



TUC YOUNG MEMBERS' CONFERENCE 2013

AGENDA

23rd – 24th March 2013
TUC, Congress House, London

AGENDA

Day 1 – Saturday 23rd March 2013

12.00 – 1.30pm – Welcome Lunch & Registration

1.30 – 2.30pm – Opening Session

1. Welcome address from Fern McCaffrey, Chair TUC Young Members Forum
2. Kay Carberry, Assistant General Secretary, TUC
3. Thiebaut Weber, Chair ETUC Young Members Committee
4. Sukneet Sangha, STUC

2.30pm– 3.00pm – Break

3.00pm – 4.00pm – Workshops

- Working with Student Unions
- Effective Local Campaigns
- Credit Unions
- Housing - tbc

4.00pm – 4.30pm – Break

4.30pm – 5.15pm – Workshops (repeated)

5.15pm – 5.30pm – Break

5.30pm – Close – Formal Session of Conference Part 1

1. Conference Procedures Presentation
2. Election of Tellers
3. Election of TUC Young Members Forum Vice Chair
4. Emergency motions

Day 2 – Sunday 24th March 2013

10.00am – Close (no later than 4pm) – Formal Session of Conference Part 2

1. Motions to Conference
2. Vote on Motion to send to Congress

Time of lunch will depend on Conference business.

MOTIONS

Page

M1	Amendment to Constitution and Standing Orders – Young Members Forum	5
Composite 1	Fair Pay for Young Workers – PCS & Unite	5
Composite 2	Unpaid Internships – BECTU, MU, Equity & Unite	6
M2	Black and Minority Ethnic Youth Unemployment – NASUWT	7
M3	Youth Unemployment – USDAW	8
M4	Youth Unemployment – NUT	8
M5	Living Wage for Maritime Officer Trainees – Nautilus International	9
M6	Young People and Affordable Housing – UNISON	10
M7	Extending Access to Work Experience – Community	11
M8	Pensions – RMT	11
M9	Young Workers Month - GMB	12

MOTIONS

M1. AMENDMENT TO TUC YOUNG MEMBERS FORUM CONSTITUTION AND STANDING ORDERS

Replace the word 'members' in all references to Young Members Forum and Young Members Conference with 'workers'.

YOUNG MEMBERS FORUM

COMPOSITE 1. FAIR PAY FOR YOUNG WORKERS

Conference notes that despite the introduction of age discrimination legislation, age discrimination in government and society is still rife. The national minimum wage has arbitrary age bands and rates resulting in lower pay for lower aged workers with an apprenticeship rate for under 19's of just £2.65 per hour.

Conference condemns the Coalition Government's decision to freeze National Minimum Wage rates for 16-20 year olds. Since 2010 the increases to these rates have been pitifully low, with a 15p increase for apprentices, 4p for 16-17 year olds and 6p for 18-20 year olds.

Many 16-24 year olds are financially independent and therefore expected to pay for life's essentials including housing, energy and food - which have all seen dramatic increases since the economic recession. Additionally, many employers appear to be using the recession to justify unnecessary cuts in the wages of young workers which adds to their financial difficulties.

Young people are already disadvantaged by age based reductions in benefits and the situation will worsen under the so called Welfare Reform.

Youth unemployment is at an all time high and young people who do find employment face low pay, poor terms & conditions, fixed term and temporary contracts, with little job security. With the hike in education fees, young people are being forced out of education.

To effectively fight for real equality in the workplace, the benefits system and to oppose government cuts and Welfare Reform, we believe that the TUC must support and work with young trade unionists, young workers, unemployed youth, students and other community and youth organisations.

This conference resolves to commit to a strategy of:

- Establishing a collective campaign to increase pressure on the government and employers for young people to be given the rate for the job, with no age rates in the NMW and a fair living wage for all workers.
- An end to the age discrimination in the benefit system and against all discriminatory changes in the governments Welfare Reform agenda.

