

QUALITY
WORK
=
QUALITY
LIFE

irish congress of trade unions
BIENNIAL DELEGATE CONFERENCE

BELFAST 21 - 24 JUNE 2005

AGENDA



Notice to Delegates

1. This year, the overall theme of the Conference is **“Quality Work = Quality Life”**.

Within that overall theme, Conference will debate:

- 80 motions, including seven motions from the Executive Council;
- A Report from the Executive Council on the work of the past two years;
- Report and Recommendations on Disability Issues;
- Report and Recommendations on Gender Equality.

2. This document contains the motions to be debated at Conference, the timetable of business and the first report of the Standing Orders Committee.
3. The timetable of business gives you the order in which the motions will be debated and voted on for each day.

It also gives you the times at which the various sections of the Report from the Executive Council will be discussed.

Any changes in the order of business will be notified to the Conference by the Standing Orders Committee.

4. The commencement time for each morning session of the Conference is 09.30 and 14.30 for the afternoon session. Conference will adjourn at 13.00 on Wednesday 22 June and recommence at 09.30 on Thursday 23 June.

You are asked to be in the Conference Hall punctually and to remain throughout the sessions.

5. You must show your Credential Card to gain entrance to the Conference Hall. You should bring Conference documents with you to each session, as additional copies will not be available.
6. If you are moving a motion you will be allowed to speak for five minutes, and each subsequent speaker for three minutes. You should give your name and the name of the organisation when speaking.
7. If you wish to contact the Standing Orders Committee you may do so by contacting any member of the Congress Secretariat at the entrance to the Conference Hall. The members of the Standing Orders Committee are: K Garvey (Chair), B Campfield, D Miller, M Sharpe, Kitty Warnock, and Alternatives: L O'Meara and C Hudson

Tuesday 21st

09.30 – 11.00

Opening of Conference

Address of Welcome:

Lord Mayor of Belfast
Belfast Trades Council
Secretary of State for Northern Ireland

Adoption of Standing Orders
Committee Reports No 1 & 2

Election of Tellers (Six)

Election of Scrutineers (Six)

President’s Address:

Brendan Mackin

Introduction of Biennial Report and
welcome to fraternal guests

11.00 – 13.00

The Rights of Migrant Workers

(Principal EC Report reference:
Section 1, Chapter 1: *“Migration Policy
& the Rights of Workers”*)

- | | |
|----------|-----------------------|
| Motion 1 | (Migrant Workers) |
| Motion 2 | (Migrant Workers) |
| Motion 3 | (Migrant Workers) |
| Motion 4 | (Migrant Workers) |
| Motion 5 | (Migrant Workers) |
| Motion 6 | (Migrant Workers) |
| Motion 7 | (Emigrants) |
| | Vote on above Motions |

Fraternal Address:

Frances O’Grady, Deputy General
Secretary TUC

Guest Speaker:

Barbara Ehrenreich, Author of
“Nickle and Dimed”

13.00

Lunch Adjournment

14.30 – 16.30

Private Session

Finance and Organisation

(Principal EC Report reference:
Section 1, Chapter 4, Appendix 7
“Congress Organisation and Finance”)

- | | |
|-----------|--|
| Motion 8 | (Amendment to the
Constitution)
Vote on Motion 8 |
| Motion 9 | (Trades Councils)
Vote on Motion 9 |
| Motion 10 | (Tax Treatment of
Union subscriptions)
Vote on Motion 10 |
| Motion 11 | (Executive Council) |
| Motion 12 | (Election to Executive
Council)
<i>Reference Standing Order
Committee Report No. 1</i> |

Disputes Committee Report

(Principal EC Report Appendix 1)

Work of Congress Committees

(Principal EC Report Section 1,
Chapter 5: *“Work of Congress
Committees”*)

Union Education & Training

(Principal EC Report Section 3,
Chapter 5: *“Learning for Life”*)

Affiliations

(EC Report *“Appendices 4, 5, 6”*)

Congress Staff

(Principal EC Report *“Appendix 8”*)

Recruitment and Organisation

(Principal EC Report reference:
Section 1, Chapter 2 *“Recruitment &
Organising”*)

- | | |
|-----------|---------------------------------|
| Motion 13 | (Recruitment and
Organising) |
| Motion 14 | (Recruitment and
Organising) |
| | Vote on Motions 13, 14 |

16.15 - 17.15

The Rights of Migrant Workers

(continued)

17.15

Fraternal Address: Mr James Hoffa,
President of the International
Brotherhood of Teamsters and
member of AFL-CIO Executive Council

17.30

**Adjournment until Wednesday 22nd
June at 09.30**

Wednesday 22nd June

09.30 – 11.30

Economic Debate
including Public Services

[Principal EC Report reference: Section 2, Chapter 1 “Achieving Sustainable Growth”. Section 2, Chapter 3, “The Importance of the Public Realm”.]

- Motion 15 (Economic Affairs)
Vote on Motion 15
- Motion 16 (Privatisation)
- Motion 17 (Privatisation)
Vote on Motions 16,17
- Motion 18 (Privatisation)
(Amendment to Motion 18)
Vote on Amendment to Motion 18
Vote on Motion 18
- Motion 19 (Semi-State Companies)
(Vote on Motion 19)
- Motion 20 (An Post)
Vote on Motion 20

- Motion 21 (Public Services)
(Amendment to Motion 21)
Vote on Amendment to Motion 21
Vote on Motion 21
- Motion 22 (Health Service)
- Motion 23 (Health Service)
Vote on Motions 22,23
- Motion 24 (Water Services)
- Motion 25 (Water Services)
Vote on Motions 24 and 25)
- Motion 26 (Decentralisation)
- Motion 27 (Decentralisation)
- Motion 28 (Decentralisation)
Vote on Motions 26,27,28
- Motion 29 (Double Taxation)
Vote on Motion 29
- Motion 30 (Wealth Distribution)
Vote on Motion 30
- Motion 31 (Regulation)
Vote on Motion 31

Fraternal Address:

Mr John Monks,
General Secretary ETUC

11.30 – 13.00

Northern Ireland

[Principal EC Report references: Section 2, Chapter 2 “Northern Ireland”.]

- Motion 32 (Postal Services)
Vote on Motion 32
- Motion 33 (Manufacturing in Northern Ireland)
Vote on Motion 33

Fraternal Address:

Ms Anne Douglas, President of STUC

Presentation of “One Small Step”
Project

Presentation of “Adream” Project

Adjournment until Thursday

Thursday 23rd June

09.30 – 11.30

Equality

[Principal EC Report reference: Section 3, Chapter 4 “*Equal Access to Work, Equality at Work and Equality in Unions*”.]

Progress Report on Congress Equality Programme for People with Disabilities (2001-2005) Strategic Targets 2005-2009

Code of Practice for Trade Unions of People with Disabilities

Report of the Impact of the Fourth Equality Programme & Proposals for the Fifth.”

- Motion 34 (Equality in Unions)
Vote on Motion 34
- Motion 35 (People with Disabilities)
Vote on Motion 35

Keynote Address:

An Taoiseach, Mr Bertie Ahern, TD

11.30 – 13.00

Quality of Life

[Principal EC Report Reference: Section 3, Chapter 6 “*Social Provision & Protection*”.

Section 3, Chapter 7 “*Health and Caring*”.]

- Motion 36 (Pensions)
- Motion 37 (Pensions)
- Motion 38 (Pensions)
Vote on Motions 36,37,38

- Motion 39 (Construction Industry Pension Scheme)
Vote on Motion 39
- Motion 40 (Childcare Costs)
(Amendment to Motion 40)
Vote on Amendment to Motion 40
Vote on Motion 40
- Motion 41 (Early Childhood Care and Education)
Vote on Motion 41
- Motion 42 (Childcare)
- Motion 43 (Childcare)
Vote on Motions 42,43
- Motion 44 (Free Education)
Vote on Motion 44
- Motion 45 (Socio-Economic Disadvantage and Education)
Vote on Motion 45
- Motion 46 (Education Funding)
Vote on Motion 46
- Motion 47 (Education)
Vote on Motion 47
- Motion 48 (Low Pay)
Vote on Motion 48
- Motion 49 (Public Holidays)
Vote on Motion 49

Guest Speaker:

John Sweeney, Senior Policy Analyst – National Economic & Social Council

13.00

Lunch Adjournment

14.30 – 17.30

Quality of Work

Guest Speaker:

Ms Madeline Bunting,
Author of “*Willing Slaves*”

[Principal EC Report reference: Section 3, Chapter 1 “*Representation and Dispute Resolution*”. Section 3, Chapter 3 “*Securing New Rights at Work*”. Section 3, Chapter 2 “*Improving Working Conditions*”.]

- Motion 50 (National Pay Agreements)
- Motion 51 (National Pay Agreements)
Reference Standing Orders Report No. 1
- Motion 52 (Health and Safety)
- Motion 53 (Health and Safety)
- Motion 54 (Health and Safety)
- Motion 55 (Health and Safety)
- Motion 56 (Health and Safety)
Vote on Motions 52,53,54,55,56
- Motion 57 (Ban on Smoking)
Vote on Motion 57
- Motion 58 (Dignity at Work)
Vote on Motions 58
- Motion 59 (Workers in the Care Sector)
Vote on Motion 59

[continued on page 4]

Thursday 23rd June

Motion 60	(Exploitation) Vote on Motion 60
Motion 61	(Labour Standards) Vote on Motion 61
Motion 62	(Labour Inspectorate) Vote on Motion 62
Motion 63	(Agency Workers) Vote on Motion 63
Motion 64	(Freelance Workers) Vote on Motion 64
Motion 65	(Two Tier Workforce) Vote on Motion 65
Motion 66	(Privacy of Employees) Vote on Motion 66
Motion 67	(Part Time Workers) Vote on Motions 67
Motion 68	(Agency Workers Directive) Vote on Motion 68
Motion 69	(Black/Shadow Economy) Vote on Motion 69
Motion 70	(Skills Training)
Motion 71	(Skills Training) Vote on Motions 70,71
Motion 72	(Maritime Industry) Vote on Motion 72

**Adjournment until Friday 24th June,
09.30am**

Friday 24th June

09.30 - 11.30

European Union

(Principal EC Report Reference:
Section 4, Chapter 1 “*Europe and the World*”.)

