



A Better Fairer Way

Biennial Delegate Conference | 2012
City Hotel, Derry 17th-18th April 2012

Agenda

STRONGER TOGETHER



CONGRESS

Irish Congress of Trade Unions
Northern Ireland Committee



IRISH CONGRESS OF TRADE UNIONS

Standing Orders for Conferences of Affiliated Organisations with Membership in Northern Ireland

1. NORTHERN IRELAND CONFERENCE

- 1.1 The Northern Ireland Conference shall meet biennially. The place and date shall be decided by the Northern Ireland Committee, subject to the approval of the Executive Council.
- 1.2 The Chairperson for the Sessions of the Conference shall be the Chairperson of the outgoing Northern Ireland Committee.
- 1.3 A Conference Arrangements Committee of five persons and two substitutes, elected at the previous Northern Ireland Conference, shall be responsible for the arrangements of the business of Conference, and generally take charge of the meeting place.

2. REPRESENTATION

Only bona fide members or full-time officials who are members of an affiliated trade union and resident in Ireland may be appointed as delegates in accordance with the following scales:

- a. Trade unions with an affiliated membership in Northern Ireland of less than 1000 members = **one delegate**

Trade unions having an affiliated membership in Northern Ireland of:-

1000 members but less than	2000	=	2	delegates
2000 " " "	3000	=	3	"
3000 " " "	4000	=	4	"
4000 " " "	5000	=	5	"
5000 " " "	6000	=	6	"
6000 " " "	7000	=	7	"
7000 " " "	8000	=	8	"
8000 " " "	9000	=	9	"
9000 " " "	10000	=	10	"
10000 " " "	11000	=	11	"
11000 " " "	12000	=	12	"
12000 " " "	13500	=	13	"
13500 " " "	15000	=	14	"
15000 " " "	16500	=	15	"
16500 " " "	18000	=	16	"
18000 " " "	19500	=	17	"
19500 " " "	21000	=	18	"
21000 " " "	22500	=	19	"
22500 " " "	24000	=	20	"
24000 " " "	25500	=	21	"
25500 " " "	27000	=	22	"
27000 " " "	29000	=	23	"
29000 " " "	31000	=	24	"
31000 " " "	33000	=	25	"
33000 " " "	35000	=	26	"
35000 " " "	37000	=	27	"
37000 " " "	39000	=	28	"
39000 " " "	42000	=	29	"
42000 " " "	45000	=	30	"

and **one delegate** for each 3000 members above 45000 and up to 75000 and thereafter in accordance with Paragraph 37 of the Constitution of Congress.

Trade Unions must include women delegates in their delegation in accordance with the following scale:

- b. Trade Unions having an affiliated membership in Northern Ireland of more than 500 but less than 1000 women shall appoint at least one woman delegate.**

Trade Unions having in Northern Ireland:-

Women Membership			Women Delegates
1000 but less than	5000	at least	2
5000	"	10000	"
10000	"	15000	"
15000	"	20000	"

and at least one woman delegate for each 5000 women members above 20,000.

- c. Local Councils of Trade Unions may appoint delegates (who must be members of affiliated trade unions) to the Conference in accordance with the following scale:-**

Up to 6500 affiliated membership	1 delegate
Over 6500 affiliated membership	2 delegates

3. MOTIONS

- 3.1 Affiliated organisations may submit up to three motions for the Conference Agenda. Motions must be signed by the authorised official of the organisation and forwarded to Congress not later than the date specified in the notice to organisations.
- 3.2 The Northern Ireland Committee may submit up to three motions for the Conference Agenda.
- 3.3 Motions must be within the scope of the Objects of Congress as set out in the Constitution. They must relate to the matters provided for in Paragraph 37 of the Constitution, viz "matters relating to the internal, industrial, economic and political conditions of Northern Ireland, and of direct concern to Northern Ireland members only". The Executive Council shall determine whether motions submitted are in order and its decision shall be final.

4. BUSINESS OF CONFERENCE

The business of Conference may include the following items:

- The Report of the Northern Ireland Committee
- Special Reports from the Northern Ireland Committee
- Motions from affiliated organisations and the Northern Ireland Committee
- Guest speaker/s invited by the Northern Ireland Committee

5. ELECTION OF NORTHERN IRELAND COMMITTEE AND CONFERENCE ARRANGEMENTS COMMITTEE

The election of the Northern Ireland Committee (NIC) will be conducted using the single transferable vote system. The Congress Constitution provides that the election of the Northern Ireland Committee must result in the election of at least four women.

In the event that only four women are nominated for election to the Northern Ireland Committee, prior to the vote commencing these candidates will be declared elected and an election will be held to elect a further 14 members of the committee using the single transferable vote system.

In the event that there are more than four women nominated for election to the Northern Ireland Committee a single election will be held using the single transferable vote system. If the outcome of the election of the Northern Ireland Committee results in less than four women being elected then the following procedure should apply. The last man to be elected amongst the 18 should be replaced by the last woman to be eliminated. In the event that this does not result in four women being elected then the second last man to be elected shall be replaced by the second last women to be eliminated and so on until the minimum requirement of four women is met.

Nominations of persons for election as members of the **Northern Ireland Committee (18 members, including four Reserved Seats for Women and one Reserved Seat for Councils of Trade Unions)** and of the **Conference Arrangements Committee (5 members plus 2 substitutes)** may be made by any affiliated trade union entitled to representation at the Conference. Each nomination **must be signed by the authorised official of the nominating union** and must be forwarded so as to reach Congress not later than four weeks prior to the date of Conference. Nominations must be confined to persons who are delegates to Conference. A nomination shall not be made without the expressed consent of the person nominated.

Nominations for the **Conference Arrangements Committee** must be persons who are delegates to Conference, and may not be a member of the incoming Northern Ireland Committee.

A list of persons nominated as members of the Northern Ireland Committee and of the Conference Arrangements Committee will be sent to each affiliated organisation and to delegates not later than two weeks prior to the date of Conference.

6. METHODS OF VOTING ON MOTIONS AND REPORTS

Voting at Conference shall be confined to delegates and be by a show of hands, each delegate having one vote. Four delegates shall be appointed as Tellers.

7. LIMITATION OF SPEECHES

The Conference Arrangements Committee shall make recommendations to Conference on time limits of speeches. No speaker shall speak more than once on the same question except the mover of a motion replying to the discussion.

8. EXECUTIVE COUNCIL

Executive Council members and Congress Officials are entitled to attend Conference. Officials may speak as appropriate on motions or reports.

9. OTHER MATTERS

Matters not covered by these Standing Orders in principle shall be dealt with in accordance with the Standing Orders of Congress.

