

Transcript of Day 1 of GMB Congress 2021

Sunday 6 June, 2021

MORNING SESSION

Opening Video Shown

THE PRESIDENT: It hasn't always been easy but fighting for justice and better protection never is. GMB has pushed on and fought on and won for our members. We have kept up our fight for workers in the gig economy, in the Supreme Court and agreeing historic recognition.

Congress, welcome to virtual Congress, 2021. Firstly, I would like to express a very warm welcome to delegates and visitors watching. Especially to our first-time delegates. This is GMB's first virtual Congress, and because it is being held online, things will no doubt feel a little different this year. Joining me on the top table this week will be our Vice-President Malcolm Sage and our newly elected General Secretary, Gary Smith. You may see members of the policy team who assist with the running of Congress. I hope that you have been able to join our mock Congresses over the last few weeks and had an opportunity to have a go speaking and voting on the platform. The next three days will be a lot more structured than those mock Congresses - hopefully.

We really appreciate that sitting in front of your screen for long periods of time can be difficult. We will schedule in comfort breaks during the session so you can stretch your legs. Whoever is in the chair will give you notice of when and how long they will be. However, in normal Congress you are free to take breaks whenever you feel you need to.

As a reminder, I will go through how the Congress platform will work this year. If you are due to speak on a motion, or a special report, you will first see a notification appear on your screen. You do not need to use the raise hand button like in the mock Congress sessions. The Regional delegation leads have told us who is speaking on what. This will happen in good time before the item of business that you are due to speak on is called. This goes for delegates and our CEC speakers. You will need to click the "accept" button within the notification, which will place you in the queue for upcoming speakers. Please be ready to speak from the moment you click "accept." Make sure you have the order of business documents to hand as we will follow that order. If there are any changes, I will advise you. If for some reason you cannot speak, you can let us know by typing in the text box provided in the notification. When you are called to speak, you will see yourself on the screen. Please remember to unmute yourselves. Please wait three seconds before you begin speaking. This is so Congress will hear your speech from the start as there may be a technical delay between when you are called to speak and when you are shown on the screen. In the event a mover of a motion cannot speak, I will ask the second speaker to take their place. If a second speaker cannot speak, I will ask the region to formally second the motion. If a CEC speaker is having issues, another member may take their place. And failing that, I or the Vice-President will deliver the CEC position. When voting takes place a box will appear on your screen. This box will show what item of business is being voted on and how long delegates will have of the cast their vote. There'll be two voting options only. These are "for" or "against". Each voting option will have its own button on the box on the screen. Delegates will be able to cast their vote by clicking on the appropriate

button for their voting choice. The results of votes will be displayed on the screen. I would remind delegates you are voting for or against the motion, the rule amendment, the special report and not for or against any CEC stance. Don't worry, I will keep reminding you how it all works as we move through the agenda. Interpreting and live subtitling services will be provided throughout Congress. And delegates and all users can see how they are accessed by clicking the accessibility tab on the top right-hand side of the platform screen and then ticking the box next to the option they require. If delegates experience any technical difficulties with this online platform please email congresssupport@gmb.co.uk or phone 0141 849 6647 or 0141 849 6648.

Thanks to ChangeLab and T5 Event Media who are working in the background to ensure this virtual Congress can take place. They are the unsung heroes of Congress and we couldn't do it without them.

May I remind delegates that the proceedings of Congress are broadcast live on the internet. So please refrain from using any inappropriate language. I am sure this will not happen but please can I ask you also to avoid any personal attacks on staff who do not have the right of reply at Congress.

So, as we are trying to make this feel as much like normal Congress as possible, we of course, must have our beloved banner in ceremony. A video of our national banner and regional banners will show, played with Jerusalem.

Music: Jerusalem plays.

THE VICE-PRESIDENT: Congress, it is my pleasure to introduce our President, Barbara Plant, to deliver her opening speech to Congress, 2021. Thank you Barbara.

THE PRESIDENT: Vice-President, Congress, I want to start my speech by saying a four letter word. One that sums up my feeling about the past 15 months. And don't worry, Malcolm, I am not going to swear! The word is "hope". It is a word that was being used a lot since March 2020. Our emails started with, I hope you are well. And close with, hope to see you soon. Over the course of the pandemic, we have lived in hope. We hoped our loved ones wouldn't catch COVID. We hoped for a vaccine. We hoped that the world would return to some kind of normality. Hope is that strong belief we hold during difficult times and situations. Allowing us to imagine the future will be better. Our own individual hope is one thing. But hope that we share as a group, collective hope, can be strong and powerful, challenging and transforming. And that collective hope that we can make a better, more equal and just society comes from a deep sense of anger, and when it is channelled, and organised into action, all things are possible. We know that many of the economic injustices and inequalities in this world are of the making of the powerful and the wealthy bosses of corporations. We also know that as workers, we can tackle that power. If we work together, bargain together and ultimately, if need be, strike together. It is why we have, as a motto - unity is strength. Of course, we hope that politicians will play their part in making that better world. We know that this or any Tory Government isn't going to do anything to Level Up, all we ever get from a Tory Government is a race to the bottom. Since 2010, the number of children living in poverty has risen steeply from 3.6 million children to 4.3 million. Since 2010, continuing austerity has imposed more and more cuts on councils, resulting in fewer jobs and worse services. Since 2010, the number of

people living in-work poverty has got steadily worse. Low wages, low pay rises and inadequate social security system, high housing and renting costs, lack of flexible and affordable childcare, have all contributed to increasing poverty levels. And although we can hope for and desperately need a Labour Government and work tirelessly to get Labour MPs elected, we cannot wait for one. We can never hope that we can just leave things to others, to our politicians, employers, to put right the injustices. There is no solution for workers beyond their own collective power. Ordinary people can do extraordinary things. All the employment rights and health and safety regulation that we now take for granted have always been won by the workers. It is a long-haul, always battling the odds, but step by step, from generation to generation we continually get angry, have hope and take action. Our members in British Gas show that unions are not just out there telling their members what to do. They are created and sustained by workers coming together, supporting each other, building solidarity and acting collectively. My upmost respect to each and every one striking British Gas worker. I saw how angry you were. How you grew in confidence and resolve. And fought not just for yourselves, but for all workers. You can hold your heads up high. Be proud of the action you took. And that trust, support and unity you formed with each other - those bonds will stay with you forever. You may not have won this fight, but you have played such a huge part in making other workers' lives and employment better in the future and that should never, and will never be forgotten in the history of our union. You have instilled that hope in others to continue the fight against the unscrupulous tactic of fire and rehire. One day, fire and rehire will be an outlawed employment practise because of the stand you made, and thank you Birmingham & West Midlands Region for these fire and rehire ribbons that continue to highlight the immoral practise. It was that great politician Tony Benn that said, "Hope is the fuel of progress and fear is the prison in which you put yourself." It has been a dark 15 months but we can recover, rebuild and renew if we aren't afraid or don't forget how to hope. Well done for everything you do as GMB members. So keep on doing what you all do best - fighting for that light on the hill, a better, happier, a more safe, secure and just and equal world. And one last hope, that next year we will be back together at GMB Congress, where we can meet and debate in person. Welcome and celebrate our first-time delegates properly. Rekindle old friendships, create new ones, and be that members'-led union that we are proud of. Hope and solidarity. Have a wonderful Congress. Thank you Malcolm.

We will now mark our respect for our departed GMB colleagues. This has been a difficult time for so many. Please join me in a minute's silence to honour our GMB friends and family. So many dear colleagues and friends our thoughts go out to families and loved ones.

Obituary List Shown on screen

THE PRESIDENT: We will now hear from the Standing Orders Committee, where Report Number 1 will be moved. The Standing Orders Committee set out the rules of Congress and how it would be run throughout the next few days. This will be the first time you as delegates will use this Congress platform to vote and you have the right to challenge the Standing Orders Committee report. If you do intend to challenge report number 1, please can you press the raised hand button and select, I would like to speak? Please make sure you send a message in the chat box to let the Administrator know what part of the report you wish to challenge. The Administrator will be a member of the policy team. They will inform me and you will be lined up to speak. If there is a valid challenge to any part of the report, that part will be voted on by Congress separately to the rest of the report. Once any debate is concluded, Congress will

vote on the Standing Orders Committee Report Number 1. Now I have explained the technical side I am pleased to welcome Helen Johnson, Chair of the Standing Orders Committee, to move Report Number 1. I wish to congratulate her on her 13th year as chair. Welcome, Helen.

STANDING ORDERS COMMITTEE REPORT No.1

The business of Congress will be conducted in accordance with the Agenda, the Programme and the Guidelines for Congress Business, subject to changes at the President's discretion.

Times for Congress

The Standing Orders Committee wishes to draw the attention of Delegates to the starting times of the morning and afternoon sessions set out in the Congress programme as follows:

Sunday 6 June – Tuesday 8 June
9.30 am – 1.00 pm, 2.00 pm – 5.30 pm.

(Due to the electronic nature of Congress 2021, the SOC will be recommending breaks during each session. These will be highlighted by the SOC Chair in reports given during Congress proceedings)

The Standing Orders Committee recommends that the President be authorised to close each session when appropriate, without further reference to the Standing Orders Committee or to Congress.

Times for Speakers

For the hybrid/digital Congress 2021, and with the aim of maintaining the same times throughout Congress, the Standing Orders Committee recommends the following Time Limits for Speakers.

General Motions and Rule Amendments:

Movers up to 3 Minutes
Seconders up to 2 Minutes
Other Speakers up to 2 Minutes

Composite Motions

Movers up to 3 Minutes
Seconders up to 2 Minutes
Other speakers up to 2 Minutes

It would help the business of Congress enormously if, wherever possible, motions could be formally seconded, and if replies to questions and debates were kept to a minimum. Where the Central Executive Council is supporting a Motion without qualification or statement, no further Speakers should be called after the Motion has been moved and seconded unless the Speaker is opposing the Motion. In the event of opposition, the Mover will have a right of reply of up to 2 minutes.

Officers' Reports:

General Secretary up to 10 Minutes
Questions up to 1 Minute
Delegates should consult with their Regional Secretaries before putting Questions to Officers' Reports and Section Reports, and questions to them, should relate only to matters of general policy, and not to details of negotiations.

Special Reports and CEC Statements:

Mover up to 5 Minutes

Other Speakers up to 2 Minutes

As this Congress is being undertaken in a new hybrid/digital format, the SOC will review speaking times after each session and may propose amendments in the interests of ensuring that all business is dealt with within the 3-day timescale.

Questions on Balance Sheet and Auditors' Report

Questions on the Balance Sheet and Auditors' Report must be submitted in writing to the General Secretary no later than 5.30 pm on Sunday 6 June. Questions should be sent by email to the following e mail address that has been set up for Congress 2021, toptable@gmb.org.uk

Motion Out of Order

The Standing Orders Committee has ruled that the following Motion is Out of Order for the reasons specified:

Motion 112 Credibility in ASDA

In accordance with Paragraph 3.1 (1) of the Guidelines for Congress Business the Motion ought to be dealt with by a more appropriate body. The Motion is about industrial strategy in ASDA. This is an industrial matter for GMB members in ASDA and the relevant GMB Committees and not a policy motion for decision by GMB Congress.

Motions in line with Existing Policy

In accordance with recommendation 14 of the "Framework for the Future of GMB: Moving Forward" CEC Special Report endorsed by Congress 2007, the CEC has advised the Standing Orders Committee about those Motions which are in line with existing GMB policy. The CEC Report on "Existing Policy Motions" printed in the Final Agenda explains when and how existing policy was established in each case. The Standing Orders Committee has accepted the advice and is therefore recommending to Congress that the following Motions be put to Congress for endorsement without the need for debate:

Motion No: Title

54	Disability and Dignity
61	Women's Poverty
63	Ageism in the Living Wage
65	Legal Requirement for A.E.D. in the Workplace
88	Exploitation of Workers by Umbrella Companies
103	Workers' Rights
162	Labour Councilors and MPs
175	End Poverty in the World's Fifth Richest Economy
178	Labour Party
185	Challenging All Discrimination and Hate Speech
196	NHS
199	Availability of NHS Dentists and Treatment
201	Abolition of Prescription Charges for Young Workers in England
203	Prostate Cancer
211	Mitigating the Impact of Child Poverty in Education
250	Homeless Because of Universal Credit
251	Homelessness and the Working Poor

Composite Motions

Agreement has been reached on the Composite Motions printed in the Final Agenda.

Emergency Motions

The Committee has ruled that the following Emergency Motion is in order:

EM1 Gypsy, Roma and Traveller Community a direct attack with the Police, Crime, and Sentencing Bill.

Election of President and Vice-President

In the event of a contested election of President and/or Vice-President, voting will be on line via the democracy platform being utilised for the hybrid/digital Congress 2021, and the SOC will issue a supplement to Report No 1 with a recommendation for the procedure for the election.

DVDs, Videos etc

Requests to play DVDs, videos, etc should be submitted to the Standing Orders Committee for approval prior to being shown at Congress. The SOC do not accept videos as part of the moving, seconding, or opposing of motions.

STANDING ORDERS COMMITTEE MEMBERS

Darren James (BI) – Vice-Chair

Karen Dudley (LO)

Helen Johnson (MI) – Chair

George Murray (NO)

Isabella Ryan (NW)

Mary Finn (SC)

Charlaine Nkum (SO)

Nigel Warn (SW)

Paul O'Brien (YO)

CENTRAL EXECUTIVE COUNCIL OBSERVERS to the STANDING ORDERS COMMITTEE

Bob Welham (NW)

Donna Spicer (SO)

(Carried)

HELEN JOHNSON (Chair, SOC): Moving SOC Report Number 1. Congress, you will find a copy of the report number one in your final agenda, starting at page 22. I formally move an option of that report and in doing so would colleagues note the long-standing guidance for Congress on page 17 of your final agenda. This will help you all, particularly new delegates to understand this. A copy of my moving speech and any further SOC reports will be issued to delegates during the course of the next three days. I hope this will assist everyone in being able to keep track of decisions such as withdrawn motions. On the subject of withdrawn motions, firstly, I would like to confirm that motion 23, local actions, standing in the name of Birmingham & West Midlands Region which appears in a printed copy of the final agenda has been withdrawn. Secondly, the SOC has been informed that the following further motions have been withdrawn: Motion 121 New inspectorate for school meals and catering, standing in the name of London Region. Motion 128 UK manufacturing worker, standing in the name of London Region. Motion 132 Industrial infrastructure, standing in the name of London Region.

Motion 145 levelling up the economy, standing in the name of London Region. Motion 216 Hydrogen based economy, standing in the name of London Region. Motion 217 green energy supply chain, standing in the name of London Region. Motion 219 the environmental crisis, standing in the name of Yorkshire & North Derbyshire Region. Motion 222 Declare a climate emergency, standing in the name of Southern Region. Motion 223 Commitment to Climate Change, standing in the name of London Region. Motion 224 Climate change standing in the name of Southern Region. Motion 226 GMB and Labour Party for a Green New Deal standing in the name of London Region. Motion 227 GMB supports a green new deal and a just transition for workers standing in the name of London Region. Motion 229 zero carbon emissions, standing in the name of Southern Region and motion 243, police oversight powers standing in the name of London Region.

Would congress delegates please note if any further motions are to be withdrawn, you must advise your Regional Secretary who will in turn inform the SOC.

Agreed composite motions -the SOC could like to thank delegates and Regional Secretaries for agreeing the 14 composite motions that also appear in your Final Agenda, starting on page 102.

Existing policy motions - in accordance with Congress decisions acceptance 2008, the SOC is recommending that motions which are existing policy are endorsed by Congress without the need for debate, following advice from the CEC on particular motions in question. The existing policy motions are listed in the SOC report number 1 at page 23 of the Final Agenda. You may also find it helpful to refer to the detailed report from the CEC at page 113 of the Final Agenda. Letters EP appear at the side of each motion in the Final Agenda.

Emergency motions - the SOC has accepted an emergency motion has been in order for debate. This is emergency motion number 2, Justice for GMB workplace reps standing in the name of London Region.

Motions out of order - the SOC has ruled the following motion is out of order for debate, this is motion 112 Credibility in ASDA. In accordance with 3.11 of the guidelines for congress business, the motion ought to be dealt with by a more appropriate body than Congress. The motion is about industrial strategy in ASDA and this is an industrial matter for GMB members in ASDA and the relevant GMB committees. It is not a policy matter for GMB Congress.

Election of President and Vice President - we have been informed that the only nominations received for the President and Vice-President were for the incumbents Barbara Plant and Malcolm Sage. It gives me pleasure to tell you that they are therefore elected unopposed and there will be no need for an election. I am sure delegates will join me in congratulating Barbara and Malcolm.

Breaks in congress sessions - due to the electronic nature of the proceedings, the SOC is recommending there be breaks in each of the sessions. We are recommending there is a break for 15 minutes in this morning's session. We'll review the position at the end of the morning session. In addition, delegates are advised as THE PRESIDENT said, to take their own breaks.

I finally turn to the recommendation for speaking times as set out in SOC Report page 1. We are meeting today in the most exceptional circumstances. Congress 2020 was cancelled due to the pandemic and we are meeting this year through the digital process. The SOC of course appreciate the issues that arise in delegates having to reduce their speeches into shorter times available, but hope that everyone will understand that we needed to do this in order to complete congress business within the time frame of Congress 2021. The SOC will review speaking times after each session and may propose amendments in the interests of ensuring

all business is dealt with during the three-day time scale. President Congress, I formally move adoption of SOC Report Number 1.

THE PRESIDENT: Thank you Helen. Not been told that there is any challenge to the Standing Orders Committee Report Number 1 and just before we go to the vote, I want to say on behalf of Malcolm and myself, thanks to Regions, to their Regional Committees, to Regional Councils for our re-nominations as President and Vice-President, we are quite touched by that faith in us and will be given another opportunity to serve you. That is an honour and a privilege, thank you.

Can we move to the vote on Standing Orders Committee Report Number 1? And that report has been carried. Thank you Helen.

Congress, by carrying SOC report number 1, you have now adopted the rules of congress for this year.

I will do one final recap before we get stuck into the agenda. If you are a delegate, you will be eligible to speak to move and second motions, speak to oppose motions, and to vote. We will see just as you have, a voting box appear on your screen when the time comes to vote. Others attending such as staff and visitors will not be eligible to vote. They will therefore not see a voting box appear on their screens when the time comes to vote.

Please make sure that you follow the instructions on your screen if you are due to speak on a motion. If you are having technical difficulties, please let us know as far in advance as possible through the chat box or phone 0141 849 6647 or 0141 849 6648.

I will call motions in groups and they'll be moved and seconded where possible. If you wish to speak in opposition to a motion, please press the raised hand button and click "I would like to speak". Please remember to send a message in the chat box to let the administrator know which motion it is that you want to oppose. You will be lined up to speak in opposition after every motion in the group has been moved. The mover of a motion has the right of reply if there is opposition, and I will call those speakers at the end of a group of motions.

I will then call the CEC speaker to reply at the end of the group rather than deal with each motion individually. Where the CEC is supporting a motion, I will advise congress and where the CEC has any other position, the CEC speaker will give the reasons for their decision. When it comes to voting, all motions will appear on your screen to vote on. Results of those votes will appear on your screen, but I will keep reminding you and myself all of what you need to do this week!

Time to get started on today's business.

Congress, if you could now turn to our first item of business, we are starting with rule amendments 265 and 273. If any delegates wish to oppose any of those rule amendments, can you please press the raised hand button and then click "I would like to speak". Also send a message to the admin through the chat box to let them know which rule of amendment you wish to propose and I will call you at the end of the moving and seconding speakers. Can we have the moving amendments for 265 amendment please. Susan Kelly and Tom King, I believe.

RA265. RULE NO:9 CLAUSE: 4 TITLE: BUSINESS OF THE CONGRESS

Print Existing Rule or Clause:

Any branch or regional committee or the Central Executive Council can put forward motions for inclusion in the agenda of the Ordinary Congress. Any branch may submit up to three

motions under this rule. In addition the National Equalities Conference can select one motion for submission to ordinary Congress. That motion will stand in the name of the National Equalities Conference and be moved by the region that originally submitted the motion to the NEC. Branches must put forward their motions to reach the appropriate regional secretaries by no later than 31 January. Regions must pass the motions to reach the general secretary by no later than 7 February. Any branch or regional committee or the Central Executive Council can put forward proposals to amend rules at Congresses named in clause 3 above. Any branch may submit up to two rule amendment proposals under this rule.

State Amendment:

REMOVE THE SENTENCES “Any branch may submit up to three motions under this rule” and “Any branch may submit up to two rule amendment proposals under this rule.”

Print how amended Rule or Clause is to read:

Any branch or regional committee or the Central Executive Council can put forward motions for inclusion in the agenda of the Ordinary Congress. In addition the National Equalities Conference can select one motion for submission to ordinary Congress. That motion will stand in the name of the National Equalities Conference and be moved by the region that originally submitted the motion to the NEC. Branches must put forward their motions to reach the appropriate regional secretaries by no later than 31 January. Regions must pass the motions to reach the general secretary by no later than 7 February. Any branch or regional committee or the Central Executive Council can put forward proposals to amend rules at Congresses named in clause 3 above.

HOLBORN BRANCH
London Region

(Carried)

SUSAN KELLY (LONDON): President, congress, Susan Kelly London region first time delegate, moving rule amendment 265 business of the congress. I have always believed that the GMB is a member-lead union. That was until a motion limiting union democracy was passed in 2019 changing this rule which has made it fundamentally undemocratic. By restricting a branch to three general motions, we are restricting their ability to represent the often diverse views of their members. That is before we look at the restriction on rule change motions, the ability to change any rule changes. This effectively means many rules cannot be changed. How can they be when a single rule change may affect several rules. By default this means more motions will be required. We run the risk of our rule book becoming stagnant. Our rule book should be a living document, it shouldn't be an ancient tome stored in a glass case in a museum. It must be able to be changed. If the union centrally wants branches to submit motions which are current, relevant and not existing policy, this already is and should continue to be in the guidance sent out with the call for motions to branches.

We are really pleased, as a region, that the CEC is supporting this rule change to bring us back to a system which has worked for so long.

More importantly, it's a system that allows for full democracy.

I hope you support this motion. I move.

THE PRESIDENT: Thank you Susan. Can we have the seconder please for rule amendment 265.

TOM KING (LONDON): President, congress, Tom King London region first time delegate and first time speaker, seconding this rule amendment. I'm delighted that the first time I speak at a GMB congress it's on a rule amendment about rule amendments. Our members are full of ideas about how to improve the work of our union, they face countless challenges in their working lives that our union needs to campaign on and they have views on how to make the

world a better place. It makes no sense that the rule of the union should prevent the challenges, ideas and views being heard on the floor of congress. We should encourage branches to submit more motions and supporting them to get more members to get involved with the support of the union, not putting up the arbitrary obstacles. I've heard from members about how frustrating the process has been. I doubt that will be fixed with just two rule changes. We should welcome the ideas on how to improve the rule book of the union on this and all other areas, not putting up roadblocks to them. Please support this rule amendment to free up our branches to fully participate in our congress, I second the rule amendment.

THE PRESIDENT: Thank you, Tom. Can I have mover and seconder for rule amendment 273?

RA273. RULE NO: A3 CLAUSE: 2 TITLE: SECTION NATIONAL CONFERENCES

Print Existing Rule or Clause:

Section national conferences will be held every year at a time and location approved by the Central Executive Council. There will be one regional delegate for every 1,500 financial members of the section in each region. Regions shall take steps to ensure the regional delegation properly reflects the balance of the regional section membership in respect of industry, geographic spread, ethnicity, gender, disability, youth and sexual orientation. Delegates will hold office for one year.

State Amendment:

In Lines 1 and 2 Delete "at a time and location approved by the Central Executive Council" and replace with "during a break in GMB Congress" Line 4 and 5, Delete "Regions shall take steps" and replace with "Delegations will be made up of Congress delegates who are members of the section, together with any additional delegates required"

Print how amended Rule or Clause is to read:

Section national conferences will be held every year during a break in GMB Congress. There will be one regional delegate for every 1,500 financial members of the section in each region. Delegations will be made up of Congress delegates who are members of the section, together with any additional delegates required to ensure the regional delegation properly reflects the balance of the regional section membership in respect of industry, geographic spread, ethnicity, gender, disability, youth and sexual orientation. Delegates will hold office for one year.

BARKING BRANCH

London Region

(Lost)

STEVEN DAVIES (LONDON): Morning, President, morning congress. I'm Steven Davies, B10, Barking London region, first time delegate moving 273 on the arrangements and timing of Section National Conference. Congress the last time we discussed this we took the decision to decouple Section conference away from GMB congress but in hindsight several London region branches believe this has proved to be an error that needs correcting. It was reasoned that separate section conferences would widen the representation from branches in allowing more people to attend a GMB national event. However, feedback from London region advises that other than those members already on agreed facility time, branches have found it difficult if not impossible to get employers to agree extra time to release members to an additional conference.

This effect being that Section conference has resulted in a smaller pool of members being able to attend rather than the larger one. In 2019, Section conference was over two days during school term time in November when the add-on travel time of Cardiff Glasgow Belfast the two days became three or even four, resulting in a restriction for members with childcare

responsibilities, those with employers that would not give more facility time, members not able or prepared to take annual leave and those whose pay is not covered by the loss of earnings allowance. Congress, it's not only the time and the cost to our members, it's also the additional cost to the union and let us not forget the cost to the union is the use of GMB member fees. Monies that could or even should be better spent on campaigns, communication, staff, and our core business of representing GMB members rather than a three or four-day break to a conference that is unintentionally limited the number of attendees. Congress, the proposed rule change is not a restriction of our democracy. But it's about ensuring our democracy is fit for purpose and we should ensure as many members as possible participate. We need honesty to admit to ourselves that the carrying out of an additional section conference has not worked as well as expected but that is not to say that we do not hold section conferences. The question we need to ask is how best we do it. London region believes the future is for section conferences to be held as it was previously, within the framework of National Congress. Colleagues do not be afraid to admit our previous misstep on a decision to decouple section conferences away from National Congress and vote for change to realign this and to support this rule amendment. I move and thank you.

THE PRESIDENT: Well done, Steve. The seconder please for Rule amendment 273?

WAYNE OSWICK (LONDON): Rule amendment RA273, rule A3 clause 2 Section National Conferences. Good morning congress and madam President. I second this motion for the rule changes my comrade has stated before in moving this motion. Our great organisation has suffered like every other organisation during this ongoing pandemic. Whilst it was a great idea by our previous General Secretary, realistically we feel congress should support this motion to save the costs of three sectional conferences arranged throughout the breadth of the UK. My experience of the last commercial conference is that we supported our delegate financially who had to travel from Essex across the country to Cardiff. This was expected to be completed on the morning of conference, spend one night and return the following morning which was impossible to achieve. Not only was the travel an inconvenience but there was in cost to the branch for additional hotel stays. Even though there has been problems in the past, it will be sent back to revert financially and with less organising to be done whilst holding conferences whilst the delegates have arrived at the one and only destination of congress. Congress I support.

THE PRESIDENT: Thank you Wayne. I'm not being told there are any speakers that want to come in in opposition. No. So, in that case, I will ask for the CEC position on rule amendment 273 because we are supporting rule amendment 265. June.

JUNE MINNERY (CEC, PUBLIC SERVICES): President, congress, (loss of audio) June speaking on behalf of the CEC on rule amendment 273. Rule amendment 273 calls for section conferences to be reintroduced into annual congress every year. Before the Rule amendment to make section conferences stand-alone events was adopted by congress in 2019 they were held every other year with the Rule amendment congress in intervening years and there has been only one round of section conferences in 2019 since the rule was amended. It didn't go ahead in 2020 because of the pandemic and restrictions relating to lockdowns. These 2019 section conferences were very successful. They were attended by delegates, specifically working in the sectors, setting action plans for activity in their sector. The CEC believes this approach best serves the interests of members working in the sectors, and should continue in this stand-alone format. Because they were held separately to congress each section was able to host the events in parts of the UK that congress doesn't always have the opportunity to go to them due to the size of the event. Manufacturing went to Belfast, Public Services went to Glasgow, and Commercial Services went to Cardiff. Additionally, the rule amendment calls for section conferences to be held during congress every year. This takes a day away from congress which puts an increased pressure on the congress timetable which has in the past led to reduced speaking times on motions and

Congress. Holding section conferences at a different time to congress allows more time for congress business to be debated. If rule amendment 273 is not withdrawn, we are asking for congress to oppose this rule amendment. Thank you.

THE PRESIDENT: Thank you, June. I need to ask then London region, do you wish to withdraw Rule amendment 273? I'm going to have to wait for somebody to signal something to me. No. I am getting that they are not. Hold on a minute. London delegation lead use the chat box please to answer that question do you wish to withdraw rule amendment 273. If they could let somebody in the policy team know through the chat box they can tell me. London region are not going to withdraw, the CEC is asking to oppose the Rule amendment to 273. The first vote is for Rule amendment 265 which the CEC are supporting. And that rule amendment has been carried. Thank you. So we can take the vote for Rule amendment 273 which the CEC is asking you to oppose. Thank you. And that rule amendment has been lost. Thank you.

We are now moving on to debate motions 1 and 3. Again, if any delegates wish to oppose any of these rule amendments, can you press the raised hand button and then click "I would like to speak." And please remember to also speak to the admin through the chat box function to let them know what rule amendment you wish to oppose. I will call you at the end of the move in and seconding speakers, so motion 1 and 3, can I have the movers and seconders for those two motions, please? Motion 1, I think has been moved by Gordon.

1. TRANSPARENCY OF VOTING AT CONGRESS

This Congress is concerned that in past Congresses the votes on controversial issues are not seen as being transparent and in some cases seem to be inaccurate on how votes are counted.

We should move away from an outdated system that is reliant on delegates calling for a card vote.

Congress therefore asks for a better system of counting votes that is accurate and more transparent so that democracy is seen in action.

This will also encourage delegates to be present when voting is in progress.

CAMBRIDGE 2 BRANCH
London Region

(Referred)

GORDON CALLUM (LONDON): Hi, good morning fellow delegates. My name is Gordon from Cambridge 2 London branch region moving motion 1 transparency of voting at congress. This year's digital online platform forced by the current pandemic situation should mean an accurate transparent system of counting votes. The region and I forward that we should continue with the digital system come next year's congress, at congress we all hope we'll be taking place in the physical presence of one another. A move away from an outdated system to one with less room for error and inaccuracy will make for a better transparency. We should be moving our union into the 21st century and utilising improving technology to platform how our democracy works. I move. Thank you.

THE PRESIDENT: Thank you, Gordon. Secunder? Tony?

TONY CHOLERTON (LONDON): President, congress, Tony from the London region, transparency of voting at congress - this congress believes democracy is the corner stone of GMB and that the smooth running of congress depends on it being fair and transparent. The main way of voting at congress is through a show of hands. This method is fine when the outcome is clear, but it gets more complicated when the vote is close. A couple of year ago, there was one such motion that divided the hall. Many felt that the result did not reflect the will of the delegates and that the vote should go to tellers or card vote. It's the item to announce a result and then backtrack but not doing so left bad taste for those that felt that they had not

been listened to. A change of mind would have led to either a vote by show of hands with the tellers counting, or a card vote, both of these options are time consuming and each year there is pressure to get through all of this as presented to us. There is however an alternative that can solve the problem of human error and help speed up congress business. This year's congress is unique and provides a possible answer to new ways of voting. Two years ago no-one would have believed we could carry out a virtual congress during a pandemic and provide a system of voting that is fair and transparent and that everyone can see. Electronic voting has been tried before and did have issues, but modern technology's far more advanced and greater accuracy is much quicker. This motion calls on GMB to look to the future and introduce a new voting system as soon as it can. Congress, please support this motion. I second.

THE PRESIDENT: Thank you Tony and to all speakers for keeping to time. The mover for motion 3 which I believe is Brian? If we can't get Brian online can I ask the region to formally move this, please? Brian, I'm being told you need to accept, please. And then we might be able to get you on. No? Okay, thank you. We have had it formally moved so can I have the seconder, Tom?

3. GENERAL SECRETARY'S REPORT

This Congress notes that the General Secretary Annual Report is issued to delegations on the eve of the start of congress. Congress also notes that the annual report can change GMB Policy.

This Congress agrees that in future years the annual report should include an appendix section where any changes to GMB policy contained in the Annual report are set out to make it easier for the Delegates to identify what, if any policy changes are proposed.

GMB @ PCS BRANCH
London Region

(Carried)

TOM KING (LONDON): President, Congress, Tom King London region speaking to second motion 3. This is my first time at GMB congress and it's been a steep learning curve over the last few months. There are so many things to get your head around in terms of the process and procedures, plenty to read and digest. Anything that makes the life of a delegate easier, that makes it clearer to understand what is being proposed or changed can only be welcome. That is why I think the proposal set out in this motion should be supported. I'm sure there are people here who are experts in GMB policy and would quickly clock that certain wording in the General Secretary's report meant a departure from previously agreed policy. To the uninitiated like myself it would pass us by. It's crucial that we have transparency about what we are voting for and what the implications of that will be, that we have the opportunity to challenge and oppose the proposals as we see fit. So that is all this motion does - asks for changes in policy made by the General Secretary's report to be spelt out clearly in black-and-white and I think that's the least we can ask for as delegates to congress. I second this motion and hope delegates will vote in favour.

THE PRESIDENT: Thank you Tom. Anybody that wants to come in and speak in opposition? No. Okay. In that case, thank you, can I ask now June again to respond with the CEC position on both motions?

JUNE MINNERY (CEC, PUBLIC SERVICES): President, congress, June again speaking on behalf of the CEC. Motion 1 transparency of voting, the CEC is asking for the motion to be referred. We are using an online voting platform for congress 2021 and have just voted on SOC report number 1 and rule amendments. We have had to use this platform as a necessity for holding a congress this year as the safest possible option due to the pandemic. If this form of voting proves reliable and suitable for use in a face-to-face congress location, the CEC will review the existing voting arrangements and whether they could be replaced by an online

voting platform for future physical congresses. In our ordinary congress, delegates are expected to be in their seats and should not need encouragement as outlined in the motion.

Turning to the General Secretary's report. The CEC is asking for this motion to be supported with a qualification. In all our policy set in respect of documents the CEC ensures that policy is set out clearly and with full explanation. We will continue to do this wherever and whenever that occurs, even if it should occur in the General Secretary's report. The qualification is that the General Secretary's report does not ordinarily propose new policy as it is an update on the activity of the union and the year between Congress. This activity ordinarily outlines campaigns, pay settlement disputes, membership information, and communications and political activity. If there is a policy proposal of change, we will review how best to publish this information but we will commit to making it clear in the General Secretary's report. If there is no change to policy, or an introduction of new policy, then there will not be a need to publish anything in the manner outlined in the motion. To sum up, the CEC is asking for motion one to be referred back and for motion three to be supported with the qualification outlined. Thank you.

THE PRESIDENT: Now I need to ask does London region agree to refer motion 1? Thank you London region. Yes you're agreeing to refer because you've agreed. We do not need to put that to the vote. I need to ask if London region agrees the qualification on motion 3. Again, I'm getting the thumbs up. Thank you London region. We will move to the vote for motion three.

THE PRESIDENT: That motion has been carried.

THE PRESIDENT: And so far everything is working so I hope people now are getting the hang of it all fingers crossed it continues to work. We will now go on to debate composite 1. If any delegate opposes any of these motions can you press please raise the hand button then click "I would like to speak" and then a message through the chat box to let us know what motion you are opposing and I will call you at the end of the moving and seconding speakers. Composite one, moved by Gordon.

Composite 1

Covering Motions;

Motion 6 GMB Democracy

London Region

Motion 7 Engagement With Members

London Region

GMB DEMOCRACY AND ENGAGEMENT WITH MEMBERS

This Congress is concerned that the GMB General Secretary & Treasurer election of 2019 saw a turnout of only 8.5%. For our General Secretary to be elected with less than 10% of members' voting is totally unacceptable and we would want to see this vastly improve.

Congress believes we need a strategy to bolster the democratic participation that will strengthen this union. This would begin with a plan on how to help improve local branch participation across the regions. Secondly, a co-ordinated strategy across the regions to lift the profile of the General Secretary and the Central Executive Council elections citing how our democracy works and fostering an atmosphere of collective ownership.

Congress therefore instructs the Central Executive Council to set up a committee to devise a strategy that:

- Looks at modern technology and social media for both the publicising of the elections and what each candidate stands for and wishes to help implement in their prospective post.
- Devises a plan to help mobilise the members to vote with special consideration of how to encourage and support the branches.
- Builds a timetable to the next election that can be publicised to branches early and includes more events leading to the elections.

Congress instructs the CEC to ensure that any future Elections engage the whole of our membership and we would want to see a full report analysis after each Election so we can constantly review our procedures.

MOVING REGION LONDON
SECONDING REGION LONDON

(Referred)

GORDON CALLUM (LONDON): Hello again Congress. Madam President. Gordon from the London region. Moving motion 6 -- GMB democracy. I would firstly like to congratulate Gary Smith and welcome him as our new secretary and treasurer. Look forward to seeing some of the excellent battling campaigns Scotland exported throughout the regions. We believe a similar strategy is needed to bolster the democratic participation in union elections. We've seen an improvement in this year's union election turn out. However a co-ordinated strategy across regions is needed to improve turn out from 10% of this year to a much higher percentage. We therefore instruct the Central Executive Council to look at a strategy that looks at modern technology, social media and other platforms to publicise elections to highlight the candidate and what they stand for. A timetable of actions is needed in preparation for the next election. It can be published to the branches early and help them engage to build democratic participation. Congress I move.

THE PRESIDENT: Thank you Gordon. Also just to make you aware we are doing motion 11 and 16 for this group. Can the speakers movers and seconders for motion 11 and 16 be ready in line. Can I ask London region I think we're having trouble with your seconder. Can I ask London region to formally second composite one please. That's been agreed. Thank you London region. That means move on to motion 11 and the mover of motion 11 please. Ben.

11. POSTAL VOTING REGISTRATION

This Congress believes that one of the reasons for last year's disastrous general election result was the fact that not enough potential Labour voters register for postal votes or register to vote at all.

Therefore, all emails sent by the GMB at any level, national, regional or branch should contain a link to the relevant website to make it easier for members to register.

NORTHANTS COMMUNITY BRANCH
Midland & East Coast Region

(Carried)

BEN COOK (MIDLAND & EAST COAST REGION): Thank you. President Congress, Ben Cook moving motion 11. The last General Election was a tough watch, with Labour losing 51 out of 52 Brexit seats. I was lucky enough to stand as a Parliamentary candidate in the last general election, one of the biggest barriers you face as a candidate is getting your message out before the postal votes come out. It is very difficult due to time restrictions if you're in a key seat, you have plenty of time to get ready. But if you're in a seat that's not as winnable, then you do not get selected as early so there's less time to adjust it. It's very difficult.

So the reason it's so important that CEC encourage this as a candidate, you don't have access to delegates that work in the work place industrially. Our members all work very different shifts which means it's very difficult to gain access to voting for all of our members. This is why as a Trade Union it is so important at election we have the power to make members vote and to make the process easy for them as well. Please support this motion.

THE PRESIDENT: Seconder, please for motion 11? Yvonne?

YVONNE DAVIDSON (MIDLAND & EAST COAST REGION): President, Congress, Yvonne Davidson Midland and East Coast region. First time delegate first time speaker. I second this

motion that GMB should be sending emails at any level nationally regionally or branch containing a link for our members to register in 2015. There was a House of Commons briefing document 7419 dated 4 December on postal voting by E Liz which stated that turn out has been showed to be higher amongst postal voters who voted at polling stations 86%. Of people who were sent a postal pack voted compared with 63.5 of those who were entitled to vote at polling stations and didn't. Post voters are more likely to vote and vote earlier which helps labour candidates in assessing their vote and where they are and early stages in the election when postal votes are counted and possibly target campaigning more effectively. Postal voting is increasing at any election. It's well known labour voters don't turn out if the weather is bad. We should encourage them to do their voting from the comfort of their home. I also think the pandemic has affected us in the last elections as we know that the poorer areas are the more likely areas where people would catch Covid and these are our areas where our voters are. The Tory areas the affluent areas they would have gone out and voted. So, I urge you to support this motion. I second this motion. Thank you.

