

DRAFT Composite #1: Brexit and Working People

(incorporating Motion 2 + Amendment, Motions 3, 10, 11)

Standing in the names of:

**South East/Regional Committee
London & Eastern/382 Go Ahead – London General (Putney) Branch
Aerospace & Shipbuilding NISC
North West/Automotive RISC
London & Eastern/1228 Waltham Forest Council Branch
London & Eastern/7055E Suffolk Road Haulage Branch**

Conference has no confidence that the Tories are capable of negotiating Brexit in workers' interests and the vast majority in society.

Unite should work to build an alliance of trade unions, political and social movement organisations to mobilise a widespread campaign to strengthen workers voices and economic interests in the current Brexit negotiations. The British people must reject a "no deal" Brexit which would put the livelihoods of working people at risk.

Trade unions should not leave our members and families' interests to be negotiated away by this arrogant, divided Tory government which will act to secure a deal that benefits big corporations at workers' expense. This will mean maintaining the main planks of EU membership such as the neoliberal rules and regulations of the single market.

Our members in manufacturing, finance, services and transport will not tolerate a Brexit which undermines jobs, current or future rights secured by union campaigning in Europe, or future investment. Our communities and public services rely on a strong, integrated economy and we will oppose any action of government that undermines the peace in Ireland or leads to further inequality and impoverishes large sections of working people.

To preserve our members' jobs, Unite must campaign for the UK's continued participation in and access to the European single market and a customs union.

Key policies in Jeremy Corbyn's manifesto, such as re-nationalisation and workers' rights, that mobilised millions to vote in last year's general election would be under threat in an outcome that kept neo-liberal EU rules.

Conference calls on the Labour leadership to campaign for a socialist Brexit in the interests of workers here and in the rest of Europe.

This would mean ripping up the neo-liberal austerity offensive that has pauperised workers in countries such as Greece.

Conference notes and reaffirms Unite's policy, endorsed at last policy conference, to support all our members regardless of national origin, and to reject crude attempts by the

Tory press to divide us in order to weaken opposition to their vision of a backward-looking and divisive Brexit.

This reaffirmation of our core values is particularly pertinent at this Policy Conference, this year being the 70th anniversary of the arrival of the Windrush at Tilbury.

Conference also notes and applauds the conduct of our officers and activists, such as at Fawley refinery, in promoting unity and solidarity as the effective tools to end the disgraceful attempts by some employers to pay migrant workers below the agreed trade union rate.

Unite must also campaign for the incoming Labour government to pass legislation to protect migrant labour from abuse, for instance any UK employer wishing to recruit labour abroad can only do so if those workers are covered by a genuine trade union agreement or by strong sectoral collective bargaining when they arrive in the UK. This will help prevent the undermining of workers' pay and conditions and help ensure that incoming migrant workers are protected from exploitation as cheap labour by unscrupulous bosses.

Such a programme could unite working class people in Britain, regardless of how they voted in the referendum and undermine those who look to divide workers on racist and nationalist lines. We support guaranteeing the rights of EU citizens to remain and work in the UK with trade union negotiated rates of pay for all.

Conference believes that this would not be in order to create the more isolated and even more exploitative neo-liberal vision of the Tory right, but to begin to build a society for the many not the few. It would mean taking socialist measures so that the enormous wealth in society could be harnessed to provide everyone with the prerequisites for a decent life: a decent affordable home, a good job, free education, a top-class NHS, a living pension and more.

In order to ensure the above, conference believes that parliament must be able to genuinely determine by a vote in the House of Commons, whether or not the outcome of negotiations over our future relationship with the European Union, including our future trade arrangements, meet our objectives. Conference notes that this will not be possible if we leave the European Union as currently determined, in March 2019.

Further, conference recognises that the government's proposal to leave the European Union in March 2019 will see the UK leave without agreement on any matter beyond the three pre-Brexit issues of: the financial settlement, the Irish Border and EU Citizens rights. For the transition period to December 2020, the UK government's plan will see us continue to abide by the conditions of EU membership while losing our voice, influence and leverage within its institutions such as the European Parliament, Council of Ministers and Economic and Social Committee as well as the European Court of Justice.

Conference believes this to be against the interests of working people securing the best possible Brexit and therefore calls on the union to publicly campaign while working politically and industrially to secure an extension to Article 50, retaining our full membership

of the European Union, until negotiations on our future relationship have concluded and parliament has determined by vote of the House of Commons that any such deal is acceptable. This will provide parliament with a genuine and meaningful say over our terms of departure, government with continued influence in the institutions of the European Union, elected representatives a voice in the European Parliament and workers a seat at the table of the European Economic and Social Committee.

Conference resolves that to create a Europe fit for working people:

- Unite must take a lead in campaigning for and building a political and industrial alliance to secure the extension of Article 50 and our full membership of the European Union until the conclusion of negotiations between the UK government and European Union and a genuine, meaningful vote in the House of Commons has determined that any such agreement is acceptable;
- Unite must continue to campaign for the Labour Party to organise with trade union supported workers' political parties, trade unions and left social movements across Europe with the aim of constructing a fighting programme for a Europe fit for working people. Jeremy Corbyn and Unite should urgently use their international anti-austerity authority to help establish a new collaboration of the peoples of Europe on a socialist basis;
- We must continue to collaborate over pay and conditions with European trade unions, and continue to attend European Works Councils;
- Where deemed useful, Unite should help instigate both UK & European wide campaigns mobilising with our sister unions in Europe to resist employers' attacks, post Brexit;
- This should begin with a national UK trade union organised rally calling for defence of worker's rights, during current Brexit negotiations, coordinated with other European trades unions;
- We must also continue to oppose all undermining of health and safety, environmental regulations, and workers' rights put forward during the Brexit negotiations, or any future trade negotiations, especially the negotiation of international trade deals designed only to benefit employers.

DRAFT Composite #2: Brexit – a vote on the final deal

(incorporating Motions 4, 5)

Standing in the names of:

**Civil Air Transport NISC
East Midlands/Aerospace & Shipbuilding RISC
East Midlands/LN05 Siemens Lincoln Branch**

The UK referendum vote in June 2016 resulted in a decision by a small majority to leave the EU.

Conference fully recognises and respects both the European Union referendum result and members' right to hold differing opinions, perspective and political positions with regards to 'Brexit'.

The vast majority of the information that was presented by the "Leave" and "Remain" campaigns was not based on facts, but just on speculation and lies. Now that we are becoming more aware of what the final deal could be, people may think that is not what they voted for.

As a trade union, our responsibility must not become the rights and wrongs of the political arguments surrounding 'Brexit', but the differing economic impact and employment prospects for our members, across a broad range of industries arising out of 'Brexit'.

Within the trade union movement our principle with any negotiated agreement is that it is always placed before our members for their approval prior to acceptance. Unite policy should therefore reflect those principles.

Therefore conference calls on the Unite Executive to:

- Lobby Parliament and the Labour party to adopt a policy that any final agreement is subject to a vote by the UK population on acceptance, or not, of that deal.

DRAFT Composite #3: The Future of Brexit

(incorporating Motion 6 + Amendment, Motion 7)

Standing in the names of:

**East Midlands/GPM & IT RISC
East Midlands/DE13 Rolls Royce Nuclear Power Branch
West Midlands/Automotive RISC**

On the 23rd of June 2016 the UK voted to leave the EU.

However a lot of voters only started to see through the chaos of the initial referendum campaigns and truly understand the implications and costs of leaving the EU after the UK had voted to leave the European Union.

Whatever the outcome is of Brexit negotiations the final negotiations of UK Brexit terms cannot be left for parliament alone to agree upon because the facts presented to the voting public have changed so much since the referendum vote. The British electorate must ultimately have the final say on any EU Brexit deal and therefore this conference calls upon Unite to do the following:

- Campaign against any Brexit deal that would harm UK jobs and economy by the introduction of trade barriers;
- Campaign against any terms that would have a detrimental impact on UK workers' rights;
- Campaign to ensure the UK public has a binding vote to accept the terms of the UK exit from the EU or reject the terms of the UK exit from the EU and remain in the EU;
- Lobby the Labour party to ensure they make a manifesto commitment to giving the public a final binding vote to reject or accept any EU exit deal;
- In the absence of a public vote on the final Brexit terms, to lobby for either the inclusion of a referendum on re-joining the EU as part of the Labour party manifesto if the UK leaves the EU with trade barriers or terms that have a detrimental impact on UK workers, or campaign to renegotiate with the EU clauses that are detrimental to UK workers and trade;
- Ensure the union remains fully committed to all EU trade union federations, alliances and organisations;
- Campaign for Article 50 to be extended to the end of any transition deal;
- Campaign for any transition to be at least 4 years.

DRAFT Composite #4: Brexit and Free Movement

(incorporating Motions 12, 14)

Standing in the names of:

**London & Eastern/524 Central London Voluntary Sector Branch
Scotland/164/403/Glasgow & Lanarkshire CN4P Branch**

Conference notes the debate on immigration currently underway in the context of the Brexit negotiations, with the Tories committed to ending free movement.

Stagnating wages, crumbling services and the housing crisis were caused by government and employers making the rich richer at working people's expense – not immigration.

Dividing workers along national lines is the oldest trick in the book.

We need real solutions to the problems facing working people: massive public funding to ensure good jobs, homes, services and benefits for all; scrapping of anti-union laws and stronger rights so workers can push up wages and conditions; and communities uniting across divisions to win changes.

The labour movement is a movement for all workers, regardless of where they were born.

We note many struggles where migrants have been central to improving low-paid workers' wages and rights. Our movement must not give an inch to the falsehoods used to turn domestic against migrant workers.

Free movement benefits all workers. Without it, only the rich and privileged can live and travel where they want. Free movement ensures that migrants have rights.