ORDER OF BUSINESS

SESSION 1 TUESDAY 17 APRIL: 10.30 – 1PM

Conference Opening by Mayor of Derry **Alderman Maurice Devenney**

Fraternal Greetings from representative of Derry Council of Trade Unions

Conference Arrangements Committee Report No. 1 (circulated)

Conference Arrangements Committee Report No. 2 (to be circulated if appropriate)

Additional Reports as necessary (verbal)

Appointment of **SCRUTINEERS AND TELLERS**

CHAIRPERSON'S ADDRESS – Avril Hall-Callaghan

Section A	Introduction
Section B	2010 Conference Resolutions

Economy/Programme for Government

GENERAL SECRETARY'S ADDRESS – David Begg

Motion 1	Austerity Measures <i>NIC</i>
Motion 2	Austerity programme <i>NIPSA</i>
Motion 3	National Campaign <i>PCS</i>
Motion 4	Coalition against the Cuts <i>Belfast & District TC</i>
Motion 5	Standing Up for Standards <i>NASUWT</i>
Motion 6	Labour Party <i>Belfast & District TC</i>
Motion 7	Financial Services Sector <i>IBOA</i>
Motion 8	Manufacturing <i>UNITE</i>
Motion 9	Regional Pay <i>GMB</i>

Programme for Government

Motion 10 Programme for Government
NIC

Motion 11 Programme for Government
UNISON

Together with Section E of the Report

LUNCH

*Lunchtime (1.15pm–2pm) Welfare Reform Fringe Meeting: All welcome!
Refreshments will be available.*

SESSION 2 TUESDAY 17 APRIL: 2.15 – 5.15PM

Health & Welfare

GUEST SPEAKER – Les Allamby, Law Centre NI

Motion 12 Welfare Reform
NIPSA

Motion 13 Public Health
NIC

Motion 14 Age Austerity
ICTU RWC (Proposed to conference by NIC)

Motion 15 Winter Fuel Allowance
CWU

People's Charter

Motion 16 People's Charter
Belfast & District TC

Equality & Human Rights

Pauline Buchanan, Equality & Social Affairs Officer, to speak on the Equality and Human Rights Report

- | | |
|------------------|--|
| Motion 17 | Eradicating Child Poverty
<i>Unison</i> |
| Motion 18 | Elderly Care
<i>GMB</i> |
| Motion 19 | Ending Homelessness
<i>UNISON</i> |
| Motion 20 | Attack on the Confidentiality of Academic Sources
<i>NUJ</i> |
| Motion 21 | LGBT Equality
<i>NASUWT</i> |
| Motion 22 | Healing Through Remembrance
<i>NUJ</i> |
| Motion 23 | Denial of Justice
<i>Derry TC</i> |
| Motion 24 | Human Trafficking
<i>Craigavon TC</i> |

Together with Sections F & G of the Report

ADJOURNMENT

Evening (5.30pm-6.30pm) Dealing With the Past/Shared Future Fringe Meeting: All welcome!
Refreshments will be available.

SESSION 3 WEDNESDAY 18 APRIL: 9.00AM – 1PM

GUEST SPEAKER FROM OFMDFM – Jnr Minister Martina Anderson MLA

ICTU PRESIDENT'S ADDRESS – Eugene McGlone

Education, Training and Lifelong Learning

Clare Moore, Education & Training Officer, to speak to the Lifelong Learning Report and the Health & Safety Report

- | | |
|------------------|--|
| Motion 25 | Defend higher Education
<i>UCU</i> |
| Motion 26 | Governance in Further Education
<i>UCU</i> |
| Motion 27 | Education
<i>GMB</i> |
| Motion 28 | Support Staff
<i>UTU</i> |
| Motion 29 | Trade Union Engagement
<i>UTU</i> |
| Motion 30 | Training Schemes
<i>Derry TC</i> |

Together with Sections D & I of the Report

Trade Union Organisation

- | | |
|------------------|--|
| Motion 31 | A Call to Action
<i>NIC</i> |
| Motion 32 | Unions & Retired Members
<i>Fermanagh TC</i> |
| Motion 33 | North West Regional College
<i>UCU</i> |

Together with Section C of the Report

Employment Rights/ Industrial Relations

- | | |
|-----------|--|
| Motion 34 | Attacks on employment rights
<i>NIPSA</i> |
| Motion 35 | Trade Union Rights
<i>PCS</i> |
| Motion 36 | Trade Union Facility Time
<i>SIPTU</i> |

LUNCH

SESSION 4 WEDNESDAY 18 APRIL: 2.15 – 5.15PM

Employment Rights/ Industrial Relations (Continued)

- | | |
|-----------|--|
| Motion 37 | National Pension Scheme
<i>UNITE</i> |
| Motion 38 | Agency Workers Regulations
<i>UNITE</i> |
| Motion 39 | Charter of Rights for the Community Sector
<i>SIPTU</i> |
| Motion 40 | State Pension
<i>Fermanagh TC</i> |

Together with Section H of the Report

- | | |
|-----------|--|
| Motion 41 | Devolution of Functions of OFCOM
<i>NUJ</i> |
| Motion 42 | Ban Cage Fighting
<i>Omagh TC</i> |

SCRUTINEERS' REPORT

Any Motions or Sections of the Report not dealt with in the Session to which they are allocated will be dealt with at the conclusion of Session 4

TERMINATION OF CONFERENCE

Political/Economic

1. NIC - Austerity Measures

Conference is deeply concerned that the Conservative party led Coalition Government's 'austerity' measures are destroying jobs in both the public and private sectors, undermining public services, increasing inequality, making working people and their families lives harder, condemning more people to poverty while at the same time removing the social security safety net, and damaging the fabric of society across the UK. The rights of women are under unprecedented attack as they are disproportionately hit by the Government's 'austerity' measures.

At the same time the number of billionaires in the UK rose by over 20% in 2011 and collective wealth of the 1,000 richest people increased by 18%. Coupled with this the continuing practice of senior banker and boardroom obscene six figure remunerations, paid while the tax payer shores up their business and they cast thousands of workers in to unemployment, and the failure to halt the immoral tax avoidance practices of wealthy individuals and corporations exposes as a myth the Government's claim that 'we are all in this together.'

Conference notes that, as predicted by the trade union movement and many economists, these 'austerity' measures are proving disastrous for the economy, and that they are simply a cover for the continuation of the neo-liberal agenda of privatising the public sector, eroding workers terms and conditions, and dismantling the welfare state.

Conference opposes the Coalition Government's 'austerity' measures as we believe that there are alternative, better and fairer ways to address the debt problem. Conference commits to continuing the campaign of resistance to the 'austerity' measures along with the trade union movement in England, Scotland and Wales. Conference also commits to continuing to build a broad based opposition behind the 'Better, Fairer Way' campaign that will engage with other organisations seeking to achieve a fairer society.

