

TUC Young Workers' Conference 2023

PRELIMINARY AGENDA

TUC Young Workers' Conference 2022

Saturday 1 April

9:00am – 5:00pm

Sunday 2 April

10:00am – 2:00pm

MOTIONS

1 Improvements to paternity pay

Conference notes that whilst not all parents are young, many parents in England will be young workers. We have in recent years seen a decline in birth rates and the age of parents slowly increase to an average of 30.7 for mothers. These changes are in part due to the low statutory leave entitlements which compound the economic pressures felt by young workers. A 2020 YouGov study revealed that after age, the main reason cited for not having children was cost, with more men concerned with cost than women.

Conference acknowledges that shared parental leave enables a father to take more than the statutory two weeks leave, however, its low take up reflects the financial cost of the scheme on young parents and the fact that a mother must lose maternity leave to facilitate it.

Conference believes that we should be striving for an increased statutory leave entitlement which allows those taking paternity leave more time with their partner and child without a loss of maternity leave or further financial loss. This can be achieved by increasing the minimum entitlement of paternity leave from 2 weeks to 4. This would double the current statutory entitlement, help to break down gender stereotypes and help to lessen the cost of having children for young workers.

Therefore, conference calls on the TUC Young Workers Forum to lobby the government, to as a minimum, increase paternity leave from 2 to 4 weeks.

ASLEF

2 Work to Overturn the Restriction of Protest in Police, Crime, Sentencing and Courts Act

The trade union movement is inextricably linked to the right to protest. From the Chartists riots for democracy to the clashes between Grunwick strikers and police in the 1970s, protest has always been a key part of advancing the struggle of workers' rights.

As young trade unionists, we protest not only to have our voices heard but to protect our future. We have seen years of anti-trade union legislation that has denigrated the rights of workers and the ability to undertake industrial action. We know that organising young workers can be difficult, but this legislation increasingly intimidates and divides young workers, creating barriers to organising in new workplaces.

However, the Government has taken a sinister step with the introduction of the Police, Crime, Sentencing and Courts Act. This legislation severely hinders the ability of trade unionists to protect the Government's attacks on workers and allows detention for arbitrary reasons such as being "too loud". We have already seen the abuses of this legislation in recent months, including striking workers being arrested on the picket line.

In addition, the Covert Human Intelligence Sources Act (CHIS) passed in 2021, allows covert forces to spy on and even maim and attack trade unionists with impunity.

This legislation is a codified attack on our freedom as workers and as members of democratic trade unions.

Conference calls on the TUC to lobby the Government to immediately repeal both Acts, as well as repealing all existing anti-trade union legislation and restrictive anti-protest legislation.

Communication Workers Union

3 Improve Workers Rights for Young Workers

Workers' rights have been at the forefront of recent media coverage. Among the cost-of-living crisis and scandals such as P&O, we currently face the biggest attack on workers' rights and pay in recent history.

However, we have also seen an unprecedented surge in public support for industrial action. Postal workers, engineers, nurses, railway workers, civil servants, and thousands more in workplaces across the country have stood up against austerity and greedy bosses in the fight against the managed decline in their pay, terms, and conditions.

Campaigns like The New Deal for Workers enough is Enough and We Demand Better have demonstrated this mass support across our country and generated high-profile media coverage of disputes and striking workers.

Young workers have formed a key part of this narrative. Often the hardest hit during difficult economic times, millions of young workers face poorer terms and conditions, higher levels of insecure work and lower pay for equal work. Youth unemployment is falling but young workers still struggle to get by when they are being paid less than their colleagues for the same work, whilst also struggling with the housing and public transport crises.

It is time young workers got the recognition they deserve.

Conference calls on the TUC to:

- i) Campaign to eliminate minimum age wage bands and install full minimum wage for all workers.
- ii) Campaign for better "day one" rights for young workers and end to zero-hour contracts
- iii) Campaign for all employers to offer a living wage, rather than a minimum wage.

