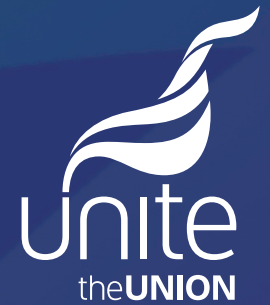


FIGHTING FOR
**JOBS, PAY &
CONDITIONS**



Summary of decisions of the October 2021 Unite Policy Conference



unitetheunion1



@unitetheunion

www.unitetheunion.org

General Secretary: Sharon Graham
Chair, Executive Council: Tony Woodhouse

Contents

| | |
|--|----|
| Green Industrial Revolution | 5 |
| Improving Health & Safety | 9 |
| Economy & Industry | 10 |
| COVID-19 and the Coronavirus Crisis | 16 |
| Equalities | 24 |
| Rights for Workers and their Unions | 32 |
| Social Action | 34 |
| Organising | 40 |
| Global Solidarity, International & Europe | 42 |
| Pensions & Retirement | 49 |
| Political & the Labour Party | 52 |
| Union Administration & Membership Services | 53 |

Green Industrial Revolution

Climate Change and Just Transition

Unite is committed to:

- Campaign for a 'just transition' across all sectors of our economy so that economic and social justice are at the heart of every decision taken to deliver a decarbonised energy system. This should entail the delivery of a national industrial and political strategy inclusive of the impacted sectors that prioritises investment in a decarbonised energy system that delivers a fair and 'Just Transition', including the rapid development of Carbon Capture and Storage, Energy from Waste, and future fuels to deliver a Green New Deal to all sectors of the UK economy;
- Ensure that this is a workers' 'just transition', campaigning that future climate jobs are secure, sustainable, good jobs delivered through collective bargaining and that those workers and communities whose industries are threatened by the necessary changes to develop a low carbon world have jobs protected and their skills fully utilised in the sustainable industries of the future;
- Develop:
 - model agreements for negotiating a 'just transition' which protects jobs;
 - analysis of each sector's impact due to climate change;
 - sector specific education/communication for members on the impact of climate change, including a need for a 'just transition' which protects jobs;
 - the core ideas of Labour's 'Green New Deal' and campaign publicly and vigorously with the Labour Party for rebuilding a manufacturing economy focused on developing a green economy with combatting climate breakdown and an industrial strategy with well-paid manufacturing jobs as its priorities;
- Campaign, with the TUC, STUC and other bodies to commit the UK and the Scottish Governments for CCS technology to be developed as a matter of urgency;

- Campaign within the TUC, Labour Party and other sympathetic political and community organisations to deliver the above actions and raise the importance of taking urgent action via a 'green new deal' to address the climate emergency, addressing its devastating impact on the elderly and the most vulnerable people in our society;
- Use its resources to force government and corporations we have relationships with to take all necessary steps to support investment in, and the development and use of, technologies that reduce our reliance on fossil fuels;
- Lobby the government to support a 'just transition' from fossil fuel to sustainable energy generation and use, with trade unions, workers and our communities at the heart of any discussions alongside the protection of jobs, wages, skills and communities;
- Miss no opportunity in challenging climate change denial, whether by governments, corporations or other bodies, using all available economic and political leverage at our disposal.

Climate Emergency

Unite is committed to:

- Publicly state our support and solidarity with the climate strikers and with the wider movement for rapid and effective climate action;
- Encourage all units of our union to invite climate strikers and/or speakers from the Campaign Against Climate Change Trade Union Group to speak;
- Encourage all units of our union to give practical peaceful support to the climate strikes, without adults taking it over;
- Actively seek contact with the school students' "Fridays for Future" campaign, with the object of initiating dialogue to seek an environmentally-friendly transport policy, which reflect their concerns and our members' interests;
- Call on employers and local authorities to declare a climate emergency and involve workers and communities in planning, implementing and monitoring to rapidly achieve zero carbon emissions, including ending investments in fossil fuels;
- Call on employers to recognise Unite green/environmental reps and give them work time for their activities;

- Campaign for legal recognition of Green/Environmental reps similar to that of Health and Safety Reps;
- Provide adequate training for reps including carbon literacy training and training to scope supply lines;
- Create climate action groups or subcommittees at workplace level and within our structures;
- Carry out a major exercise to understand the potential impacts of the climate crisis, and the responses to it, on employment in each Unite region and sector;
- Produce a set of guidelines and a model policy that reps and officers can agree with employers regarding employer investment strategies;
- Encourage union reps and union members to become member-nominated pensions trustees. Once elected they should be encouraged to join the Association of Member Nominated Trustees who have already significant information available to encourage more ethical investments within pension funds;
- Encourage reps and officers to raise this with employers and demand that as soon as possible they create and act on a time-scaled plan to disinvest from fossil fuel producers consistent both with a 'just transition' and with the scale of the climate emergency facing humanity;
- Develop a campaign to call for support for this within our membership;
- Ensure that Unite as an organisation continues to focus on its carbon footprint and how that can be minimised;
- Produce guidance on what climate-related demands to include in collective bargaining, including ones which could be the basis of a lawful "trade dispute" under current legislation;
- Campaign for a legal right to strike and to repeal all legislation that makes it harder to strike over climate;
- Start collating victories and good practice in workplaces via 'Work, Voice, Pay', providing good practice and benchmarks for employers across all industrial sectors;
- Ensure that our union is visible and seen as a relevant and useful organisation within the climate movement and that participants in the climate movement are encouraged to join our union;
- Campaign for massive public investment in the jobs required to address climate emergency, including massive improvements in renewable energy, housing improvements (e.g. increased insulation) and public transport;

- Campaign for the return of a Labour government committed to working for the many, not the few, as a necessary first step to ensuring governmental industrial and environmental policies protect our members as well as the environment;
- Actively seek contact with other unions to develop and promote the above to make clear that an economic system driven by a 'buy cheap, sell dear' philosophy will inevitably lead to a degradation of the environment - globally, but also in the workplace.

Balanced Energy Policy

Unite is committed to:

- A balanced energy policy that puts low carbon energy at its very heart. The policy should encompass wind, solar, battery storage, hydro, carbon capture and storage, gas, clean coal and nuclear. We cannot rely solely on wind power as we need to ensure we have a non-weather dependant source of energy as demand for clean energy increases.

Fuel Poverty

Unite is committed to:

- Campaign/lobby the Government to continue with the Warm Home Discount (WHD) scheme past 2021 and to make this a statutory right for the people living in fuel poverty or a fuel poverty at risk group.

A Sustainable Unite

Unite is committed to, wherever possible:

- Source food and drink from local business that have not made moves to exploit the Covid-19 pandemic to further attack hospitality workers' working conditions, be that fire-and-rehire, abuse of JRS or failure to ensure a safe working environment for staff; instead Unite should use, where possible, and encourage local businesses who pay the Living Wage and who provide guaranteed employment status to staff;
- Provide food that is sourced sustainably and has as little impact on our environment;

- Serve food and drink with crockery and cutlery and washed up to reduce single use plastic and paper plates and do everything possible to ensure that local procedures are in place to support recycling of all relevant materials;
- Seek to minimise waste and reduce left over lunches; when practicable; adhering to food safety guidelines, seek to ensure that any leftover food is used in the most sustainable fashion possible.