- Motion 73 (European Constitution)
(Amendment to Motion 73)
Vote on Amendment to Motion 73
Vote on Motion 73
- Motion 74 (European Constitution)
Vote on Motion 74
- Motion 75 (Services Directive)
(Amendment to Motion 75)
Vote on Amendment to Motion 75
Vote on Motion 75
- Motion 76 (Services Directive)
Vote on Motion 76

11.30 - 13.00

International

(Principal EC Report Reference:
Section 4, Chapter 1 “*Europe and the World*”.)

- Motion 77 (Assistance to Developing Countries)
Vote on Motion 77
- Motion 78 (ICFTU)
Vote on Motion 78
- Motion 79 (Rights of Palestinian People)
(Amendment to Motion 79)
Reference Standing Order Report No. 1
Vote on Motion 79
- Motion 80 (Use of Shannon Airport)
Vote on Motion 80

Closing Ceremonies

Motions for Preliminary Agenda

1. Migrant Workers

Conference noted the plight of many migrant workers in Ireland who are at the margin of work, safety, health and minimum wage protections and congratulates Congress for its support of these workers including the link to the Interact website on the main Congress website.

Conference is concerned that many migrant workers throughout Ireland face great difficulties in their employment.

Last year, 28,707 work permits were issued in Ireland and that figure is expected to rise in 2005. In addition to those who hold legal work permits there are a number of migrant workers who work in the unregulated sector of the economy and are particularly at risk to exploitation by unscrupulous employers.

Conference commends those individual unions who have supported migrant workers in the recent past and urges all affiliates to support these workers where possible.

Conference instructs the Executive Council to continue and strengthen discussions with the government on appropriate safeguards, such as a coherent migration and employment policy, including the provision of a migrant workers' Commissioner/Ombudsman, for these workers.

Guinness Staff Union

2. Migrant Workers

Conference recognises the valuable social and economic contribution made by migrant workers throughout the island of Ireland. Conference further recognises that such workers frequently face poor working conditions, exploitation by unscrupulous employers, landlords and recruitment agencies, poor housing and poor access to knowledge about rights and social services. Conference also believes that draconian methods, including the jailing of illegal migrant workers only serves to deepen their plight by increasing their vulnerability to illegal operators and to encourage racism. Conference calls for greater action by governments in both jurisdictions to combat racism and ensure that migrant workers have the same rights at work as other workers. Conference believes further that Congress should work with government and other statutory and voluntary agencies on either side of the border to establish a migrant worker support network to ensure that trade union and social and welfare support are readily accessible.

National Association of Teachers in Further & Higher Education

3. Migrant Workers

Conference, noting the extra pressures on the resources of the Trade Union movement created by the challenges of organising and representing workers from culturally diverse/multi-lingual backgrounds, mandates the incoming Executive Council to raise the issue with all relevant government agencies, EU bodies and the European Trade Union Confederation, with a view to ensuring that the necessary resources are made available to prevent exploitation and to promote the integration of workers from abroad into the Irish trade union movement.

In doing so, Conference acknowledges the positive role of affiliated unions in campaigning for equal rights for all

workers employed in the construction industry. At the same time, Conference condemns the widespread abuse and exploitation of workers from abroad which is both an indictment of construction industry employers and a challenge to the Ireland of the 21st Century.

Conference also requests the Executive Council to actively encourage and support initiatives by affiliated unions to organise and integrate workers from abroad, mindful that the changing demographics in Irish society need to be reflected in the trade union movement if we are to continue to be the truly representative body for all workers in this country.

Building and Allied Trades Union

4. Migrant Workers

Conference notes the changing face of society in Ireland and welcomes the growing number of non-national workers coming to these shores since the expansion of the European Union and the opening up of borders throughout Europe.

Whilst many migrant workers are known to take up employment to fill gaps in the Tourist and Service industries, and other low paid jobs, more often than not these workers are left isolated and vulnerable in the workplace.

Conference recognises that the Trade Union movement reaches out to our brothers and sisters across the world in solidarity. Unfortunately it seems to be more difficult for many of us in Ireland, both North and South to embrace our brothers and sisters who are migrant workers and who live and work alongside us.

Racist attacks on migrant workers are carried out by Irish workers. It is vital therefore that we in the Trade Union movement rise to this challenge and take a leadership role in developing and implementing policies which both highlight racism and take action to eradicate it.

Conference acknowledges the work undertaken by Congress over the last number of years to combat this insidious evil. Conference accepts nonetheless that much more needs to be done.

It is alarming to note that government legislation, policies and actions have contributed significantly to perpetuating racism in our society and Conference therefore condemns both the Irish and British governments for their ongoing, relentless attacks on this vulnerable group of workers.

Conference calls on Congress to initiate a cross-sectoral Campaign and Programme in partnership with all interested groups, including representatives of migrant workers and Ethnic minority communities, the Equality Commissions, other Statutory Agencies and Employers Bodies.

This campaign should:

- consider best practice elsewhere in securing equality of treatment and opportunity for Migrant Workers;
- consider developing the Counteract model to address the problem of racism against migrant workers;
- develop appropriate work place practices to ensure that the needs of migrant workers are always considered;
- break linkage between employment and conditional provision of accommodation for Migrant Workers;
- develop an information and advice network, specifically aimed for migrant workers which would include details in relation to the complex Social Security Benefits' System and Housing provision;
- ensure appropriate mechanisms for training are introduced in each workplace for migrant workers, for example provision of basic English classes for workers or delivery of training through languages other than English;
- introduction of awareness sessions in workplaces with an emphasis on developing a workforce tolerant of difference;

- ensure that Statutory Agencies and government take their responsibilities in this area seriously and provide the necessary resources and support mechanisms to deliver this Programme.

Belfast & District Trades Union Council

5. Migrant Workers

This Conference, conscious of the growing number of migrant workers in Ireland who are being exploited by unscrupulous employers, denied their fundamental rights and whose work permits/visas are being held by these employers to ensure that they do not complain or dare join a trade union, calls on the Executive Council to pursue with Government in any future discussions with them, the introduction of a prohibition on the retention of work permits/visas by employers and instead introduce a more “person” focused work permit or visa system that ensures that the skills deficit of Ireland plc are met while guaranteeing the rights and dignity of all workers on this island.

Technical, Engineering and Electrical Union

6. Migrant Workers

Conference calls on the ICTU to actively campaign for the ratification of the UN Convention on Migrant Rights into European legislation and that core ILO standards are fully implemented and enforced in the workplace.

We call for a campaign of union members, civic leaders and employers to make them aware of this convention, its protections for migrant labour and the need to provide minimum ILO standards in the workplace to ensure labour does not suffer further abuses.

Craigavon Trades Union Council

7. Emigrants

That ICTU seek the full implementation of the report of the Task Force regarding Emigrants/Ireland and the Irish abroad.

Cork Council of Trade Unions

8. Affiliation Fees

Amend Section V Finance (paragraph 14) to read as follows:

“The affiliation fee payable by trade unions shall be €2.27 from 1 January, 2006 and €2.38 from 1 January, 2007 (per full member). The affiliation fee payable in respect of membership in Northern Ireland shall be the Sterling equivalent based on the rate of exchange on 1 November preceding the year in respect of which the fees are payable. This rate of exchange shall be determined by the Executive Council based on the best advice available at the time. The foregoing is subject to a minimum affiliation fee of €250 being payable by any trade union.

The affiliation fee payable by trade unions with associate membership, shall be two thirds of the full membership rate per member, subject to a minimum affiliation fee of €175”.

Amend Section V Finance (paragraph 15) to read as follows:

“The annual affiliation fee payable by Local Council of Trades Unions, shall be €50 if the affiliated membership is 6,500 or less, and €100 if the affiliated membership is in excess of 6,500. The affiliation fee payable in respect of Local Councils of Trades Unions in Northern Ireland shall be the Sterling equivalent of the foregoing amounts based on the rate of exchange of 1 November preceding the year in respect of which the fees are payable. This rate of exchange shall be determined by the Executive Council based on the best advice available at the time”.

Executive Council

9. Trades Councils

Conference recognises the ongoing commitment from the ICTU, North and South, in relation to the support of local Trade Union Councils and the excellent work taken forward to resurrect dormant and also to develop new local trade union councils.

Conference recognises previous Biennial Delegate Conference policies related to the improvement of the Trade Union Council network and also the importance of the Trades Councils to the wider trade union movement in Ireland. However, Conference is concerned that all affiliated organisations do not contribute either directly or even indirectly to the work of Trades Councils by promoting affiliation of their respective organization to trades councils and also financially assisting Trades Councils in their ongoing work on behalf of the wider trade union movement.

Conference instructs the Executive Committee to organise a Special Delegate Conference involving all affiliated organisations to reaffirm their commitment to local Trade Union Councils and to establish a debate on the future direction and role of local Trade Union Councils both North and South.

Strabane Area Trades Union Council

10. Tax Treatment of Union Subs

This conference instructs the incoming Executive Council to seek to have union subscriptions made fully tax deductible.