Conference welcomed the joint statement in October 2010 from the devolved administrations in NI, Scotland and Wales urging the Chancellor to scale back his planned spending cuts, arguing they are so fast and deep they threaten economic recovery. However, conference notes with concern that since then the NI Executive, rather than build on this unique initiative, have accepted the cuts and have merely found ways of delaying the full impact of the cuts in the short term. This is a policy akin to re-arranging the deck chairs on the Titanic. The cuts currently being implemented by the NI Executive are adversely affecting education and health services, taking jobs from areas of high economic deprivation, and restricting growth in the private sector, particularly in construction.

Conference calls on the NI Executive to publicly recognise the disastrous impact that the Government's 'austerity' measures will have on the economy and our deeply divided society, and to publicly oppose the cuts and Welfare Reform agenda and find ways to actively lead a campaign based on an alternative economic and social policy, that challenges current economic orthodoxy. Conference also calls on the NI Executive to listen less to the minority views of the CBI and to engage more with the trade union movement and other civil society organisations who represent the interests of the people of NI.

2. NIPSA - Austerity programme

Conference congratulates all those workers who participated in the 30th November strike against the different manifestations of the government's austerity measures including the attacks on public service pension provision.

However Conference also notes that the government has already attacked workers in all sectors of the economy by forcing through Parliament an increase in the state pension age ensuring that workers will have to work even longer before they can access their moderate state pensions.

Conference welcomes the position adopted by the NI Committee in respect of the campaign against the austerity measures and its support for further industrial action on a UK wide basis.

Conference reiterates the view that there is an alternative to the austerity programme adopted by the coalition government; an alternative based on tackling dubious and illegal tax avoidance practices among the wealthy and large corporations, a more progressive taxation policy and the creation of jobs in both the public and private sectors.

3. PCS – National campaign

Congress condemns the UK government's ideological attack on public sector pensions to pay the banking deficit.

Congress congratulates the national co-ordinated public sector pensions strike of 30 November - the largest TU mobilisation in generations.

Congress applauds the ICTU for their input on the campaign, co-ordinating unions and trades councils throughout Northern Ireland to deliver materials, media support and unprecedented turnouts in marches and rallies.

Congress believes unity of support for N30 from union members, the public and many opposition politicians added pressure on the UK government to make concessions, albeit not on the fundamental issues of working longer, paying more and receiving less. In the face of the disgraceful divide and rule negotiating tactics, it is crucial to maintain trade union unity and to escalate the action in defence of fair pensions for public and private sector workers.

Congress calls on the ICTU Northern Ireland Committee to:

- Continue the campaign to argue for fair pensions for all public and private sector workers
- Maintain co-ordination of practical, campaign, media and political support for affiliates taking industrial action in defence of pensions

4. B&DTUC - Coalition against the Cuts

Conference recognises the ongoing attack on public services and ordinary people by cuts imposed by both the Westminster Government, assisted by the political parties in the Assembly Executive. This onslaught has not only seen vital public services at risk, but will also lead to the further loss of thousands of jobs in both the public and private sector.

Conference calls on the NIC to establish a “Coalition against the Cuts” to provide the necessary focus in developing a campaign around a credible alternative. Conference recognises the significant work undertaken by the Water Coalition over the last 6 years in successfully challenging the introduction of water charges and the privatisation of the water industry and agrees that a similar model could be used for the “Coalition against the Cuts,” which will become the vehicle of opposition for all trade unionists and the wider community and which will also provide strong leadership, which is so evidently needed at this time.

5. NASUWT - Standing Up for Standards

Conference condemns the Government’s underfunding of state education and the concerted attacks on the working conditions of teachers.

Conference asserts that a reduction in teachers is an attack on the education of children and young people.

Conference notes the startling results of the NASUWT “Big Question” survey which showed that over half of young teachers are seriously considering alternatives to teaching in the absence of employment opportunities and have no confidence in the Government’s education policy.

Conference refutes the idea that unemployment amongst teachers should be managed by arbitrary cuts to the places available on teaching courses. Conference believes that this would deny a generation of young people and in particular Beginning Teachers access employment opportunities and threatens jobs throughout the education sector.

"Conference applauds campaigns such as Standing up for Standards that continue to fight for the rights of all teachers in terms of pay, pensions, working conditions and job security".

Conference calls on the NIC to work with affiliates to highlight the impact of the attacks on teachers and on children’s education.

6. B&DTUC – Labour Party

Conference has watched with increasing incredulity and disappointment the recent statements by Ed Miliband, Ed Balls and Liam Byrne supporting austerity measures that will undermine jobs in both the public and private sectors, undermine public services, severely affect the standards of living of the working people and drive more people, particularly women, into poverty.

Conference notes that the British Labour Party owes its existence to the trade union movement and still relies on the movement’s finances, yet its current leadership shamefully ignores the plight of working people, the unemployed and the poor and ingratiate itself with the leaders of finance and business by adopting the neo liberal agenda of the Conservative led Coalition government.

Conference accepts that the ability of the trade union movement here to influence decisions of political parties based almost exclusively in Britain is limited. However Conference agrees that the NIC should write to Ed Milliband, as leader of the Labour Party, voicing its grave concerns at the approach taken to date, emphasizing the significant damage being done by an approach which denies people an alternative social and economic vision, and seeking a meeting with the Labour Party leadership.

7. IBOA - financial services sector

Recognising that the major financial institutions operating in Northern Ireland have received varying forms of State support – either in the form of substantial direct investment to shore up severely impaired balance sheets or indirect benefits through State guarantees for deposits;

Noting with alarm that these institutions – including Royal Bank of Scotland, Danske Bank Group, AIB Group and Bank of Ireland – have either introduced or announced plans to cut staff and reduce services available to local communities;

Being further concerned that these developments are taking place in the context of a banking culture in these islands which provides extravagant rewards for senior executives while ensuring that the majority of staff in the sector remain on low or modest rates of remuneration;

Conference mandates the Northern Ireland Committee to organise a public information campaign with the following objectives:

- to safeguard employment within the financial services sector;
- to protect the provision of banking services in local communities;
- to demand a change in the culture of banking which would shift the focus of the relationship with customers from sales to service and re-instate traditional banking values of prudence, integrity and trust;
- to highlight the continuing gulf in earnings between executives at senior levels in these institutions and the majority of employees within the sector.

8. Unite - Manufacturing

Unite the Union asserts that the future recovery of the UK and Irish economy will depend upon the growth generated by the manufacturing sector.

The Northern Ireland Assembly cannot allow further decline to manufacturing as the need for a more balanced economy in this country will enable us to compete with EU countries in a Globalised market, the British and Irish Governments have continually failed to address the manufacturing needs.

We call on Conference to task the NIC-ICTU to develop a strategic manufacturing campaign designed to pressurise the Governments and the NI Assembly based upon the following

Better use of purchasing power to secure jobs in Britain and Ireland.