THE PRESIDENT: Well done for coming up and first time speakers as well. Can we move on to the mover of motion 16, please.

16. MENTAL HEALTH

This Congress believes on mental health, more should be done on their website as if anyone of us was to look on there, we will not find anything on mental health awareness, as a member or a union representative.

B10 LB RICHMOND BRANCH
Southern Region

(Carried)

LUCA BEE (SOUTHERN REGION): Hi. I'm Luca. So President Chair Congress. I'm Luca, London borough of Southwark branch. First time speaker. I'm here to talk about motion 16. In order to raise any awareness on mental health, we ask the GMB office to have visibility of access quality and profile of all the work resources and materials dedicated to mental health on the GMB website with immediate effect. Mental health issues are on the rise. They have been rising steadily for a number of years. An example in the UK alone in between 2010 and 2017, the number of people suffering with depression rose from 2.7 million to 2.9 million. It doesn't show any time of changing any time soon. Of course arising people with mental health issues coming in the stigma associated with them might be increasing as more people come forward and seek help. As the charity puts it, we need to be cautious about these figures. Many of these figures have come mostly from 69 and over living in retirement housing in England. This excludes loads of groups of people, for example, people in prison, short of housing in homeless or rough sleepers the numbers are properly higher than this figure shows. Concurrently found the NHS mental health staff like the capacity and skills they need to do their job effectively. Following analysis of complaints the report highlights failure to dispose the patient inappropriate hospital discharge and after care of the patient, poor risk assessment and safety practices, not treating patients with dignity or infringing human rights. These are just one sample of the numerous issues that concern mental health. I understand it doesn't paint a pretty picture. It's for the GMB to up the ante on the work on this issue. We also know that even most deeply felt relationship most people and most people will know and love like the awareness capacity to deal properly and mainly with mental health. This is the reason why I want to raise the importance for this Congress to do more when it comes to provide for its members. Its full time official or even the general public with quality is accessible resources material works regarding how to appropriately support health suffering with mental health issues. I move. Thank you.

THE PRESIDENT: And southern region are agreeing to formally second this motion. I believe there is somebody wants to come into speak in opposition to motion 11, John? You would like to speak?

JOHN STEVENSON (YORKSHIRE & NORTH DERBYSHIRE REGION): John. Hello. You hear me. I'm not getting on. Hello can you hear me?

THE PRESIDENT: Hello.

JOHN STEVENSON: Can you hear me okay.

THE PRESIDENT: Yes we can hear you John.

JOHN STEVENSON: Right. I wish to speak John Stevenson, Yorkshire and North Derbyshire. I wish to speak against motion 11 because it has an unforeseen potential problem. That problem is it's asking us to put an email link into all the emails that we send out. As a branch and a multi employer branch we know that a lot of employers have anti-spam anti-virus systems in place that automatically quarantine external emails and then our members have to get them unquarantined. That has a side effect that means the emails won't be seen. I totally applaud what the motion is trying to do, but this knock on effect could cause the branch great problems as a Congress decision has to be followed. So where would that leave us if we can't talk to our members? I urge Congress to reject this because of that unforeseen problem. Thank you.

THE PRESIDENT: Right of Reply

BEN COOK: President Congress, while I appreciate the sentiment of the appeal to reject the motion, many GMB activists now have a GMB activist email which that could be sent potentially the email could be sent to that email that are activist within the branches. Also, a lot of members, in particular my employer Asda, they use their personal email and their personal telephone to register with the Union. However, if this is the case this would limit the amount of emails and telephone numbers that would be sent to a work email. I understand what you're saying. Of course employers are not going to want the Labour Government because they don't want that do they. That's simple. Because they're frightened of what the Labour Government could do to employers and what it can do for its employees. It's absolutely vital that we get the message out about postal voting so early. It's incredible because that is what is going to win elections essentially because of the postal votes. That is why it's so important that we get that message out to our members to use postal votes because we have members that work nights that do not have access to voting. They don't. They can't vote on the day because they're asleep. I urge Congress to please support this motion. Thank you.

THE PRESIDENT: I will now call David Hope to respond with the CEC position on composite 1 and motion 11 because the CEC are supporting motion 16.

DAVID HOPE (CEC, PUBLIC SERVICES): President, Congress, David Hope speaking on behalf of CEC on composite 1 and motion 11. Composite 1 consists of motion 6 and 7 which relate to the General Secretary's election into 2019. We have just concluded the next election with a new General Secretary days into their job. The CEC agreed the by-laws for this election ahead of Congress in order for us to have a General Secretary elected after over a year with a vacancy.

Our By-laws for this election have within them hustings which were live streamed, recorded and loaded on the GMB website. We ensured a link in the first of the hustings was sent out to all Regions and our branches and post holders for onward transmission to members ahead of the ballot papers dropping through the door. We hope this went some way to increasing turn out for the voting for candidates running for the General Secretary and hoping this

addressed some of the concerns in the motion in this composite. The CEC is asking for this composite to be referred so the CEC can reinstate the Election Review Working Group in order to review elections. This could be reinstated to meet prior and after each election to advise the CEC on election procedures, timetables and by-laws. In turn, the Branch Working Party could examine methods of increasing membership engagement and make recommendations to the Election Review Working Group. Turning to motion 11 supported registration. The CEC is supporting this with a qualification. We agree that the election defeat in the General Election -- sorry we agree that the election defeat in the election in 2019 was disastrous for labour. Every effort should be made to make voting easy for the electorate. We support the thrust of the motion at a national level about what we can do, what the motion asks us to do. The qualification, however, is regions and branches should reserve the right to decide on whichever they include the links to local communication or not. Therefore, Conference, the motion to be supported with a qualification. Thank you.

THE PRESIDENT: Thank you David. So the question is does London region agree to refer composite one? If they could let the policy team know and then they can let me know. Perfect. Got a thumbs up. Thank you London region. I already know that Midland and East Coast agree the qualification on motion 11. Thank you Midland and East Coast. Because London region accepted the referral. I do not need to put composite one to the vote. We will move to the vote on motion 11 please.

THE PRESIDENT: Motion 11 has been carried. Thank you. Can we go to the vote on motion 16. That motion has also been carried. Thank you.

We are now moving to debate composite two, motion 20 and motion 22. Again to remind you if any delegates wish to oppose any of these motions can you press the red button saying "I would like to speak" and send a message to the chat box to let us know what motion you're opposing. I will call you at the end of the moving and seconding speakers. Can I have the seconder and motion 20 and motion 22 already.

Composite two is being moved formally. And seconded formally. Thank you.

Composite 2

Covering Motions;

Motion 18 Branch Engagement Southern Region

Motion 19 GMB Democracy Southern Region

BRANCH ENGAGEMENT AND GMB DEMOCRACY

Congress recognises that the hub of GMB democracy is in the branches. Unfortunately branch engagement in democracy is declining.

Despite growing national membership, active engagement at branch level is very low. Given the challenges facing members, this low engagement is a cause for concern and we need to understand why this is, and to do something about it.

At Branch level we as Branch Officials have tried to encourage members to attend branch meetings and to become active in our Branch. Less than 50% of branches truly engage in democracy, equality, politics and daily branch life. Branch plans are not generally taken seriously by branches and used as a tick box exercise to simply ensure that branch income continues.

We have looked at different, more accessible venues and holding meetings at different times and days. The problem that we are not alone in facing is members' working times and shift patterns and members working more than one job, trying to fit in branch meetings around these issues can be tricky.

We call on the GMB to undertake a national listening exercise to understand why our members are not actively engaging in local branch activities of the union.

Taking several factors into consideration, it is quite notable that whilst our membership numbers are on the increase through recruitment and other avenues, branch engagement is on the decline or in often times stagnant in branches nationally.

We would like to hugely promote and strengthen our branch with having active members getting involved in various branches. Given the current low participation at branch level, it is quite concerning if we are to represent the need of our members, more efforts should be ascribed on promoting the benefits to be active in branch level.

Bearing in mind the challenges we are going to face nationally in the coming years with workers' rights, job stability and various barriers faced by the working class, it will be good practice to promote and provide set ways to increase member lead relationships in our various branches.

We know we are not just speaking for our branch alone but other numerous branches. There is a greater good to be had when members become active in their various local branches. There have been cases where members have had to travel 70 miles round trip to attend meetings, not knowing who their branch secretaries are – this is not encouraging.

We call on the GMB as part of a listening campaign to facilitate and implement survey exercises to promote a new surge for branch engagement and Congress commits to extending the principles of One Union to Branch life to ensure the future of our Union.

MOVING REGION SOUTHERN
SECONDING REGION SOUTHERN

(Referred)

THE PRESIDENT: That takes us on to motion 20 the move of motion 20. Please Jubrill.

20. SUPPORT GMB REPRESENTATIVES

This Congress notes;

Within the current GMB structure, there is no system or process in place to support representative's health and wellbeing

This places representatives at a significant disadvantage and risk as should be afforded the same care and support they so readily offer members

GMB need to note this as a duty of care to representatives

This congress requests;

We request that a third-party organisation is put in place for Representatives of GMB to have an outlet and a safe and confidential place to vent and discuss any issues as it is not always appropriate for representatives to go to their Region.

We request measures are put in place to safeguard and support representative's mental health and wellbeing

L26 L B WANDSWORTH BRANCH

Southern Region

(Referred)

JUBRIL AMOO (SOUTHERN REGION): President, Congress, GMB region. First time delegate. First time speaker. Moving motion 20 support for GMB reps. I'm here today as a voice for the thousands of GMB organisers across the country. Organisers speak up for our members in their work places communities. We all know that the work place are expected to be a confidential shoulder to cry on a counsellor a font of all knowledge and quick to respond

for members when we get the call. But who and what is there to support us through our concerns. What system what support, what confidential safe space is there when work space organisers struggle themselves with their mental health and well-being. The GMB need to address these are the reps are the union front line support for our members. They are nearly also the first point of call and usually the last to use their voice to ask for support themselves. When they do, what is there? As a GMB rep, like others here today, it has taken me time to develop my voice. Now that I have that voice, I would not be silenced. Not through lack of educational support not by a member of the works engagement, not by member of the works management, excuse me, not because I shy away from the difficult issues to my members I will lose that voice through lack of personal well-being and a lack of mental health support where needed. Congress, we ask the GMB reps to a third party organisation giving a safe and confidential place to speak when needed and organisation given us the chance to discuss our turns to support our reps issues, to safeguard our front line. We have not had this support in the past and that is something we cannot change. But we do have the opportunity to save a brighter future. Congress, I ask that you support this motion.

THE PRESIDENT: Brilliant. I believe Southern Region are formally seconding this motion? Yep. So that takes us to the speaker and seconds for motion 22, Fevzi and then Brian.

22. TUPS BRANCHES - AIM FOR 100%

This Congress endorses the creation of a campaign to push for 100% trade union membership in trade union employers and the Labour Party.

A report will be made to the 2022 Congress outlining progress made.

GMB CWU STAFF BRANCH
London Region

(Carried)

FEVZI HUSSEIN (LONDON REGION): President, Conference, Congress, moving motion 20 the name of my branch GMB, CWU staff branch London region. Congress, TUPS stands for Trade Union and political staff. As a branch at SEWU employer, we're quite fortunate that we have staff being recruited who are expected to be quite sympathetic with Trade Union movement. And we are fortunate at the EWU are a very supportive employer when it comes to industrial relations. I think there's absolutely no reason why we shouldn't have 100% Trade Union membership. When those people apply for a job at the CWU or indeed any Trade Union employer, one of the conditions of that employment is that you are sympathetic and that you support the Trade Union movement. So when you join that job and then when you decide consciously not to join a Trade Union, that is unacceptable. We are talking small numbers, I think this is a big point of principle. It's a principle that we have to address. Like I said at the CWU we are talking very small numbers. If you replicate that across the Trade Union employers where the GMB has recognition and the political staff who play very important roles, there's absolutely no reason why they should not be in a Trade Union and obviously where we have recognition in the GMB. So, it goes without saying our union has got organising challenges our membership is on the slide a little bit. So, I think a good place to start in these friendlier environments and I am urging that we begin some kind of dialogue and we basically hold people to their word and when they take up this roles, that they're sympathetic to the Trade Union movement and they want to support the Trade Unions. That they join the Trade Union. So on that point, I move.

THE PRESIDENT: Thank you Fevzi. Secunder Brian?

BRIAN SHAW (LONDON REGION): President Conference, Brian. Apologies for earlier in terms of not being able to get in. I didn't get the notification up to invite me. In terms of seconding this motion, I fully agree with what whether see is saying. I do not understand who

works for a Trade Union would not join the recognised Trade Union. I certainly remember talking to somebody in PCs who was not a member he say he couldn't afford it he was on more money than the people he was dealing with on a day to day basis and going to work places, and actually, asking them to join the union. I said how can you do that when you are basically saying you can't afford to do it, hypocrisy really. I think it should be something that is compulsory in Trade Unions and the Labour Party by reason of employment. You should be for a member of the recognised union, the GMB. On that basis I second the motion, thank you.

THE PRESIDENT: Apologies for earlier. I'm not being told there's anybody wants to speak to in opposition. No? In that case, can I ask Alan wanted to respond with the CEC position on composites and motion 20 we are supporting motion 22. Alan?

THE PRESIDENT: We are supporting Motion 22.

ALAN WOODWARD (CEC, Public Services): Congress... (background noise). The CEC is asking for the motions included in two, branch engagement and democracy too increase involvement and the points in this motion should be taken into account when the branch review working party reconvenes. On motion 20, support GMB representatives, the CEC is asking this motion to be referred. GMB takes the issue of mental health very seriously and especially the support of our reps. We are keen to find the right support at need, but it has to be ethical and affordable in 2020, GMB put in place a safe place facility through the survivor's trust which is open to all members, including reps. To an extent we believe that the cause of this motion has therefore been met it is unclear which issues would not be covered by the safe place facility and time should be allowed to evaluate the effectiveness and the measures that GMB instituted in 2020. Therefore, we ask that the motion be referred, to allow the time to fully analyse both the level of additional service that may be required and the cost of delivering this. We will seek to report to Congress or the CEC once this process has been completed. Therefore, Congress, the CEC is asking for Composite two, and motion 20 to be referred for the reasons I have laid out. Thank you.

THE PRESIDENT: Southern Region accept the reference pack on Composite two. I just need them to, on motion 20, their delegation lead let our policy team know? Does Southern Region accept the reference back on motion 20? Thank you, Southern Region. Yes, you accept that reference back. That means because Composite two and motion 20 have accepted to refer, we do not put them to the vote. So we just need to move to the vote on motion 22. And that motion has been carried. Thank you. We can now move on then to debate motion 25. And again, if any delegate wishes to oppose this motion, can you speak to the admin through raised hand function. So motion 25, mover and, I think second mover is Roxana.

25. EASTERN EUROPEAN TRUST & RECRUITMENT CAMPAIGN

This Congress calls on the CEC to support and help to set up an Eastern European recruitment campaign.

The GMB stewards and activists deal with a lot of scepticism in the workplace due to East-European beliefs and distrust. The reason behind all these issues is that in some European countries, Trade Unions are corrupt, or they have no power to represent their members.

Many EE immigrants don't speak English and do not know their rights as employees in the UK.

- What can GMB do to help them?
- Can they really trust GMB?
- Is GMB powerful enough to represent them?

- Are they going to be just puppets in a bigger game?

The CEC needs to develop and resource a new "KIT" with "Training" so GMB stewards and activists can target the Eastern European workers and make them understand that Trade Unions have a voice because of its members and we can only be powerful if we stay together.

P42 PRESTON BRANCH
North West & Irish Region

(Carried)

ROXANA BRICIOC (NORTH WEST & IRISH REGION): Hello my name is Roxana. I am North West and Irish region. First-speaker. This Congress calls on the CEC is support and help to set up an Eastern European recruitment campaign. The GMB activists and stewards deal with a lot in the workplace due to Eastern Europe beliefs and distrust. The reason behind all these issues is that in some European, East European countries, trade unions are corrupt, or they have no power to represent their members. Many European Eastern Europe peep immigrants do not speak English and do not know their rights as employees in the UK. What can the GMB do to help them? Can they really trust GMB? Is it powerful enough to represent them? Are they going to be just in a bigger game? The CEC needs to develop and resource a new kit with training, some GBM stewards and activists can target Eastern Europe peep workers and make them understand that they have a voice. We can only be powerful if we stay together. Please support. Thank you.

THE PRESIDENT: I am really sorry we cannot give that applause to first time speakers and delegates that they normally get at Congress. But well done. It has been secondly, formally seconded. I will call Kevan to respond with the CEC position.

KEVAN HENSBY (CEC, PUBLIC SERVICES): President, Congress, speaking on behalf of the CEC Motion 25. Eastern European trust and recruitment campaign. The CEC support this motion with a qualification. Generally Regions have been supporting in recruiting migrants especially from the expansion of the EU. Support for community branches and community organizations. Information has been produced for migrant workers, aimed at explaining employment rights and there are foreign language forms available. There is an accessibility tool bar which is open to all users, including non-members which can translate content into over 100 languages. Our qualification is that whilst we will make every effort to incorporate this agenda into future know your rights materials, we will not have the resources to create the specific targeted materials called for in this motion. We also note that Eastern Europe is not a single country, but it is half a continent, including up to 20 national languages and more regional languages. Any campaign would need to be proceeded by detailed mapping. Therefore, Congress, we hope that this motion can be adopted with a qualification I have outlined. Thank you.

THE PRESIDENT: Does North West and Irish region accept the qualification on motion 25? I am looking to my right for a thumbs up. If North West and Irish delegation lead could just let us know. And I have the thumbs up. Thank you. That means we can move to the vote on Motion 25. And that motion has been carried. Thank you. On to three motions that will takes us into the break. Motions 40, 41 and 42. Again, if any delegates wish to oppose any of these motions can you press the raise hand function. Click on, "I would like to speak." Send a message through the chat box also to let us know what motion you are opposing and I will call

you at the end of the moving and seconding speakers. Can I have the movers on section 40, 41, 42. I can see they are lined up. Motion 40.

40. GMB ENVIRONMENTAL (GREEN) REPRESENTATIVES IN THE BRANCHES AND WORKPLACES

This Congress calls on the GMB Executive to look at ways to implement and actively encourage the use of TUC trained GMB appointed environmental (Green) reps within the branch and workplace, before the end of the year by:

1. Encouraging each branch to have an environmental champion to give a lead to the other GMB representatives and members in the branch.
2. Look at ways to add TUC approved environmental training to the safety reps training.
3. Look at ways to give existing union officers, representatives and branch role holder's environmental training in line with the standard set by the TUC.
4. Look at ways of getting employers to recognise the role of the Environmental Representatives and add the agreed function into the standard recognition agreements.

Congress also calls on the Executive to encourage the use of best environmental practice within the GMB and set a dedicated policy and a union lead / spokesperson for environmental matters, and demands that the union supports all practical measures to protect our environment as soon as possible, plus any other practical measures necessary to achieve a cleaner and safer environment.

HULL NO.7 BRANCH

Midland & East Coast Region

(Carried)

THE PRESIDENT: Debashis. I am going to invite the delegation to formally move that motion, because we seem to have technical problems with their two speakers. Could I ask which region is it? Midland and East Coast, if they could formally move and second that motion? Thank you. Thank you very much for your help. So that takes us on to Motion 41, where the mover is Jason Evans.

41. NON-DISCLOSURE AGREEMENTS HAMSTRINGING CONSULTATION AND REPRESENTATION

This Congress calls upon the CEC to work with GMB Education Officers in providing guidance and education to workplace representatives in relation to employers' application and use of 'Non-Disclosure Agreements' when conducting collective consultation procedures in particular.

We have seen a growing trend in relation to this, which only serves to stifle engagement with members, and places membership, due process, and relationships at risk.

LEICESTER WATER BRANCH

Midland & East Coast Region

(Carried)

JASON EVANS (MIDLAND & EAST COAST REGION): Good morning, Jason Evans, Midland and East Coast region. Moving Motion 41, non disclosure agreements. President, Congress, firstly I would just like to congratulate Gary Smith, from myself, the branch and the wider sector on his election as the General Secretary and Treasurer. Gary has always done us proud in the past and I know that obviously now that can continue for the wider movement. Congratulations, Gary. On the motion, whilst certain American Presidents and moguls have brought these non-disclosure agreements more into the public eyes in recent years, their widespread use is unfortunately seen far closer to home. Indeed, many of our own employers

use them to effectively gag existing and former employees from divulging sensitive company information, which would otherwise potentially bring the employer into disrepute. Some justifiably so. Members can be bullied into agreeing to these gagging orders and even our own shop stewards and officers can get drawn into these unscrupulous practises. Often to the detriment of the members and even a collective consultation and our members' ability to rely on transparent workplace representation. This motion calls upon Congress to endorse a programme of education and awareness for members, stewards and officers alike, to ensure that individuals and our movement, as a whole, are not undermined and tarnished by inappropriate use of these non-disclosure agreements. I move.

THE PRESIDENT: 41... please Ian.

IAN BURKETT (MIDLAND & EAST COAST REGION): Hello. (Echoing) sorry, I second this motion, because I guess I'm not the only one who let alone is not understanding the complexity of non-disclosure agreements. Why to accept they have their place in the workplace. As a union, we need to ensure any clauses within them are fully understood and they are not an unacceptable restriction to our members. A trainee programme to give our reps an understanding would benefit us all. I second.

THE PRESIDENT: Motion 42. Mover and seconder. Gina is moving, I believe? (Inaudible)

42. POLITICAL ACTIVITY

This Congress, we applaud the work done by GMB in the political arena and note the many GMB MP's. We call on Congress to significantly expand its political training to ensure GMB lay activist understand what is required and as such feel able to stand for political office, as a Constituency Labour Party officer or delegate, Local Campaign Forum officer or delegate, Parish Councillor, Town Councillor or Metropolitan Councillor or to serve in any other capacity.

Our politics needs to reflect the people it serves and give GMB a stake in decision making at all political levels.

B05 – GMB ORGANISING BRANCH
Yorkshire & North Derbyshire Region

(Carried)

GINA HARDING (YORKSHIRE & NORTH DERBYSHIRE REGION): Congress, we applaud the work done by the GMB political team and the many members who have been elected TGMB provides essential training for members who seek to become candidates. We call on the GMB to expand training, including the constituency Labour Party Forums and parish council. Training is needed... we call on Congress to, I myself currently hold the role of youth officer in my local Labour Party and I am a former candidate in the local elections. I welcome the opportunity to develop our knowledge and capabilities through political training. I believe our politics need to reflect people to give them a decision making at all levels. Training and former members of the... is needed and the level of commitment where they should wish to stand. Money is gratefully received but education is needed to provide an understanding of what being an elected representative at every level means. Our members have valuable life experiences and knowledge of what, what is happening in the workplaces of this country. Their opinion matters and will significantly help the Labour Party as the first choice for working people. Opposition is painful. Ultimately, we have no impact on our in our movement suffering the effects of attacks on worker's rights by the Tory Government which targets the most

vulnerable in our society. It is important we make sure trade unions are at the centre of the Labour Party, influencing the policies which will ultimately affect the lives of our members. Don't moan, be active, and have an impact on those we represent. Thank you.

THE PRESIDENT: Seconder - Dave.

DAVE BERRY (YORKSHIRE & NORTH DERBYSHIRE REGION): I second the Motion 42 on behalf of the Yorkshire and North Derbyshire. I am happy to second this motion. There is a cartoon circulating on social media, based on the cartoon where Charlie Brown is turning to his colleague, Lucy on the next school desk and saying, no-one will give you the education you need to overthrow the system. It is light hearted but I say it now, after 42 years after taking my initial shop steward training and for me that training was an education. It was liberating. Whereas my formal education talking about conformity, following rules, what I would achieve was through my individual endeavour. My trade union training showed me the issues that are raised by Barbara in her opening address about collective action, about collective organizations, about collective challenge. And that stood me in good stead for the 42 years. Political times are changing. There's talk of a new normal, of levelling up. Of things being different in the future. This is a time the GMB must seize if change is to come. We should extend our political training. It should be political education, so that GMB members can stand forward for these positions and take forward our collective reputation from other members. I am happy to second the motion.

THE PRESIDENT: Thank you, Dave. There is no CEC speaker because the CEC is supporting Motion 40, 41 and 42. So we can move straight to the vote. Motion 40. That motion is overwhelmingly carried. That takes us to Motion 41. And that is also carried. Thank you. And last vote - Motion 42. And that is also carried. Thank you. Congress, as I explained at the start of the morning, we will be taking breaks during the sessions and I think this is now a good time to do so. This break will be 15 minutes long, for you to stretch your legs, get away from the screen. We will start the next part of the morning's session with the special report on task force of positive change. I urge delegates who will be speaking on this to make sure you are ready and be back at your devices promptly. Thank you.

(BREAK)

THE VICE-PRESIDENT: Can I call congress to order, please? Congress, we will now be debating our first CEC Special Report of the week. Which is the task force for positive change. Congress, I will now set out how I will take this debate. We need to be clear what this report does and does not do. In line with the rule book and the guidelines for Congress business, Congress does not determine or debate the terms and conditions of GMB staff. The report in front of you sets out factual information on the work of the task force but it does not change staff terms and conditions. And, as the report says, any future proposals on these issues will be subject to consultation and staff, of course, have access to the machinery of collective bargaining. Any such proposals would need to be rigorously costed and under rule. The CEC is the competent lay body for discussing terms and conditions, not Congress. On that basis, terms and conditions is not appropriate at Congress and I will have to step in if we get speeches in that area. Can I also remind delegates that they should avoid personal attacks on staff who do not have the right of reply at Congress. Congress, this report is on an important subject and let's have a respectful debate. Can I now call on Barbara Plant our National President to move the report? Barbara?

Congress 2021 CEC Special Report Taskforce for Positive Change

GMB Taskforce for Positive Change Membership

Barbara Plant National GMB President

CEC Members

Gwylan Brinkworth	Activist W&SW (CEC)
Elaine Daley	Activist B&WM CEC)
Ann Dean	Activist SCO (CEC)
Margaret Gregg	Activist NWI (CEC)
Colin Gunter	Activist M&EC (CEC)
Fiona Heneghan	Activist SO (CEC)
Rachael Hookway	Activist LO (CEC)
Mary Hutchinson	Activist NO (CEC)
Farzana Jumma	Activist YO (CEC)
Carol Robertson	Activist M&EC (CEC)
Robbie Scott	Activist LO (CEC)

Staff

Nell Andrew - National Equality and Inclusion Officer
Victoria Austin – Unite/NNC rep, Yorkshire & North Derbyshire Region
Emma Golding - National HR Director
Michelle Gordon – Regional Equality Officer, Southern Region
Tyehimba Nosakhare - Regional Equality Officer, Midland and East Coast Region
Helen Purcell – Unite/NNC rep, London Region
Bally Sahonta - Project Co-ordinator, Birmingham and West Midlands Region
Dr Helen Mott, Independent External Facilitator

Foreword

2020 was a challenging and unprecedented year for GMB. The values of equality, that we fight for every day, were shown to be lacking in our own organisation. The report by Karen Monaghan QC into sexual harassment makes for painful and difficult reading. I would urge any member who has not already read the report to do so. Many members, reps, and members of staff bravely provided evidence. The Monaghan Report is our report - and we did not shy from publishing it in full. This CEC Special Report forms part of that same commitment to transparency.

A Taskforce, representative of all GMB sectors, Regions, and equality strands, was set up to look at all 27 of the report's recommendations. It outlines the actions we have taken, and progress made so far on the Monaghan recommendations. The report also sets out the progress on the nine recommendations made in Dr Elizabeth Henry's report, which are also being examined by the Taskforce and refreshed in light of modern legislation and best practice, as agreed by the CEC.

This report sets out the progress that has been made, and the work that lies ahead. In line with longstanding practice, Congress does not debate GMB staff terms and conditions, but it is appropriate to set out factual information here where these matters relate to the findings of the Monaghan Report (and any changes that are proposed in future in these areas should be subject to consultation with the staff unions). Across the work of the Taskforce, much has been done – and there is much to do.

A meaningful and lasting change in the culture of any organisation will not happen overnight. It must be a real transformation – and that is what we are committed to. It will involve an intense period of self-reflection, many difficult conversations, and hearing hard truths. Where we have failed, we must listen, learn, and change.

As Recommendation 27 of the Monaghan Report states:

'Employees and members from other protected groups, including Black and ethnic minority groups, that are underrepresented in the structures of the GMB should be encouraged to participate in its activities, including at officer level, and be supported when they do so. Positive action should be taken where appropriate to facilitate this.'

As trade unionists, we know that collective change is possible. Members, reps, branches, and staff should be able to feel proud that GMB is finding the 'institutional courage' to address sexism, harassment, racial injustice, and all forms of inequality inside and outside of the union's structures.

Although this collective change is being led by the Taskforce, and those with lived experiences, there must be a role for everyone, and this change must include everyone. No-one must be left behind.

As Karon Monaghan QC concluded in her report:

'Above all, if the GMB is to change it must want to do so. It will take robust and committed leadership to successfully push this through. And those who do try to drive through change must be supported and applauded.'

The power to change GMB is our own hands. We alone can determine what sort of organisation we want to be.

Our union has a proud history. We are the union of Eleanor Marx, Mary Macarthur, the Grunwick strikers, the first successful claims for equal pay, and the battle for equality and dignity at work that continues to this day. The pursuit of those values must be at the heart of everything we do. That is our historic purpose. In the words of Will Thorne:

'While there is breath and life in me, I shall continue the fight ... there is a world of freedom, beauty and equality to gain.'

Those are the values that we should always fight for and always be true to in our own structures and actions today.

Real change is a process, not a single event. This report does not represent the end of the task, but it is an important step. On behalf of the Taskforce and the CEC I commend it to Congress.

Barbara Plant
GMB National President

Background and history

In August 2020 Karon Monaghan QC submitted her report to the CEC, finding a culture of "institutional sexism" in the GMB with what she described as significant job segregation and underrepresentation of women throughout the ranks, and endemic bullying, misogyny, cronyism and sexual harassment.

As a part of its commitment to transparency, the GMB published the [Monaghan Report](#) and has a dedicated [page](#) on its website where members and others can access information about actions taken and progress made in the light of the report.

In its initial response to the report, the CEC was unequivocal about the need for change, stating the GMB's commitment to achieving transformational change, to create a safe and inclusive place for all so that women in the union and women in society more widely are supported in the struggle for equality, inclusion and social justice.

All of the 27 recommendations in the report were agreed in principle by the CEC, some of which require a number of actions.

The CEC also raised the report by Dr Elizabeth Henry who aimed to undertake 'a comprehensive race equality audit of the GMB union' in 2002 (the Henry Report). The recommendations of this report had not previously been fully acted upon. The CEC committed itself to examine and refresh the recommendations and findings of the Henry Report in order to implement them, alongside those of the Monaghan Report, as part of the work of the Taskforce.

Immediate and early implementation of recommendations

It was possible for the CEC to adopt a small number of the Monaghan Recommendations (or parts of recommendations) with immediate effect. These are:

- To establish a taskforce to drive through the recommendations required (Recommendation 2)
- That voting at the CEC should not be by show of hands (Recommendation 3)
- The inclusion of the National Equality and Inclusion Officer on the Senior Management Team (Recommendation 5)
- That Regional Secretaries will no longer attend CEC meetings in the short term with effect from 6th October 2020 (Recommendation 3) with the decision to be reviewed by the Taskforce (outstanding)
- That the person specification for Regional Secretaries must include the ability to promote equality at regional level, and to demonstrate experience of having done so (Recommendation 11)
- The appointment of an external observer to observe senior (Regional Secretary and General Secretary) interviews (Recommendation 11)
- For the Safe Space facility run by the Survivors Trust to be retained and extended, and details widely advertised through the all-members email, staff email and website (Recommendation 21).

There remains work to be done to ensure that these changes are written into all the necessary documentation to ensure that the changes last, but it is important that these quick wins have already been achieved.

Other actions that are in progress that are under the remit of staff include:

- Strengthening of HR capacity at national level with recruitment of an additional HR position in April 2021 (Recommendation 16)
- Working with the TUC to provide external monitoring of the steps taken to meet the recommendations of the Monaghan Report (Recommendation 17).

Creation of the Taskforce

One of the first recommendations of the Monaghan Report was for the CEC to set out the steps it needs to take to implement the report recommendations, and to establish a taskforce to drive through the changes required. The taskforce, having been established, has created a project plan.

It is important that changes made through this project plan are made in a way that is:

- open
- consultative
- prioritised according to urgency balanced against complexity
- enduring.

As the Monaghan report made clear, and as discussions among taskforce members have also confirmed, it has never been more important for GMB to show to its current and potential members and its staff and reps that it will not let them down.

There are significant trust issues to be overcome. While the creation of the taskforce has been widely welcomed and heralded as a very good sign of progress both by those within the union and also those outside of it, there is also a legacy of anger, frustration, wariness and exhaustion in relation to the culture and practices described in the Monaghan report.

The feelings of wariness are not unconnected to the fact that recommendations have been made in the past by some previous taskforces or working groups – for example the Women’s Task Force - which have subsequently fallen by the wayside. It is important to honour those feelings and well-grounded concerns by proceeding methodically in a manner that shows care for all staff and members, that shows transparency and accountability and a drive to make sure that the changes made now are thoroughly considered and evidenced. At the same time, it is natural for everyone to want change to happen as swiftly as possible. The next section will describe progress made on the development of the project plan.

The Henry Report made nine wide-ranging recommendations which were not fully implemented at the time and those recommendations are also being incorporated into the project plan that will be used by the taskforce to drive through the changes that are required, alongside the 27 Monaghan recommendations.

In November 2020 the CEC agreed to constitute the taskforce. The constitution ensures representation from different key stakeholder groups including CEC members representing all sectors, regions and equality strands from the reserved seats, GMB regional equality officers, senior management staff from Equality and HR, and GMB staff union representatives. The full make-up of the taskforce was described above in the first section of this report.

The CEC also agreed to recruit and appoint an independent external facilitator who would also project manage the work of the taskforce. However at the recruitment stage it was clear that a separate experienced project manager role would also be needed both in terms of capacity to support the work of the taskforce and the specialism required for such a complex project. In December 2020 Dr Helen Mott was appointed through interview by members of the CEC. Dr Mott is a sexual harassment and gender equality consultant and trainer specialising in transforming culture through policy and practice. The Taskforce also welcomed a part-time Project Co-ordinator, Bally Sahonta, to oversee the administration of the taskforce.

The appointment of the project manager, anticipated to be in May 2021, will have a significant positive impact for the management and administration of the project plan, ensuring that both the facilitator and the taskforce members will be able to focus fully on delivering the actions as efficiently (effectively, and in a timely manner) as can be done.

The taskforce has met three times - in January, March and April - since the appointment of Dr Mott in December and has used the meetings and time outside of the meetings to achieve a number of outcomes. Outcomes relating to the project plan are described in the next section.

A collaborative culture of mutual trust and goodwill is being fostered within the taskforce. Members have identified learning needs (e.g. to enhance their familiarity with GMB structures) and training needs (e.g. confident use of IT systems) which the team are addressing.

The commitment to 'doing things properly' and transparently is underlined by the consultative development and agreement of terms of reference for the taskforce over the course of the first three meetings. The full terms of reference are reproduced as an appendix to this report and cover its:

- Purpose
- Process
- Principles
- Duration
- Membership and administration
- Ways of working
- Confidentiality specifications.

Members have agreed a suitable name that reflects the aspirations for the project: it will be known as the Taskforce for Positive Change.

The taskforce members have, between them, committed to moving the project plan forward in the following ways:

- Overseeing progress
- Contributing directly to the development of outputs such as policies, audits, training programmes, strategies as called for in the two reports and contributing to additional documentation that will help with transparency and accountability
- Actively creating engagement and ensuring consultation with members, staff and officers in regions, branches and equality structures, nationally and regionally.
- Joining dedicated subgroups which will work on progressing actions by themes.

Reference documents to assist the taskforce members in their work have been collated and shared. These include relevant reports, reviews and guidance documents.

Work undertaken by the taskforce so far includes a capacity-building exercise addressing sexual harassment in unions. Members looked at the national data on workplace sexual harassmentⁱ and how it is affected by factors such as power relationships, marginalised identities and job security or precarity. Members reviewed what is known about barriers to making reports and victim-survivor experiences of reporting sexual harassmentⁱⁱ, going on to consider the key concept of “institutional betrayal”ⁱⁱⁱ when institutions (such as clubs, churches or unions) let down their membership by reacting inappropriately to harm such as sexual harassment, sexism or racism. The failure to support and protect members in this position contributes additional harm and trauma instead of an institutional approach that offers support, justice and healing.

This alternative, positive institutional approach, known as “institutional courage”^{iv}, is the aspiration that the taskforce has for the GMB in its approach from now on issues of sexism, harassment, racial injustice and all forms of inequality inside and outside of the union structures.

Members have reflected on what is known about the institutional ingredients for increased levels of victimisation, many of which are found in the GMB as in other unions: for example, male-dominated environments and power hierarchies.

Members also reflected on the characteristics of institutions where institutional betrayal is likely to occur, which also mirror many of the characteristics of trade unions: for example, where there are membership requirements and a sense of shared social identity and where the reputation of the institution might be prioritised over the wellbeing of the individual people who work in it.

Insights such as these give a steer to the taskforce members on adopting methods to change unhealthy aspects of the culture where that is possible, for example, male-dominated environments or social norms around the consumption of excess alcohol. Risk factors that cannot be changed, which are tied up with the very nature of trade unions such as the fact of a strong membership brand and identity, need to be acknowledged and worked into the GMB’s prevention and support offer: for example, this is why a ‘safe space’ facility and the provision of anonymous reporting routes as recommended in the Monaghan report are important in the GMB’s context.

The Project Plan

The CEC gave agreement for the formation of the taskforce and for the work of the taskforce to proceed. Many of the 27 Monaghan recommendations and the 9 Henry recommendations contain multiple actions which themselves require multiple steps or activities to be undertaken by a range of stakeholders. Therefore the taskforce has begun to develop a detailed project plan to address the complex and far-reaching scope of the recommendations.

Breaking the recommendations down into individual actions

The project plan will be a living document on which progress is recorded and which will be made accessible to all members of the taskforce and the CEC, in the interests of transparency and accountability.

The project plan will identify what resources are needed in order to meet the actions as well as what sequence the actions should follow. For example, Recommendation 6 of the Henry Report mandates the development and roll-out of a positive action programme for expanding and promoting opportunities for Black and minority ethnic groups to participate at all levels of the GMB.

This will include drawing on data that is already held as well as conducting consultation with the relevant stakeholder groups (bearing in mind that the focus groups that led to the Henry recommendations were conducted in 2002). After a consultation process has been developed and implemented in order to understand needs and

barriers, the positive action programme needs to be developed to address those needs and barriers. Subgroups of the taskforce (see below) will work together on the various strands of this recommendation. There will be resource implications which the project manager and subgroups will identify and bring to the CEC for approval.

Just as consultation is needed to ensure that initiatives such as new development programmes reflect the current needs and barriers experienced by members and staff, consultation is also needed to ensure that new policies or procedures that are being proposed will be acceptable/welcome to the affected staff, members and activists. The terms of reference for the taskforce have set out ways in which progress will be communicated at national, branch and regional level.