A Carbon Negative Unite

Unite is committed to:

- Set up a sub-committee and nominate an appropriate officer dedicated to oversee the carbon use of the Union as a whole and ensure that by 2024 we become carbon neutral and carbon negative by 2030. This sub-committee should report back to the Executive Council.

Policies derived from Composite Motions #9, #10, #20 and Motions 63, 67 and 141 as passed at the October 2021 Unite Policy Conference.

Improving Health & Safety

Mental Health and Mental Health Training

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

Unite is committed to:

- Offer and resource mental health support to any of our members in need.
- A standalone mental health module being available to all stewards.

Policy derived from Motions 75 and 134 as passed at the October 2021 Unite Policy Conference.

Economy & Industry

Manufacturing Matters

Unite is committed to:

- Provide every support to the Manufacturing Combine, our shop stewards and officers in their efforts to deliver a secure, sustainable future for UK manufacturing based on:
 - confident, knowledgeable, well organised workplaces supported by a powerful, well-resourced shop stewards movement;
 - our being at the heart of discussions on a green new deal and a 'just transition' to sustainable jobs. Ensuring that no community or region is left behind as we transition our economy and the world of work;
 - our ensuring that the development and deployment of new technologies, automation, artificial intelligence and the digitalisation of work benefits working people with our fair share of the wealth we create, shorter working time, early retirement, and job sharing alongside lifelong learning and retraining opportunities;
- Fight for further recognition agreements in manufacturing businesses and relevant supply chain companies to ensure a protection of industry-wide standards to prevent undercutting of smaller suppliers;
- Defend and extend the level of health and safety protection for members including campaigning for the fundamental right to safe and healthy work for all workers on all contracts, and fully enforced by enforcement authorities;
- Increase union density amongst agency staff within manufacturing and the supply chain to have greater industrial strength;
- Hold Regional manufacturing conferences in order to build a union wide strategy on manufacturing and to ensure that all members engage in protecting manufacturing;
- Lobby government to pursue a national buy British procurement policy that supports the UK manufacturing sector;
- Ensure our Shop Stewards and Learning Reps are involved in the development and transition to green technology and 'Industry 4.0'. The upskilling and retraining of our members within industry is vital to the survival of UK manufacturing;

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

UK Procurement Legislation

Unite is committed to:

- seek changes to UK procurement legislation at national, regional and local government level, to make it a legal requirement that UK based manufacturers are invited to tender as part of any internal procurement using taxpayers' money and are included and that economic, social and environmental impacts are taken into consideration in the process.

Collective Bargaining

Unite is committed to:

- Form a National Organising Campaign and Strategy, under Unite's 'Work, Voice, Pay' program, and commits to working with the Organising and Leverage Department and all Unite sectors and regions/nations to begin to develop a meaningful industrial strategy, including:

- identifying our major employers;
- creating Shop Steward Combines and key agreements for each relevant industry;
- gathering industrial information, including our collective agreements;
- building proactive leverage;
- EC Guidance in relation to principles for collective bargaining agreements including minimum standards for democratic engagement and involvement of members, grouping of workplaces, coverage of collective agreements, cooperation with other trade unions, collective bargaining on pay and equalities, and the right to take industrial action.

Automation and Digitisation

Unite is committed to:

- Lay down clear and precise conditions under which we are prepared to engage with such technology and produce unmistakable rules as to what is, and is not, acceptable:
 - technology or automated systems which improve safety and efficiency or reduce stress and fatigue to the employee are acceptable uses of automation;
 - any automation or technology which would increase stress or workload, or which would, directly or indirectly, result in a reduction in employees' terms and/or conditions or otherwise adversely impact the worktime quality of an employee, whether intentionally or not, will not be acceptable under any circumstances.
- Reaffirm our commitment to protect our members and future-proof UK manufacturing:
 - campaigning for a shorter working week with no loss of pay;
 - constant monitoring and strengthening of our New Technology Agreement;
 - defending all workers' rights post-Brexit;
 - further lobbying of Parliament for a Minister for Manufacturing;
 - campaigning for collective bargaining throughout the manufacturing industry.

- Incorporate data protections in collective agreements to include:
 - justification, suitability and the principle of minimum invasion;
 - precision; safeguarding that the methods for data collection are sophisticated enough to collect only the data related to the intended workplace;
 - ethics and identifying what should not be collected;
 - improvement; creating mechanisms jointly with social partners through which data collection is monitored, evaluated and meliorated;
 - accountability;
 - governance.
- Produce a National Strategy for New Technology and Automation, including the above points, to be distributed to all Regional Secretaries, RISCs and branches;
- Build a national Unite policy based on the National Strategy, incorporating, but not limited to, the above points, to be adopted as policy by Unite and to be reviewed regularly to keep pace with new technology, whilst still maintaining the above criteria;
- Any future response to include a commitment by a future Labour Government to support the introduction of National and Regional workplace technology agreements as part of its broader industrial strategy, addressing the challenges that automation and digitalisation bring to the workplace.

Apprenticeships and Skills

Unite is committed to:

- Fully resource a campaign for apprenticeships across all sectors to:
 - include monitoring sectoral schemes, organising apprentices and ensure apprentices receive, on day one, rights and entitlements, including payment of the Living Wage as determined by the independent Living Wage Foundation;
 - deliver an Apprenticeship Charter that should include a campaign kit to ensure apprenticeships deliver positive outcomes. Unite should then actively approach employers to sign the Charter.

The Charter must contain the rights of apprentices and the responsibilities we expect employers to undertake in support of their future workforce and that this be done over the next 6 years;

- spearhead an engagement with the relevant political representatives and Ministers to make sure that the craft trade is presented as an attractive option and properly promoted to young people in schools and other educational providers.

Working Time

Unite is committed to:

- Seek UK Government and HSE compliance [to Working Time Directive] by updating guidance whether it be because of commitment to shadow EU standards in the event of Brexit or because the ECJ decisions continue to be enforceable in the UK.

Modern Industrial Nation

Unite is committed to:

- Campaign for the appropriate investment in the UK's infrastructure and call for all Government procured contracts to ensure:
 - full trade union participation;
 - appropriate levels of training/apprenticeships;
 - a fully diverse workforce.

Trade Union Facility Time

Unite is committed to:

- Campaign for facility time to be made available to elected representatives;
- Promote the benefits of facility time for workplace employment relations;
- Call on committees and combines to work with employers and employer umbrella groups to promote the benefits of facility time;
- Ensure that best practice is promoted amongst Unite branches;

- Promote development of new activists:
 - encouraging branches to set realistic targets;
 - encouraging branches to have in place a mentoring system;
 - developing and extending flexible training options available.
- Encourage branches to pool resources where appropriate;
- Provide advice and support to branches on best practice;
- Investigate the usefulness and costs of providing a helpline for activists;
- Keep under review the provision and use of facility time with a view to showing benefits;
- Work with the Labour Party to campaign to defend facility time;
- Report progress to National and Regional Industrial Sector Committees.

Implementation of Employment Charter

Unite is committed to:

- Adopt a policy to negotiate the introduction and implementation of such Charters [e.g. Construction Charter] across any sector where such employment rights, health & safety, training and use of any appropriate national agreement are relevant;
- Such Charters should not be restricted to a political agenda but to be included as part of any procurement for any clients, contractors and their supply chain, but could also be a feature of Recognition Agreements.