Association of Higher Civil & Public Servants

11. Executive Council

In recognition of the continued and growing need to improve the participation levels of young trade union members that Congress makes an observer seat available on the National Executive that will be filled by the chairperson of the Congress Youth Committee.”

Irish Bank Officials Association

12. Election to Executive Council

Conference calls on the incoming Executive to bring forward to the 2007 ICTU Biennial Conference a motion detailing the necessary constitutional amendments for the election of the Ordinary Member of the Executive Council from the local reserve panel to be elected by the voting Trades Council delegates only.

Galway Trades Union Council

13. Recruitment and Organising

Conference re-affirms that the mission of the Trade Union Movement is to promote social justice by recruiting and organising workers in trade unions and using this collective influence to force a redistribution of the wealth of society in furtherance of the common good. Accordingly, it is a primary task of Congress to assist affiliated unions in this mission and it will have first call on all available resources of Congress.

Executive Council

14. Recruitment and Organising

This conference believes that improving trade union membership density in the Irish economy should be the first priority of Congress and its constituent unions. Conference

applauds the continuing efforts of the Congress Executive and staff in this regard and calls on the Executive to:

- develop a systematic and target-led approach to increasing trade union density, in consultation with affiliated unions;
- develop a targeted programme for the promotion of trade union membership among key groups of workers including young people, migrant workers, professional groups and workers in 'sunrise' sectors;
- bring forward proposals to reduce wasteful competition among affiliated unions;
- report back to the 2007 Congress on these matters.

Irish Municipal Public and Civil Trade Union

15. Economic Affairs

Conference affirms the importance of a balanced approach to the Lisbon Strategy embracing economic, social and environmental considerations. It supports the approach of making Europe the most dynamic knowledge based economy in the world by 2010 with more and better jobs, greater social cohesion and environmental sustainability. It demands, however, that the achievements of the objectives of the Lisbon Strategy be given equal weight in all respects by the European Commission and national governments. It asserts that economic growth for its own sake, and at all costs, is not a sufficient imperative of public policy. It must be modulated to bring about an improved state of wellbeing in society. Specifically it should address the following issues:

- the need for an industrial policy which preserves a competitive manufacturing base which is sustainable in the face of threats from globalisation and damage to the environment;

- increasing the effectiveness and quality of education and training systems, including free access for all citizens, with a view to moving up the value chain towards good quality fulfilling employment. In particular this should embody the concept of Life Long Learning supported by appropriate investment and a reorientation of the EU budget as recommended in the Wim Kok report;
- the development of a European services industry in a sustainable way which does not undermine wages and conditions of employment;
- the facilitation of increased labour force participation and advancement by women through reduction of the gender "Pay and Pensions Gap", amelioration of the factors which reinforce gender roles and stereotypes in the workplace and society at large, the promotion of increased flexibility in the workplace and development of an infrastructure of caring which assists families;
- active promotion of social cohesion and reduction of inequality through an interventionist approach geared towards redistributive tax and welfare policies, higher investment in public services and wage formation strategies which assist lower paid workers.

Conference notes that the Lisbon Strategy is likely to be the focus of industrial policy in all member states of the Union in the years ahead. It is resolved to fight to ensure that the achievement of the goals of the strategy is not allowed to become the property of neo-liberal zealots at the expense of the European Social Model.

Executive Council

16. Privatisation

This conference mindful of the adverse impact on jobs, working people and their families caused by privatising public

utilities/services calls upon Congress to mobilise and work against any privatisation of public utilities/services in Ireland and to take whatever measures are necessary to support constituent unions in their opposition to privatisation.

Amalgamated Transport and General Workers' Union

17. Privatisation

This conference agrees that privatisation or part privatisation of public services is not in the best interests of workers or consumers as it results in redundancies, lower wages and service and safety cutbacks. We call on Congress to vigorously campaign against the privatisation of Aer Lingus, An Post, CIE and all other semi-state companies and to resist the introduction of Public Private Partnership into schools, universities, hospitals etc. We also call on Congress to support workers who are forced into taking industrial action against privatisation.

Waterford Council of Trade Unions

18. Privatisation

This Conference mandates the Executive Council to strongly resist any attempt by the government to further privatise state companies or public services and to promote:

- An agreed mechanism which would allow government to support the State sector with much needed investment.
- A realistic business model for An Post which would allow the costs of the universal service obligations to be funded through public funds.
- A strategy to ensure that public services of general and economic interest which are essential for citizens welfare will remain under public provision without being subjected to competition law.

Civil Public and Services Union

Amendment

Add new third paragraph after second bullet point ending with "public funds"

The protection of the principle of public service broadcasting and the rights of public service broadcasting organisations to develop services through all platforms.

National Union of Journalists

19. Semi-State Companies

This conference calls for the urgent development of a co-ordinated policy in relation to the semi-states and in particular the utilities.

This policy should be geared to defend the public interest against a policy of privatisation.

Electricity Supply Board Officers Association

20. An Post

This Conference calls on An Post Management to address the Company's financial issues in a manner that does not single out the Company's staff to bear the burden caused by the failure to secure adequate pricing over many years and calls on the Government as the shareholder and the Regulator to recognise that the solutions to the Company's problems cannot be borne exclusively by the staff.

Public Services Executive Union

21. Public Services

Conference records its deep concern that governments North and South continue to advocate for more involvement of the private sector in the provision of public services including direct involvement in the delivery of basic essential

services such as the education of children, health and social care, etc.

Conference reasserts as a principle that public services should be delivered by accountable public servants using publicly owned assets.

Conference calls on the Executive Council to adhere to this principle in determining Congress's response to any proposals from governments North or South on the involvement of the private sector in the provision of public services including particularly the use of initiatives such as Public Private Partnerships (PPP) and Private Finance Initiative (PFI).

In order to ensure that private sector companies cannot take advantage of location, North or South, Conference also calls on the Executive Council to press vigorously for both governments to implement protections against the two tier workforce equivalent to those agreed by the Scottish Executive for Scotland.

Northern Ireland Public Service Alliance

Amendment

1. In paragraph two, delete "using publicly owned assets" and add "or on an agreed basis by not-for-profit organisations applying acceptable pay and conditions"

Revised paragraph to read:

"Conference reasserts as a principle that public services should be delivered by accountable public servants or on an agreed basis by not-for-profit organisations applying acceptable pay and conditions."

2. Add after paragraph three:

"Conference notes that Sustaining Progress and other national agreements contain protections and guarantees over the use of PPPs in the South and calls on the Executive Council to insist that the Government adheres to these, and consults and reaches agreement with the appropriate unions, before PPP projects are approved in the South."

Irish Municipal Public and Civil Trade Union

22. Health Services

Conference noting:

- the failure of the government to implement its own National Health and Primary Care Strategies with particular regard to the provision of adequate bed capacity and primary care services;
- the continuing severe levels of overcrowding in the country's A&E Departments;
- the illegal levying of charges on vulnerable senior citizens;

calls upon the incoming Executive Council to ensure:

- government commitment, and funding, within the previously stated timeframes, for the full implementation of its own Health Strategies;
- that all monies now due to senior citizens, in long-term care, is paid without delay and without negatively affecting existing and planned health services;
- that additional earmarked funding is allocated to address the crisis of overcrowding in A&E Departments.

Irish Nurses Organisation

23. Health Services

Congress reaffirms its support for well-funded public health services, available to all regardless of ability to pay. Congress reiterates its support for excellence and value for money in public health services, and rejects the view that increasing private provision will achieve these objectives. Congress will continue to oppose attempts to privatise health services and:

- insists that no public-private partnerships be introduced into the health services unless there has been consultation and agreement with the appropriate unions, and strict adherence to principles agreed in Sustaining Progress and other national agreements;
- reiterates its opposition to the outsourcing of core health service activities, including clerical and administrative functions;
- will not support proposals for any EU Services Directive that threatens public health services or staff;
- believes that public money should generally be invested directly in public health provision;
- calls for a value-for-money review of existing public funding of private health service delivery;

Irish Municipal Public and Civil Trade Union

24. Water Services

Conference asserts that the provision of water services is a basic human right. Conference reaffirms that the provision of safe and clean drinking water and waste water treatment services are the responsibility of the State. Conference rejects totally all privatisation of the provision of water services as these must not be allowed to become a

commodity for trade. Conference welcomes particularly the decision of the Netherlands government to outlaw privatisation of water.

Conference calls on the Executive Council to:-

- (a) campaign for the governments North and South to enact legislation to prevent the privatisation of water services;
- (b) give all possible support to affiliates engaged in opposing the privatisation of water services and/or private sector involvement in the direct delivery of water and sewerage services; and
- (c) oppose any proposals to implement separate domestic water charges for households.

Northern Ireland Public Service Alliance

25. Water Services

Conference commends the water service Trade Unions for their active campaign of opposition to the sale of the water industry and the introduction of additional charges.

Conference commits their ongoing support to the water service workers and will work to ensure all citizens will enjoy access to a clean water supply.

GMB

26. Decentralisation

This Conference affirms that any process of decentralisation or re-location of Government Agencies has to take account of the needs of staff.

Public Services Executive Union

27. Decentralisation

This Conference agrees that any attempt by the Minister for Finance to implement his predecessor's proposal under the Decentralisation Scheme to relocate the Bus Eireann Head Office to Mitchelstown, Co. Cork, before such time as a sound business case for so doing is provided, will be resisted by this Congress to the fullest possible extent.

Transport Salaried Staff Association

28. Decentralisation

That the National Executive of ICTU fully support the FUGE position against any loss of jobs or pay for low paid workers, through the decentralisation of government offices out of Dublin.