The approach of the task force will be to consult with regions and branches during development of policies or materials, and to provide suitable guidelines and standards for regions and branches (for example, regarding equality action plans for regional councils, as part of the implementation of Recommendation 7 of the Monaghan report; reviewing branch development plan templates as part of the implementation of Recommendation 15 of the Monaghan Report; addressing data reporting standards for branches and regions as part of the implementation of Recommendation 1 of the Henry Report).

Proposed amendments to the Rulebook should be presented to the CEC for consideration and then for debate at Congress in summer 2022.

Timelines and priorities

Whilst the taskforce will work on all recommendations, naturally there will be a need to prioritise. As identified above, the task of setting priorities concerning which actions to address first has been based on a consultative process with the taskforce members taking into account urgency, balanced against complexity and the most efficient ways of working.

The taskforce agreed that actions that will require consultation or negotiation among members, staff, officers, branches and regions should be the immediate priority.

Subgroups of the taskforce

Taking all the discussions about priority into account, and considering the order in which actions must take place (for example, training programmes and strategies must be based on robust data collection) the taskforce agreed in March 2021 to form four subgroups, each led by a staff member and an activist, to cover the following thematic areas:

- Staff Matters (this group includes the staff Unite/NNC reps and examines the recommendations of the Monaghan report that relate to staff's terms and conditions of employment)
- Race Equality (as mandated in Recommendation 9 of the Henry Report)
- Training
- Data

It was also agreed that a new staff sexual harassment policy would be drafted by Dr Mott to be discussed and consulted on by the whole taskforce, to ensure that Monaghan Recommendations 18 and 19 are also prioritised. They state:

Recommendation 18: “Free standing sexual harassment policies for (i) Employees (ii) Members should be drawn up. These should set out clearly what is meant by sexual harassment, giving examples of physical, verbal and other forms of sexual harassment”

Recommendation 19: “The sexual harassment policies should include bespoke complaints procedures. These should clearly identify to whom any complaint should be made and if the complaint concerns this person, then it should date to whom instead the complaint should be made”.

Priority actions underway

All the recommendations of the Monaghan and Henry reports will be addressed through the project plan produced by the taskforce and to be endorsed by the CEC.

Sexual harassment workstream:

- A preliminary draft sexual harassment policy for staff was created by Dr Mott and presented to the taskforce for review in April 2021. The draft policy is based on the most up to date guidance from the EHRC and the literature and is closely aligned to the policy template that is currently in development by the TUC nationally. In the coming weeks the policy and procedure for staff will:
 - o Be commented on by taskforce members
 - o Be cross-checked against all the relevant Monaghan recommendations
 - o Be cross-checked against the new (2021) ACAS guidance
 - o Be cross-checked against the existing GMB policy set
 - o Be submitted for legal review
 - o Be circulated by the taskforce to staff and staff union for consultation
 - o Form the basis for a sister policy on the sexual harassment of members
 - o Come back to the taskforce for final review and submission to CEC for approval.

Staff Matters workstream:

- The Immediate priority for this subgroup is developing proposals for implementation of Monaghan Recommendation 4 which includes “conditions of employment which should contain fixed hours of work and workplace”. This subgroup is due to meet for the first time in May 2021.

Race Equality workstream:

- The subgroup had its first meeting in April 2021 and discussed the 9 Henry Report Recommendations, recognising 3 key issues:
 - o The breadth of the subgroup’s work is extremely wide, including lay member, activist and staff structures: support and development, barriers; discrimination and safe spaces (including support needs analogous to the ‘safe space’ already provided by Survivors Trust for those experiencing sexual harassment); representation, leadership and capacity.
 - o Because of this there is urgent need for sufficient time and adequate resources, including appropriate data to ensure priorities can be properly progressed
 - o That the research for the Henry Report was conducted 18 years ago and although the recommendations are fully endorsed and accepted it is essential that the report is fully reviewed in terms of its limitations due to the culture and level of participation at the time and the inevitable changing of the landscape since.
- To address some of these issues the subgroup has agreed the following actions and priorities:
 - o The subgroup will be led by 2 CEC co-chairs (that will alternate quarterly) and one staff co-chair, which allows for better gender and ethnicity balance and for the subgroup to meet fortnightly. The subgroup has also invited the

Project co-ordinator, to be a permanent part of the subgroup which also allows for better gender and ethnicity balance for staff representation.

o To ensure that there is sufficient capacity to drive, support and facilitate the work of the subgroup, including vitally scoping and report writing, the group accepted an immediate short-term release of a member of staff from the taskforce subgroup, Tyehimba Nosakhere, for 3 days a week from his regional duties. The group agreed as one of the priority actions going forward, to establish the key elements required for a credible, effective and sustainable role of the National Race officer including remit and resources, as recommended by the Henry Report.

o The group identified the essential need to ensure that work to address significant issues on racial inequality, is done meaningfully to build on restoring trust and confidence, requiring a comprehensive consultation plan that does not just 'ransack' our members' minds for their experiences and ideas but also embraces, enables and empowers them. It is also crucial that we balance the appreciation of the difficulties that people may have faced with the real opportunity for positive change, and we build a wide consultation process which has buy in from every level of the union, including equality groups regionally and nationally, in a way that is more considered, sensitive and safe to maximise the quality of participation.

o The work coming from the subgroup, the taskforce and the wider union on racial inequality, cannot be done in a vacuum. In recent years we have been bombarded with an avalanche of race issues that have shocked and injured Black, Asian and Ethnic Minorities to the core. From the Windrush scandal to the murder of George Floyd, Black Asian and Minority Ethnic members, activists and staff have been exposed to the trauma of racism and discrimination in our society and beyond. The emergence of the Black Lives Matters movement cannot be ignored after many years of oppression, discrimination and violence. The taskforce as a whole and the Race subgroup in particular cannot ignore the impact this has had on our members, as well as the disgraceful findings of the Sewell report. Therefore, to ensure that this work is reflective of the world we live in and the challenges we face as a society, it will need to include a progressive response on the Black Lives Matters movement that is incorporated into our action plan, for improved access, opportunity and support for our members, activists and staff.

- When the work of the subgroup is presented for consideration and adoption by the wider taskforce no decisions should be made without at least two members of the subgroup being present in the discussions.

Training workstream:

- The subgroup will analyse the current training offer on race equality and race relations, help to develop positive action training templates, sexual harassment training templates and consider current practice, as well as looking at wider inclusion issues regarding the staff and member training currently offered.
- The subgroup will work with national and regional groups, including Regional Equality Forums and self organised groups to find out, report on and learn from what they are already doing in the area of training. The subgroup will work closely with the Race subgroup to deliver the relevant Henry Report recommendations.
- In line with Monaghan Recommendation 14 ("General Secretaries and Regional Secretaries should be provided with Management Training") the subgroup, working with the HR staff training officer, will consider a training package on management and equality covering the whole of SMT.
- The subgroup will consider appropriate training packages on sexual harassment to meet the requirements of Monaghan Recommendations 23 regarding regular refresher training for employees, and 24 ("Training on sexual harassment should be provided to members of lay bodies in the GMB, including the CEC, regional councils and regional committees and branch officers")
- The subgroup will consider appropriate training packages to meet the requirement of Henry Recommendations 5 (a comprehensive race equality training programme for all activists, and additional leadership training for senior officials and dedicated race officers), and 6 (the training element of the Positive Action Programme).

Data workstream:

- The subgroup will assess, report and make recommendations on how equalities monitoring data is recorded, collected and monitored across branches and regions and for staff across the union, in order to understand where equality groups are underrepresented in the union.
- Immediate progress should be made towards implementing elements of:
 - Monaghan Recommendation 6 (“The CEC and SMT should undertake an annual equalities audit”); Monaghan Recommendation 8 (“CEC should require & scrutinise regular reports from Regional Councils & Regional Secretaries. These reports should include a breakdown by sex of the employees, officers, including at branch level, & members of regional councils/committees in their region, including by role & where applicable, grade”); Henry Recommendation 1 (to publish and communicate ethnicity monitoring figures annually regarding employees, activists and members).
- This group will be aiming to meet for the first time in May 2021.

Terms of Reference

GMB Taskforce for Positive Change

Purpose

The Taskforce was established in January 2021. Its purpose is to create the structures and processes that will assist the GMB to make permanent positive changes to its culture, policies and practices, so that sexism, sexual harassment, racism and other behaviours that go against our values are not tolerated, contributing to the realisation of GMB’s ambition to promote equality and eliminate discrimination across all protected characteristics.

Process

It will do this by:

- Reviewing the recommendations made by:
 - o The Monaghan Review of 2020 which assessed the culture of the GMB; the effectiveness of actions taken by the GMB in response to formal and informal reports of sexual harassment; the policies and procedures relating to sexual harassment and the manner in which these policies and procedures have been implemented; the steps taken to ensure that victim/survivors are not victimised. The Monaghan Review made 27 recommendations.
 - o The Henry Review of 2003 which assessed the demographic profile of GMB officers, employees and lay activists; the ways in which the GMB relates to ethnic minority workers; the impact of recruitment and retention efforts on ethnic minority workers; the employment practices of the GMB with regard to race relations. The Henry Review made 9 recommendations.
- Putting forward clear plans for implementing each recommendation including designating the timescales for implementation and the resources needed for implementation and sustainability of each recommendation. Further actions as required to enact the recommendations.
- Ensuring that governance and accountability mechanisms are in place to assure the sustainability of this work over the long term, recognising that institutional sexism and racism are reflective of deeply embedded social norms and practices.

Principles

The Taskforce will apply an intersectional understanding of inequalities related to sex, race and ethnicity together with all other forms of inequality and discrimination.

The Taskforce will engage with the wider membership to inform its work from planning to completion.

Duration of Taskforce

The Taskforce will continue to meet until all the processes identified above are complete. This is anticipated to be between one and two years, reviewed at one year.

These Terms of Reference will be reviewed annually and at a minimum of every two years until the dissolution of the Taskforce.

Should the Taskforce be at risk of failing to complete its work plan, members should agree to advise the TUC who are the recommended external monitors.

Membership and Administration

The Taskforce membership includes representation from different key stakeholder groups, including CEC members, GMB regional and national staff and GMB staff union representatives. It is constituted in the following way:

- 1 external facilitator
- 1 project manager
- 1 LGBT+ Reserved seat
- 1 Disabled reserved seat
- 1 Young reserved seat
- 3 Race reserved seats
- 5 Regional women's seats
- National President Barbara Plant
- 2 seats - Regional Equality Officers
- 2 seats - National Negotiating Committee reps (staff union)
- 2 seats - Director of Human Resources and the National Equality and Inclusion Officer

Of 18 members, 12 seats are held by CEC members, ensuring representation from all of GMB's 5 equality reserved seats, all GMB regions and industrial sectors. The Taskforce is accountable to the members and staff of the GMB and all interested parties. Formally the CEC is the body to whom the Taskforce is accountable.

The Taskforce is chaired by the external facilitator, supported by the President

The Taskforce has administrative and resourcing support from National Office through the posts of Project Manager and Project Administrator. Minutes / Action and Decision notes of the Taskforce will be taken by the Project Administrator or Manager (subbed by Victoria Austin) and will be posted for review and comment within one week of each meeting. The chair will be responsible for accepting amendments to minutes.

All members of the Taskforce have an equal vote, where voting is required. The quorum for decision-making is fifty per cent of the membership of the group.

If there are difficulties or concerns with the conduct of the Taskforce or any of its members, in any role, Taskforce members are advised to speak as appropriate to a person they feel most comfortable to approach. This person

could be the chair of the group, the President, the National Equality and Inclusion Officer or the HR Director. Reporting to the Survivors' Trust Safe Space is also an available channel.

Ways of Working

Meetings of the Taskforce will normally be conducted online via Microsoft Teams.. The potential for face to face meetings will be reviewed on request while attending to the access and equality implications of travelling to take part in face to face meetings.

Members of the Taskforce have a dedicated and private Microsoft Teams site hosted by GMB, where all documentation will be stored and through which information will normally be communicated. All documents and communications will be shared by email and on the Taskforce Teams group. For any questions or concerns please contact the Project Manager.

It is recognised that some members of the Taskforce will be able to direct more capacity and resource into work between meetings than others. The minimum expectation is to attend the majority of Taskforce meetings.

Members of the Taskforce may form subgroups, to address elements of the workplan, as agreed by the Taskforce and reporting in to the Taskforce. Each subgroup will be supported by (at least) one staff member and one CEC member.

Members are expected to attend the majority of meetings of the Taskforce that take place in any calendar year. Members are expected to model inclusive, respectful behaviour at all times. In the event that these conditions are not met, (if in a meeting) the chair may call upon a member to leave the meeting. Where necessary appropriate GMB procedures may be invoked.

The Taskforce will meet initially once per month and then 6-12 times per year, for 2- 4 hours.

Regular progress updates and engagement opportunities are essential and will be communicated via the following channels:

- Reports to CEC Led by President

- Reports to Congress Led by President

- Reports to staff Led by NNC members

- GMB website - Led by National Equalities Officer and Project Manager to Comms

- Member mailings, branch and regional meetings agreed by the taskforce and led by National Equalities Officer and Project Manager to Comms

Where amendments to policies and procedures are proposed, they shall be circulated for consultation with the membership and shall be subject to agreement by the NNC and senior management team (internal) and CEC and Congress (members) as appropriate.

Confidentiality

It is fundamental to the successful operation of the Taskforce that there is trust and confidentiality: the Taskforce is a safe space for open and honest reflection and respectful dialogue.

Meetings of the Taskforce will normally not be recorded and no participants should be recording them nor should participants allow outside parties to be present at meetings.

Papers received by the Taskforce members and the details of emails, communications and meeting discussions, are confidential to the members until and unless it is agreed between the members and the chair for them to be published or made public in a report.

Decisions formally agreed by the Taskforce on proposed amendments to policy, strategy and procedure will be published or made public by the GMB.

i E.g. TUC (2016) Still Just a Bit of Banter?

<https://www.tuc.org.uk/sites/default/files/SexualHarassmentreport2016.pdf>; BBC/ComRes (2017) poll of 6206 British adults surveyed online - http://comresglobal.com/wp-content/uploads/2017/12/BBCsexual-harassment_FINAL_v3.pdf; TUC (2019) Sexual harassment of LGBT people in the workplace

https://www.tuc.org.uk/sites/default/files/LGBT_Sexual_Harassment_Report_0.pdf

ii See for example Pender, K. (2019). Us Too? Bullying and Sexual Harassment in the Legal Profession. International Bar Association, <https://www.ibanet.org/bullying-and-sexualharassment.aspx>; ACHR (Australian Commission for Human Rights) (2020). Respect@Work: Sexual Harassment National Inquiry Report. <https://humanrights.gov.au/our-work/sexdiscrimination/publications/respectwork-sexual-harassment-national-inquiry-report-2020>

iii Smith, C.P. & Freyd, J.J. (2014). Institutional Betrayal. *American Psychologist*, 69(6), 575-587. Available from <https://dynamic.uoregon.edu/jjff/articles/sf2014.pdf>

iv See The Centre for Institutional Courage: <https://www.institutionalcourage.org>

THE PRESIDENT: Vice-President, Congress, Barbara Plant National President, moving the CEC Special Report. Throughout COVID, GMB have continued to fight proudly for workers' rights and safety. We also had to look at ourselves in the mirror and face some deep and uncomfortable truths. The sexual harassment report by Karen Moynihan QC makes for difficult and painful reading. Her recommendations, along with Dr Elizabeth Henry's and this report, mark the start of a journey for us.

A journey of transformation, a journey to create a better, safer, more inclusive union. I want to acknowledge the work of the central executive council and the senior management team in their commitment to change.

I also want to thank all GMB members, activists and reps and our hard-working staff for all they've done. From those that bravely provided evidence to the Monaghan report, to those that bravely face employers, your courage continues to inspire. Congress, this is a difficult path and it will take time but I believe there is no no option to stand still or to backtrack. From Will Thorne and Eleanor's national union of gas workers and general labourers of the 19th century to now, we must go forward, holding high our values, equality, fairness, representation and social justice, the foundations of our union. This work is not a distraction from our core purpose, but a vital and vibrant part of the fabric of organising. It's the reason we exist, to make working people's lives better, call our injustice, tackle inequality and to make marginalised voices heard. This is the union of the Grunwick strikers, the Glasgow women's strike and equal pay. I am proud of the work that has begun. And I believe the task force will bring the best from the past and help embrace a new future. But they won't be doing it alone. This change must include a role for everyone. No-one must be left behind. We recognise that all misogyny and racism hurts everyone and that a wrong done to one is a wrong done to all. Together we find institutional courage to address sexism, harassment and racial injustice. This work does not divide us by gender, but it will unite us in inclusion, a union where everyone feels welcome. We recognise that diversity is also a strength. But, we have been here before and nothing meaningful has happened. Recommendations were disregarded, so what has changed? What's changed for me is that the eyes of the world are on us. We are proud that we made this public, that we were transparent, we have taken important steps and have external independent resources, including sexual harassment expert Dr Helen Mott and senior manager Nicole Mackintosh. The world has changed from

how we share information to expectations of our leaders and rightly so. Not just for us, but for the whole movement. GMB's role will be key from awareness to action, to accountability. And I want to leave you with a moment of the anger that the injustices have been suffered. Hope that change is possible, that we can and will take the union forward and action. Take this message back to your regional councils, branches, reps and members. More than ever, your union needs you, to heal, to change, to grow, to feed into the work of the task force and to implement equality until it's at the heart of everything we do. My action will be accountability to ensure that this work is not dropped or forgotten, but it's widely felt, deeply felt, visible as it is winnable. Civil rights activist high Mya Angelo, said take up the battle, take this up, this is your world, your Congress. This issue take up the battle for equality for all, here and everywhere, please support the CEC Special Report.

ROBBIE SCOTT (CEC, COMMERCIAL SERVICES): Vice-President, Congress Robbie Scott, London Region, I'm a member of the CEC task force's race equality working party and I'm proud to be seconding this Special Report. Congress, this last year has been a difficult time for our union, GMB does so much good, every day our reps are fighting for and winning decent treatment in equality in the workplace. But we have had to ask ourselves whether our union's own culture, actions and structures reflected those values. The opening sentence of the Monaghan report came as a shock to many, the GMB is institutionally sexist. But to many others, those words were an accurate description of their own experiences and Congress, we know that our challenges do not end there. Almost 20 years ago, the Elizabeth Henry report found evidence of institutional barriers in discrimination for Black, Asian and Minority Ethnic members but that report's recommendations were never implemented. That is an historic wrong that we have to put right. We have to change and we are. The report in front of you today outlines the work the task force has done since it was established by the CEC and the work that is still ahead of us. The race equality group has been formed with a remit that includes looking at the Henry recommendations in light of changes in legislation and practices over the last two decades. We will look at safe spaces and reporting processes and establish proper equality monitoring data and I want to give a commitment that we will meaningfully consult, listen and report back through our equality structures the CEC and Congress. Let's change your union for the better. Congress we ask you carry today's report and endorse that work. Please vote in favour of the report. Thank you.

OMATAYO OBADINA (LONDON REGION): President, Congress, I am from the London region, speaking in support of adopting the CEC's Special Report, task force for positive change. I wish to tribute the President in how you handled the issue, that led to the report on the task force for the work so far. London Region welcomed the report and the work of the task force to date. As the first steps in recognising that the Monaghan report was painful, reading for many activists and members and reality for all, too many as well. The conclusion that this union is institutionally sexist, along with recommendations, means that there needs to be fundamental changes in the culture of the union, alongside how we update no region section or branch can be(?) for that change. As the CEC report says, recognition in itself is not enough. What isn't there is what the report describes as for lasting change in GMB. Change, Congress, is something to celebrate and welcome, not something to be worried or afraid of. We all recognise that the GMB fell well short of the values we campaign for and promote as a union for the benefit of our members. It's all well and good having progressive policies around equalities but if we do not leave it up to them, as an organisation, then we fail and continue to fail. Equality is not an add-on or something for others, it has to be a corner stone of your union. Properly funded and resourced, all too often we under-value the role of our regional equality forums and self-organised groups, bringing members into the union and turning them into activists. London has a proud record in doing this. But that has not delivered the institutional change required. Each and every one of us needs to make it our mission to deliver that change and not shy away from the hard decisions we need to make. Otherwise, we will be back here in a few years' time. The task force has a huge task to deliver, institutional change and vested interest will filter in. We need to have the courage to have those difficult

discussions to deliver the change. Cultural change across our union takes time and the limited progress made to date is welcome but let us not forget that there is much left to do. We must not forget those that have been bullied, face sexual harassment or any other form of discrimination in the union. To do so would not mean we fail our values. London stands ready to be part of change, to the culture of the union, and turning equality into a living reality in the union. Thank you.

IAN BURKE (MIDLAND & EAST COAST REGION): Ian Burke in the Midland and East Coast region speaking on behalf of the Region. Our region unanimously supports this report as we fully accept the Monaghan report.

There are concerns about some of the task force's priorities and the subsequent cost implications. The Monaghan report lists 27 recommendations and the Henry report 9. So we question whether the task force have prioritised the right ones. As a region, we recognise that this is essential for the Union. We support this report and request to look again at some of the chosen priorities.

PAUL RICHARDS (NORTH WEST & IRISH REGION): President, Congress, Paul Richards, North West and Irish Region speaking on the task force group report. Because of what Malcolm's laid out, I have had to tear my speech up. The reason being, he's addressed our concerns. So on that basis, we are happy to accept the report and just to finish on, all of us in the North West and Irish region want to congratulate Gary on the election of becoming the new General Secretary and we look forward to working with you, Barbara and Malcolm. Thank you.

ANNETTE DRYLIE (GMB SCOTLAND): President, Congress, I am speaking in support of the Special Report on the task force for positive change. I want to highlight a couple of actions that have been taken in Scotland. We have taken steps to set apart a working part into branches and their make-up, specifically gender, make-up of officials and how we can encourage more women to become active within the branches in conjunction with the recommendations for the Monaghan report and have created a woman's campaign dealing with issues like equal pay and established a fight for 15 campaign for social care, workers, with the aim of establishing £15 an hour. Please support.

THE VICE-PRESIDENT: We move on to Yorkshire.

GINA HARDING (YORKSHIRE & NORTH DERBYSHIRE REGION): Sexism racism and inequality are issues we must not tackle half-heartedly. In August 2020, Monaghan found a culture of institutional sexism in the GMB. The task force was set up to action these matters. I can testify to how transformational this work will be. I've always been encouraged and cared for when I joined the GMB. I was given opportunities to be me. I first became involved in the members' network with the opportunity to become a delegate for the young members who could work on issues. This allowed me to learn about the Trade Union movement and the importance of being in a union as a young person. I believe it's vital the GMB becomes more inclusive to welcoming new workers. I was encouraged to go for everything and I was encouraged to achieve. We have BP injure and traumatised by discrimination in our union and beyond. My positive experience is not everyone's, but if we commit to this implementation, the 27 recommendations in the Monaghan report, hopefully the difference that has been made in my life will be the same for all in our union. And we know that collective change is possible. We support this Special Report. Thank you.

THE VICE-PRESIDENT: Thank you. Birmingham again, we'll try you again. Still having trouble, Sarah? Try Sharon? Still no luck with Sharon? (Pause) No. Nobody coming in? Right, we shall have to move on then. I will now move to the vote for the CEC Special Report on the task force and positive change.

THE VICE-PRESIDENT: That's carried, thank you very much.

THE PRESIDENT: Thank you for that support. We now move on to debate motions 43, composite three motions 46, 47 and 173. Again just to remind any delegates wishes to oppose any of these motions can you press the raise hand function select that you'd would like to speak and then send a message through the chat box to let us know what motion it is you are opposing. I will call you at the end of the moving and seconding speakers. So, motion 43, mover, Cadan?

43. GENDER NEUTRAL TOILETS IN GMB BUILDINGS

This Congress acknowledges gender specific toilets are not fit for the 21st century. As a Union, we are leading the way on equality, yet our offices are still behind.

An increase in gender-neutral toilets should be something we aspire to. It will address the concerns of transgender people who face intimidation and harassment in gender-segregated facilities when they are perceived by others to be in the "wrong" one, it will put non-binary people at ease about having to make a choice each time they visit the toilet, it would stop the assumption that it is "women's" toilets which need changing facilities for children and it would be a welcome move for disabled people who have carers of a different gender.

Some small changes would make a big impact;

- The signs on the toilets would need to be changed to signs simply saying 'Toilet', 'Toilets' or 'WC' (if a toilet has urinals, it can also be useful to change the sign as 'Toilets & Urinals', 'Cubicles & Urinals' or equivalent symbols).
- Toilets marked as 'Men' to be changed would all need sanitary bins in the cubicles (or a sign saying whether the bins are present or absent).
- A lock could be placed on the entrance of toilets for which there is only one cubicle where there may also be a separate sink/queuing area.
- Single gender-neutral cubicles would need to be provided where there are changing facilities that lack this option.

This motion calls for the GMB Union to de-gender toilets in its buildings so that all facilities are gender-neutral and to campaign for employers where we represent member to do the same. This motion also calls to ensure that in any future building works the GMB instigates in our estates that may involve toilet or changing facilities, said facilities are either completely gender-neutral or gender-neutral accessible cubicles are provided as a matter of routine.

W66 WREXHAM BRANCH
Wales & South West Region

(Carried)

CADEN VALE (GMB WALES & SOUTH WEST REGION): President, Congress, South West Region moving motion 43. Congress, we all need a safe place to be. As a non binary person I often have to make a choice of using a toilet when I don't always feel safe or welcome. This can be hard to haggle and navigate daily. Public bathrooms are where most likely to be questioned or harassed. In public bathrooms I've had comments made about me being refused entry being removed by security, and I've seen unwanted photos taken of me. Colleagues, in response to discussions about transgender and non binary people in the work place, on how to protect and respect people who identify as a different gender to what they were signed at birth, some companies are offering gender neutral toilets. Work places have gender neutral toilets. It shows the company cares about diversity so Congress, as an equal who stands up for trans and non binary people's rights does the GMB not have a clear policy on gender neutral toilets within our offices? The GMB are campaigning across the country for gender neutral toilets for their members, still our very own offices have facilities which are not trans and non binary friendly. Whilst anyone can use a gender neutral toilet they are particularly important for non conforming folk who may feel unsafe to use gendered toilets. An

increase in gender neutral toilets should be something we aspire to. This calls for a motion to de-gender so that all facilities are gender inclusive where they represent members to do the same. Please support this motion. I move.

THE PRESIDENT: Thank you. Seconder? Dean?

DEAN ISMAY (GMB WALES & SOUTH WEST REGION): President, Congress, Dean, South West Region. Congress, following on from Caden's speech, this motion also caused to ensure any future building in the GMB instigate in our estimate the toilets or changing facilities either completely gender neutral or gender neutral accessible cubicles are provided as routine. When looking at any new buildings or refurbishing offices the GMB should ensure that an equality assessment is taken to ensure that gender neutral toilets are a priority when planning commences. Within the Wales & South West Region office we comment that they have their own individual cubicles and have individual showers facilities. We have a gender neutral toilet. However, not all have been de-gendered which are currently changing as this motion is requesting. In most of the sub offices that are gender neutral toilets, the new office in Swansea has been acquired with the main priority to ensure that these facilities are to ensure access. This must be the way forward all of our GMB buildings. We must lead the way as an organisation. We must lead by example and carefully plan and prioritise that we can offer activists and members this motion requests. Please support this motion. I second.

THE PRESIDENT: Thank you Dean. Mover for composite three. Rebecca I believe.

Composite 3

Covering Motions;

Motion 44 Equality, Justice and Respect for Everyone – A Black Focus Birmingham and West Midlands Region

Motion 45 Equality, Justice and Respect for Everyone – A Black Focus London Region

EQUALITY, JUSTICE AND RESPECT FOR EVERYONE – A BLACK FOCUS

This Congress has not yet recovered from the shock of the findings of the Monaghan Report. We welcome the robust nature of the recent QC report on sex discrimination in the union. We believe that we must now unite to move forward making this union relevant to all sections of the membership with proportionality at its heart.

In 2003 the Elizabeth Henry report was produced. Authors included none other than Dawn Butler MP, who was employed by the GMB at the time. There are striking similarities in what was written almost 20 years ago to the most recent report produced by Karon Monaghan QC.

For black GMB members and activists the last few years have been very difficult. The hostile environment, the Black Lives Matters movement, the “taking of the knee” by footballers here in the UK, is an every day reminder that there are serious inequalities and structural racism across society. It is a painful message but the GMB is not free from these criticisms. We have been honest enough to express a genuine desire to tackle Sexual Harassment within our trade union. The same gusto must now be adopted when it comes to race equality.

Congress agrees that the time is now for us to embrace addressing the issues around race equality. In order that we begin to do this the GMB is instructed to endorse the following recommendations:

1. A special Race Taskforce shall be set up to progress this race equality initiative.
2. A two-thirds majority of task force members will be black and every region will be invited to send a black representative.
3. The task force will revisit the Elizabeth Henry report and as part of this new initiative a Call for Evidence will be organised that will engage with GMB black members, in confidence, allowing the black grassroots to play a key role in this race equality strategy.

4. Before Congress 2022 commences, recommendations from the work of the task force will be shared with the CEC and regions.

5. A presentation by the task force will be made to the CEC

MOVING REGION BIRMINGHAM & WEST MIDLANDS
SECONDING REGION LONDON

REBECCA GARDNER (BIRMINGHAM & WEST MIDLANDS REGION): *Speaker on mute. No captions available.*

THE PRESIDENT: Sorry, we couldn't hear Rebecca. I don't think she can hear me to tell her to unmute but Rebecca, maybe Fevzi should move and then maybe we could get Rebecca back in? Rebecca? If you can come back in this and this time unmute yourself, please. Okay. I think there is a technical issue with Rebecca's end, so Fevzi could you move.

FEVZI HUSSEIN (LONDON REGION): Yes, sure. Thanks Barbara. Congress President, firstly remiss of me not to congratulate Malcolm and Gary when we spoke earlier. Congress, I echo the President's comments in her opening contribution about the words "Hope" we have to have hope when it comes to the challenges facing our great union. But we can't underestimate what catastrophe we're facing. I don't use that word lightly. Look at the Metropolitan Police; in 1999 they were labelled as institutionally racist. 1999. Today in 2021, that label is as strong as ever. The first line of Karen Monaghan QC's report said, "The GMB are institutionally sexist" I'm deeply concerned that unless we up our game we are going to have that same stink follow us around for even longer so you know we really have to step up. Actions speak louder than words and I have to say for black workers and black reps in the GMB you know collectively we are demanding action. I'm proud to be a founder member of the GMB national race needs network. Now, we rightly refer to people like Jayaben Desai from the Grunwick dispute and Scottish women who led the equal pay claim. These are fundamentally important cases when we look at our structures who do not represent the membership that we serve. That is the bottom line. We have to address the lack of proportionality in our union. We can't go on as the structures are. You know, there's a single demographic which has too much influence, so we do have to reach out and make sure that the union structures are reflective of the membership that we serve and the Monaghan report which has been referred to. The Dr. Elizabeth Henry report is 20 years old. It's almost like groundhog day. The language is strikingly similar. And we can't go on with the landscape as it is and on that basis, I support composite three but on the basis that the mover couldn't connect I'm happy to move to composite three. Thank you.

THE PRESIDENT: We do have Sharia to speak to other regions. That has been composited that Birmingham do you want to come in?

SHARIA LINDO (BIRMINGHAM & WEST MIDLANDS REGION): Hello?

THE PRESIDENT: You're on.

SHARIA LINDO: Hello.

THE PRESIDENT: I can hear you. I'm not sure if you can hear me.

SHARIA LINDO: I'm reading this on behalf of Rebecca due to the technical difficulties. I believe this motion supports much more than the Black Lives Matter movement. BLM set out to bring forth the injustices that black people have always faced to the world. It is shocking and unacceptable to know of the amount of racism and in particular racial attacks still occurring

today. The rise of social media has helped in regards to raising awareness with the hope of continuing to bring forth change.

The exhausting list of young black men and women who have lost their lives is nothing less than devastating. From Stephen Lawrence Damilola Taylor, Mark Duggan and Ria Taylor and recently George Floyd. They've lost their life due to their skin colour. This continues to be a threat to the world but why is this the case? My main reason for joining the GMB was for an opportunity to be part of a community Committee to the change. As a young black woman in the social care industry I face much discrimination and unfair treatment a lot of which went unnoticed. I had to fight for my career positions with many questioning my ability. We need those who will not tolerate such treatment and fight with us and would like the GMB to take a more active stance where this motion so crucial. We are one race despite our different skin colours. This includes supporting and encouraging current black members in this union and encourage many more to join.

I must also briefly mention our non black members and activists who have shown immense support such as Jo Cox standing up for equality. Referring to the Black Lives Matter movement and the senseless killing of George Floyd this is just the beginning of the publicity of this terrible incident forces many together look at the equalities policies and procedures. Sasha Johnson also committed to change. We pray for you.

The recent death of a 14 year old youth again racially motivated. My thoughts and condolences are with him and Sasha's family. It is now that the GMB need to look at bringing forth this important motion and start supporting the lives of those penalised in the work place fighting for equal pay et cetera. I would like to mention my fellow GMB colleague Sheree who I worked closely in putting that to you today we share the same passion. We cannot change the shocking numbers of those who have lost their lives and continue to including all the stories that appear not worthy enough of mainstream news coverage yet are shared daily across social media platforms like Instagram. I know that I speak for many when I say this, but we are tired of fighting for justice on a daily basis in all aspects of every day lives. We accept it being remembered with London but we will be watching the progress of the Task Force closely to the end. Black Lives Matter and they always will. Thank you.

THE PRESIDENT: Thank you for stepping in at short notice. That takes us to motion 46, the mover is Jan Smith.

46. EQUALITY AND DEMOCRACY ACROSS ALL GMB STRUCTURES

This Congress notes that in the GMB Rulebook our purpose is to:

“strive to ensure that GMB’s profile reflects all equality strands in the union at all levels of the lay and employee National, Regional, Branch and Workplace structures”

This is further strengthened by Rule 2.4 which says that we should:

“promote equal opportunities within the union, the workplace and society in general, and end discrimination against people because of their sex, race, nationality, religious beliefs, disability, age, marital status or sexuality.”

We also note the recommendations in the Karon Monaghan QC Report and support “Equality for all its members” throughout all our bodies and structures and especially those in protected groups.

With all that in mind, we are disappointed to see that even though “age” is a protected characteristic under the Equality Act, and mentioned in our RuleBook, GMB does not implement this to the letter.

We call on GMB to fully implement the equality recommendations in the Report that relate to protected groups.

In particular, GMB should carry out a review of our structures to ensure that we do not discriminate against age and that we are fully inclusive to both young and old members across all our bodies and structures.

We also need to embody true democracy and ensure that all lay representatives on any GMB body has full voting rights.

EAST DEREHAM BRANCH
London Region

(Referred)

JAN SMITH (LONDON REGION): *(sound issues)*.

THE PRESIDENT: Okay. Can we move to the second speaker which is Heather Hamblin. You are very faint Heather.

HEATHER HAMBLIN (LONDON REGION): We are trying to speak.

THE PRESIDENT: I know. It just very faint. We can't see you, but we can just about hear you.

HEATHER HAMBLIN: Can I move it then.

THE PRESIDENT: Yep if you move it.

JAN SMITH: Okay. President Congress, welcome to Gary, the new General Secretary. Jan Smith London Region moving motion 46 on equality across GMB structures.. Congress, our motion starts with an extract from our rule book which guides our cause aims and principles. You won't be surprised to hear that it states we need to promote equal opportunities across all our structures. We read the Monaghan report and that also said that we need to end discrimination against people because of their sex, race, nationality, religious belief, disability, age, marital status or sexuality. Congress, I want to pick up on one of these strands. We would expect that our union has fair representations of both ends of the age spectrum in all our structures. We congratulate our new General Secretary and hope that we will use always the great work done in Scotland and shake up our structures. We need to rebuild and renew the GMB. This means that the union needs to hear from our young members as well as our older retired members. We need to ensure that all our committees include reps on age, not just young members, as both have equal opportunities to make. Congress, the General Secretary

THE PRESIDENT: Can you wind it up please.

JAN SMITH: The retired have wisdom, wealth talent experience and engagement. You have all heard this now we need to bring this into play. We are pleased that the CEC wish to refer this motion as all our structures may be reviewed in relation to the Task Force recommendations. We welcome a review of the

THE PRESIDENT: Can you wind up please. Can you move the motion?

JAN SMITH: Yes. So, Congress, I move this motion please support.

THE PRESIDENT: Thank you Jan. I think London formally seconded the motion. Okay. Thank you. That takes up on to motion 47. The mover is Carl Burn.

47. REGIONAL EQUALITIES FUNDS

This Congress calls for each Region to have a dedicated fund to provide materials for the purpose of equalities promotions during specific celebrations or memorial events.

This would enable the GMB to actively support celebratory and memorial events across all Regions.

NOTTINGHAMSHIRE COUNTY BRANCH

Midland & East Coast Region

(Referred)

THE PRESIDENT: You're okay to speak Carl?

CARL BURN (MIDLAND & EAST COAST REGION): Carl Burn.

THE PRESIDENT: Can you unmute yourself please..

CARL BURN: Good afternoon President. Good afternoon Congress. Carl Burn Midland & East Coast region first time speaker first time delegate moving motion 47 regional equalities fund. This Congress calls for each region to have a dedicated fund to provide materials for the purposes of equalities promotions during specific celebration or memorial events. This would enable the GMB to actively support celebratory and memorial events across all regions. This would increase engagement and provide an opportunity to recruit new members from minority groups. I move thank you.

THE PRESIDENT: Well done as a first time speaker. Secunder Declan?

DECLAN GIBBONS (MIDLAND & EAST COAST REGION): Declan. President Congress sound.

THE PRESIDENT: You're on Declan as long as you have unmuted yourself you're on. We can't hear you Declan. I don't know if you can hear me. No. I don't know what's happening this afternoon. It was all going so smoothly this morning! London region might have to formally second this as well? Sorry Declan. I'm really sorry. I'm just waiting for instructions to see if London is it Midland sorry Midland. Sorry I'm getting the motions muddled up. It's Midland and East Coast that maybe need to formally second this. If they could let us know through the policy team? Put in the chat that they've formally, no Midland and East Coast? We've got the thumbs up thank you. That takes us on to motion 173 and the mover is, no? We're just waiting for them to be queued up. Are there speakers speaking on motion 173. If either of those are available, could one come into speak? If you're online, could you come on to speak please to move the motion. Brilliant. You're on.

173. BLACK LIVES MATTER UPRISINGS-ALWAYS A –TRADE UNION ISSUE

This Congress notes the Black Lives Matter (BLM) Uprising in May 2020 following the brutal murder of George Floyd by police officers in the US. Anyone who saw the footage of his murder cannot deny the total disregard to human life of an unarmed black man and the contempt in the face and actions of the officer involved and the silence and inactions of fellow officers who just stood by and did nothing whilst George Floyd repeatedly said "I can't breathe".

This Congress notes that on the same day a black transman, Tony McDade, was shot and murdered by police.

This Congress notes that the UK is not innocent with the murder of Cynthia Jarrett, Joy Gardner, Sean Rigg, Sarah Reed, Smiley Culture, Vandna Patel, Mark Duggan, Mohamud Hassan, George Nkenchoto name just a few murdered by state violence.

This Congress notes that the BLM uprisings, as well as reinforcing what we already know about state, organisational, institutional and interpersonal racism, it also reignited the power and privilege debate which despite career progression by Black Asian Minority Ethnic (BAME) workers, we still find decision makers being of the same group and not reflective of the workforce.

This has led many workplaces having to revisit and set up anti-racism strategy and training in their workplaces. In some places this has been at the emotional and psychological cost of BAME workers as many are being asked to feed into or act as "consultants" on their employers anti-racism strategy/plans. This is likely to impact mental health and well-being because they are being exposed to everyday racism they experience in the form of microaggressions.