Ending it makes migrant workers more vulnerable to hyper-exploitation, making downward pressure on wages more likely. Workers are much less likely to organise in a trade union if the penalty for standing up to your boss is being deported.

Britain and the EU should welcome migration across Europe and from beyond. Limiting free movement further would damage the economy and hit living standards.

This conference resolves to campaign to:

- defend and extend free movement;
- scrap the net migration target;
- strengthen refugee rights;
- dismantle the brutal anti-migrant regime built over decades;
- abolish immigration detention centres;
- ensure the right to family reunion;
- end use of "no recourse to public funds";

- end use of landlords and health workers as border guards; and
- reverse attacks on migrants' access to the NHS.

Unite will work with like-minded forces across the movement to ensure that this becomes Labour Party policy.

DRAFT Composite #5: Universal Credit

(incorporating Motions 17, 18, 19, 20 + Amendment)

Standing in the names of:

**Disabled Members' National Committee
London & Eastern/Young Members' Committee
London & Eastern/0694 Clerkenwell & St Pancras Branch
South East/6259 Bracknell Branch
London & Eastern/785 North London Voluntary Sector Branch**

Universal credit replaces working age benefits including: Employment Support Allowance, Job Seekers Allowance, Housing Benefit, Income Support, Working Tax Credit and Child Tax Credit.

Universal Credit is harming poorer low waged people. In all some seven million households, including one million low paid part-time workers could be financially worse off as a result Universal Credit.

For the first time, working people could find themselves sanctioned if they cannot demonstrate to the DWP that they are seeking to improve their paid income. Failure to comply could lead to savage sanctions cumulatively adding up to three years loss of benefit. Those in precarious work will lose their Pension Credit. Pensioner couples will also be affected if one of them is under pension age.

The Tory government refrain that the Universal Credit 'makes work pay' has also been exposed as a lie. Universal Credit claws back 63p of every £1 earned for some claimants. There is a greater bureaucracy imposed upon self-employed people who will have to submit monthly instead of the current annual income before any benefit payment.

People in part-time work could be forced to give up work that suits their disability or family life in order to take up full-time work or risk sanctions. Universal Credit brings in the loss of Severe and Enhanced Disability Premiums which mean single disabled people lose around £2,000 per annum and a disabled couple over £4,000 per annum.

Universal Credit claimants will be expected to wait 5 weeks as a minimum for their first payment with many languishing for three months or longer as they await their first payment.

With Universal Credit, housing benefit isn't paid straight to the landlord but to the claimant who may be in need of money to use in an emergency. In pilot areas this has resulted in up to 60% of claimants going into rent arrears. Letting agents are already refusing to rent to anyone claiming Universal Credit.

To date at least £15.8 billion has been wasted on its implementation.

Areas already subjected to Universal Credit have reported serious hardship with visits to food banks soaring along with rates of people sanctioned and left without any income for 3 months or more.

Just some of the many problems with Universal Credit are listed below.

General Problems:

- everyone will have to accept the Claimant Commitment and log in daily to Universal Job match account and complete your a do list and journal; there is harsh conditionality within Universal Credit such as 35 hour per week job searches
- Hardship Loans are repayable meaning the full amount of money someone is entitled to isn't paid for months as 40% of their entitlement can be taken away to repay a loan
- under the Troubled Families Programme people could see their children taken into care if the claimant is not meeting conditions set by DWP/Work Coach
- under UC data is shared by DWP, HMRC and banks to ensure no additional income is undeclared.

Disabled People:

- UC is claimed and managed entirely digitally which is difficult or impossible for many disabled people. Any mistakes on the form will likely lead to loss of benefit or a claim being disallowed.
- Health and Work conversations are mandatory and any failure to attend will lead to your claim being closed.

Coercion of Mental Health claimants:

- as part of the Health and Work Programme we are seeing the use of the DWP nudge unit and psycho compulsion. This effectively means the introduction of forced treatment through the use of IAPT therapists based in job centres. If claimants don't take the treatment prescribed they face being sanctioned.

Loss of Women's Rights:

- changes to benefit payments will make women financially dependent on men trapping many in endless domestic violence.
- the appalling Tax Credit 'rape clause' means that women can only get Child Tax Credit payments for their first two children unless they can prove they were raped; this involves filling out a detailed 45 page form about being raped.

For those in work, self-employed or on zero hours contracts:

- If your earnings exceed qualifying levels in a month they can close your claim and your online history will be erased - all without warning.
- if you fail to do your job match account even over Christmas and other bank holidays you will have your money stopped and you must always be available for interviews.

Universal Credit represents a deliberate and permanent breaking of the link between the needs of the individual and the benefits provided and also removes the link between the costs of services and the benefits provided.

Universal Credit will be reduced steadily once any benchmarks have been removed, in the same way that all incorporated benefits (such as London Weighting) are reduced and ultimately abolished.

When people have barely enough to pay for basic survival, social care services will cease to be viable for the smaller numbers who can afford them, and Unite members in social care will lose their jobs.

The best way to simplify the benefits system is for both health and social care services to be publicly provided, free at the point of use, for the individuals who need them.

Conference notes:

- Universal Credit was designed as an ideological drive to making being on welfare benefits as degrading and punishing as possible with the intention of forcing as many claimants off benefits as possible
- Universal Credit is just one part of these reforms which include the discredited Work Capability Assessments, the change from Disability Living Allowance to PIP and a 20% budget reduction target and cuts to the Access to Work programme.

Conference believes:

- Universal Credit is a draconian benefit system. A system imposed on poorer people both in and out of work that serves as a punitive regime;
- Universal Credit cannot be fixed;
- Universal Credit has to be scrapped;
- as with the Work Capability Assessments an entirely new scheme needs to be created making sure that Disabled Peoples Organisations and other groups affected are included at the heart of how these schemes are designed.

We call for an incoming Labour government to:

- stop and scrap Universal Credit;
- carry out a far-reaching social security reform that truly makes work pay as well as protecting those unable to work.

Conference agrees to:

- campaign to stop and scrap Universal Credit and to campaign for better funding for social care;
- support the national 'Stop and Scrap' campaign called by DPAC, Mental Health Resistance Network, Housing campaigns and others;
- publicise the campaign and promote it to our members urging them to support the campaign;
- lobby the Labour Party and other organisations who currently have a 'Pause and Fix' approach to UC and urge them to adopt and work with the 'Stop and Scrap' campaign;
- support and build for a National 'Stop and Scrap' UC Day of Action.

DRAFT Composite #6: Industrial Strategy

(incorporating Motions 26, 27 + Amendment, Motions 28, 29 + Amendment)

Standing in the names of:

**Chemical, Pharmaceutical, Process & Textile NISC
Scotland/Executive Committee
National Women's Committee
North West/Regional Committee
Engineering & Manufacturing NISC
GPM & IT NISC**

The Conservative Government's "industrial strategy" published in late 2017 was largely irrelevant to the needs of manufacturing and advanced manufacturing and does not provide for a strategic plan which is needed to boost our industries, create decent well paid jobs and a skilled workforce for the future.

Conference recognises that in order to develop a strong manufacturing strategy that creates growth across the economy and spreads wealth, there needs to be a national plan which includes:

- positive procurement;
- defending our foundation industries, including chemicals, oil and steel;
- reshoring of jobs into the UK supply chain;
- a strategic investment bank;
- a workable skills and apprenticeship programme to address transferable skills and skills shortages;
- investment in research and development;
- investment in digital technology including the production and manufacture of electric vehicles and the necessary infrastructure;
- a Minister for manufacturing with a seat in the Cabinet;
- sectoral collective bargaining;
- a voice for unions and workers in their companies.

Conference welcomes the fact that the Labour Party adopted many of these policies which were included in the 2017 General Election manifesto.

Conference believes there is an urgent need for a robust and joined up strategy for delivering growth, prosperity and the redistribution of wealth in the economy.

Conference is concerned that we have witnessed an ad hoc response to industrial closures and job losses, observed the erosion of our public services and seen a growth in people accessing foodbanks.

We need an industrial strategy with manufacturing at its core and recognising the importance of the ability of working people to exercise and advance their collective interests through trade union organisation.

Conference believes that our industrial strategy must reflect the major impact of automation on jobs in sectors of the economy dominated by women workers. Automation has already had a major impact on industrial sectors where predominantly women work including banking, retail and in the public sector. It is vital that we support local reps to run customer facing campaigns highlighting the human cost of new technology, in particular the increasing use of algorithms which have a cumulative discriminatory impact on jobs and services.

Conference is concerned that the rapid increase in crowd working is leading to an extension of the shadow economy and the establishment of new digital precarious work. Women precarious workers are most likely to be low paid; work long hours; suffer stress; be excluded from pregnancy protection and maternity leave provision with the absence of an employment contract.

Conference believes that our industrial strategy must reflect on ensuring there are well paid, secure, skilled jobs with trade union recognition and collective bargaining in all sectors of our economy including the sectors where women predominantly work, now and in the future.

Conference believes that it is imperative that the UK economy is re-balanced so that there can no longer be an over dependence on one sector alone and that the UK manufacturing sector is supported politically, financially and geographically to play an integral part in rebuilding and re-balancing the UK economy

Conference is aware that the unacceptable decline in UK manufacturing has to be reversed immediately by supporting a policy that promotes manufacturing here in the UK.

Therefore, conference welcomes Unite's strategy for manufacturing and its policy on the challenges faced by the digital economy, highlighting the need for a National Investment Bank to support both manufacturing and advanced technology development here in the UK.

Conference believes investing in a genuine manufacturing and skills strategy will attract people from many different sections of society including younger people, and this will promote an increase in high skilled apprenticeships developing the genuine skills necessary for supporting new technologies which are essential as a long term investment in the manufacturing future of the UK.