Federated Union of Government Employees

29. Double Taxation

Conference condemns the attempts to impose double taxation on workers in Ireland. Bin charges and water charges are two examples of extra charges for services that are already covered by existing taxes.

Conference instructs the Executive Council to oppose all forms of double taxation with co-ordinated campaigns to involve those working in providing these amenities with those who use them.

Furthermore, the introduction in any form of separate charging for such services will lead inevitably to additional taxes. Therefore Conference instructs the Executive Council to campaign for the scrapping of the bin tax and to completely oppose any form of separate water charge.

Fermanagh Council of Trades Unions

30. Wealth Distribution

Conference acknowledges the input of the trade union movement in the ongoing success of the Irish economy and the job creation flowing from this success. Congress also notes that many extremely profitable companies in the private sector, particularly those in the services sector, are the very companies which continue to depress wages and conditions and undermine the job security of their workforce in the endless pursuit of even greater profits.

This conference directs the incoming Executive Council to develop a strategy which will result in a more equitable distribution of wealth for private sector workers and in this context special consideration should be given to the position of lower paid workers generally and those workers in profitable sectors.

MANDATE

31. Regulation

Conference notes the pivotal and increasingly influential role that regulatory bodies play in today's economy, whether in the industries of telecoms, transport, energy, postal services, or elsewhere.

Conference recognises also that the power vested by EU Law in the regulatory bodies is immense and the impact that the decisions taken by these bodies can have a profound effect upon workers.

Therefore:

Conference calls on government to establish a Commission on Regulation, which would oversee the implementation of regulatory strategy and that the Social Partners should have an input to this Commission via membership of the body; and

Conference calls on government to issue appropriate Policy Directions to mandate all regulatory bodies to take “the effect on industry employment” into account when determining any regulatory matter. Such a Policy Direction would recognise the valuable role of all stakeholders in an industry and would be entirely in accordance with the government’s commitments in Sustaining Progress, which lists “economic inclusion based on full employment” as a main priority.

Communications Workers’ Union

32. Postal Services

This Conference welcomes the CWU’s campaign to defend a comprehensive public postal service and to keep the whole of the Post Office under 100% public ownership.

Conference believes that privatisation would threaten the UK’s universal postal service and place a greater emphasis on short-term profits at the expense of customer service. This would put added pressure on cutting costs and further threaten the jobs and conditions of CWU members. Conference notes Royal Mail’s record trading performances over the Christmas period (when it made over £800m in monthly revenue for the first time ever). This nails the lie that public ownership is a barrier to commercial success and demonstrates that Royal Mail can be a success story in the public sector.

Conference therefore calls on the Executive Council to oppose any form of postal privatisation and to ensure that the Labour Party honours its commitment made at the National Policy Forum in Warwick not to privatise such a vital public service.

Conference also calls on Executive Council via the Northern Ireland Committee to lobby local MPs and political parties to oppose any form of postal privatisation.

Communication Workers’ Union (UK)

33. Manufacturing Northern Ireland

Conference recognises that there are significant threats to employment in a number of manufacturing sectors in Northern Ireland, notwithstanding the progress made in the last decade. While recognising that the strongest potential lies in knowledge-based industries, Conference is equally aware that this potential may not be realised if the growing deficits in skills and training is not addressed. Conference therefore calls on the Executive Council to develop a strategy, in partnership with government and employer bodies, which can bridge this deficit by matching educational and training policies to meet the needs of a new industrial structure.

AMICUS

34. Equality Within Unions

Conference welcomes the measures taken by the Executive Council to progress the objectives of Motion 23 which was adopted at the Biennial Conference in 2003.

Conference wants to ensure that progress within the Trade Union movement on tackling discrimination in all its forms and actively promoting equality issues is maintained and accelerated.

To give real effect to this commitment, each affiliate union is required to adopt the Model Equality Clause which was approved at the ICTU Special Delegate Conference in September 2004.

The adoption of the Equality Clause will guarantee that each affiliate is committed to the promotion of equality within the union’s employment practices, and the promotion of equality in relation to access to and membership of all its internal structures through the following measures:

- i. ensuring that its recruitment and selection process is open and transparent and that any position in the organisation is open to candidates regardless of gender, marital status, family status, sexual orientation, religious belief, political opinion, age, disability, race or ethnic origin or membership of the traveller community;
- ii. monitoring its work force to identify if under-representation from any of the categories listed at (i) above exists across the range of posts available and putting in place lawful positive action programmes to address any such under-representation;
- iii. providing a range of work-life balance policies to attract and retain those with caring responsibilities or those with a disability that prevents them from working full-time;
- iv. monitoring the make-up of its lay representatives to identify if under-representation from any of the categories listed at (i) above exists and putting in place policies and practices to address any such under-representation;
- v. The promotion of equality for its members through collective bargaining, publicity material and campaigning, representation, union organisation and structures, education and training, organising and recruitment, the provision of all other services and benefits and all other activities.

In relation to the development of an Audit process, Conference endorses the approach approved by the Executive Council to concentrate on 'Gender' issues over the period to the 2007 Biennial Conference and to develop the Survey on the 'other grounds' over time.

Conference therefore agree that:

- congress and affiliate unions adopt and promote the equality clause widely;
- unions should have no major difficulty providing information on employers, representatives and general membership in relation to 'Gender' and for that reason the Audit Survey should focus on Gender issues for the next three years;
- as only limited information is currently available about union members, representatives or staff across the other eight grounds, (particularly in the Republic of Ireland) Congress should continue to work with unions (and other bodies as appropriate) to give further consideration as to how the Audit process could be developed to include all nine grounds with a view to having an agreed mechanism to report back on progress to a future Biennial Conference.

Executive Council

Amendment

In the penultimate paragraph delete the words "over time" and amend the final paragraph to read:-

Conference therefore agrees that:

- congress and affiliate unions adopt and promote the equality clause widely;
- unions should have no major difficulty providing information on employers, representatives and general membership in relation to 'Gender' and for that reason the Audit Survey should focus particularly on Gender issues over the period to the 2007 Biennial Conference;
- congress should continue to work with unions (and other bodies as appropriate) to give further

consideration to the development of the Audit process to include all nine grounds with a view to having an agreed mechanism to report back on progress to the 2007 Biennial Conference.

Northern Ireland Public Service Alliance

35. People with Disabilities

Conference notes the increasing involvement of Congress and affiliated unions in promoting, negotiating and organising on issues related to disability in the workplace, the inclusion of disability related policies in successive partnership agreements and involvement in programmes and publications promoting disability awareness and increasing employment inclusion for people with disabilities.

Recognising the significant progress in implementation of some aspects of this agenda, there has been disappointing progress in others; in relation to developing mainstream training opportunities, securing increased employment opportunities including the achievement of the 3% employment quota across the Public Service, and dismantling barriers to employment such as the benefits trap.

Conference welcomes the Progress Report and recommendations contained therein and urges all unions, in order to promote greater participation of people with disabilities, to pursue actions based on the following priorities:

Code of Practice – how people within unions are treated:

In line with the Equality Clause approved at the Special Delegate Conference in September 2004, which includes a clear commitment to promote equality and to eliminate all forms of harassment, prejudice and unfair discrimination, both within our own structures and through all our activities, including our own employment practices, Conference urges all unions to adopt both the Clause and

the Trade Union Code of Practice for People with Disabilities to ensure that people with disabilities are recognised and treated as having equal status with all other persons within the union. All unions should work to promote equality and equal opportunities and to ensure that disability can be safely accommodated within our work environment, in all our employment practices and internal union practices and procedures.

Employment Opportunities:

Conference notes the strengthening of protections against discrimination experienced by people with disabilities in employment in the amended Equality Act, 2004.

Conference calls on unions, using this legislation, to dismantle barriers and eliminate discrimination experienced by people with disabilities in accessing employment in the Public and Private Sectors and in pursuing better career opportunities in employment.

Civil and Public Sector Employment Opportunities:

Noting the disproportionate clustering of people with disabilities in the lower pay grades of the Civil and Public Service and the lack of promotion opportunities, Conference urges unions to address the needs of Civil and Public Servants with disabilities by promoting equality of opportunity between employees with and without disabilities by:

- organising briefing and awareness sessions on disability related issues in the workplace;
- arranging with Public Service management for the regular and accurate reporting of proportions of employees with a disability at different grade levels;
- pursuing positive action measures in accordance with the Equality Act, 2004 where disproportionate levels of employment of people are recorded and;
- negotiating appropriate accommodations to employees with a disability including improvements in access.

Welcoming the legislative provision of the Disabilities Bill, 2004 aimed at underpinning the 3% employment quota in Public Service and proposals to adopt a complex decentralised monitoring system in the Disabilities Bill 2004, Conference expresses concern that this provision could, potentially, undermine the 3% employment target and urges Congress and unions to work to ensure that the commitment remains and that appropriate mechanisms to monitor the achievement of the target are established as well as a penalty for non – compliance.

Private Sector Employment Opportunities:

Conference welcomes the publication of the ICTU/IBEC Joint Employment Guidelines as a significant contribution to improving employment opportunities for people with disabilities in the Private Sector.

Conference urges all unions to pursue the implementation of these Guidelines in all Private Sector employments.

Executive Council

36. Pensions

Conference considers that the current coverage and quality of pensions provisions is inadequate. A combination of factors has contributed to the difficulty of improving this situation including a prolonged period of poor equity returns and low bond yields, the high cost of annuities, increasing longevity and the ageing of the population, new accounting standards that are damaging to many defined benefit pension schemes and employer resistance to introducing new schemes and/or protecting existing ones. In funded schemes, average solvency levels have fallen dramatically – from 130% in 1999 to 64% in 2004 – and while recent changes in funding standards were welcome, they do not, on their own, constitute an adequate response to the difficulties which must be faced.