Communication Workers Union

4 Health Inequalities and Young People

Congress notes the increase in health inequality for those living in the most deprived areas in the country. Reporting by The Office for National Statistics found a significant decrease in life expectancy between 2018 and 2020 in the most deprived areas. A BLACHIR report identified gaps in data collection of Black African and Black Caribbean people, where terms 'black' or 'other' do not allow for the granular culturally sensitive analysis, which hinders the ability to inform patient needs and services. To address health inequalities in young people, it is imperative to implement policies and programs addressing root causes of disparities. This can include initiatives to improve access to healthcare, addressing wider social determinants of health, and promoting inclusion and acceptance of all young people.

Congress calls on General Council to campaign for:

- i) health equity and wellbeing at the core of local, regional, and national health and government planning and strategy, including involving young people in its design.
- ii) enable more ethnic minority-led and specialist organisations to provide rehabilitative service. iii. ensure funding streams address youth needs and

enable all young people to maximise their capabilities and opportunities. iv. above-inflation pay rises across the public services.

Chartered Society of Physiotherapy

5 Fossil Free Investments

This conference notes:

- i) The International Energy Agency's (IEA) Net Zero by 2050 Pathway' states there can be 'no new oil and gas fields approved for development, and no new coal mines or mine extensions' if the world is to have a reasonable chance of meeting a 1.5-degree guardrail for global heating.
- ii) Failing to meet a 1.5-degree limit would pose a well-established and severe threat to the health and safety of workers in the UK and worldwide.
- iii) The extractive operations of fossil fuel companies cause direct social harm in the UK and internationally.
- iii) Around £3 trillion is invested in UK pensions, an estimated £128 billion in fossil fuels.

This Conference resolves to:

- a) Encourage and support member unions to negotiate workplace pension schemes compliant with the IEA's Net Zero by 2050 Pathway, and push to make offering these schemes as a condition of contract for workers.
- b) Support affiliate unions in ensuring that they exclude fossil fuels from their investments and pensions as a first principle, and where this is not possible behave as responsible activist shareholders to support a just, green transition, ensuring Net Zero ahead of 2050.

Equity

6 Support liveable wages for career entry roles

Conference recognises the acute financial pressures the cost-of-living crisis is placing on young workers on early career graduate schemes, apprenticeships, and internships. Conference notes that many schemes have not increased salaries, bursaries or funding in recent years which is exacerbating low pay situations compounded by the cost-of-living crisis.

Conference notes that early careers schemes are one important route to increasing workplace diversity and social mobility and can prepare young workers with the skills they need in a modern labour market.

Conference recognises that employers reap great benefit from these skills, as well as from the efforts of young workers completing early career schemes. Consequently, young workers on these schemes are right to expect a liveable wage from their employer. Conference acknowledges reports that many young workers on these schemes are unable to pay rent, with some skipping meals or using food banks despite being in full-time employment. Conference also notes how low pay magnifies the struggles faced by marginalised communities, which risk becoming entrenched as these communities are forced to leave early careers schemes for better pay, to the detriment of their careers over the long term.

To this end, Conference calls on the TUC to:

- i) Campaign for all young workers to be paid a liveable wage from the start of their careers, regardless of sector.
- ii) Encourage all organisations to invest in a diverse, young workforce with the knowledge and skills needed to transition alongside the economy.

FDA

7 Young Carers

Conference notes that there are approximately 800,000 young carers in the UK. Conference notes that during the pandemic, many young carers were plunged into caring and home schooling, often without physical or emotional support from anyone. Some support services disappeared at this time which caused financial difficulties, stress and increased isolation.

Conference believes that the wait for an assessment of needs for person needing care takes too long. This means that resources to support the cared for person, and their carers are not available immediately, or at all.

Conference notes that the Children and Families Act 2014 should ensure a young carers' needs assessment is completed but the process is often long and complicated. Young carers don't always have a choice about taking a care role and can lose access to their education and social opportunities.