Road from Casualisation

Unite is committed to:

- Stand against the signing of agency/contractor casualisation agreements (that weaken our ability to bargain);
- Wherever possible reverse the tide of casualisation by negotiation of reduced agency/contractor ratios and, where possible, eliminating the scourge of these malignant agreements entirely.

Fair Tips

Unite is committed to:

- Identify new and innovative ways to ensure that deductions of pay made by hospitality employers are kept in check;
- Explore modern means of ensuring customers have facilities giving them the chance to identify a Fair Tip employer.

Policy derived from Composite Motions #1, #2, #3, #4 and Motions 7, 16, 17, 18, 19, 20 and 21as passed at the October 2021 Unite Policy Conference.

COVID-19 and the Coronavirus Crisis

A New Deal in a Post-Covid World

Unite is committed to:

- Developing 'rebalancing' pay campaigns across all sectors, building an even bigger Strike Fund;
- Prioritising and focusing on the issues affecting young workers;
- Building on the work of Black Lives Matter and ridding our workplaces and institutions of all forms of systemic discrimination;
- Addressing the multiple health and safety, isolation and mental health issues arising from the likely continuation in many sectors, of home working; this must include the impact on women and on young workers;
- Providing political education for our workplace representatives;
- Intervening within the Labour Party to ensure the demands of working people are taken up politically and ensuring safeguards (Test and Trace and financial support for those self-isolating) are in place for this and any future health crisis;
- Full resourcing and coordination between the various departments,

Sectors and Regions within Unite, headed up by a Covid Recovery Task Force.

- Draw up a radical action plan and lead a campaign for real change including:
- stronger rights at work – including an end to fire and rehire
- adequate resources to support children and young people
- a decent pay rise for front line workers
- investment in public services to address social need – including community resources, an Independent Living Service and energy efficient council housing
- a green industrial revolution
- a minimum income guarantee that delivers dignity for all
- a people's vaccine.

Organising in the Post-Covid World

Unite is committed to:

- Ensure that membership records are complete and regularly updated in order that we can effectively communicate with existing members working from home and involve them in online discussions and meetings;
- Map workforces (as well as workplaces) and reach out to potential members who are working from home;
- Improve our communications to reach out to homeworkers, including additional resource regarding our digital communications;
- Learn from previous campaigns to communicate and organise remote workers (e.g. offshore workers campaign);
- Apply lessons from homeworking surveys and campaigns conducted and/or supported by Unite and other unions (including internationally);
- Conduct more face-to-face post-Covid doorstep/household communication with members and potential members, with a particular role for Community Organisers resourced to build community organising teams;
- Provide both 'stand-alone' training on organising homeworkers and the integration of sessions on this in general shop stewards courses;

- Build collective actions of homeworkers, including 'a right to disconnect' and pressure for legal changes around electronic balloting;
- Canvass the views of all Unite NISCs, RISCs and Branches on good and bad examples of trade union action and organisation during the pandemic, and prepare a paper for the Executive Council drawing these lessons and recommendations together for organising in the workplace post-Covid.

Covid-19 and Young Workers

Unite is committed to:

- Lobby the Government alongside the TUC to make sure young workers are at the heart of any government's Covid-19 recovery strategy;
- Campaign for an increase in the provision of the standard rate of unemployment benefits and statutory sick pay;
- Encourage all young members to take up both jobs, if appropriate.

Covid-19, Sick Pay and Support

Unite is committed to:

- Continue to lead a campaign in conjunction with sister unions, the Labour Party and other supportive organisations for the introduction of full sick pay entitlement for all individuals unable to attend work.
- Campaign for indefinite full salary pay for all employees of NHS Trusts, associated companies, and the care sector generally, plus all workers involved in the frontline care and transport of Covid patients to and from hospitals and care homes who have had, or have, debilitating conditions following COVID-19 infection;
- The extension of the £60,000 death grant to all families of the frontline workers who died in the course of work caring for and transporting Covid patients to and from hospitals and care homes;
- An immediate increase of social security sickness and universal credit payments to a minimum of the Real Living Wage to be paid from day one of the onset of a debilitating or dangerously infectious illness;
- Establish a Pandemic Charter based on the needs and requirements of all sectors in order to protect all of those impacted by the fallout that

will form the basis of a charter that will future proof members against further pandemics or similar. As a minimum the following fundamental points should be considered when formulating the document:

- all workers regardless of role, ability or level of earnings forced into furlough schemes or similar should be paid a minimum of 90% of average earnings for the duration of such a scheme;
 - all workers to be paid full pay whether absent through sickness, having to self-isolate or similar as a result of a pandemic and enforced absence not recorded as sickness regardless of company policy or contract;
 - abolition of fire and rehire culture. All employees made redundant or laid off given the right to return on a minimum of the same terms and conditions of original contract of employment.
- Lobby Parliament with the intent of establishing the charter as law following formulation of the Charter.

Covid-19 and Mental Health

Unite is committed to:

- Build on Unite mental health toolkit by rolling out a package of tailored educational courses specifically to consider the impact on workplace reps dealing with mental health issues in the workplace;
- Deliver access to counselling services for reps that have suffered mental health issues due to the stress of supporting members throughout the pandemic;
- Provide a graded response to protect and support the mental health of reps to include:
 - formal network for regional peer supervision;
 - mental health cafes facilitated by a psychologist or counsellor;
- telephone help and supplementary 1:1 sessions offered from a team of trained counsellors or psychologists for reps suffering significant stress or other mental health difficulties related to or exacerbated by their work as a rep.
- Provide access to bespoke and targeted support and education by joint working with relevant support organisations to support women reps and members with caring responsibilities.

Covid-19 and Equalities

Unite is committed to:

- Continue its campaign for rights of BAEM workers including to:
 - ensure workplace COVID-19 cases are properly recorded with race, disability and gender breakdowns and a duty placed on employers to report occupational infections of COVID-19 in line with health and safety law; raise awareness with Industrial Sectors of the importance of equality impact assessments of any Government support scheme to ensure BAEM people are able to access the support they need.
 - call on Industrial Sectors to ensure employers review HR/equality policies to address race equality impacts of this and future pandemics including measures enabling safe working from home, access to PPE and safety equipment, safe travel to work, protection of jobs, pay and other entitlements; develop a national joint strategy between Unite Health Sector and the National BAEM Committee to tackle health inequalities, with accountability and targets.
 - ensure proper attention is paid to addressing workplace health and safety and the effects of the pandemic as a key campaign issue; encourage BAEM members to become H&S reps; campaign for employers to complete and act upon individual Equality Impact and Risk Assessments for Black and Asian ethnic minority workers.
 - develop and implement a new Race Equal Normal that challenges racism in the workplace, ends the race pay gap and delivers economic and racial justice for BAEM workers; ensure COVID-19 is not used to evade recruitment of black and Asian ethnic minority workers.
 - campaign for the Government to introduce a legal requirement for employers to publish their COVID-19 risk assessments in their annual reports with race, disability and gender breakdowns and mandatory race pay gap reporting for employers with more than 50 employees; enact the socio-economic duty of the Equality Act 2010; to work with the Devolved Administrations to launch a review into the school curriculum to ensure it includes Black British history, colonialism and Britain's role in the transatlantic slave trade; eliminate institutional racism in all aspects of life including employment, health, housing and education.
- Produce a series of posters/adverts as a campaigning tool with positive images of BAEM workers in various types of workplaces in raising awareness and tackling the issues outlined in this motion.
- Continue to campaign for the rights of disabled people at work including:
 - a legal duty on employers to consider all disabled workers suitability for working from home including a rewrite of job descriptions so that jobs can be performed from home; ensure employers meet their legal obligation to make reasonable adjustments; reform "Access to Work" to make it easier for disabled workers to work from home; disabled workers to be given a new status of employment protection; an extension of the furlough scheme, or a creation of a scheme for those who are shielding and cannot work from home; improving the EHRC Employment-Statutory Code of Practice; and campaign for Long Covid to be explicitly recognised as a disability under the Equality Act 2010.
 - with other unions, call on the TUC to commission research on the specific economic and social plight of disabled self-employed workers for a targeted campaign to support their rights. This research should, in particular, focus on how the government COVID-19 schemes discriminated against disabled self-employed workers. Also, to address the impact on disabled Black and Asian ethnic minority workers.
 - raise awareness of the effects of Long Covid accompanied by a guide for reps; provide guidance for reps to ensure employers review HR policies protecting disabled workers in the event of another pandemic; encourage Unite Industrial Sectors to review reasonable adjustments in their workplaces, and to highlight with employers and within their own memberships the disproportionate effect of COVID-19 on disabled members; ensure robust strategies at the bargaining
 - table and beyond to support disabled people stay in work and in more flexible workplaces; produce a series of posters/adverts with positive images of disabled workers, working in the workplace, and at home.
- Recognise that mental health and domestic abuse is a workplace issue and:

- support the TUC's work and campaign in this area, and instigate our own to ensure LGBT+ specific mental health and domestic abuse support services are enhanced and protected post-pandemic.
- campaign for the government to raise awareness of these issues so that LGBT+ workers are not overlooked and can get help; incorporate LGBT+ specific support and resources in all domestic violence and abuse and mental health work; properly fund LGBT+ organisations to address the key mental health issues effecting LGBT+ people.

Unite is committed to:

- Prioritise protecting everyone's safety, jobs and income;
- Encourage women to become H&S and/or union equality reps;
- Train reps to carry out Equality Impact Assessments (EQIAs);
- Campaign for mandatory Workplace EQIAs;
- Campaign to extend equality duty to the private sector;
- Write to MPs for a strategy supporting women through Covid-19.

New Ways of Communicating

Unite is committed to:

- All union constitutional meetings offering facilities to join and fully participate in meetings online;
- Investing in IT infrastructure and hardware that allows for hybrid meetings to take place in all regions and offices of the union;
- Offering face to face or online meetings with members.

Covid-19, cash and bank branches

Unite is committed to:

- Campaign for protecting access to cash and bank branches including through action at government and parliamentary level.

Care in the Community

Unite is committed to:

- Campaign within the TUC, Labour Party and other sympathetic organisations such as the NPC and Age UK to force the Government in the UK & Ireland to recognise that care in the community must be reformed;
- A universal care system, funded by contributions, similar to the National Insurance contributions;
- Campaign within the TUC and Labour Party and with pensioner organisations such as the NPC and Age UK for a universal care system, funded by contributions, similar to the National Insurance contributions, free at the point of need, pooling the risk, with funding that is shared across society as a whole;
- A service which does more than the current system; widening access and improving the quality of care, especially in the area of dignity and safeguarding;
- A commitment to professionalise the care sector through improved pay, terms and conditions, training, regulation and the elimination of non-payment for travel between clients;
- A recognition that the needs of the private sector are not compatible with the delivery of social care.

Policies derived from Composite Motions #21, #22, #23, #24 and Motions 144, 145, 150, 152, 154, 160, 161, and 162 as passed at the October 2021 Unite Policy Conference.

Equalities

Migrant Workers

Unite is committed to:

- Examine more fully the policy position on migrant workers - migrant workers are often subject to discrimination in their working lives. This is an equalities issue which needs to be recognised, when it comes to shaping policies.
- Reject Government's policy of a points based immigration system based on skill and salary thresholds which continues their racist 'hostile environment' policy;
- Maintain commitment to protecting, organising and supporting European workers, opposing a regressive immigration system which undermines collective bargaining and migrant's rights, and introducing comprehensive and effective labour market regulations;
- Unite's policy for migration focusing around labour protections for migrant and UK workers which include:
 - o sectoral collective bargaining;
 - o legal extension of collective agreements to cover posted workers;
 - o robust and transparent regulation of employment agencies;
 - o employer liability through subcontracting chains;
 - o ensuring migrant and posted workers are entitled to the correct pay, terms and conditions of employment;
 - o strict enforcement of employers in sectors most exposed to exploitation of non-UK labour.
- Raising awareness to it members concerning the lack of rights for migrants and how this is negative for all workers.
- Campaign to:
 - o expand and universalise recourse to public funds;
 - o expand and universalise right to work for people awaiting immigration confirmation;
 - o cease the Hostile Environment.
- Oppose any regressive immigration system proposed by the Tory government which divides and threatens diverse working class communities.

- Develop proposals for labour protections for migrant and UK workers which include:
 - o sectoral collective bargaining
 - o legal extension of collective agreements to cover posted workers
 - o regulation of employment agencies
 - o employer liability through subcontracting chains
 - o legal obligations to pay posted workers the union-recognised 'rate for the job'
 - o strict enforcement of employers in sectors most exposed to exploitation of non-UK labour.

Migrant Women Workers

Unite is committed to:

- Make the case for a fair immigration policy in post Brexit Britain that:
 - o puts protection of women from violence and abuse before enforcement of immigration controls;
 - o ensures there's a 'firewall' between public services and immigration control so women can get help safely;
 - o expands the 'Destitute Domestic Violence Concession' eligibility criteria to more women and making it last for a longer period;
 - o puts an end to internal immigration checks in workplaces, support services, GP surgeries, hospitals, schools and colleges;
 - o ensures strict enforcement on employers in sectors most exposed to exploitation of migrant labour.

Online Migrant Workers Forum

Unite is committed to:

- Support, formulate and organise an online migrant workers support network with an online translator facility.

Unite and Equalities

Unite is committed to:

- All Unite Workplace Reps' courses should have a full section dedicated to Equalities;
- All Regions to deliver a minimum of two Equalities courses each year;
- An audit of all members education records should be carried out to monitor how many have attended and completed an equalities course;
- Regular communications sent out to all branch officials to encourage all reps and branch officers ensure equalities knowledge and understanding is up to date;
- Equalities as an agenda item on all Unite constitutional meetings and National Combine meetings;
- Renew our campaign for statutory rights for Union Equalities Reps.

Unite is committed to:

- Reaffirm Unite's commitment to equality and diversity within our union;
- Take action to eliminate discrimination, harassment and victimisation from within the union by ensuring that all lay members and staff/officers are aware of their obligations to protect the union's commitment to equality for all, and diversity of membership;
- Advancing equality of opportunity between people who share a protected characteristic and those who do not;
- Fostering good relations between people who share a protected characteristic and those who do not;
- Unite Rep training and education courses including an activity that will educate and train Unite Reps to fight far right ideology and activities;
- Take action to minimise the influence on members of 'fake news', hate material and conspiracy theories on social media and other online platforms.