- Free education for all
- The alternative to cuts and tax justice.
- Organise youth protest days in conjunction with the STUC, WTUC and ICTU.
- Naming and shaming employers that exploit young workers as cheap labour.
- Building awareness through social media, road shows and media publicity.
- Working with national anti-cuts organisations such as the Coalition of Resistance and others such as the NUS to build for a national day of action for a fair NMW and a living wage for young people.

PCS, Unite

COMPOSITE 2. UNPAID INTERNSHIPS

Young people without prior workplace experience face little or no chance of getting jobs in their preferred employment sector. Internships have become a pre-requisite for jobseekers in a variety of different industries. The problem is many of these internships are unpaid. For many working class families it is just impossible to provide financial support in these circumstances. Therefore it is mainly the well-off that can afford to work unpaid.

A recent poll by the NUS found that as many as 20% of 18-24 year olds have undertaken an unpaid internship. With soaring youth unemployment (2013 predictions see a figure around the 1million mark) and falling access to state benefits, this represents a significant threat to young people for a life below the poverty line, while also cementing social immobility and denying those unable to pay to work access to their desired careers.

There are approximately 100,000 unpaid interns doing real work each year, most with set hours and responsibilities, making them “workers” and entitling them to the National Minimum Wage. The law, however, is not being enforced. Many employers are choosing to use unpaid labour to fulfil essential functions of their business. This means that there is less demand for entry level staff, pushing up youth unemployment.

In December of last year, Labour MP Hazel Blears won cross party support for an amendment to the law that may make advertising for unpaid internships illegal. While we see this as a step in the right direction, we feel it has some way to go in addressing inherent nepotism that allows companies, particularly those in ‘desirable’ industries such as the entertainment sector, to go on engaging workers for free. We also feel that there must be a renewed recognition that the living costs, particularly when most internships are located in London, makes working for free not only not financial beneficial but in fact unviable for most.

We ask that the TUC and Young Members Forum develop and deliver a prolonged campaign (including a viral internet campaign) against unpaid internships and abuse of volunteering arrangements, working with other organisations such as Intern Aware and affiliated trade unions. The campaign should lobby government to ban adverts for unpaid work, publicise that the NMW should be paid to everyone, put renewed pressure on HMRC to ensure that any post in a company where applicants are expected to undertake work which benefits the employer be recompensed

at a fair living wage. We also call upon the TUC to help enforce employment regulations for intern posts, ensuring that interview processes are fair and transparent and aiding equal opportunity to applicants from all economic backgrounds. We also urge trade unions to play a key role in negotiating for properly paid internships with comparable terms and conditions and setting an example by employing paid interns.

BECTU, MU, Equity and Unite

M2. BLACK AND MINORITY ETHNIC YOUTH UNEMPLOYMENT

Conference condemns the coalition government's failure to act to tackle the growing youth unemployment crisis.

Conference is appalled by the evidence confirming that young black and minority ethnic women and men are being hit hardest as a result of the coalition government's austerity policies.

Conference deplores the coalition government's decision to scrap equality impact assessments to mask the racialised impact of the coalition government's programme.

Conference denounces the coalition government's arbitrary decision to scrap targeted strategies and dedicated funding for race equality in schools and colleges.

Conference further denounces the abolition of Education Maintenance Allowances, cuts to careers education and cuts to college based apprenticeships which should be a route out of unemployment for many black and minority ethnic students.

Conference calls on the TUC to:

- (i) campaign vigorously against on the disproportionate impact of the government education and economic policies on young black and minority ethnic men and women;
- (ii) document and publish evidence on the impact of the coalition government's policies on black and minority ethnic young people and
- (iii) work with affiliates, community groups and parents' organisations on publicising the damaging effect of the government's actions on the life chances of black and minority ethnic pupils.