Conference notes that young carers have the legal right not to be discriminated or harassed under the Equality Act, but lack of employer knowledge means discrimination is happening.

Conference calls on the TUC to:

- i) Support the Young Carers Trust including through raising awareness of the charity among affiliate unions in the TUC and within the media.
- ii) Campaign for policy changes that will support young carers, including timely assessment, simplification of needs assessment, support for young carers to access education and social opportunities, and adequate investment in carers' support.
- iii) Raise awareness of the needs of carers to ensure that employers and educators follow the law and go beyond it to support carers.

Community

8 Recruitment of young workers

Conference believes that it is of utmost importance that unions are reaching out to young workers and drawing on the campaigns and issues that matter to young people.

Conference notes the lack of union education in the school curriculum, which leaves young people with no knowledge about unions and the many benefits unions have campaigned for and secured for workers.

Conference believes that young people's lack of knowledge about their rights at work is holding them back from exercising those rights at work.

Conference believes that it is important for young union members to step up and take leadership positions and become reps within trade unions.

Conference calls on the TUC to:

- i) Produce a briefing on strategies for engaging young people with unions, and ways in which the experience and knowledge of older reps can be shared with younger members.
- ii) Support affiliates to run education sessions in schools to give more young people an introduction to unions
- iii) Produce resources for schools to help young people to understand the history of the union movement and the successes that unions have secured over time.

Community

9 Support flexible working arrangements

Conference notes that throughout the COVID-19 pandemic, many workers successfully carried out their jobs remotely to a high standard during an unprecedented crisis. Congress also notes the success of hybrid working since lockdowns have ended.

Conference acknowledges that in most independent reports and union surveys, including a report launched by the FDA in 2022, a significant majority of workers have been consistently in favour of flexible and hybrid working arrangements which allow them to combine home- and office-working. While some research shows that young workers lose out by home working, Conference believes that the ability to choose working arrangements to suit individuals is better for all, rather than assuming all young workers as one homogenous group.

Conference also notes the improved wellbeing and productivity hybrid working can bring; and hybrid working's ability to enable workers from across the UK to access jobs normally reserved for those living in Southeast England.

To this end, Conference calls on the TUC to:

- i) Campaign to enable all young workers to have the choice to work remotely when possible.
- ii) Encourage organisations to adopt flexible and adaptable hybrid working policies that are considered about the benefits of hybrid working for young workers.
- iii) Speak out against misinformation around hybrid working.

FDA

10 A Living Wage for All: Young Workers Demand Fair Pay

Millions of people are facing a cost-of-living crisis, and desperately deserve a pay rise. This is particularly true for young workers, who are facing soaring rents, energy bills and food costs, yet often receive less pay than older colleagues. The minimum wage is currently £9.50 for those aged 23+, but this falls to £9.18 for 21–22-year-olds, £6.83 for 18-20-year-olds, and £4.81 for under 18s and apprentices. By contrast, the current, independently calculated, Living Wage is £11.95 in London and £10.90 elsewhere.

Young people disproportionately work in insecure sectors such as hospitality and the gig economy. On top of lower salaries, they often endure insecurity and unsocial hours to keep these industries going, which is so essential to local communities and the national economy.

54% of GMB London Young Workers feel that their pay was not fair and relative to similar roles and individuals performing their role. A staggering 99% are worried about the cost-of-living crisis. It is deeply unfair that any worker should be paid less than they can reasonably live on. It is completely unacceptable that young workers are often paid even less than that.

Conference resolves:

- i) To support GMB London Young Workers' #DemandFairPay campaign, calling for:
- ii) All employers to pay a genuine Living Wage – currently £11.95/hour in London.
- iii) Young workers to be treated and paid equally.
- iv) The Government to legislate for a universal, genuine Living Wage

GMB

11 Sexual harassment on public transport

Conference is concerned about the prevalence of sexual harassment against women and girls in public spaces, including on public transport.

UN Women research shows that 97% of young women have been sexually harassed.