Conference expresses its continuing alarm at the lack of a Government strategy to fight against the off-shoring of jobs and services in a number of sectors including manufacturing, IT and finance.

In the past year we have seen decent jobs lost as companies move their work outside of the UK often to take advantage of lower wages, inferior working conditions and to earn bigger profits for themselves.

Conference notes that multi nationals including Delphi, Cummins and Fujitsu have moved work outside of the UK to low cost countries in the past year with hundreds of jobs lost. There are many other examples.

Unite has campaigned to bring work back to the UK (notably in the motor components industry with some success) however the lack of any overall government strategy has failed to stem the tide.

Conference is also alarmed at the failure of the Government to use its procurement power to support good jobs and employment rights, and to stop companies boosting profits at workers' expense. These have included vehicles procured by public bodies, steel and major infrastructure products, IT and other services.

Conference rejects the policy of awarding public contracts to the lowest bidder – which is driven by austerity.

Conference calls on the Executive Council to:

- campaign for an industrial strategy based on creating opportunities for investment in new infrastructure projects (including in housing, transport, energy and new industries) with such investment tied to firm commitments to create jobs, raise living standards, improve health & safety, ensure fulfilling and productive work and build a more equitable society;
- continue to oppose off-shoring of jobs and services, and to campaign to ensure public bodies and major infrastructure projects use UK manufactured goods and services;
- support a policy of active engagement and intervention, to campaign for the next Labour Government to immediately appoint a Minister for manufacturing to support all manufacturing sites within the UK and introduce a positive procurement policy and off-shoring strategy that defends jobs and takes into account the social value and implications of offshoring, procurement and investment decisions as currently happens in many EU countries.

This would include:

- Unite to fully engage in constructive dialogue with the Labour Party regarding the development of a coherent strategy in terms of the future effect of automation within the manufacturing sector;
- fully support future design/development and manufacture of green technology within the UK;
- the re-introduction of a UK based supply chain, creating the opportunity to return thousands of decent paid jobs back to UK shores;
- the development of an alternative robust policy that opposes any “buying off the shelf” for components within the UK defence industry;

- continue Unite's campaign to exert pressure on Government both nationally and regionally for implementation of a genuine procurement policy, recognising that manufactured goods paid for by the UK tax payer and used to benefit the UK tax payer, should be in the first instance be manufactured here in the UK.

As part of such a strategy, Conference calls for:

- positive procurement: using public spending and public contracts to support manufacturing and services, and promote and advance trade union rights, equality, fairness and a sustainable environment;
- improved skills: offering genuine high quality apprenticeships and opportunities for re-skilling and upskilling to meet technological changes;
- positive use of automation: with job protection, job creation, health & safety and reduced working hours with no loss of pay as key objectives;
- alternative forms of ownership: including forms of public, cooperative and municipal ownership;
- a strong worker voice: through strong trade unions, collective bargaining (including sectoral bargaining), the establishment of sectoral and workplace forums (involving trade unions in decisions on investment and how work is performed) and the ending of exploitative practices such as zero hour contracts, blacklisting and bogus self-employment.

Conference further asks for:

- development of detailed industrial plans for each sector, to include specific proposals on skills, retraining, new job creation and job to job transition for workers affected by changes in the economy;
- involvement of our lay reps and members in the process, so that plans developed have buy-in from our members.

Conference resolves to:

- carry out an investigation in to all aspects of automation of the economy in relation to women workers; once the research is completed use the knowledge to encourage our companies and industries/sectors to look to the future of their employees to ensure training is in place to help with future employment, there is a duty of care when employees have given their service and loyalty to companies, etc;
- ensure the Unite National Women's Committee is consulted in relation to the gender perspective in all areas of Unite industrial policy.

DRAFT Composite #7: Taking Back Control of Public Services

(incorporating Motions 31, 33, 34, 35)

Standing in the names of:

**Government, Defence, Prisons & Contractors NISC
London & Eastern/Health RISC
North East, Yorks & Humber/ Government, Defence, Prisons & Contractors RISC
Ireland/NI/B0004 Bombardier Aerospace Branch**

Until its collapse in January Carillion had been one of the go-to firms for outsourcing and privatisation, receiving billions of pounds of public money in government contracts each year. Warning signs of collapse were there, hedge funds had been short selling its shares for years (flogging them off today and buying them back tomorrow for less and pocketing the difference). Projects overrunning and delayed payments to sub-contractors tipped off the market that the company was in trouble and had cash flow problems, and yet despite these warnings government continued to hand it public contracts.

The company's collapse has exposed a culture where contracts are won by putting in rock bottom bids, sweating workers and suppliers, and cutting corners to squeeze out a profit. This is a culture familiar to our members working for other companies with their snouts in the outsourcing and privatisation trough, such as G4S, Serco, Capita, and Babcock, each competing to cut jobs, wage bills and services to make a profit. Our members in these companies live daily with the fear that their employer could be 'the next Carillion'.

Unite has always opposed the notion that it's possible to reduce funding for public services, hand tax cuts to the powerful and wealthy and yet still deliver services via the magic trick of outsourcing and PFI. Our members as workers in, and users of, public services have known all along the idea that somehow cleaning hospitals, running a prison, feeding school kids or building a railway can cost the taxpayer less if these activities are handed to profit seeking companies just doesn't add up.

The collapse of Carillion serves only to reinforce the dangers of outsourcing well delivered public services to the private sector, lessons must be learnt from this and the outsourcing programme not only halted but reversed. Privatisation of services creates a genuine threat to terms and conditions of employment, creating multi-tier workforces with increased job insecurity for employees.

Since the 1980s, the growth of outsourcing in both Britain and Ireland has left thousands of workers, as well as public administration, services and investment programmes, and the people and businesses who rely on them, vulnerable to the fluctuating fortunes of private corporations such as Carillion and Capita.

The recent collapse of Carillion, which held 450 public sector contracts and owed £1 billion to 30,000 subcontractors when placed in liquidation, highlights the dangers inherent in the outsourcing of public investment programmes to the private sector. Carillion's failure put

thousands of jobs at risk, including approximately 500 jobs in Northern Ireland. The experience of outsourcing in the NI Housing Executive has been one of repeated private sector failure – Carillion only being the latest in a long line of companies which have collapsed leaving the public sector to pick up the pieces and to provide direct employment to workers left redundant.

Capita, which earlier this year issued a profit warning and saw the value of their shares collapse, carries out vital services ranging from the electronic tagging of prisoners and collection of the BBC license fee in Britain, local authorities work in Northern Ireland, to the development and implementation of Ireland's national postcode system and the servicing of Anglo Irish Bank Loans on behalf of Ireland's National Assets Management Agency. Despite being the beneficiary of nearly €140 million worth of departmental contracts in Ireland, Capita has refused to implement a Labour Court recommendation for enhanced redundancy terms for a group of Unite members.

The cases of Carillion and Capita expose as spurious the claim that the outsourcing model protects the taxpayer and transfers risk to the private sector: instead, the risk is borne by the public, the public sector and workers.

The ideologically-driven agenda of outsourcing more and more public services to private sector contractors must be reversed. The prevalence of uneconomic tendering by companies which play loose and fast with the rights and entitlements of their employees as well as service users means that the long-term costs of this approach are far greater than delivering services in-house.

All existing contracts should be subjected to a rigorous assessment for 'best value' and a risk assessment conducted not just on the financial health and future viability of private operators, but also on their respect for workers' rights, industrial relations norms and environmental standards. Where these are found wanting – the state must intervene to safeguard public interest by bringing contracts back in-house immediately.

Since Conference last met and the General Election being held, Conference notes that Tory austerity and privatisation continues for millions of public sector workers.

For many that has meant hardship, visits to food banks, despair and depression along with uncertainty of their jobs, pay and pensions.

Conference notes that at the recent national industrial sector conferences across all industries there was anger and a desire to fightback to protect our members' jobs and conditions.

In many workplaces, Unite has been at the forefront of leading the fightback against employers, both in the public and private sectors, who have attacked workers' rights and conditions. In some sectors, the health service, for example, privatised companies contracted out yet further in terms of services, leaving little accountability, whilst downbanding already low paid workers and sought bullying tactics and intimidation, mainly against women and BAEM workers. Conference unreservedly condemns such tactics and

believes that where this occurs that Unite throws its full support to local reps to 'name and shame' organisations who use these tactics.

Conference places on record and commends those Unite members and reps who have taken a stand and said 'enough is enough' to the bullying nature in the workplace by campaigning, demonstrations and strike action.

Conference agrees with Jeremy Corbyn that "It is time to put an end to the rip-off privatisation policies that have done serious damage to our public services and fleeced the public of billions of pounds".

Conference supports Jeremy's vow to: "take back control of public services, end the private-profit-is-best dogma and run our public services for the benefit of the many, not the profits of the few".

Conference calls on the EC to:

- call for a government enquiry and audit into the activities of outsourcing companies, and where necessary demand government take services back in-house to prevent another Carillion type collapse devastating the lives of workers and service users;
- make preparations for "taking back control of public services" by conducting our own enquiry into outsourced and privatised companies; working with reps across Unite to build up data on targets missed, services and jobs cut, contractors and suppliers not paid and taxpayers fleeced;
- campaign against the Government's ongoing programme of outsourcing public sector services to the private sector and furthermore to reverse the previously outsourced services back into the public sector;
- demand an end be put to the practice of large-scale outsourcing in both Britain and Ireland;
- calls on governments in these islands to commit to bringing services back in-house and workers back into direct public employment, as and when necessary and appropriate;
- work with the Labour Party that the next Labour government brings in immediate legislation to defend low paid workers in terms of pay and conditions and that all privatised services outsourced in the public sector are brought back 'in-house';
- ensure that Unite delegations carry this policy through all appropriate conferences with fellow trade unionists and Labour Party organisations;
- support our reps and members in their disputes and campaigns and ensure both financial, legal and practical support is given where necessary.