NASUWT

M3. YOUTH UNEMPLOYMENT

Conference notes with concern the massive increase in long-term youth unemployment which has occurred over the last year. The number of young workers under 24 unemployed for over 12 months went up from 30,000 to 79,000 in 2012.

Conference believes that these figures show that the employment creation schemes for young workers, including the work experience section of the Work Programme, have failed miserably and that much more needs to be done.

Congress believes that urgent action is needed to tackle the problem of youth unemployment and calls on the Coalition Government and employers to:

- Guarantee a job for all young workers at the end of any work experience or work placement scheme.
- Significantly increase the number and quality of apprenticeships available for young people.
- Establish and draw from a specific fund aimed specifically at creating first step job opportunities for young people.
- Have a specific focus on providing a range of opportunities to those young people not heading for university.

USDAW

M4. YOUTH UNEMPLOYMENT

Conference is deeply concerned by the level of youth unemployment across Europe, especially in areas of social deprivation and among the most disadvantaged young people, including ethnic minorities and disabled young people.

Conference is concerned that existing income inequalities will only be exacerbated as access to education becomes increasingly reliant on the ability to pay and employment experiences upon ability to take up unpaid internships.

Conference believes that austerity measures and politically driven cuts to the public sector are disproportionately affecting young people. In the UK, over a million young people were not in education, employment or training at the end of 2012. The abolition of the Education Maintenance Allowance (EMA) and huge cuts to 16-19 education have reduced educational opportunities for young people. Youth services have been cut. Across Europe, more than 5.5 million young people are out of work and half of that again are in precarious employment or work placement schemes that all too often replace existing jobs.

Instead of investing in developing the skills of our young people to secure our economic future, these economic policies threaten irrevocable damage by blocking our young peoples' long term earning and employment prospects.

Conference commends the work done so far by the TUC and ETUC to fight austerity cuts and address the issue of youth unemployment. Conference calls on both to continue the campaign and support young people in their fight for quality sustainable jobs.

NUT

M5. LIVING WAGE FOR MARITIME OFFICER TRAINEES

This Youth Conference notes that maritime officer training, like some other vocational training, is often part-sponsored by companies as well as government through SMarT funding.

This Conference recognises that having training cost covered by government and industry means that young people from all backgrounds can access training, gain industry-recognised qualifications and undertake proper and structured work experience. However, some companies only cover the course fees with basic sponsorship while others provide proper living allowances which cover the cost of accommodation, food and other expenses.

As these vocational courses are often intensive and involve working outside of classroom time, they are not compatible with seeking additional employment to cover the young person's living expenses.

Therefore this Youth Conference calls on the TUC to campaign for a "living wage" for all students on company-sponsored vocational training schemes and support the maritime trade unions in their lobbying of government to safeguard the future of SMarT funding.

NAUTILUS INTERNATIONAL

Amendment

[Insert as new paragraph after 3rd paragraph]

This Conference also condemns the fact that some non-UK seafarers working routes to and from UK ports are excluded from protection of the National Minimum Wage and agrees to campaign to change this legislation. It is also a concern that seafarer ratings only qualify for 4% of SMarT funds and that a recruitment deficit exists for ratings.

RMT

M6. YOUNG PEOPLE AND AFFORDABLE HOUSING

Conference believes that the current housing crisis must be addressed as a priority.

The crisis is caused by:

- (i) a lack of affordable housing (with first time buyers average age 38);
- (ii) housing benefit cuts, especially to those under the age of 35;
- (iii) severe cuts to the affordable housing budget;
- (iv) 4.5 million people on the Council homes waiting list;
- (iv) rehousing vulnerable and homeless families in unregulated private sector properties.

Conference believes this ideological attack on the low-paid and those most in need also provides the opportunity for further exploitation of private tenants by unscrupulous landlords, letting agencies, etc.

The housing crisis especially impacts on young people:

- forced living with parents/carers, even in great tension/violence
- a brake on developing as independent young people with good personal relationships
- limits on their ability to develop as cultured and social people
- a reduction in employment in the building industry and its supplier industries.