RMT's survey of women public transport workers found that:

- i) 70% were aware of passengers being sexually harassed on public transport in the past five years
- ii) 72% believe that sexual harassment on public transport is becoming a bigger problem
- iii) 45% of women public transport workers had prevented passengers being sexually harassed in the last five years.

Young MU members travelling to and from work - often late at night - rely on safe, accessible, and affordable public transport. This can be a deciding factor in whether to accept an engagement.

Decisions by the Conservative Government to cut £4 billion of funding from our transport systems have led employers to cut thousands of jobs and erode frontline staff pay and conditions. This is leaving railways understaffed, inaccessible and unsafe.

This has a disproportionate impact on women, disabled, Global Majority, and LGBT+ workers who rely on the presence of station staff and guards on trains to help them feel safe, provide assistance, and act as a deterrent.

Conference reaffirms its solidarity with RMT and calls on the TUC to:

- a) Campaign for fully staffed public transport networks.
- b) Continue to oppose Government cuts that leave the railways unsafe.
- c) Lobby Government to prioritise introducing the preventative duty and protections from third party harassment.

Musicians' Union

12 Arts Council England funding cuts

Conference deplors the arts funding cuts handed down by Arts Council England in November 2022.

As a result of Arts Council England's funding decisions:

- i) 600 jobs are at risk at English National Opera
- ii) Touring opera provision in Liverpool, West Midlands, Bristol and the Southwest has been drastically cut
- iii) Community programmes in schools, prisons, hospitals, and marginalised coastal communities across the east of England are at risk.

Conference notes that this is a country-wide issue that affects young workers. For example, English National Opera's work with Luton Music Hub creates opportunities for young people from working-class and marginalised backgrounds to compose and perform. Welsh National Opera and the Watermill Theatre serve rural communities, creating opportunities for young people from those areas to engage with the arts. All of these organisations have received significant public funding cuts.

Cutting arts and culture funding shuts down opportunities for young people to see that arts and culture work can be for them. It threatens unionised arts and culture jobs, pushing young people out of their regions or out of the industry altogether.

Conference also notes that 'bread and roses' is a fundamental principle in the labour movement, and that everyone deserves access to art and culture.

Conference calls on the TUC to:

- a) Lobby Government for urgent support for affected organisations
- b) Express solidarity with union campaigns to protect arts funding
- c) Support union campaigns to protect arts and culture jobs at risk

Musicians' Union (MU)

13 Job Security for Young Teachers

Conference is deeply concerned that young and new teachers continue to bear the brunt of a deepening recruitment, retention, and cost of living crisis.

Conference is appalled at the evidence that many young teachers are unable to afford basic living needs, such as food and affordable good quality housing, as we face the worst cost of living crisis in 50 years.

Conference is further concerned that many young teachers can no longer afford to remain in the profession as teachers' pay continues to fall behind other comparable graduate professions.

Conference condemns the fact that many young teachers remain 'locked' into casualised work and temporary contracts, preventing them from living fulfilled and independent lives.

Conference asserts that the failure of the Government to act is leading to a depressing wastage of young talent as teachers are forced to leave the profession prematurely.

Conference calls on the TUC to:

- i) work with affiliates to expose and challenge unfair and discriminatory impacts of teachers' pay awards on young teachers;
- ii) campaign for a statutory right to permanent employment contracts for all early career teachers;
- iii) lobby the Government to provide dedicated, good-quality, and affordable housing for young key workers.

NASUWT

14 Fair Pay for Public Sector Workers

Conference notes that the Government has imposed pay freezes on large sections of the public sector workforce. During the worst cost-of-living crisis in decades, and after over a decade of pay austerity, public sector workers are facing further erosion of their pay, terms and conditions.

Conference also notes the historic vote by PCS members in a national ballot on pay, pensions and jobs, where members voted in record numbers to take industrial action in over 100 government departments. Workers in the civil service and related areas have been offered the lowest pay increase anywhere in the economy, with 40,000 PCS members using foodbanks or claiming in-work benefits to make ends meet.