The Black Lives Uprisings have in many workplaces highlighted that there are no safe spaces for BAME workers to talk about everyday racism they experience without having to raise a grievance.

The Black Lives Matter uprisings saw many employers issue statements in support but failing to address meaningfully racist complaints in the workplace. A place to record and retain perceived incidents of racism is imperative not only to enable a BAME worker to raise their experience safe and anonymously but also for the employer to take heed of those experiences and change workplace practices. A periodical review of the reports/records is a way to hold employers to account on their anti-racism strategy plans/actions.

This allows BAME worker to report incidents of racism anonymously and with the option to raise a grievance if they want. Reporting racism in the workplace should not be a burden or onerous task for BAME workers.

We call upon Congress to:

1. To show continued solidarity to BLM uprisings by any means necessary.
2. To look at how to create safe places and processes for BAME workers in the GMB to record / report incident of perceived racism anonymously with the option to raise as a complaint/grievance if they want and feel safe to do so.
3. To provide training, if not already provided, to members and reps on how to negotiate/implement this with employers and create safe spaces/networks for BAME workers in their workplaces.
4. To work with the National Equality Forum in devising ways to make reporting /recording racist incidents anonymous.
5. To work with the National Equality Forum to devise an anti-racism charter.
6. To have an external Review into the findings of the Elizabeth Henry Report commissioned by GMB several years ago.

SECURICOR 1 BRANCH
London Region

(Referred)

UNMESH DESAI (LONDON REGION): Thank you. Can you all hear me? Fantastic. London Region. Seconding motion 173 Black Lives Matter always a Trade Union issue. President Congress, firstly I may take this opportunity to congratulate Gary Smith on being elected as General Secretary. We look forward working alongside with positive change. Also a big thank to you (name) who also stood as well for just being you. So just back to the motion, Congress on page four of this CEC special report Task Force on positive change the recommendation of 27 of the Monaghan report which states employees members from other predicted groups including black and ethnic minority groups that are under represented should be encouraged to participate in these activities, including at officer level and be supported when they do so. Positive action should be taken where appropriate to facilitate this.

Congress, on page six of the Task Force report itself the CEC commits itself to examine and refresh the recommendations and findings of the Elizabeth Henry report of 2002 which were not fully implemented and are incorporated in the project plan and will be used by the Task Force and the race sub group to drive those changes. Congress, this is encouraging. We hope that the additional recommendations in this motion 173 and the one that we've heard earlier on 45 around considered meaning only. We are confident that the CEC will imply why the voices of black and ethnic workers and that a newly elected General Secretary and treasurer, Gary Smith, will ensure that race is always on the agenda. Because Congress, black lives matters in the work place and society is always a Trade Union issue so I second and please support this motion. Black Lives Matter no justice no peace. Thank you.

THE PRESIDENT: Thank you. We need to go to any opposition for those motions? No. In that case, I will now call Colin from the CEC to respond to these motions.

COLIN GUNTER (CEC, MANUFACTURING): Yes. President Congress Colin speaking on behalf of the CEC. I outline our positions on the following motions. Firstly, on motion 43, gender neutral toilets in GMB buildings the CEC is supporting this motion with a qualification. While GMB is assisting policy to make our buildings more accessible for all associated with

GMB we would need to engage in consultation with staff and tenants of buildings we own as well the landlords of the buildings we do not own in order to make adjustment outlined in the motion and make changes where practical. On composite three equality justice and respect for everyone black focus on motion 173, Black Lives Matter uprisings always a Trade Union issue, the CEC is asking for both of them to be referred. The aims of the motion concerns in composite three on motion 173 and GMB has been proud to stand in solidarity to lead the cause for an independent public inquiry into deaths amongst black Asian and minority ethnic workers during the Coronavirus pandemic. In light of the critical findings on the Monaghan report, it's important that the structural discrimination is confronted wherever it is found and that the findings of the Elizabeth Henry report and their implications for GMB are revisited. In autumn 2020, the CEC established a Task Force to develop recommendations for implementation of the Monaghan report and examination of the recommendations of Elizabeth Henry report were included in the Task Force remit. Work of the Task Force is ongoing. We would not wish to cause delays through the creation of multiple groups with overlapping remit. We therefore ask that the motions be referred so all their points can be considered as part of the work of the Task Force race equality working party which will report back to the CEC and to Congress in line with reporting mechanism called for in the motions. Motion 46, similar we are asking for this motion to be referred. The Task Force established by the CEC will consider in the recommendations of the Monaghan report including recommendation on equality structures equality forum as CEC's central activist body is reviewing its constitution. It could be counter productive to institute another and potentially conflicting review and we therefore ask that the cause for this motion be referred for the consideration as part of the NEF review. Finally, going to motion 47, the CEC is once again asking for this motion to be referred back. We celebrate the important campaigning done across GMB regions on equality issues. We are calling for this motion be referred to the CEC finance and general purpose committee to consider any potential impacts on non ring fenced spending commitment that could arise from the creation of dedicated funds within existing spending limits. To sum up the CEC is asking Congress to support motion 43 with qualification and to refer back composite three motions 46, 47, and 173 for the reasons I have laid out. Thank you.

THE PRESIDENT: I need to ask does Wales & South West region accept the qualification on motion 43? If you could write it in the chat so our policy team see that has been accepted. Okay. Has 43 been accepted for the qualification Wales and South West? Yes. Thank you Wales & South West. And then composite three, Birmingham and London, composite three. Sorry just takes a bit of time. Yes that's good. Thumbs up Midland & East Coast accept reference back 47. London region accept reference back on motions 46 and 173? Brilliant. That means we only move to the vote on motion 43. Thank you. Motion 43 vote.

THE PRESIDENT: And that has been carried. Thank you.

THE PRESIDENT: We are moving on to debate Motion 64. 189 and 190. Again, if any delegates wish to oppose any of these motions, press raise hand, click I want to speak and send a message in the chat box letting us know what motion you are opposing. If a mover of 64, 189 and 190 are queued up. So mover of Motion 64. Pushpa.

64. BULLYING AT WORK

This Congress notes the pandemic of bullying in British workplaces.

Congress reaffirms its belief that "Everyone should be treated with dignity and respect at work".

Congress believes that the core definition of bullying is,

"Offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means that undermine, humiliate, denigrate or injure the recipient."

Congress instructs the CEC to produce an anti-bullying at work tool kit aimed at equipping both members and activists in how to defend themselves against bullying at work.

Congress notes that bullying is not a crime and instructs the CEC and Regional Committees to identify workplaces and cases where a robust legal defence by the national organisation would make new legal precedents and to pursue such law claims.

Congress instructs the CEC to liaise with Parliamentary Labour Party GMB Group to see if appropriate legislation can be brought to Parliament by means such as private members Bill.

LONDON CENTRAL GENERAL BRANCH

London Region

(Referred)

PUSHPA MAKWANA (LONDON REGION): President, Congress, can you hear me? Move Motion 64. This motion was written over the 2020. 2021. Written at the time of the respond to the Government's response... and back to lockdown was quite uncertain and was expected from the organization, called Her Majesty's opposition. These demands are as relevant today as when they were written and the uncertainty we face as we approach 21st June, 2021 and the autumn with a possible third wave suggested. We need to be clear. People need to be able to make themselves safe. This demands what is developed by case workers in the changing nature of health and our members' needs. Many of our members cannot work or afford not to work. And sick leave and redundancies compensations have shown to be inadequate. Lockdown has taught us the meaningful of essential work. It should be awarded effectively. With sickness and attendances, particularly during the pandemic. Congress, (inaudible) has led to the high workloads, and those vulnerable workers to return from furlough... a drop in business. Other is growing industry failure, in our... business, by the agreement with the EU. Congress, we demand Universal Credit on the eviction plan. We are now too late for the Labour Party record... but we should stand on this demand, Universal Credit is a digital age equivalent to poor Victorian and essential... in British politics. Financial support of the self-employed has been poor. Only those in for two years are supported. With isolation, our society, we are left with herd immunity, which is cruel and lethal for 130,000 people and still counting on. We can do this better and stand together. We are the people's union, in solidarity. Unity is strength. I move the motion, please support this motion. Thank you.

THE PRESIDENT: Your seconder - will you agree to formally second? If you can just let us know, please. Agreed. Thank you London region. On to Motion 189 and Ben Cook, you will move the motion.

(Background noise)

189. CAMPAIGN – YOU ARE NOT ALONE

This Congress asks the GMB to start a campaign called 'You Are Not Alone' in support of families suffering abuse; not just men and women, but children too, to find out what's out there. Posters and leaflets should be circulated to our members so they can get help.

The feeling of isolation and shame must be eradicated through our message.

HULL RETAIL & DISTRIBUTION BRANCH

Midland & East Coast Region

(Carried)

BEN COOK (MIDLAND & EAST COAST REGION): Moving motion 189. I have been a victim of domestic abuse in the past. When you, when it happens to you, you feel alone in the first instance, you feel it is all in your head and that nobody will believe you. It wasn't until I went to the police that I was sign posted in the right direction. This is where I started to get the help that I needed. This was a process I had to go through alone. It did give me the tools I needed to help me start to at least heal but it was through GMB where I found a safe space to discuss the barriers that I faced. It was not only my region but the activists and officers across the UK and equality structures that supported me I will never forget the support those people gave me. That is why it is incredibly important along side our domestic abuse charter that we encourage people to speak up and whatever region they live in and you will see you are not alone. Congress, I move the motion, thank you.

THE PRESIDENT: Can I ask that the region for formally second in that motion? Looking for a thumbs up. Midland & East Coast, do you formally second in Motion 189. Yes, thank you very much Midland. Motion 190, mover is Les.

190. SOCIAL MEDIA HARASSMENT & BULLYING

This Congress is appalled at the levels of Cyber bullying and harassment and intimidation via social media.

This Congress notes the Zero Tolerance Statement adopted by the GMB at Congress 2014.

This Congress abhors any breach of our Zero Tolerance and believes that any abuse on social media should be dealt with and support given to those abused.

This Congress calls on the Government and the Labour Party to commit to pass legislation to outlaw bullying and harassment on social media.

D43 – DURHAM COUNTY LABRANCH

Northern Region

(Carried)

LES TIMBEY (NORTHERN REGION): President, Congress, Northern Region, harassment and bullying. Congress, the levels of bullying online are getting more and more extreme. GMB has had a "zero tolerance" statement. It should leave no doubt what we think to people bullying people and others on line. We know of the countless examples of social media being used for the most disgraceful of means. There should be no tolerance of bullying and harassment. It is a regret that the levels of enforcement are poor and that the resources simply have not been devoted by the authorities to tap in an issue which is getting dramatically worse over time. On the political circles you have to look at the obscenities which are against political parties against one and other. It needs tackling. It needs new legislation to outlaw bullying and harassment on social media. It needs the onus of social media platforms to take control of their own platforms and hold to account all of those who use social media to abuse, bully and harass. These perpetrators need to be stopped and to be held accountable for their actions. The GMB calls for a new legislation to be brought, to tackle those people who think it is OK to bully and harass people. Please support this motion. I move.

THE PRESIDENT: It has been formally seconded. Thank you to Northern Region. Is there any opposition to any of these motions? No. OK, in that case I call on Kathy from the CEC to respond on motion 64. 189. CEC support Motion 190.

KATHY ABU-BAKIR (CEC, PUBLIC SERVICES): President, Congress, speaking on behalf of the CEC on Motion 64 and 189. On Motion 64, bullying at work, the CEC is acting for this motion to be referred back. Bullying at work is a trade union issue and the motion caused the steps to be taken that raise policy considerations and resources issues for the union. The CEC will be supportive of the general principals raised in the motion and we believe these will benefit from further examination, particularly on the campaign materials and the specific political campaign. These specifics asks may not be as effective as the motion wishes. On Motion 189, you are not alone. The CEC is asking that the motion is supported with the qualification - the motion highlights an important issue within domestic abuse, where people can feel isolated and alone. This campaign highlights the compassion our members have for those who suffer from domestic abuse. We are supporting this motion with the qualification that we would love to incorporate this terminology and some of the campaign requests into our domestic campaign and policy work, rather than establish a new campaign. Therefore, Congress, to confirm, the CEC is asking Motion 64 to be referred and is asking for Congress to support Motion 189, with the qualification I have outlined. Thank you.

THE PRESIDENT: Thank you for the Regions which have let us know. London Region agreed to refer motion 64 and Midland accepts the qualification on 189. Because London accept the reference back, I don't need to put that to the vote. So I take the vote on Motion 189. And that motion has been carried. Thank you. Can we go to the vote for Motion 190?

THE PRESIDENT: Thank you. That motion has been carried. We are moving on to 48, 49, Composite four and Motion 53 If anyone who wishes to oppose, raise your hand, click I would like to speak, send a message to the chat box and let us know who you oppose and I will call you at the end. Can I have the movers of... so, 48 is, the mover is Mervyn.

48. EQUALITY ACT

This Congress needs to ensure that our members with protected characteristics and caring responsibilities are protected in the workplace.

It is a true fact that the Equality Act is often ignored and disregarded in retail and in other workplaces, therefore we are calling for a campaign to protect and strengthen our members' rights and to raise awareness of the Equality Act. Our members in the Retail Sector are suffering constantly. Management are choosing to ignore the Equality Living Act 2010.

We need to act now.

A15 ASDA BRANCH

Birmingham & West Midlands Region

(Carried)

MERVYN EDWARDS (BIRMINGHAM & WEST MIDLANDS REGION): President, Congress, Birmingham and West Midlands Region. Motion 48. Everyone deserves to be treated fairly at work. We all deserve dignity and respect. The equality act of 2010 means you cannot be discriminated against based on several protected characteristics. There are still employers who ignore this fact. In many workplaces, perhaps especially retail, the equality act is disregarded and discrimination is a rampant issue. Sadly. George Orwell's 1940, all animals are equal, but some are more than others. Many employees are aware of their rights at work and do not realise their employer is breaking the law when they treat workers differently because of protected characteristics. We all know that the best way to handle bad employers

and what is becoming in some workplaces the normalisation of bad practise is together, as a union. Congress, more needs to be done to protect our members and strengthen our rights at work. And if GMB doesn't do this, who will? We are calling for a campaign to raise awareness of the equality act and the legal rights and protections or members and all workers have. Please support this motion.

THE PRESIDENT: Could I ask if Birmingham will formally second that motion? We are having difficulty of getting hold of your seconder, Lisa. Can you let us know. Yes, that is a thumbs up. Thank you for. That mover of Motion 49, Susan.

49. ACCESS TO EMPLOYMENT FOR THOSE WITH A DISABILITY

This Congress demands that employers meet a certain percentage level of disabled employees.

We would like to achieve a greater disability presence of the workforce profile.

LUTON BRANCH

London Region

(Carried)

SUSAN KELLY (LONDON REGION): Thank you, President. President, Congress, Susan Kelly, London region. 49 access to employment for those with a disability. Congress, did you know that on the equality monitoring forms we all filled out, more people ticked choose not to say or did not answer on the disability section of these forms than ticked that they had a disability? I'm not surprised, because disability, whether it is visible or invisible still carries a stigma, even though the Government no longer requires to register. Let us be clear, this motion is not calling on the GMB to ask we go back to an antiquated system. Nor is it calling us to go back to a system of employers having to employ us the sake of ticking a box. Nobody wants that. What we are asking for is equality. Disabled members understand and recognise the excellent work that the union has done to campaign on our rights. We understand that there is a reasonable adjustments passport that has been produced with the TUC. It is one area of work which has been done. And it makes our lives easier and it makes them better. And we want this to continue. The self-organised groups in in the region, along with regional equality officers and national office do wonderful work in raising awareness and producing key documents for our reps and our branches and our officers. What we want is for this to carry on. We are not trying to undermine it with this motion. We want to work with the union. Finding new, progressive system, based on merit and using best practise for interviews and employments, utilising things we already have, to show that we, as disabled people, are an asset to an employer, not a burden. I ask that you, as Congress, pass this motion, so that we, as a union, continue to be at the forefront of positive change. Thank you.

THE PRESIDENT: Jonathan?

JONATHAN COLES (LONDON REGION): President...

THE PRESIDENT: Can you unmute yourself, Jonathan, please?

JONATHAN COLES: President, Congress...

THE PRESIDENT: No, we still cannot hear you, Jonathan.... we can't hear you. We can see you perfectly but not hear you. No! I am afraid, Jonathan, we cannot hear you. Try... I am told, try unplugging your headphones. No! No! Trying all sorts of advice - sorry Jonathan, that means can I ask if London region formally seconds that motion? The delegates could hear him. Well, that is odd because the delegates could hear him. Thank you, London. Jonathan, I apologise, we couldn't hear you. I couldn't hear you but thank you for being ready to speak. Composite four, the mover is Michael.

Composite 4

Covering Motions;

Motion 50 Disability Confident London Region

Motion 52 Disability Confident Employer GMB Scotland

DISABILITY CONFIDENT EMPLOYER

This Congress recognises that disability is a Trade Union issue.

GMB Congress 2019's Special Report on Disability and Supported Employment stated that "GMB members report that, whilst large employers in the private and public sectors talk a good game on inclusion, disabled workers are often the first to be targeted for redundancy or capability proceedings".

In November 2016 DWP launched "Disability Confident" to encourage employers to think differently about disability and take action to improve how they could recruit, retain and develop disabled people. This runs alongside Access to Work, the work of the Shaw Trust charity and Remploy.

This Congress may be aware that in November 2016 the 2 tick employer scheme protecting the rights of disabled workers became known as The Disability Confident Scheme.

There are 3 levels to the scheme:-

- Disability Confident Committed employer (level 1)
- Disability Confident Employer (level 2)
- Disability Confident Leader (level 3)

This Congress is concerned that while there is a time limit of 3 years on levels 2 or 3, there is none on level 1. Employers can effectively be demonstrating lip service; after all it looks good that an employer is part of such a scheme but are they making an effort to live the values of such a scheme? This Congress should consider there being a time limit on moving from level 1 to level 2.

This Congress recognises we are in an uncertain period of time where welfare cuts are happening and with us exiting the EU which may in turn result in a loss of human rights to equality and discrimination and such like.

Congress to pose the question of when is a "guaranteed interview" not guaranteed. Fair enough candidates need to meet the minimum criteria for the job role but if there are too many applications the organisation does not need to meet the commitment of guaranteed interviews.

It is also the case that an employer is not legally required to meet the commitments of the disability confident scheme, this is wrong and again points to lip service. This Congress believes an employer should be part of the scheme and follow it fully or not be part of the scheme.

Congress calls upon the GMB to lobby the Government to extend and improve the "Disability Confident" scheme and join the dots with the other support services for disabled persons and for GMB to help publicise said services to our members.

In summary this Congress wants to lobby for a time limit on level 1 of this scheme and for employers who are part of the scheme to fully comply with the commitments and responsibilities of this scheme.

To further support this, this Congress agrees that it will be GMB policy for officers and representatives to be trained appropriately to aid this process.

MOVING REGION GMB SCOTLAND
SECONDING REGION LONDON

(Carried)

MICHAEL NEEDHAM (GMB SCOTLAND): President, Congress, Michael Needham. GMB Scotland, first-time speaker. I would like to congratulate my colleague from before Gary Smith in his appointment as General Secretary, did a great job in Scotland. The... confident employer scheme 2016, the scheme which supported disabled employees changed to the disabled confidence scheme. The new scheme is more complex, and has different levels. And the level the employer is on will have an impact of the level of support to different employees. There are time limits to demonstrate that companies are meeting their required level of compliance at the higher two levels. But the basic level one is no time limits. Employers may look good to be part of such a scheme, but some employers on the entry level have done little in the way of offering things like guaranteed interviews. These employers are demonstrating little more than lip service. This Congress will be aware of the rocky road ahead, due to the COVID recovery and with us no longer being part of the EU. Disabled employees have had a tougher 15 months in many ways. There have been a higher proportion of disabled employees either on furlow or losing their jobs. And that's, as according to the Office for National Statistics. It is critical that disabled people are not forgotten about and left behind, as we get through the next few difficult years. I would ask Congress to consider the situation that a guaranteed interview is not guaranteed. Candidates understandably need to meet the minimum criteria for the job role, but employers, even on level two or three, the higher two levels, can still reject interviewing suitable disabled candidates, using excuses such as there have been too many candidates or the fact that noncompliance cannot be legally challenged. This Congress believes an employer should be part of the scheme and fully it fully or not be part of the scheme. This Congress wants to... for a time limit on level one of this scheme and for employers who are part of this scheme to fully comply with the commitments and responsibilities of this aim. Congress, I move.

THE PRESIDENT: To say we had a lot of messages about the sound on Jonathan's speech earlier. We are working on it. We couldn't hear it in this room, so I do apologise to Jonathan again. The seconder, Trudie. Please.

TRUDI TEW (LONDON REGION): Good afternoon madam President and Congress. Trudi Tew, London region. Seconding Composite four. I am first time delegate and speaker. Government statistics tell us that 20% of working-aged adults are disabled. That is 8.4 million people. One in five of the population. 4.4 million of these people are unem... are in employment, that is only 52% of all of the disabled working-aged people. 400,000 are unemployed. Disability could strike me, you, our families and friends any time. We must ensure that employers support and value disabled employees, who want to work and have much to give. Disability confident must not be something that employers pay lip service to. Employers should be part of this scheme. It should be extended and improved. We wish to lobby for a time limit on level one of the scheme for those who already take part in it. And to ensure that they fully comply with all the commitments of the scheme and responsibilities. Congress, I second.

THE PRESIDENT: Motion 53. Gavin, please.

53. MULTIPLE DISABILITIES IN THE WORKPLACE

This Congress notes that too often employers pick and choose which disability they will register against an employee when multiple disabilities are in evidence.

The GMB supports the rights of workers with more than one disability to have reasonable adjustments made in the workplace to enable them to do their job. Far too often, employers pick and choose which disability they will register against an employee and fail to fully make adjustments to fully meet the needs of the employee. Employers do not have the right to decide how many disabilities they will register against an employee. Congress calls on the GMB to ensure all our disabled members have all their disabilities recognised by employers. It calls for every GMB officer to push every employer to understand this. Disabled workers want to make a contribution and pay their own way, employers should be encouraging them, not putting obstacles in the way.

C33 CHEPSTOW DISTRIBUTION BRANCH
Wales & South West Region

(Carried)

GAVIN GALLEOZZIE (WALES & SOUTH WEST REGION): Hi. Can you hear me. *(Echoing)*...

THE PRESIDENT: There is a lot of feedback. I don't know what that means?

THE PRESIDENT: We can see you OK, Gavin, but we have a lot of problems with sound in terms of getting feedback. Do you want to try again?

GAVIN: Is it OK now... *(echoing) (sound problems)*

THE PRESIDENT: Gavin, can you turn the volume down on your device, please? It may solve it, it may not. It is worth a try... and turn off any other devices you have got. So just one device and the sound not turned up too high, please. Fingers crossed. Sorry, Gavin, can we move to the seconder, which I believe is... I don't know, Sharon Harrison? Sharon if you are there, could you come in and move the motion, please? Sharon... I know you are lined up. You need to accept and then you can come into move the motion. We cannot get Jonathan and Gavin. Sharon, I don't know if you are there. I think you are there in the queue... if you can press "accept." No! Do we ask region to formally move and second that motion? Is it Wales and South-West, Motion 53? We are obviously having difficulty with your two speakers. Could you

let policy team know that you would be happy to move them formally and second them formally? Thank you Wales and South-West. Apologies to Gavin and Andrew. That takes us on to any opposition. No. Not been informed of any opposition? Andrew, you said you raised your hand and want to chat, can you let us know what it is you want to speak on? Are you wanting to come in to speak in opposition of something? If you could let us know that in chat, so we can call you in? If that is what you want to do? Andrew Biner. OK. I have been told there's no opposition. That takes me I will call Rachael from the CEC to respond on all of these motions. Thank you, Rachael.

RACHAEL HOOKWAY (CEC, PUBLIC SERVICES): *(Inaudible)*

THE PRESIDENT: Rachael, you are on mute, I am told. Can you unmute? You are not on mute! I don't know what is happening this afternoon! If people... we will check, if you are heard in another room, then it must be something in the room I'm in. We are just checking you can be heard. If you carry on with your speech, Rachael.

RACHAEL HOOKWAY: Speaking on behalf of the CEC on Motion 48, 49, Composite four and Motion 53. Turning first to Motion 48, equality act. The CEC is supporting this motion with a qualification. Our qualification is that that the equality act is a complex document and it would be difficult to communicate all aspects of the act in a single campaign. There are also other ways to raise awareness alongside campaigns, such as through training. We currently campaigned on individual parts of the equality act such as reasonable adjustments and we will target other bits of the act through our campaigning and training work, incorporating the calls of this motion included in the retail sector. On Motion 49, access to employment, for those with a disability, the CEC is supporting this motion with a qualification. GMB has campaigned strongly on the issue of disability equality and representation including procreating its own adjustments passport in partnership with the TUC. Our qualification is that we wish to take forward this work through the employment activists committee and the union's disabled workers group to extend quota systems building on what we know about the best interview schemes without having the 1995 discrimination act of quotas and registers with I too many disabled workers found ineffectual and stigmatising. On four, the CEC support, is supporting the composite with a qualification. Our qualification is that we do not have the resources to develop and deliver stand-alone training on disabilities confidence. However we can work to integrate the points made in this composite into existing equalities training and make additional briefing resources available. GMB already sign posts services as parts of its disability awareness materials. Finally, on Motion 53, multiple disabilities in the workplace, we are asking again that this motion be supported with a qualification. We fully support the aims and contents of this motion. Our only qualification is that the motion calls for GMB to ensure that disabled members have all their disabilities recognised. It must be the decision of disabled workers what disabilities, if any, they choose to disclose to employers. Therefore, Congress, we ask that Motion 48, 49, Composite four and 53 all be supported with the qualifications I have outlined. Thank you.

THE PRESIDENT: We got to you in the end. Birmingham region accept qualification on 48? Yes, thumbs up. Does London accept the qualification on Motion 49? And obviously that leaves Scotland and London Composite four. Wales and South West Motion 53. London, yes. On motion 49. If those regions could let us know. Scotland, yes. Thank you. London and Composite four and Wales and South Wales on Motion 53. 53 - thank you Wales and

South-West and, yeah, brilliant. We can move straight to the vote. Motion 48. That is carried. Thank you. Vote on Motion 49. That is carried. Composite 4 vote. That is also carried and then the vote on Motion 53. And that is also carried. I understand that there is a point of order that wants to be raised. If you could put it in the chat to make sure that it's a point of order. We are moving on to debate Motions 51 and 55. 54 has been adopted as existing policy and therefore has been carried without debate. Again, any delegate wishes to speak in opposition please raise your hand, click "I would like to speak", send a chat in the chat box to say which motion you wish to propose. Motion 51, mover Jonathan?

51. DISABILITY PAY GAP

This Congress notes a TUC survey published on 4/11/19 found that:

- 20% of disabled workers have put off buying children's clothes due to lack of money, compared to 12% of non-disabled workers.
- 34% of disabled workers have cut back on food for themselves, compared to 18% of non-disabled workers.
- 35% of disabled workers have gone without heating on a cold day, compared to 17% of non-disabled workers.
- Only around half (51.8%) of disabled people are in work, compared to more than four-fifths (81.6%) of non-disabled people – a gap of 29.8 percentage points.

The survey found on average in the UK, the average pay gap between workers who do not consider themselves to have a disability and those that do is 15.5%.

Congress further notes the ever-increasing cutting of benefits and other support in recent years that is having a devastating effect on people from all disadvantaged groups. This will only get worse following the re-election of the Conservative government.

We ask this Congress to prioritise campaigning for a level playing field for all disadvantaged workers who are suffering due to the lack of positive government support by their employers.

We urge the CEC to work with all other interested groups including self-organised groups within and outside of the GMB other unions and the Labour Party and link to any similar campaigns.

REDBRIDGE BRANCH

London Region

(Carried)

JONATHAN COLES (LONDON REGION): Congress, madam President, if you can't hear me I will just carry on regardless! I am moving the motion on disability pay gap. I also want to point out the previous Motion that I'm a member of and you will hopefully hear from Stephen in a moment. There was research published by the TUC that looks at two areas of employment. One is for the disability pay gap which is the difference between the medium hourly pay of disabled and non-disabled people and the disability employment gap which is the difference between the employment of disabled and non-disabled people. This is an annual survey and I've highlighted in the motion of four headlines which are a shocking indictment of life in Britain under the Conservatives. Last November's report highlighted the disability employment gap had narrowed overall than in the previous year from which I wrote the motions. However, the report warned the last two quarters showed the gap was widening. The disability pay gap between 2019 and 2020 has increased even more. In 2019, the average pay gap was £3,000 between a non-disabled and disabled worker. That is a weekly pay gap. There are shocking statistics. I said in the motion it will only get worse with the Conservative government and in a year it's been proved. The latest 2020 report highlights the fact that people with disabilities are

far more proportionate to being part-time or zero-hour jobs than the non-disabled workers and those jobs are more likely to be paid less than full-time equivalents, workers with disabilities are more likely to be paid in lower paid sectors proportionately than non-disabled workers. In Congress, to prioritise the campaigning, in our Motion we ask that you prioritise for a level playing field for disadvantaged groups. We should adopt the TUC recommendations from the 2019 report, to increase campaigning for employers to publish their own data on disability pay gaps. We urge the CEC to work with others inside the GMB group and within the Labour Party. The figures are shocking and we need to do more to protect those perfectly capable but who have been discriminated against. We cannot continue in the 21st century with a society where the most vulnerable can't afford to pay for children's clothes, the food or heating, where benefit cuts hit those with the greatest needs and government policies based on greed not need. Congress, therefore there should be no disadvantage in our society. Everyone can contribute and there is no excuse for unequal pay or treatment. Please support this motion and campaign together to eliminate this disgraceful pay gap. Thank you. I move.

THE PRESIDENT: Seconder Stephen?

STEPHEN JONES (LONDON REGION): Good afternoon. I hope you can actually hear me this afternoon. I shall carry on anyway. Firstly, it's wonderful that we are at Congress today and that we are able to have it this year and I'm delighted to be able to second this. I'm seconding this motion on the disability pay gap and strongly agree with the details and the arguments presented by Jonathan a few moments ago. Without relying on all the statistical data that Jonathan had available and has been referring to, I know from my representing of workers and GMB members on a day-to-day basis, how badly affected disabled members are by the ongoing effects of the COVID-19 pandemic. I witness on a regular basis how our disabled members now face capability procedures for aspects of work which previously were left unchallenged and were totally accepted. In other cases, they are workers paid for who've been paid in the past and paid on the minimum wage which is disgusting at the best of times, and are now the recommended and companies are trying to reduce their hours significantly, therefore reducing their ability to live independently and their independent and so not just creating a big financial burden to them but also to their families and unfortunately, for some of them putting them back in the Bank of Mum and dad again. Sickness absence due to their disabilities which was previously tolerated now becomes a likely cause of dismissals. The reasons given for these measures are many and flimsy and unacceptable. But they all add up to disadvantaging our disabled members even further which is totally and utterly unacceptable. We must stand up to discrimination in all its formats and forms. This is totally unacceptable and we must stand up to it and we must show them the record. These statistics also do clearly show that this is totally unacceptable. Thank you for listening to me. I second.

THE PRESIDENT: Thank you, Stephen. Motion 55 I believe Mervyn is moving this motion.

55. HIDDEN DISABILITIES

This Congress calls to campaign for a better understanding of hidden disabilities.

It is a fact that many members suffer daily at the hands of ruthless employers. There is a great need for improvement and greater awareness. Our members suffer because employers have none or little understanding of any disabilities that are not visible. Our members suffer in silence with many hidden disabilities, in particular mental health.

We are calling for openness and transparency enabling us to signpost our members to receive the help and support they truly deserve.

A15 ASDA BRANCH
Birmingham & West Midlands Region

(Carried)

MERVYN EDWARDS (BIRMINGHAM & WEST MIDLANDS REGION): Mervyn Edwards Birmingham and West Midlands region. *(Loss of audio)* moving motion 55, hidden disabilities. Congress disability equality is fundamental to our union. I can speak passionately about this because three members of my own family are disabled. The last decade of austerity and benefit reforms have disproportionately impacted on disabled people. Alongside this, a general lack of awareness, coupled with negative stereotypes and a rising stigma has only increased the discrimination faced by the disabled community. Hidden disabilities. So just hearing issues present an added barrier for many workers. There remains a feeling in our society that the only real disabilities are the ones that you can see. Congress, this is a callous idea. Members with hidden disabilities often suffer in silence because their employers create uncomfortable and sometimes hostile environments for disabled workers. This in turn can keep people from seeking the reasonable adjustments they desperately need. Countless disabled workers feel that their employer and colleagues view disability as a problem with many also working in places that have absolutely no policies around disability. Attitudes towards disabilities are often very negative with disabled workers reporting harassment and bullying time after time. There needs to be greater awareness of and support for workers with hidden disabilities. We are calling for openness and transparency enabling us to signpost our members to receive the help and support they truly deserve. Congress, please support this motion Motion.

THE PRESIDENT: Sarah, if you want to second this Motion?

SARAH JAMES (BIRMINGHAM & WEST MIDLANDS REGION): Apologies for my IT issues earlier on.

THE PRESIDENT: Are you on mute?

SARAH JAMES: I'm not muted my end so I will carry on.

THE PRESIDENT: We are going to check if the delegates can hear you and we can't. Okay, just carry on speaking there.

SARAH JAMES: Fantastic. Thank you. No problem. Just coming into *(loss of audio)*

THE PRESIDENT: That was unfortunate Sarah because the delegates could hear you but then you froze, so I don't know whether we are going to try again. Just going to try one more time. Sarah, you are in the queue waiting. No the. No? I don't know what it is Sarah, we can't bring you in, really sorry. No. I see up declined so we'll ask that the region have already formally seconded. There is no CEC speaker, they are supporting the motion so we can go straight to the vote. So Motion 51. That is carried. Motion 55. And that vote is also carried.

Congress, this concludes our first session of the week. We are going to have an hour's break for lunch. Thank you for all of your attention. It's not quite gone perfectly smoothly, but I hope you understand, this is the first time we have ever done this and it's a learning curve for everybody, us and delegates, but you have all done brilliantly, kept to time. Please make sure that you get some time away from your devices over lunch and stretch your legs. We'll be starting promptly at, let's say 2.20 and we'll continue with the programme of Motions on equality and inclusion. Thank you.

(Lunch break)

AFTERNOON SESSION

THE VICE-PRESIDENT: Can I please call congress to order?

Congress, I hope you've had a nice lunch break and managed to get away from your screens. We are going straight back into our agenda on Motions and Equality and Inclusion. We know that some delegates have had problems with getting camera and audio to work. And please can I encourage you to use the report above button and to contact the IT help desk by e-mailing: Congresssupport@gmb.org.uk: Or by calling 0141 849 6657, or 0141 849 6648.

Craig Dawson has kindly suggested that delegates try to go into the settings tab in the top right hand corner and then click on to the configure webcam and microphone button to allow delegates to select their primary microphone or camera which can sometimes be the issue. Delegates should also switch off other devices in the room if they can. Can I remind regional delegates, if they are accepting a CEC qualification or reference back or formally seconding or moving a motion, then please could they write that in the chat instead of raising their hands? Thank you. We now have SOC Report number 2 so I will call Helen.

HELEN JOHNSON (CHAIR, SOC): President, Congress, Helen Johnson Midland & East Coast Region, SOC chair, moving SOC report number 2. The SOC has been informed that the following motions have been withdrawn. Motion 220, climate change, standing in the name of Midland & East Coast region, and motion 221, climate change crisis also standing in the name of Midland & East Coast region. President, Congress, I formally move adoption of SOC report number 2.

THE VICE-PRESIDENT: Thank you. We now move to employment policy and Equality and Inclusion. President, Congress, if you could now turn to our first item of business for the afternoon. Sorry, I am trying to push things too quickly. Can we have a vote on the SOC report, please? Congress, if you could now turn to our first item of business for the afternoon, we are starting with Motions 56, 57 and 60. If any delegates wishes to oppose any of these rule amendments can be speak to the admin t through the raised hand function and I will call you at the end of the moving and second speakers? Motion 56 mover Martha... (loss of audio) Can you not get in, Martha? Move to the seconder then, Nicoletta.

56. AWARENESS OF FIBROMYALGIA

Congress notes that there are an increasing number of persons being diagnosed with fibromyalgia.

Congress notes that fibromyalgia is a debilitating condition, and according to the NHS it is about 7 times more frequent in women than men. Many women diagnosed with severe fibromyalgia are unable to continue working, due to chronic pain and fatigue.

Congress notes that clinical experts believe that environmental factors, including workplace stress, can contribute to persons developing fibromyalgia.

Congress believes that too many employers adopt a cavalier attitude towards workplace stress, and are reckless about the long term health impacts.

Congress resolves that GMB will seek to raise awareness of fibromyalgia.

W15 WILTSHIRE & SWINDON BRANCH

Southern Region

(Carried)

NICOLETTA PALERMO (SOUTHERN REGION): Can you hear me? Can you hear me?

THE VICE-PRESIDENT: Yes, can you hear me?

NICOLETTA PALERMO: Yes, Nicoletta Palermo. Fibromyalgia is a debilitating condition. Estimates suggest 1 in 20 are affected to some degree. Severe cases stop people from working. Clinical experts believe there are environmental factors, including workplace stress can contribute to a person developing fibromyalgia. Too many employers adopt a cavalier attitude towards workplace stress and are reckless about the long-term health impacts on employees. Congress resolves that, GMB will seek to raise awareness of fibromyalgia and the role that workplace stress has in contributing to this long-term disability. I second this motion. Thank you.

THE VICE-PRESIDENT: Formally move to motion 56? If you don't move it, it falls. It's moved. Thank you very much for that. Move on then to motion 57, Robbie.

57. REIMAGINING A PROGRESSIVE TOOLKIT FOR LOCAL NEGOTIATION ON PUBLIC SECTOR DISABILITY RECRUITMENT

This Congress believes that schemes and guidance to narrow the disability employment gap are piecemeal, underfunded and lack external validation.

Union representatives lack tools to negotiate wholesale improvements on disability equality and opportunities to bargain for improvements.

GMB should be communicating in workplaces what disabled workers' entitlements are and endorsing cultural change to increase access to meaningful employment and removing barriers to support more disabled people to thrive at work.

Employers admit concerns about employing disabled people, including anticipated struggle with tasks, costs of adjustments and inflexibility on recruitment processes; however, COVID-19 has highlighted employers' ability to adapt and increase flexible working.

Helping disabled people access and retain work will reduce demand on public services and cyclical economic inactivity.

Conference calls for

- i. GMB to run a consultation with public service union members on this issue
- ii. and for the GMBs Disabled members Committee to develop, referencing members responses to the consultation: an aspirational, progressive and empowering booklet for branches to negotiate improvements in disability equality with employers.

Conference notes how this would support Leonard Cheshire's Reimagining the Workplace: Disability and Inclusive Employment recommendation to combine under an umbrella scheme all the key government, legislative, support and other options on disability for employers.

D30 DORSET BRANCH

Southern Region

(Carried)

ROBBIE DONNELLY (SOUTHERN REGION): Hi there. Robbie Southern Region. Congress you have I hope read the motion 57. It's a very strong and well written motion. For my part I will say disability inclusiveness is costly changing and evolving that is a natural occurrence. We do not have to accept the bare basic compliance with the Equality Act that many employers think are sufficient complies with the law is the lowest bar. We can aim higher. Disabled people have been disproportionately affected by Covid yet there has been some benefits. A decade ago requesting somebody could work from home or carry out solely via telephone would have been met with great opposition. However we've all seen that this is an option that was achievable opening up doors that were closed for some disabled people held back by transport links and difficulty getting into the work place location. This shows that we, GMB, have to be constantly reflective, learning and improving on our practice. We have to be progressive and look at the deeper questions of the relationship and representation of disabled people within the work place. We need to not just adapt to change but to create it. Disability inclusion as part of our wider movement for inclusive development strives for the active participation and is a representation of all people regardless of their age, genders disability religion secretary or any other characteristics. Disability inclusiveness development is part of this social justice movement but challenges unjust systems and exclusive policies relations and practice. Simply talking about disability inclusion is not sufficient. It demands action for change. We hope GMB will support this motion and create a tool kit that will provide members and reps with some ideas to support us all to contribute to this change process. This tool kit can be a vehicle for raising awareness that every disabled person is unique in their strengths and the challenges that they face within the work place and within society. It will give people the tool that they can understand diversity and enable employers to move to a more person centred approach. We want our GMB members not to be helped inside of work but to be helped to get work. I move this motion.