DRAFT Composite #8: Ownership and Regulation of Public Transport

(incorporating Motions 37, 38)

Standing in the names of:

**North East, Yorks & Humber/Passenger RISC
London & Eastern/288 Abellio Battersea Branch**

Unite previously recognised that we should create a national infrastructure commission, so there would be the opportunity to review issues of ownership and control of the UK transport system.

There should be a national transport system of rail and bus under public control. Privatisation has only progressively shown the profits they make, with very little investment put back in. Fares should be moderately priced, affordable and profits invested.

Both private train and bus companies have eroded our members' terms and conditions and kept pay down for the sake of shareholders. Public ownership would place these elements back under regulatory control. Train and bus services would benefit from properly funded control, under national and local government transport systems, with return to regulation of the taxi industry (which was removed in 2015).

Conference notes the Carillion debacle which has had dire consequences for its employees and the public.

It has revealed the failure of privatisation of public services and transport over the last four decades.

Conference believes that privatisation and de-regulation of what was an overwhelmingly publicly-owned transport system has led to a worse, less safe service for the public.

While it has seen big profits for the fat cats, it has also been the vehicle to divide transport workers into different companies and different contracts, which have been detrimental to workers' pay, pensions and terms & conditions.

Conference salutes those transport workers, including Unite members, who have taken industrial action recently to defend jobs and living standards.

We also support safety campaigns initiated by our members, such as the 'Bill of Rights' by London bus workers.

Conference welcomes the General Election manifesto commitments of Jeremy Corbyn of renationalisation.

Conference calls upon Unite to:

- lobby the government to show the general public a commitment that our transport infrastructures will be brought back into public hands in line with the Labour manifesto on public transport;
- call for the next Labour Government to reverse transport privatisation and to bring in a fully integrated publicly-owned transport network based on democratic public ownership of the rails, buses, and trams.

DRAFT Composite #9: Atmospheric Pollution

(incorporating Motion 42 + Amendment 1, 2, Motion 43)

Standing in the names of:

**East Midlands/Leicestershire & Rutland AAC
Energy & Utilities NISC
London & Eastern/524 Central London Voluntary Sector Branch
East Midlands/Leicestershire Retired Members' Committee**

Conference recognises the ever-increasing threat of global warming caused by pollution from carbon fuels and the detrimental effect that this has on the health of the older population, as they tend to be more vulnerable, it also affects the very young. Atmospheric Pollution lowers the quality of life for everyone and puts an additional strain on our already overstretched NHS which is always struggling for adequate resources. In the UK many thousands of individuals die prematurely each year due to air pollution, often suffering severe impaired lung function and cancer before agonising deaths. This is deeply distressing for the individuals, retired members, their families and friends and expensive for the country.

Diesel exhaust is a group carcinogen which causes lung cancer and the fumes are a major cause of pollution.

Conference is concerned by the air pollution crisis and the government's poor record of action to tackle illegal levels of air pollution.

Air pollution is a hidden killer – blighting lives across the country. It disproportionately affects children, BAEM communities, older people and the most deprived in our society. The toxic gases and harmful particles that many of us breathe in contribute to an estimated 40,000 early deaths across the UK every single year. Dirty air leads to worsening asthma symptoms, heart disease and even lung cancer. It has also been associated with changes in the brain linked to dementia and can lead to children growing up with smaller lungs.

Air pollution is a health and safety problem in the workplace. Unite activists and many trade unionists - from taxi drivers, bus drivers, to teachers to postal service workers - are sounding the alarm and campaigning for protection from exposure to cancer-causing diesel fumes. This conference welcomes Unite's launch of the diesel emissions register to tackle the diesel fumes 'time bomb'. The diesel emissions register allows Unite members to record when they have been exposed to excessive diesel fumes. The information will then be used by Unite to report accidents, force employers to clean up their workplaces and could be the basis of future legal claims.

Conference welcomes news that in the past four years, there has been a huge increase in registration of electric cars in the UK, significantly expanded charging points, and positive investment in a new electric taxi factory in Coventry creating 1000 jobs. Electric cars continue to fall in price and are now almost as cheap to own as petrol cars, and the latest

models have a range of several hundred miles - while bio methane fuelled buses and HGV are also improving and offer significant carbon and air quality benefits. The UK could be a centre for ultra-low and zero emission vehicle manufacturing driving sustainable economic growth, creating jobs and lowering air pollution.

We call on local authorities to exercise their powers to reduce the pollution in urban areas within their control and the EC to:

- make representations to the Labour Party, TUC, and the Government in support of the Paris accord, and to reduce our carbon emissions by vigorously driving towards the use of low carbon and renewable energy in line with Unite's balanced energy policy to ensure security of supply;
- work with the Labour Party and environmental groups to secure just action on air quality and unionise those working in these expanding green industries;
- continue and expand high-profile campaigning to defend and extend clean, green public transport that will help improve air quality;
- welcome the expansion of ultra-low and zero-emission capable vehicles as part of the solution to the UK's air quality crisis and call for further investment in electric vehicle charging infrastructure.

DRAFT Composite #10: Brexit and Equalities

(incorporating Motions 66, 67)

Standing in the names of:

**East Midlands/LE19 Leicestershire GPM Branch
London & Eastern/2000 BASSA Branch**

The UK population voted in June 2016 by a small majority to leave the EU. Since that time there has been an increase in the numbers of hate crime incidents that have been recorded by the police. There has also been a significant increase in the number of race related incidents seen in the workplace. Reports of homophobic hate crime having increased by over 147% since the Brexit vote.

Conference notes that 2017 marks the 50th anniversary of the Royal Assent of the Sexual Offences Act 1967 which partially decriminalised homosexuality in England and Wales. The Act was amended in 1980 for Scotland and 1982 for Northern Ireland.

Conference commends the work done by organisations such as the Campaign for Homosexual Equality (CHE) and subsequent organisations including the trade union movement to ensure better, subsequent LGBT legislation. Statutes such as the equal age of consent (1994, 2001), gender reassignment (1999), repeal of Section 28 (2003), gender recognition (2004), Civil Partnerships (2004), Equality Act (2010), equal marriage (2013), trans rights and workplace protection to name a few – yet we believe that there is still more to be done across the UK including that of proper equality in pension legislation.

Conference notes that despite this there is still widespread homophobia, biphobia and transphobia in Britain. We also note that in recent history that the UK has led the way in many LGBT rights across the EU and the world but fear that some of these rights could be vulnerable both for us and for neighbouring European countries once Brexit occurs.

Conference is also concerned that LGBT rights and other equality legislation here 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.

Conference therefore calls on Unite to continue to work with all other trade unions and other 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.

Conference calls upon the Unite Executive to put in place a campaign to educate the membership on:

1. the benefits of immigration
2. the dangers of hate crime.

DRAFT Composite #11: Rights for People with Disabilities

(incorporating Motions 52, 53)

Standing in the names of:

**North West/Disabled Members' Committee
Wales/Finance & Legal and Education RISC**

Conference is alarmed that more and more disabled members are losing their jobs after being managed out of work through unfair sickness absence processes.

Conference notes with deep concern that many firms are “paying lip service” to their own Reasonable Adjustment policies by lowering attendance targets in an arbitrary manner.

Conference is further concerned that in many instances adjustments to attendance targets are decided by line managers with no medical training often without referral to occupation health specialists.

The arbitrary way that attendance targets are adjusted disproportionately penalises members whose disabilities are subject to “flare ups” or affected by changes to medication. The mere act of imposing an attendance target alludes to the absence being something within the member’s personal control.

Conference calls upon the union’s Executive to:

- campaign to separate counting of disability related absences from non-disability related sickness absences.
- campaign to discount disability related absences from absence management policies/procedures.
- campaign for all employers to establish clear and well-managed disability leave (DL) provision within their absence policies.
- produce guidance and model DL policies/agreements for negotiators to use when discussing these issues with employers.
- ensure that all workplace representatives receive sufficient training to support members at risk of facing disability discrimination.

By implementing these actions Unite will reduce the risk that members who have to take absence as a result of their disabilities falling foul of outdated and unfair sickness absence procedures.

Conference believes that people with disabilities are under attack more and more from employers who are trying to remove them from the workplace.

We firmly believe that all our senior stewards and full time officers need disability training to better equip them in dealing with cases that arise.

More and more of our members are finding themselves in danger of losing their jobs due to lack of training or being disciplined when they shouldn't be causing more stress on top of their disability.

It is necessary to ensure all the people that need to attend do so; with training that currently exists we would expect this to be in place by the start of 2019.

DRAFT Composite #12: Gender Identification

(incorporating Motions 56, 57, 58)

Standing in the names of:

North West/Women's Committee
North West/Merseyside AAC
South East/LGBT Committee

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.

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.

We believe that trans people have the right to use whichever bathroom facilities best matches their identity.

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?

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.

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.

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.

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.

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

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.

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.

DRAFT Composite #13: Sexual Harassment and Domestic Abuse

(incorporating Motions 60, 61)

Standing in the names of:

**National Women's Committee
North West/Finance & Legal RISC**

Conference notes an increased reporting of sexual harassment within the workplace from our local reps. This is especially true within workplaces that employ people on zero hour contracts and workplaces, which are not unionised.

Conference also notes the outrageous sexist comments made by the newly elected President of the United States during his election campaign. These comments, some feel have led to an increase in sexist and misogynist behaviour towards women in general.