PCS, alongside other unions in both the public and private sector, have a strong mandate for action.

Conference believes that:

- i) Industrial action can deliver on our demands. To strengthen our position, trade unions should work together through the TUC on a co-ordinated campaign of action to force the government to heed our demands.
- ii) Young workers are particularly adversely affected by the cost-of-living crisis and face a bleak future if the government continues to refuse to address the crisis by increasing wages.

Conference instructs the TUC to:

- a) Support all trade unions taking industrial action, whether in the public or private sector
- b) Encourage and facilitate joint strike action across unions, with a particular focus on organising young workers to take part in co-ordinated industrial action.

Public & Commercial Services Union

15 A strategy to end child poverty

More and more families are being pulled into poverty by Government inaction. The cost-of-living crisis is eroding pay in real terms and increasing household bills. Millions of households' finances are being squeezed, and inflation hits the poorest hardest. This affects children too – 3.9 million children in the UK are living in poverty.

No family should have to choose between heating and eating. Without support, many families will be forced to make impossible decisions that will harm the life chances of children and young people.

Conference believes that Government support is a crucial lifeline for thousands of families—including the 3.9 million children growing up in poverty. 2020/2021 was the only year child poverty levels reduced by more than 1% since 2010, coinciding with the temporary £20 uplift to Universal which experts say reduced child poverty levels.

To protect children and young people from the detrimental impact of the cost-of-living crisis, the Government must act now to ensure that Universal Credit and benefits payments cover the essentials of living and families receive support for childcare.

Conference calls on the TUC/affiliated unions to urge the Government to:

- i) Publish a child poverty strategy and to remain accountable on these measures.
- ii) Ensure that Universal Credit payments and equivalent benefits meet the basic costs of living.
- iii) Lift the Universal Credit benefits cap and remove the punitive 2-child limit.
- iv) Invest in childcare and work towards a universal and free childcare system, delivered as public infrastructure.

National Education Union

16 Tackling Child hunger: Free School Meals for All

Conference believes the effects of child poverty are having a detrimental impact on children and young people in education every single day. The cost-of-living crisis is only making this worse.

Conference notes that children cannot learn when they are hungry. 4 million children in the UK are living in food insecure households, more than a million more than in April 2022. For many, a school meal is the only hot meal of the day.

Conference further notes that the cost-of-living crisis will be felt for years to come. Even if inflation falls next year, prices will remain at higher levels. Too many children miss out on Free School Meals (FSM) due to restrictive eligibility, complicated registration procedures and the stigma built-in to a system that separates rich and poor – despite thousands of families being unable to afford a school lunch for their children.

To address this, Conference calls on the TUC/affiliated unions to:

- i) Call on the Government to provide Free School Meals (FSM) to all children in primary schools, ending the current stigmatising means-tested system.
- ii) Call on the Government to increase the funding allocation that schools receive to provide FSM in line with inflation.
- iii) Call on the Government to invest in ending holiday hunger by extending the provision of FSM into the school holidays.

National Education Union

17 Championing skills development in the energy industry

Conference recognises that net zero requires an industrial and skills strategy to match our carbon ambitions.

A just transition for workers and skills is a key union demand. This is particularly important in the energy industry, where skills take significant time to develop. Achieving net zero rests on our ability to recruit, retain, and reward a skilled energy workforce.

Conference recognises the skills challenges across the energy industry, with employers struggling to fill vacancies and a workforce skewed towards workers approaching retirement. 400,000 new energy workers need to be recruited by 2050.

Currently there are skill shortages, particularly within the green energy industry. A lack of adequate training and poor development opportunities has led to difficulties with staff recruitment and retention. Delivery of ambitious and important projects is currently under threat including the ability to safely process, treat, and store nuclear waste.