THE VICE-PRESIDENT: Formally seconded? Thank you. Now move on to motion 60, Kuldip?

60. CHILDCARE

This Congress notes that it is often difficult for parents of young children to get time off during the school holidays. Often parents have to take their holidays during term-time, which means that parents miss out on quality time with their children and the children are not able to establish long lasting relationships with their parents.

This Congress asks that they petition Government and business to ensure greater flexibility for workers with young children during the school holidays.

W50 WELLINGTON BRANCH
Birmingham & West Midlands Region

(Carried)

KULDIP SAHOTA (BIRMINGHAM & WEST MIDLANDS REGION): Hello there everyone. I hope you can hear me. Kuldip, from branch 50 Wellington Birmingham & West Midlands. I will try to keep it short Conference. My motion is about childcare. I think it's on there. Many people are working and it's not always possible for parents to spend time with their children. If companies like parents of their young children have time off so they can go on holiday with them, the parents benefit as they get to create lots of special memories. The children benefit because they get a chance to bond with their parents. Everyone benefits because parents and the children get to develop relationships which brings them closer and help them cope with difficult times together, which in turn creates happy and healthy society. So, this Conference notes that it is often difficult for parents of young children to get time off during the school holidays. Of the parents have to take their holiday during term time which means that parents miss out on the quality time with their children and the children are not able to establish long last in relationship with their parents. This Congress asks that they petition Government

and business to ensure greater flexibility for workers with a young children during the holiday and I move and I hope the Conference will support this motion's thank you very much Mr Chair.

THE VICE-PRESIDENT: Formally seconded? So, motion 56, 57 and 60 have all been supported by the CEC we can go straight into the vote. Votes now for motion 56. Carried thank you. 57. That's carried. 60? And that's carried. We will now move on to item three the employment policy equality and inclusion. We will now be debating motions 58, 59 and 62. Motion 61 and 63 were carried as existing policy. If any delegate wishes to oppose any of these motions, can you speak to the admin through the raised hand function. I will call you at the end of the moving and seconding speakers. Can we have motion 58 mover Patrick.

58. VULNERABLE WORKERS

This Congress recognises that Universal Credit and disability assessments are forcing more and more of the most vulnerable people into workplaces that are often ill equipped to provide essential support for these individuals in order for them to succeed.

This creates even more pressure for them, leading to stress, anxiety and of course, ultimately unemployment.

Congress calls on the GMB to draw up a comprehensive policy, in exactly the same way as the Daphne project for tackling Domestic Violence, and the Dying to Work policy to support terminally ill workers in employment, to provide the framework for all employers to sign up to, to ensure support and protection for this most vulnerable group of workers.

A56 ASDA Branch

North West & Irish Region

(Referred)

PATRICK TIMSON (NORTH WEST & IRISH REGION): Afternoon Congress. Patrick, do you know what I mean into North West and Irish Region. I'm moving motion 58 on vulnerable workers. Congress, we must recognise that universal credit disability assessments are forcing more of the most vulnerable people into work places who are often ill equipped to provide essential support for these individuals noter for them to - it's to create even more pressure for them leaving stress, anxiety and of course, ultimately, unemployment. We call on the GMB to draw up a comprehensive policy exactly the same way as the project for tackling domestic violence and the policy to support terminally ill workers to provide a framework for all employers to sign up to ensure support and protection for the most vulnerable group of workers. Thank you and I move this motion.

THE VICE-PRESIDENT: Thank you Patrick. Motion 59 has been formally moved and formally seconded so we will add motion 62, Jake?

59. BREAK THE RACE CEILING ACROSS THE PUBLIC, PRIVATE AND THIRD SECTORS

This Congress calls upon employers across the public, private and third sectors to publish their practices and routes taken to understand, recruit, retain, and promote the BME workforce.

Congress notes the Break the Race Ceiling campaign led by GMB Scotland's Usman Ali as Chair of the STUC Black Workers' Committee has already began auditing public sector employers in Scotland to develop a baseline and promote greater public accountability.

The time is now to achieve this across all sectors across the whole of the UK.

Therefore, Congress calls on GMB to urge public, private and third sector employers across the UK to:

- 1) Publish data regarding the number of BME employees they have and how this compares to the overall workforce, the number of how many BME employees have left their employment in the last five years and how this compares to the overall workforce, and the number of BME employees in Senior and Strategic roles and how this compares to the overall workforce employed in those same roles.

2) Publish the routes the employers take to understanding and engaging BME communities, the routes the employers take to recruit, retain, and promote BME people as part of their workforce.

3) Congress to report on progress back in 2022

GLASGOW GENERAL APEX BRANCH

GMB Scotland

(Referred)

62. WOMEN SEAFARERS

This Congress notes that the International Maritime Organisation (IMO) had the theme 'Empowering Women in the Maritime Community' for World Maritime Day 2019. The IMO has stated that this is an opportunity to highlight the important contribution of women all over the world to the maritime sector, and focused on raising awareness of gender equality.

Congress also notes that the industry lobby group Maritime UK, has produced a 'Women in Maritime' Charter which states; 'Achieving a balanced workforce at all levels in the maritime sector will undoubtedly improve culture, behaviour, outcomes, profitability and productivity'

Despite these initiatives, Congress is concerned at the parlous state of jobs held by UK. As shipping companies routinely avoid the national minimum wage, practice nationality-based pay discrimination and impose contracted hours way beyond land-based health and safety requirements, there are immense structural barriers to recruiting a new generation of female seafarers in the UK shipping industry.

Congress calls on CEC to campaign for more women seafarers, Rating and Officers, and to highlight the barriers that exist to this in employment and equality legislation.

N04 NORTH DEVON BRANCH

Wales & South West Region

(Carried)

JAKE McLEAN (WALES & SOUTH WEST REGION): Can you hear me?

THE VICE-PRESIDENT: Yes.

JAKE McLEAN (WALES & SOUTH WEST REGION): President, Congress Jake Wales & South West region moving motion 62 women sea farers. This year women's Conference motion was passed calling for an increase in the number of women in traditionally male-dominated maritime industries. The motion welcomed the newly formed women network and diversity in maritime Task Force which supports female sea farers and other under represented group stating that this network will connect female professionals and maritime companies both at sea and ashore to work together on initiatives including diversity charge there. Women speaker for panels and for interview panels the motion was brought by our sister union the RMT to our union. Congress, we in the GMB should actively support the TUC in our sister unions to provide safe spaces and support networks for women sea farers to discuss how to encourage more women into the maritime sector and increase the number of women into traditionally male-dominated industries more widely. GMB, the union for ship buildings should get on board with fair access campaign which argues for equal opportunities for career progression at sea. Our union could work together develop good practice across different parts of the sector. Congress, as a proud ship builder myself, we know the challenges we must meet of shaping a more diverse and inclusive future in our industry. The responsibilities in our union in this regard. As international maritime organisations has said "We need to highlight the important contribution of women all over the world to the maritime sector and focus on gender equality". President, we send solidarity in the GMB to our sister unions across the maritime sector in the fight for equality for women sea farers. Please support this motion. I move.

THE VICE-PRESIDENT: Thank you. Can't you get in Lorraine? Wales & South West formally second that motion? Thank you for that. I will now call Gwylan to respond to these motions from the CEC.

GWYLAN BRINKWORTH (CEC, PUBLIC SERVICES): Thanks President Congress. Speaking on behalf of the CEC on motions 58, 59 and 62. On motion 58, vulnerable workers, the CEC is asking the motion be referred. GMB has long spoken about inappropriate disability assessments which do not comply with basic medical or occupational health standards. It is difficult to see our full policy which would require very extensive consultations with disabled workers could be produced within existing resources. We are therefore asking that this motion be referred to the GMB equality to inclusion departments to consider how this issue could be taken forward through alternative means such as developing signposting resources. Turning to motion 59, breaking the race sailing across third sectors, the CEC again is asking for these motion to be referred. The CEC fully supports the principles of this motion which are built on existing GMB policy on the need for employer transparency and pay gap reporting. While progress on our motions will be reported in the normal way we note the national picture for private sectors employers who are not subject to the Freedom of Information Act and who are not presently required to report on this information. It may not be possible to present a complete picture in time for Congress 2022. We also believe that the GMB National Race Network, the National Equality Forum and the National Inclusion Department would be best placed to progress this work. We ask that the motion be referred for further work and examination to establish a timescale for delivering the research work called for in this motion within current resources.

Finally, on motion 62, women's sea farers, the CEC is asking Congress to support this motion with a qualification: Gender inequality is an important issue in industry. We respect the industrial demarcation boundaries run by our sister union on this matter. Therefore Congress, to sum up, the CEC is asking for motions 58 and 59 to be referred and for Congress to support motion 62 with a qualification for the reasons I have laid out. Thank you.

THE VICE-PRESIDENT: Accept referral back on motion 58? Thank you. Does GMB Scotland accept reference back on motion 59? Thank you. Does Wales and the South West accept the qualification on motion 62? Thank you. Motion 58 and 59 accept reference back. There's no need to take a vote on that. We will take a vote now on motion 62. Health safety environment. We will be debating Composite 5 and motion 69 - motion 65 was carried as an existing policy. If any delegate wishes to oppose these amendments can you speak to the admin through the raised hand function and I will call you at the end of the moving and seconding speakers. Composite five -- mover Adrian.

Composite 5

Covering Motions;

Motion 66 Workplace and Mental Health North West & Irish Region

Motion 67 Stress and Mental Health in the Workplace London Region

STRESS AND WORKPLACE MENTAL HEALTH

This Congress will recognise that stress in workplaces can be a major factor in inducing mental health issues which are now one of the major causes of sickness absence from work. This is especially so since the Covid-19 pandemic.

The Health and Safety Executive states that for 2018/2019, 12.8 million working days were lost due to work related stress, depression and anxiety and that 0.5 million employees were suffering from work related stress, anxiety and depression. This comes at a cost of billions of pounds to the economy.

In October 2020 the GMB surveyed members about these issues and found that 66% felt that their work during the pandemic has caused a serious negative impact on their mental health. (Reported in the Labour Research Department's Workplace Report no.196 of January 2021).

This large economic burden is across all public sector and private organisations. This is especially so for our NHS, which not only has to contend with its own staff off sick but also the cost and work involved in treating everyone who has these conditions. It can ill afford this especially now!

Employers often have grand sounding policies stating that they will follow the HSE Management Standards for Stress and similar, but they are currently able to avoid their duty of care towards employees by presuming that most will be unable or unwilling to take them to tribunal.

Congress, we recognise that our GMB Union Reps work very hard to affect an improvement for our members, but they need more support from parliament to ensure employers deal effectively with mental health at work issues and reduce these horrendous statistics.

Congress calls upon the CEC to lobby the Government to strengthen Health & Safety legislation to help minimise workplace pressures, thus reducing mental health incidents.

We call on congress to press hard for the GMB's proposed 'Mental Health at Work Act' which would bring much greater action from the HSE to improve this situation and specify the approach and methods expected of all employers in managing mental health in the workplace. We need to support everyone who struggles with poor mental health or experiences workplace related mental health issues.

MOVING REGION LONDON
SECONDING REGION NORTH WEST & IRISH

(Carried)

ADRIAN STOHR (LONDON REGION): Hello Congress. Adrian, London Region first time delegate first time speaker. Moving composite five on stress and mental health. Congress, more now than ever stress and mental health has become the replacement for the common cold and sickness diarrhoea of the work place. More needs to be done about this especially after the long term effects of Covid. One in four in the UK will suffer a mental health problem at the same time. Whilst mental health problems are common most can be sorted short term and normally treated with medication by a GP. However, work related stress is prolonged and can lead to both physical damage including depression. Congress, work related stress is the adverse reaction people have to excess pressure or other types of demand placed on them at work. Whilst lots of work place including companies like Nestle factories in the UK and local authorities like Braintree District Council sent people on courses as mental health champions, this does not make them GP's. However, they are people that work place can turn to for help in the first instance. Congress, we are asking for more to be done in the work places. Our union reps need better support and strong legislation behind them so that they can support and get help with the stigma of stress and mental health whilst colds flus and other common ailments are easily treated stress and mental health are complex so have to be treated in a different way. There are no quick fixes. However, lots of work places do not recognise stress and mental health in their work places. We need to continue to campaign for mental health at work specifying the approach and methods expected of all employers in management mental health in the work place. We need to ensure that absences due to stress and poor mental health are reported to the HSC on the same basis as other physical industrial injuries. Congress, please support our motion. I move.

THE VICE-PRESIDENT: Formally second that motion. North West and Irish? Waiting for a seconder. Can we have one or the motion falls. Thank you for that. Formally seconded. Can we move to motion 69.

69. LONG TERM HEALTH CONDITIONS IN THE WORKPLACE

This Congress notes the difficulties faced by those in the workplace who suffer from long term health conditions such as diabetes and mental health issues.

Congress calls for more training in the workplace for both managers and work colleagues on a variety of long-term health conditions, including diabetes and mental illness, as many who have such conditions often feel misunderstood and marginalised at work. Many feel that if more support and training was available in the workplace their working life would be a less stressful environment and that they would feel far less judged by their peers and managers on a day-to-day basis.

B05 – GMB ORGANISING BRANCH
Yorkshire & North Derbyshire Region

(Carried)

JUDE McKAIG (YORKSHIRE & NORTH DERBYSHIRE REGION): Thank you. Can I just say on behalf of Yorkshire congratulations to Gary Smith on his election as General Secretary, President, Congress, Yorkshire and North Derbyshire first time speaker moving motion 69 long term health conditions in the workplace. I have been a mental health nurse for 25 years in the NHS. During my time I have worked with patients and many colleagues who live with long term health conditions. People living with long term health conditions worry how those conditions are seen, judged and treated by their employers' managers and colleagues, to the point that some feel that they need to hide them. They can often feel that they are seen as a drain on the rest of the work force. These conditions can be a hinderance to them moving forward in their careers. Long term health conditions generally have no cure. They need to be managed for many years. And they can include things like diabetes asthma, arthritis, COPD, IBS now we're facing the potential of added long Covid to that list. These illnesses are debilitating enough, the isolation frustration and feel and of being misunderstood and marginalised then the impact can be devastating. There are 15 million people in the UK living with these long-term health conditions and over 4 million with secondary conditions which can compound the issue. It creates further anxiety, isolation and depression with mental health becoming an issue. For those in the UK work force they will hit a sickness trigger and sadly the process of monitoring can lead to disciplinary or at worst dismissal. Employees may have to repeatedly justify their reasons for sickness and maybe made to feel this is an excuse rather than a reason.

In 2010 David Cameron's Government replaced the sick note with a fit note. Now employers expect a date of return to work which can add further pressure to employees. Illnesses do not recover within a set time frame. They're individual to the person and improvements can be compounded by outside pressures and stress. They can be helped by understanding and good support. Instead employees often find themselves called for an interview within weeks looking for dates to return to work. This can be done without a proper understanding of their needs. People sometimes are faced with amended duties which they don't need to do. The equalities act is only that equality in the work place and it makes no demand for empathy or understanding. We need employers and colleagues who are supportive and understanding of staff needs employers who can make reasonable adjustments based on facts and recognise when an individual may need help but also recognise when they can get support. We need training. Training for employers and in the work force that address long term health conditions training education informs and challenges the stigma and the lack of understanding in isolation that long term health conditions bring. This is why we call upon Congress to support the motion and ask that the work place training for managers and colleagues on a variety of long term conditions.

THE VICE-PRESIDENT: Alison.

ALISON MORRELL (YORKSHIRE & NORTH DERBYSHIRE REGION): President Congress. Alison Morrell Yorkshire and North Derbyshire region. Seconding motion 69. Long term health conditions in the workplace. I'm one of the 15 million or one of the 4 million that has been spoken about. I have several long-term health conditions. I know I'm not alone in that situation. We continue to be valued members of society. At 50 after being bullied by a previous manager and told by HR that I hid behind my mental health an investigatory interview as to why I could not cover extra voluntary duties I was threatened with dismissal on capabilities due to my asthma. It turned out that I was living with heart failure and the stress of the situation and was part of my problem. I have been made to feel like a dud, a spare part overlooked yet I was the best performing officer in the contracted role that I undertook. If HR and the manager can do this to a person demanding that they give a date of return to work after four weeks, calling them back every 4 weeks asking them why they weren't ready to come back to work how can they help me to return to this. Then they did mention to me that if I didn't return to work, I would go down the capabilities and there would be a hearing. So this still hangs over when anyone is being asked to come back into the work situation. These conditions I have are not my fault. But that of genetics. I've asked not for sympathy of employers, just that they are to be educated into what long term health conditions are and that they expect individuals to be anything other than human beings. We are not resources. I second the motion 69 asking for your support for work place training for managers colleagues on a variety of long term health conditions. Thank you.

THE VICE-PRESIDENT: The CEC is supporting these motions. I put them straight to the vote. Composite five. That's carried. Motion 69. That's carried. Moving on to item five which is pensions, we will now move to debate motion 76. Mover is Martha. Still having problems Martha? Move on to seconder Syed?

76. MEDICAL RETIREMENT

Congress notes that there can be cases where an employee no longer has the medical capability to continue in their job role, and that this can lead to the termination of their employment.

Congress notes that in some cases, for example for members of the Local Government Pension Scheme, there may be an option of an enhanced pension entitlement for members whose employment is terminated due to medical conditions, and who meet the relevant qualifying criteria.

Congress believes that it is inappropriate to expect GMB shop stewards to give expert advice on pensions. However, many of our members have such limited understanding of pensions, that they don't even know what questions to ask.

Congress resolves that, where appropriate to do so, GMB will encourage pension schemes to provide a plain English guide for their affected members that explain their potential entitlement, and the process for applying for an enhanced pension.

Congress resolves that GMB will produce a short plain English guide (which could be online) for employee pension trustees, to assist GMB members in ensuring that their pension scheme provides appropriate support for staff forced to retire early due to ill health.

Congress resolves that GMB will produce a short, generic, plain English guide (which could be online) for shop stewards, to support shop stewards in signposting potentially affected members towards the correct people to speak to, at their pension scheme administrators.

W15 WILTSHIRE & SWINDON BRANCH

Southern Region

(Carried)

THE VICE-PRESIDENT: Can the region formally move motion 76? Southern Region 76 have we got a formal mover. Thank you. Now we've got Syed the second or formally seconded it?

Thank you. The CEC is supporting this motion. Go straight to vote. All those in favour. That's carried.

THE VICE-PRESIDENT: Now I move on to item six which is employment policy rights at work. We are now moving on to debate composite 13 and motions 78, 80 and 81. If any delegates wishes to oppose any of these motions can you speak to the admin through the raised hand function and I will call you at the end of moving and second speakers. Composite 13 mover Hailey.

Composite 13

Covering Motions;

Motion 167 Tory Anti-Trade-Union Laws GMB Scotland

Motion 77 Anti Trade Union Laws Midland and East Coast Region

TORY ANTITRADE UNION LAWS

This Congress notes:

- The Tories' 2019 election manifesto included further attacks on the right to strike, i.e. the requirement for 'Minimum Service Agreements' in any railway strike, in the absence of which the strike would be deemed illegal.
- In the run-up to the 2019 election a planned CWU strike for which the union had an overwhelming mandate from its members was ruled unlawful, were it to go ahead, on the basis of an interpretation of anti-union laws dating from the 1980s by the courts.
- Reports that, following Brexit, the Tories are planning major attacks on workers' rights in the workplace, including the Working Time Directive.
- The widespread use of 'fire and rehire' by employers during the Covid-19 pandemic, and the more general attack on workers' terms and conditions in the course of the pandemic.

Congress believes:

Free trade unions, unshackled by restrictions imposed by the state, and not subject to restrictions on the right to strike, are essential if the labour movement is to be an effective campaigning force

Congress therefore:

- Welcomes and supports Labour Party policy in favour of scrapping all Tory anti-trade-union laws.
- Agrees to campaign against the introduction of new anti-union laws and to campaign for the scrapping of all anti-union laws.

Agrees that such campaigning should involve, but not be limited to

- Production of GMB campaigning material explaining the case for opposing new antiunion laws and for scrapping existing antiunion laws.
- Production of GMB campaigning material specifically for use by GMB delegates to Constituency Labour Parties, for use in their CLPs.
- Coverage of the campaign in regular GMB publications.
- Lobbying of MPs to demand that they oppose the introduction of new anti-union laws.

- Lobbying of MPs to demand that they support strikes in their constituencies by turning up to picket lines, in recognition of the democratic right to strike.
- Approaching other unions which have the same or similar policies in order to pursue joint campaigning.

Agrees also to campaign for a comprehensive charter of workers' rights to be put on the statute book, including the right to strike without legal impediment, and covering both individual and collective rights.

This Congress calls on the GMB to support any Trade Union affected by the Anti Trade Union Laws.

MOVING REGION GMB SCOTLAND
 SECONDING REGION MIDLAND & EAST COAST

(Carried)

HAILEY MAXWELL (GMB SCOTLAND): First time speaker first time delegate. Moving composite on the anti-Trade Union laws. President Congress. Trade Unions have been attacked by Conservative Government legislation a total of eight times between 1979 and 1997. After 18 years of Tory rule, we have 13 years of Labour Government, not a single anti-union law has been taken off the statute book. Instead Tony Blair had the most restrictive anti-union laws in the western world and Labour would keep them on the statute book if he was honest it was that. After the Tories returned to power in 2010 and decimated their austerity agenda they made sure to weaken our defences with anti-union more legal hoops to jump through and longer advance notice of strikes for employers. Another crisis coming for us again. 2019 election promised more anti-union laws in the shape of...fighting these new antiunion laws is absolutely vital. For employers the loss of European Union many bosses have used the... to hire and rehire workers and to put forward that conditions of employment, telling us we should be grateful to have jobs at all. And the Labour Party, their commitment to scrapping all antiunion laws has disappeared from their radar. Where is their political commitment when the unions that built them are under attack, Congress? Our union was founded by those and the strikes of the match girls, dock workers of the ||DUMP - 1880s. The big employers advanced notice of their strikes, they would hold pickets of only six members, that we provide a minimum service during their strikes and did they hesitate to strike in solidarity? No, they didn't. That is why the Tories want to introduce this legislation to restrict our ability to win in the future. Those most exploited in the economy, women, young people and migrant workers already face huge barriers and being heard at work. Our right to strike is the single most important tool workers have to defend themselves against exploitation, discrimination and unsafe workplaces. And that's why we need to get serious about campaigning to get all antiunion laws off the statute book. Instead of antiunion legislation, we demand a charter of workers' rights, including the right to strike. We will not beat the attacks on our movement, (inaudible) and lobbying MPs but we will beat this legislation by direct action in the workplace and by strikes. I urge you to support the composite and more importantly to campaign to scrap all anti-union laws.

THE VICE-PRESIDENT: Thank you. Can Midland & East Coast second it? Midland, can you second that motion? Thank you. Now, we move on to Motion 78 and the mover is Taranjit.

78. AGAINST NO STRIKE CLAUSES

Congress, as Trade Unionists one of our organising tools is strike action. We must not allow ourselves to agree to any form of negotiations which would jeopardise or take away our members' fundamental right to strike action.

We therefore request that Congress:

1. Repeal any policy or agreement which contains no strike clauses.
2. Never to agree a no strike clause.

EALING BRANCH
London Region

(Referred)

TARANJIT CHANA (LONDON REGION): Motion 78 against no-strike clauses. Can you hear me? Sorry can I start again. Moving Motion 78 against no-strike clauses. Vice-President Congress at page 5 of special report reads our union has a proud history. We are the union of Eleanor Marx. Mary Macarthur and first successful claim for battle for equality, as dignity at work continues to this day. As a union we've had in successes, campaigns and wins for our members and we have heard some of them, like ASDA, the Glasgow women strikers, Uber drivers and the list goes on. In the words of Eleanor Marx, rise like lions after slumber, shake your shakes from the earth like due. Downing tools, Congress, organising a walk out in the workplace is a last resort but a fundamental and a key organising tool against the bosses, the big corporations. Downing tools, whatever guise it comes in, it is our fundamental right to challenge, to hold to account and improve workers' rights. Congress, as was said in the historical dispute, that workers like us new to these shores will down tools, never accept being treated without dignity or respect. These are migrant workers, fighting for the rights of pay and conditions for all workers. The British bus boycott, which followed Rosa Park's action to refuse to give up her seat, again those using trade union fundamental tools. Many trade union rights have been eroded by this Government, least of all the trade union bill and now the police, crime sentencing and courts bill, which many of us have been out on the streets in solidarity, demonstrating for our fundamental rights. Do not erode your right to strike. Congress, I move this motion, please support solidarity.

THE VICE-PRESIDENT: Satvinder.

SATVINDER JUSS (LONDON REGION): The right to withdraw your labour is the essence of what it means to be a worker. The ultimate right. The nuclear option, without which all other rights remain precarious. I speak as a college lecturer, after years of negotiation to preserve our pension rights, was driven to call strike action. One thing that works last year and the year before was our refusal to mark papers and to hold classes. And so, therefore, it is one thing that works and I therefore most heartily commend it to Congress today.

THE VICE-PRESIDENT: On to Motion 80. Laura?

80. RIGHTS TO SEE INDEPENDENT GRIEVANCE INVESTIGATION REPORTS

To allow for fairness and transparency employees should have an automatic right to see the "Independent Grievance Investigation Report" that results from them putting in a Grievance without having to submit a Subject Access Request. Putting in a Grievance is very stressful in itself for employees and to then have to prepare and submit a Subject Access Request to the Information Commissioners Office to gain access to a redacted copy of the Investigation Report, (which they are legally entitled to see), adds untold stress and would be out of the comfort zone for many employees. By not allowing staff to see this document the process remains unbalanced and lacking in transparency as Managers have access to the Investigator's Findings which the Employee does not. Not only does this open up the possibility of changes being made to the Investigation Report by third parties without the Employee's knowledge but allows for an Outcome Letter to be sent to the Employee which does not fairly reflect the findings of the Independent Investigator without any scrutiny.

Currently, if an employee wishes to put in an Appeal with regard to the Outcomes stated in their Grievance Outcome Letter they have no facts or evidence to base this Appeal on as they cannot view the Investigator's findings, view his/her line of questioning or view witness statements that may have been in their favour etc . The Employer, however, has access to all this additional information and can use it in preparation of their case with regard to why they believe the Appeal should not be upheld. In essence the employee is being asked to appeal against the findings in a report which they are not allowed sight of by their employer. I am therefore asking GMB to strengthen the Employees rights in this area to aid transparency and fairness and support this Motion for staff who work in the public and private sector.

L32 L.B. SUTTON BRANCH
Southern Region

(Carried)

LAURA MILLER (SOUTHERN REGION): Good afternoon President, Congress. I am Laura Miller from Southern Region. I am a first time speaker and I moving Motion 80. The right to see (inaudible) grievance (inaudible) reports. Submitting a grievance can be a very stressful and anxious time for our members. It is usually only done as a last resort, as in some circumstances a member has been ignored by the employer when raising issues in the workplace, which is often just under the carpet and the highlighted issues are not addressed by the employer. Members should not have to put in a formal (inaudible) subject access request, it should be the.... (inaudible) of the employ... (inaudible) the same opportunity that managers have to see and digest the information contained. By not allowing members to see this document, the whole process remains unbalanced and is lacking in transparency and fairness. Currently, if an employee wishes to (inaudible) a grievance outcome, the only information they can base their appeal on is... information in the outcome letter from the employer. This leaves the employee at a disadvantage, as they have no access to the investigation report or findings. They are unable to (inaudible) the line of questions and statements from witnesses. Which may have been (inaudible) have been the case. The employer, however, has access to all of this additional information and can and will use it in preparation for their case in any future or potential process the (inaudible) member makes of it. Therefore, I am asking you to support this motion to support... (inaudible) in order to aid a more open and transparent grievance process for members who work in the public and private sector. I move, thank you.

THE VICE-PRESIDENT: Thank you. Someone to second that motion? Thank you. Move on to 81.... second that motion? Anyone?

81. ABUSIVE BEHAVIOUR

This Congress notes that our members in call centres are telling us that abusive behaviour is increasing leading to our members taking more time off work due to the stress of handling these situations. Reports from some workplaces include our members suffering abuse on a daily basis and members being told by managers that it is just part of their job. Congress is appalled at this behaviour, believes these are health and safety and equality issues and should be reported as a minor incident. In seeking to protect our members, Congress believes that this behaviour most certainly should not be accepted as being 'just part of the job' and employers should have strategies in place for handling these situations and protecting their employees, our members.

Congress calls on the GMB to lobby for a policy framework across sectors so that we can work with employers to establish a code of practice to protect our members in the workplace.

G13 – GATESHEAD LA BRANCH

Northern Region

(Carried)

THE VICE-PRESIDENT: Thank you. Seconded, thank you very much. I will now call on Carol Clarkson to respond....

CAROL CLARKSON (CEC, COMMERCIAL SERVICES): On Motion 78 and 80. On Motion 78 against no-strike clause, the CEC is asking that this motion be referred. The right for our members to be able to go out on strike is something that the GMB frequently support. It is a long-standing GMB policy to oppose those strike clauses in principle. We also have a long-standing policy condemning attacks on trade union activities and our ability to take members on strike and of being levelled on us through legislation from both Conservative and Labour Governments. We support the thrust of the motion, that we should not operate as if we can take our members out on strike. However, GMB has had a combat, misleading information about some of our past recognition agreements. And the branch, and the past recognition agreements and the branch has collar if led that the motion is not referring to an agreement. Some which they back for many years and the agreements are not all centrally stored. We would need to understand which agreement, if any, would be affected by part one of the motion and we ask that the motion be referred so that we can seek information about any agreement of concern and the outcome of this work to really pulls back to Congress in the future. Turning to Motion 80, rights to see independent agreements investigation report. The CEC is supporting the motion with the qualification. The motion is a good example of the importance of transparency in the grievance process. The qualification is that there may be GDPR considerations in particular cases to be taken into account. Further, our own members may have given evidence to an investigation on the basis of a right of anonymity, which may be particularly relevant where there are allegations of harassment involved. Therefore, Congress, to repeat the CEC's position on Motion 78, is to refer and to support Motion 80 with the qualification I have given. Thank you.

THE VICE-PRESIDENT: Thank you. Does the Southern Region accept the qualifications on Motion 80?... Southern region, are you still with us? Motion 80?... no. If you don't accept the qualification, then it will have to be put to the vote. And the CEC will... we got it. Thank you for that. Right. Agreed to refer. So no need to take a vote on 78. We'll do the other three. All those in favour of Composite 13, Motion 81... they are carried. Thank you. And now Motion 80. That is carried. Right moving to item 7, which is industrial policy general, and we are now moving on to debate 109. If any delegate wishes to oppose this motion, can you speak to the admin through raised hand function. I'll call you at the end of the moving and seconding speakers. 109. Mover Carol. Just move back a bit and now take a vote on Motion 81. Thank you that is carried. Now on to 109.

109. AUTOMATION AND FUTURE WORKING WORLD

This Congress believes that the development of new technologies have potential to significantly improve the experience of workers in the UK, but that there are also risks associated with a loss of transparency and accountability, the misapplication of new technology or a narrow focus on cutting costs by replacing jobs instead of enhancing quality.

Congress notes that these changes will be felt particularly sharply in financial services – where it is estimated that up to 30% of jobs in the sector could be potentially automatable by 2029 across advanced economies. The

rise of challenger banks and companies operating in the shadow banking sector – many of which are not unionised – will pose additional challenges in the sector.

Congress further believes that the trade union movement has a responsibility not just to respond to technology changes but to actively shape the future of work.

GMB should be at the forefront of campaigning for ethical and socially responsible development of new technology, including a collective voice for tech workers.

Congress therefore calls the CEC to launch a campaign for worker voice in the development, introduction and operation of new technologies in the workplace including through new technology agreements in collective bargaining arrangements, lobby for legislation to guarantee trade union consultation through the automation process and support union efforts to develop agreements with employers that provide job security, income security and fair share of productivity gains when new technologies and ways of working are introduced.

M75 MOTIL PLASTICS BRANCH

Wales & South West Region

(Carried)

CAROL ESTEBANEZ (WALES & SOUTH WEST REGION): Wales and South-West region. Moving 109, automation and the future working world. Congress, automation, new technology, artificial intelligence and digitalisation comprise both threats and opportunities to the GMB and its membership and we need to explore them all. Who could have visualised 18 months ago that our children and grandchildren, working with such technology that would have seen more at home at space station is so available to so many. The use of Zooms, Teams and other packages have moved us forward at a terrific speed. There are many left behind through disability and disadvantages, both in the workplace and at home. Not every organization has benefitted as well as others. Look at the charities and their inability to be able to raise much-needed funds, as they had previously. This has led to them failing, falling behind, those organizations - that are owned by rich business people. The growth of the self-service checkouts was an early indicators of profits over customer services and this type of attitude needs to be eradicated if we are to continue to be a caring society. We already know that some sectors of industry are more susceptible to the introduction of automation, AI and digitalisation. We need to prepare our members now, to upskill or to retrain, to make them employable for a new and exciting future. Congress, we need to embrace new technology and adapt to meet the needs of the many, ensuring that it is done in an equitable way. COVID has forced the pace of automation. Who knows what influences and new forms of learning that our children have been at the centre of will have on their future. We need to assess what more can be done, but learn from what has happened in the last year or so. We need to be able to entreat employers so that employees are able to upskill and use the technology to reduce the working practises that have had a harmful effect on workers' health. We need to campaign for a new technology that would protect jobs and ensure better skills, leading to better pay for our members. The union learning fund is an excellent way forward. England has lost out at a crucial time by cutting this programme. It shows how little value the Tory Government has for our members' jobs and the threats they face. Here in Wales, the grant has been main and even increased showing a good example of how the Labour controlled in Wales works with the trade unions putting our money to good use, giving organizations the ability to provide training schemes and to prove and protect the jobs that are relevant for the future. I am extremely pleased to move Motion 109. I urge everyone to support the motion. Thank you.

MAXINE BUTLER (WALES & SOUTH WEST REGION): President, Congress, Maxine, Wales and South-West region. Seconding 109. Congress, we must protect our members' jobs, protect members and campaign for an industrial strategy for all of the sectors who will be affected most by automation, AI, and digitalisation. We must work with Government as we are in Wales to protect those who will be affected. Already in Wales we have agreed and in place a scheme which protects people affected by redundancies to receive £1500 towards retrain training. £3,000 as an incentive to a new employer and they can claim £1200 to help retrain them to undertake the new role. Personal training account, this gives people a sum of money which they can help to upskill or reskill. It is available to everyone not just those facing the threat of redundancy. We had the Welsh union learning fund, it allocates grants to assist unions and trade unions to work together and decide which training is needed. This is the way that Governments and employers should work together. Social partnership, not in an adversarial way. President, there are many challenges faced. Details, and automation just to name a few. If we are to protect our members now we must strategy to keep them well trained. I call on Congress to support the motion and by supporting those members who will face automation in the future. I second.

THE VICE-PRESIDENT: Actually, colleagues, Alan Law has used his hand. Can he chat to the Administrators to tell them what he wants to talk about? Thank you. I will now call Sandra to respond with the CEC position. Sandra? No. No Sandra at the moment? Can we get Alan up then to see what he wants to talk about? Right, Alan... (inaudible) are you on mute, Alan, we cannot hear you?

ALAN LAW (LONDON REGION): (Inaudible)... for the motion.

THE VICE-PRESIDENT: Sorry, Alan, it is not coming through at all.

ALAN LAW: Hello. Yeah, apologies. I am just a bit too keen... (echoing) just apologies. Please accept my apologies.

THE VICE-PRESIDENT: Carry on. Can you hear us?

ALAN LAW: I can hear you. I am just a bit too keen to get my speech over and done with. I am too early. Apologies.

THE VICE-PRESIDENT: OK. Right. Have we got Sandra? No. Right. I will ask Barbara.

THE PRESIDENT: In of place of Sandra, speaking on behalf of CEC on 109, automation of future working world. The CEC is supporting this motion with a qualification. Much of what this motion calls for is existing GMB policy. Motions previously passed by Congress have recognised that automation can have both positive and negative effects. It is also GMB policy to monitor and research the impact of automation on insecure work and GMB sectors and develop campaigns to protect the jobs of GMB members as the world of work changes, which was part of the CEC special report on insecure work in 2017. The motion does add to our policy by calling for statutory consultation rights, which we would support. Our qualification is that the content of collective bargain and agreements are not the sole responsibility of the CEC and the CEC would not seek this role. Although the union will support branches to reach

agreements where required. Therefore, Congress, the CEC is asking that the motion be carried with this small qualification. Thank you.

THE VICE-PRESIDENT: Thank you Barbara. Does Wales and South-West accept the qualification on Motion 109? Thank you. We will now move to the vote. All those in favour of 109. That is carried. On to item 8, industrial policy in manufacturing. We are moving on to debate motion 129. If any delegate wishes to oppose any of these motions, can you speak to the admin through the raised hand function? I will call you at the end of the moving and seconding speakers.

129. MAINTAINING THE AGREEMENTS

This Congress calls upon the GMB to look into the appalling practices of a number of companies that are employing workers on sites and venues against the agreements set out in the NAECI Handbook (blue book). The National Agreement for the Engineering Construction industry has set conditions of employment that have been agreed so as to allow a level playing field of employment in the industry. Unfortunately, some employers are not adhering to the Agreements, leaving members of our union unable to get employment.

HULL PAINT & ENGINEERING BRANCH

Midland & East Coast Region

(Carried)

CARL BURN (MIDLAND & EAST COAST REGION): Thank you vice chair. Thank you. Congress and visitors, Carl Burn Midland and East Coast region, moving Motion 129. Maintaining the agreements. First time delegate, second time speaker. Brothers and sisters, the national agreement for the engineering, construction industry or blue book as it is known is a set of conditions set out to ensure that all sections of the industry are allowed to a fair and equal chance of employment. It is with a growing frustration that some employers signed up to the blue book are not sticking to the agreements, which is leaving a huge amount of our members unable to find work due to some employers employing workers from a lesser skill pool or inferior terms and conditions. I ask you to support this motion so we protect our industries from being watered down with inferior work practises. Support will also ensure the blue book agreements are not gradually eroded. I move.

THE VICE-PRESIDENT: Thank you Carl. Can we ask the region to formally move the motion? Second, sorry, formally second the motion? Thank you. The CEC supporting this motion moves straight to the vote. 129... that's carried.

Now move on to item 9, the health, safety environment. We'll move on to Motion 70, 71 and 75. For Motion 70, the mover is Cliff Rooney.

70. LONERWORKING IN UNSAFE AREAS

This Congress notes that Metropolitan Police records for 2019 show 150 homicides and in the past 5 years the homicide rate in London has increased by more than 50%.

We also note that HSE Guidance on Working Alone remained unchanged from 2013 and was just revised in March 2020 to reflect the fact that many more people were classified as Lone Workers. However, we feel that despite the recent revision, there are additional dangers and risks that need to be considered.

All workers have a right to feel safe at Work.

Our members are being increasingly put at risk doing their day to day job and out of hours jobs, because they are being asked to work, on their own, due to the fact that many of the utilities including Thames Water have not set up a reliable system of mapping the unsafe areas. We feel that it is only a matter of time before a member is seriously injured, or killed, whilst doing their job.