Conference, calls for a launch of a new sexual harassment campaign for all our workplaces and for all the regions to work closely with their respective TUC to raise awareness of the gender specific issue. Conference commends the campaigning our union does in relation to Domestic Violence. However, when we campaign for greater resources and awareness on the issue, we need to include sexual violence and abuse at all times too, to keep in line with government strategies.

Conference notes the level of sexual harassment that is taking place towards women and girls who work within various employment. The politicians who should be the very people in public life working to putting policies in place to combat Violence Against Women and Girls. Over the last few months politicians have been exposed on the grounds of committing sexual harassment and abuse against women workers.

Conference notes this Conservative government does not have the ability to untangle this web in Westminster they are failing to address appropriately the sexual misconduct and sexual abuse scandal against women in parliament.

Politicians who makes the law to protect women and girls in our wider society are in breach of human rights and dignity.

Conference, we therefore call on the Executive Council to:

- a) hold this government to account on their Strategy Framework to end violence Against Women and Girls 2016-2020
- b) update Education programme on Sexual Harassment, Violence and Abuse with all future references to domestic violence in Unite campaigns and literature
- c) generate an evidence based case studies on Unite women and girls affected in the workplace by unwanted harassment
- d) continue to proactively raising awareness of sexual harassment internal and external within Unite.

Conference understands that anyone can be a victim of domestic abuse. However, research tells us that at least 3 million victims are women and 75% of these women are targeted at work with actions such as threatening phone calls, coercive behaviour or assaults on work premises. Even when the abuse is confined to the home, a woman's attendance and performance at work is often affected.

The Equality & Human Rights Commission has estimated that one-fifth of employed women take time off because of domestic abuse and 2% lose their jobs as a direct result of this. Work is sometimes the only refuge for many women living with domestic abuse and their workplace can often provide the only means for escaping an abusive relationship.

As Unite representatives we are regularly on the front line when dealing with members experiencing domestic abuse. We often find ourselves trying to convince employers that they have a duty of care to support employees experiencing abuse in their relationships. Usually this only happens after formal attendance or performance management steps have been taken. Our members deserve to feel that work is a safe environment where they can access the help and support they need.

Conference therefore call on the Executive Council to:

- campaign for our workplaces to adopt a policy on domestic abuse
- ensure that adequate training is provided for workplace representatives who may be called on to support a colleague who is a victim or a perpetrator of domestic abuse
- campaign to raise awareness and eradicate the stigma of domestic abuse.

DRAFT Composite #14: Period Poverty

(incorporating Motions 63, 64)

Standing in the names of:

**South West/Women's Committee
Wales/Women's Committee**

This conference can we consider a topic that was highlighted in the UK in December 2016 by Ken Loach's film *I, Daniel Blake* and is a topic that affects young girls and women all over world – Period Poverty. Some food banks were inundated with donations of sanitary products.

Girls as young as 10 in the UK are missing school because they can't face the embarrassment of bleeding on their uniform in front of their peers. This is a difficult time for young girls and is very confusing, something is happening to them that they are too young to fully understand without the added pressure of stuffing socks with tissue or folding up material because their parent/carers can't afford the luxury of sanitary products.

Research by Plan International suggests that 1 in 10 girls aged 14 – 21 have been affected by period poverty. Period Poverty in many cases is going hand in hand with hygiene poverty.

Charities are working to help around the world to provide sanitary products, the Kenyan Government have promised to provide school girls with sanitary products, Kerala India are distributing sanitary products to over 300 schools

Demonstrations have been held outside Downing Street demanding change and national campaign #free periods is calling for free sanitary products to be available to all girls on free school meals but we are still in a position where there is nothing in place to help these young girls and women.

The Education Secretary Justine Greening suggests that schools and parents should be responsible for help for young girls affected by period poverty and in many cases hygiene poverty.

Schools are struggling to manage budgets and provide the level of education deserved by our children to ensure that they are safe, happy and given the opportunities that they need for their futures.

How can their parents overcome this issue when they can't afford to put food on the table let alone pay for a luxury like sanitary towels?

Labour has pledged £10 million towards period poverty, let's work to get money like this implemented and start helping young girls and women regain their dignity and confidence.

We as a union whose members are affected by period poverty need to be making it known that we are supporting their families and lobbying government to right this injustice to our members and their families.

Conference supports the launch of a Unite the union Period Poverty Campaign. It is appalling that women and girls in the UK cannot afford to purchase sanitary products. All women and girls should have their period with dignity and respect. We call on the union to:

- promote the campaign to our members and community including the use of social media;
- lobby the Government to provide funding to provide sanitary products for girls and women living in poverty and who are homeless.

DRAFT Composite #15: Mental Health Training

(incorporating Motions 76, 77, 78 79)

Standing in the names of:

**South East/Disabled Members' Committee
South West/Disabled Members' Committee
North East, Yorks & Humber/GEO 14 Hessle Branch
Scotland/156/403 Aberdeen CN4P Branch**

Conference recognises that nearly two thirds of people will suffer some kind of poor mental health episode during their life and that this has a huge impact on the work we do as representatives. One in three fit notes handed out by GPs are for mental health related illness. Despite some people considering that it is part of our role to deal with members with poor mental health we are ill equipped to do so and our own mental health can suffer as a consequence. Additionally, the pressure of representing members in sometimes stressful situations such as redundancies and pensions matters can bring undue pressure on us.

As the UK's largest trade union we have a duty of care to our representatives to ensure that they do not become ill themselves.

We have a duty of care to our representatives to ensure that they do not become ill themselves through trying to assist our members.

Courses need to look at both recognising our own mental health and protecting it and how to deal with members with mental health issues.

Most regions of the Union run mental health awareness courses of some kind ranging between 2 – 5 days.

We need to standardise this nationally across the union to ensure that all courses run are relevant and in-depth to provide the knowledge necessary.

This provision needs to be at entry level for representatives to ensure they are equipped from day 1 and should be run alongside reps stage 1 & 2.

Mental health awareness at reps stage 1 & 2 should not to be a substitute for a dedicated and full course on medical health issues for all reps.

There is a growing recognition of mental health awareness throughout society.

No longer is it a matter to be shied away from or hidden behind closed doors. Some of the biggest contributory factors in poor mental health are linked to the workplace.

It's time we recognised this as a union, equip our reps to deal with it, and hopefully protect them from any of the effects of having to deal with cases, without them being equipped to do so.

Mental health should be pushed further up the workplace agenda to protect the membership by destigmatising mental health problems, removing the accompanying harassment and discrimination along with a reduction in the shocking statistics that relate to the subject.

This can be achieved by giving all shop stewards and health and safety reps Unite training in mental health awareness and mental health First Aid.

Our membership will benefit from this, if implemented correctly, by:

- generating a conversation and debate with workplace management, health and safety departments/joint health and safety committees, occupational health, HR, equality resource or diversity and inclusion groups;
- mental health policy and risk assessment creation, upgrade and review;
- meaningful workforce wide training in mental health to increase worker/employee awareness of mental health conditions;
- workforces, due to their state of wellbeing, being able to work and deliver to their full potential;
- mental health being recognised as equally important as physical health;
- reducing the number of members attending their workplaces when unfit to do so and encourage members not to use holidays to cover periods of illness;
- meaningful training for management and HR to avoid advertent or inadvertent misunderstanding of mental health conditions and subsequent member/subject neglect and or mishandling;
- improved workplace attendance and employee/worker retention; looked at as an investment in people and make members feel more valued.

The training of shop stewards/health and safety representatives should be delivered at the earliest opportunity to provide motive force behind the subject. Regarding workforce wide/management/HR training, this could be delivered by employers if it was considered meaningful and comprehensive.

Poor mental health can affect any person at any time and this period of illness can affect a person's ability to carry out their work, thus their job could potentially be at stake. A person suffering from poor mental health is more likely to approach their Workplace Representative for support than approaching management due to stigma attached to mental health.

Conference seeks to ensure that all Workplace Representatives are equipped with the tools and skills to represent members with poor mental health fully and to be able to signpost said members to the appropriate support they require.

We also seek to tackle the stigma attached to poor mental health, to raise awareness of the issue amongst all of the membership and to enhance the service provided to the wider membership.

Conference would like to see Mental Health Awareness training given to reps on the Workplace Reps Stage 1A course. Mental Health is an ever growing concern for employees, employers and reps. We therefore call upon the union to implement this as soon as possible so that reps have a basic understanding of this issue and are not dealing with it ill equipped and are better trained on this subject of high importance.

Conference calls for:

- Mental Health Awareness training for all forms of Unite workplace representatives;
- the EC to ensure that all representatives have access to dedicated mental health courses that will help and equip them on mental health issues;
- the EC and the union's officers and departments to bring this motion to fruition as soon as practicable to ensure any member affected by poor mental health can be supported as fully as possible.

DRAFT Composite #16: Automation and the Digital Economy

(incorporating Motions 80, 81, 82)

Standing in the names of:

**Automotive NISC
London & Eastern/Passenger RISC
Scotland/Food, Drink & Agriculture RISC**

Conference welcomes Unite's debate and policy on the effects of automation and the digital economy on sectors and members.

Whilst automation is already established in a number of industries including automotive, engineering and finance industries, the use of robots, cobots, networked devices, 3D printing, etc, is anticipated to continue to rapidly grow and will have an effect on the jobs of Unite members in many other sectors including transport, chemicals, food production and energy.

The plan to negotiate technology agreements with employers to protect members through shorter working hours, new technology skills, training and re-training and job protection forms a good basis for handling the technical change which is upon us.

Conference however notes that the Government have ignored the views of trade unions on the coming digital revolution and are content to create "a race to the bottom" destroying jobs and members' livelihoods into the future.