This motion calls on the TUC to:

- i) Campaign to put skills and training at the heart of the UK's energy policy.
- ii) Champion a social partnership approach, bringing government, employers, and trade unions and communities together to develop net zero skills strategies for each part of the economy especially, where new nuclear is concerned.
- iii) Lobby the government to implement the recommendations of the Green Jobs Taskforce, including promoting effective teaching of STEM subjects and ensuring the adults skills system is equipped for net zero.
- iv) To raise awareness of the importance of developing of nuclear skills, by engaging with the trade union movement and public to increase understanding and awareness.

Prospect/Bectu

18 A Licence to More -Protect our BBC

BBC funding is frozen. The government plans to abolish the licence fee in 2027. Between 2024 and 2027, the licence fee revenue will suffer real terms cuts putting further pressure on output, services and jobs. This move has been widely criticised as lacking any kind of plan or detail. The Culture Secretary committed to the licence fee funding review to be evidence based, which is welcome. But the evidence so far is there is no alternative that would safeguard the BBC's global contribution and huge national and local output. The government must retain the licence fee with a sustainable funding settlement to protect regional economies and ultimately the content that people know and love.

Over 25,000 people signed Bectu's "A Licence to More -Protect Our BBC" petition against the changes. This issue affects the future of public broadcasting, the high-quality apprenticeships provided through the BBC's apprentice hub and the quantity of good TV jobs for future generations. We are already seeing cuts to BBC regional services and redundancies.

We call on the TUC:

- i) To further promote A Licence to More campaign, particularly the Megaphone petition (www.megaphone.org.uk/petitions/protect-the-bbc-morethanallicence)
- ii) To encourage unions affiliated to the TUC to do the same

- iii) To promote the importance of public service broadcasting among union members and the wider public through social media, email bulletins, at events and in TV appearances.

The BBC inform, educate, and entertain rather than pursue profit. It is important the trade union movement support the concept of public broadcasting for the public good.

Prospect/Bectu

19 Migrants welcome here: Freedom, Equality and Solidarity

Conference notes the disappointing outcome of the PCS legal challenge to the Rwanda deportation scheme in the High Court.

Despite the supposed legality of the policy, it remains both inhumane and immoral, and PCS members working in the Home Office have also stated that the policy is unworkable.

Conference believes:

- i) Government policy regarding migrants and asylum seekers is antithetical to the trade union principles of solidarity and internationalism.
- ii) Trade unionists must embrace all workers and stand against false divisions in our society.
- iii) Immigration enforcement should not be used as a union-busting weapon by employers retaliating against unionisation efforts
- iv) We need public funding to ensure decent jobs, homes, and robust public services, alongside the scrapping of all anti-union legislation so that all workers can stand up to unscrupulous employers.

Conference calls on the TUC campaign for:

- a) An end to the inhumane and immoral Rwanda policy
- b) Free movement, equality, and rights for all migrants
- c) Against any immigration system based on income, migrant's utility to business and number caps/targets
- d) The closure of all detention centres
- e) Scrapping of all (Hostile) Compliant Environment measures, use of landlords and public service providers as border guards, and restrictions on migrant's NHS
- f) Extending the right to vote to all UK residents
- g) 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
- h) An immediate halt to immigration raids and deportations

Public & Commercial Services Union

20 Inadequate progression opportunities with limited ability to specialise in chosen subjects

Conference notes the lack of opportunity for graduates (and near-graduates) to secure job roles with clear progression prospects. It is also concerning where Young Workers express a

distinct interest to specialise in a chosen subject, they appear to be pushed into areas of work considered to be in 'higher demand' contrary to their own choosing. This has the potential to disempower and deskill Young Workers.

As with many Allied Health Professionals career pathways, Podiatry is amidst a recruitment and retention crisis due to an aging workforce. This makes it even more urgent to harness the enthusiasm of Young Workers and reinforce their passion by providing ample opportunity with clear routes of progression.