We call upon Congress to start a campaign to make all sectors but especially the utilities sector recognise their responsibility and duty of care and the social welfare of our members, whilst working alone, in unsafe and dangerous areas. We feel the time has come for these companies to recognise that a minimum of 2 person working should not always be looked upon as an extra cost.

We also call on GMB to update our guidance document on Working Alone to include any changes in risk assessments and how companies use technology to monitor and protect workers.

THAMES GENERAL BRANCH
London Region

(Carried)

CLIFF RONEY (LONDON REGION): President, Chair, Congress, brothers, sisters, congratulations, Gary. Good afternoon. I'm Cliff Roney from London region and I'll be moving Motion 70, lone working in unsafe areas. This Congress notes that the Metropolitan Police records for 2019 show 150 home sides in the past five years, homicide rate in London has increased by more than 20%. We also note that the HSE guidance on working alone remained unchanged from 2013 and was just revised in March 2020 to reflect the fact that many more were classified as lone workers. However, we feel despite recent revisions, there are additional changes and the risk needs to be considered. All workers have the right to feel safe at work, our members are being increasingly put at risk in our day-to-day jobs and out-of-hours jobs because they are being asked to work on their own due to the fact that many of the utilities, including Thames Water have not yet set a reliable system of mapping on safe areas. We feel it's only a matter of time before a member is seriously injured or killed whilst doing their job. We call on Congress to start a campaign to make all sectors, especially the utility recognising that the responsibility in their duty of care to social welfare and members whilst working alone in unsafe and dangerous areas. We feel the time has come for the companies to recognise that a minimum of two person-working should not always be looked upon as an extra cost. We also call upon the GMB to updated their guidance documents on working alone to include any changes in risk assessments that companies and technology monitor to protect workers. Congress, this is my scripted part as always, I have an unscripted part - part of the problem has been the lack of resources that the Tory government has given the HSE to carry out their work correctly. As we all know, there has been a dramatic reduction in the HSE workforce over the past few years. I am part of the national water forum and regularly hear of incidents up and down the country of staff being abused, coming under attack and in one case being attacked with a machete. All because the companies who make millions of pounds each year will not spend money allowing for people to have a reliable mapping system. In many cases, workers go out in the early hours of the morning on their own to what police have already said are areas of high crime and deprivation. This is not just limited to the water industry, but to all utilities. As you have heard from me say on this platform many, many times, the preservation of life paramount. I move.

NEW SPEAKER: Alan?

ALAN LAW (LONDON REGION): Congress, President, we need to lobby government and the HSE to convince companies to update their policies on lone working. Every business and company who uses any kind of lone working should practice their working as they all need to provide to duty of care to employees. In lots of situations, they'll provide minimum lone working structures, employees can and are called out at any time and go anywhere. But it's being cut so quite often they have to go places unfamiliar to them. They may have no

local knowledge of these places, so don't know which areas are safe or unsafe. When times are busy, this kind of information never seems to be passed on. Unfortunately, and tragically, two deaths stick in my mind, Sarah Everard was just walking home on a night out. Julia James was out walking her dog. Both sadly lost their lives, two people just going about their every day lives. No-one is safe any more. Anyone at any time can be killed or seriously injured just by living their lives. My point being that there are lots of female frontline workers, though we all need protection. We have to make sure that we have done everything possible to protect members. One big way of making sure members are much safer is to have a minimum two-man call out. To help this happen, we need to press Ofwat to play their part and help in the utilities with some kind of incentive to move forward on minimum lone working policies. Thank you.

NEW SPEAKER: Motion 75. Sorry, 71. I apologise for that.

71. WELDING FUMES REGISTER

This Congress requires that all GMB Regions compile a Welding Fumes Exposure Register akin to the asbestos one for all members that work or have worked in industries where exposure to welding fumes is present.

This Congress mandates the GMB to run a national campaign on the dangers of welding fumes to protect our members.

The International Agency for research on cancer concluded that exposure to mild steel welding fumes can cause lung cancer and possibly kidney cancer. The HSE have also issued a health alert stating that all welding fumes, no matter how small, can cause lung cancer. This is a ticking time bomb and action should be taken now!

N04 NORTH DEVON BRANCH

Wales & South West Region

(Carried)

JAKE McLEAN (WALES & SOUTH WEST REGION): Yes. President, Congress, Jake McLean, Wales and South West region moving Motion 71. Congress, the international association for research on cancer recently released scientific evidence that exposure to mild steel welding fumes have shown a proven link in causing lung cancer and possibly kidney cancer. This has prompted the workplace health expert committee to reclassify welding fumes as a known human carcinogen. As a result of this, the Health and Safety Executive issued a safety alert for all undertaking welding activities to protect workers. The HSE is strengthening its enforcement expectations for exposure control for all welding fumes. Colleagues, this is a ticking timebomb for many members who work or have worked in industries where there is exposure to welding fumes. This just not just include welders but welders who work in the same place as welders. If not controlled properly, the fumes get air borne and enter the respiratory system inadvertently. Conference with this reclassification we need to do all we can to highlight this issue to members and to ensure employers are doing all they can to protect them. Workplace and safety reps need to be made aware so they can challenge any unscrupulous employees not sticking to the updated guidelines on the HSE and to make sure this information is included in any relevant workplace risk assessment.

President, the GMB is the unit youen for welders and is proud of the long history stretching back many years for this trade. I have worked in the industry and know first hand there is a lot of work to be done to improve the culture around hazards of welding fumes. Therefore, this congress mandates the GMB to launch a national campaign to highlight the dangers of exposure to welding fumes, encourage employers to offer members occupational health screenings who do not already on a regular basis that are exposed to welding fumes. Congress, over many years, our asbestos has made a huge difference to members and their families. There are so many occasions where without the register members wouldn't have received compensation because of a lack of evidence and record-keeping. A welding fumes

register would surely make a similar impact to make it easier for us to win for our members in the future and would make a difference to the families that they could be saved from lengthy litigation and trying to find scraps of evidence by introducing a simple form. We also call for a welding fume exposure register to be created, akin to the asbestos one for all who've worked in industries where exposure to fumes present. Our branch fully accept the CEC qualification and look forward to implementing a national campaign and strategy to support member who is work in these industries. Colleagues, I urge you to support this motion. I move.

TRACEY HARRISON (WALES & SOUTH WEST REGION): Tracey Harrison, seconding Motion 71. The GMB is proud to be the union for welders with workers working across many different industries, as well as leading on a national campaign we need to ensure employers have all the adequate measures in place and they have appropriate risk assessments to make sure the risk of exposure to our members is kept to a minimum. Prolonged exposure to welding fume may cause lung damage and various types of cancer, including lung, larynx and urine retract. Mental health effects from certain fumes may include metal fume fever, stomach ulcers, kidney damage and nervous system damage. This Congress requires that all GMB regions exile a welding fumes exposure register akin to the asbestos one for all members that work or have worked in industries where exposure to welding fumes is present. This Congress mandates the GMB to run a national campaign on the dangers of welding fumes to our members. The international agency for research on cancer concluded the exposure to mild steel welding fumes can cause long-term lung cancer and possibly kidney cancer. The HSE has issued a health alert saying all fumes can cause lung cancer, no matter how small. This is a ticking timebomb and action should be taken as soon as possible. My partner, I have personal experience of this, has worked in this welding industry for 30 years. It's only in the last two years that he has been given an air-fed mask so he is at risk of exposure of all of this. Conference, the time for action is now. I am launching a national campaign so we can be on the front foot of this problem and lead the way forward in tackling the issue head-on. Colleagues I urge you to support this motion. I second.

THE VICE-PRESIDENT: Thank you. Motion 75. Janet?

75. AMBULANCE WORKERS AND FUTURE PERSONAL PROTECTION EQUIPMENT

This Congress is asked to support our motion that going forward all front line ambulance workers, whatever grade, will be afforded the most up to date and highest level of Personal Protective Equipment available in order to support them in their role and protect their health.

N61 NORTH WEST ASU BRANCH
North West & Irish Region

(Carried)

JANET BUOEY (NORTH WEST & IRISH REGION): Good afternoon, Congress. Good afternoon President and Vice-President. My name is Janet Buoey, a first-time delegate and first time speaker. I'm a paramedic from North West ambulance service and I'm a rep, a lead rep for M61 branch North West and Irish region. Today I am moving Motion 75, ambulance workers and future Personal Protective Equipment. Last year, at the start of the pandemic, the ambulance service was ill-equipped in relation to Personal Protective Equipment. Members were not tested or measured for appropriately fitted face masks. There was not enough PPE in stock to cover what was required. The PPE that they did have was inadequate. They had an still have flimsy catering-style aprons not fit for purpose. Some of the PPE that they had appeared to have expiry dates crossed out and new dates put on. Our regional secretary Paul McCarthy sourced face shields and wash bags to try to assist us. We are still fighting for appropriate PPE for our members. The ambulance workers have been provided with hoods which cause problems with communication as when you wear the hood

it's very noisy inside and makes it very difficult to hear what others are saying. In the life-saving environment, this causes major problems.

We are still pushing for appropriate, clear face masks for our disabled members. It is not fair on NHS workers and ambulance workers that their welfare is not treated of paramount importance. This has been the hardest year I've known in the NHS and our members need and deserve the best, most appropriate PPE that there is on the market to keep them safe during the duty they perform. To date in the North Wests ambulance service, at least three members of staff have died as a result of contracting the COVID virus. And this is three too many. I would like to acknowledge all the hard work of our regional officers and national offices. I ask congress and delegates to support this motion going forward. Thank you.

NEW SPEAKER: The motion is being formally seconded. So, does London region accept the support of the qualification? Sorry, Gary Harris for the response?

GARY HARRIS (CEC, PUBLIC SERVICES): Hello Vice President, President, Congress and congratulations to Gary as the new General Secretary. Gary Harris speaking on behalf of the CEC on motions 70, 71 and 75. Firstly, on Motion 70, lone working in unsafe areas, the CEC is supporting this motion with a qualification. We can develop revised guidance on mapping lone working risks and are lobbying HSE to do the same as outlined in the motion. The qualification however is that any campaign specifically targeting the utility sector would need to be agreed and owned by the commercial services section committee. Secondly, Motion 71, welding fumes register - the CEC is also supporting the qualification. We can work with union lines to develop that. The creation of a campaign on health effects of welding fumes is a welcome suggestion and one we can work with colleagues across the union to implement. The qualification however is to recognise that the creation of the register does not mean that legal places for compensation will automatically be won simply because the worker can demonstrate their employment history and potential exposure to welding fumes. Unlike asbestos cancer, (loss of audio) welding fumes are not the sole cause of the workers. They suffer from exposure and as such, claim force compensation will likely be disputed and challenged. Lastly, Motion 70 a, ambulance workers and future of personal protection equipment again is supported with a qualification. We agree with the motion that all frontline ambulance workers, regardless of employer or grade, should be afforded the highest level of protection available and will continue to campaign for PPE guidance to be amended. We would expect that this applies to all NHS workers, not just ambulance members. Employers should only provide PPE as a last resort, we'd expect the NHS employers to eliminate the risk as far as possible so PPE is not the norm.

Therefore, Congress, we are asking that Motions 70, 71 and 75 be carried with qualifications I have laid out. Thank you.

THE VICE-PRESIDENT: Thank you. Wales and South West support the qualification? Thank you. The North West and Irish? North West and Irish? Do you support the qualification? I'll come back to you in a minute to give you time. We'll take the vote on Motion 70. That is carried. Motion 71. That is carried. North West and Irish do you support with a qualification? Motion 75? Thank you. We now put that to the vote, Motion 75. That is carried.

Can I remind Congress that there is a fringe meeting being held on India farmers at 6.30pm tomorrow. It will be held on Zoom. And the link to the meeting has been sent in the delegate's e-mail from the TUC Congress team. Congress we are now going to take a 15-minute break and, at this point, please make sure that you do take a break from your devices. When we return, we'll be debating the CEC Special Report on Energy & Environment. Back in 15 minutes.

(Short break)

THE PRESIDENT: I hope you had a good break Congress. Like Malcolm said before the break, we are moving on to the second CEC special report on energy and the environment. After the report is moved by the CEC I will call up speakers from each region. This time I will call each region in reverse alphabetical order therefore the speaker from Yorkshire and North Derbyshire region will be called first. I must also make you aware that if the special report is carried, any motions that are in opposition or contains all the asks of this motion and they will fall and will not be debated. I will advise you which motions are affected after this debate. I would now like to ask Mike to move to the special report.

CEC Special Report on Energy and the Environment

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1. Introduction

- 1.1 GMB is proud to be an energy union. Across the economy, our members keep the lights on and the production lines moving. Many of our members work in energy-intensive industries. All our members are energy consumers and bill-payers.
- 1.2 The decarbonisation of energy – as part of the transition to a net-zero emissions economy - is one of the most important policy challenges that faces the country and our members.
- 1.3 Building on our existing policies and campaigns, this report sets out a progressive agenda for GMB in the 2020s and onwards as we approach the legal target for reaching net-zero by 2050.

2. Background

- 2.1 GMB was forged in the ‘scandalous, brutal, and inhuman’ⁱ conditions of Beckton Gas Works, when 18-hour shifts, casualisation, and victimisation lit a flame that changed the world of work forever. From those beginnings, rooted in the unforgiving late Victorian struggle for industrial freedom for all workers, the National Union of Gas Workers and General Labourers and its

successor unions emerged as one of the most important forces for social and economic change in the UK's history.

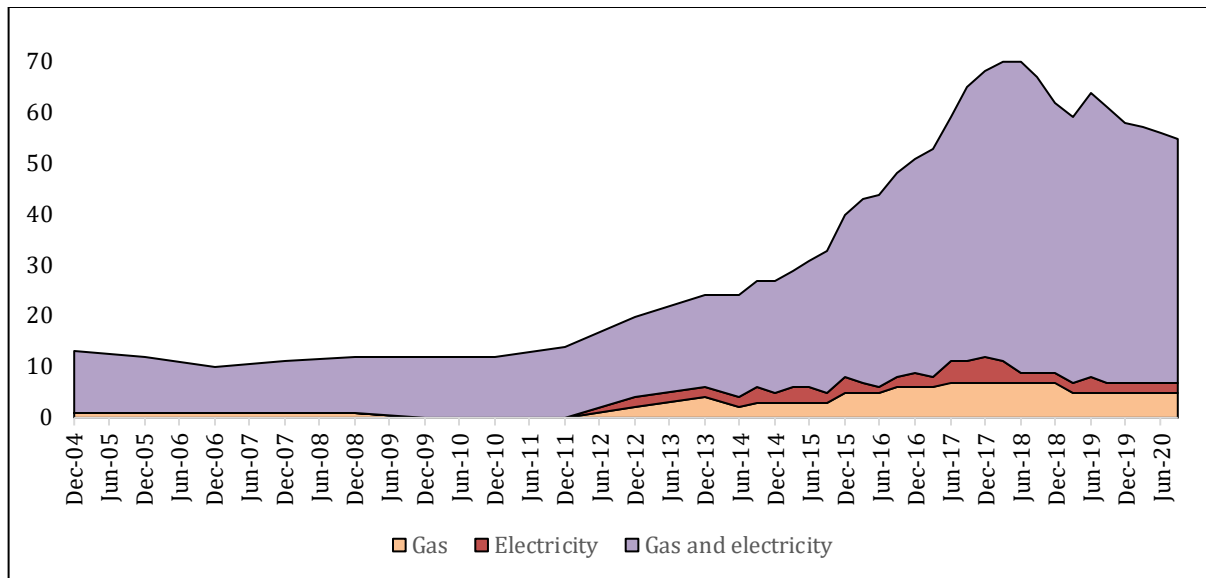
Heating the retorts at Beckton Gas Worksⁱⁱ



“The retort houses are exceedingly hot, for both behind and in front of the stoker are the burning eyes of the furnaces; amidst the roaring of the heat-hungry retorts a breeze as of hell fans me. This is my job; these are my conditions.”
Will Thorne, describing late 19th century gas productionⁱⁱⁱ

- 2.2 GMB has remained the largest energy union through the difficult years of privatisation and the Government-directed destruction of the domestic coal mining industry. We are committed to defending jobs and good quality employment in the energy industry today .
- 2.3 Energy jobs remain an important source of skilled and relatively well-paid employment. Average wages in the sector are 35 per cent higher than the average for all jobs.^{iv} There can however be no room for complacency. Terms and conditions are under attack, including most recently and prominently at British Gas. As discussed in this report, jobs could be lost on an industrial scale if the right political decisions on decarbonisation are not made now.
- 2.4 Good quality employment is also at risk due to the fragmentation of the supplier market. Successive Governments have encouraged the growth of providers in the name of consumer choice. The number of consumer energy companies has grown more than threefold in the last decade, fragmenting the market and encouraging a ‘race to the bottom’ in employment standards.

Gas and electricity - number of consumer providers 2004 to 2020^v



- 2.5 However, consumer choice is to some extent illusory: the market has grown at an unsustainable rate, and a number of high-profile suppliers have failed in recent years including Yorkshire Energy, Green Energy, and the municipally-owned Robin Hood Energy company. An estimated 1.8 million customers have been forcibly transferred to other providers since 2016 due to market failure.^{vi} This ‘boom and bust’ cycle of unsustainable growth, which is followed by financial collapse, is an ongoing cause of distress and uncertainty for many energy workers.
- 2.6 The fragmented market created by privatisation is a cause of higher prices. Money leaks from the cracks created by complex contractual interfaces at every level. Pre-tax UK electricity prices are 47 per cent higher than the average for other International Energy Association countries,^{vii} which reduces the funding available for investment.
- 2.7 Unfair pricing contributes to deep social inequalities. The poorest households spend almost seven times more, as a proportion of income, on heating and power than the richest.^{viii} Fuel poverty remains a social scourge: despite some reductions, more than 3 million households (or one in five households with children) are estimated to be in fuel poverty.^{ix} An estimated 3,200 excess winter deaths are associated annually with fuel poverty (this is higher than the number of deaths attributed to skin cancer or substance misuse).^x
- 2.8 Successive governments have invested enormous political capital in encouraging ‘switching,’ but only some households are likely to switch: an estimated 11 million households remained on exploitative tariffs in 2018,^{xi} including 4.3 million of the lowest income households that use prepaid meters.^{xii} GMB has long argued that the Government’s price cap – which was introduced following the stubborn failure of its policy of encouraging switching - has failed to strike the right balance between preventing excess profits while securing investment and protecting jobs.
- 2.9 Billions of pounds have leaked out the energy industry even while these pressures have grown. The traditional ‘Big Six’ paid a collective **£8.9 billion** in dividends alone in the five years leading up to the pandemic. The most generous payments to city speculators were made by Centrica PLC, which paid **£3.1 billion** to investors between the start of 2015 and the end of 2019 – while shedding 9,750 jobs over the same period.^{xiii} This is money that could, and should, have been spent on investment and lower bills instead. As an initial step, we support a Government-led

inquiry into the corporate behaviour of the 'Big Six' energy companies, with the long-term goal remaining public ownership of the industry.

2.10 The energy industry faces profound changes in the years ahead. There is an imminent capacity shortfall as nuclear plants are retired. Having initially threatened to ban gas boilers in new homes from 2025, the Government has now announced that it will 'set a clear path that sees the gradual move away from fossil fuel boilers over the next fifteen years.'^{xiv} The policy – now enshrined into law – of reaching 'net-zero' emissions by 2050 could have profound implications for the energy industry, energy users, and our members jobs.

2.11 Our policies, which we reiterate and reaffirm at this Congress, include:

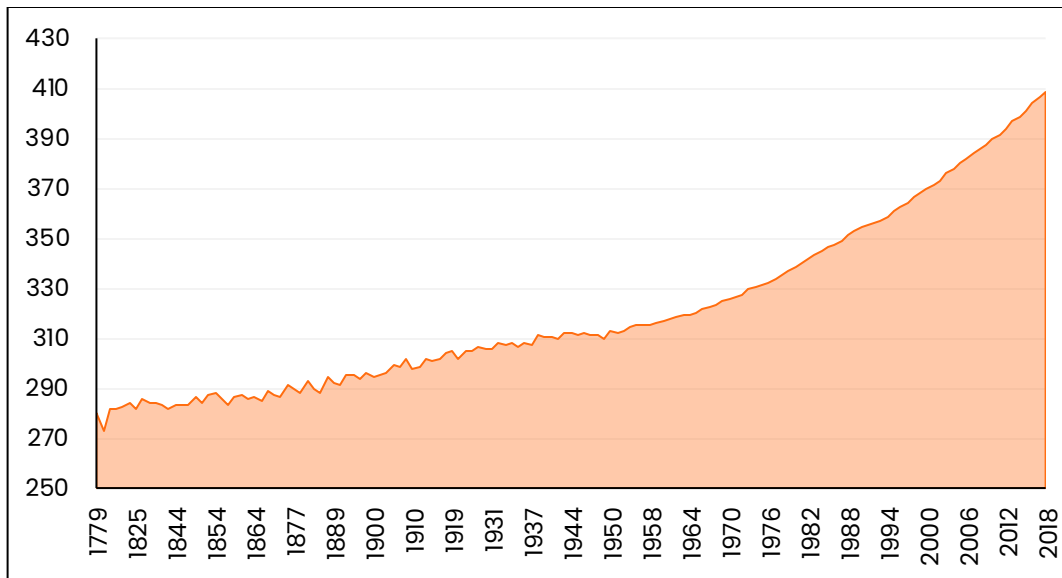
- Energy supply is a natural monopoly. GMB supports the public ownership of energy generation and supply.
- GMB supports a balanced energy mix in which renewables, gas (including hydrogen and biogas) and nuclear all have a part to play in meeting the needs of different consumers and supporting the UK's transition to a net-zero carbon emissions economy.
- We believe that environmental subsidies should be funded out of general taxation, not through regressive charges on bills that hit the poorest the hardest.

The environment and energy in a time of change

2.12 The future of the energy sector and environmental policies cannot be considered separately. They are inextricably linked. All man-made carbon emissions are linked to energy production or use. At a time when the Government is seeking to achieve 'net-zero' emissions for the UK by 2050 – and others seek a faster timetable – we must ground our response on our environmental principals and the industrial interests of our members. GMB is already addressing the issue through industrial agreements – including the Devonport Environmental Sustainability Agreement and the offshore Energy Services Agreement – and this report sets out a national policy agenda that builds on our existing approach and campaigns.

2.13 GMB recognises that we are in the grip of a climate crisis created by man-made global warming, and that global warming is the gravest long-term threat that faces the planet. Global average temperatures have already risen by more than 1 degree Celsius since the pre-industrial era. The concentration of carbon dioxide in the atmosphere is far above pre-industrial levels, and for all the claims of progress, the rate has increased by 15 per cent since the Kyoto Protocols were signed in 1990. The OECD estimates that, by the end of the century, global average temperatures will be between 3 and 6 degrees Celsius higher than before the industrial age.^{xv}

CO₂, global atmospheric concentrations (parts per million)^{xvi}



2.14 Without action to reduce emissions, the consequences will include rising sea levels, the extinction of vulnerable species, a higher frequency of natural disasters and human diseases that are linked to pollution, and the degradation of natural habitats. Across the world, the social costs of global warming will disproportionately fall on those with less. Addressing global warming is a moral and a pragmatic duty.

2.15 Despite the decision to write an ambitious target for carbon reductions into law,^{xvii} the Government’s policies are breaching the social contract. As this report explores, a climate crisis has been matched with a jobs crisis. Jobs in energy-intensive industries are being eroded but renewables contracts are flowing overseas. The cost of funding renewables subsidies through charges on bills falls disproportionately on low-income households. By contrast, GMB’s policy of funding subsidies out of general taxation would reduce costs for 65 per cent of households (and reduce the lowest-income households’ costs by £98 a year).^{xviii}

2.16 Environmental and social objectives should not be in contradiction. GMB supports the Silesia Declaration, which was published as part of the 2018 United Nations Climate Change Conference (COP 24). The Declaration stated that for the language of a ‘just transition’ to be meaningful, environmental policies must be developed through ‘social dialogue,’ as part of a process that ‘creates decent work and quality jobs.’^{xix} In other words, change must be done with workers – not to them.

2.17 In August 2018, senior reps from the energy unions – GMB, Prospect, Unite, and Unison – agreed a statement on what a true just transition would look like, grounded on the principles of:^{xx}

- A balanced low carbon energy mix
- Investment in skills and infrastructure
- Protecting and creating high-quality jobs and employment
- The conversation led by the workers most affected
- No community left behind

We recognise that regional just transition plans will be crucial to the success of any net-zero policy, and we endorse proposals for just transition plans that are in full and genuine consultation with trade unions on a social partnership basis.

- 2.18 We further believe that there are paths for all the GMB-organised industries to play their part in meeting the net-zero emissions target: from aviation to energy production and chemical manufacturing. But the window for a socially-just transition is narrowing.
- 2.19 We recognise that some have pushed for an earlier date for achieving net-zero. The Committee on Climate Change has warned that, on current progress and technology, it does not ‘consider it credible to aim to reach net-zero emissions earlier than 2050.’^{xxi} In April 2021, the Government announced that it would intend to reduce carbon emissions by 78 per cent by 2035 compared to 1990 levels.
- 2.20 While we want to achieve net zero as soon as is practicable and compatible with the labour movement’s traditional social objectives, GMB has argued that no credible plan has been produced for protecting jobs and good quality employment under accelerated timetables, such as a target of net-zero by 2030. Without such a plan, the most ambitious targets could only be achieved through mass lay-offs and the exporting of demand (and carbon emissions) overseas. As such, we support achieving net-zero emissions by 2050, or faster if a real and credible plan for protecting good quality, unionised employment can be produced. The test for any change in our position will be whether our members in the most affected industries can be convinced of the credibility of any alternative proposals, as determined through our democratic structures.
- 2.21 While we support the 2050 net-zero target, it is also important to recognise its limitations. The target relates to UK territorial greenhouse gas production, not consumption. It would be self-defeating to close down carbon-intensive production in the UK if the effect is to export demand to other countries that have higher carbon production costs (and, in some cases, appalling human rights records).
- 2.22 Territorial emissions alone are a limited measure: as Dieter Helm – who led the Government’s review of power systems’ costs – has warned, one of the fastest ways of ending territorial emissions would be to ‘close the rest of the British car industry, and INEOS’s Grangemouth petrochemical plant too.’^{xxii} Climate change is a global problem that requires a co-ordinated global response, and this report sets out an agenda for how the UK can play a more active part.
- 2.23 Reaching net-zero will have different implications for individual industries. The reality is that some industries will always be difficult to decarbonise, and while every effort should be made to achieve carbon reductions within individual industries, it is the overall balance across the UK that counts. This report sets out an ambitious programme for investing in our natural habitat, as part of a post-Covid stimulus package, that will protect our homes from flooding, naturally capture carbon emissions, and improve working people access to natural beauty and their quality of life.
- 2.24 Looking to the middle of this century, we want to see a strong international effort that has brought global warming under control, with investment in the technology of tomorrow, and strong, unionised UK supply chains. This report sets out an ambitious agenda for making that possible.

3. The environmental jobs crisis

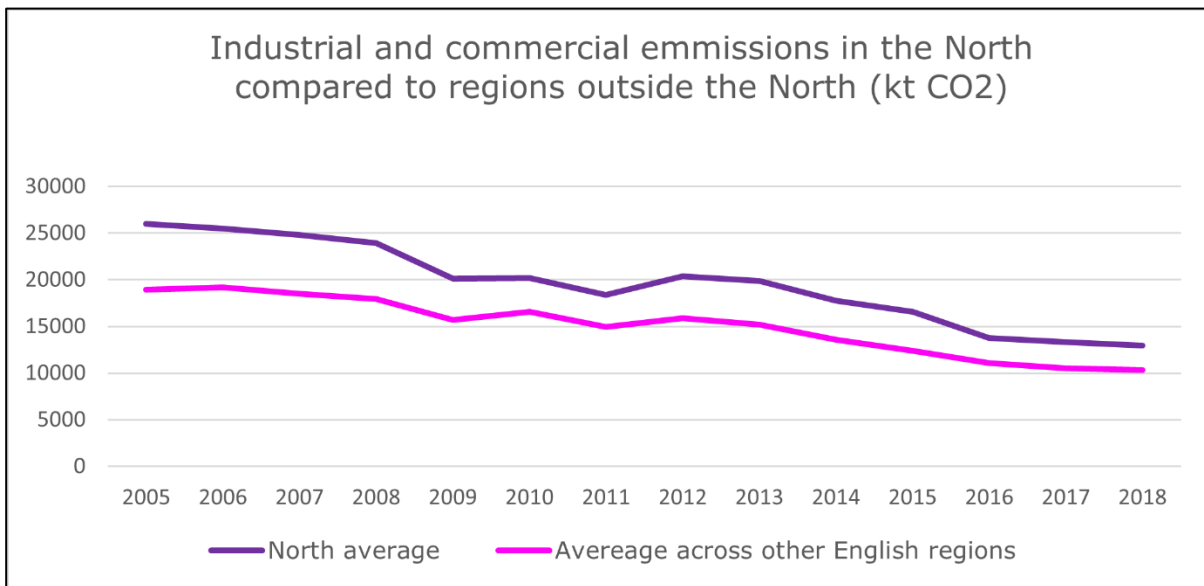
- 3.1 We need to slow down and reverse the warming effects on the climate caused by greenhouse gases. Pursuing an arbitrary timeline for decarbonisation, however, could have a disastrous effect on jobs. The effect would be to force contracts and jobs overseas, while our responsibilities and carbon emissions would be outsourced to other nations.
- 3.2 Although billions have been spent on renewable energy, the promised ‘green jobs of tomorrow’ have not materialised in any volume. Some economists have even argued that ‘renewable energy conveniently requires less labour for operation and maintenance’^{xxiii} than traditional energy sources, and that the UK should speed the transition to renewables to save on long-term labour costs. GMB rejects this cynical attempt to undermine good quality employment.
- 3.3 Under the current failed free-market models, the Low Carbon and Renewable Energy Economy (LCREE) has actually shrunk over recent years. ONS data shows that between 2014 and 2019 the estimated employment within the LCEE fell from 235,900 to 202,100 – a loss of 33,900 FTE jobs.^{xxiv} The ONS includes the following sectors as part of the Low Carbon and Renewable Energy Economy:

Sector (UK Wide)	2014 Employment Estimate	2019 Employment Estimate
	FTE	FTE
Offshore Wind	6,300	7,200
Onshore Wind	7,000	4,400
Solar Photovoltaic	9,800	6,800
Hydropower	1,100	1,100
Other Renewable Energy	1,200	400
Carbon Capture Storage	300	100
Nuclear	15,100	16,900
Renewable Heat	4,500	6,100
Renewable Combined Heat and Power	1,500	1,400
Bioenergy	11,700	8,500
Alternative Fuel	600	800
Energy Efficient Lighting	18,000	27,000
Other energy efficient products	119,200	81,300
Energy monitoring, saving, or control systems	17,600	18,400
Low carbon financial and advisory services	11,800	4,700
Low emission vehicles and infrastructure	9,300	15,900
Fuel Cells and energy storage	900	1,000

- 3.4 In September 2020, the Prime Minister declared that the UK can be the ‘Saudi Arabia of wind power,’^{xxv} and the Government’s ‘Ten Point Plan for a Green Industrial Revolution’ states that the offshore wind sector should be supporting up to 60,000 jobs.^{xxvi} In reality, the sector is estimated to support just 7,200 jobs directly, and the true figure could be as low as 5,900.
- 3.5 Yet, while GMB has campaigned to save fabrication jobs within the wind sector in the UK, our Westminster and devolved governments have failed to invest in our yards, and the work has been

sent to the other side of the world. Communities in Fife Burntisland and in Arnish have had the indignity of campaigning for work to remain in their yards, only to look out from their coastlines to see offshore wind farms being erected that have been made elsewhere.

- 3.6 Historically, reductions in the UK’s carbon emissions have been associated with deindustrialisation and the decline of manufacturing industries. There was a strong and statistically significant association between reductions in UK greenhouse gas emissions and the loss of 2.3 million manufacturing jobs in the years 1990 to 2013.^{xxvii} Half of the UK’s greenhouse gas emission reductions in 2016 were associated with the closure of the SSI Redcar steelworks.^{xxviii}
- 3.7 Job losses tend to be concentrated in particular communities. Our manufacturing industries are some of the most fossil fuel-intensive users and they are among the sectors most at most risk from a poorly timed transition. The manufacturing base in the UK directly employs over 2 million workers with approximately 750,000 workers based in the North of England. According to IPPR analysis, industrial and commercial CO2 emissions have remained higher than the average in other English regions.^{xxix}



- 3.8 The hard reality is that jump to net-zero within just a few years, and without a real plan for jobs, would be a social disaster reminiscent of the colliery closures in the 1980s and 1990s. Fourteen out of the fifteen industries with the highest gross emissions are organised by GMB. We cannot endorse rushed targets for these industries, nor vague promises of retraining for jobs that do not exist.

Jobs in the 15 industries with the highest UK greenhouse gas emissions, 2018^{xxx}

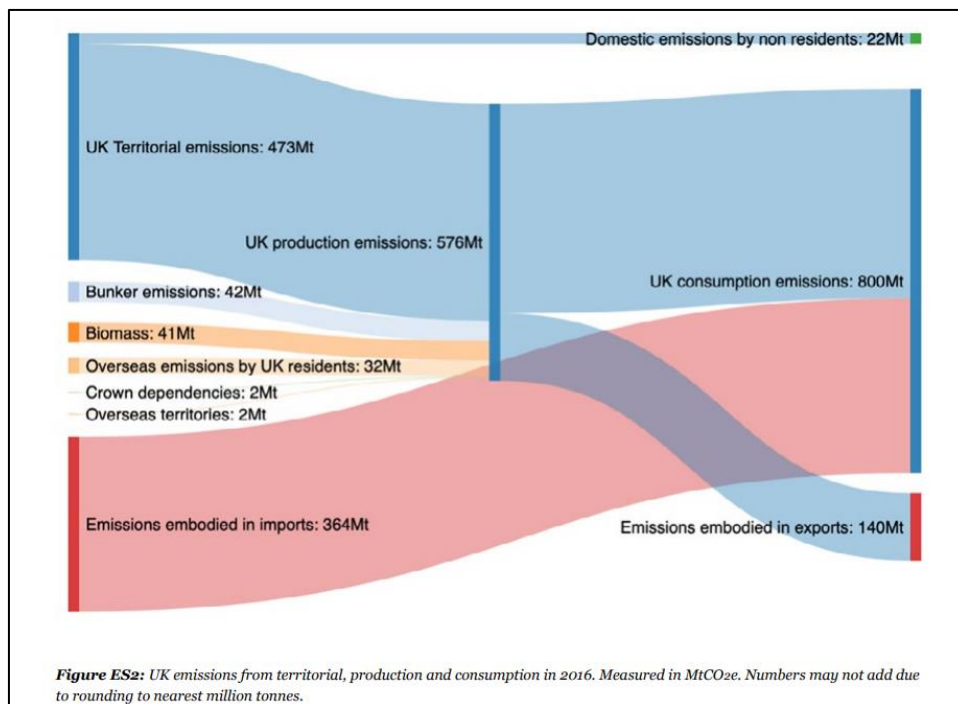
Industry description	GHG k/tonne equivalent	Share of GHG emissions (%)	GB jobs
Products of agriculture, hunting and related services	47,677.2	8.5	196,000
Air transport services	45,909.3	8.1	75,000
Electricity production – gas	45,713.2	8.1	29,000
Electricity production – coal	28,092.9	5.0	

<i>Electricity production – other</i>	<i>15,015.0</i>	<i>2.7</i>	
Waste collection, treatment and disposal services; materials recovery services	20,132.7	3.6	130,000
Crude petroleum and natural gas	19,999.2	3.5	13,000
Manufacture of refined petroleum products	14,071.7	2.5	9,000
Freight transport by road and removal services	12,951.6	2.3	290,000
Water transport services	12,150.4	2.2	14,000
Manufacture of basic Iron & Steel	10,735.8	1.9	33,500
Manufacture of cement	7,486.3	1.3	1,250
Retail trade services, except of motor vehicles and motorcycles	7,426.5	1.3	2,771,000
Wholesale trade services, except of motor vehicles and motorcycles	7,227.4	1.3	1,159,000
Manufacture of petrochemicals	6,458.7	1.1	18,050

- 3.9 Instead, GMB supports the development of sustainable plans for decarbonising these sectors to the greatest extent practicable, in full consultation with the workers who are most affected by industrial change. This process must be set against a goal for net-zero emissions for the whole economy, with the UK playing its full part in supporting global reductions in emissions.
- 3.10 To achieve a neutral balance across the UK as a whole, we need urgent investment in proven Carbon Capture Utilisation and Storage technology, alongside a major programme for restoring the natural habitat. Over 3 billion tonnes of carbon are estimated to be stored in the UK’s peatlands alone, and 80 per cent of peats are degrading and emitting more carbon than they store.^{xxxix} A massive policy of restoring forest areas would create natural ‘carbon sinks’ to balance out those industries that cannot be fully decarbonised, improve air quality, provide a new stimulus measure, and increase the beauty of our land for working people to enjoy at times of leisure.^{xxxix}
- 3.11 GMB supports calls for a Green New Deal that are built on the principles of environmental and social justice. We brought forward plans for a Green New Deal at TUC Congress 2019.^{xxxix} No one group has a monopoly on what the detail of what should comprise a socially just Green New Deal, and this report sets out policies that GMB believes should be part of that settlement.
- 3.12 Industrial transition will require new, high quality retraining. We note with caution the UK’s historically poor record in delivering such schemes.^{xxxix} The Government must engage with unions and employers on the contents of retraining schemes at the earliest opportunity as part of a tripartite, social partnership approach to delivering the skills we need.
- 3.13 While the industrial focus of this report is on energy sectors, we support investment in the next generation of products – from electric and hybrid cars to sustainable aviation fuel – that have the potential to sustain existing employment in at-risk industries, create new jobs, and contribute to decarbonisation. We call on the Government to invest in these technologies as a matter of priority.