Equality Representatives

Unite is committed to:

- Organise a campaign to encourage employers to voluntarily agree to full recognition of all Equality Representatives in line with the recognition given to all other union representatives (e.g. Workplace Representatives, Health and Safety Representatives, etc);
- Lead the way in campaigning for legal recognition for all Equalities Representatives;
- Develop EC Guidance on the development of union Equality Reps, setting out minimum standards for the following which should be included in recognition agreements and the Unite model recognition agreement:
 - o the number of union Equality Reps to be elected or appointed;
 - o the union Equality Reps' election constituencies;
 - o the role of union Equality Reps in ensuring equality issues are on the negotiating and consultation agenda with the employer;
 - o time off for union activities, meetings and training;
 - o access to facilities;
 - o access to represent members on different sites if relevant.

Paternity Leave

Unite is committed to:

- Lobby government for husbands and partners to get minimum amount of paternity leave [beyond the current minimum].

Domestic Abuse

Unite is committed to:

- Work to introduce paid special leave for those affected by domestic abuse through local negotiations;

- Campaign for recognition of policies that support workers and appropriate statutory rights for workers who are or have been affected by domestic abuse;
- Work with TUC on the introduction of Domestic Abuse policies with the inclusion of paid special leave (in addition to contractual holiday and sick leave entitlements) for all workers;
- A high profile Unite campaign on Domestic Abuse.

Unite Women's Network

Unite is committed to:

- Construct a pilot Unite Women's Network to be managed by the Women's Committee and the Equalities Officer with a review to be undertaken by relevant AGS, National Officer and National Women's Committee.

Abortion Rights

Unite is committed to:

- Redouble effort to use structures within our union to ensure members are kept up to date with decriminalisation [Northern Ireland] campaign;
- Publicise Abortion Rights Campaign and encourage all branches to affiliate in line with national policy;
- Encourage members to lobby their MPs to support decriminalisation.

BAEM Employment with Unite

Unite is committed to:

- Any future employment advertisements sent to all Regional Equalities Constitutional Committees;
- Continue with its non-discriminatory processes in job adverts, recruitment and selection;
- Providing mandatory guidelines to Regional Secretaries to set up plans of action on publicising job vacancies, recruitment and selection procedures to address BAEM under-representation;
- Guidelines being shared with all Equalities Constitutional Committees.

Growing Unite and our BAEM Membership

Unite is committed to:

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

Independent Living

Unite is committed to:

- Calling upon the Government to establish a National Independent Living Support Service (NILSS). A Service that:
 - o gives new universal right to independent living;
 - o is enshrined in law and delivered through a new national independent living service co-created between government and disabled people,
 - o is funded separately through general taxation and managed by central government,
 - o is free at the point of need,
 - o is led by disabled people and delivered locally in co-production with disabled people.

Meaningful Sector Employment for Disabled People

Unite is committed to:

- Lobby both the UK and regional governments to work with public sector bodies to act now to improve the employment prospects of disabled adults;
- Seek a specific commitment for the public sector to commit a percentage of overall employment, fair paid meaningful work to be set aside for disabled people who currently receive PIP or legacy benefits and who want to work;
- Recognise that this will require improved linkage to Access to Work and other schemes that can support and maintain employment.

Legal Right for Disabled People to have a space on buses

Unite is committed to:

- Work alongside other unions to lobby the current and any future government to ensure that a disabled person has the legal right to a space on a bus.

TUC Disability Passport

Unite is committed to:

- Work in conjunction with the TUC Disability Passport and to actively encourage the case of a Disability Passport in workplaces as soon as possible.

Social Model of Disability

Unite is committed to:

- Construct and jointly launch a national campaign with our Disabled Members' structures to raise awareness and understanding of the Social Model of Disability;
- Work alongside the Education Department to ensure that all training courses incorporate the Social Model of Disability.

Disability Related Absence

Unite is committed to:

- Campaign to raise awareness amongst disabled members and for employers along with their management teams to be educated in the reasonable adjustment to separate disability related absence from absence due to sickness.

Commercialisation of Pride

Unite is committed to:

- Maintain the position that Pride be a protest not a commercial opportunity;
- Affiliate and support Free Prides throughout the UK.

LGBT+ Sexual Harassment

Unite is committed to:

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

LGBT+ Education

Unite is committed to:

- Support LGBT+ education within schools.

Rights for Workers and their Unions

Anti-union Laws

Unite is committed to:

- Break bad laws through organised action if necessary;
- Call on the TUC and affiliated unions to prepare for attacks by the Conservative government by means of a special conference;
- Call on the TUC to organise demonstrations demanding repeal of all anti-union laws;
- Ensure that no union fights alone. If any union is targeted by anti-union laws, Unite will lead others in rallying to their aid, supporting any action the targeted union deems necessary;
- Should the TUC fail to act, to organise the campaign ourselves in a coalition of the willing;
- Urge the TUC to call a national campaign against legislation [impeding the effectiveness of transport strikes] which should include a national Day of Action;
- Call on the TUC to organise a special conference open to all Branch activists on opposing the anti-union laws.

Unite is committed to:

- Defend the labour rights proposals set out in Labour's 2017 and 2019 Manifestos and further work with Labour to develop a package of reform that would set right the wrongs of the past 40 years;
- supporting the work of the Institute of Employment Rights and the Campaign for Trade Union Freedom in developing these ideas and campaigning for them;
- Vigorously campaign against the new round of anti-union laws that have been signalled in the [forthcoming] Employment Bill;
- Campaign for the repeal of anti-union laws and pursue manifesto proposals in any future discussion with Labour on developing a campaign to replace the restrictive Tory labour code with a new, progressive legal framework;

- Campaign in support of a new universal status of 'worker' to replace the current definitions. Onus should be on employers to prove a contractor is self-employed, rather than workers having to prove they are not self-employed.

Strengthening Agency Workers Regulations

Unite is committed to:

- Lobby the Government to strengthen the Agency Workers Regulations, to prevent employers from introducing "At Will" contracts by the back door.

ILO Convention on Violence and Harassment at Work

Unite is committed to:

- Campaign for UK ratification of ILO Convention 190 on Violence and Harassment at Work.

The Surveillance Society

Unite is committed to:

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

Unite is committed to:

- Campaign on the overuse of covert CCTV recordings which is an invasion of privacy and breaches article 8 of the ECHR Act;
- Bring pressure on the Government to make sure that employees do not suffer a detriment to personal life;

- Solidarity with Shadow Front Benchers who resigned so they could oppose the [Covert Human Intelligence Sources (Criminal Conduct) ['SpyCops'] Bill.
- Call for an early repeal of the Bill, assuming it becomes law, by an incoming Labour Government.

Policies derived from Composite Motion #16 and Motions 98, 102, 104, 105 and 106 as passed at the October 2021 Unite Policy Conference.

Social Action

National Health Service

Unite is committed to:

- Campaign for:
 - o safe staffing limits for all staff;
 - o investment in training and developing NHS staff throughout their careers;
 - o re-introduction of a fully adequate training bursary for nurses, midwives and allied health professionals;
 - o a review of tax and pension changes implemented by the Tory government to ensure that the workforce is fairly rewarded and that services are not adversely affected;
 - o provision of mental health support for staff;
 - o creating a working environment within the NHS that is safe, flexible and free from harassment, bullying or violence;
 - o an end to all further privatisation, the internal market, and the Government's proposed Bill which, if enacted, will bring private providers even closer to the heart of the NHS;
 - o the strengthening of our campaign against NHS privatisation in collaboration with other unions;
 - o full support for any pay claim put forward by NHS workers;
 - o full PPE for all NHS staff and outsourced workers that need it.