Conference calls upon the TUC to:

- i) Promote accessible support initiatives that empower Young Workers to express their interests and freedom of choice to specialise in subjects of their choice.
- ii) Encourage employers to implement fair working practices which accelerate achievable career progression for Young Workers.
- iii) Ensure employers hold regular and meaningful one to one meeting with Young Workers to discuss career progression and time frames for achieving goals which would benefit all involved parties.

Royal College of Podiatry

21 Unfair treatment of Students on placement in NHS and Private Sector

It is crucial that Students feel supported during their clinical placement and have the ability to raise concerns in a safe and non-judgemental environment. Nonetheless, Conference is disturbed by reports of Students on placement in the NHS and Private Sector feeling unable to raise concerns relating to unfair treatment. Many Students have described feeling ignored, unsupported and in more extreme cases even bullied by senior staff. This has had detrimental impact on their confidence, enthusiasm and resulted in a feeling of disengagement and placement dissatisfaction.

In a recent National Education and Training Survey, 94% of learners confirmed that they knew how to raise concerns in the clinical learning environment but only 81% felt comfortable to do so. This demonstrates that unfortunately there are instances where hostile environments have sadly created a feeling of scepticism.

Conference calls upon the TUC to:

- i) Promote the importance of a safe and stimulating environment for Students on placement.
- ii) Campaign for bringing more Young Workers into the trade union movement, as standing together in unions has helped workers win fair treatment and successfully challenge unfair treatment.
- iii) Require employers to confirm all placements are adequately resourced, for example making it compulsory for all Students to undertake meaningful training on key topics such as bullying, harassment, discrimination, and micro-aggressions.
- iv) Make it a prerequisite that a policy on raising concerns is shared with Students before, at the start and during all placements to encourage a safe platform for speaking up.

22 Recruitment, Development and Organising within the NHS

Sexual Harassment Is Never OK

In 2016 the Trades Union Congress (TUC) released the “Still Just a Bit of Banter?” report into sexual harassment in the workplace.

The report focused specifically on the sexual harassment of women and among its key findings were that 52% of all women polled had experienced some form of sexual harassment and that four out of five women did not report the sexual harassment to their employer.

Further research by the TUC in 2019 revealed that nearly 7 in 10 lesbian, gay, bisexual, and trans (LGBT) people have been sexually harassed at work.

Research by the EU Agency for Fundamental Rights found that women aged 18–29 years old were more likely to receive threatening and offensive advances on the internet than older women.

It is now 2022 and little has changed.

Conference believes that no workers should have to experience harassment and degrading treatment at work.

Conference asks the TUC Young Workers’ Forum to:

- i) Promote the TUC’s resources on combatting harassment at work to young workers.
- ii) Consider developing a campaign promoting the importance of trade union membership to build inclusive workplaces free of sexual harassment.
- iii) Promote and share examples of successful union campaigns against sexual harassment in the workplace.
- i) Consider developing educational and training resources to highlight what trade unions can do to oppose harassment.

UNISON

23 Young Workers Say No to Poverty Pay!

Young workers are some of the lowest paid in the workforce. Often in casual, junior or apprenticeship positions, they are on the sharp edge of the cost-of-living crisis.

The Trade Union Congress (TUC) notes that annual pay growth in the UK has been -0.2% since 2007, and it is one of just 7 out of 33 OECD countries where real pay growth since 2007 is negative.

The TUC attributes this to austerity politics and hard trade union laws, impacting the ability of workers to organise.

The last year has seen a wave of strike action across the trade union movement aimed at safeguarding and improving pay, terms, and conditions for workers. UNISON’s young members have taken part in strike action in the Higher Education sector and the Ambulance service.

Conference believes that young workers should not have to shoulder the burden for economic policies that benefit corporations rather than workers; and that strong unions are the best way to safeguard pay levels for all workers including young workers.

Conference asks the TUC Young Workers Forum to:

- a) Promote the importance of union membership to young workers to improve pay;
- b) Share examples of young workers taking part in strike action and organising for better pay;
- c) Consider producing a guide to industrial action for young workers who may not have taken part in industrial action previously;
- d) Work with the TUC General Council to campaign against discriminatory minimum wage rates for young workers.