Financial support for small and medium sized enterprises.

Education programmes that will deliver a skills framework that will meet sector needs.

Investment into research and development.

Build a framework of policies to defend strategically important industries.

Again we urge the NIC-ICTU to re-invigorate a campaign to support and defend our members jobs.

9. GMB - Regional Pay

Conference is extremely concerned about the Chancellor's intervention to review current National Terms & Conditions and to explore other options in his zealous endeavour to introduce Regional Pay. A report is due to be completed by June of this year.

Conference is acutely aware of the dire economic consequences to our membership if this was to come to fruition. Conference further notes the catastrophic financial impact it would have on poorer regions, not only here in NI, but also areas such as Wales, North East/North West England and Devon/Cornwall etc.

Conference totally rejects this ideological driven concept as a model to rebalancing the economy. This ill thought out idea will not only see swingeing cuts to our members' pay, it also will have a detrimental and opposite effect to economic recovery. We must ensure that this type of economic illiterate thinking is kicked into touch and does not see the light of day.

Conference instructs the NIC to do everything within its power to oppose Regional Pay through campaigning, lobbying politicians and building alliances with other Trade Unions and like minded people. To robustly reject the concept of Regional Pay which will result in worse terms & conditions for our members and further slide us deeper into recession will be consigned to the dustbin of history where it belongs.

10. NIC - Programme for Government

Conference believes that the Programme for Government (PfG) 2011-15 lacks both substance and imagination and that it will not deliver economic growth or seriously tackle the high levels of deprivation and poverty which is plaguing large sections of our community.

Conference is concerned at the omission of any reference to the Bill of Rights or Single Equality Bill in the PfG.

Conference notes with deep concern that high levels of unemployment, lower wages, poor quality temporary and part-time jobs, disability and a higher cost of living have led to a fifth of families in Northern Ireland experiencing persistent poverty compared to a tenth in Great Britain.

Studies have consistently shown that poorer households are being hit significantly harder by the Government's 'austerity' measures than richer households and that it is those in the bottom half of the income distribution that are bearing the brunt of the rise in unemployment, cuts in real wages, the undermining of pensions and the erosion of working conditions.

Despite the fact that economic inequality between women and men remains persistent and entrenched women will pay three times more than men to meet deficit cuts through lost jobs, the slashing of benefits and welfare for women and families, the undermining of services women rely on and changes to the state pension.

Conference recognises that far from accepting a 'fair share of the pain', those at the top have found ways of protecting their incomes and wealth. Indeed, a small corporate and financial elite has continued to grow its wealth.

Conference rejects the demands on the NI Executive by the CBI to reduce 'red tape' on business and their unsubstantiated claims that the protections for workers somehow inhibit economic growth. Macro

and micro evidence from across the globe shows that there is no significant relationship between employment levels and employment protection legislation and that countries with very different levels of regulation have equal levels of success in generating employment.

Conference accepts that there are multiple reasons for persistent in-work poverty, but improved employment rights are key to reducing in-work poverty.

Conference calls on the NI Executive to refuse to follow any detrimental changes to employment and health and safety regulations that may be introduced by the Coalition Government. Instead the NI Executive must put into action plans that will get people back into work and create jobs in a bid to alleviate child poverty. The Green New Deal (GND) is such an action plan, however conference notes with concern that the GND is not mentioned in the draft PfG.

Conference demands that the NI Executive fully and transparently assess the impact of the PfG on poverty and the equality agenda which must include the potential impact on areas suffering high levels of social and economic deprivation in NI.

Conference notes with deep concern that the PfG contains the intention to seek powers to reduce corporation tax, another demand from the CBI without credibility which was fundamentally exposed as dangerous and flawed in the ICTU/TUC sponsored 'Pot of Gold or Fool's Gold' document.

Conference calls on the NI Executive to initiate a campaign which seeks to rebalance the economy by identifying the areas of need in NI as a divided society emerging from conflict and the real sources of wealth both in NI and the UK. The campaign should identify ways to access this wealth to reduce inequality, encourage economic growth and as a means to resolving the UK's deficit problem. This must include closing tax avoidance loop holes exploited by big business and the rich and investing in the HMRC to enable more tax to be collected, more investigations to take place and evasion reduced. The campaign should also include the demand for a modest Robin Hood tax – a 0.05% tax on global financial transactions – was applied to UK financial institutions it would raise an estimated £20–30bn per year.

Conference calls on the NI Executive to lift the 50% freeze on the rating of empty commercial properties. This could address the issue empty stores and boarded-up properties which are increasingly a feature in high streets across NI by providing an incentive to landlords to assist small businesses on the basis of 'we won't charge you rent if you pay the rates.'

Conference believes that the NI economy needs a long term programme for growth with innovative proposals that exploit cross border opportunities rather than slavish following the neo-liberal agenda of shrinking the public sector and condemning workers to unemployment and pursuing fiscal policies which have a clear class and gender bias which threaten to stall economic growth.

Conference calls upon the NI Executive to pause and to reconsider the PfG and its economic strategy.

11. UNISON - Programme for Government

Any Programme for Government designed to move our society forward will only succeed if it has a clear focus on the elimination of discrimination and the genuine delivery of equality of opportunity,

There has been too little attention paid to challenging and changing historic patterns of discrimination. Worse still seemingly neutral decisions are compounding it. As a consequence division is deepening and sectarianism lurks just below the surface. All of this serves only to destabilise our Peace Process.

This Conference calls for a renewed focus at all levels of Government on eliminating religious and political discrimination in the creation and location of jobs, economic and investment strategies and in the provision and delivery of goods, facilities and services in particular public housing.

We call on the incoming NI Committee to press for the implementation of such strategies including clear goals, targets and timetables as a matter of urgency.

Health and Welfare

12. NIPSA - Welfare Reform

Conference recognises that the Welfare Reform plans represent proposals by the UK Coalition government to fundamentally alter the nature of the welfare state in a way which will have a major detrimental impact on citizens who depend to some extent or other on social security provision. In Northern Ireland the proposals will mean around £500m per year will be cut from the Welfare budget.

Conference highlights the fact that these changes will have a negative effect on many working and non-working families and condemns the disgraceful strategy of misinformation being pursued by the government which attempts to pit those in employment against those who are not in employment. Conference notes that Universal Credit proposes to amalgamate 6 working age benefits including Tax Credits and Housing Benefit and therefore has the potential to impact upon hundreds of thousands of working families in Northern Ireland. Conference also notes that changes are being planned to cut Disability Living Allowance and Social Fund provision.

Conference calls upon the NI Committee to challenge the unfairness of these plans from a morally bankrupt government and to highlight the fact that many workers in employment as well as out of work claimants will suffer as a result of the implementation of these proposals.