Conference asserts that this unsatisfactory position must be responded to positively if the majority of people now in employment are not to face an old age in financial insecurity. It deprecates attempts by certain employers to put profits before their responsibility to their employees and attempts by the UK government to diminish public services pensions. It further asserts that it is within the means of all developed countries to provide for their citizens in retirement and that it is a matter of societal and intergenerational equity to do so. Conference endorses the policy document on pensions published by the Executive Council earlier this year and calls for its proposals to be adopted and advanced.

Executive Council

37. Pensions

This Conference instructs the Executive Council:

- to lobby the government and obtain a commitment to protect Defined Benefit Pension Schemes where they exist;
- to campaign in favour of introduction of legislation to ensure statutory negotiations take place on any alterations to pension schemes;
- to mount a campaign to ensure that the Irish Master Printers Association industry-wide defined benefit pension will be preserved and that any attempt to wind up the scheme would be actively resisted;
- new entrants to provincial newspapers and the printing industry are particularly vulnerable to being excluded by their employers from the industry-wide pension scheme. Therefore conference calls on the Executive Council to give its full support to campaigns for greater coverage of this pension scheme within the industry.

Graphical, Paper and Media Union

38. Pensions

This Conference is dismayed at the continuing deterioration of the rights of workers in Defined Benefit Pension Schemes and at the failure to achieve any significant improvement in pension coverage for Private Sector workers. Conference therefore calls on the Executive Council to:

- lobby and campaign to protect Defined Benefit Pension Schemes, including legislative change where necessary;
- campaign for a change in the regulations which prohibit pension schemes from carrying forward large surpluses;
- campaign for the introduction of mandatory occupational pension schemes for all employees.

AMICUS

39. Construction Industry Pension Scheme

Conference supports the Government's drive to extend occupational pensions to all workers in the Republic. Conference also notes with concern the reported level of non-compliance by construction employers with the mandatory Construction Industry Pension Scheme. The problems encountered with the Scheme include (1) employers who are not registered into the mandatory Scheme; (2) employers who have only registered some of their employees in the Scheme; (3) employers who have registered and are deducting contributions from employees but are not returning them to the Scheme. These criminal activities are depriving workers of a well deserved pension after working in the country's toughest industry. It also cheats building workers widows and their families of €63,500 mortality benefit in the event of a worker's death. It is estimated that up to 50% of building workers are currently being deprived of their lawful pension cover. The current method of pension contribution collection

is casual and voluntarist, causing widespread abuse. Conference calls on the government to stamp out such abuse by introducing a centralised mechanism for the collection of pension contributions, similar to those deductions previously made for the old "wet time" fund. The introduction of such a centralised system would wipe out much of the abuse, thereby affording the maximum number of building workers their pension, sick pay and mortality entitlements. Expecting employers in what is still considered to be an industry which is a haven for a sizeable number of "cowboys" to voluntarily deduct and hand over workers pension money is naive in the extreme. If the government is sincere about maximum pension cover for all workers, then a centralised collection mechanism with the assistance of the State will have to be introduced.

Dublin Council of Trades Unions

40. Childcare Costs

Conference notes with concern the recent report by the Forum on the Workplace of the Future which states that childcare costs in Ireland are the highest in Europe.

The report found that Irish parents pay on average 20% of their annual income towards childcare, which is almost twice the EU average of 12%. Ireland was ranked the worst of 15 European countries.

Conference believes that Irish childcare costs are prohibitive and contribute significantly to keeping large numbers of women out of the workforce.

Conference instructs the Executive Council to campaign for affordable childcare arrangements including appropriate taxation relief on childcare costs.

Many working families are now finding themselves in a situation where they cannot afford to have children or are

forced to have less children than they planned because of the high cost of childcare in Ireland. Others have felt that they had no choice but to remove themselves from the workforce to look after their children.

Despite being one of the wealthiest countries in the world, Ireland lags far behind our contemporaries in terms of childcare provisions. Without a doubt current government policies are affecting our population demographics.

Conference further instructs the Executive Council to update affiliates on progress on this resolution by July 2006.

Guinness Staff Union

Amendment

Paragraph 4 to include after “relief on childcare costs”
“including the costs borne by those who temporarily give up wholly or partially their employment in order to look after children”

Association of Higher Civil & Public Servants

41. Early Childhood Care and Education

Conference calls on the Government to introduce a comprehensive early childhood care and education service for all children by:

- granting paid parental leave to all parents until a child's first birthday;
- providing free childcare places in high quality State funded creches and childcare centres;
- granting tax-relief for working parents who pay for regulated childcare;
- introducing a quality framework which will outline the quality required in all settings where young children learn and are cared for;
- ensuring that such a framework addresses issues of teacher and staff qualifications, premises, resources

equipment and relationships;

- providing free pre-school places to all children aged 3, linked to the early years section of the primary school;
- supporting the work of the infant classes in primary schools through reducing class size to 15 per teacher, appointing classroom assistants, enhancing the equipment, facilities and resources available for both indoor and outdoor activities and by providing opportunities for continuous professional development; and
- providing high quality after-school care for school going children in appropriate venues.

Irish National Teachers Organisation

42. Childcare

Conference, noting the abject failure of government to ensure the provision of affordable childcare to all working parents, calls upon the incoming Executive Council, in any talks on a new social programme, to ensure the following:

- that the availability of both childcare places and crèche facilities is greatly increased in both the Public and Private Sector;
- that a tax credit is introduced, in the 2006 Budget, which would apply to working parents who provide receipted childcare expenses;
- that an allowance be introduced, payable to a family member undertaking childcare responsibilities, on behalf of a working parent; and
- that Congress would not agree to a new social programme unless definite and stated, commitments are given with regard to this critical social and economic issue.

Irish Nurses Organisation

43. Childcare

Conference deplores the deficiency in our childcare provisions vis à vis the infrastructure available in advanced euro zone countries and resolves to build on the campaign of the trade unions to date and especially to pursue the provision of accessible, affordable, high quality child centred childcare as a priority demand in any post Sustaining Progress negotiations.

Services Industrial Professional Technical Union

44. Free Education

Congress recognises that, free education is a social good, which promotes equality, personal, social, vocational and professional development, and the capacity of people to participate fully in democratic society.

Congress recognises that given the present structure of Irish society, some young people are, for a variety of reasons, unable fully to benefit from educational provision and in some cases prevent others from benefiting fully. Congress recognises that all students, including those disruptive students, have equal rights to an appropriate education. Congress calls for direct strategies, interventions and resources to protect the rights of willing learners and the right to education of those pupils for whom current educational provision is inappropriate.

Teachers' Union of Ireland

45. Socio-Economic Disadvantage and Education

This Conference:

- a) recognises the potential role of education in contributing to a more equal society;
- b) believes that current programmes to counter educational disadvantage are not sufficiently resourced or coordinated;

- c) demands that enhanced programmes are introduced which will:
 - focus on quality early childhood education
 - include much smaller class sizes throughout schools designated as disadvantaged
 - ensure that literacy and numeracy standards are prioritized
 - provide special measures for the recruitment and retention of qualified teachers
 - form part of a multi-agency response to promoting social inclusion
- d) declares that the issue of socio-economic disadvantage in education will be a priority in negotiating the social agenda issues in any new national agreement following Sustaining Progress, and
- e) instructs the Executive Council to establish an effective ICTU Monitoring Committee to evaluate implementation of Government entitlements on education disadvantage and other social issues under Partnership Agreements and to inform affiliated unions regularly of the rate of progress.

Irish National Teachers Organisation

46. Education Funding

Congress asserts that the major cause of the crises in education funding in Northern Ireland is government under-investment.

Congress insists that the Direct Rule Ministers responsible for expenditure revisit the issue of education funding in consultation with NICICTU.

Congress further declares that threats to employment which directly affect the livelihood of its members and the educational opportunity of many of the most disadvantaged in society must cease.

National Association of Schoolmasters and Union of Women Teachers

47. Education

Congress notes that in order to achieve the European Union's aspirations of a leading knowledge economy, higher education institutions will be required to deliver a sustainable production of graduates, research and skilled workers. In order to achieve this, higher education will require substantial and continuing financial support from governments, and the staff working within them will require continuing and sustained support from their employers.

Congress is asked to alert the government of the implications for those working in higher education of the demands that will be faced in creating a European knowledge economy, and demand adequate financial support for the sector.

Association of University Teachers

48. Low Pay

This Conference notes that significant income inequalities persist in Irish society and declares that tackling these inequalities affecting workers and disadvantaged groups must be a priority for any future round of Social Partnership negotiations.

Conference therefore supports a strategy which will:

- tackle widening income differentials and which will prioritise the needs of lower paid workers and those on average incomes;
- put the gender pay gap at the top of the agenda;
- combat social exclusion and poverty and promote real income gains for pensioners, social welfare recipients and other disadvantaged groups;
- develop the affordable housing initiative to make housing affordable for lower income groups;

- increase significantly the availability of childcare places and crèche facilities in both the private and public sectors;
- make tax relief for childcare a priority for discussion with Government.

Civil Public and Services Union

49. Public Holidays

Given that workers in the Republic of Ireland receive fewer public holidays than the average in the other EU Member States, plus in recognition of the other tradition on the Island of Ireland and in furtherance of the peace process, Conference calls on the Executive to pursue until successful that the twelfth of July be an annual public holiday in the Republic of Ireland.

Galway Trades Union Council

50. National Pay Agreements

Congress directs the ICTU Executive Council to:

- a) ensure that general round increases are not subjected to extra work clauses or to any compliance measures in action plans in any further national pay agreements;
- b) ensure that there are local bargaining clauses in the next national pay agreement, so that all unions can locally pursue and process claims.