UNISON

24 Recruitment, Development and Organising within the NHS

Conference notes:

That after nearly 73 years since the founding of the National Health Service consecutive Tory governments have organised and orchestrated attacks on the founding principles of universal and comprehensive healthcare at the point of use.

The curtain slipped when minutes of a meeting between the Chief Directors of Scottish health boards were leaked to the public and the idea of a Two-Tier healthcare service was proposed for discussion as a form of reform in the NHS.

For many workers in the health service, it is already clearly visible the extent of which privatisation has created a post code lottery for services treating all patients.

It is crucial that our movement understands the scope of the fight that we are engaged in to protect and build the National Health Service. That is why Unite calls on the TUC youth committee to:

- i) Organise with NHS campaign groups to highlight young worker's experiences within the NHS, as well as the role these workers will play in the future of the organisation
- ii) Support affiliate Health unions in the organising and campaigning of young members, through the setting up of events centred on the education and recruitment of young health workers and their role within the Trade Union Movement...
- iii) Set up a young worker's story network that can publicise the experiences and challenges faced by young workers trying to both support patients and staff as well as develop their own careers within the NHS.

Unite the Union

25 Tackling Sexual Harassment

Young workers are at higher risk of sexual harassment because of their often-precarious position in the labour market. Usdaw research shows that young women are more likely

than older colleagues to experience sexual harassment at work and less likely to report incidents to their employer because of well-founded fear of reprisal and further victimisation.

There is an urgent need for unions to tackle and prevent sexual harassment and the cultures that enable it both in the workplace and in our movement. Sexual harassment is not inevitable, and it can be prevented.

Young people are more likely to experience third-party harassment due to the sectors they work in and because they are overrepresented in insecure work. Young workers, and particularly young women, are also underrepresented in our movement. Addressing this is essential if we are going to tackle power imbalances and increase their power within union workplaces and the wider movement.

Conference commends the leadership shown by the TUC in supporting unions to develop preventative sexual cultures. We need to consider what more can be done by the TUC to support and encourage unions to develop this work including:

- i) Sharing ideas and best practice.
- ii) A joint commitment from unions to tackle sexual harassment and the cultures that enable it.
- iii) Supporting unions to draw up action plans to tackle and prevent harassment.
- iv) Keeping up the pressure for a preventative duty to be incorporated into the Equality Act accompanied by a Statutory Code of Practice.

USDAW

26 Young Workers need a New Deal for Workers

Conference notes the significant impact of the cost-of-living crisis on young workers. In November 2022, Usdaw surveyed thousands of low-paid workers and the responses from young workers showed that:

- i) 76% cannot afford to take time off work when ill.
- ii) Over 70% have had to rely on unsecured borrowing to pay bills.
- iii) More than 1 in 5 miss meals every month to pay bills.
- iv) 83% report that financial worries are having an impact on their mental health.
- v) Almost a quarter have working hours that are significantly different each week.

Conference believes that at the heart of the cost-of-living crisis is our weak employment rights framework, leaving workers vulnerable to economic headwinds. At the same time, one-sided flexibility in the workplace consistently benefits the employer at the expense of employees.

The framework of employment rights is even weaker for young workers, due to unfair youth rates in the National Minimum Wage, the qualifying period for protection against unfair dismissal and age discriminatory provisions in the calculation of redundancy pay.

Conference pledges to actively campaign for stronger employment rights for young workers, including:

- a) Increased Statutory Sick Pay.

- b) An end to minimum wage youth rates.
- c) Day one employment rights, including protection against unfair dismissal.
- d) A ban on zero-hours contracts.
- e) A right to switch to a 'normal hours' contract.
- f) A minimum contract of 16 hours per week for everyone who wants it.
- g) Increasing Statutory Redundancy Pay to three weeks' pay for each year of service, irrespective of age.

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