- Exposing and stopping the corrupt handing over of millions of pounds in public money to private companies to carry out work which should be carried out by the NHS.

Unite is committed to:

- Continue to work with health campaigns such as Health Campaigns Together and Keep Our NHS Public;
- Regional offices to publicise any local industrial dispute of health workers throughout the union and in particular to all branches in the region affected;
- Regional offices to arrange visits by Unite health workers in dispute to other Unite-organised workplaces and branches to build solidarity;
- National Executive and Regional Committees to campaign for TUC support for industrial action by NHS workers supported by solidarity action by all trade union members and their families.

National Health Services - Charges by Staff Agencies

Unite is committed to:

- All 4 national health services to immediately implement a cap on the prices charged by locum doctors, consultants and agency nurses;
- This cap should be no more than the normal rate for the job, plus 20%;
- Call on the four governments to urgently re-set the supply chain for our clinical and medical staffing for the future.

Insourcing of Services

Unite is committed to:

- Campaign to ensure all outsourced services are brought back into the public sector;
- Lead through the TUC for a thorough review of staff who have been negatively affected over the years and that this is carried through both the TUC and Labour Party conferences;
- Lead a campaign for compensation for the financial losses that those staff have faced from the privatised sectors;

- Where opposition to the above exists with talk of the law, to seek through Parliamentary means for a change in the law to ensure that the compensation is granted.

Local Authority Cuts

Unite is committed to:

- Opposition to all cuts, whoever implements them and wherever they occur;
- Campaign to restore funding to local councils and strengthen campaigns with the National Pensioners Convention (NPC), other unions and campaigning bodies;
- Unite's pamphlet 'Insourced Public Services' as a first step to fighting to take services back in-house.

Unite is committed to:

- Welcoming the Labour Party document entitled "Democratising Public Services", which strongly calls for insourcing of all council services;
- Rejecting all forms of privatisation and outsourcing, including so called 'social enterprise', false worker co-operative and volunteer based models;
- A policy calling on Labour Councils to set legal, balanced, no cuts, needs based budgets.

Unite is committed to:

- A high profile political and press campaign nationally and in the devolved regions to call out the impact of the continuous cuts across local authorities has on employees, individuals and in communities;
- All RISCs, working with NISCs, to develop a robust strategy to resist and reverse these attacks on workers and communities.

Public Service Cuts

Unite is committed to:

- Save our public services through a co-ordinated national campaign of mass action.

Public Services

Unite is committed to:

- Campaign that a future socialist Government makes public services democratic and accountable to the people who use them, and to a wider society;
- Publicly owned industries and services should be run with full workers' control and management, involving the participation of trade unions in conjunction with service users.

End Unfair Evictions

Unite is committed to:

- The abolition of Section 21 of the 1988 Housing Act, end 'No Fault' evictions and return to indefinite tenancies;
- Support the End Unfair Evictions campaign, including by publicising campaign events and activities as appropriate.

Accessible Welfare

Unite is committed to:

- Lobby the Department of Work and Pensions (DWP) to invest in further ongoing and comprehensive support, in addition to the arrangements with Citizens Advice Scotland, including support for strategic role that local authorities have and the funding for voluntary and community organisations who assist disabled people in making and maintaining Universal Credit online claims;
- Lobby the DWP to provide paper forms and other methods of managing Universal Credit claims as a reasonable adjustment;
- Campaign for all benefit forms to be accessible, both online and as hard copy and for British Sign Language interpretation of the forms to be available;
- Campaign for a right to advice, placing an obligation on local authorities to fund independent advice on social security and other social welfare law, with funding to be allocated for this purpose by central government.

Digitisation and Welfare

Unite is committed to:

- Get TUC support to campaign for the implementation of parliamentary law for regulation of technology [that creates obstacles to minimise/stop universal credit benefit payment] which will impact on privacy, ethics, safety and information;
- Unite Regional Education Officers producing courses which educate members on knowhow and advisory techniques. This to include members beset with health problems.

Unite is committed to:

- Campaign for a strategy to address the impact of changes [to electronic and online banking] and see how we can ensure that whatever your age or income, everyone has access to these [financial] goods and services.

Unfair Overdraft Charges

Unite is committed to:

- Launch a national campaign to raise public awareness of the bank and building society overdraft charges that came into effect in April 2020, with the aim of forcing finance companies to act within the spirit of the regulator's 2019 ruling that banned fixed overdraft fees, and charging higher prices for unarranged overdrafts than for arranged overdrafts;
- The campaign being spearheaded by Unite Finance and Legal NISC.

Care Homes Contracts

Unite is committed to:

- Raise awareness of [unfair care home contracts and practices such as the charging of fees after death and the right to terminate contracts at short notice] with the National Pensioners' Convention, the Scottish Pensioners' Forum, Age UK, the TUC, the Scottish TUC and the Labour Party;
- Widely publicise these unfair practices and campaign for legislation to remove them.

Care Homes

Unite is committed to:

- Social care, including residential care, provided on the same basis as health care, funded out of general taxation and free at the point of need;
- Where a private sector provider is facing bankruptcy or liquidation, local authorities should be supported by central government to take over the running of homes in their area to ensure continuity both of provision and of employment for the staff in these homes;
- Call on a future Labour Government to end the market in social care and ensure that properly-funded high-quality residential care for all who require it, shaped by the involvement of older people and their families and consistent with the principle of supporting independent living;
- Make the above demands central to Unite's local and national campaigning activities and to set up a small interest group to ensure this happens.

Power of Attorney

Unite is committed to:

- Campaign:
 - o on the importance of the need for everyone to register a Power of Attorney;
 - o for legislation to simplify the process of registering a Power of Attorney to make it accessible for all.

Campaign against cuts to face to face debt advice services

Unite is committed to:

- Organise a high profile campaign to demand the following:
 - o suspend all [Money & Pensions Service (MaPS)] recommissioning [of debt advice provision across England] for at least 12 months to allow independent research into future demand;

- o immediate suspension of the bureaucratic quality-monitoring process ('DAPA');
- o support the work of Unite's Debt Advice Network campaign to oppose the MaPS recommissioning;
- o use all Unite media and social media platforms to explain the recommissioning process and the impact this will have on debt advice services;
- o campaign for increased funding for face-to-face community-based debt advice, not cuts, in any resumed recommissioning;
- o ensure future decisions by MaPS about debt advice jobs and services include consultation with Unite.

Policies derived from Emergency Motion #2, Composite Motions #18, #19 and Motions 110, 112, 114, 115, 116, 120, 121, 122, 123, 124, 125, 126, 127 and 129 as passed at the October 2021 Unite Policy Conference.

