii. An end to zero-hour contracts.

NEU

20 Protecting Young Workers at Work

Conference notes:

- i. That it is work that places workers in situations in which they are faced with intimidation, violence and hostility.
- ii. That assaults and abuse against workers have continued to rise during the COVID-19 Pandemic in sectors including retail and hospitality, and has starkly shown the appalling circumstances many workers are expected to accept and the dangers that employers aren't dealing with.
- iii. That the findings of the TUC's 'Not part of the job' report on young workers' experiences of third-party harassment clearly lays out many of the circumstances that can allow intimidation, violence and hostility to go unchallenged in the workplace and the impact that can have on young workers disproportionately.

Conference further notes:

- a) That the TUC's report recommends Section 40 of the Equality Act be reinstated to better protect workers from third-party harassment on the basis of protected characteristic.
- b) That thanks to TUC campaigning the government has recently committed to introducing a duty on employers to protect staff from sexual harassment at work, including by third-parties.

Conference believes:

1. That all workers should be able to work in an environment free from all forms of intimidation, violence and hostility.
2. That employers and the government aren't doing enough to protect workers.

Conference resolves:

- To call on the government to go further and strengthen legislation to tackle all forms of third-party harassment by urgently reinstating Section 40 of the Equality Act 2010.

GMB

Amendment - USDAW

After fifth paragraph Line 19 insert:

- c) The legislative campaigning work undertaken on this issue, including Olivia Blake MP's Abuse of Public-facing Workers (Offences) Bill and Daniel Johnson MSP's Protection of Workers Bill (Scotland) which became law.

After the final bullet point insert:

To provide support and training to Union reps so they can establish zero tolerance approaches in their workplace policies.

21 Young Members Education

This conference recognises the vital importance of political education to educate future young members about trade unionism, the labour movement and the importance of organising their workplace. This conference therefore calls for a review and development of trade union political education which can be developed and implemented by young members. This political education to include.

- i. A history of the development of the trade union movement including its key struggles and victories
- ii. The key industrial and political aspects of these struggles
- iii. What lessons can be learned from our history and applied to the struggles of today
- iv. How this education can be rolled out into wider society to young people

The TUC to also consult affiliates, via the affiliate's young members organisations, of the content and delivery of this programme. The aim will be to seek finalise an outline programme that can be showcased to TUC Congress in 2022.

RMT

22 Migrants Welcome Here - Freedom, Equality & Solidarity

Our trade unionism embraces all workers and stands for workers' unity across the divisions of nationality. Time and again, immigration enforcement has been called in as a union-busting weapon by employers retaliating against those daring to stand up to them. Attacks on the wages and conditions of some are attacks on us all; we are stronger together. We need massive public funding to ensure good jobs, homes, services and benefits for all; and scrapping all anti-union laws and strengthening rights so workers can push up wages and conditions. We therefore welcome PCS' legal fight to prevent the Home Secretary's "push back" plans in the face of the 27 drowned migrants. We will campaign for free movement, equality and rights for all migrants to:

- i. Reject any immigration system based on incomes, migrants' utility to business, and number caps/targets
- ii. Close all detention centres
- iii. Ensure unconditional right to family reunion
- iv. Re-establish and extend free movement rights
- v. End 'no recourse to public funds' policies
- vi. Scrap all (Hostile) Compliant Environment measures, use of landlords and public service providers as border guards, and restrictions on migrants' NHS access
- vii. Actively challenge anti-migrant narratives
- viii. Extend equal rights to vote to all UK residents
- ix. Safe and legal routes for refugees to reach the UK to claim asylum, and equal access to housing, work and social security as soon as they arrive

- x. An immediate halt to immigration raids and deportations
- xi. Indefinite and irrevocable residency rights for all migrants living in the UK

PCS

23 Rise in far right extremism in young people

Conference is concerned by the increased numbers of young people being radicalised by the far right in the UK, in the year ending 30 June 2021 under 18s made up 13% of terrorism related arrests, up from 5% in the previous year. Of those arrested, almost 80% were linked to far right terrorism. Conference believes that the pandemic has created a perfect storm - lockdowns, isolation from friends, economic hardship and reduced access to support in the community and schools has left young people vulnerable to radicalisation from the far right. Extremist organisations have been using Covid conspiracy theories, social media spaces, online forums and online multiplayer video games as tools to groom young people. Conference notes that research carried out by UCL's Institute of Education found that teachers were reporting increases in extremist views being expressed in schools but felt they lacked training and resources to deal with them.