Conference welcomes the National Organising and Leverage Department's response to the serious threat posed by automation, including:

- the initial 'Threat of Automation' paper;
- the Draft New Technology Agreement;
- work with regions and sectors to develop their automation responses;
- bespoke automation documents for sectors and regions.

Conference now calls for this work to be continued further so that members can best address the challenges and seize the opportunities it creates.

Conference recognises that there are those who believe that the fourth industrial revolution, increasingly called 'Industry 4.0', will provide opportunities for job creation through new technology and that estimates of the number of jobs at risk vary widely dependant on which research paper you read.

However advances in technology have not generally proved positive for workers and many of us across the years have witnessed the demise of many industries and in particular the plant closures and slashing of industries under the Thatcher regime in the 1980s.

Conference therefore welcomes the report into the 'Threat of Automation' from Unite's Organising and Leverage Department, for the stark clarity it brings in identifying the existing and future risks and the need for an adequate response to address the challenges faced by automation, including the development of a New Technology agreement.

Conference calls upon Unite the Union to ensure the protection of hundreds of thousands of jobs which are at risk from a significant and rapidly increasing rise in automation and digitalisation across all areas of the economy.

Conference calls for:

- the Executive Council to ensure we keep members up to date with all developments and to campaign to ensure that an incoming Labour Government establishes structures which include trade unions to agree a national plan on how the UK deals with the digital revolution in the interests of working people;
- further development of an automation strategy with a particular focus on job protection and creation and new technology agreements through collective bargaining;
- education courses with a focus on the threats of automation and the need to adopt new technology agreements into collective bargaining agreements to protect our members' interests and jobs for the future;
- automation strategy to be a continuous agenda item on all industrial/constitutional structures;
- the National Organising and Leverage Department, working with the union's regions and sectors, to deliver:
 - an automation 'risk register' for stewards to assess the risks of automation in their sector;
 - the development of a fighting fund to address the challenges of automation in high risk workplaces;
 - the continued building of economic power in the areas of critical national infrastructure;
 - assistance to ensure high risk workplaces are organised and can develop and execute where necessary alternative strategies using leverage and campaign skills;
 - an assessment of new jobs by sector and build this into our organising programme;
 - sector papers including basic information on customers/suppliers and under-cutters;
 - analysis of the gig economy;
 - the creation of a 21st Century Workplace Manifesto on Automation to promote legislative responses that retain work as a central pillar to society.

DRAFT Composite #17: Shorter Working Week

(incorporating Motions 83, 84)

Standing in the names of:

**North East, Yorks & Humber/204/4 Npower Branch
North West/Chemical, Pharmaceutical, Process & Textile RISC**

Conference notes:

- Stress due to overwork accounted for 37% of work related illness and 45% of lost working days in 2015/16;
- The gap between those who report themselves as overworked, and those who report themselves as underworked is growing and at its widest point since before 2008;
- It is predicted that up to 30% of our jobs will be lost to automation by 2020;
- Unite the Union has previously voiced tentative support for Universal Basic income and a shorter working week.

Conference believes Unite should follow in the footsteps of German union IG Metall who have called for a shorter working week. There are also examples in Britain where other unions have led the way, most notably ASLEF for their drivers and CWU for the Royal Mail. Backing a shorter working week will help combat work related stress, increase job satisfaction and redress work-life balance in this country. Spreading the workload will also combat the current growth of people who are reporting themselves as underworked, and also help tackle the prevalence of the 'gig economy' where worker rights and job satisfaction come well below profit.

Reduction in working hours could be supplemented by the introduction of Universal Basic Income, which will allow people to reduce their hours, re-train and demand better working conditions.

Both of these initiatives go hand in hand and will lead to the improvement in working conditions, address work life balance, lead to a better distribution of jobs, and help those currently locked out of the labour market.

The trade union movement has a long history of fighting for shorter hours. Our predecessors won the 8 hour day, paid holidays and the existence of the weekend at the same time as fighting for and winning wage rises that more than compensated for the reduction in hours.

Conference notes that a primary aim of the trade union movement has been to reduce working time, whilst maintaining the same level of pay to give a good quality of life. Over a century of struggle has seen the introduction of the weekend break, and a move from an average 12-hour day down to 8.

Conference also notes that no progress has been made in the last 28 years to reduce the working week. More and more workers are working excessive hours, whilst, at the same time, millions are unemployed or under-employed.

Conference further notes that automation will potentially eliminate hundreds of thousands of Unite members' jobs.

Conference therefore calls upon Unite to launch a comprehensive national campaign for a shorter working week without any loss in pay alongside other British and European unions. Without being prescriptive this could involve:

- a move to a 4-day 28-hour week to improve work life balance, our sister union, in Germany IG Metall, is already campaigning for this;
- a policy of campaigning to reduce the working week, rather than reducing workers when new technology is introduced;
- a sector wide national strategy to ensure that bad employers cannot undercut those employers who agree to a shorter working week. A good example to learn from is the historic 35-hour week campaign by the CSEU, which reduced the working week from 39 to 37 hours per week;
- pilot trials of Universal Basic Income.

DRAFT Composite #18: Dignity at Work

(incorporating Motions 88, 89)

Standing in the names of:

**Wales/Service Industries RISC
London & Eastern/1393 London Hotels Branch**

Conference notes that a substantial proportion of Unite's membership across all of our sectors, whether in the public sector, private sector or not for profit sector, work in jobs that are public facing.

As a consequence, many of our members are regularly subject to verbal abuse, harassment and even physical or sexual assault when carrying out their duties.

Some sectors have developed good policies, practices and agreements to protect and support workers. Other sectors do not have effective mechanisms in place.

Hospitality is the fourth largest contributor to the economy by sector yet less than 5% of employees are members of a trade union and fewer than 3% of those are covered by a collective agreement.

Without the support of a trade union it is impossible for those workers to enforce their rights and be protected from the exploitation of the employers.

Conference calls on the Executive Council to:

- adopt a strategy which establishes the dignity of front line and public facing workers as a key organising and bargaining objective. This should include:
 - identifying best practice across all sectors on how the union and employers can work together to tackle these issues;
 - using best practice as an organising and bargaining issue in sectors where employers are not effectively tackling the problem;
 - ensuring that when union reps, delegates and officers engage with public facing workers themselves they treat them with the same dignity and respect.
- mount a campaign on behalf of all the workers in the hospitality industry in order to end the abuse of workers in the industry;
- make the resources available for Unite to run a campaign to organise the workers in the hospitality industry as a matter of urgency.

DRAFT Composite #19: Trade Union Freedom

(incorporating Motions 107, 108, 109)

Standing in the names of:

**South West/RTC RISC
North West/522 Merseyside Voluntary Sector Branch
Scotland/114 Loretto Care Branch
Health NISC**

Conference reconfirms its opposition to all restrictive anti-trade union legislation, and opposes all legal attempts to restrict the fundamental right to strike, or that prevent trade unions from having a political voice by affiliating to a political party.

We need abolition of the anti-trade union laws, which hamstring workers organising and taking action, and their replacement with strong legal workers' rights.

Conference commits Unite to step up the campaign against the Trade Union Act 2016 which sets undemocratic barriers to prevent legitimate strike action; allows the Government's Trade Union Commissioner unfettered interference in internal trade union affairs; and severely restricts the right for trade unions and their members to affiliate to the Labour Party and contribute to it financially.

Conference will be very aware that as trade unionists historically we have suffered attacks on us and this has never been more prevalent than now. The Trade Union Act is yet another attack.

An analysis of official figures by the University of Bradford, shows that allowing union reps time off to represent their members improves staff retention and boosts industrial relations. Facility time is not a cost – it's a benefit.

Our general secretary and officials have proved time and time again that they fight to protect union stewards/ reps. The time has come to ask Unite to further enhance that policy and further protect Unite stewards/ reps; we need to ask for stronger support, we have been tasked to grow our Unite family by 5%. That 5% in membership will only succeed if we are supported further in getting facility time to do recruitment and support our members.

The facts speak for themselves. At a time of economic instability and huge inequality, we need to build a stronger Unite.

In today's difficult climate, union stewards/representatives constitute a major resource: they contribute massively to the working lives of their fellow employees, as well as to the employer and improved productivity. The foreword from the CBI, BERR and TUC joint statement (2009, Reps in Action) is clear that "unions are an essential part of modern employer/employee relations". Even 57% of HR professionals responding to a 2007 TUC survey concluded the same.

Opponents of trade union facility time are not driven by evidence or fact; they consistently ignore BERR research, resort to misrepresentation of the truth and make no reference to the ACAS Code of Practice. They portray a false picture of trade union facility time. They are ideologically driven and opposed to trade unions and their representation of working people. They use information from the right wing Taxpayers Alliance and ignore the evidence published by BERR that trade union facility time is a business benefit.

Conference warmly welcomes Jeremy Corbyn's commitment to include in Labour's Manifesto the repeal of the Tories' Trade union Act 2016, and for new laws to fully protect trade union freedoms and the right to strike.

We applaud the 2017 Labour Party conference's unanimous call for repeal of not just the 2016 Trade Union Act, but also the "anti-union laws introduced in the 1980s and 90s" by the Tories and maintained after 1997; and for a "strong legal charter of workers' rights", "for unions to be effective workers need an effective right to strike".

This builds on the unanimous 2015 decision that the next Labour government should "legislate for strong rights to unionise, win recognition and collective bargaining, strike, picket and take solidarity action".