Conference calls upon the NI Committee to press the NI Executive to oppose these harmful proposals and if necessary introduce alternative and/or additional measures as part of any changes in welfare reform that may be forced upon Northern Ireland, in order to safeguard the entitlements of both working and non-working families.

13. NIC - Public Health

The first Programme for Government properly identified public health as a core priority for all the people of NI. It built on this by analysing health inequalities and their causes and setting targets to tackle them in its strategy Investing for Health.

This radical and wide ranging strategy set objectives and targets in areas such as unemployment, income, poverty, social exclusion, tackling discrimination, educational attainment and developing communities. Sadly, the absence of a whole system approach has resulted in health inequalities persisting at the same level or worse.

The recent Marmot Report has yet again underscored the nature, extent and damage done by health inequalities to all in our society. It is a blueprint for the holistic approach necessary to tackle this core problem. It sets out the six principles:

- giving every child the best start in life;
- enabling all children, young people and adults to maximise their capabilities and have control over their lives;
- creating fair employment and good work for all;
- ensuring a healthy standard of living for all;
- creating and developing healthy and sustainable places and communities; and
- strengthening the role and impact of ill health prevention.

Whilst the current Programme for Government again makes some commitment in principle to developing a programme of public health it fails to address the systemic change needed to government and public decision-making structures and the key issue of resource allocation to support a genuine public health system. This is a repeat of the mistakes of the past which has led to the current failure to effectively address health inequalities.

It is clear to us that giving effect to the statements in the Programme for Government requires the effective joint working of all Ministers and across all Departments

Conference therefore calls on the incoming NI Committee to engage with the NI Executive:

- to address all the components necessary for the operation of such a public health system; and
- to give the Public Health Agency decisive powers of leadership to give effect to a genuine public health strategy.

14. ICTU Retired Workers Committee motion (proposed to conference by the NIC) - Austerity

This conference notes that the austerity policies of the Westminster government are adding to the insecurity of older citizens, in several distinct ways. However, the following attacks on the dignity of older people are all connected with the difficulties facing younger citizens.

- The change from RPI to CPI as a method of uprating the state pension is making the state pension as insecure as welfare payments. It is estimated that this change in calculating the annual increase in pensions will wipe off one per cent of its value each year. This will have an even worse impact on future pensioners – those in work now.
- Cuts to the Winter Fuel Payment will increase the levels of pensioners in fuel poverty.
- The fact that Carers Allowance ceases when the carer reaches pension age already severely impacts on older carers and places additional demand on the care home system, already an example of the perils of privatisation and corporate profiteering at the expense of care workers, as well as the residents in care homes.
- The virtual elimination of lifelong learning as a recreational activity for older people, as the focus shifts to vocational training, and reduced fees for older people are withdrawn. This is leading to more social isolation among older people at risk.

All of the above, as with other impacts of the austerity ideology, are affecting people of working age as well as older people. Conference urges all workers of all ages to become informed of the impact of the cuts on retired people, and to campaign against the cuts alongside older people's organisations, especially each union's retired members sections. This is a campaign with dignity and decency at its heart, not to mention self-defence, as "our today is your tomorrow."

15. CWU - Winter Fuel Allowance

That this Biennial Delegate Conference instructs the Northern Ireland Committee of the ICTU to pursue the following policy in view of the exorbitant and greedy increases in energy prices.

This Conference instructs the NIC ICTU to lobby through the relevant Depts. within the NI. Assembly, for the Winter Fuel Allowance to be raised to £500 for each pensioner household and thereafter to rise in line with the average increase in domestic costs.

People's Charter

16. B&DTUC - People's Charter

In 2010 Conference passed Motion No6 which called on NICICTU to develop a "People's Charter" in an attempt to engage with the wider community and people around political, social and economic issues affecting their everyday lives.

Conference acknowledges that little progress has been made on this resolution and that concentration over the last year or so has rightly been on building resistance to the budget cuts and anti-people decisions taken by both the Westminster Government and the Assembly at Stormont

Conference recognises however that the time is now right for the Trade Union Movement to place itself centre stage as the only real and viable alternative to the incessant attacks on ordinary people and workers. It is time for a "People's Charter," as outlined in the resolution from the 2010 Biennial Conference, to be drawn up, publicised and debated throughout the community, in workplaces and with the current political parties. We in the movement recognise that there is an alternative to the current anti-people agenda being pursued by government. It is up to the movement to develop and articulate that alternative. Conference therefore calls on NIC to commence work over the coming months on developing this "People's Charter" as one way of developing that alternative.

Equality and Human Rights

17. UNISON – Eradicating child poverty

Conference is appalled at the disturbing number of children living in poverty in our society. This was to be halved by 2010 and eradicated by 2020. Instead the rate of persistent child poverty in Northern Ireland is now twice that in GB.

Conference commends the tireless work of campaigning organisations in the community and voluntary sector who strive for change on behalf of our children. This includes the work of the NI Anti Poverty Network, the Save the Children campaign "No Child Born Without a Chance" and the Barnardos Campaign 'It Doesn't Happen Here'.

We support their demand for three key commitments from the NI Executive:

1. Tackle severe child poverty within the child poverty action plan and Programme for Government.
2. Break the link between poverty and educational underachievement.
3. Commit to ending persistent child poverty which is linked to the legacy of the conflict.

Conference further calls on the incoming NI Committee to:

- make the eradication of child poverty one of our key priorities;
- to join with Save the Children, Barnardos and all potential allies in an intensive campaign to ensure that the Government embarks on a genuine programme to eliminate child poverty with real goals, targets and timetables.

18. GMB - Elderly Care

This conference calls on the Northern Ireland Committee to open up urgent dialogue with Health and Social Services (HSS) N.I so as to deal with the total breakdown in the delivery of home care.

The Northern Ireland Committee must insist that proper funding is put in place so as to ensure that a professional and reliable home care service can be put in place for the elderly right across the whole of Northern Ireland.

Legislation must be put in place so as to ensure that proper standards of care and the professional delivery of care is maintained at all times.

Presently, this service is poorly regulated and completely under funded. The majority of staff responsible for delivering care receive little or no training and many of them suffer from zero hour contracts.

Conference calls on the Northern Ireland Committee to insist that professional training standards must be put in place to train the current workforce, and proper levels of remuneration must be established in order to ensure that the right caliber of staff are attracted into this area in future.

Conference should understand that home care is a service that is provided to vulnerable elderly people who remain in their homes.

Conference should also recognise that consistency of care standards and a known person visiting someone in their home on a regular basis is of paramount importance to their health and well being.

Conference would ask the Northern Ireland Committee to highlight the fact that presently there is a huge turnover of staff as a result of poverty pay and exceptionally poor standards of employment. It is hard to believe in the 21st century that we should be leaving care of the elderly merely to market forces which usually neglects to provide the kind of service necessary to vulnerable elderly people.