Conference therefore calls on the TUC Young Workers Forum to:

- i. invite a speaker from Hope not Hate to the 2023 TUC Young Workers Conference to discuss the issue of the far right radicalisation of young people
- ii. to initiate a national campaign led by young people which highlights how the far right are targeting young people, to be shared with affiliates and the wider movement
- iii. lobby the government to provide/increase fully funded programs in schools and universities which educate young people on the dangers of far right extremism

ASLEF

24 Attacks on Human and Trade Union Rights for Freedom of Association and Expression

Conference notes its concern at this government's proposals to overhaul the established Human Rights Act. This will destroy and weaken many legal protections enjoyed by all leaving little or no protection against powerful interests, creating greater inequality, and further injustice. Unions have always played a vital part in ensuring that fundamental individual and collective labour law are respected and maintained - workplace safeguards must continue to remain intact.

Conference further notes that trade union rights to campaign independently are also under threat through the Elections Bill. This is a brazen attack on our freedom of expression and association and the right to campaign on issues and priorities that matter on behalf of the millions of working people we represent. The requirement to show photo ID at polling stations will make it harder for many people to vote and create barriers to minority groups. The rights to direct the work of the Electoral Commission will allow ministers to pick and choose who is allowed to campaign.

Conference resolves to campaign with affiliated unions to:

- i. Protect our fundamental rights, especially the right to collective bargaining, as an essential element of the right to freedom of assembly and association
- ii. Highlight the proposed Bill of Rights covert purposes and the implications this would have for existing legislation
- iii. Stop the Elections Bill and preserve the fair democratic rights that are being threatened.

GMB

Composite 1 Better Representation of Young Workers in the TUC

This conference believes that Young Workers within the TUC are a key part of the labour movement's future and present, should be better represented at Congress and on the General Council and should choose our own representatives in an open and democratic manner.

This Conference therefore calls on Congress to instruct the General Council as follows, and make relevant changes to the Young Workers Forum Constitution, Conference Rules and Standing Orders document:

- i. to increase the number of motions the TUC Young Workers Conference can send to Congress from one to three;
- ii. to change the rules for election of the Young Workers Representative on the General Council, elected under section J, to allow for the representative to be elected annually by the Young Workers Conference, in the same manner as the Chair and Vice-Chair of the Young Workers Forum, to ensure they are truly representative of Young Workers;
- iii. to set the maximum age for the Young Workers Representative at 30 and apply a one-year term limit to the role, meaning the position holder cannot stand for re-election to an executive position;
- iv. to provide the Young Workers Forum with an annual budget and control of said budget to take forward campaigns and raise young workers issues;
- v. to require delegations to Congress to be comprised of at least 20 per cent of workers under the age of 30;
- vi. to form a working group with representatives of the General Council and representatives of the Young Workers Forum to design and implement further changes to TUC structures to increase the representation of young workers in the TUC.

Mover: Unite the Union

Seconder: CWU

Composite 2 A more democratic and representative TUC Young Workers Forum

This conference believes that it is vital for the TUC Young Workers Forum to be as representative as possible of all unions in the movement and that our constitution should reflect this aim.

This conference therefore resolves to amend the Young Workers Forum Constitution, Conference Rules and Standing Orders as follows:

- i. change bullet point 2 to include: "The Forum may, at a quorate meeting and by secret ballot, co-opt delegates onto the Forum to fill vacancies. In the event of deadlock, the Chair will have a casting vote.";
- ii. change bullet point 5, line 19 to "No single union will be entitled to make more than one nomination in sections D to G.";
- iii. change bullet point 6 to include: "A one-year term limit will apply to the position of Chair and Vice-Chair of the TUC Young Workers Forum, meaning the position holders cannot stand for re-election as either Chair or Vice-Chair. Not more than one of these positions may be held by a self-identifying male at any given time.";
- iv. change point 10 to: "The Chair, Vice-Chair and General Council member elected under section J of the TUC General Council shall each come from different TUC affiliates and cannot be representative of a TUC affiliate that held an executive position the previous term.";
- v. change point 37 to: "Delegates to the TUC Young Workers Conference will select, via secret ballot, up to three resolutions (a motion carried at the Conference) to go forward onto the agenda of the succeeding Congress. The full set of results, by union, will be presented to the Conference.";
- vi. change point 38 to: "The resolutions to be submitted by Conference as motions to the succeeding Congress will become the property of the TUC Young Workers Forum.";
- vii. change point 51 to: "The Chair's ruling on any matter at Conference shall be final and only in the event of deadlock unless delegates from three affiliated unions request a ballot on the issue. In the case of a ballot, the result will be binding on the Chair.";
- viii. add point 52: "Amendments to the TUC Young Workers Forum Constitution, Conference Rules and Standing Orders" and "Any amendments to the Constitution, Conference Rules and Standing Orders must be approved by two-thirds of delegates present and voting at TUC Young Workers Conference."
- ix. Conference further agrees to any minor changes needed to enact the changes stated, like renumbering.

Mover: Unite the Union

Seconder: CWU