However Conference recognises we cannot leave the Labour Party to battle for our rights on its own. Conference therefore calls on Unite to:

- produce publicity materials outlining the case for strong trade unions and the importance of the fundamental right to strike
- step up the campaign to repeal the Trade union Act 2016 and previous Tory anti-union legislation in favour of new legislation guaranteeing trade union freedoms
- campaign for strong legal rights for workers to join, recruit to and be represented by a union; strike/take industrial action by a process, at a time and for demands of their own choosing, including in solidarity with any other workers and for broader social and political goals; and picket freely
- campaign to defend union facility time across all its sectors, with robust, adaptable and protective resources in place within 12 months from date of this conference; this campaign should take place in the workplace as a starting point, with a political focus on the Trade Union Act
- campaign for the right to reinstatement for workers found to have been sacked unfairly; the union must defend stewards/ reps who are attacked by their employers because of their trade union work
- campaign for a complete ban on dismissal for industrial action, however long it lasts. Full rights from day one of a job
- campaign for strong rights for unions to access workplaces, win recognition, and establish collective bargaining, including sector-wide bargaining
- campaign for unions' right to decide their own policies and activities, determine their own structures and rules, and spend their funds as they choose, free from state and employer interference, in line with ILO Conventions and the European Convention on Human Rights

- ensure this campaign remains high profile in the run up to, and during, the next General Election campaign.

DRAFT Composite #20: Precarious Employment #1

(incorporating Motions 112, 113)

Standing in the names of:

**London & Eastern/Education RISC
Scotland/Edinburgh AAC**

Given the liquidation of Carillion in January 2018 conference notes that outsourcing is not the answer to providing public services and that bogus self-employment is being increasingly exposed through legal challenges and, additionally calls on the union to raise awareness amongst Unite members of the difficulties that out-sourced workers are faced with.

Outsourcing is being used by employers to cut costs and divest themselves from any responsibility towards the workers concerned.

Despite the protections apparently afforded by the TUPE Regulations, the workers outsourced can soon thereafter find their terms and conditions weakened and ultimately diminished.

In many cases they will have already lost pension rights but the unilateral removal of their collective bargaining rights means that their pay and conditions often fall far behind those of their colleagues who remain employed by the outsourcing employer.

The undermining of hard-won worker rights, protections and solidarity is continuing in the workplace as a result of the increasing use of casualisation and spurious self-employment practices. This is not about “flexibility”, this is about a callous return to the gross disparities and insecurities of the worst exploitative Victorian workplaces while fear and resentment grows. This is no way to treat the national workforce. It is not sustainable and must stop.

Conference is appalled that workers’ rights are being diminished through various means such as the reliance on the different treatment and entitlement to “static” and “dynamic” terms and the impact that this has on individuals both in a material sense on their finances and which ultimately threatens the ongoing stability of their ongoing employment.

Conference recognises that if the University of London case is successful, it will ensure that the outsourcing employer remains ultimately responsible for the employments rights of those workers whose employment it has sold to a third party.

Conference instructs the Executive Council to launch a campaign to ensure that all workers employed on temporary, permanent, or fixed term contracts or through employment agencies should have their rights and protections from the first day of employment at a particular workplace, including comparator pay and conditions, as well as representation by a trade union.

DRAFT Composite #21: Precarious Employment #2

(incorporating Motions 115, 116)

Standing in the names of:

**North West/1460 Licensees Unite Branch
Wales/UD505 UCATT Shotton Branch**

Conference is deeply concerned about the growing use of exploitive employment statuses and contracts notably bogus “self-employment” and zero hours contracts.

Conference notes that more than one in five workers, some 7.1 million people, now face precarious working employment conditions that mean they could lose their work suddenly. We note that employees in these statuses are far more likely to be subject to bullying, harassment, discrimination and sexual exploitation.

We note that workers trapped in this employment model have no access to legal recourse as the worker is effectively their own employer or doesn't qualify for the two year rule on employment rights and therefore do not enjoy legally entitled benefits, such as sick and holiday pay, maternity and paternity leave and employers are effectively immune from unfair dismissal of these workers.

Conference calls for an end to bogus self-employment. Bogus self-employment has escalated in many industries, for example construction, deliveries and private hire companies. Who are into many cases only offering work on a self-employed basis, take it or leave it.

This form of work is largely illegal and ignored by the HMRC and the government. It clearly undermines workers' rights and plays a big part in the race to the bottom for working rights.

The Carrilion scandal highlights amongst other things how workers wrongly classed as self-employed lose out when companies go bust, and if those workers take up the issue or take it to a tribunal they are in danger of being blacklisted, ask anyone in the construction industry. Yet many of the blacklisting companies are offered large public contracts by governments.

We note that the use of these “contracts” squeezes the workers on genuine employment as they are viewed as less desirable and costlier.

We note that unscrupulous employers use these practices so that whilst they may be a large company, they have effectively a very small number of employees, thus paying tiny salaries and massive dividends and using this as a vehicle to for tax avoidance to the Exchequer.

Conference calls for a campaign, both politically and industrially, in all our regions and sectors to highlight this issue and to pressure government for a change in legislation to outlaw these unscrupulous practices, to remove from industry the scourge of Swedish

Derogation, zero hours contracts and bogus self-employment and the race to the bottom for worker's rights. If a worker is under the control, direction or supervision of a company then that worker will be deemed to be an employee and enjoy all the rights that the status infers.

DRAFT Composite #22: Ageism and National Living Wage

(incorporating Motions 119, 120)

Standing in the names of:

**West Midlands/Metals RISC
West Midlands/6141 Cannock Branch**

Conference calls on the union to campaign against all forms of ageism; conference needs to address the level of wages paid to workers below the age of 25, workers below this age are being subjected to ageism on the payment of the National Living Wage.

If an individual is classed as an adult at 18 years they should be paid an adult wage. You can have an individual aged 24 employed for 6 years and not being paid the full National Living Wage but a 25 plus starting tomorrow on the same job being paid full National Living Wage.

It is time to treat all equal. The National Living Wage is difficult enough to live on without being discriminated against due to your age. The union should commit to run a campaign and lobby the government to ensure that this group of workers are paid the National Living Wage or at least the Minimum Wage.

DRAFT Composite #23: Housing Rights

(incorporating Motions 124, 125)

Standing in the names of:

**East Midlands/CN4P RISC
London & Eastern/1111 Housing Workers' Branch**

Since the last policy conference, the housing crisis has deepened and Unite's radical policies to address the crisis have become increasingly popular.

Construction of desperately needed new social housing has all but halted and almost all remaining funding now goes to schemes supporting home ownership which have the effect of enriching profiteering private builders and fuelling house price rises rather than addressing the crisis.

Social housing in the UK has become stigmatised, tarnished and stagnant and almost all funding goes towards the Conservatives "home ownership" dream which fuels house prices rather than addressing the housing crisis with properly funded social rented housing provision.

Unfortunately, many housing associations have lost their commitment to the provision of social housing and community services, choosing instead to focus on serving the interests of private investors. Too often they treat both the communities and their employees with contempt, dismantling tenant associations and derecognising the unions that represent their staff. Despite years of historic public sector investment, they now mirror purely commercial property companies.

In June 2017, the Grenfell Tower fire brutally underscored the establishment's disdain for social housing tenants and leaseholders in what was rightly described by Labour's leadership as 'social murder.' It highlighted the cumulative impact of austerity, privatisation, outsourcing, commercialisation and deregulation, and Unite subsequently played a vital role in supporting the victims and drawing out the political lessons. The industrial action taken by housing maintenance workers at Mears in a dispute over pay differentials underscores the rampant exploitation of housing staff whether employed by councils, housing associations or private companies. Unite is once again to be commended for its staunch support for members who organise and fight back.

We fully support Unite's housing policy, which includes development of a mass programme of council house building, properly funded by central government grant. We reaffirm our commitment to social rents as the only truly affordable rents for many workers and our opposition to 'regeneration' schemes which result in the loss of social housing and the dispersal of communities. So called "affordable rent" is not affordable to the majority who require housing, and it allows associations to exploit those vulnerable tenants whom they are supposedly there to protect.

Through Unite Community, our union has already done much to campaign for the right to decent, affordable housing. At the same time, its industrial branches have fought for the rights of housing, construction and support service workers. The Executive Council is to be congratulated for its approach.

To develop and coordinate this work, we call on Unite to establish and properly resource its own Housing Campaign Co-ordination Unit to advance:

- retrofitting of sprinklers and other safety measures as appropriate with full funding from central government
- full updating of building regulations and restoration funding previously cut from emergency services and for conducting fire building checks
- review of housing management staffing levels, management practices and job roles to ensure safety critical roles are adequately resourced
- review of the Social Housing Regulator's powers, including the ability to intervene on behalf of tenants whose concerns are being ignored
- support for Jeremy Corbyn's call for empty homes to be requisitioned for use by the homeless, particularly those made homeless after Grenfell
- continued support for Grenfell survivors through the inquiry process including forming a parallel people's inquiry if necessary
- ensuring housing associations and firms awarded public sector construction contracts are free from blacklisting and offer their workers full trade union rights including recognition of their chosen union
- binding ballots of local people before regeneration schemes proceed, and a mandatory requirement for each housing associations to have an independent tenants' organisation
- massive expansion of direct labour schemes
- ending the freeze on Local Housing Allowance (LHA) which drives down the level of housing benefit payable, and repeal of the deeply flawed Universal Credit system which is exacerbating the housing crisis
- the use of public land for council house building rather than private housing schemes
- abolition of the affordable rent model towards a fully funded social rent model.

DRAFT Composite #24: Defend the NHS

(incorporating Motions 127, 128, 130)

Standing in the names of:

**East Midlands/NG32 Nottinghamshire Health Branch
London & Eastern/7384L Barts Health NHS Branch
West Midlands/6050 Coventry & Warwickshire “Tom Mann” Branch**

Conference applauds the campaigns across the country to defend the NHS. These have shown the tremendous support for the NHS that exists within local communities. They have shown that victories can be achieved, such as saving the East Midlands Children’s Congenital Heart Surgery Unit.