19. UNISON - Ending Homelessness

Ending Homelessness has long been one of the core demands of the trade union movement. At the point of writing this motion the entire Welfare Benefits system is under attack with particular

consequences for those who are already homeless, those on our unacceptable public housing waiting lists and those who will be rendered homeless as a consequence of benefit cuts.

The trade union movement will not tolerate this situation which is an indictment of the society in which we now live. Consequently we commit to joining with those campaign organisations working tirelessly to end homelessness, to ensure that this abuse of a fundamental human right is eradicated within the decade.

20. NUJ - Attack on the confidentiality of academic sources

This conference condemns efforts by the Police Service of Northern Ireland to gain access to material gathered by NUJ member Anthony McIntyre and author Ed Moloney and deposited in an archive at Boston College, Massachusetts. This attack on the confidentiality of academic sources and recordings is to be seen in the context of past demands from the PSNI that journalists hand over the results of investigation which journalists and sources are entitled to regard as confidential. Demands for unbroadcast footage of an Easter commemoration event in Derry in April 2011 and rioting in east Belfast in August 2011 are examples of the same disregard for journalist ethics by the PSNI.

The logic of these demands is that police forces are entitled to see journalistic work, whether for print or electronic media, as potentially part of a police evidence-gathering process. This Conference calls on the PSNI to desist from such attempts to undermine and compromise journalism; on news media to resist such attempts by the PSNI or other police forces; and on trade union members to show solidarity with the campaign to protect the confidentiality of the material held at Boston College.

21. NASUWT - LGBT Equality

Conference welcomes the work of trades union and other civil society organisations in working together for equality for lesbian, gay, bisexual and trans (LGBT) communities.

However, Conference is appalled by and opposes all forms of homophobic abuse and attacks on the LGBT communities.

Conference expresses its disgust at attempts to depict homosexuality as a pathological condition.

Conference denounces the pathologisation of lesbian and gay people as bigoted, inflammatory and deeply harmful.

Conference endorses fully the conclusions of the UK Council for Psychotherapy and the American Psychiatric Association which have repudiated the use of 'reparative therapy' treatment to 'cure' people of their gender orientation.

Conference calls upon NIC to campaign vigorously against such homophobic movements and to defend the rights of LGBT people everywhere.

22. NUJ - Healing Through Remembrance

This conference notes the work of “Healing Through Remembrance” in Northern Ireland and commends the current President of the ICTU for his support of the join Healing Through Remembrance/NUJ initiative, including the conference held to mark the 10th anniversary of the murder of Martin O’Hagan.

Conference also notes the work of Support After Murder and Manslaughter in Northern Ireland in highlighting the impact of media coverage on the families of murder and manslaughter in Northern Ireland. Conference welcomes the offer of the NUJ to work with SAMMI, in the context of the union’s campaign for the appointment of a Media Ombudsman for the UK as part of the proposal to get rid of the discredited Press Complaints Commission and the replacement of the PCC with a genuinely effective and transparent regulatory body.

Conference affirms support for this campaign and instructs the Northern Ireland Committee of Congress to explore how best NICTU can work with both Healing Through Remembrance and Support After Murder and Manslaughter in Northern Ireland in their respective and distinct roles in assisting victims of trauma, especially murder and violence.

23. Derry Trades Union Council - Denial of justice

The trades’ union movement has for generations stood for human rights and in defence of citizens unfairly denied their liberty or due process under the law. It is in this tradition that BDC adds its voice to calls from a broad range of institutions, organisations and individuals for the release from prison of Marian Price.

Ms. Price has been imprisoned not by a court on foot of being convicted of a criminal offence but by order of the NI Secretary of State on the basis of information which has not been made public or laid before a court or otherwise tested. BDC believes that this is unfair and unjust.

Conference is aware that Ms. Price contests the Secretary of State’s authority to revoke the licence on which she was freed in 1980 from a life sentence imposed in 1973. The Secretary of State has continued to assert this authority while claiming that the sole copy of the document setting out the terms of Ms. Price’s release has been mislaid or destroyed while in the keeping of the State and, as a result, cannot be produced. The continued imprisonment of Ms. Price in these circumstances is an affront to justice.

This BDA also expresses its concern about the reintroduction of the “super-grass system” in the recent trial of a number of men accused of involvement in the activities of a Loyalist paramilitary organisation. This, too, represents a departure from the ordinary norms of justice and a reversion to a practice which was the source of much bitterness in the past. BDC believes that there should be no further trials based on “super-grass” evidence.

The trades’ union movement in Northern Ireland has led opposition to political violence over the past 40 years. We have repeatedly mobilised our members in protest against atrocities, whether perpetrated by Loyalist or Republican paramilitary organisations or by State forces. We continue to urge the use of peaceful means only to remedy the grievances which persist in our society and which impact most damagingly on the working class communities whose interests trades unions strive to represent. We restate our opposition to the use of violence for political ends from whatever quarter.

The cause of peace is never served by the denial of justice. No good cause is served by keeping Marian Price in Maghaberry Prison. This BDC urge the Secretary of State to free her now.

24. Craigavon Trades Union Council - Human Trafficking

Conference acknowledges the recent publicity regarding the extent of human trafficking within Northern Ireland and the substantial impact trafficking has on the lives of those directly affected by it. Conference also notes the previous work of Trade Union movement on this issue. Conference also welcomes the recent work of Craigavon Council of Trade Unions in supporting the work of Craigavon Active Communities against Trafficking (ACT) Group to increase awareness of the Human Trafficking within the Craigavon area.

Conference therefore calls on the NIC-ICTU and affiliate unions and Trade Councils to work with ACT or similar groups in their areas and workplaces to raise awareness and encourage our members, whether within their workplaces or local communities, to stand up against human trafficking.

Education and Training

25. UCU - Defend Higher Education

The successful campaign to maintain the cap on student fees in Northern Ireland, to keep higher education in the public domain and to preserve access to a high quality higher education were important gains for the trade union movement, students and the wider society in Northern Ireland.

This campaign shows that much can be achieved when the movement articulates and campaigns for an alternative vision of the future with an emphasis on opportunity for all at its core.

While acknowledging the success of this campaign, we need to be mindful that as long as the key decisions about the issues that affect us are made elsewhere there will be continuing pressure for the marketisation and privatisation of education. This conference recognises the contribution of higher education to the economic, social and cultural life of Northern Ireland. It commits itself to continue to campaign for the preservation of a high quality higher education system which is predominantly publicly funded and to which all members of society can access.