Teachers' Union of Ireland

51. Inability to Pay National Wage Agreements

Conference notes the provision within Sustaining Progress that allows a company to claim “inability to pay”.

Such a clause, when applied to State enterprises, is contrary to the spirit of the “inability to pay” exclusion in any national agreement which, essentially, is designed to assist companies in dire financial circumstances and not those with access to, and the support of, the full resources of the State.

Therefore:

Conference calls on the Executive Council of the Irish Congress of Trade Unions to work to ensure that no State enterprise can plead “inability to pay” under the terms of any future national agreement.

Communications Workers’ Union

52. Health and Safety

Conference deplores the low priority the Government appears to place on the promotion of the health and wellbeing of teachers and their pupils.

Conference calls on the Government to provide sufficient resources to ensure that a comprehensive Health and wellbeing strategy for teachers, to include the provision of an independent welfare service, is implemented as a matter of urgency.

Conference is concerned about the diet and health of many pupils in schools and demands that Government take urgent proactive measures to provide improved school meals, healthy lifestyle programmes and increased provision of Physical Education (PE) specialists in primary schools.

Ulster Teachers’ Union

53. Health and Safety

Conference notes the increase of the number of attacks, both physical and verbal, on workers carrying out their lawful duty from members of the public, and the lack of suitable and sufficient control measures introduced by the employer. Conference also supports and recognises that the longest dispute in the history of Public and Commercial Services Union (PCS) revolved around members within the Department of Work and Pensions who had to take lengthy action to secure their safety. PCS research shows that staff in Jobcentres, Benefit Offices and the combined Jobcentre Plus offices are more worried about threats of violence at work than other workforces in the UK and only public transport workers are more worried about physical attack. To secure this 65,000 PCS members in Jobcentres and benefits offices across England, Scotland and Wales took over 300,000 days strike action between September 2001 and April 2002 to secure an agreement on the safety of the new open-plan Jobcentre Plus offices. It was the largest civil service dispute for 20 years.

Conference therefore encourages all unions to lobby the government to change the law to ensure that all such attacks are treated in the same manner as an attack on a member of the Police under Chapter 16 of the Police Act 1996 Section 89 (1). This would ensure that all persons found guilty of such an offence would be liable on summary conviction to imprisonment for a term not exceeding six months or to a fine not exceeding level 5 on the standard scale or both.

Conference also encourages all union members facing any attack or threat of violence to report it immediately to their manager and seek union support.

Public and Commercial Services Union

54. Health and Safety

This Conference agrees that the government's current policy of centralised cancer care, which forces many seriously ill patients to travel over 100 miles for cancer treatment with the resulting 20% reduced outcome for patients, is wrong. We demand regionalised cancer services with all three modalities of treatment: chemotherapy, surgery and radiotherapy; under one roof in the south-east, north-west and other areas, rather than the government policy of super-regional cancer centres in Dublin, Cork and Galway.

Waterford Council of Trade Unions

55. Health and Safety

The worrying trend in bank robberies is a cause of concern to all employees and customers. ICTU calls on Financial Institutions to review security arrangements to ensure safety of staff and customers. Furthermore, this Conference mandates the Executive Council to initiate a campaign to lobby the industry and both Governments to commence reviews with the Banks and Unions representing staff to address the issue of staff security and safety in the workplace.

Irish Bank Officials Association

56. Health and Safety

Congress supports Mandate's campaign for greater protection for workers against violence and the threat of violence in the workplace. In particular Mandate seeks that:

- employers put more emphasis on violence and the threat of violence in the completion of risk assessments to include specific provision for protection against robbery, physical violence, verbal abuse and threats;

- that the Health and Safety Authority should make violence in the workplace a priority objective, supported by an information campaign and guidelines for employers whose workers are exposed to the threat of such violence.

MANDATE

57. Ban on Smoking

This Conference notes the need for protection for those who are particularly vulnerable to the dangers of exposure to tobacco smoke. The harmful effects of tobacco inhalation go way beyond lung cancer and can damage the health of non-smokers. It causes particular health problems to pregnant women and their unborn children. Exposure to other people's tobacco smoke can cause reduced lung function in adults with no previous respiratory problems and can be especially dangerous for people with asthma. 50 per cent of physiotherapists' workload involves seeing patients with emphysema and other illnesses related to chronic obstructive pulmonary disease (COPD). COPD is currently incurable and is directly related to smoking. Conference therefore calls for a full ban on smoking in public places in Northern Ireland as in the Republic, as a ban would be of significant advantage to the population as a whole, virtually removing the health risks associated with passive smoking.

The Chartered Society Of Physiotherapists

58. Dignity at Work

Congress deplores the fact that, despite the best efforts of trade unions, management bullying is still prevalent in many workplaces.

Congress condemns utterly the style of management which repeatedly denigrates the workforce and fosters a culture of threats and reprisals towards staff. Such management style

is a major cause of workplace stress. Congress demands that all employers adopt Dignity at Work policies which address the problems caused by bullying and harassment.

National Association of Schoolmasters and Union of Women Teachers

59. Workers In The Care Sector

Conference acknowledges the need for the establishment of standards for workers in both the childcare and care sectors in the context of pay and conditions of employment and also of access, qualifications and training to allow for the development of a structured career path for all workers in these sectors.

Conference calls on Congress, therefore, to campaign for minimum pay and conditions for workers in the childcare and care sectors, and, in partnership with Government, employer bodies and other appropriate organisations, to establish an overarching body to set down guidelines and standards on qualifications and training.

Conference calls on Congress to report back on progress on this motion to the 2006 Women's Conference and the 2007 Biennial Delegate Conference.

Executive Council

60. Exploitation

Conference reasserts the pivotal role played by organised workers in the economic success of the Republic of Ireland and affirms that the challenge now presenting is that of converting it into sustainable social infrastructure, to enhance the quality of life of all those living in Ireland. In this regard Conference deplores the growing culture of exploitation and declining quality of the working environment becoming evident in many sectors which,

although mainly concentrated in non-union employments, increasingly threatens all workers as the race to the bottom for competitive advantage intensifies.

Accordingly Conference resolves to prioritise protection and enhancement of the quality of the working environment in engagement with the Government and employers at national level and specifically resolves to campaign for:

1. the establishment of a fully resourced and empowered Labour Inspectorate;
2. significantly increased penalties for non-compliance with employment legislation;
3. enhancement of the rights of shop stewards and workplace representatives;
4. provision of increased resources and support for workplace education and training with a role for, statutorily supported, trade union "education and training representatives" in the workplace.

Services Industrial Professional Technical Union

61. Labour Standards

This Conference notes the potential devastating effect that the off-shoring of work from the service sector of the UK and Irish economies will have on jobs, in areas of economic regeneration in general and in the North of Ireland in particular.

Conference agrees therefore, to support a global strategy aimed at protecting jobs in the UK and Ireland whilst ensuring compliance with ILO core labour standards, including the conventions on the right to organise and on collective bargaining throughout the company supply chain.

Communication Workers' Union (UK)

62. Labour Inspectorate

In view of the continuing examples of the outrageous treatment of migrant workers, we call upon Government to increase the numbers and activity of all branches of the Labour Inspectorate. This should be done to complement the pioneering work of the trade unions in this field.

Dublin Council of Trades Unions

63. Agency Workers

Agency workers are often employed on inferior terms and conditions without sick pay, pensions or proper training and are exposed to greater health and safety risks. This Conference calls for tighter controls on employment agencies and improved rights for agency workers.

Union of Shop, Distributive and Allied Workers

64. Freelance Workers

This Biennial Delegate Conference strongly condemns the use of EU and domestic competition law to undermine the right of freelance and so-called atypical workers to collective trade union representation.

Freelance workers are among the most vulnerable in the economy and are entitled to the social and economic protection provided by trade union membership. The rights of a wide range of workers, notably in the media and arts, have been undermined by the application of competition law in a manner which seeks to render collective agreements illegal.

Conference rejects the principle that individual workers, many of whom have been forced into sole employment, should be deprived of the protection of organised labour in the name of competition. Use of

competition law in this manner serves only unscrupulous employers and is of no benefit to the consumer but rather enables exploitation of workers.

Conference calls on Congress to campaign for appropriate legislative protection for atypical workers and to include this issue as a priority in negotiations on future national partnership agreements.

National Union of Journalists

65. Two Tier Workforce

This Conference acknowledges the ongoing divisions created with the two-tier workforce and recognises that informal action and Codes of Practice have not addressed or impacted on the core issues of discrimination and injustice.

This Conference commits to eradicate the causes of this difference by campaigning for the introduction of additional Europe wide legislation for the protection of workers, irrespective of status.

GMB

66. Privacy of Employees

This Conference notes with grave concern the growing tendency of employers to invade the privacy of employees. Such violations of fundamental rights are frequently justified under the guise of security or health and safety requirements.

Conference further notes the work of Genewatch in the United Kingdom and the support given by the TUC to their campaign against the abuse of genetic (DNA) testing by employers. Genetic testing should only be used to assess an employee's current ability to carry out their job safely and not to assess whether, at some indeterminate point in the

future, they may be unable to work. Testing should be governed by clear, agreed workplace policy and carried out by a qualified professional.

Conference calls for the development of a minimum standards of rights governing the use of genetic testing by employers and calls on Congress to work with the TUC and other ETUC affiliates for stronger EU protection governing the protection of privacy, in all forms, in the workplace.

National Union of Journalists

67. Part-time Workers

This Conference calls on the Government to implement legislation providing for the right to flexible working hours and part-time work for parents.