Organising

Precarious Workers

Unite is committed to:

- Carry out a review of our current structures in order to consider precarious workers who are not in unionised work places;
- Commit to renew funding for organising across all precarious work sectors as well as for apprentices;
- Provide the needed support for workers setting up branches within precarious work places;
- Implement a mentoring scheme;
- Putting pressure on the Government to introduce a statutory right to a contract of at least 16 hours, to raise the minimum wage and equalise it for young people, and make workers' rights enforceable from day one of employment;

- Carry out research into the unionisation of precarious workers with the aim of developing an organising strategy which addresses the unique challenges in organising those in less secure work;
- Commit sufficient resources, time and appropriately-trained organisers to support workers who are at risk of harassment, of having their hours cut, or of losing their jobs for even mentioning the union to their colleagues;
- Devise a strategy with a view to retaining temporary vulnerable workers.

Unite is committed to:

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

Organising Young Workers

Unite is committed to:

- The creation of a new fit for purpose Unite young workers' organising and recruitment strategy.

National Youth Co-ordinator

Unite is committed to:

- Hold a meeting with delegates from the Unite National Young Members Committee to work collaboratively together for the re-introduction of the position of National Youth Co-ordinator;
- Fully implement, advertise and employ a Unite National Youth Coordinator Officer, the terms and conditions and remit of which being agreed through a partnership with Unite National Young Members Committee.

Organising in Hospitality and Tourism

Unite is committed to:

- Issuing hospitality recruitment materials to all constitutional committees of the union with a view that they promote the sector in meetings and in hotels and bars when they travel;
- Constitutional chairs promoting the importance of our reps engaging with hospitality workers whenever possible during the course of their duties;
- Service Sector RISCs and RISC Secretaries assuming the key responsibility to follow up on new contacts and members and ensure an organising strategy is in place for hospitality and tourism in their respective regions.

Policies derived from Composite Motion #11 and Motions 78,83, 136 and 137 as passed at the October 2021 Unite Policy Conference.

Global Solidarity, International & Europe

Brexit and Ireland

Unite is committed to:

- Bring forward a proactive strategy to defend workers' interests in a post-Brexit context;
- Campaign for publicly-funded stimulus programmes either side of the [Irish] border to sustain jobs and skills in critical economic sectors;
- Campaign to maximise opportunities for manufacturing and defend and optimise wider supply chains throughout the island of Ireland as well as retain the most robust legal workers', environmental and social protections.

Brexit and Gibraltar

Unite is committed to:

- Engaging its influence through the UK Labour Party to ensure that those working and living in Gibraltar are represented in the post-Brexit debate and settlement, along with continuing to promote and protect the right of self-determination of Gibraltarians in observing the wishes expressed in the outcome of the 2002 referendum.

UK Industry after Brexit

Unite is committed to:

- Campaign to raise awareness amongst parliamentarians and the public of the contribution made by the UK's defence industry the UK's civil aerospace industry to the economy and the importance of retaining a UK sovereign defence industrial capability;
- Lobby the Government as a matter of urgency in advance of trade deals talks to ensure the UK's defence industry is not just protected but promoted in trade deal negotiations;
- Campaign to raise awareness amongst parliamentarians and the public of the contribution made by the UK's civil aerospace industry to the economy.

Multinationals and Brexit

Unite is committed to:

- Ensure Unite campaigns and fights against any changes to European employment and social rights which could have a detrimental impact on our members;
- Carry out an urgent review of our position on all EWCs where Unite is the lead trade union in order to develop a strategy to ensure UK workers can continue to be involved in multinational companies (MNCs) at a European level after the UK exits the EU;
- Continue to work with European trade union federations and other trade bodies;

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

Trade Agreements

Unite is committed to:

- Re-affirm and maintain our affiliations and activities with the European and International federations that we are affiliated to;
- Play a full and active part across all federations at both European and Global level and co-ordinate activities in all federations;
- Continue to develop our relationships in the European federations;
- Continue to develop our international relationships and our multinational work in the global and European federations to ensure that our NHS

cannot be used as a trade bargaining chip and that workers cannot be pitted against each other by governments and multinationals;

- Continue to develop the Workers Uniting project especially in the health sector areas;
- Further develop dialogue and cooperation with North American trade unions;
- Develop a new approach to international trade based on international solidarity between workers in different industries, countries and trade unions;
- Commit to a policy of refusing to allow workers in different industrial sectors or countries to be pitted against each other;
- Developing a collective bargaining agenda which meets the industrial impact of trade deals head on.

Solidarity and Policy Support for EU27 Workers

Unite is committed to:

- Solidarity with Unite's many EU27 members currently facing uncertainty over their future rights to live and work in the UK;
- Pledge to carry out impact assessment of all policies on the rights of its EU27 members and commits not to adopt policies harmful to those rights;
- Call for the creation and maintenance of guidelines for Officers and Workplace Representatives to support them in casework involving individual and collective threats at workplace level to EU27 member rights;
- Adopt or maintain policies and support campaigns around the post-Brexit settlement which do not prejudice or jeopardise the ongoing workplace rights of EU27 citizens in the UK.

Workplace Rights and a Hard Brexit

Unite is committed to:

- If believable reassurances are not forthcoming from government in the near future, putting on record our commitment to take collective

action across all our sectors and seek support from the greater trade union movement to protect our rights, up to and including national strike action.

Black Lives Matter

Unite is committed to:

- Ensure we fight for equality impact assessments in all relevant workplace consultations to uphold the rights of BAEM members;
- Tackle racism within workplaces and communities via proactive education and campaigning;
- Run education courses on international solidarity, which allow members to learn more about the impact of imperialism and colonialism;
- Build international links which recognise the particular struggle of BAEM workers by encouraging Branches to form direct links with branches in other unions that Unite has a relationship with and/or via solidarity campaigns supported by Unite;
- Ensure that all delegations to international events and solidarity visits are able to address the fight against racism.

India and Kashmir

Unite is committed to:

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

Palestine

Unite is committed to:

- Full support for existing policy of Boycott, Divestment and Sanctions (BDS);
- Calling on UK government to make clear that it will not follow the lead of Trump in moving its Embassy to Jerusalem, and accepting the illegal the annexation of the Golan Heights;
- Opposing any proposed solution for Palestinians, including Trump's 'deal', not based on international law and UN resolutions recognising the Palestinian's collective right to self-determination and to return to their homes;
- Supporting the work of Palestine Solidarity Campaign and others in campaigning to oppose the proposed law to prohibit public bodies from supporting BDS campaigns;
- Encouraging all regions and branches to affiliate to the Palestine Solidarity Campaign;
- Supporting the work of Labour and Palestine in developing progressive Labour Party policy on Palestine;
- Exerting influence on the international trade union federations to which Unite affiliates to build wider and stronger support and international solidarity for the Palestinians;
- Opposing the shrinking and fearful space for debate on Palestine in the Labour Party and support PSC activists inside the party who have suffered 'trumped up' disciplinary action on dubious charges.

Latin America

Unite is committed to:

- Continued support for the working class and indigenous peoples of Latin America and their unions;
- Welcoming the work of UK based solidarity campaigns and urges regions and branches to affiliate to and support:
 - o Cuba Solidarity Campaign
 - o Venezuela Solidarity Campaign
 - o Nicaragua Solidarity Campaign
 - o Brazil Solidarity Initiative
 - o Justice for Colombia.

Colombia

Unite is committed to:

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

Turkey and the Kurds

Unite is committed to:

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

Policies derived from Composite Motions #6, #7 #8 and Motions 43, 44, 52, 53, 54, 57, 58, 59, 107 and 108 as passed at the October 2021 Unite Policy Conference.