26. UCU - Governance in Further Education

Conference deplores the lack of transparency, accountability and effectiveness in the governance of further education colleges. Conference notes that since the colleges were incorporated in 1998 there have been numerous cases of financial mismanagement and incompetence by College Directors and Chief Executives, and which Governing Bodies have failed to address. Their response has been to protect the incompetent and the guilty and to endorse self serving practices and cronyism amongst the elite who run FE colleges. Conference is critical also of the Department of Employment and Learning for failing to hold Governing Bodies and college senior management to account for mismanagement or misconduct. This lack of accountability has caused job losses for employees and cuts in education services to the community.

Conference demands that the current business model of governance be scrapped forthwith and replaced with arrangements that will ensure community and education interests are at the heart of governance and to ensure that the management of colleges is fully transparent and accountable. Conference also calls for the implementation Assembly policy for the role of the Northern Ireland Ombudsman to cover the further education sector and for the further and higher education sectors to be placed under the Department of Education.

27. GMB - Education

Conference calls on the Northern Ireland Committee to press the administrations in Northern Ireland to urgently review the depth and speed of cuts being imposed on the education sector.

This review should examine the effect of the £400,000 cut on the support staff working in the sector and their pay and conditions of employment. There is widespread evidence that the impact on these staff is disproportionately severe and that unlike the professionals involve there is no “early retirement” safety net being provided by the employer or government.

Conference rejects the idea that the provision of the engine room of our education system should be thrown away with such disregard. Leaving many communities with an empty shell rather than a beating heart.

Over the last 10 years efficiency after efficiency has pared away the fat and the flesh from our catering, cleaning and maintenance staff. Now we are only left with the bone.

The provision of a good education can only be done in the right circumstances. Competent teaching delivered in a sound clean building, to a well fed and cared for audience.

28. UTU - Support staff

Conference notes the important role that members of support staff play in schools, particularly those who work directly with pupils in facilitating education programmes under the direction of the teaching staff. Conference is concerned that the budget cuts may impact on the number of support staff employed in schools, particularly Classroom Assistants, and calls on the Department of Education to enter into immediate discussions with the education sector unions regarding the level of support required, particularly with respect to those pupils who have special educational needs.

29. UTU – Trade union engagement

Conference calls on the Department of Education and the employing authorities in the Education sector to engage immediately with the Education sector unions to ensure that any changes that come about as a result of the implementation of the transfer from the existing employers to the Educational and Skills Authority are managed with minimum negative impact on staff.

30. Derry Trades Union Council - Training schemes

In light of the continuing depressing levels of unemployment in the North West, particularly among the young, urgent intervention is needed. Existing training and employment programmes are not addressing the problem because they have not got the resources or structures to properly engage the economically inactive or the growing numbers of unemployed. Many of the existing employment schemes are cosmetic attempts to window dress what is the greatest challenge facing us as a society which is the need to provide our young with hope, skills and opportunity to better their lives.

We are calling for properly funded and staffed programmes of work which will up-skill, train and provide an alternative to long term unemployment. Any such schemes would have to provide a broad range of skills from Administration, IT and construction and the participants would have to be paid a proper rate of training allowance. The current situation is that the long term and medium term unemployed are being insulted with the quality of the current job programme provision and help.

Trade Union Organisation

31. NIC - A Call to Action

Conference re-affirms its commitment to the content and spirit of the report of the Commission on the Irish trade union movement, 'A Call to Action.'

Conference commends the recommendations of the Strategic Organising Group as follows:

- Drafting an all Island economic and social plan offering an alternative vision based on the principles of social solidarity.
- The commitment to increasing the level of density of trade unions in both jurisdictions in terms of members and quality of union organisation as a key priority which is critical to the enhancement of the lives of working people and all in society.
- The establishment of a number of Sectoral Organising Groups with the initial work programme: Mapping density; analysing trends; assessing the state of trade union organisation (quantitatively and qualitatively); and formulating a 'what is to be done' report.

32. Fermanagh Trades Union Council - Unions & Retired Members

That this conference welcomes the increased cooperation between Trade Unions, Congress Committees and Trades Councils.

We especially welcome the closer working between the Youth Committee and the Retired Workers' Committee which proves the importance of intergenerational solidarity.

We encourage all Unions to utilize the skills and experience of all of their members especially those who are no longer wage earners but whose commitment and contribution to this movement should be recognized as both an asset and an example.

We therefore call on the Northern Ireland Committee to take steps to ensure that all Unions provide proper structures with adequate funding to enable Retired Members to continue to participate fully in their Union's activities.

33. UCU - North West Regional College

Conference deplores the actions of senior management at the North West Regional College for their attack on trade union activists culminating in their contriving to dismiss the UCU branch Secretary and Chairman from their senior lecturer jobs. Conference notes that over recent years, senior management at the college have used re-organisation and redundancy to get rid of any individual who challenged their views and to threaten any person who stands up for their rights with legal action. This has resulted in a culture of fear and intimidation across the college. Congress applauds those trade union activists who have stood up to management aggression and in particular supports the UCU branch for defending its members.

Conference appreciates the widespread support for staff amongst politicians and supports the call for an independent and wide ranging investigation into how the college is managed.

Employment Rights/ Industrial Relations

34. NIPSA – Attacks on employment rights

Conference is appalled at the plans by the UK government to roll back even further the limited legal protections that workers enjoy in a range of areas. Conference notes the attack on trade union facility provisions in the public service and is concerned that this represents a further attempt by Government to weaken the trade union movement and as a consequence remove the main obstacle to the erosion of the rights of workers.

Conference is also concerned that employment rights and health and safety provisions are being targeted for attack.

Recognising that the NI Executive has devolved powers in these areas Conference calls upon the NI Committee to ensure the building of a strong campaign to prevent any comparable measures being introduced in Northern Ireland.

35. PCS – Trade union rights

Congress is proud that Ireland has maintained a strong trade union tradition since it's establishment. Over time, the most organised industrial sectors in the Irish trade union movement have moved from manufacturing to the public sector where trade union density remains high and trade union organisation is at its strongest.

The anti-trade union laws of the Thatcher Government sought to curb the power of unions and yet 30 November showed our movement remains strong.

Congress condemns the UK Government's ideological attacks on trade union rights and organisation through, for example, its:

- Calls for industrial action ballots to require a 50% turnout
- Seeking to require further balloting following industrial action
- Consultation on reducing trade union facility time within the civil service

These attacks are solely designed to weaken the trade union movement and leave workers vulnerable in the workplace.

Congress calls on the ICTU Northern Ireland Committee to:

- Promote a different approach in Northern Ireland which values partnership working with the trade union movement
- Protect public sector jobs and services in Northern Ireland and oppose any further privatisation and outsourcing
- Ensure contractors' compliance with trade union recognition arrangements
- Recognise and value the important role of trade union reps in the workplace and campaign to implement facility time arrangements

36. SIPTU - Trade union facility time

We call on Conference to take a lead on the recent Tory and Unionist attacks on Trade Union facility time. It is no coincident that calls for a review of the regulations took place on the same day as thousands of public sector workers were on the streets protesting at the looting of their pensions. These attacks lead by the undemocratic Tax Payers alliance ignores a 2007 government review that categorically outlines the savings made by public sector employers in unionised workplaces.