Conference also believes decent affordable housing is a right, not a luxury.

Conference calls on the TUC Young Members Forum to:

- (a) Welcome the work of the broad-based Housing Voice alliance - which is calling for
 - a house-building programme to provide decent affordable and social housing (and thereby a much-needed boost for our ailing economy)
 - a comprehensive package of regulation to the private rented sector.
- (b) Encourage all TUC affiliates to support
 - the Housing Voice alliance;
 - joint housing campaigning by Shelter and NUS.

UNISON

Amendment

Add new bullet point to (b)

- Crisis UK's work on behalf of the young single homeless.

CWU

M7. EXTENDING ACCESS TO WORK EXPERIENCE

Conference is extremely concerned that many young people are trapped in cycles of short-term, poor quality, low-wage work and that for many their early experiences of work have not given them the necessary skills to move to higher qualified work.

Conference congratulates the work of Pat McFadden MP and Frank Roy MP in working alongside Community Union to ask employers in their constituency to offer work experience places lasting 6-8 weeks to young unemployed people.

Conference acknowledges the success of Wolverhampton South East scheme where of the 157 young people who took up places, 45 were offered permanent jobs at the end of their placement.

Conference notes the vital importance for unions to take the lead in negotiating for high quality work and training opportunities for young workers and for this being a central issue to the political engagement of a future generation of citizens.

Conference calls on the TUC to use this as a model for other union led work experience schemes that provide opportunities to develop skills and experience and lead to more sustainable employment.

Community

M8. PENSIONS

Conference notes the government wants public sector workers to pay increased pension contributions, work for more years and receive a smaller pension on retirement than they do currently.

The government claims this will make public sector pensions affordable and sustainable. They attempt to divide workers by claiming that public sector workers don't deserve decent pensions because private sector workers on the whole don't have the same level of pension provision. They have also offered a better deal to older workers, trying to divide older and younger workers.

Conference further notes younger workers will be hit hardest by the pension changes as they will have to work until 68 or even 70, and will receive much less as pension accruals will be pegged to CPI not RPI in the future. This is on top of proposals to increase the state pension age.

Conference believes attacks on pensions are part of the government's wider cuts agenda. They want the working class to pay for bailing out the banks by cutting public services, slashing jobs, reducing pensions, and reducing employment rights.

To defeat the attacks on pensions and the government's cuts we need a campaign that unites private and public sector workers and counters the government's propaganda attacks against trade unionists and public sector workers.

Conference calls on the TUC to help build that campaign by supporting all strike action undertaken by affiliates against the pension attacks and to give ongoing consideration to building for a general strike against the government's cuts agenda.

RMT

M9. YOUNG WORKERS MONTH

Conference notes that:-

Young workers entering the labour market are more likely to work in low paid, non-unionised private sector jobs. Young workers are much less likely to know their rights, or be aware of processes to raise grievances or challenge unfairness and inequality.

1. They are less likely to be union members and less than 10% of young workers are members of a trade union.
2. The average age of a trade union member is over twice the age of our youngest members.
3. Workplace representatives are rarely young people.

Conference believes that there is a need to develop a programme that stimulates organising activity specifically focusing on young members and potential members.

SERTUC Young Members Network delivered a successful and well supported "Young Workers Month" initiative in November 2012 that saw a series of young people focused events in union offices, students' unions and local community halls.

The TUC Young Members Forum has agreed and supported such initiatives.

This conference calls on the TUC General Council to:-

1. Run a national Young Workers Month pilot in autumn 2013.
2. Work with affiliates to develop a programme of events in workplaces, union offices, student unions and community halls.
3. Consider the role of regional TUC Young Members Networks in the delivery of this programme.

GMB

Amendment

This conference calls on the TUC General Council to:-

- 1) Run a national Young Workers Month in August 2013.

Removing the word pilot from original motion.