Electricity Supply Board Officers Association

68. Agency Workers' Directive

Conference condemns the British and Irish Governments, not only for their delay in signing up to and implementing the European Temporary Agency Workers' Directive, but for their actions in actively hindering the ratification of this Directive.

This Directive will not only provide equality of treatment for temporary agency workers permanently resident on the island of Ireland but will protect migrant workers who come to work within our shores. So far, a small minority of Member States have blocked the implementation of the directive.

Conference therefore calls on the ICTU to work with the TUC and lobby both Governments to ensure the rapid ratification of the Directive into British and Irish legislation so that protection against abuse is provided to migrant workers.

Craigavon Trades Union Council

69. Black/Shadow Economy

That the National Executive Committee of ICTU calls on the Irish government to implement a new policy of prevention and detection against those engaged in the black/shadow economy.

The existence of a black/shadow economy is costing the Exchequer billions of euro and is causing hardship to legitimate traders and employers. A no-tolerance approach must be taken against all who benefit from non-compliance with taxation policies and who are actively engaged in the black/shadow economy.

Federated Union of Government Employees

70. Skills Training

Conference is called on to welcome the 'Enterprise Strategy Group Report – 'Ahead of the Curve' and calls on Government to make available the necessary resources for its implementation and on all employers to agree a minimum of 5 days per annum paid leave for workers in order to ensure that the objectives of this strategy are met.

Technical, Engineering and Electrical Union

71. Skills Training

Conference notes with interest the recent consultation by government in Northern Ireland with regard to the development of a Skills Strategy for the region. Conference believes that as a consequence of increased labour mobility across the island of Ireland a strategy for the development of work-based skills and competences must take account of the qualifications systems in both Northern Ireland and the Republic so as to promote the mutual recognition of qualifications on either side of the border. Conference asks Congress to make representations to government in Northern Ireland and the Republic to that effect.

National Association of Teachers in Further & Higher Education

72. Maritime Industry

This Conference congratulates SIPTU for their victory in preventing the outsourcing of employment on Irish Ferries.

This Conference reiterates its support for the campaign to end pay and conditions discrimination against seafarers on the basis of race and nationality.

Conference therefore condemns the continued exploitation of seafarers on vessels trading in the Irish Sea.

Despite the UK government's new maritime policy, and the increase in tonnage under the UK Flag, the problems of exploitative pay and conditions, have increased in the last few years.

Conference calls on the UK and Irish governments to work together to generate a genuine maritime revival and to support the full implementation of the Race Relations Act for seafarers, and any other measures that may be necessary to improve the prospects of quality shipping and the promotion of employment opportunities for UK and Irish seafarers.

National Union of Rail and Maritime Trade Union

73. European Constitution

This conference notes the growing attacks on public services and welfare systems across Europe and the rising tide of protests against these cuts.

It also notes that the proposed EU Constitution signed in Rome last November demands greater levels of privatisation on the principle that the EU is to become "an open economic market where competition is free and undistorted".

Conference also notes that the Constitution removes national veto rights in 60 new areas including on which areas should be "liberalised" i.e. privatised and permits such policies to be imposed on poor countries through trade treaties concluded under the Common Commercial Policy and GATS.

Conference notes that the Constitution fails to guarantee or expand workers rights as such areas will still be constrained by existing "national laws and practices."

Conference is also concerned that the Constitution formally militarises the EU and gives it the power to conduct a single foreign policy which must be "actively and unreservedly" supported by Member States.

Therefore, the ICTU welcomes a balanced debate on the impact of the EU Constitution.

National Union of Rail and Maritime Trade Union

Amendment

Delete all except first line and last line and replace with:

"Conference notes that the proposed EU Constitution will impact on workers' rights and public services, although there are differing views – among trade unions and others – on whether the impact will be positive or negative. Conference also notes that, notwithstanding certain shortcomings in the proposed Constitution, the European Trade Union Confederation (ETUC) and the European Public Services Union (EPSU) have called for support for it."

Amended motion to read:

"This Conference notes the growing attacks on public services and welfare systems across Europe and the rising tide of protests against these cuts.

“Conference notes that the proposed EU Constitution will impact on workers’ rights and public services, although there are differing views – among trade unions and others – on whether the impact will be positive or negative. Conference also notes that, notwithstanding certain shortcomings in the proposed constitution, the European Trade Union Confederation (ETUC) and the European Public Services Union (EPSU) have called for support for it.”

Therefore, the ICTU welcomes a balanced debate on the impact of the EU Constitution.”

Irish Municipal Public and Civil Trade Union

74. European Constitution

This Conference agrees that the Treaty establishing a Constitution for Europe represents a qualitatively new stage in the process of European integration. The essence of this process is the transfer of powers from elected national Parliaments and Governments to a small number of politicians and bureaucrats, and this process has been primarily driven in the interests of European based trans-national firms and the proposed European Constitution makes the privatisation of public services, the free movement of capital, a liberal market economy and the maximisation of economic competition into constitutional principles. It sanctions the EU to pressurise less developed countries to dismantle controls erected to protect their national interests and that the peoples of Europe have not sought to make the EU superior to and separate from its individual Member States in the main areas of government policy. Yet this is what the proposed Constitution will do.

This conference calls on the Irish Congress of Trade Unions to actively campaign for a decisive vote against ratification of the proposed Constitution for Europe.

Amalgamated Transport and General Workers’ Union

75. Services Directive

Decisions which threaten the very existence of our public services and result in the privatisation of our members are increasingly being made at EU level with the approval and/or acquiescence of the UK and Irish governments.

Such decisions are made through complex processes and in obscure language which often masks their real intent and impact. The passage of these decisions receives little or no publicity. However the public and our members face the consequences through enforced privatisation, reduction in services, falling wages and rising costs.

The privatisation and liberalisation of public services currently being actively promoted by the European Commission includes:

- proposals to make the GATS provisions of the World Trade Organisation a guiding principle for public services in Europe, and
- a declaration that the internal market policy of the European Commission will be increasingly applied to public services.

To give effect to these policies in January 2004 the European Commission introduced a proposal for a Directive of the EU Parliament and Council on Services in the Internal Market (the draft Services Directive). The Directive’s aim is to create a legal framework in order to eliminate existing barriers to the freedom of establishment for service providers and the free movement of services between Member States. Unfortunately it also eliminated protections for workers and consumers to the advantage of business.

However, on this occasion trade unions across Europe have campaigned vigorously to make the Directive in its current form, untenable.

Conference commends the interventions by the ETUC, ICTU, individual trade unions and others.

Conference welcomes the successful petition of the European Parliament earlier this year by UNISON, which challenged the unfair treatment of women that would have resulted if the Directive had continued to include the country of origin proposal enabling service providers to move their HQ to the EU country with the lowest worker protections in order to 'bid' for contracts.

We understand that the Commission is now committed to exclude health and other public services from the Directive, drop the country of origin proposal and ensure that it cannot be used for social dumping,

Conference therefore calls on the Executive Council to use all available forums, national and international, to press for the complete withdrawal of the Directive and to ensure that any subsequent Directive meets the key concerns of the Trade Union movement on the protection of public services and promotion of equality of opportunity, employment and trade union rights for all workers.

UNISON

Amendment

Insert final paragraph

Finally Conference is also deeply alarmed at the impact of Directives on public transport systems such as the European Railway packages, which will aim to liberalise (privatise) freight and passenger services and also maritime cabotage regulations which encourage Member States to tender maritime services. Conference agrees to campaign against these directives to help protect public transport systems in Europe.

National Union of Rail and Maritime Trade Union

76. Services Directive

Conference welcomes the proposed changes to the EU Services Directive and supports the efforts of the Executive Council and the European Trade Union movement to ensure that any future Directive contains measures to protect good working conditions, is based on high standards, and is not designed to lower terms and condition of employment, or undermine public services.

Graphical, Paper and Media Union

77. Assistance to Developing Countries

This Conference instructs the incoming Executive Council to consider, as a matter of urgency, how best the trade union movement, in partnership with employers, can contribute financially to providing assistance to developing countries. Conference will recall the fantastic generosity shown by people towards the victims of the Tsunami disaster. We should seek to establish a fund that members can contribute to, on an on-going basis, for the purpose of emergency and long-term development assistance. This consideration might examine the role of the Civil Service Third World Fund.

Association of Higher Civil & Public Servants

78. ICFTU

Globalisation increasingly dominates the lives of ordinary people, with dramatic repercussions for wages and working conditions.

Workers in developing and transition countries often find themselves struggling to cope with the effect of harsh austerity policies recommended by the International Monetary Fund (IMF) and the World Bank. Liberalisation and privatisation are increasingly demanded as conditions for development assistance. Migrant workers in rich countries often face racism and exploitation.

Conference supports interventions by the International Confederation of Free Trade Unions (ICFTU) to the IMF, the World Bank, the World Trade Organisation and at the United Nations on:

- employment and international labour standards;
- tackling the multinationals;
- trade union rights;
- equality with particular emphasis on women, race and migrants; and
- trade union organisation and recruitment.

Conference also welcomes and supports the key demands of the Make Poverty History (MPH) campaign:

- Drop the Debt
- More and better Aid
- Trade Justice

Conference believes that 2005 is a crucial year to influence governments on international and labour issues. The G8 Summit takes place in Scotland in July and the United Nations Summit of World Leaders on the Millennium Development Goals takes place in New York in September.