Health Campaigns Together has successfully brought many of these campaigns together for mutual support and exchange of experiences. It also called the national demonstration in March 2017, boosting the movement to oust the Tories at the June general election.

Conference believes:

- that the NHS, 70 years old this year, is the single biggest gain for working people, including unemployed, young and older people must be restored to a publicly owned and democratically run full prevention and treatment service.
- there is an enormous crisis in the NHS, created by years of Tory underfunding and privatisation which has resulted in massive staff shortages and resulting workloads.
- abolition of student bursaries is aggravating the recruitment crisis and should be reintroduced.
- PFI is a huge drain on resources but a source of bumper profits for big business - over the next five years, almost £1bn of taxpayer funds will go to PFI companies in the form of pre-tax profits.

NHS workers have been part of the public sector pay freeze, while many have been outsourced into private sector profiteers, and therefore salutes the struggle of London Unite members in Barts NHS Trust, working for SERCO. Because of their principled stand, hundreds of new members were recruited into Unite because they wanted to be part of a fighting union at the front of challenging Government plans.

Since our last conference the Tory government has held NHS finance below the level required to take account of the aging population. It has continued to break up a national service with so-called Sustainability and Transformation Plans and now is introducing Accountable Care Systems/ Accountable Care Organisations, modelled on the USA’s health system. These make it easier for profit-seeking companies to take over more of the NHS.

The Government’s Sustainability and Transformation Plans (STPs) are a vicious £22bn cuts offensive, and that PFI is a further huge drain on NHS resources but a continued source of

bumper profits for big business, with almost £1bn of taxpayer funds to go to PFI companies in the form of pre-tax profits over the next five years.

Conference resolves that Unite:

1. takes a lead in calling for co-ordinated industrial action to defeat the Tory pay freeze and win an RPI inflation-busting pay rise with no cuts to terms and conditions
2. moves at the TUC that the unions call a national Saturday demonstration to fight Tory NHS cuts
3. calls for a future Labour Government to take outsourced workers back into the NHS, reverse all health cuts with a massive increase in funding and investment, ends and reverses privatisation, including cancelling all PFI contracts and takes the pharmaceutical companies into public ownership.

DRAFT Composite #25: Campaigning Against NHS Privatisation

(incorporating Motions 131, 132, 133 + Amendment, Motion 134)

Standing in the names of:

West Midlands/7044 Rolls Royce Coventry Branch
North East, Yorks & Humber/408/39 Airedale NHS Foundation Trust Branch
South West/001408 Bristol Health Branch
London & Eastern/LS17 South West London Financial Services Branch
South West/007408 Gloucester Health Branch

Conference notes the increasing number of NHS Trusts in England attempting to establish, or that have already done so, private 'wholly owned subsidiary' companies (SubCo) to deliver services such as facilities, estates and procurement ostensibly as a means of exploiting a tax loophole and are transferring large numbers of staff in to them, as has been undertaken similarly by other parts of the public sector

This is being done by NHS trusts to take advantage of a VAT loophole that enables the trust to pay less tax than were the services to remain in public ownership. In the long-term, the savings are often nominal compared to that which the trusts need to save under the current climate of cuts and underfunding.

The less publicised reason for setting up a SubCo is that staff are having their terms reduced; sometimes the current, transferred staff and always any new starters. This tearing up of nationally-agreed terms creates inequalities and a less safe working environment. Conference believes that any major savings will in fact come from employing new staff on inferior non-NHS terms and conditions, with no access to the NHS Pension Scheme and considers that such moves amount to backdoor privatisation, which is taking place despite mounting evidence of the failure of outsourcing in the NHS.

Conference also notes and is outraged at the huge cost, often running to hundreds of thousands of pounds of public funds, used by NHS Trusts to set up these companies, in addition to the transfer of publicly owned assets to private companies.

Conference notes that under the current climate of cuts and underfunding, managers of NHS trusts have in the last year increasingly looked to this form of privatisation in order to take advantage of a VAT loophole that enables the trust to pay less tax. Furthermore it is shocking to many to learn that the NHS must pay VAT.

Privatisation means that staff are having their terms reduced: this sometimes applies to the current transferred staff and always to any new starters. This tearing up of nationally-agreed terms creates inequalities and a less safe working environment. This form of privatisation is threatening to tear up our public services very quickly. It reduces accountability without it being clear to tax-payers that their services are being privatised.

This privatisation fragments the NHS further and reduces transparency. It undermines the work that has been done by the workers and unions together to improve working conditions and public safety. This type of company is putting in place a framework to enable mass privatisation by the back door.

Conference notes that the labour movement has had some success in holding these privatisation schemes back and that an Early Day Motion has been tabled to prevent further ones being set up. We note that the National Officers have written to the Shadow Health Department regarding SubCo's and that our health service members around the country are working hard to fight privatisation.

Conference asserts that long-term protection of pay and pensions for staff transferring under TUPE to new companies is weak, with examples already of such organisations moving unilaterally to change staff conditions post-transfer.

Conference calls upon the Government:

- to compel HMRC to close this tax loophole, so NHS Trusts are not forced consider outsourcing NHS Services to private limited companies in the form of private wholly owned subsidiaries of NHS Trusts
- and in particular, the Secretary of State for Health and Social Care, to block the creation of any further NHS private wholly owned subsidiaries by NHS Trusts in England, including organisations that are currently going through the process.
- to guarantee the continuation of the NHS national Agenda for Change pay system, terms and conditions and access to the NHS Pension Scheme for all healthcare staff, whether providing clinical or non-clinical services.
- through the Secretary of State for Health and Social Care, to establish a review of outsourcing, procurement and commissioning by NHS Trusts in England, seeking the views of patients, employees, local authorities, a range of health and social care stakeholders and the public to establish a fair, transparent, ethical outsourcing, procurement and commissioning framework which will avoid the mistakes of the past, highlighted recently by the collapse of Carillion.

Conference urges the Labour Party at all levels to delay and when in Government to reverse privatisation of the National Health Service (NHS), in particular on the basis of the American model, to ensure that the NHS is restored to its role as sole provider of health care from the cradle to the grave available to all free at the point of need.

Conference calls on Unite and the TUC to do all it can to compel government to place a moratorium on any new SubCo's and to push for a review of all public services outsourcing.

Conference calls on the Executive Committee to:

- support our members in public services to build joint union campaigns with full Unite support whenever the threat of privatisation looms

- prioritise publicity of these campaigns throughout the union so that all members are aware of this threat to our public services and are thus empowered to communicate this to the general public
- work through the Labour Party to work towards a fairer taxation system to protect our public services
- lobby the government for a review of all public services outsourcing, to place a moratorium on any new privatisation schemes and to include the NHS in the list of public bodies that do not pay VAT
- to raise this issue with the TUC to ensure the widest possible response and protection of our public services.

DRAFT Composite #26: Union Learn

(incorporating Motions 142, 143, 145)

Standing in the names of:

**North East, Yorks & Humber/Finance & Legal RISC
North East, Yorks & Humber/206/2 BAe Systems Brough (Staff) Branch
North East, Yorks & Humber/GEO 16 Yorkshire & Humber Local Authorities Branch**

Conference calls on the Unite Executive Council to carry out a full review of the Unite Lifelong Learning agenda in order to agree an internal budget that will finance the Learning function to meet any current or future shortfall in government funding.

This will:

- ensure our members are not negatively affected by future governmental changes to funding
- embed the learning function as an organising tool within the Finance & Legal Sector and all other sectors of the Union
- guarantee job security for Learning Organisers
- assist union strategists as Unite rolls out plans to combat and mitigate the threat of automation on our members.

The Union Learning Fund (ULF) was established in 1998, under a Labour government, to promote education via the trade unions with a view of creating a learning society.

Since 2010 when Unite the Union submitted its first national bid it has received the largest single share of funding, however when the fund was established the vision was that unions would sustain the activity in line with their own strategies.

In return for funding the Learn with Unite team have delivered the objectives and targets set by government; they have also consistently demonstrated its value to Unite's organising, recruitment and retention strategies offering members valuable opportunities, support and services, especially in growing their career aspirations, supporting members through redundancy and retaining them through and beyond this period.

As Unite reps we fully understand the contribution Unite Learning makes to member recruitment and retention, with the lifelong learning agenda making a real difference to the lives of our members and their families.

In the current economic climate of ideological austerity and Brexit uncertainty, it has never been more important to upskill our members and give our employees the job stability they deserve.

In guaranteeing learning as an organising tool, Unite will ensure members are not negatively impacted by government whims and cynical strategies designed to undermine trade union

membership and activism. The Conservative attacks on collective bargaining extended by the Trade Union Act raise serious concerns that the Department for Education will not have Union Learning at the top of its priorities: there are no long-term guarantees for the future of the Union Learning Fund around which Unite Learning is currently structured.

Under the Con Dem and Tory government, the Learn with Unite team finds itself having to prioritise the ever-increasing government targets set to fulfil their manifesto pledges, rather than concentrating on Unite members' needs and the unions organising agenda. It also leaves Unite vulnerable to reductions in government funding based on a year by year bidding process with no certainty and the risk funds being clawed back if we ever fail to deliver on their targets.

Conference calls on the EC to future-proof Unite Learning by agreeing to underwrite third-party funding so the Learning Department can plan, allowing Learning Organisers to focus on growing the union. In order to achieve our aims the review should be concluded by the end of 2018.

Conference asks for the EC to make it Unite policy to internally fund Learn with Unite, before the next round of funding bids. This would not stop Unite from bidding for available funding, but it would give security to the Learn with Unite team and guarantee the long-term opportunities, support and services that members have come to expect.

To guarantee the service that members have come to expect Conference calls upon the Executive Council to make the Learn with Unite programme fully funded by Unite.