These scurrilous accusations, promoted by the right wing press, are yet a further attack on Industrial Relations and the rights of workers to trade union representation.

Furthermore the Government is attacking the rights of ordinary workers by reducing protection provided by current Employment Law. This will have serious consequences for workers in general and will impact negatively on the Trade Union Movement.

Therefore this Conference calls on the NIC to actively lobby the Northern Ireland Executive to protect and improve both Employment Law and Facilities so that trade union activists can play our full and rightful role in the Industrial Relations process.

37. UNITE - National Pension scheme

Conference notes that all employees should be guaranteed an occupational pension from their employer when they retire.

Many people pay into private pensions with no guarantee of a decent income. We want a state guaranteed minimum income alongside protections for those in decent final salary schemes to prevent any levelling down. A minimum Income Guarantee would substantially reduce the reliance by so many of the poorest in our society on state benefits and enable all of us to enjoy a well earned retirement with dignity.

We need dedicated pension contributions from both employers and employees based on total remuneration to fund this and it needs to be a National Pension scheme with an independent management.

Conference calls on affiliates to campaign aggressively until the UK government addresses the pension crisis to enable employees to retire with the confidence, security and knowledge of a guaranteed income in their later years.

38. UNITE - Agency Workers Regulations

This Motion is set against a background where for decades trade unions have been concerned about the treatment of agency workers. This is not surprising as agency workers have endured some of the worst employment conditions experienced by individuals in the workplace. This poor treatment has grown in significance as a proportion of the workforce employed through agencies has increased (now estimated at 1.3 million). At the same time, the existence of a workforce generally employed on less favourable terms and conditions serves only to undermine collective bargaining for permanent staff.

Following persistent lobbying and pressure by UK trade unions finally led to the then Labour Government to enter into negotiations with other European ruling parties which eventually resulted in the AWR being implemented by member states.

An agreement between the Trade Union Congress (TUC) and the Confederation of Business and Industry (CBI) paved the way for this. For the record no such consultation has taken place with Northern Ireland Committee, Irish Congress of Trade Unions (NIC - ICTU) regarding the implementation of the AWR. Moreover, this in itself raises points of public interest in Constitutional Law and is a matter for judicial consideration.

At the heart of the AWR was a break-through via an agreement that only agency workers with 12 weeks service or more, would benefit from the right to equal treatment with permanent workers. The result of this is that while the regulations go some way towards the working conditions of agency workers in general, the major beneficiaries are agency workers on long-term contracts.

However, as ever, the devil is in the detail. The regulations are multi-layered and cannot be treated as an isolated piece of legislation, there are 'dotted lines' to a whole raft of laws that have to be considered – not to mention relevant case law which is developing in this particular area.

But, given the time constraints and restrictions imposed in this instance, the relevant motion being considered here is opposition to regulation 10 (1)(C) more notoriously known as the 'Swedish Derogation.' This regulation by its very nature is no more than an opt-out, a loophole that excludes agency workers from equal pay rights where the agency worker is paid between contracts as an employee of the agency itself.

In reality, this means that an agency worker who works along side a permanent employee earning £10 per hour could continue to be paid the National Minimum Wage (NMW) currently set at £6.08 per hour (over 21 years) for the whole of their assignment.

Furthermore, while the AWR state that the worker must be employed on a permanent contract by the agency to avoid equal pay, in reality the agency will determine the terms of the contract. At the end of the assignment they have to pay 50% of the pay or the NMW for four weeks before sacking them.

In the final analysis this derogation flies in the face of the original concept that was first envisaged that of protecting vulnerable workers and moreover, gives unscrupulous employers who have always used loopholes as a way of avoiding their responsibilities an opportunity to do so.

That is the irony and the paradox of what once was initially considered as a means of bringing about a level playing field vis-à-vis terms and conditions has now not just been avoided but if left unchecked could result in a workforce that could be hired and fired at will.

Therefore we are calling on conference to continue to campaign both industrially and politically against the gross exploitation of agency workers and for affiliated unions to drive union density amongst agency workers in order to fight back against employers who deny basic rights and equality to agency workers.

39. SIPTU- Charter of Rights for the Community Sector

This Conference applauds the significant contribution that Community Sector workers make to the life of the marginalised and deprived. Yet these workers remain dependant on the whim of funders with no employment security

Therefore, welcoming the commitment contained in the Programme for Government 2011—5 Priority 5 that social clauses will be included in public procurement contracts for suppliers, services and construction. This Conference calls on the NIC to develop a Charter of Rights for the Community Sector that obliges organisations funded directly or indirectly by a NI Executive Departments to insert clauses that establish minimum terms and conditions of employment for all Community Sector workers.

40. Fermanagh Trades Union Council – State Pension

That this conference agrees that action is required to secure a decent State Pension as the foundation for pensioners income. There is a crisis of pensions in the United Kingdom but it is not that pensioners are living longer or that pensions are unaffordable - it is a crisis of fairness. This conference believes that a minimum threshold of decency for retirees can be attained through a state pension, set above the poverty line and linked to average earnings, funded through a progressive taxation system.

41. NUJ - Devolution of functions of OFCOM

This Conference recognises that commercial broadcasting is an integral part of the media landscape in Northern Ireland.

Conference resolves that the public interest would be best served by the devolution to the Northern Ireland Assembly of those functions of OFCOM which relate to the regulation of local commercial broadcasting.

Conference condemns the failure of OFCOM to properly regulate commercial broadcast media in Northern Ireland. Conference notes that, rather than ensuring broadcast outlets comply with the conditions under which they were licensed, OFCOM is using its regulatory function to protect monopolies from competition. It believes a significant factor to this is OFCOM's powers remaining the responsibility of the Westminster parliament, where Northern Ireland MPs are a tiny minority. This conference calls on the ICTU and the Northern Ireland Committee in particular to campaign to have oversight of the powers of OFCOM in respect of regulating local commercial broadcasting devolved to the Northern Ireland Assembly.

42. Omagh Trades Union Council - Cage Fighting

This Conference calls for Cage Fighting, also known as Mixed Martial Arts, to be banned in Northern Ireland. This so-called sport has been called 'human cock-fighting' and puts participants in danger of serious physical injury. This Conference calls on the Northern Ireland Committee of the ICTU to contact all members of the Northern Ireland Assembly and of local councils to seek the enactment of legislation banning this activity.



NIC ICTU
Carlin House
4-6 Donegall St. Place
Belfast
BT1 2FN

t: 028 9024 7940
f: 028 9024 6898
e: info@ictuni.org

www.ictuni.org