Conference therefore calls on the Executive Council to:

1. re-affiliate to the ICFTU at this crucial time enabling ICTU to join with 233 trade union congresses in 154 countries in the campaign for rights and justice;
2. continue to play an active role in the MPH coalition and to encourage affiliates to participate;
3. work with all organisations in the MPH alliance to ensure that labour issues are included;
4. publicise the work of the ICFTU and MPH through Congress and its affiliates;
5. lobby the Irish government on the MPH trade, aid and debt demands throughout 2005;

6. support and encourage affiliates to participate in events and mobilisations around the G8 summit;
7. encourage affiliates to participate in the Global Day of Action on the Millennium Development Goals in September and around the WTO Trade talks in December;
8. encourage affiliates to participate in other ICFTU campaigns such as, the eradication of forced and child labour, the promotion of equal rights for working women, the implementation of ILO action plan for migrant workers and the campaign to respect and defend trade union and worker rights.

UNISON

79. Rights of Palestinian People

This Conference expresses its support for: -

- the right to self-determination of the Palestinian people through the creation of a viable independent Palestinian state;
- the right of return for the Palestinian refugees under Article 13 (2) of the Universal Declaration of Human Rights;
- the immediate and unconditional withdrawal of Israeli troops from all the territories occupied in 1967 based on United Nations Resolutions 242 and 338;
- the immediate cessation of the building of illegal settlements and the dismantling of settlements in the Occupied Territories as expressed in Resolution 465;
- the immediate dismantling of the wall currently under construction;
- the rights of all Palestinian workers including those working inside the state of Israel.

This Conference believes that the achievement of these objectives will be the only way to ensure the establishment of peace in the area for all the peoples, including specifically the Palestinian people and the people of Israel.

This Conference condemns the continuing use by the Israeli government of F16s, Apache helicopter gunships, Merkava Tanks, heavy artillery, roadblocks, checkpoints, collective punishments, assassinations and extra judicial detentions. We condemn the policies of the Israeli government whose Prime Minister Ariel Sharon continues to pursue a policy of ethnic cleansing against the Palestinian people. We note the inhuman impact on Palestinian daily life of Israeli Government actions resulting in mass unemployment and underemployment; the destruction of the social and economic infrastructure; the destruction of farmlands including olive groves; the disruption of education and denial of access to health care facilities; the control of water; the emergence of malnutrition and the traumatising of the Palestinian people.

We express our commitment to campaign in solidarity with the Palestinian people to achieve their legitimate demand for a viable independent Palestinian state. We believe that this objective can be achieved through a negotiated settlement conducted by a leadership of the Palestinian people decided upon by the Palestinian people.

Conference recognises that any settlement which allows for the continued occupation of land inside the so-called 1967 'green line' by the Israeli Defence Forces will result in the creation of a series of 'bantustans' equivalent to those created in South Africa during the apartheid era. Conference therefore endorses the call, made by Trade Union Friends of Palestine and the Palestine Solidarity Campaign in Britain, that political and economic sanctions be imposed on Israel until all IDF forces and illegal settlements are removed from the occupied territories.

Belfast & District Trades Union Council

Amendment

In the first paragraph insert the following additional bullet points:-

- an end to all random attacks, including suicide bombings inside Israel which are counter productive, killing and maiming innocent Israeli citizens including Palestinians living in Israel;
- a lasting solution for the people of the region, Arab, Jew and Christian with the removal of all ruling elites and the establishment of a socialist Israel along side a socialist and genuinely independent Palestinian State with mutually agreed borders and with all resources of the region shared on an equal basis.

Northern Ireland Public Service Alliance

80. Use of Shannon Airport

That this conference deplores the continual use of Shannon Airport by the US military en route to and from Iraq, and by planes bringing prisoners from the Middle East and elsewhere to Guantanamo Bay. Conference therefore calls on the Irish Government to end this shameful practice.

Cork Council of Trade Unions

Standing Orders Committee Report Number One

Tuesday 21 June 2005 – Morning Session

Times of Sessions

1. Conference sessions will commence at 09.30 hours each day from Tuesday 21st June to Friday 24th June. Conference will adjourn for lunch at 13.00 hours each day Tuesday to Friday and will resume at 14.30 hours each day except Wednesday 22nd June and Friday 24th June.

Ballot Papers

2. The arrangements for the exchange of credential stubs and the issuing of voting cards and ballot papers will be as follows:
 - credential stubs will be exchanged for voting cards during the conference proceedings on the Tuesday afternoon and Wednesday morning. Each delegate must personally exchange his or her credential stub for a voting card;
 - ballot papers for the election of Officers, Executive Council Members and Standing Orders Committee will be issued from 9.30 hours to 12.30 hours on Thursday 23rd June 2005;

➤ each union will be asked to nominate a principal delegate who, in exchange for the voting cards, will collect the ballot papers from a Polling Station away from the main conference hall;

➤ on completion, ballot papers should be returned to sealed ballot boxes in the Polling Station by the individual delegates or by the principal delegate in accordance with union practice, before 13.00 hours on Thursday 23rd June 2005.

Procedure to be used to elect Executive Council

3. The Executive Council election will be conducted using the single transferable vote system. The Congress Constitution provides that the election of the Executive Council must result in the election of at least eight women. In the event that the outcome of the election of the 30 Executive Council members conducted under single transferable vote system results in less than eight women being elected to the Executive Council then the following procedure should apply: The last man to be "elected" amongst the 30 should be replaced by the last woman to be eliminated. In the event that this does not result in eight women being elected then the second last man to be "elected" should be replaced by the second last woman to be eliminated and so on until the minimum requirement of eight women members is met.

Motions and Amendments

4. The Standing Orders Committee has examined the motions on the preliminary agenda and the amendments submitted by affiliated organisations.
5. The Standing Orders Committee wishes to draw the attention of affiliated organisations to the fact that a number of motions have been submitted that it could be argued are more appropriate to the Northern Ireland Conference of Congress. The Standing Orders Committee have on this occasion agreed to allow these motions on to the agenda of Conference. However, in order to preserve the integrity of the Northern Ireland Conference motions submitted to any future Biennial Delegate Conference of Congress, whose content is more appropriately related to matters in Northern Ireland, will be ruled out of order.
6. The Standing Orders Committee rules that Motion No.50 on National Pay Agreements submitted by the TUI and Motion No. 51 on Inability to Pay in State Enterprises submitted by the CWU are out of order on the basis that decisions in relation to National Agreements are taken by Special Delegate Conferences attended by delegates from trade unions in the Republic in Ireland only in accordance with 1.2 of Standing Orders.
7. The Standing Orders Committee rules that Motion No.11 on Executive Council submitted by the IBOA is out of order on the basis that there is no provision in the Congress Constitution that allows for the appointment of permanent observers to the Congress Executive Council.
8. The Standing Orders Committee rules that Motion No. 12 on Election to the Executive Council submitted by the Galway Trades Union Council is out of order as the facility exists in the Congress Constitution that allows any affiliated organisation to propose a motion to amend the Congress Constitution and it is proper that if an affiliated organisation wishes to propose a motion seeking to change the Congress Constitution they should avail of this facility, by proposing a motion specifying the change they wish to see made and the precise amendments required to achieve this change.
9. The Standing Orders Committee rules that the amendment submitted by NIPSA to Motion No. 79 Rights of the Palestinian People is out of order as the objectives of the amendment are contrary to the objects of Congress as set out in paragraph 6 of the Congress Constitution and in particular paragraph 6(g) which reads as follows, "to promote fraternal and co-operative relations with trade union federations and congresses in other countries for the purpose of furthering the common interests of workers in all countries; and further co-operate with other types of democratic organisations in supporting progressive endeavours intended to safeguard and strengthen justice, peace and freedom throughout the world".
10. The Standing Orders Committee rules that all the remaining Motions and Amendments on the Final Agenda are in order.

Suspension of Standing Orders

11. In the interest of orderly and effective conduct of business, the Standing Orders Committee draws the attention of affiliated organisations to the provisions of paragraph 12 of Standing Orders.

"A motion to suspend Standing Orders must be submitted in writing to the Chairperson by the proposer and seconder who are delegates to conference. It must specify the Standing Orders to be suspended and the period of suspension. It must state reasons of urgency and importance, and if the suspension is sought for the purpose of giving consideration to a matter not on the Agenda, the reason for not submitting such matter by way of Motion in accordance with Standing Orders.

A Motion to suspend Standing Orders may not be adopted except (a) with the permission of the Chairperson and (b) with the consent of two thirds of the delegates voting on the Motion.

The Chairperson, before giving his/her ruling, may at his/her discretion consult with the Standing Orders Committee.

Conference Sessions

12. The periods have been allocated for specific topics in the appropriate section of the Executive Council Report. Related Motions will be taken during these time periods. If there is time left over after the completion of the specified business, Conference will proceed to deal with other business.
13. The Sections of the Executive Council Report and the motions on the Final Agenda will be taken at the time given in the Timetable of Business.
14. Motions have been grouped and votes on the Motions will be taken as indicated in the Timetable of Business.

Fraternal Addresses

13. Fraternal addresses will be given by the following:

Ms. Frances O Grady, Deputy General Secretary of the British Trade Union Congress. Frances will address conference on the 21st June 2005 during the morning session of Conference.

Mr. James Hoffa, President of International Brotherhood of Teamsters and member of the AFL-CIO Executive Council. James will address conference on Tuesday 21st June 2005 during the afternoon session of conference.

Mr. John Monks, General Secretary of the European Trade Union Confederation. John will address conference on Wednesday 22nd June 2005 during the morning session of conference.

Ms. Anne Douglas, President of Scottish Trades Union Congress. Ann will address Conference on Wednesday 22nd June 2005 during the morning session of conference.

Guest Speakers

14. The Executive Council have invited speakers from the Congress Centres for the Unemployed, Congress Disability Committee and from the Congress Retired Workers Committee to address conference.

The times at which the guest speakers will be address conference will be given in Standing Orders Committee Report No. 2.

notes



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