Pensions & Retirement

State Pension

Unite is committed to:

- Campaign for a more meaningful state pension which would alleviate future pensioner poverty producing dignity in retirement;
- Set up a Working Party to draw up a ten year strategy to achieve a retirement pension of 50% normal earnings;
- The Working Party to consist of 3 members of the Retired Members National Committee, one of whom shall be a woman; 1 AGS and 2 EC members, 1 who must be a woman.

Unite is committed to:

- Re-engage in the union's campaign for a 'Back to 65' retirement age.

Unite is committed to:

- Campaign against any further rises in state pension age;
- Commission independent research on the benefits to individuals and the wider society of reducing the state pension age to 60 for both men and women;
- Call for targeted and additional support for all [WASPI] women who have been affected by changes and campaign for the Government to introduce financial compensation for the women who have already been affected and will be affected by the process of equalisation and the acceleration of equalisation caused by the Pensions Act 2011, and (re)affirm our commitment to seeing justice done for 1950s born women.

Triple Lock

Unite is committed to:

- Mount a vigorous campaign to protect the Pension Triple Lock and ensure that it is restored at the earliest opportunity and to work alongside the NPC, SPF (Scottish Pensioners Forum), TUC, Labour Party and to mobilise support for the campaign across all sectors of the union.

Dignity for Older People

Unite is committed to:

Campaign for:

- all men and women to be entitled to dignity and security in retirement and for intergenerational fairness preventing attacks on future pensioners;
- significant improvement to the energy efficiency of our housing stock;
- greater funding for the NHS, an end to privatisation in the health service and a national care service funded from general taxation that is free at the point of delivery and without means-testing;
- a state pension set above the official poverty level, at around £220 a week and linked to the triple-lock of the higher of earnings, prices or 2.5%;
- maintenance of universal pensioner benefits such as free bus travel, a £500 winter fuel allowance, free prescriptions and the reinstatement of the TV licence for the over 75s, fully funded by government;
- a minimum of 85,000 homes to be built each year that are both affordable and suitable for older people whilst recognising the specific barriers to downsizing;
- a Commissioner for Older People, independent from government, who can champion and safeguard the rights of older people.

Pension Protection Fund

Unite is committed to:

- Campaign to increase the Pension Protection Fund present compensation cap of 90% of what an individual's pension was worth at the time their employer became insolvent;
- The level of PPF compensation to now increase to 100% of what an individual's pension was worth at the time their employer became insolvent.

National Pensioners Convention and Scottish Pensioners Forum

Unite is committed to:

- Urge branches to affiliate to the National Pensioners Convention (NPC) and, in Scotland, the Scottish Pensioners' Forum (SPF) both locally and nationally;
- NPC or SPF groups to be allowed to meet in Unite offices free of charge.

Pre-retirement Courses

Unite is committed to:

- Unite Pre-retirement Seminars convened annually/quarterly/twice a year on a regional/national basis and made available to as many members who are approaching retirement as possible;
- That other topics [such as the purchase of Retirement Apartments and Funeral Plans] should also be included in the seminar agenda;
- Union Officers to negotiate time off for members to attend these pre-retirement seminars.

Retirement and Pensions Education

Unite is committed to:

- Develop women only courses around TUPE and pensions;
- National Women's Committee to work with the Education Department on devising some bespoke courses around these two topics.

Policies derived from Emergency Motion #1, Composite Motions #12, #13 and Motions 85, 86, 87, 90, 132 and 133 as passed at the October 2021 Unite Policy Conference.

Political & the Labour Party

Preferential Voting

Unite is committed to:

- Adopt a policy of opposing First Past the Post and instead support moves to explore, select and introduce a new voting system for the UK;
- Adopt a policy of supporting moves to explore, select and introduce a new voting system for the UK;
- Hold regional educational events to give members information about how different electoral systems can enable or hinder the left of politics, and how they impact on the kind of policies and outcomes a society ends up with, and to promote debate and discussion amongst members;
- Call for the Labour Party to do the same and to commit to including the voting system for general elections in the remit of its planned constitutional convention.

Clause IV

Unite is committed to:

- The Labour Party enshrining into its constitution a new Clause 4, using Tony Benn's own words:
 - o We stand for the inherent rights of all people to useful work, good homes, education, health care and dignity in retirement, free from all forms of discrimination.
 - o We believe that these rights cannot be fully realised under capitalism where human values are subordinated to the demand for profit. Our aim is to abolish the obstacles to the realisation of those aspirations.
 - o As a socialist party, we do not exist to manage capitalism. We aim to bring about a fundamental transformation of society, which will give to everyone a chance to live a full and satisfying life.

- o We will adopt the means necessary for that purpose by, amongst other things, the common ownership, under democratic control and management by working people, of the commanding heights of the economy, including the banks and finance houses, the land and all the companies which dominate our economy.
- o We stand for a democratic socialist society based upon the principle from each according to their ability to each according to their need.
- Supporting the new Clause 4 in the forthcoming Labour Party Conference using the above wording.

Policies derived from Composite Motions #14 and #15 as passed at the October 2021 Unite Policy Conference.

Union Administration & Membership Services

Transport into London from Heathrow Airport

Unite is committed to:

- A policy permitting Heathrow Express Travel between London Heathrow Airport and Central London (Paddington).

Support for Trades Councils

Unite is committed to:

- Every branch should be affiliated to its local Trades Council;
- Unite activists encouraged to be delegates to Trades Councils;
- Community Branches and Area Activist Committees working with their local Trades Councils in organising events and campaigns;

- Unite Reps' education courses having slots about Trades Councils;
- Supporting Trades Councils having a representative on the General Council of the TUC;
- Trades Councils having a delegation to Congress larger than the current one delegate;
- Trades Councils delegations to Congress should be able to speak and vote on any motion or other business;
- Supporting any motions to Trades Union Congress in line or broadly similar to this policy.

Housekeeping and Hospitality and Unite's Use of Hotels

Unite is committed to:

- Ensuring that all future block bookings made for Unite will provide the hotel to provide daily housekeeping;
- Ensuring that housekeeping is provided on a daily basis at all Unite hospitality premises;
- Campaign against this threat to hotel housekeepers' livelihoods and occupational health and safety by:
 - o informing sister organisations of this threat to hotel keepers' livelihoods and asking them to adopt policies of requiring hotels they use for events to provide daily housekeeping;
 - o raising public awareness (evidence shows that cleaning hotel rooms yields public health benefits);
 - o campaigning for decent working conditions and collective agreements in hospitality.

Policies derived from Emergency Motion #3 and Motions 131 and 141 as passed at the October 2021 Unite Policy Conference.

Where to get help

You never know when you might need advice with a problem at work. So it's good to know Unite is here to help.

If you know who your local branch rep is, contact them in the first instance. Or you can contact your Unite regional office for more information. Listed on the map are the main regional office details. Unite also has a wide network of district offices, one of which may be closer to where you live. You can find their details from the region's main office or on the regions sections of the Unite website www.unitetheunion.org

If you need to email someone at Unite the formula is firstname.lastname@unitetheunion.org

The union's headquarters is

Unite, Unite House,
128 Theobalds Road,
London, WC1X 8TN

Tel: 020 7611 2500