4. Decarbonisation – a global problem

- 4.1 Climate change is a global problem that requires a global solution. To avoid the catastrophic effects of global heating, countries need to co-operate to reduce greenhouse gas emissions produced within their own borders and across global supply chains.
- 4.2 The 2015 UN Paris Climate Agreement commits countries to significantly lower their greenhouse gas emissions in effort to limit increase in global temperatures to 1.5°C. Adherence to the Paris Agreement is the basis on which the UK is aiming for net-zero greenhouse gas emissions by 2050.
- 4.3 GMB commends the international trade union movement for achieving a commitment to a just transition in the Paris Agreement which calls on countries to take ‘into account the imperatives of a just transition of the workforce and the creation of decent work and quality jobs in accordance with nationally defined development priorities.’^{xxxv}
- 4.4 On the surface, the UK has a relatively low carbon footprint. Official estimates put UK territorial greenhouse gas emissions at around 1 per cent of the global total in 2018. The UK also ranks 16th out of members of the G20 for territorial emissions with China, the United States and the European Union making up the top three.^{xxxvi}
- 4.5 The UK has been reported to be reaching ‘halfway to net-zero’ as the shift in our power generation from using coal to gas and renewables has driven a 44 per cent reduction in total estimated territorial emissions^{xxxvii} between 1990 and 2019.^{xxxviii}



Breakdown of UK Emissions in 2016 in Metric Tonnes of Carbon Dioxide Equivalent (MtCO_{2e}). Source: WWF, 2020

- 4.6 However, as can be seen above, this only tells half the story. Our total carbon footprint has only fallen by 15 per cent from 1990 to 2016 as emissions released overseas to satisfy UK consumption of goods and services have risen to nearly half of our footprint. These are not

counted within the UK's emissions reduction targets under the Paris Agreement.^{xxxix}

- 4.7 Until recent public pressure, the UK also offset its emissions by supporting new fossil fuel projects overseas through export finance, aid and trade promotion - with £2 billion spent in 2018 alone.^{xl} The UK also continues to import fuel from overseas to fill a substantial portion of our energy supply, as much as 35 per cent of total supply in 2019.^{xli} Both are also not counted in the UK's emission reduction targets.
- 4.8 Transporting fossil fuels thousands of miles overseas to supply our energy needs while failing to create jobs in the UK is not good environmentally, ethically, or for energy security. Our energy supply will continue to be reliant on relations with other countries with poor human rights records, and those situated in areas where rising international tensions put our energy supply at risk.^{xlii}
- 4.9 GMB restates its support for the UK to move to an energy supply model based on domestic production and consumption. We need investment in our own low-carbon energy sources, utilising the full potential of the UK supply chain and bring our energy utilities and infrastructure back into public ownership.
- 4.10 If the UK's path to net-zero taken in isolation, we risk increasing emissions worldwide at the expense of decent jobs and public support for decarbonisation at home. The UK should work multilaterally with others to learn lessons from each other's paths to decarbonisation.
- 4.11 We need to learn the lessons from nations that created jobs through an active industrial strategy, such as the Obama administration's programme of tax credits for onshore manufacturers which improved the proportion of the USA's wind turbine equipment that was manufactured domestically from 25 per cent to 72 per cent.^{xliii}
- 4.12 Global warming is a trade union issue. GMB supports our sister unions across the world in demanding a real just transition. Decarbonisation which is not led by those most affected, is not backed up by investment, and does not retain and create good quality unionised jobs is not a just solution, nor is it one that will work.
- 4.13 GMB supports calls from the International Trade Union Confederation (ITUC) for all world leaders to maintain their ambition at the COP26, due to be hosted by the UK later this year, ensuring a just transition is placed at the centre of decisions that are made.^{xliv}
- 4.14 Polluters should pay the cost of decarbonisation. Between 1990 and 2015 the consumption activities of the wealthiest 1 per cent of the population worldwide were responsible for more than twice as much of the cumulative carbon emissions as the three billion people who make up the poorer half of the world.^{xlv} Just 100 companies were responsible for over 70 per cent of global industrial greenhouse gas emissions from 1988 to 2015.^{xlvi}
- 4.15 GMB remains at the forefront of calls for corporate accountability and tax justice following the 2008 financial crisis. These are climate issues, and calls for greater transparency over the use of tax havens 'by companies involved in activities that have harmed the world's oceans and the Amazon rainforest' are increasing.^{xlvii} The three tax havens most responsible for the world tax abuse risks are in British Overseas Territories.^{xlviii}
- 4.16 Where the UK until recently used aid, development and export finance to support overseas fossil fuel projects it should now use these institutions to assist developing countries in decarbonising

through a just transition. This would follow Article 9 of the Paris Agreement, which calls for 'developed country Parties to provide financial resources to assist developing country Parties with respect to both mitigation and adaptation in continuation of their existing obligations under the Convention.'^{xlix}

- 4.17 In March 2021 the European Parliament endorsed using a Carbon Border Adjustment Mechanisms, also known as a carbon border tax, to ensure that goods imported from outside Europe, such as steel, do not have an unfair competitive advantage because they are manufactured in countries with higher emissions.ⁱ The Biden Administration in the United States has also listed carbon border levies to be considered as part of its trade agenda.ⁱⁱ
- 4.18 A border tax or tariff placed on high-carbon imported goods could create a more level-playing field for global emission reduction, increasing the incentive for less ambitious countries to make progress while reducing the incentive for unscrupulous employers to offshore industry and jobs to avoid regulation and offset emissions through 'carbon leakage'.ⁱⁱⁱ
- 4.19 The implications for UK industry of a carbon tariff should be carefully considered. Care would also need to be taken to ensure least developed countries who are contributing the least to global emissions should not be unfairly affected. In principle, however, GMB believes that a carbon imports tariff could reduce global emissions and prevent the undercutting of UK manufacturing by competitors with lower environmental and labour standards.
- 4.20 The market, and politicians who are unresponsive to the needs of working people, should not be left to decide how we decarbonise the global economy. The trade union movement should explore how carbon border adjustments could work within our commitments to decarbonising through a just transition, building on the principles for fair carbon pricing outlined by the ITUC's Just Transition Centre.^{liii}

5. The future of the gas industry

- 5.1 Natural gas is a crucial part of our energy mix - from domestic heating to energy production and industrial processes. It has played a transformative role in making the air cleaner in our homes, cities, and industries.
- 5.2 Gas has reduced the need for coal fuelled power stations. Natural gas has helped us transition to a world with fewer polluting power sources. Compared to coal, natural gas reduces carbon emissions by an estimated 50 per cent, and home heating emissions by 33 per cent.^{liv} The installation of modern, efficient gas boiler systems has further contributed to a ten per cent reduction in residential emissions on a temperature-adjusted basis over the last decade.^{lv}
- 5.3 Our members have made their industry safe, well paid, and highly skilled: fighting for the future by making sure that the industry has maintained best-in-class apprenticeships. It is our responsibility to preserve these highly skilled jobs in a context where there will be increasing pressure to reduce the use of natural gas.
- 5.4 The UK Government's December 2020 Energy White Paper set out an aim to 'transition completely away from traditional natural gas boilers for heating homes on the gas grid,' with an expectation that by the 'mid-2030s... all newly installed heating systems to be low-carbon or to be appliances that we are confident can be converted to a clean fuel supply.' The Energy White

Paper also states that the Government will consult on whether it is appropriate to *end gas grid connections*.^{lvi}

- 5.5 These policies – if enacted - will directly affect our members who are boiler fitters and service and repair engineers, as well as our engineers who work in the grid, and could fundamentally change industry skills and knowledge requirements. Our customer service agent members could also see wholesale changes to their working lives. We had already seen the break-up of National Grid, with the sale of the gas distribution business to Cadent, in the last decade.
- 5.6 85 per cent of homes are connected to the gas grid. Gas is our fail-safe form of energy, and our members in the distribution and domestic supply and service sector have been essential workers throughout the pandemic.
- 5.7 The natural gas that the UK can extract is deteriorating in its quality and it is less capable of being used as feedstock for our chemical industries. GMB has raised concerns with our reliance on imports of Liquefied Natural Gas, and natural gas imports from nations including Qatar and Russia, where our purchases fuel autocratic regimes. We have called for the UK to be more self-sufficient when it comes to our own gas supply. However, the reality is that the types of gas that we use will need to change.

The future of gas

- 5.8 GMB believes that a gradual blending of green gasses (biomethane, synthetic natural gas/bioSNG, and hydrogen) offers a sustainable option that would minimise disruption for consumers and make best use of the existing gas workforce and distribution network. Both products can be safely blended into the natural gas supply (including hydrogen blends of up to 20 per cent) without a change to existing appliances.^{lvii}
- 5.9 Hydrogen does not burn any carbon during use - its only by-product is water. The Department for Business, Energy & Industrial Strategy (BEIS) believes that hydrogen could play a 'vital role' in meeting our carbon reduction targets by 2050 as well as creating up to 8,000 jobs by 2030, and 100,000 jobs by 2050.^{lviii}
- 5.10 Key gas network companies such as Cadent seem to have higher hopes, believing that 75,000 jobs can be created by their HyNet project alone in the North West, which will supply local industries in the region such as glass and steel manufacturing.^{lix}
- 5.11 As part of the Treasury's Build Back Better policy^{lx} it was announced that £12 billion of UK Government investment, as well as a target of raising three times this much from private investment by 2030 to go to key technologies including hydrogen. The 'plan for growth' policy has called for:

'Working with industry, aiming to generate 5GW of low carbon hydrogen production and capacity by 2030 for industry, transport, power and homes; and aiming to develop the first town heated entirely by hydrogen by the end of the decade.'
- 5.12 The Government's Hy4Heat programme is trialling two semi-detached houses that are powered entirely by hydrogen.^{lxi} This project, worth £250,000, represents half the budget that the Prime Minister has set aside for hydrogen technology development, with the other half going to new

hydrogen production facilities.

- 5.13 However, the scale of the investment announced so far pales in comparison to other nations. The EU has placed hydrogen at the heart of the region's 'green recovery' announcing a target of 40GW of electrolyser capacity by 2030 with France and Germany investing 7bn and 9bn euros respectively, alongside other EU nations such as Spain, Italy, and The Netherlands.^{lxii} Our EU based sister trades union organisations have also called for the sustainability of the gas sector with hydrogen as a key component.^{lxiii} Hydrogen could represent a sustainable future, but without further investment there is a real risk that the UK will once again be left behind.
- 5.14 GMB has argued in consultation responses that biogas, synthetic natural gas, and hydrogen represents a sustainable future for the gas workforce and the transmission network.^{lxiv} By contrast, the alternative technology of heat pumps is vastly more expensive at the point of installation, and wholesale take-up would dramatically increase demand on the grid. As the Committee on Climate Change has acknowledged, 'there are not enough qualified heat pump installers'^{lxv} to deliver a mass conversion programme.
- 5.15 The UK's 280,000 km gas grid supports more than 24 million homes. Finding ways to ensure that homes are not disrupted by changing their heating systems through hydrogen conversion – if the technology and cost is viable – would see massive benefits for consumer acceptance while also contributing to net-zero. As discussed in the chapter on renewables, there is also a real opportunity to build strong, exporting supply chains in the UK too. Investment in hydrogen also opens the door for the sustainable powering of transport services through fuel cell technology, particular for modes for which electrification may not be suitable (such as heavier vehicles and some rail lines).
- 5.16 In preparation for a full transfer to hydrogen, the UK can draw on its experience of arguably its only true 'just transition': the conversion from town gas (which was 50 per cent hydrogen) to natural gas in the 1960s and 1970s, with Government, industry, and union support. Estimates produced for BEIS suggest that a similar conversion programme today could provide work for 100,000 people and be completed in four years.^{lxvi}

GMB – the union for gas workers

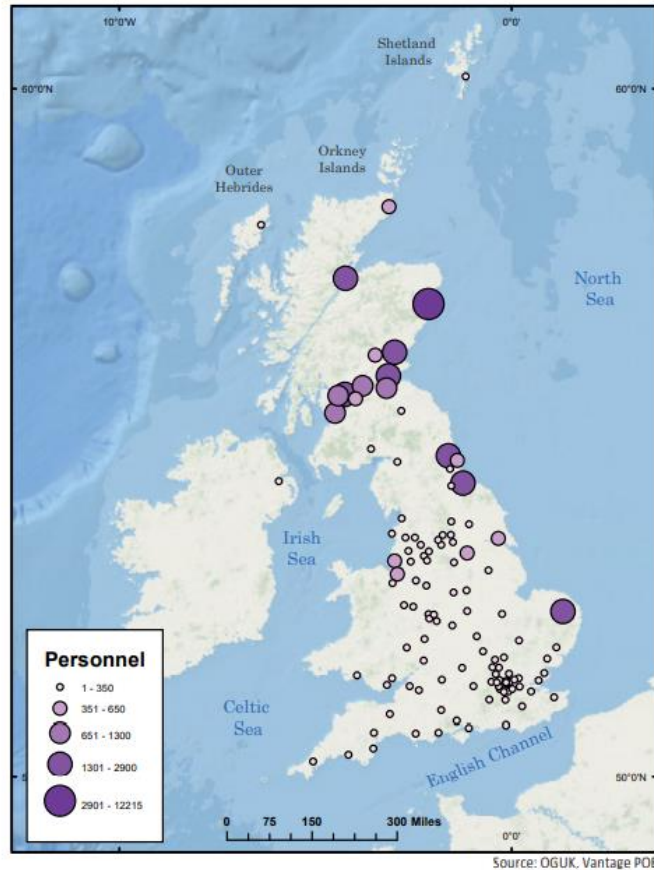
- 5.17 GMB and our members are essential to the future of gas, just as we have been essential to its past and present. The sector owes a huge amount of success and prosperity to the unionised workforce who have powered our homes and industries for over a century.
- 5.18 That is why the most recent attack on terms and conditions at British Gas has been particularly despicable. We are seeing a race to the bottom in the gas sector right before our eyes that is the culmination of the corporate greed and fragmentation that privatisation has unleashed in the energy sector. We express our solidarity with all our members who took industrial action, including those who did not feel able to sign the new contracts. GMB's present and future role will be paramount in fighting back all attacks on our members' terms and conditions.
- 5.19 Looking to the future structure of the industry, there can be a sustainable future for gas if the right decisions to investment in skills and green gas production are made now. Securing political support for continued use of the gas distribution network and a planned transition to green gases must be a top priority for the union in the years ahead.

6. Offshore oil and gas

- 6.1 The offshore oil and gas industry in the UK is now extracting the remaining natural resources from a mature basin in the North Sea. Before the Covid-19 pandemic it was estimated that around 30,600 people were employed directly in offshore oil and gas, with 121,000 employed in the wider supply chain.^{lxvii}
- 6.2 The UK Government has repeatedly restated its intention for North Sea oil and gas fields to remain an important source of energy supply in the future and serve a key role in helping the UK meet net-zero by 2050.^{lxviii} However, the experience of our members in offshore oil and gas demonstrates that both these aims are at risk of not being met if the future of the industry and the wider UK supply chain is not secured.
- 6.3 The industry's highly skilled workforce and supply chain has repeatedly suffered from 'boom - bust' cycles in the market price of oil and gas and major companies pulling the plug when things get tough. This has led to employment in the sector falling by 35 per cent between 2013 and 2019.^{lxix}
- 6.4 In 2020, while the Covid-19 pandemic brought about a global health crisis, offshore workers faced the biggest industrial crisis in the sector to date as employers served notice to terminate the longstanding collective agreement which has protected their terms and conditions for decades and ensured stable industrial relations.
- 6.5 GMB believes our members in offshore should never be made to pay for successive crises facing the industry they work in and the union has worked hard to find a new way forward for the industry.
- 6.6 The new Energy Services Agreement (ESA) signed by offshore unions and contracting companies in 2021 is a welcome starting point for this new way forward. GMB will use the agreement to push other companies not currently in the agreement to join it so that more workers are protected across the sector and the 'race to the bottom' culture in the industry is made a thing of the past.
- 6.7 It is welcome that the ESA agreement explicitly commits to supporting the retention and development of skilled workers as part of a 'just transition' and to support industry initiatives to decarbonise the sector as part of achieving the UK's net-zero target.^{lxx}
- 6.8 Any energy transition in offshore oil and gas will have a huge impact on jobs and livelihoods. We do not need to look further than the economic fallout of Covid-19 to remind us of the consequences of getting it wrong. In Scotland, from March to August 2020, the two highest increases in claims for unemployment-related benefits were in central and north east areas where many offshore workers are based.^{lxxi} Other base areas for offshore workers such as in East Anglia also saw large month-on-month increases.^{lxxii}

- 6.9 There is no justice in a transition from skilled work to the unemployment lines and a bad transition done to workers and communities reliant on the offshore oil and gas sector rather than with them will only reduce public consent for decarbonisation.

Residential locations of offshore workers

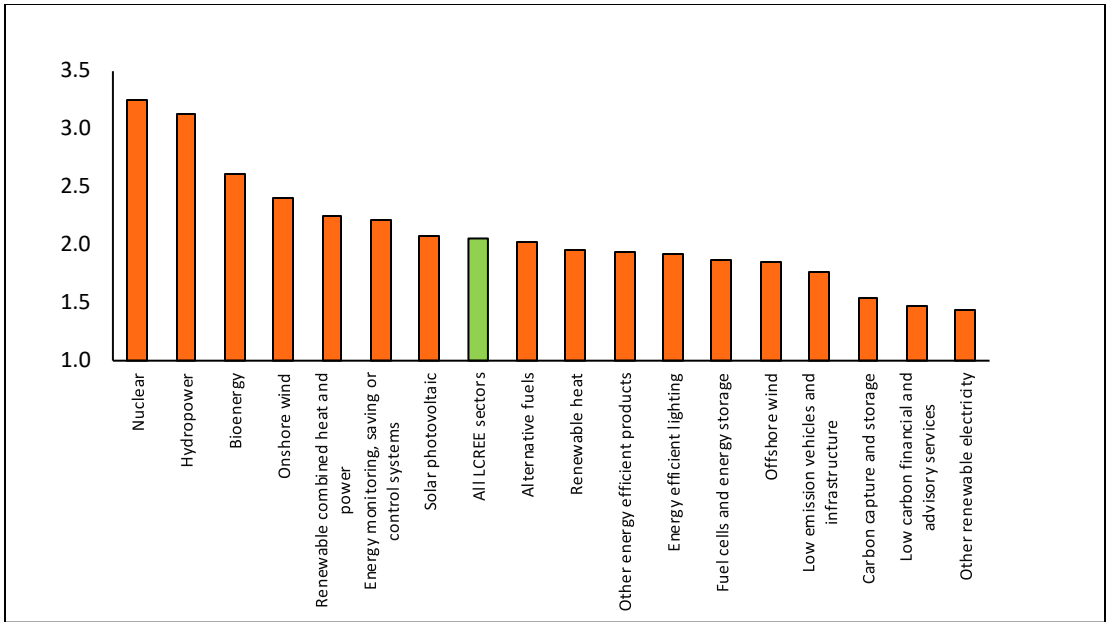


- 6.10 A just transition in offshore should have the existing oil and gas workforce and infrastructure are at its heart. Any energy transition in offshore should secure work in the UK, including in UK yards, and should protect operational jobs in the long term. Workers affected and their unions should be treated as equals in the process, with a say on the key decisions taken and the ability to contribute to solutions.
- 6.11 Any transition in offshore oil and gas ultimately requires investment and a proper industrial strategy from Government. The UK Government published the North Sea Transition Deal in March 2021, but the proof will be in what investment comes from it if the Government is genuinely serious about making decarbonisation happen in offshore.
- 6.12 GMB believes that North Sea Oil and Gas will remain an important and secure source of the UK's energy supply. It will play a crucial role in decarbonising our energy supply in the short to medium term while as part of a balanced energy mix, and in ultimately achieving the energy transition to renewables that is needed.

7. Nuclear

- 7.1 GMB represents thousands of nuclear workers, primarily in construction, decommissioning, and the wider supply chain. We are a signatory to the ‘best in class’ Hinkley Point C industrial agreement.
- 7.2 GMB supports civil nuclear power as an important component of a balanced energy mix. Nuclear is an important source of ‘firm,’ dependable energy. Until there is a breakthrough in large-scale, economically viable and reliable storage technology, wind and solar alone cannot replace a sensible mix of renewables and low-carbon sources, including nuclear.
- 7.3 The UK opened the world’s first civil nuclear plant in 1956, and the nuclear ‘baseload’ has consistently met around a fifth of the UK’s energy needs in recent years (this dependable supply is particularly important during periods when renewable production is unreliable).^{lxxiii}
- 7.4 Nuclear produces no carbon emissions during production. While some have drawn attention to the energy consumed during fuel extraction, refining, and disposal, the reality is that all energy production methods (including renewables) contain such ‘embedded’ carbon costs. A robust comparison of whole ‘life-cycle’ emissions has found that the total carbon costs of nuclear are competitive with wind power and lower than solar power. As a result, investment in nuclear ‘does not impede the transformation towards climate-friendly power supply.’^{lxxiv}
- 7.5 While there can be no room for complacency, the high union density rates in nuclear have contributed to a strong culture of health and safety. The UK has not recorded a major nuclear safety incident since the 1957 Windscale fire. Nuclear produces no harmful particulates which damage lungs and cause cancer, which means that nuclear power is one of the safest forms of energy production for human health.^{lxxv}
- 7.6 Nuclear is an important source of well-paid, high-skilled and unionised employment. The nuclear sector employs at least 59,500 people in the UK directly and through its supply chain.^{lxxvi} The median full-time wage for occupations relating to the processing of nuclear fuel was £55,193 in 2020,^{lxxvii} and areas containing nuclear sites have some of the highest overall union densities in the country (the highest density rate is in Copeland, reflecting in part the strong organisation of decommissioning workers and the associated supply chain).^{lxxviii}
- 7.7 Investment in nuclear also represents one of the most effective means of supporting the wider economy. According to the ONS, each nuclear job supports a further **2.3 jobs** in the wider economy – this ‘multiplier effect’ is the greatest of any part of the low carbon and renewable energy economy (LCREE), and it is significantly higher than investment in wind power can deliver due to nuclear’s strong domestic supply chain.

ONS estimates of LCREE employment multipliers, 2018^{lxxix}



7.8 Jobs in the nuclear industry are well-paid, highly skilled, and unionised. Nuclear provides the sort of high-quality employment that the economic recovery should be built on. However, the UK faces an imminent energy production gap as most existing nuclear power stations are retired. Without new nuclear capacity, the UK will increase its dependence on fossil fuels and energy imports.

The current operational UK nuclear fleet^{lxxx}

Station name	Type	Installed Capacity (MW)	First power	Expected shutdown	Nation/region
Hunterston B	AGR	1,020	1976	2021	Scotland
Hinkley Point B	AGR	1,061	1976	2023	South West
Hartlepool	AGR	1,207	1983	2024	North East
Heysham 1	AGR	1,179	1983	2024	North West
Dungeness B	AGR	1,120	1983	2028	South East
Heysham 2	AGR	1,254	1988	2030	North West
Torness	AGR	1,250	1988	2030	Scotland
Sizewell B	PWR	1,223	1995	2035	East England
Total		9,314			

7.9 The decarbonisation of some sectors – such as transport and, to some extent, heating – is likely to be achieved through electrification. Demand for electricity is therefore expected to rise significantly in the years ahead and nuclear has an important role to play in meeting that challenge. According to the National Grid, installed capacity of up to 16 GW could be required by 2050 (an increase of around 70 per cent on current capacity).^{lxxxii} Internal Government analysis has reportedly found that the equivalent of twelve new Hinkley Point C projects will be required if the 2050 net-zero target is to be met.^{lxxxii}

- 7.10 Nuclear will be an essential part of the path to decarbonisation as long as renewable supply remains unreliable and intermittent. Where countries have moved prematurely away from nuclear, they have actually *increased* their dependence on fossil fuels as coal and imported natural gas in order to scale up production at times when demand is high and renewable supply is low. A number of communities have been bulldozed to make way for new coal mines following the German Government's 2011 decision to accelerate its phase-out of nuclear power.



The dark side of the Energiewende – the Church of Saint Lambertus, Immerath, Germany, is demolished in 2018 to make way for a new open cast coal mine

- 7.11 As a signatory to the Hinkley Point C 'best in class' industrial agreement, GMB has worked to protect good employment standards on the project. GMB, through the Women in Construction project, has led on the need to use the project to improve gender representation in the construction industry.^{lxxxiii}
- 7.12 Looking to the future, the UK has an important opportunity to develop an exporting manufacturing industry for Small Modular Reactors (SMRs), and the next generation of Advanced Nuclear Reactor designs (which could allow a more flexible approach to production and for power supply to be scaled up or down in response to demand). There are developed proposals to use excess heat from Sizewell C to produce hydrogen on a mass scale, which could supply homes and help protect employment in the gas sector. GMB calls on the Government to provide more support to help bring these proposals to fruition and secure new manufacturing orders in the UK.
- 7.13 Unfortunately, the nuclear sector has been beset by uncertainty following an inconsistent Government approach to funding and unnecessary, politically motivated reviews of the Hinkley Point C project. Of the eight sites identified in the 2011 National Planning Statement on Nuclear, only two – Hinkley Point C, and Sizewell C – only two are currently being progressed. If the sector does not rebound then thousands of jobs will be lost in construction, operations, and the supply chain.
- 7.14 GMB supports the following action on nuclear – and we call on the Government and the Labour Party to back the following steps:

- An urgent decision to proceed with Sizewell C, along with Government action to unlock the stalled proposals to build new nuclear power stations at Wylfa Newydd and Bradwell B.
- Investment in new nuclear technologies, including Small Modular Reactors and Advanced Nuclear Reactor designs, and industrial-scale hydrogen production.
- A new National Planning Statement for Nuclear to identify the sites for new builds to replace the 2011 policy that is due to expire in 2025.
- Public ownership and direct funding to guarantee terms and conditions that at least match those set out in the relevant national agreements, and to reduce the costs to taxpayers.
- Reforming the Nuclear Decommissioning Agency into a Nuclear Development agency with responsibility for delivering Small Modular Reactors and community regeneration.

‘If the Government is serious about levelling up the regions and meeting net-zero then it needs to support Sizewell C and the nuclear supply chain. There are few infrastructure projects of this scale that are ready to go and which can provide an immediate Post COVID-19 boost for jobs locally and nationally, including up to a thousand apprenticeships for young talent.’

Joint GMB, Unite, and Prospect statement on Sizewell C

8. Renewables

- 8.1 GMB welcomes the principles of investment in energy generation and a just transition to a low carbon economy, but so far taxpayers’ spending on renewable energy has failed to deliver the jobs that were promised.
- 8.2 As described earlier in this report, a shift from conventional energy sources to renewables entails a transition from jobs in operations to employment in manufacturing and repairs. These jobs could be secured in the UK: but in practice, while politicians have promised to deliver a ‘green jobs revolution’ for years, successive governments have failed to match investment in renewables production with a meaningful industrial strategy for securing employment in the UK.
- 8.3 The figures are stark. A record **£4.8 billion** was spent on renewable wind subsidies in 2019 but the sector employed just an estimated 11,600 people (and the ONS estimates that the true number could be as low as 8,600). A total of **£19.1 billion** was spent on central government renewable wind subsidies across the six year period but the number of people estimated to be employed by the sector actually fell during that time.

UK subsidies and employment in offshore and onshore renewable wind, 2014 to 2019^{xxxiv}

	2014	2015	2016	2017	2018	2019
BEIS subsidies (£ billions)	1.8	2.3	2.4	3.6	4.1	4.8

Employment (FTE)	13,300	10,600	13,600	11,800	11,600	11,600
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8.4 Even though Scotland has the greatest potential for offshore wind development in Europe, the STUC has described a catalogue of false dawns for the Scottish ‘green jobs revolution’ that seems to always be round the corner.^{lxxxv} These broken promises have been repeated in Westminster. In 2014, Vince Cable as BEIS Secretary stated that the offshore wind industry could support 30,000 jobs in the supply chain by 2020.^{lxxxvi} In reality, only 6,100 jobs were estimated to be indirectly supported by offshore wind in 2018 across the UK (the latest year for which figures are available).^{lxxxvii}



GMB leading the battle for BiFab, Edinburgh, November 2017^{lxxxviii}

8.5 A different approach is possible, and the potential benefits for domestic industry are huge. The Moray East and Nearth na Gaoithe projects are estimated to require between 212,700 and 319,500 metric tonnes of steel between them.^{lxxxix} Although the industry does not collect figures on the UK steel content of offshore wind, orders are primarily sourced from foundries and yards in Spain, the United Arab Emirates, and Indonesia – where average wages are as low as £2.80 an hour.^{xc} The finished products are transported half way across the world at enormous carbon costs.

8.6 Instead, investment in offshore wind has led to offshored jobs, as parts of the steel industry and historic fabrication yards have lain empty, while private developers utilise globalised supply chains. As a consequence, multi-billion pound orders that could be fulfilled in the UK have been sent overseas.

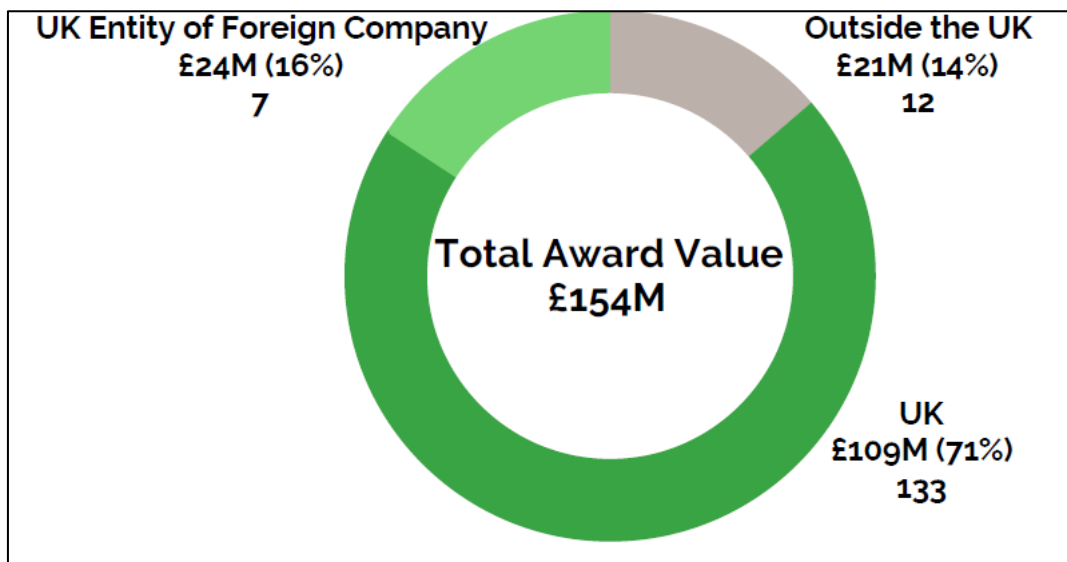
8.7 The 2020 Offshore Wind Sector deal set a target that 60 per cent of lifetime content by value should be delivered in the UK. However, just 29 per cent of capital expenditure was reported to be retained in the UK, according to the latest (2017) figures published by developers.^{xci} This ratio includes construction costs and the share of spending on components in the UK is likely to be far

lower.

8.8 While the Government recently extended the use of subsidy mechanisms to solar power, the supply chain for solar panels is deeply implicated in systematic human rights abuses. Half the world’s polysilicon – and essential raw material - is produced in Xinjiang, where the solar panel supply chain has been repeatedly linked with forced labour and the Chinese state’s ethnic cleansing of the Uyghur people.^{xcii} There are no effective safeguards to prevent these tainted products from being subsidised by UK taxpayers.

8.9 In contrast to the poor record of private developers, there is evidence that the direct procurement of renewables is more likely to deliver investment in the UK. Although the amounts were relatively small, 86 per cent of orders for renewable power placed directly by public bodies are retained in the UK.

UK public bodies’ direct procurement of renewables, 2015 to 2020 (Tussell research for GMB)^{xciii}



8.10 The Special Report to Congress 2021 on Public Spending and Procurement sets out an ambitious agenda for reforming international procurement rules so that the UK Government can guarantee that renewables orders will be retained in the UK

8.11 The UK has a historic opportunity to develop renewables in a way that supports jobs and helps to secure a viable future for the gas industry. The production of green hydrogen – utilising wind power – offers the prospect of a truly net-zero energy source which could be integrated into the gas distribution network, and for which the only waste product is water.

8.12 Green hydrogen production is already commercially competitive in niche industrial applications, and it is projected that the technology will be commercially viable at scale within a decade on current cost trajectories.^{xciv} Coupled with the UK’s natural wind resources, and with active Government support, this nascent industry could grow into a strong exporting manufacturing, fabrication and installation sector.

8.13 GMB supports the development of renewable power as part of a balanced energy mix, but the current system is costing taxpayers billions and failing to deliver the ‘green jobs of the future’ that were promised. Without a fundamental change in approach, there is a real danger that the green agenda will become permanently associated with job losses, deindustrialisation, and the overseas exploitation of workers.

8.14 We call for a fresh approach:

- Following the delay in Contracts for Difference auctions during the coronavirus outbreak, a moratorium should be extended on new subsidy awards until a robust plan can be delivered for securing jobs in the UK.
- Public investment for capital improvements should be provided so that fabrication yards and other essential UK industries can produce renewables components at a greater scale.
- Private developers should be held to account, and Ministers must direct an independent audit of true rates the UK content in subsidised offshore development to date.
- The auctioning of subsidies to private developers is not working. Central, devolved and local governments should develop direct public procurement models instead, with robust requirements around employment conditions, and union recognition.
- An urgent, large scale stimulus package should be developed to develop green hydrogen manufacturing in the UK to exploit the UK’s wind resources, and produce a truly zero-carbon fuel that will help secure a viable future for the gas industry.

9. Vision for 2050

9.1 The 2050 target could be met in two very different ways. The first is a continuation of current trends. The UK will continue to invest in non-fossil fuel energy generation that is fulfilled through overseas supply chains. The loss of skilled jobs will contribute to political disengagement, and support for environmental policies will be coming split on social lines.

9.2 Without a new generation of nuclear power, the intermittent nature of renewable production will require continued fossil fuel use when supply is not matched with demand. This will place more pressure on jobs in hard-to-decarbonise industries.

9.3 The second scenario for achieving net-zero is the one under which environmental objectives are allied with social aims. It will take a government with an active industrial strategy to achieve it, but by 2050 – or sooner, if the facts change and our members can support alternative plans – we want to see:

- An energy mix of renewables balanced by a new generation of advanced nuclear reactor designs and Small Modular Reactors, with both industries supported by strong, exporting, UK-based supply chains.

- Hard-to-decarbonise industries that have reduced emissions to the greatest extent practicable in close consultation with unions.
- Hydrogen and other green gases as the default heating solution, fuelled by an upgraded gas distribution network, produced to the greatest extent possible through green electrolysis, and serviced by a skilled, experienced, and unionised workforce.
- Carbon Capture Utilisation and Storage complemented with a restored natural habitat across much of the nation, with a massive programme of investment in reforestation and the restoration of peatlands.
- A government that links consumer spending at home to emissions reductions abroad – through policies such as a carbon imports tariff – while regaining our standing as a leader in international development by shouldering our share of the costs of global warming and decarbonisation for the world’s least advantaged nations.
- A public sector supply and distribution model to end the systematic extraction of profits across and invest in infrastructure and lower bills, while making good employment standards and union rights a condition of public spending on energy.
- Net-zero emissions across the economy as a whole and progressing to a carbon deficit by the end of the century to mark the UK’s contribution to limiting temperature increases to the Paris Accords goal of 1.5°C.

10. Conclusion

- 10.1 This Special Report sets out GMB’s commitment to tackling global warming while also pursuing a real plan for creating and protecting jobs.
- 10.2 It has built upon the GMB energy campaign ‘Switched On’ which called on us to:
- Promote the importance of a genuinely balanced energy mix now and in the future.
 - Provide evidence about the value of our energy sectors throughout the UK.
 - Inform and lead public and political opinion.
 - Highlight the risks and consequences to workers and consumers from unmanaged decarbonisation.
 - Champion and defend high quality, well paid unionised jobs in all energy sectors.
- 10.3 This report sets out new policy and addresses the policy concerns of our members inside and outside of the energy sector, and those who work in heavy industry reliant on fossil fuels. It has not shied away from confronting the realities of either climate devastation or the shortcomings of the Government’s energy policies.

- 10.4 We are living through one of the consequential periods of history. The outbreak of COVID-19 has torn apart any remaining illusion that our society is fair and inclusive. It has shown us which jobs and industries are essential, and the industries and sectors that have suffered the worst of the effects of lockdown. We are at a pivotal point to make fundamental changes to how rebuild our economy and our society to make it fairer.
- 10.5 Most of all, GMB will remain at the heart of the energy sector and all industries reliant on the future of energy. Workers need trade unions more than ever to fight the encroaching degradation of terms and conditions. Corporate greed and bandit capitalism has no place in such a crucial time. This report pragmatically lays out our demands for our members and for the future of how we power our society and leave no member behind.
- 10.6 We support the principles of a just transition and a Green New Deal, but there needs to be an honest conversation within the labour and the environmental movements about what those terms mean. We will not hesitate to speak up against proposals – however ambitious or well intentioned – that are not in our members industrial interests. Our members cannot live off slogans, and there is no justice in a transition from skilled work to the unemployment lines.
- 10.7 This report sets out a pragmatic set of priorities for decarbonising energy and contributing to the net-zero goal. We face environmental and social challenges of historic magnitudes, and we must all prove equal to the task ahead. GMB stands ready to play its full part.

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MIKE CARR (CEC, COMMERCIAL SERVICES): Good afternoon President Congress. Mike Carr Northern Region. Speaking on behalf of the CEC. I'm proud to be moving this special report. Congress, climate change is one of the gravest challenges we face. We must limit global warming to one and a half degrees by the middle of this century. We must decarbonise our colony and support that and the rest of the world too. If you do not then we face catastrophic - loss of audio.

Finally, we must secure a clean future for our gas industry including through conversion to hydrogen and other green gases. Decisions must be taken on the nuclear plants.

** No picture or audio.*

THE PRESIDENT: Unfortunately, Mike seems to have problems. Mike we're having problems hearing you because you're freezing all the time. I don't know what happened there. Maybe your connection or you were just freezing. Can we go to the seconder which is Amanda Burley. Thank you.

AMANDA BURLEY (CEC, PUBLIC SERVICES): Good afternoon President and Congress.. Amanda Burley, Yorkshire and North Derbyshire Region seconding the special report for the CEC. Congress, we are absolutely committed to supporting decarbonisation and halting global warming. There need be no contradiction between addressing climate change and supporting jobs first and foremost in our energy industries. And our members know that idealistic slogans are not enough. We must recognise that the last 40 years are littered with broken promises when industries went down. We cannot support calls today for decarbonisation that are not supported by scientific consensus and which would lead to widespread job losses in industries or the GMB. We cannot support solutions for particular industries which have not won the confidence of the workers in those industries. Congress, we support a just transition but there is no justice or the confidence for the workers in those industries. The report outlines answers to the challenge of achieving decarbonisation while retrained through to our labour values. These are not easy questions these reps set out a credible position. Congress, we are proud to be an energy union. We were born in the fires of the Becton gas works. Our members are proud to keep our homes warm and the lights on and the production lines moving. We support a job first route to decarbonisation not because we are wedded to the past but because we care about the future of our industries. That is the agenda that the special report sets out. Congress, please support this report. Thank you very much.

THE PRESIDENT: Thank you Amanda. We now go to speakers from each of the Regions. Yorkshire putting forward as a speaker, please? Is there a speaker from Yorkshire region? If not we move forward with one if there is. No. Is there a speaker from Wales and South West? No. Then I will go to Southern Region which is Jamie.

JAMIE DENNIS (SOUTHERN REGION): President, Congress Jamie Dennis, Southern Region speaking in support of the CEC special report on energy and the environment. As a worker in the energy industry it's gratifying that the GMB remains supportive and that we're committed to stop the outputting reaching the target of net zero by 2050. Missed energy is vitally important as we rely more on electronic devices move towards a world of digitalisation and electrical fix. We live in a time where we have 24 hour access to anything we could want or need. All of this leads to an increase on the demands made of the energy sector. It is vital that as we increase our capacity to meet this demand that we remain mindful of our net zero targets and drive towards the sustainable balanced energy policy. Without nuclear and the whole sale development of hydrogen there can be no net zero. Alongside renewable with turbines being built in the UK rather than overseas will lead to us rejuvenating growing and driving our economy and bringing job security back to our communities. The new General Secretary stood on a platform defending creating good jobs for GMB member a commitment that southern region fully support as part of the move ensuring that the billions of pounds that are required to make this transition are spent here in the UK rather than overseas will help to make that commitment a reality. In summary, I'm glad to see that the GMB remain committed to the ideas proposed Southern Region fully supports this CEC on energy and the environment.

THE PRESIDENT: Thank you Jamie. Is there a speaker from GMB Scotland? No. Okay. Speaker from North West Irish region. No. Then we will go to our Northern Region. We will go to Ian Clark from Midland and East Coast.

THE PRESIDENT: You're on Ian. We can see you.