PCS

ATTENDEES

Delegates

ATL	Abbie Hayden
ATL	Richard Thompson
BECTU	Fiona McLean
BECTU	Craig Priestley
BECTU	Beth Watson
BFAWU	Rachel Mullen
BFAWU	Sarah Woolley
Community	Rebecca Bailey
Community	Kerrie Gilbert
Community	Callum Munro
Community	Teddy Ryan
CWU	Danielle Areola
CWU	Olufemi Igbekele
CWU	Corita O’Leary
Equity	Kezia Davis
Equity	Nicola Hawkins
FBU	David Pitt
GMB	Stephen Barrett
GMB	Lewis Dagnall
GMB	Danny Hackett
GMB	Joanne Hepworth
GMB	Martin McElroy
GMB	Hazel Nolan
GMB	Natalie Piercy
GMB	Sarah Worth
MU	Elliott Morris
MU	Emily Stewart
MU	Matthew Whiteside
NASUWT	Chloe Riley
NASUWT	David Robertson
NASUWT	Suzanne Rule
NASUWT	Matthew Todd
Nautilus International	Martyn Gray
Nautilus International	Andrew Kingshott
NUJ	Luke James
NUJ	Alex MacDonald
NUJ	Bonnie Newman
NUT	Sahbi Benzid
NUT	Laura Chisholm
NUT	Lucy Pearce
NUT	Emily Quinn

NUT	Lauren Roe
NUT	Haydn Settle
PCS	Debbie Mallet
PCS	Stephanie Smethurst
PCS	Lee Vernon
PCS	Jane Warburton
Prospect	Natasha Lunt
Prospect	James Thorp
Prospect	Debbie Wilson
Prospect	Michael Zodiates
RMT	Amy-Rose Grenside
RMT	Lorna Tooley
RMT	Luke White
TSSA	Mohammed Bhayat
TSSA	Judith Rodgers
UNISON	Bex Davies
UNISON	Dan Goodwin
UNISON	Ryan Jones
UNISON	Helen Oliver
UNISON	Denis Patel
UNISON	Katrina Rankin
UNISON	Anthony Seale
UNISON	Graham Smith
UNISON	Stuart Tuckwood
UNISON	Rebecca Weightman
Unite	Shelly Asquith
Unite	Jamie-Max Caldwell
Unite	Antony Curley
Unite	Benjamin Curry
Unite	Simon Ellis
Unite	Alex Halligan
Unite	Anna Lavery
Unite	Neil Moore
Unite	Nicolas Redfern
Unite	Gavin Sibthorpe
Unite	Bryan Simpson
Unite	Emily Stevenson
Unite	James Taylor
Unite	Kate Taylor
USDAW	Rachel Goodwin
USDAW	Callum Harrison
USDAW	Dex Miller
USDAW	Nathan Perlini
USDAW	Susan Thomas
USDAW	Naomi Tweddle

Observers

BECTU	Christopher Davies
BECTU	Samuel Smith
GMB	David Braniff-Herbert
GMB	Keir Greenaway
GMB	David Hamblin
GMB	Kamaljeet Jandu
GMB	Victor Lubinski
GMB	Ryan Ward
Livity	Josh Connell
NASUWT	Laurie Kilby
NUT	Sian Bassett
NUT	Beth Davies
PCS	Gayle Matthews
Prospect	Rebecca Ford
Prospect	Wadud Miah
Prospect	Jenny Tingle
TSSA	Nadine Rae
UNISON	Gary Williams
Unite	Collette Cork-Hurst
Unite	Anooshah Farakish
USDAW	Jo-Anne Welbourne

Speakers

ETUC Young Members Committee	Thiebaut Weber
STUC	Sukneet Sangha
TUC	Kay Carberry

Chair

GMB / Young Members Forum	Fern McCaffrey
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TUC Staff

National Organiser Office	Carl Roper Karina Ross
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