IAN CLARK (MIDLAND & EAST COAST REGION): Good afternoon Congress. Ian Clark, Midland and East Coast speaking support of the CEC Special report on energy and the environment. Congress, we welcome this report from the CEC agree that more investment and research is needed to reach UK's target of net zero by 2050. I also agree that far from many contracts have been sent abroad, whilst the UK manufacturing industry has suffered badly the loss of highly skilled jobs and closure across the countries far from being an expert in this field although I do have some experience with my branches involvement with SMR's. Rolls Royce the UK venture consortium in design, into the UK under the threat of being under threat in the past due to lack of Government investment. What with Government support we can see that the UK being a world leader in small module reactors around the world creating thousands of high skilled jobs both in the UK and overseas. Making power stations a key part to the world's decarbonisation tool kit the GMB needs to put pressure on the Government and future Governments to invest in the UK and it's future projects to work closely with the members and employees stay on track in achieving the goals of net zero by 2050. Thank you.

THE PRESIDENT: Thank you Ian. Now go to London region and Paul.

PAUL BLOCK (LONDON REGION): Supporting CEC special report on energy and the environment. President afternoon Congress. Congratulations to Gary Smith. I'm Paul Block from the energy central branch London Region. Energy jobs within the gas sector could be made more secure by mixing hydrogen gas and natural gas together. This would significantly reduce the O2 omissions in the short term with no modification to customer applies Government project with two houses being run entirely by hydrogen. This is quite exciting for anyone in the industry as it presents a real hope for the existing gas network eventually being converted to hydrogen. This could be managed in a similar conversion to actual gas that

occurred in the 1960's to 1970's. The reason this could be revolution is that not only by the project of burning hydrogen is water therefore it's carbon neutral. Renewables are a good provider of energy in the correct conditions. However, nuclear has been contributing to our energy platform from the 1950's. It provides a stable base load with no carbon omissions during generation. We've recently had developments occurred in British Gas where workers were forced to sign new contracts or face being fired which many were for not signing. I think we have a moral duty to both our members and the customers to highlight this disgusting behaviour. It cannot be right that workers were going to the homes to carry out essential repairs treating their loyal staff in this way. British Gas sacked a lot of experienced staff that had been making them a profit. These workers were willing to negotiate if that was moved from the table. Chris O'Shea decided to fire them instead. Thank you for listening. Please support this report.

THE PRESIDENT: Just in time. We will go back to Yorkshire. Claire Turner please. Claire you're on.

CLAIRE TURNER (YORKSHIRE & NORTH DERBYSHIRE REGION): Speaking on behalf of Yorkshire & North Derbyshire Region supporting the CEC special report on energy and the environment. President, Congress, we fight for good quality employment in the energy industry this includes all of the industry. From construction and supply to services and the consumer. I have worked with British Gas I have experienced first hand the impact of changes to T&C's the large scale redundancies with our brothers and sisters while their jobs were at risk due to fire and rehire which is morally wrong and needs to be made illegal. Some of these people have committed their working lives and giving 30 years service to an industry that has now turned it's back on them. Three years ago I attended a just transition Conference. The Conference was a mixture of union reps industry delegates from all areas of the energy sector. Everyone who attended was in agreement that there was no plan for the industry's future. Politicians talk about it but there is no faith of them having a real plan that is anymore short-sighted than their own plans to get themselves elected. Councils have allowed power stations to pop up everywhere thinking they were getting a good deal. Only to find out those companies who funded them are now working in millions. Millions that could have been used in our community ethos build the green revolution had our politicians had a bit of foresight and a backbone to under these themselves. Just transition looks forward in that just plan. While we focus on timescales, more need to be done companies and Governments are outsourcing everything they can and retraining and transitions are just words to our members. The member the GMB switch on campaign where we campaign for more investment in hydrogen while there's campaigners were in the investment due to the use of fossil fuels. They forget hydrogen can be created in ways that are carbon neutral. We need to reduce carbon emissions we cannot ignore the fact unless we have a real plan thousands of jobs will go.

THE PRESIDENT: Can I ask you to finish please.

CLAIRE TURNER: Yes. Sure. Our members cannot live off slogans: There is no justice in a transition, from skilled work force to the door. We the workers are ready to support the green reserves only if it's ours we support.

THE PRESIDENT: Thank you Claire. And speaker from Wales and South West. Paul?

NEW SPEAKER: Have you finished Claire?

THE PRESIDENT: Speak Paul we can see you. So if you're ready to speak.

PAUL HUNT (WALES & SOUTH WEST REGION): President Congress, Paul Hunt Wales & South West region speaking in support of the CEC's special report on energy and the environment. Colleagues, speaking support of this report of means Wales & South West

region believe it's vital that we have a clear strategy for the future that seeks to address the global climate emergency that we're all facing. We must hold the Government to account and ensure that there is a clear plan that we will deliver real progress that will contribute towards our net zero targets while ensuring real growth in our green energy sector. Progress however cannot simply pass the problem into other countries that have higher carbon production costs than ours. We must protect jobs and create high quality unionised new jobs, invest in skills and infrastructure. So the UK is leading the world and not under-investing in our green futures compared to country like France and Germany. Real investment would be essential if we were to move to an energy supply model based on domestic production and consumption. But we must also make sure that it is the polluters who are held accountable in pay the cost of decarbonisation we need to invest in our low carbon energy sources utilise in the full potential of the UK's supply chain and seek to bring our energy utilities and infrastructure back into public ownership. Over the last few years across the sector we've seen our members jobs and T&C's become increasingly under attack by the same time billions of pounds have been paid to wealthy investors. Special mention should go to Centrica who have been specially generous in their 3.1 billion gift to their investors made between the start of 2015 and the end of 2019 while at the same time shedding 9,750 jobs many of which were GMB members. Our energy future must consist of a balance energy mix that includes renewables nuclear offshore oil and gas and a transformation of our gas solution network. We are proud to be part of the largest energy union and we ask you that you please support the special report. Thank you. (applause).

THE PRESIDENT: Nice to hear some clapping okay. Thank you Paul. So Birmingham didn't pick up a speaker. Didn't put forward a speaker. So, I go to the votes? Sorry I'm just getting some instructions. London region are raise in a point of order. So.. Not sure who that is coming into speak is that Kim?

KIM HENDY (LONDON REGION): It is yes can you hear me Barbara.

THE PRESIDENT: Yes Kim. And can see you.

KIM HENDY: So am I right in my point of order now not the actual mention itself I will assume that a case unless you correct we Congress President, Kim from London region. I'm respectfully argue in that the rules are not being interpreted correctly. London region refused to withdraw motion 225 at our meeting yes they. Therefore under Conference rules, or at least traditional, the region understood we be about to move the motion not debate it but move it and then withdraw from the platform. That's the way the points are heard and delegates who are the bedrock of our them see are allowed to make up their minds hear the motion not debate it sorry. However we found out about an hour ago that motion 225 has been remove from the agenda so we would say that what's the point of asking the regions previously to withdraw the motion and then ignoring that. So, also that this is an actual traditional that branches which are requested but refuse to withdraw a motion which is separate or disagrees with CEC report have in previous years been allowed to move that motion and then withdraw it from the platform and I would ask that you allow me to do that this afternoon for motion 225. Thank you.

THE PRESIDENT: Thank you Kim for that. So Congress from a procedural point of view the stance for these motion are because there was seek to withdrawal in favour of the report therefore motions do fall if the report is carried. This is long-standing practice. Motion 225 is in contradiction to the report including through it's call for a zero carbon economy by 2030 whereas the report backs a 2050 target. So, on that basis, I'm not taking that motion to be heard, we will go to the vote.

The CEC Special report on energy in the environment is carried. Thank you. So that does take us on to item 12 which is social policy climate change. Because the energy and

environment special report has been carried, motions 215, 225 and 130 fall and will not be debated. So now I'm going to move us on to motions 228, and 230. Motion 228, can the movers and seconder please be ready, mover is Steve. Steve I think we know you're there on the queue waiting to come in. No he's gone, we've lost Steve so we are asking Birmingham to formally move and second 228.

228. PERSUADING BUSINESSES/ EMPLOYERS AND LOCAL AUTHORITIES TO MOVE TO ELECTRIC / HYBRID VEHICLES

This Congress is to consider a national campaign aimed at persuading businesses, employers and local authorities to move to electric/hybrid vehicles. Vehicle technology is improving all the time as well as light vehicles manufacturers have even developed electric HGV's. Imagine a local authority with a whole fleet of electric refuse trucks no more smelly diesels collecting our refuse, this has to be the future.

If we are to save the planet from global warming this has to be Britain's contribution, all started off by a GMB campaign.

C80 DUDLEY BRANCH
Birmingham & West Midlands Region

(Carried)

THE PRESIDENT: That takes us on to 230 and the Region is formally moving and seconding.

230. CARBON FOOT PRINT

This Congress notes that breathing polluted air puts us at a higher risk for asthma and other respiratory diseases. High levels of particle pollution have been associated with higher incidents of heart problems. The burning of fossil fuels and the release of carbon dioxide in the atmosphere are causing the Earth to become warmer.

The Congress believes that we want to live greener, so we can get into upcycling at home, sort our curbside recyclables better and start buying your food locally. Meanwhile at work, the computer stays on all night, we use only one side of your printer paper and the AC is running to the tune of 68 degrees. It's easy to let the green living slide at work, since it's not technically space owned by us. Or maybe you're already your office's green warrior, but we could use some more ideas. Here are 15 ideas to lower your carbon footprint at the office.

The Congress resolves that we :

1. Measure your carbon footprint

The best place to start is by measuring the carbon footprint of our office. Rather than just going into this with guesswork, we can actually keep measurable data on how well our office is doing in the sustainability realm. we can either hire green consultants or put an internal manager in charge of the green initiatives.

2. Upgrade your office

This can be as easy or as in-depth as we want it to be. We can start with just switching to LED and other energy-saving light bulbs and see how that affects our building's energy usage. We can also look into getting better windows to keep the hot and cold air in, getting a tune up for the heating/cooling systems to make sure they are operating at peak efficiency, buying energy-saving machines that are Energy Star-rated or looking into upgrading old equipment like inefficient boilers.

3. Make sure to recycle everything

When our electronics have reached the end of their lifecycle, we can make sure to recycle them. We can recycle your electronics through e-recycling companies or manufacturer take-back programs. Make sure the option we choose has some sound data-wiping procedures in place to keep your data secure. Look for other items to recycle like plastic components, paper, donating used office furniture, etc.

4. Turn off everything

Make sure we turn off all lights at the end of your day and keep lights off in unused rooms. We can also make the most of power strips by plugging several computers into them and just turning off the power strip at the end of the day. Computers should also have power management options we can activate.

5. Watch your paper usage

One of the easiest things we can do in an office to reduce waste is to keep an eye on paper. Only print if absolutely necessary, use a printer's two-sided print feature and use the back of one-sided paper as scrap paper. The idea of going paperless is still a future reality for many places. It's been touted for decades as the way business is going, but offices are still littered in papers. We can try to reduce paper by keeping communications and records digital, if possible.

6. Focus on employee education

We can make sure everyone in the business is on board from the start. Include green initiatives in memos and newsletters, and instruct employees to turn off computers and lights after meetings. A fun option is to set up interdepartmental goals and rewards systems for the department that reduces the most waste.

7. Participate in Green Office Week

Every May has a Green Office Week. There is no reason we can't get involved in our work place. It's a great idea for mobilizing the workforce and communicating green objectives. The week is divided into theme days like "Motivation Monday" and "Think About it Thursday."

8. Keep recycling bins around

Here's another easy one: Keep recycling bins easily accessible, if they are not already. We can put them near water coolers, lunch areas, at key points in hallways and around large groupings of tables or cubicles. As a related note, make sure the company has a recycling system in place so all the waste doesn't just get mixed together. Don't be that place that just has recycling bins out to keep up appearances.

9. Adjust the thermostat

Have we ever turned up the thermostat in summer by one degree and had your energy bill go down enough to warrant an extra trip to a decent restaurant? If you haven't, try it sometime. We can either adjust the thermostat by one degree or set it back 10-15 degrees overnight when no one is around. Energy.gov rates the difference as annually saving 1 percent on the energy bill for each degree if your thermostat setback time is eight hours long.

10. Focus on heat conservation

It's not just for the home. We can try to seal windows and doors so heat or cold air is not escaping. Seal gaps in floorboards. Look into double-glazing your windows to make sure heat stays in. Energy.gov has a good guide on heat conservation that you could apply to the office.

11. Look into alternative transportation

Another great option is looking into how our staff gets to the office and home again. Options include offering electric cars to major transportation hubs, supporting cycling programs, helping employees coordinate carpooling, offering to pay for public transportation (or at least offering discounts on it) and educating employees about choosing fuel efficient vehicles.

12. Try telecommuting

Another good option is to consider telecommuting, since it reduces the emissions of driving back and forth to the office each and every day. Work that can be done solo at a computer can easily be accomplished by remote access to desktops or just over email and phone. Meetings can take place a couple times a week at the office, if necessary. Obviously, this doesn't work for all business types (like a doctor's office), but it's worth evaluating in more project-based environments.

13. Assess business travel

Since we live in a world with video conferencing, flying half way across the world to a meeting isn't as mandatory as it used to be. We can make sure to assess whether business trips are really necessary. Some can't be avoided, but if we can avert the emissions of flying across the country or world by hopping on Skype, it's certainly an option to keep in mind.

14. Keep measuring

We can make sure to keep measuring our progress as we go along. As we make a major change, review energy consumption reports of the building, re-evaluate using carbon footprint calculators or continue to work with a consultant. It's easy to get gung-ho about being greener in the office, only to have the efforts fall by the wayside when a busy time hits. We can make sure one or two people have the green duties worked into their schedule and keep it a priority.

G38 SURREY COUNTY BRANCH
Southern Region

(Carried)

And therefore, I will now call Danny Faith, from the CEC to respond to these motions.

DANNY FAITH (CEC, COMMERCIAL SERVICES): President, Congress, Danny Faith, speaking on 238 and 230. It is very encouraging to see our members and branches responding so many ways to the climate crisis and these motions demonstrate this. Firstly, motion 228, persuading businesses, employers and local authorities to electric hybrid vehicles. The CEC supported this. We support the aims of this motion, while the CEC special report on the energy and the environment supporting ultra low emission vehicles this is a sector specific proposal and outside the scope of the report. The qualification is that sector campaigns and bargaining demands should be subject to discussion by the relevant national committees and support the use of hydrogen heavy powered vehicles alongside electric models. On 230, the CEC is supporting this motion with a qualification also. We have all our individual and collective part to play in reducing emissions. Our qualification is to note that while these steps represent useful advice that members may wish to take into account these would not be relevant to workplaces and they are not binding on members. Such steps should be seen as supplementing, not replacing a fight against a system which prioritises profits ahead of the future of our planet. We ask that 238 and 230 be carried with the qualifications that I have laid out. Thank you.

THE PRESIDENT: Do Birmingham & West Midlands and Southern Region accept the qualifications on those motions? Yes. Is that for both regions? Birmingham, you do. Thank you. Just waiting for Southern. Yes. Thank you Southern. So we can move to the vote on 228... that is carried. Then we can go to the vote on 230... and that is also carried. We can now move on to item 13, which is industrial policy, commercial services. So we now move on to debate motions 110, 11, 116 and 117. Again, as before, if you wish to oppose any motion, can you speak through the raised hand function. ly call you in at the second in motion. 110 is David to move.

110. PRIVATE HIRE DRIVERS' WORKERS RIGHTS

This Congress requests that All Local/Licensing Authorities make it a licencing condition of their Licenced Private Hire Operators, that the said Operators will respect workers' rights and guarantees a minimum wage for their drivers.

GMB PROFESSIONAL DRIVERS BRANCH
London Region

(Carried)

DAVE REID (LONDON REGION): Hello.

THE PRESIDENT: We can see and here you Dave.

DAVE REID: Hello Congress. I am Dave Reid from the London Region: As we have seen lately with our win for our members against Uber, there are companies that don't look after their employees. So with this in mind, maybe we can help. But what we need is to get the councils that licence the taxi and private hire companies to refuse to give these companies a licence unless they make sure that they employees are earning enough to support their families. Because there are still companies out there which don't care about their drivers or what their rights are. Just as long as they get their money. Which means that we've got, we have got drivers which are struggling to make ends meet, which are totally, which is totally out of order. But the companies they work for don't care how hard it is for those drivers, because as long as they are all right. As long as the companies which they work for are making more money, profits. But they don't want to let the drivers actually get some of that money, so that they can get ahead and have a reasonable living which would mean the drivers could actually look after their families and have a better life for themselves and their families. What I would like to say to you is let's get behind these drivers and let's help them to get a fair day's pay for a fair day's work. Finishing up, I say, let's get behind this motion and help these drivers out. Thank you.

THE PRESIDENT: Thank you, Dave and the region is formally seconding that motion. We can move to Motion 111 and Gavin. You are on Gavin. You have two devices because we have feedback.

111. CHRISTMAS AND NEW YEAR WORKING

This Congress is concerned that many workers in a wide range of different sectors are not receiving a decent and well-earned break from working over the Christmas and New Year period.

Congress notes the results of Christmas and New Year working survey responses from 18,000 retail workers. More than three-quarters of respondents said that they spend too little time at Christmas with family and friends. More than two-thirds felt pressure to work on Boxing Day and 75% said that working over the New Year affected their ability to enjoy the holiday.

Christmas day trading legislation means that nearly all shops do not trade on Christmas Day, however, many retail workers report that for them Christmas is just a day off, not a holiday. Long hours in the run-up to Christmas and shops re-opening early on Boxing Day leaves many retail workers too exhausted and with insufficient time off to enjoy the Christmas holiday.

Distribution workers play a vital role behind the scenes in UK retail, often working outside of traditional hours to ensure that shops and warehouses are fully stocked. It is important that these workers also benefit from a full Christmas Day and New Year's Day holiday break. Congress asks GMB and commercial services national committee to support the campaign for a longer break for retail and distributions works over the Christmas and New Year period, including:-

- Early closure on Christmas Eve and New Year's Eve.
- Closure on Christmas Day, Boxing Day and New Year's Day (2nd January in Scotland).
- No loss of pay for retail workers when stores are closed.

A50 ASDA JOINT BRANCH
Wales & South West Region

(Carried)

GAVIN GALLEOZZIE (WALES & SOUTH WEST REGION): Just the one device, guys.

THE PRESIDENT: Turn your volume down then, maybe, just a little bit.

GAVIN GALLEOZZIE: Is that OK now?

THE PRESIDENT: Better. Well, it is better.

GAVIN GALLEOZZIE: Clear to start, guys... (feedback)

GAVIN GALLEOZZIE: I am Gavin, Wales and South-West. First time delegate. Apologies for the noise. I will do my best. Moving on Motion 111. Christmas and New Year working. This Congress is concerned that many workers in many sectors are not receiving a decent and well earned break from working over the Christmas and New Year period. Congress notes the results of Christmas and New Year working survey responses from 18,000 retail workers. More than three-quarters of respondents say they spend too little time with friends and family. More than two-thirds felt pressure to work boxing day. Three quarters said working over New Year left them no holiday or break. Despite nearly all shops now trading on Christmas Day, for many Christmas Day is just a day off, not a decent festive break. Many left exhausted. Distribution workers often work outside traditional hours. To ensure shops are stocked. These workers also deserve a decent break. GMB and commercial services... (inaudible) our committee to support the campaign for longer breaks for these workers, including early closure on Christmas Eve and New Year's Eve. Closure on Christmas Day, boxing day and New Year's Day and no loss of pay when closed. Thank you, Congress. I move.

THE PRESIDENT: Thank you, Gavin. Well done, first-time speakers. It is difficult. Seconder is Tracey.

TRACEY HARRISON (WALES & SOUTH WEST REGION): President, Congress... can you hear me?

THE PRESIDENT: Yes. Sorry I interrupted you. We can hear you and see you.

TRACEY HARRISON: Sorry, I will start again. President, Congress, Tracey Harrison, Wales and South West region, seconding motion 111. Congress, many workers across many sectors do not get to enjoy quality family time or receive a decent break during the festive period. Congress, note the results of Christmas and New Year working survey responses from 18,000 retail... yes, 18,000 retail workers. Two-thirds said they spend very little time with their loved ones. Two-thirds feel pressured into working boxing day. And the other title days in that period. Three-quarters said they simply cannot relax and enjoy the festive period. It is crucial we support those in this position. Everyone deserves a break at festive time of year and this can be delivered if the following points are embedded into national policy. Early closure on Christmas Eve and New Year's Eve. Full closure on boxing day, Christmas Day and New Year's Day. Closure on 2 January in Scotland. No loss of pay for retail workers on closed days. Congress, it is crucial these points are met and appropriate breaks during the festive period are achieved for our comrades. Thank you, Congress.

THE PRESIDENT: And motion 116, the mover, Peter. Can you make sure don't have two devices going on at the same time.... (background noise)

116. E-ON & NPOWER

This Congress is enraged at the treatment of GMB members and their families at the way in which RWE have sought to exploit hard working people by sacking them and using a business ruse to transfer its customer book to E-ON.

Congress believes E-ON is culpable in the sacking of GMB members.

Congress calls for a parliamentary and public inquiry into how events have unfolded.

Congress calls for all industrial, legal, political and media steps to be taken to campaign for GMB members, including a petition to enable debate in Parliament, to seek to support GMB members and the maintenance of their jobs.

H40 – NORTHUMBERLAND COUNTY LA BRANCH
Northern Region

(Carried)

PETER: Hello... (echo)

THE PRESIDENT: There is a terrible echo. I don't know what we can do about that... Peter, have you got two devices open? Two laptops or...?

PETER: I have nothing.... (echoing)

THE PRESIDENT: I am really sorry. It is quite painful of. Have you got any headphones you can put on? It is nobody's fault, it is just ... can we ask the region to go to the seconder? I think it has been formally seconded. Can the region formally move it as well, please - 116? That is northern. I am just waiting for the Northern region to agree to move it formally. Yes. Thank you Northern region. Takes us on to 117. Mover, Elaine.

117. PCS POACHING GMB MEMBERS

This Congress 2021 notes the situation with G4S and calls on the CEC as a matter of urgency to deal with the matter.

Where for some time PCS have been poaching GMB members and recently been spreading nasty rumours to poach GMB members. This affects GMB within the workplace and the bottom line of the GMB union. GMB has a number of recognised agreements with G4S which GMB has held for many years and are the recognised union for G4S Secure Solutions not PCS.

We ask for the GMB to address this matter with PCS at general secretary level and inform PCS that any members who work for G4S to join GMB as the recognised trade union. For PCS to know that they are not and they do not have a collective agreement with G4S and not to actively recruit G4S employees/members. If no success' then we call on the CEC take the matter to the TUC.

At the same time, we ask for G4S to be put back on the agenda as a national recruitment target!

S20 – TRANSPORT & DISTRIBUTION BRANCH
Yorkshire & North Derbyshire Region

(Carried)

ELAINE BOLAN (YORKSHIRE & NORTH DERBYSHIRE REGION): Good afternoon President, good afternoon Congress. Elaine Bolan from Yorkshire and North Derbyshire region. First-time speaker and first-time delegate. I would like to move Motion 117, PCS poaching GMB members. For some time now, PCS have been poaching GMB members at G4S, particularly within the security solutions section. More recently, they have used information gained from a Freedom of Information Act request to try and discredit GMB in a bid to poach more of our members. For many years now the GMB has held a number of recognised agreements with G4S and are the recognised trade union for their secure solutions section. Congress, I am sure you will agree it is not in the best interests of those employed at secure solutions to join a trade union, like PCS, who has no negotiating power or recognition in the workplace. As such, we ask that this matter is addressed with PCS at General Secretary level in the first instance and that a clear message is given to PCS that the poaching of GMB members is totally unacceptable and is to cease forth with. If the matter remains unresolved at General Secretary level, we call on the CEC to take the matter up to the TUC. In addition, due to the recruitment potential, we also ask for G4S to be put back on the agenda as a national recruitment target. Thank you.

IAN KEMP (YORKSHIRE & NORTH DERBYSHIRE REGION): Ian Kemp, Yorkshire, North Derbyshire region. Seconding Motion 117. President, Congress, I am a fairly reasonable person and I accept mistakes happen. Working in a multi union workplace like I do, occasionally someone and it is usually an enthusiastic young rep tries to recruit in the wrong area. With a quiet word it is usually nipped in the bud. While accepting honest mistakes I cannot accept other, another union going against the principles and traditions of this great movement of ours and deliberately poach GMB members. As trade unions we shouldn't be fighting each other. Both unions have got bigger battles we need to fight and win. I am calling on the PCS to do the honourable thing and back away. Fight with us, not against us. The GMB has had 130 years worth of fighting for our members and no matter how comradely and fraternal we are with the PCS. If we have to fight you, we will and we will win. Congress, please support Motion 117. I second.

THE PRESIDENT: And the CEC are supporting all these motions. There's no CEC speaker, we can go straight to the vote. Motion 110... that is carried. Motion 111... that is also carried, Motion 116... and that is carried. So, last vote Motion 117... and that is carried. We now move on to item 14, industrial policy, commercial services, and we are moving on to debate Motion 115. Motion 112 was ruled out of order by Congress through adopting the standing orders committee report number one. Again, any opposition, please raise your hand and you will be called into speak at the end. So Motion 115. Mover, Paul.

115. PERSONAL PROTECTION EQUIPMENT

This Congress recognises that attacks on persons are becoming more widespread, particularly with regard to knife attacks.

Particularly at risk are our members in the security industry, of which our branch has hundreds of members. Our branch would therefore, like to see stab vests as part of the personal protection equipment supplied by employers to their staff. We would like to see the GMB lobbying on this issue.

S20 - TRANSPORT & DISTRIBUTION BRANCH
Yorkshire & North Derbyshire Region

(Referred)

PAUL RHODES (YORKSHIRE & NORTH DERBYSHIRE REGION): Good afternoon, President and Congress. Paul Rhodes, first time delegate and speaker from West Yorkshire Police and speaking and agreeing a motion of refer 115 with the support of my region which is Yorkshire and North Derbyshire. Colleagues, the CEC is seeking to refer the referral of this motion which is calling for more protection for security workers and in particular the need to have access to stab vests. In their response, CEC states that there is a body of view that increasing visibility of this type of protection can heighten the level of attacks and the types of weapons used. Which can potentially put our members at a greater risk. Colleagues, I support the referral. But I have heard this argument many times and I would urge you to consider the following: If wearing of a high viz stab vest increases the chances of people we are dealing with trying to kill us, does that not tell us all we need to know? There's a lack of respect for authority figures in general at the moment. The motion calls for the supply of stab vests to be part of the list of PPE items supplied by our employers to their staff. The motion is asking for them to be included in their PPE, as an option and surely it should be for us, those workers who are at risk, who ultimately decide if this is something we have access to. Or need access to. Not many jobs, our members undertake, are without some form of risk to their health and safety. Some jobs our members undertake in security posts see them facing confrontational situations. But more importantly, with the possibility of being subject to physical harm from the public. Every worker should have the right to return home from their shift, unharmed and uninjured. They should also know that all reasonable steps are taken by their employer to mitigate the risk to them by means of health and safety equipment and risk assessment. The health and work act 1974 sets out the obligations of the employer, where reasonably practicable should provide a safe system of work, carry out a risk assessment of the work to be carried out, provide a safe place of work, provide workers with full information of the risks or potential hazards in carrying out their work and provide the necessary training in order to safely carry out their duties. Motion 115 asks for support by the GMB by lobbying for the necessary PPE in anti-stab vests for members in security roles and to acknowledge there is a gap between risk assessment of the work carried out and the potential for serious injury to occur. Our membership would welcome any support GMB could give to register our concerns that the PPE is if not routinely supplied should be considered where a worker expresses a desire to have access to one. This motion is raised by S20 branch, Yorkshire and North Derbyshire. We call for lobby decision makers....

THE PRESIDENT: Can you start rounding up? Thank you...

PAUL RHODES: Thank you. Congress, I ask you to consider these points I made. Remember the dead and fight for the living.

THE PRESIDENT: Well done as a first-time speaker. It is lovely to see so many first timers attend this. It is not easy. Secunder, Elaine.

ELAINE BOLAN (YORKSHIRE & NORTH DERBYSHIRE REGION): Hello again. Elaine Bolan, first time delegate, now second-time speaker. I am seconding the referral of Motion 115 of the support of my region, Yorkshire and North Derbyshire. Our region thanks the CEC for moving away from its position to oppose this motion and seek referral. Colleagues, Paul is absolutely right. This motion states that we would like to see stab vests as part of the personal protection equipment supplied by employees to all staff. It calls for the union to help the branch

developing that call and to lobby decision makers. Why on earth would we not want that? Are we, the union, that fights for improvement to health, safety and welfare for our members, 24/7? Are we the union that encourages and trains all our reps to be health and safety reps, alongside work-place reps?

Are we the union that recovers tens of millions every year in claims for accidents and attacks at work?

Are we the union that takes on unscrupulous and dangerous employers, no matter what size? And as my colleague Paul highlighted, are we the union that comes together every year to remember the dead and fight for the living? Yes. Of course we are. So, come on, Congress, you know what to do - support the referred motion. Thank you.

THE PRESIDENT: Thank you, Elaine. And can I now ask Kevan to respond to this motion, please?

KEVAN: Thank you (echoing) Kevan...

THE PRESIDENT: Kevan... we had problem then with an echo. I don't know if you are on two devices, or volume. If we cannot call you back in, we will ask... Malcolm, do you want to read it? I am going to call, ask Malcolm to read it instead of Kevan. Sorry, Kevan!

THE VICE-PRESIDENT: Malcolm Sage speaking on behalf of the CEC on 115, personal protective equipment. The CEC is asking this motion be referred for the relevant security stewards group to assess the wide-spread need for stab vests. We note that there have been campaigns running out of the London region to get stab vests included as part of the PPE. We ask that this motion be referred... so we can explore where these kinds of campaigns are in line most appropriately with our membership and to do further research into whether stab vests are an appropriate form of PPE. Members in their workplace can campaign on the most appropriate PPE and we should preserve that right. Particularly on the contract by contract basis. We will of course use our political influence after consultation with our security membership. Please support.

THE PRESIDENT: Sorry Kevan we couldn't bring you in. Does Yorkshire and Derbyshire region accept reference... yes, that means we don't need to take it to the vote. Which takes us on to the last set of motions, employment policy, rights at work, we are now moving on to debate Motion 106, 107 and 108 and again, if any delegates wish to oppose, please raise your hand. Motion 106, mover, Mervyn.

106. PROTECTION FOR CARERS

This Congress is calling for a campaign to protect carers who look after a family member, spouse, partner or children.

It is outrageous that many employers have little knowledge or understanding pertaining to this. We have to ensure that the law is clearly defined and not a grey area.

Our members are employees as well as carers. 'A reasonable time off' is what the law defines as carers leave. What some employers deem as reasonable is ludicrous. We have to act now. Many members have had to finish work due to the sheer ignorance and lack of empathy from some employers. This has created stress, anxiety, depression and poverty.

Please support.

A15 ASDA BRANCH

Birmingham & West Midlands Region

(Carried)

MERVYN EDWARDS (BIRMINGHAM & WEST MIDLANDS REGION): Birmingham and West Midlands region, 106, protection for carers. Since the start of the pandemic, more and more workers have taken on caring responsibilities. Now, for most people this situation has led to using unpaid leave or having holiday time from work. This has caused financial hardship for many workers and in extreme cases has even led to job losses. The vast majority of unpaid carers are women, particularly black, asian and minority ethnic women who are already more likely to be in low-paid, insecure work. Or working part-time. Many people with caring responsibilities live in poverty with increased mental issues being reported. We have all read about tax havens and about rich companies avoiding paying taxes in the UK, thanks to obscure legal loopholes. Money shifting in order to circumvent high taxes which are proportionately to make profit. The Government applauds these manipulators as wealth creators. On the other hand, unpaid carers save the Government billions and yet they are repaid with a lack of support and empathy. There needs to be clarity and set guidelines around carer's leave, so bosses cannot take advantage of unpaid carers need, improved protection. They need certainty, security. Congress, they need better. We are calling for a campaign to protect carers who look after a family member, a spouse, partner or child. Congress, we call on you to help us give unpaid carers what they need and what they so richly deserve. Please support this motion. Thank you.

THE PRESIDENT: And seconder, Sarah James.

SARAH JAMES (BIRMINGHAM & WEST MIDLANDS REGION): Congress, President, Sarah James, Birmingham and West Midlands region. Finally able to speak. I can see some thumbs up going up there. Congress, Carers UK advice since COVID hit, as you heard, 4.5 million more people have taken on caring responsibilities. And 2.8 million of those do unpaid care. Losing out financially, some end up having to give up work as their employers do not support them fully. As you already heard, research by the TUC show unpaid carers save the UK £132 billion every year. Many of these carers feel like the jam in the sandwich. Looking after elderly parents. Or looking after children of their own or grandchildren. Things not only takes a toll on their physical or mental well being, but can also plunge carers into poverty. The GMB, this also impacts on our members and our retention. If people are forced out of work through no fault of their own, they ultimately, nine times out of ten, also leave the union. So we have a duty to look after these carers. Not only morally. We are calling for a campaign to raise awareness for carers' leave but also to support the TUC's call for that leave to be paid. Congress, show your support.

THE PRESIDENT: Motion 107. Mover Marc. Ok I'll call Marlos if you are there... No?

107. TRONC

This Congress notes that many workers in the hospitality industry are forced to rely upon service charge and tips to supplement their low wages.

The system is known as TRONC and is regulated in each workplace by a Tronc master, and Tronc payments can be a lot or a little dependent upon the customers.

In many cases staff are paid minimum wage and the rest of their income is supplemented by Tronc, this system negatively impacts upon pension contributions, redundancy payments and holiday pay. Furthermore, the industry can continue to employ staff on low wages.

This branch calls upon Congress to instruct the union to use parliamentary allies to change the law and to lobby for change that will mean Tronc, service charges and tips are included as formal part of the wages of hospitality workers.

HOTELS AND CATERING BRANCH
London Region

(Referred)

MARLOS PEREIRA (LONDON REGION): President, Congress, Motion 107. I (loss of audio) proud to second this motion because it's important that we don't allow those working in major industries to fall foul of out-of-date practice. This Motion is about the TRONC (inaudible) We'll support the call for this season which belong the last century to be modernised. Hospitality sector, employers should pay a fair rate for the job like every other industry. We don't want to rely on the pool box, the gratuity should be treat as part of normal remuneration for the works, including paid holiday, contributions. We don't have politicians relying on the pool box. We did maybe then, something would change. We don't want to get rid of the system, just modernise it and make it to work better for our members. Our members are suffering financial hardship as well now because the pandemic. You need to receive full pay in hospitality. Please support the full pay for hospitality workers. We second.

THE PRESIDENT: Thank you and well done first time speaker. We are going to try and get Mark in again. To move it. If we can? If not we'll ask the region to formally move it. Marlos is second. He's in the queue but I'm not sure if he's... no. No. Okay. So the region agreed to formally - yes, thank you London region. Motion 108 mover Vaughan?

108. A RIGHT TO TIME OFF FOR COMMUNITY WORK

This Congress believes it is in everyone's best interest if people can be helped to become actively involved in their local community via the Third Sector, i.e. volunteering in charities, advice and support agencies, trade unions or social enterprises. A more active community is a fairer and richer community both financially and in terms of the overall wellbeing and wealth of the community.

In order to facilitate greater community involvement we ask Congress to campaign for employees to be allowed paid time off to volunteer in Third Sector organisations and for this to be recognised financially for employers so that there is an immediate and mutual benefit to employer, the local Third Sector organisation and the wider community; a win/win/win for everyone.

NORFOLK PUBLIC SERVICES BRANCH
London Region

(Carried)

VAUGHAN THOMAS (LONDON REGION): Vaughan Thomas, London region, moving motion 108, a right to time off for community work. My old branch secretary from the East Coast region would have responded to this saying it has two hopes, Bob Hope and no hope. You might agree with him actually. Bob Hope was never a GMB member to my knowledge so I will ignore him. As for no hope, I disagree. Hope is our life's blood as our President outlined this morning in the opening of congress, we are trade unionists, we are about

changing the world. Starting with our members and not much else besides. There is no reason not to extend it or to extend the reasons for extending it. I am all too aware of the restrictions. I have worked with charities over the years and have taken time off to represent members and made this up in my own time and I'm always taking annual leave to attend Congresses. This is not facility time. This Motion won't apply to everyone and to every employer as is the case now. I'm a welfare rights worker at a charity constantly struggling to secure funding. In one year, the collective benefits for all my clients has been 380,000 pounds. This money wasn't squirrelled away in Peps and Isa's but spent in local outlets, a win-win for local retailers. However not everyone can or is able to claim what they are entitled to, and we help, advise and give representation to access this, the very skills our GMB reps already have. Nationally, there is an annual £16 billion of unclaimed welfare benefits and Tax Credits. This will include GMB members as well as all too many other members of the community on low and no income, hence the rise of food banks. Extending facility time to work in community can help reduce poverty and inequality and many of our members are experiencing this. It would also help those in poverty to spend increased income with those employees, dare I say it - ASDA! Who would also be the beneficiaries of the extended facility time in this way, a win-win-win for members, for the wider community and employers, I move this Motion, please support it.

THE PRESIDENT: Seconder Viv?

VIV THOMAS (LONDON REGION): Vivien Thomas, London region, seconding Motion 108. President, Congress, Trade Unions are part of the third sector. The representation of union members in many quarters is not seen as working in the community, it should be. Lack of facility time prevents and restricts members from becoming reps and actively giving their time and skills for much-needed support in the workplace. It also prevents them from taking part in training, conferences and congress. We need to fiercely protect current existing facility time and work towards its implementation where it doesn't currently exist. I second this motion.

THE PRESIDENT: Thank you, Vivien. I will now call Dave McLean to deliver the CEC position on Motion 107 and 108 because we are supporting 106.

DAVE McLEAN (CEC, PUBLIC SERVICES):... can you hear me now?

THE PRESIDENT: Yes. Brilliant. Thank you.

DAVE McLEAN (CEC, PUBLIC SERVICES): President, Congress, Dave McLean speaking on behalf of the CEC on motions 107 and 108. On Motion 107, the CEC is asking for this motion to be referred. The Motion includes a call for service charges and tips to be included as a formal part of the wages of hospitality workers. The aim is to include these for the purpose of holiday pay, redundancy pay and pensions. These sums may unintentionally re-open employers' old arguments that such payments should be included for minimum wage purposes. Since 2009, tips, gratuities and cover charges paid to a worker cannot be taken into account when calculating the workers' minimum wage pay as per regulation 10M of the national minimum wage regulation. The general principle is important. Further consideration of these issues in this specialist area would assist in the determination of union policy. In the meantime, the region can continue to raise concerns about that more generally and in the

context of the furlough scheme which is due to continue until the end of September 2021 at present. Turning to Motion 108, a right to time off for community work - the CEC is supporting this Motion with a qualification. The general principle has widened the list of public duties is something we can support. However, there are some suggestions in the motions that might take away paid jobs. Therefore, Congress, the CEC is asking that Motion 107 be referred back and that Congress carry Motion 108 with a qualification I have outlined. Thank you.

THE PRESIDENT: Thank you, David. Just need to know if London region accept to refer Motion 107? And also London region do you accept the qualification on Motion 108? Yes, on both. Thank you, London region. That means we don't need to take the vote on 107, so we can take the vote on 106, please. That is carried and we go to the last voting of the day on Motion 108. And that is also carried.

So Congress, this concludes our first day of the week. It's been a first time for all of us but a special well done to the first-time speakers and also first-time CEC speakers because this is the first Congress they have experienced. You have all done really well, fantastic speeches and we'll see you back not literally, but be back tomorrow at 9.30. Thank you. (The end).

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Algeria: <https://www.amnesty.org/en/countries/middle-east-and-north-africa/algeria/report-algeria/>

Nigeria: <https://www.amnesty.org/en/countries/africa/nigeria/report-nigeria/>

Qatar: <https://www.amnesty.org/en/countries/middle-east-and-north-africa/qatar/report-qatar/>

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